



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: February 6, 2018

Subject: APPOINTMENT OF PUBLIC WORKS DIRECTOR - BRIAN BALBAS

RECOMMENDATION(S):

APPOINT Brian Balbas to the position of Public Works Director at Step 4 of the salary range effective February 1, 2018, all other benefits as provided in the current Management Resolution applicable to the position of Public Works Director.

FISCAL IMPACT:

The fiscal impact associated with this action will result in an increase of \$29,300 annually which includes an increase of \$7,700 in pension costs.

BACKGROUND:

In September of 2017, Public Works Director Julie Bueren retired after 36 years of service with Contra Costa County. Brian Balbas, Chief Deputy Public Works Director - Exempt, was appointed as Interim pending the recruitment and selection of a new Public Works Director.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **02/06/2018** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: February 6, 2018

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Dianne Dinsmore -
(925) 335-1766

By: Stacey M. Boyd, Deputy

BACKGROUND: (CONT'D)

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The County retained Avery and Associates to recruit for a new Public Works Director. The job announcement was advertised with California Association of Counties (CSAC), American Public Works Association (APWA), Society of Woman Engineers (SWE), American Society of Civil Engineers (ASCE), International Hispanic Network (IHN), Careers in Government, Municipal Management Association of Northern California (MMANC), Municipal Management Association of Southern California (MMASC), Contra Costa County career website and Avery and Associates career portal. Job announcement brochures were mailed out to 106 Public Works Directors at both the City and County levels. A total of 22 candidates applied by the final filing date of the recruitment. Avery and Associates screened applicants and three (3) semi-finalists were forwarded to the County Selection Committee comprised of David Twa, County Administrator, Dianne Dinsmore, Director of Human Resources, Eric Angstadt, Chief Assistant County Administrator, and Raul Rojas, Public Works Director, Marin. Interviews were held on Thursday, January 18, 2018. Following those interviews, Brian Balbas was selected for the position.

Mr. Balbas earned his Bachelor of Science in Civil Engineering at California Polytechnic State University, San Luis Obispo. He joined Contra Costa County in 1989 as a Staff Engineer, served one year as the Acting City Engineer for City of Oakley beginning in July 1999, promoted to Senior Civil Engineer in 2000, then to Assistant Public Works Director in 2004. In 2007 he was appointed as Deputy Public Works responsible for Engineering Services, Capital Projects, Facilities Services, Real Estate, Administrative Services, Construction, Maintenance, Materials/Recycling, Fleet Services and departmental Information Technology. During his service as Chief Deputy Public Works Director from June 2016 to September 2017, Public Works was re-accredited by the American Public Works Association for the fourth time. Mr. Balbas was integral to the successful re-certification. Following Public Works Director Ms. Bueren's retirement, Mr. Balbas was appointed Interim Public Works Director. He has been active in professional organizations, including serving as the 2016 President of the Northern California Chapter of the American Public Works Association. Given his years of service, he is familiar with the strengths and weaknesses of his department and has developed relationships with our partners throughout the County, region and state.

I am recommending Brian Balbas be appointed Public Works Director at Step 4 of the salary range effective February 1, 2018.

CONSEQUENCE OF NEGATIVE ACTION:

The Public Works Director position will remain vacant.