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**From:** Jaime <jaimeenroute@yahoo.com>

**Date:** Wednesday, October 16, 2019 at 10:06 AM

**To:** "ReceptionDesk@BCDC" <reception@bcdc.ca.gov>

**Subject:** Public Comment for BCDC Meeting of October 17, 2019, Executive Director's Report

October 16, 2019

To: BCDC Chairman and Commissioners

**Subject: Commission Confirmation of Candidate for Enforcement Program Managerial Position**

At your upcoming meeting of October 17, the Executive Director will possibly report on the selection of a candidate to fill the new managerial position in BCDC's Enforcement Program. In almost all cases where candidates are announced, the Commission agrees with the staff recommendation, asks few questions about the candidate evaluation process and, thereby, allows hiring to proceed towards completion.

In 1992, there was one case where the Commission refrained from automatically concurring with a staff recommendation on a candidate, and requested additional information on the hiring process to ensure it complied with requirements and expectations of Affirmative Action laws, in effect at that time. Over the subsequent four-month period, staff provided the requested information, and, once satisfied, the Commission finally concurred. I am familiar with this incident because I was the candidate who eventually joined BCDC's staff and worked at the agency over the next 25 years. I recount this history only as a reminder of your privilege to inquire about the hiring process to understand how it has been carried out and whether a candidate is best-suited for the job.

I understand that BCDC's Chief of Enforcement, Adrienne Klein, applied and interviewed for the new position in your Enforcement Program. For the record, I know Adrienne as a former colleague and as a friend. Most of you know her professionally as she has worked in BCDC's Enforcement Program for 23 years (preceded by four years of employment in the Enforcement Program at the state Coastal Commission). For those unfamiliar, Adrienne has served as a Coastal Program Analyst and, for a one-year period, a Coastal Program Manager in the Enforcement Program and has been/is responsible for a broad and varied set of tasks, including: management and resolution of violations of your laws, policies, and regulations; supervision of staff and student interns; representation of BCDC at meetings, public hearings, site visits, negotiations, etc.; cultivation of relationships between the agency and members of the public and private sectors and representatives of local, state, and federal government; involvement in your strategic planning process; participation in revision of BCDC's policies and regulations on a range of issues and resources; development of a data-driven process to prioritize violations; preparation of a large body of complex documents, e.g., staff reports and recommendations, correspondence, and guidance to the state counsel of Attorney General; and

improvement of the agency's data management and filing systems.

In light of her experience and expertise developed over decades of dedicated service, Adrienne appears to be an appropriate choice to fill the subject position for your Enforcement Program unless, of course, an alternative candidate were to possess superior and/or more desirable qualifications. Therefore, in the event that the staff were to recommend an alternative candidate to Adrienne (at today's or other upcoming Commission meeting), **I request that, prior to Commission confirmation of the matter, it receive a thorough explanation by staff as to how candidate(s) considered compared in terms of relevant experience, background, skills, and attributes, and how any candidate recommended proved to be the superior choice.**

My hope is that any possible delay in your confirmation process resulting from this request brings about a transparent and valuable assessment of candidates considered to fill a position critical to BCDC's mission and future success.

Thank you for your consideration of the matter.

Sincerely,

Jaime Michaels  
San Francisco, CA