

Regional Water Quality Control Board
North Coast Region

Executive Officer's Summary Report
Thursday, February 6, 2020
Regional Water Board Office
Santa Rosa, California

ITEM: 7

SUBJECT: Update on the staff of the North Coast Regional Water Board (*Matt St. John*)

BOARD ACTION: This is an informational item, only. No action will be taken by the Regional Water Board.

BACKGROUND: The make-up of the staff of the North Coast Regional Water Board has changed significantly over the past few years. These changes are due to the funding and associated staffing of two new regulatory programs and the retirement of many staff. The purpose of this information item is to summarize these staffing changes and to highlight the exceptional skills of the new, as well as seasoned, staff of the Regional Water Board.

DISCUSSION: In fiscal year (FY) 2017-2018 the Regional Water Board received new funding to support a total of 17 positions (PYs) for the new Cannabis Regulatory and Enforcement Program. In addition, this fiscal year (2019-2020) the Regional Water Board received new funding to support a total of 5 PYs for the implementation of Senate Bill 901 (Dodd), Wildfires. Further, over the past three years, a total of 18 Regional Water Board staff have retired from state service and 7 staff have left the Regional Water Board for other positions outside of the organization.

In FY 2016-2017 the Regional Water Board had a total of 81 PYs. In the current FY we have a total of 102 PYs, a 21% increase in staffing in 3 years. While we are rapidly filling new positions, we continue to have staffing changes, often due to current staff transferring or promoting into other positions, thereby creating vacancies in their old positions. We currently have 12 vacancies within the office yet to be filled. The following table identifies the length of employment with the Regional Water Board for our current staff. A total of 43% of our staff have been at the Regional Water Board for less than 5 years, with 13% being here less than one year.

Length of employment with Regional Water Board	Number of staff
Less than 1-year	11
1 to 5 years	26
5 to 20 years	25
Greater than 20 years	24

These staffing changes are also reflected in our management team. The following table identifies the amount of time the managers of the Regional Water Board have been in a management position for the office. Among our Executive Team (Division Chiefs and above), all but 2 individuals have been in their current positions for less than 3 years. Approximately 65% of all management staff have been in their positions for less than 5

years, with 25% being brand new (less than one year).

Length of employment as a Manager	Number of staff
Less than 1-year	5
1 to 5 years	8
5 to 20 years	6
Greater than 20 years	1

These numbers are compelling; however, the numbers themselves don't demonstrate the breadth of skills and experience of the staff of the Regional Water Board. A total of 20 staff are registered professional civil engineers or geologists and/or hydrogeologists. All technical staff hold bachelor's degrees in a wide variety of disciplines including earth sciences, applied science, environmental science, marine biology, environmental studies and planning, natural resources planning, environmental economics, civil and environmental engineering, physical geography, and geology. Numerous staff hold higher degrees, including 11 with master's degrees and 6 with PhDs in various fields ranging from toxicology, Environmental or Civil Engineering, Environmental Planning, and Agricultural and Biosystems Engineering. Many staff have been published in peer-reviewed journals and have presented at professional conferences. Several staff have served on boards or commissions. All are hardworking, dedicated, and passionate about the work they do here at the North Coast Regional Water Board. The presentation on February 6th will provide a more in-depth picture of the exceptional qualifications of the staff of the Regional Water Board.

SUPPORTING MATERIALS: None