



Agenda Date: 6/27/2006
Agenda Placement: 6PP

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Britt Ferguson for Nancy Watt - County Executive Officer
County Executive Office
REPORT BY: Britt Ferguson, Assistant County Executive Officer, 253-4406
SUBJECT: Appointment of Director of Environmental Management

RECOMMENDATION

County Executive Officer requests adoption of a resolution appointing Steven Lederer as Director of Environmental Management to serve at the will of the Board of Supervisors, effective July 15, 2006.

EXECUTIVE SUMMARY

A nationwide search was conducted to fill the Director of Environmental Management position, which is appointed by and serves at the will of the Board of Supervisors. Approval of the recommended action will appoint Steven Lederer as Director of Environmental Management, effective July 15, 2006.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Environmental Management
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	As long as the Board chooses to have a separate Environmental Management Department, a Department Director is critical to insuring appropriate management and efficient and effective operations of the Department. Mr. Lederer is well qualified to manage the Department.
Is the general fund affected?	Yes
Future fiscal impact:	The position is currently allocated to the Department and will be included in the Department's budgets in future fiscal years.

Consequences if not approved: Further effort would be required to fill the position.

Additional Information: None

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

Napa County Code section 2.08.040 (C) (e) (f) provides that the County Executive Officer shall recommend to the Board of Supervisors, for its consideration and appointment, qualified candidates to fill vacancies for Board-appointed department head positions. As a non-elected department head, the Director of Environmental Management is appointed by, and serves at the will of, the Board of Supervisors.

With the retirement of Trent Cave, the County retained the executive search firm of CPS Executive Search to conduct a nationwide recruitment to fill the vacant Director of Environmental Management position. Following an extensive outreach effort, a total of 38 applications were received from throughout the country. CPS Executive Search screened the applications, conducted preliminary interviews with a number of candidates and identified 8 candidates for further consideration. Ultimately, four candidates were invited to participate in an oral interview before a panel consisting of Bob Peterson, County Public Works Director, Dr. Karen Smith, County Health Officer and Mark Kostielney, former Sonoma County Health Services Director. That panel recommended three candidates for further consideration. Those candidates were then interviewed by a panel consisting of the County Executive Officer and Supervisors Luce and Dillon. Based on all of the information obtained during this process, the County Executive Officer is recommending the appointment of Steven Lederer as Director of Environmental Management, effective July 15, 2006.

As Board members know, for the last five years, Steve Lederer has been Napa County's Deputy Planning Director, with responsibility for overseeing the processing of all development permits submitted to the County, including conducting environmental reviews. He has been regularly involved in joint enforcement actions with the Environmental Management Department. As Deputy Planning Director he manages a staff of 10 to 15 and administers a \$2 million budget. Prior to working for the County, Mr. Lederer served as Engineering Manager for Water Resources, Wastewater and Hazardous Materials for Harding, Lawson Associates, an engineering and environmental consulting firm. There, he managed a staff of 50, with responsibility for various projects, including sewer line and septic systems design, ground water and surface water quality and capacity studies, solid waste management plans, landfill design, monitoring, cleanup and closure and hazardous materials monitoring, investigation and cleanup. Prior to working for Harding, Lawson, Mr. Lederer was Nuclear and Radiological Engineering Manager for Mare Island Naval Shipyard. Mr. Lederer has a Bachelor's degree in engineering from Tufts University.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Maiko Klieman