

Per California Code of Regulations, title 2, section 548.5, the following information will be posted to CalHR's Career Executive Assignment Action Proposals website for 30 calendar days when departments propose new CEA concepts or major revisions to existing CEA concepts. Presence of the department-submitted CEA Action Proposal information on CalHR's website does not indicate CalHR support for the proposal.

A. GENERAL INFORMATION

1. Date

2018-02-15

2. Department

Department of Conservation

3. Organizational Placement (Division/Branch/Office Name)

California Geologic Survey

4. CEA Position Title

Chief Operating Officer, CEA A

5. Summary of proposed position description and how it relates to the program's mission or purpose.
(2-3 sentences)

This position is responsible for making executive-level decisions on behalf of the State Geologist of the California Geological Survey as it relates to Seismic Hazard Mapping, Earthquake Engineering, Geologic Mapping, Seismic Hazards Assessment, Mineral Resources, Forest and Watershed Geology Program, and the CGS Library, Publications and Web Services Programs. Many of these Programs are critical to the sustainability of the resources of the State and the protection of the public before and after natural disasters. This position receives delegated authority from the State Geologist to carry out the mandates of the programs and often exercises discretion in carrying out the laws and responsibilities of the Division. This position also ensures that the State Geologist and the Director of the Department of Conservation have a wide-range of administrative and scientific input in making decisions that protect public health.

6. Reports to: (Class Title/Level)

CEA B

7. Relationship with Department Director (Select one)

- Member of department's Executive Management Team, and has frequent contact with director on a wide range of department-wide issues.
- Not a member of department's Executive Management Team but has frequent contact with the Executive Management Team on policy issues.

(Explain): The CEA is a high-level decision maker and works directly with the Executive Management Team.

8. Organizational Level (Select one)

- 1st
- 2nd
- 3rd
- 4th
- 5th (mega departments only - 17,001+ allocated positions)

B. SUMMARY OF REQUEST

9. What are the duties and responsibilities of the CEA position? Be specific and provide examples.

The proposed Chief Operating Officer would be the first level supervisor, in lieu of the State Geologist, for all Programs within California Geological Survey (CGS) and responsible for overseeing all of the CGS programs and ensuring all the administrative functions of the programs operate in accordance with all State laws, regulations and requirements. In addition, the Chief Operating Officer would be responsible for presenting policy and budgetary recommendations to the State Geologist on behalf of the Programs. The Chief Operating Officer would be the point of contact for the various Administrative and Executive offices within DOC and externally, to various control agencies and stakeholders when required. The Chief Operating Officer would be responsible for maintaining and overseeing the CGS budget, all contracts, facilities, vehicles, equipment and assisting the Programs in all personnel decisions. Some specific examples of the Program responsibilities the Chief Operating Officer will be responsible are as follows:

1. Oversight of all CGS contracts, they average over 25 contracts and/or Interagency Agreements with various state, local, federal and educational entities.
2. Ensuring appropriate digital security precautions are maintained and that CGS computing resources meet the level of sophistication expected of a world-class geologic survey.
3. Leading and driving CGS's use of performance management tools for program implementation (i.e., work planning) and for employee relations as it relates to training, coaching, mentoring, and progressive discipline.
4. The CGS increases public safety, reduces property losses, and enhances the economic well-being of California through public awareness of the State's diverse geological, environmental, and natural resources. CGS provides the geological information, products and services that impact the quality of decision-making by the State Legislature, the Governor's Office, State agencies, local jurisdictions, the professional consulting community, and private individuals and businesses regarding life and safety issues, the State's economy, and communities' well-being. California is the most geologically diverse and seismically active state (after Alaska) in the nation, and supports the largest U. S. population and economy.
5. The CGS produces detailed, state of the science geological maps that provide the bases for engineering and developmental technical reviews and studies, and other public policy decision-making, regulatory, and informative products. Seismic Hazard Zone Maps and Alquist-Priolo Fault Zone Maps provide the geologic research and framework to identify and mitigate site-specific earthquake hazards before undertaking costly development projects. The CGS Mineral Classification Maps present evaluations of areas where economic mineral resources vital to local community developments exist so that those mineral assets remain available for future use. Landslide Maps depicting the landslide potential in areas subject to timber harvests, residential and commercial developments, and along selected highway corridors assist in making future developments safer, less costly, and more protective of the State's commerce.
6. The CGS's Strong Motion Instrumentation Program operates one of the largest strong motion seismic networks in the world, and the largest of any state in the United States. CGS monitors ground shaking and ground acceleration caused by earthquakes, and records their effects on buildings and other public structures such as bridges, dams, tunnels, etc. This information is used to assist structural engineers and architects in designing more earthquake-resilient structures. The CGS also calculates the anticipated future levels of ground shaking, based on expected fault activity. This vital information is incorporated into building codes and designs throughout California and elsewhere around the world. The CGS reviews site plans for hospitals, schools, and timber harvest plans to ensure that landslides, surface erosion, and other geologic and seismic conditions are considered and appropriately mitigated prior to development activities.

