



**King County**

**CONFIRMATION PACKET FOR CHRISTIE TRUE  
DIRECTOR OF THE  
DEPARTMENT OF NATURAL RESOURCES AND PARKS**

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**King County**

**Dow Constantine**  
King County Executive

# ***News Release***

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Date: July 9, 2010

Contact: Natasha Jones, 206-263-9609

## **New director appointed to lead county Department of Natural Resources and Parks**

*Experienced manager with successful track record of community engagement, project and change management*

King County Executive Dow Constantine has appointed Christie True to lead King County's Department of Natural Resources and Parks (DNRP). True currently serves as the director of DNRP's Wastewater Treatment Division (WTD) and is a 25-year veteran of King County and Metro, where she started work in 1984 as a water quality technician.

"Christie is well known for her work ethic, her leadership skills, and her record of getting big jobs done," said County Executive Dow Constantine. "As director of DNRP's Wastewater Treatment Division, she oversaw a regional system that serves 1.5 million local residents, supervised more than 600 employees, and led the successful effort to improve our sewer bond rating, which saves money for ratepayers.

"We are fortunate to have someone of Christie's caliber in our ranks and I am pleased that she has accepted this opportunity to continue her track record of accomplishments with King County."

The Department of Natural Resources and Parks and its four major divisions – Parks and Recreation, Solid Waste, Wastewater Treatment and Water and Land Resources – perform tasks ranging from improving water quality, to enhancing parks and trails, to protecting citizens from flooding, to restoring crucial fish and wildlife habitat, to recycling and reusing wastewater and solid waste byproducts.

Its overall mission is to safeguard the environment, ensure public safety and preserve the region's quality of life.

As WTD director, True took on the challenge of leading the team that sited, permitted, and designed the Brightwater project – the largest expansion of King County's regional wastewater system since the 1960's.

A respected supervisor and manager known for holding employees accountable and working collaboratively with them, True has also demonstrated a knack for positive community engagement, managing change and being dedicated to continuous system improvement. Among candidates considered for the position, she stood out for her experience in establishing processes to better manage and deliver complex projects and budgets, and for her technical expertise and analytical approach to challenges. In 2006, she was named Local Official of the Year by the National Association of Home Builders for her work on the Brightwater project.

During her tenure at WTD, True worked to improve her division's sewer revenue bond rating, continuing the task she began in her seven-year stint as major capital improvement program section manager.

"Christie was not only instrumental in advancing critical sewage treatment infrastructure that will serve growth and protect regional water quality for decades to come, but she played a key role in innovative efforts to involve WTD employees in an efficiency program that is improving our bond ratings and saving ratepayers money," said Deputy County Executive Fred Jarrett.

"As Christie has put it, she 'comes to work to protect the environment every day'," said Constantine. "I'm confident that her commitment will continue and develop in new ways as she takes over as head of DNRP."

Born here in Washington state, True received her bachelor's degree in environmental studies from Western Washington University's Huxley College. Upon graduation, she was one of the few women in the wastewater treatment field who was also certified as a treatment plant operator. She began her career with the city of Bellingham's Public Works Department before coming to Metro, prior to its merger with King County.

She begins work on July 12. Her appointment must be confirmed by the King County Council.

**This release is also posted on the King County Executive's Web site,  
at  
[http://www.kingcounty.gov/exec/news/release/2010/July/09New  
DNRPDirector.aspx](http://www.kingcounty.gov/exec/news/release/2010/July/09NewDNRPDirector.aspx)**

**# # #**

*King County provides regional services to 1.9 million residents including more than 340,000 people living in unincorporated areas. Services include Metro transit, public health, wastewater treatment, courts, jails, prosecutors, public defenders, community and social services, the King County International Airport, and local services such as police protection, roads service, and solid waste transfer station and landfill services. King County is the 14th largest county in the nation, covering 2,134 square miles, 39 cities, 760 lakes and reservoirs, and six major river systems with 3,000 miles of streams.*



August 31, 2010

The Honorable Bob Ferguson, Chair  
Metropolitan King County Council  
King County Courthouse, Room 1200  
516 Third Avenue  
Seattle, WA 98104

Dear Councilmember Ferguson:

I am writing to you to support the confirmation of Christie True as the new Director of the Department of Natural Resources and Parks (DNRP).

I have known Christie for many years, and have had the opportunity to collaborate and work with her on many occasions. I particularly appreciate her willingness to work with stakeholders and to understand and address community concerns. She is a mature and tested leader with a proven track record. In particular, I have had the opportunity to work side by side with her during the siting and permitting of the Brightwater project, and more recently regarding combined sewer overflow issues.

Christie is clearly dedicated to preserving and protecting the environment in our region. King County will be well serviced to have such a courageous and strong leader to head up DNRP.

