



Memo

Date: September 22, 2022

To: State Coastal Conservancy Board

From: Amy Hutzal, Executive Officer

CC: Oversight Members

RE: Update on Personnel Efforts

Coastal Conservancy Managers and Human Resources staff have been extremely busy over the past year on recruitment, hiring, promotions, and retention efforts.

The FY 22/23 budget included approval of eleven new positions for the Coastal Conservancy, bringing our total approved number of positions to 81. Over the past year, we also experienced several departures, mostly retirements. Between the new positions and the need to fill behind departing staff, we have hired over twenty new people and have internally promoted several existing staff.

New staff and fellows include:

- Three project managers in the South Coast: Dario Bobeda-Padilla, Bryce Perog, and Danh Lai
- Two project managers in the San Francisco Bay Area: Vanessa Aczon and Sara Haugen
- Two project managers in the Central Coast: Erin Gravley and Irvin Tang
- Two Great Redwood Trail project managers in the North Coast: Louisa Morris and Simone Nageon de Lestang
- Two wildfire resilience project managers: Lilly Allen and Kostoula Vallianos (respectively in the North Coast and Central Coast)
- Three attorneys: Josh Purtle, Ryan Berghoff, and Elia Kazemi
- Two contracts and procurement staff: Suzanna Moreno and Matthew Gonzalez
- Two accounting staff: Tu Guzman and Yanfen Ye
- Business Services: Devin Bancod
- Database specialist: Verja Miller

- Office Technician: Inge Sorensen
- Board Clerk: Paul Johnson
- Two Sea Grant Fellows: Catie Thow (Bay Program) and Kellan Warner (South Coast)
- NOAA Coastal Fellow: Maravilla Clemens
- Summer Legal Intern: Fay Pao

Promotions over the past year include:

- Executive Officer: Amy Hutzel
- Administrative Deputy Executive Officer: Helen Kang
- Deputy Regional Managers:
 - Kara Kemmler Woodford, South Coast
 - Greg Gauthier, South Coast
 - Eryan Borgnis Sloane, San Francisco Bay Area
 - Hilary Hill, Central Coast
 - Joel Gerwein, North Coast (not a promotion, just a return to the Redwoods)
- Anulika White moved from Board Clerk to Human Resources
- Ashmika Singh moved from Business Services to Grants Officer

After quite a bit of recruitment work in a challenging hiring market, the Coastal Conservancy has a great team of long-term and new staff. We are focused on staff training, team-building, and maintaining an inclusive, welcoming work environment, while also planning for future succession needs.

In order to retain staff, we have also been focused on addressing salary issues. Salary and compensation negotiations are conducted by CalHR with the unions. The Conservancy has communicated two requests to CalHR:

- Help address the high cost of living on the coast by expanding the Geographic recruitment and retention pay differential (\$250 per month) that was established in July of 2020 for Santa Cruz, San Luis Obispo, Santa Barbara, and Orange Counties, to other high cost of living counties on the coast.
- Provide salary adjustments to bring our Conservancy Project Development (CPD) salaries into alignment with planners at the Coastal Commission, BCDC, and Caltrans. The Environmental Planner series at Caltrans has had two salary adjustments in the past 6 or 7 years and the Coastal Program Analyst (CPA) series at Coastal Commission and BCDC had a salary adjustment approved in June of 2022.