B. SUMMARY OF REQUEST (continued)

10. How critical is the program's mission or purpose to the department's mission as a whole? Include a description of the degree to which the program is critical to the department's mission.

- Program is directly related to department's primary mission and is critical to achieving the department's goals.
- Program is indirectly related to department's primary mission.
- Program plays a supporting role in achieving department's mission (i.e., budget, personnel, other admin functions).

Description: The Department of Conservation is, at its core, an earth science driven organization. Land resource protection is predicated on soil surveys and land use mapping. Oil and gas regulation requires a detailed knowledge of engineering geology and petroleum geology. Mine reclamation requires a knowledge of geology, revegetation, and slope stabilities. These three program areas – farmland protection, mine reclamation, and oil and gas regulation – all co-exist within the California Geological Survey with geology as the lynchpin for all of the programs. This makes the CGS an integrally important component of the Department and makes it all the more important for CGS to have consistent and continuous leadership.

In its own right, CGS is vital to the success of the department achieving its goals. Just as mine reclamation and oil and gas protect the public and environment from damage, CGS protects public safety from geologic hazards. CGS maps California for liquefaction, fault rupture, landslide and tsunami hazard zones so Californians can mitigate the effects of those hazard and protect public health and safety. CGS also maps areas immediately after wildfires to identify debris flows such as the recent flow in Montecito, CA. Had CGS not provided early warning of those debris flows, property damage and loss of human life would have been far higher. CGS is a central component of the Department of Conservation's mandate to protect public health and safety.

B. SUMMARY OF REQUEST (continued)

11. Describe what has changed that makes this request necessary. Explain how the change justifies the current request. Be specific and provide examples.

Currently, the work that is being proposed for the Chief Operating Officer of CGS, is being performed by the State Geologist and Supervising Engineering Geologists (SEG). The State Geologist currently oversees the Division as a whole and all the programs within CGS. The State Geologist is required to be a registered geologist or engineer. As such, their specialty lies in those areas. The State Geologist represents California in many National areas of study and research and works closely with the USGS and many State entities and their time is stretched thin representing California. Currently, CGS does not have a second in command and all of the Programs are managed by other registered geologists or engineers. Over the last 10 years has expanded its work with other organizations and this work is of a technical nature. The technical work has been performed by Engineering Geologists, Senior Engineering Geologists and Supervising Engineering Geologists. This work is heavy in science based research and work. In most instances, these science based positions have also been responsible for many administrative or executive level responsibilities. CGS has not had a high level position to perform the oversight of administrative or executive types of decisions while allowing the State Geologist to adequately spend the time representing the State.

This proposal will allow the CGS to hire a individual that has the skill set to run the day-to-day operations of an organization of 100+ staff with multiple locations throughout the state, while allowing the geologists and engineers to effectively run and manage their programs from a geological and engineering standpoint. This proposal will free up the technical staff to focus on their areas of expertise while inserting a high level Chief Operating Officer to effectively provide Programmatic support to the organization.

C. ROLE IN POLICY INFLUENCE

12. Provide 3-5 specific examples of policy areas over which the CEA position will be the principle policy maker. Each example should cite a policy that would have an identifiable impact. Include a description of the statewide impact of the assigned program.

