



Staff Report Item 7

TO: East Bay Community Energy Board of Directors

FROM: Board of Directors Chief Executive Officer Selection Ad-Hoc Committee

SUBJECT: Employment Agreement with Chief Executive Officer

DATE: June 21, 2017

Recommendation

Approval of Resolution EBCE 2017- 8 (Attachment A) Appointing Nicolas Chaset as Chief Executive Officer of the EBCE and Authorizing the Chair to Execute an Employment Agreement between EBCE and Nicolas Chaset.

Background

The EBCE Authority became effective December 1, 2016, and its staff is currently composed of a combination of Alameda County staff and consultant support under the direction of its Board. The Board directed staff to begin the task of hiring EBCE staff to perform the work as part of its development of its operational capacity. In March 2017, the Board of Directors created an Ad-Hoc subcommittee to recommend the selection of a Chief Executive Office and negotiate an employment agreement. Subsequently, staff began the recruitment of the Chief Executive Officer (CEO) and on June 12th the subcommittee completed the final interviews.

Analysis & Discussion

The Ad-Hoc CEO selection Committee recommends to the Board the appointment of Nicolas Chaset as its Chief Executive Officer by means of an employment agreement (Attachment B). Mr. Chaset's resume (Attachment C) illustrates his extensive knowledge of the utility industry and the public sector.

The Committee recommends that Mr. Chaset be hired as an employee of EBCE through an Employment Agreement. The terms outlined in the Employment Agreement were benchmarked across operational CCE's and the Bay Area public sector agency executive leadership positions. For reference, attached is the salary survey prepared by the County of Santa Cruz Human Resources Department for their interim CEO search (Attachment D).

The Employment Agreement will provide Mr. Chaset and annual salary of \$240,000. In addition, the Agreement provides paid medical benefits through COBRA (until an EBCE medical insurance program is in place), EBCE matching contribution of 50% to 401(a) plan, 120 hours of paid time off, severance and a \$350/month transportation allowance. The two-year agreement also details a timeline for the CEO's performance review at program launch and annually thereafter.

Attachment 7A – Resolution EBCE 2017-8

Attachment 7B – Employment Agreement

Attachment 7C – Nicolas Chaset's Resume

Attachement 7D – CEO Salaries for Non-Profit Power Companies