

BOARD MEETING DATE: October 2, 2020

AGENDA NO. 8

PROPOSAL: Amend South Coast AQMD Salary Resolution to Add Designated Deputy Position

SYNOPSIS: This item is to add a Deputy Executive Officer position, reporting directly to the Executive Officer, to assist with the development and implementation of policies and programs to enhance equity, diversity and inclusion within the organization and in the community. Funding for this position is available in the FY 2020-21 Budget.

COMMITTEE: No Committee Review

RECOMMENDED ACTION:

Amend the Salary Resolution to add a Designated Deputy position to the Executive Office (Attachment A).

Wayne Natri
Executive Officer

AJO:mm

Background

South Coast AQMD is committed to improving how the agency addresses diversity, inclusiveness and equity both outside and within the organization. Since June of this year, the agency has conducted an internal survey soliciting anonymous input from employees on these issues, reviewed workforce demographic and recruitment statistics, joined the Government Accountability for Race and Equity (GARE) project, and recently held a presentation for all employees by Kori Carew - a leading authority on issues of inclusion, cultural fluency, and how to foster diverse talent in an organization.

In addition, the Executive Officer established the Inclusion, Diversity and Equity Advisory (IDEA) panel. The employee-driven IDEA panel includes a diverse

representation of backgrounds and experiences, in terms of ethnicity, gender, department and positions. The purpose of this group is to help prioritize issues and make recommendations to the Executive Council.

As one of its first priorities and recommendations, the IDEA panel recommended that the Executive Officer pursue the creation of a new position to assist in the development and implementation of South Coast AQMD policies and programs to enhance equity, diversity and inclusion within the organization and in the community.

Proposal

This proposal is to add an executive level position to drive engagement, strategy, execution, and accountability for all South Coast AQMD diversity and inclusion policies and initiatives. The Deputy Executive Officer/Diversity, Equity & Inclusion Officer (DEIO) will report directly to the Executive Officer and will work closely with the Chief Operating Officer, Executive Council, and each department to develop and foster an organization that promotes principles of equity, collaboration and mutual respect on matters of human rights and cultural fluency.

The DEIO will develop strategies to integrate diversity and inclusion management into South Coast AQMD initiatives and programs, will review and evaluate policies and procedures to ensure the acknowledgement and implementation of diversity and inclusion issues and needs are met, and will play a role in equal employment opportunity matters. The DEIO will also serve as the liaison to the GARE project, as well as the IDEA panel. In addition, this new Deputy Executive Officer position will coordinate with and provide support to South Coast AQMD environmental justice programs and other community-based initiatives that involve diversity and inclusion of historically underrepresented people and neighborhoods.

In furtherance of this action, staff recommends amending the *Salary Resolution* to reflect the new position. (Attachment A). With Board approval of this proposal, a robust recruitment effort for a DEIO will be initiated.

Resource Impacts

Sufficient funding for a Deputy Executive Officer/Diversity, Equity & Inclusion Officer position is included in the FY 2020-21 Budget.

Attachment

Attachment A – Proposed Amendment to the *Salary Resolution*

ATTACHMENT A

ARTICLE 7

DESIGNATED DEPUTY ANNUAL SALARIES

(Effective with the start of the pay period encompassing January 1, 2017)

Assistant Chief Deputy Counsel, Major Prosecutions	\$162,826
Assistant Deputy Executive Officer, including Chief Information Officer	\$160,374
Chief Deputy Counsel	\$183,790
Deputy Executive Officer, including Chief Operating Officer and Chief Administrative Officer	\$171,651
Director of Strategic Initiatives	\$153,218
Health Effects Officer	\$126,053 - \$153,218 (Steps 1 – 5)
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	\$156,196

(Effective with the start of the pay period encompassing July 1, 2018)

Assistant Chief Deputy Counsel, Major Prosecutions	\$167,304
Assistant Deputy Executive Officer, including Chief Information Officer	\$164,784
Chief Deputy Counsel	\$188,844
Deputy Executive Officer, including Chief Operating Officer and Chief Administrative Officer	\$176,371
Director of Strategic Initiatives	\$157,432
Director of Communications	\$157,432
Health Effects Officer	\$126,053 - \$157,432 (Steps 1 – 6)
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	Vacant

(Effective with the start of the pay period encompassing July 1, 2019)

Assistant Chief Deputy Counsel, Major Prosecutions	\$171,905
Assistant Deputy Executive Officer	\$169,316
Chief Deputy Counsel	\$194,037
Chief Operating Officer	\$194,037
Deputy Executive Officer, including Chief Financial Officer and Chief Information Officer	\$181,222
Director of Strategic Initiatives	\$161,761
Director of Communications	\$161,761
Director of Community Air Programs/Health Effects Officer	\$126,053 - \$161,761

	(Steps 1 – 7)
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	Vacant

(Effective with the start of the pay period encompassing July 1, 2020)

Assistant Chief Deputy Counsel, Major Prosecutions	\$176,632
Assistant Deputy Executive Officer	\$173,972
Chief Deputy Counsel	\$199,373
Chief Operating Officer	\$199,373
Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, and Chief Technologist, and Diversity, Equity & Inclusion Officer	\$186,205
Director of Strategic Initiatives	\$166,209
Director of Communications	\$166,209
Director of Community Air Programs/Health Effects Officer	\$126,053 - \$166,209
	(Steps 1 – 8)
Intergovernmental Affairs Officer	Vacant
Senior Policy Advisor	Vacant

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