

RICHARDSON BAY REGIONAL AGENCY

STAFF REPORT

For the meeting of January 12, 2023

To: Board of Directors
From: Steve McGrath, Interim Executive Director
Subject: Regional Government Services Recruitment and Appointment of Executive Director

STAFF RECOMMENDATION:

Motion: Receive Report and Accept Selected General Manager

BACKGROUND/DISCUSSION:

On October 14, 2021, this Board approved a contract with Regional Government Services (RGS) which included the services of an interim Executive Director, and to recruit a permanent Executive Director:

Provide an Interim Executive Director to:

- Prepare Board agendas and supporting materials...
- Provide a range of operational and administrative advice.

And to:

- Conduct a search for an Executive Director to lead the Agency for at least the next 2-3 years.* (\$12,000-\$15,000...)

RGS established a process for the selection, which included wide noticing, followed by a pre-screening to eliminate candidates without suitable experience. RGS staff then interviewed 14 applicants.

Interviews were based on a structured set of questions that were designed to address:

- Technical Knowledge and Skills
- Planning and Organization
- Leadership and Accountability
- Adaptability
- Problem-Solving and Decision Making
- Oral Communication
- Interpersonal Effectiveness and Collaboration

The candidates were evaluated on their qualifications with the unique requirements for this role in mind and prioritized according to strengths relative to the RBRA's needs.

RGS staff forwarded five candidates to an external panel of stakeholders (Dan Eilerman, County of Marin; Todd Cusimano, City of Mill Valley; Rebecca Schwartz-Lesberg, Coastal Policy Solutions) for further consideration.

This panel forwarded two candidates to the ad-hoc committee of the Board (Chair Moulton-Peters, Director Wickham).

Based on the above process, RGS is pleased to present the Board with the selected candidate, Brad Gross. The candidate will provide a brief overview of his qualifications and experience, and then respond to any questions the Board may have.

If the Board chooses to accept this candidate, Mr. Gross could begin his RGS assignment as early as January 16, 2023. As the RGS project leader for the team assigned to the RBRA, he will lead agency support services, and have full responsibility for supporting the Board's goals in "... maintaining and improving the navigational waterways, open waters, and shoreline of Richardson Bay" and to take all actions necessary to fulfill the terms of the 2021 agreement executed with BCDC.

However, if the Board rejects this candidate, a new agreement for interim executive director services will need to be negotiated while RGS conducts an additional expanded search.

FISCAL IMPACT:

No additional fiscal impact, as Executive Director recruitment and services are included in the previously approved contract with RGS, and in the adopted FY 2023 budget.

Attachments:

Attachment 1: Brad Gross Application