



BOARD OF SUPERVISORS  
AGENDA LETTER

Clerk of the Board of Supervisors  
105 E. Anapamu Street, Suite 407  
Santa Barbara, CA 93101  
(805) 568-2240

Agenda Number:

Department Name: CEO/Human Resources  
Department No.: 064  
For Agenda Of: 7/17/07  
Placement: Administrative  
Estimated Tme:  
Continued Item: Select\_Continued  
If Yes, date from:  
Vote Required: Select\_Vote

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**TO:** Board of Supervisors  
**FROM:** Michael F. Brown, CEO  
Contact Info: Susan Paul, Assistant CEO/HR Director  
568-2817  
**SUBJECT: Planning and Development Director Contract**

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**County Counsel Concurrence**

As to form: Select\_Concurrence

**Other Concurrence:** Select\_Other

As to form: Select\_Concurrence

**Recommended Actions:**

Approve contract extending the appointment of John S. Baker as the Planning and Development Director.

**Background:**

As previously reported, 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 has focused 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. Mr. John S. Baker, has been successfully dealing with these challenges since July 2006. Mr. Baker is a seasoned professional with 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.

**Auditor-Controller Concurrence**

As to form: Select\_Concurrence

Inasmuch as Mr. Baker is a previous retiree, he was 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 was appointed to the position for a term of approximately one year, commencing July 15, 2006.

Mr. Baker has provided strong leadership for the Planning and Development Department and it is recommended that he continue to serve in the capacity of the Department’s Director on a contractual basis.

**Performance Measure:**

**Fiscal and Facilities Impacts:** The salary for this contracted executive management position will be approximately \$195,000 annually or \$16,250 per month.

**Fiscal Analysis:**

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized</u> <u>On-going Cost:</u>	<u>Total One-Time</u> <u>Project Cost</u>
General Fund			
State			
Federal			
Fees			
Other:			
Total	\$ -	\$ -	\$ -

Narrative:

**Staffing Impacts:**

**Legal Positions:**

**FTEs:**

**Special Instructions:**

**Attachments:**

**Authored by:**

Susan Paul, Assistant CEO/HR Director

**cc:**