The Mineral Resources Program inventories and maps the State's vital mineral resources and assets, their consumption and reserves, and provides mineral availability forecasts for the economic benefit of the State. The program also identifies and maps the locations of hazardous minerals such as radon, arsenic, asbestos, and mercury. California generally ranks between sixth and eighth among the states in non-fuel mineral production with the direct value of non-fuel mineral production in the State between \$3.3 billion and \$3.7 billion. This is substantially down from 2007 (\$4.3 billion) billion because of the construction downturn and economic recession between 2008 and 2016. California's mineral resources provide the raw materials to a variety of industries including construction, manufacturing, and agriculture. Many of these mineral resources (75 – 80 percent) are construction materials that are essential to maintain the State's existing infrastructure and to provide for new construction.

The Earthquake Engineering Program identifies improved methods to protect California citizens and property from earthquake-induced structural hazards by measuring and analyzing the motion of the ground during earthquakes and of the response of structures to the ground shaking. The goal is to provide information that will be immediately useful for post-earthquake response and, in the longer term, in the improvement of engineering design codes and standards. This program is also known as the Strong Motion Instrumentation Program (SMIP). The program is considered one of the finest in the world, and is a model from which other countries base their developing operations. In 2006, the Program was given an international award as the Best Seismic Program of the 20th Century.

The Seismic Hazard Mapping Program (SHMP) provides products and services to local governments and the general public regarding seismic hazard zones for California's urban and urbanizing areas that are susceptible to liquefaction, landslides, and other types of ground failure caused by earthquakes.

The Geologic Mapping Program (GMP) provides detailed, state-of-the-art, geological maps to communities across the State so that local land use planning decisions can be made by informed officials to reduce or mitigate the dangers to life, property, and public safety resulting from geologic hazards such as landslides, and allow local communities to take advantage of their geological and mineral assets. The GMP also provides geologic information that is analyzed and incorporated into the manufacture of Seismic Hazard Mapping Program (SHMP) hazard zones maps.

The Forest and Watershed Geology Program provides reliable scientific and technical information, advice, and recommendations regarding landslides, erosion, sedimentation, and other geologic hazards to the public and to those agencies and industries that make land-use decisions on California's rural lands and in watersheds where proposed activities may affect public safety and the environment.

C. ROLE IN POLICY INFLUENCE (continued)

13. What is the CEA position's scope and nature of decision-making authority?

The CEA position's scope is very broad and implements Division statutes and regulations, makes discretionary decisions on behalf of the State and the State Geologist, responds to requests from federal, state and local authorities, works with various levels of governments to ensure protection of the State's natural resources, helps prepare the State for various types of natural disasters to mitigate their effects, and responds to these disasters to prevent additional damage and providing guidance for the future. The CEA's authority covers the entire State.

The CEA is a high-level decision maker and works directly with the Director and the Chief Deputy Director of the Department, the State Geologist, the Chief Counsel of Legal, the Assistant Director of the Office of Governmental and Environmental Relations, the Assistant Director of Administration, the Assistant Director of Communications, and the Resources Agency staff, to implement and enforce the statutes and regulations of the Division throughout the State. The CEA has broad authority to provide decision making authority to all of the Programs within the Division. The CEA will create a new management structure and team composed of highly-qualified managers and senior staff who will implement policy under the direction of the CEA. The CEA will direct the activities, on behalf of or in lieu of the State Geologist, of five Supervising Engineering Geologists, ten senior oil and gas engineers, forty-eight field inspectors, and twenty-one clerical and administrative support staff. The CEA will regularly communicate with the highest level officials in the division and department, including the State Geologist, the Director and Chief Deputy Director of the Department of Conservation, as well as top officials of other federal, state, and local governments, and elected officials throughout the State.

14. Will the CEA position be developing and implementing new policy, or interpreting and implementing existing policy? How?

The Chief Operating Officer will be assisting in developing and implementing new policy or interpreting and implementing existing policy. The Chief Operating Officer will be responsible for coordinating all of the Programs budget and legislative proposals and presenting these to the State Geologist and the Department's Directorate. The Chief Deputy will also have charge of overseeing CGS adherence to, and accomplishment of, goals and objectives in it annual work plans.