

San Francisco Bay Conservation and Development Commission

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February 20, 2015

TO: Commissioners and Alternates

FROM: Lawrence J. Goldzband, Executive Director (415/352-3653; larry.goldzband@bcdc.ca.gov)
Adrienne Klein, Chief of Enforcement (415/352-3609; adrienne.klein@bcdc.ca.gov)

SUBJECT: Staff Report and Recommendation on Hiring a New Employee
(For Commission Consideration prior to February 27, 2015)

Summary and Recommendations

BCDC staff have chosen Margaret (Maggie) Weber to fill the vacant Coastal Program Analyst (CPA) enforcement position in BCDC's Regulatory Division.

Due to the cancellation of the Commission meeting of March 5, 2015, and consistent with Commission Regulation Section 10261(a), the Commission's Executive Director will take final action on this matter unless a Commissioner requests that the full Commission consider this appointment by communicating with BCDC staff prior to February 27, 2015. In the absence of such a request, Ms. Weber will join BCDC's staff as a one-year limited term, full-time Coastal Program Analyst II on March 2, 2015.

Background

After the retirement in December 2014 of Andrea Bennett, one of the Commission's Enforcement CPAs, BCDC advertised the vacant position and held a series of hiring interviews. BCDC staff who conducted the interviews believe that Ms. Weber is the best candidate.

Ms. Weber earned a Bachelor of Arts in Political Science and History from San Diego State University (2007) and a *Juris Doctor* from Southwestern Law School (Los Angeles, 2011). She is taking the California State Bar Exam in the final week of February 2015.

Ms. Weber has worked as an enforcement analyst for the California Coastal Commission since 2012. She started her career at the Coastal Commission as an intern while in law school. Ms. Weber has resolved many complex enforcement cases that were elevated from the Commission's various regional offices to the Commission's headquarters. She has experience in property and legal research, policy development, local government coordination, complex negotiations, drafting and presenting cease and desist and restoration orders, and conducting compliance reviews.