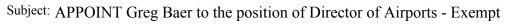
To: Board of SupervisorsFrom: Brian M. Balbas, Public Works Director/Chief EngineerDate: April 26, 2022



<u>RECOMMENDATION(S):</u>

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 C ADMINISTRATOR	NTY RECOMMENDATION OF BOARD 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 Contact: Adrienne Todd (925)	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
313-2108	



Contra Costa County

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 (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.