

SANTA BARBARA COUNTY BOARD AGENDA LETTER



Clerk of the Board of Supervisors
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Agenda Number:
Prepared on: 6/7/06
Department Name: CEO/Human Resources
Department No.: 064
Agenda Date: 7/11/06
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Michael F. Brown, CEO

STAFF CONTACT: Susan Paul, Assistant CEO/HR Director
568-2816

SUBJECT: Planning and Development Director Contract

Recommendation(s):

1. Approve contract appointing John S. Baker to the position of Planning and Development Director.

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

Executive Summary and Discussion:

Beginning in January 2006, the County conducted an extensive recruitment for the Planning and Development Director position. The recruitment attracted individuals with vastly less experience resolving complicated land use issues than those that regularly confront Santa Barbara County. Santa Barbara County presents extremely diverse land use issues due to its size, large agricultural industry, on-shore and off-shore oil, its variety of environmental issues and protected species, and heritage of careful development. All of these land use issues require the oversight and leadership of a highly experienced individual.

Additionally, the Board of Supervisors is focusing on process improvements within land use and regulatory functions. Accordingly, the emphasis is on management systems and integrated planning concepts across the traditional planning function and other departments involved in regulatory processes. Given this emphasis, the County has been fortunate to attract Mr. John S. Baker, a seasoned local government professional. Mr. Baker has extensive public sector experience and well understands the California local government environment. He has had significant experience in the planning field and has served as a City Manager in several jurisdictions including Ojai, Redondo Beach, and Ventura.

Inasmuch as Mr. Baker is a previous retiree, he will be appointed to the position on a contractual basis since he does not require retirement, health, Social Security, or other benefits that would normally be part of the salary and benefits package for an executive employee. Therefore, the cost for the recommended contractual agreement is somewhat less than if the County hired a fully-loaded executive manager.

Mr. Baker's experience will allow the County to reinforce and accelerate incremental process improvements established by Deputy CEO Cortez and Assistant Planning and Development Director Meester.

Therefore, it is recommended that Mr. Baker serve in the capacity of the Planning and Development Director on a contractual basis for approximately one year, which would commence July 15, 2006.

Fiscal and Facilities Impacts:

The salary for this contracted executive management position will be approximately \$175,000 annually or \$14,584 per month.