



Staff Report – Item 8

TO: East Bay Community Energy Board of Directors

FROM: Inder Khalsa, Interim General Counsel

SUBJECT: Resolution Authorizing the Chief Executive Officer to Hire within Implementation Plan Budget

DATE: October 18, 2017

Recommendation

Adopt a Resolution authorizing the Chief Executive Officer to hire key executive positions identified in the CEO's proposed organizational chart, at salaries within EBCE's budget for personnel spending provided in the EBCE Implementation Plan.

Background and Discussion

When EBCE reaches full operations by the end of 2018, it will be the largest CCA in the State of California serving approximately 600,000 customers representing over 1.5M people in the County of Alameda and its cities. EBCE has been and is still supported by staff from Alameda County Community Development Agency and consultants with expertise in various areas of expertise. However, now that EBCE has hired its Chief Executive, significant planning and progress has been made with respect to initial staffing design for the Agency, development of job descriptions, salary surveys of similarly situated utilities and CCAs, and initial recruitment efforts for key positions.

On July 19, 2017, the EBCE Board adopted the EBCE Implementation Plan (IP), which was submitted to the CPUC for certification. Chapter 7 of the IP includes a Financial Plan for the EBCE and Table 11 provides a budget for the EBCE for years 2018 to 2027. The budget authorizes spending of \$1,888,843 for personnel/staffing costs for the EBCE in the year 2018.

At the September 20, 2017 meeting, the Board received a report on hiring plans from the CEO. The CEO provided a draft organizational chart and discussed several key positions currently in recruitment. The Board provided direction and authorization to the CEO to hire key executive positions.

The CEO is currently recruiting for the Chief Operating Officer/Director of Programs, General Counsel, Director of Marketing and Account Services, and Director of Government and Community Affairs.

This Resolution provides the CEO with express authority to hire the executive positions identified in the draft organizational chart (with any staffing or organizational changes made in the discretion of the CEO), with individual salaries to be negotiated by the CEO based on the experience and background of candidates, with total personnel/staffing costs to be within the budget amounts identified in the IP Financial Plan and budget.

Any adjustments to the total staffing/personnel budget would require approval of the Board.

Attachment(s):

A. Resolution

RESOLUTION EBCE R-2017-__

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE EAST BAY COMMUNITY ENERGY AUTHORITY AUTHORIZING THE CHIEF EXECUTIVE OFFICER TO HIRE EXECUTIVE POSITIONS AT SALARIES WITHIN THE IMPLEMENTATION PLAN BUDGET

THE BOARD OF DIRECTORS OF THE EAST BAY COMMUNITY ENERGY AUTHORITY DOES HEREBY FIND, RESOLVE, AND ORDER AS FOLLOWS:

Section 1. On July 19, 2017, the East Bay Community Energy Authority (“EBCE”) adopted an Implementation Plan pursuant to Public Utilities Code Section 366.2, and the Implementation Plan was filed with the California Public Utilities Commission.

Section 2. On September 20, 2017, the EBCE Board received a report from the Chief Executive Officer (“CEO”) regarding hiring plans, and provided direction and authorization to the CEO to hire executive positions in substantial conformance with the organization chart provided at that meeting with any changes he should make in his discretion.

Section 3. Chapter 7 of the EBCE Implementation Plan describes the Financial Plan of the EBCE. Table 11 provides a budget for the EBCE from 2018 to 2027, including a line item for personnel and staffing.

Section 4. The Board of Directors hereby authorizes the Chief Executive Officer to hire the positions identified in the staff report associated with item 8 of the September 20, 2017 EBCE meeting, with any necessary changes to the organization made in the discretion of the CEO, at salary levels consistent with Table 11, in Chapter 7, Financial Plan, of the Implementation Plan adopted on July 19, 2017. Any significant changes in the EBCE personnel budget shall be approved by the Board.

ADOPTED AND APPROVED this ____ day of October, 2017.

Scott Haggerty, Chair

ATTEST:

Stephanie Cabrera, Clerk of the Board