



Contra
Costa
County

To: Board of Supervisors

From: Brian M. Balbas, Public Works Director/Chief Engineer

Date: April 26, 2022

Subject: APPOINT Greg Baer to the position of Director of Airports - Exempt

RECOMMENDATION(S):

APPOINT Greg Baer to the position of Director of Airports - Exempt (B85-2215) at Step 2 of the salary range (\$12,757/\$153,090), effective May 2, 2022, including all benefits provided in the current Management Resolution applicable to the position of the Director of Airports- Exempt, in addition to vacation accruals starting at the rate of five (5) weeks per year.

FISCAL IMPACT:

The estimated annual County cost for the Director of Airports – Exempt position is \$220,767 of which \$33,801 are pension costs. The estimated cost for the remaining fiscal year 2021/2022 is \$36,794, of which \$5,633 are pension costs based on a start date of May 2, 2022. All costs are budgeted in the Airports Division of the Public Works Department.

BACKGROUND:

The previous incumbent Director of Airports - Exempt retired from his position effective November 6, 2021. The County contracted ADK Consulting and Executive Search (ADK) to conduct the recruitment to fill this critical vacancy. ADK was specifically selected for their

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **04/26/2022** ☒ 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: April 26, 2022

Monica Nino, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Adrienne Todd (925)
313-2108

cc:

BACKGROUND: (CONT'D)

specialization in talent searches within the airport industry. Not only did outreach efforts include traditional recruitment brochures, but also electronic recruiting ads placed on specifically targeted websites and direct sourcing efforts to recruit the best qualified candidates.

Recruitment efforts resulted in twelve (12) applications for further consideration. Applications were screened and six (6) candidates were invited to participate in the final interviews that took place in early March 2022. The interview panel was composed of key stakeholders from the Public Works Department, the Aviation Advisory Committee and County Administration. Based on the recommendations of the review panel and of the County Administrator, Greg Baer was selected for the position of Director of Airports – Exempt.

Mr. Baer holds a Master's Degree in Public Administration from Sonoma State University, a Bachelor's of Science Degree in Aviation, with an option in Management, a Business Minor from San Jose State University and a Certificate in Construction Management from UC Davis. Since November 2016, Mr. Baer has served in multiple capacities with Napa County, with his most recent assignment as Airport Manager beginning May 2018. In addition to overall responsibility for airport operations, he was also responsible for supervising and directing \$18 million in Capital Improvement projects. Mr. Baer is an active member of both the American Association of Airport Executives (AAAE) and the Southwest Chapter of the American Association of Airport Executives (SWAAAE). As a successful applicant, Mr. Baer is qualified to serve as the County's Director of Airports-Exempt.

CONSEQUENCE OF NEGATIVE ACTION:

The Director of Airports-Exempt position will remain vacant, leaving a critical management vacancy within the Airports Division of the Public Works Department.