Sincerely,

Kathy Fletcher  
Executive Director

cc: The Honorable Dow Constantine, King County Executive  
Christie True, Director, Department of Natural Resources and Parks

**MAIN OFFICE**

911 Western Avenue, Suite 580  
Seattle, WA 98104  
(206) 382-7007  
fax (206) 382-7006  
people@pugetsound.org

**NORTH SOUND**

407 Main Street, Suite 201  
Mount Vernon, WA 98273  
(360) 336-1931  
fax (360) 336-5422  
northsound@pugetsound.org

**SOUTH SOUND**

1063 Capitol Way South, Suite 206  
Olympia, WA 98501  
(360) 754-9177  
fax (360) 534-9371  
southsound@pugetsound.org



FOSTER PEPPER PLLC

Direct Phone (206) 447-8948  
Direct Facsimile (206) 749-2026  
E-Mail WashJ@foster.com

August 3, 2010

The Honorable Bob Ferguson, Chair  
Metropolitan King County Council  
King County Courthouse, Room 1200  
516 Third Avenue  
Seattle, WA 98104

Dear Councilmember Ferguson:

I am writing to you to support the confirmation of Christie True as the new Director of the Department of Natural Resources and Parks (DNRP).

I have known Christie for more than 10 years and have had the opportunity to collaborate with her and work with her on many issues over the years. She is a mature and tested leader with a proven track record. I also had the opportunity to work side by side with her during the siting and permitting of the Brightwater project. Christie has great leadership skills. She managed a very diverse team that was under fire nearly every day. Her ability to keep the team focused and performing was a key factor to our success. She embraced and tackled every new problem that came up and made sure we succeeded. While working on the Brightwater project I observed first hand the respect that Christie had from her employees, her peers, the consultant community and local community leaders.

Christie is well known for her dedication to preserving and protecting the environment in our region. King County will be well served to have such a courageous and strong leader to head up DNRP.

Sincerely yours,

FOSTER PEPPER PLLC

J. Tayloe Washburn

cc: The Honorable Dow Constantine, King County Executive  
Christie True, Director, King County Department of Natural Resources and Parks



August 2, 2010

The Honorable Bob Ferguson, Chair  
Metropolitan King County Council  
King County Courthouse, Room 1200  
516 Third Avenue  
Seattle, WA 98104

Dear Councilmember Ferguson:

I am writing to you to support the confirmation of Christie True as the new Director of the Department of Natural Resources and Parks.

I first met Christie in 2000 when I was the Snohomish County Executive. Christie and her staff were just beginning the siting process for Brightwater and they engaged me and my staff very early in the process. They listened and used our ideas to develop a siting process that included substantive involvement of our government representatives and members of our community.

Christie and her staff worked side by side with our staff and even when things got more controversial and more difficult, Christie always stayed calm and focused under fire. But more importantly she set a standard for herself and her team to always remain respectful of stakeholders and citizens and she continued to involve them in the decision process to the very end.

The siting and permitting of Brightwater under Christie's leadership was a true test of her ability and King County will be well served to have her as the Director of the Department of Natural Resources and Parks.

Sincerely,

A handwritten signature in black ink that reads "Bob Drewel". The signature is stylized with a large, sweeping initial "B" and a long, horizontal stroke extending to the right.

Bob Drewel

CC: The Honorable Dow Constantine, King County Executive  
Christie True, Director, King County Department of Natural Resources and Parks



JOAN K. THOMAS  
5040 16<sup>TH</sup> AVENUE NE  
SEATTLE, WASHINGTON 98105

July 15, 2010

RECEIVED JUL 20 2010  
KING COUNTY EXECUTIVE OF  
TO: DNRP  
DUE DATE: \_\_\_\_\_  
AUTHOR: \_\_\_\_\_  
SUBJECT: Christie True  
ACTION APP  
\_\_\_\_\_  
RESPONSE FOR EXEC. S  
\_\_\_\_\_  
RESPOND FOR EXECUTI  
REVIEWED BY \_\_\_\_\_  
X F.Y.I

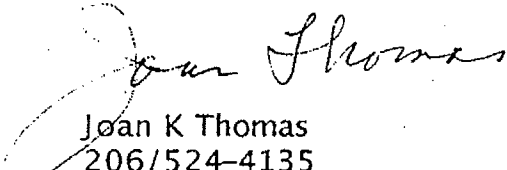
The Honorable Dow Constantine  
King County Executive  
King County Chinook Building  
401 Fifth Avenue Ste. 800  
Seattle, WA 98104

Dear Dow:

I am very pleased to hear of Christie True's appointment as Director of Natural Resources and Parks. I have know Christie since the time that the decision to expand wastewater treatment capacity and the selection of the Brightwater site.

As President of the Puget Sound Water Quality Defense Fund, I was actively involved in the 1991 Settlement Agreement that ended appeals of the decision to site secondary treatment facilities at West Point. When expansion of treatment capacity became necessary, Executive Ron Sims agreed that the 1991 agreement precluded further expansion at West Point, and he supported finding a new site. Christie was then a fairly new METRO employee, and she was very helpful and responsive throughout the process that led to the selection of the Brightwater site. I have happy to watch her professional advancement, and I believe that she will serve you and the citizens of King County well in her new post.

Sincerely,

  
Joan K Thomas  
206/524-4135



## SECTION B

- Letter from Executive Dow Constantine appointing Christie True to the position of Director of the Department of Natural Resources and Parks
- Letter from Christie True to King County Chair Bob Ferguson to acknowledge willingness to comply with County Code Provisions
- Resume



## King County

### **Dow Constantine**

King County Executive  
401 Fifth Avenue, Suite 800  
Seattle, WA 98104-1818

**206-263-9600** Fax 206-296-0194

TTY Relay: 711

[www.kingcounty.gov](http://www.kingcounty.gov)

July 8, 2010

Christie True  
23632 – 71<sup>st</sup> S.W.  
Vashon, WA 98070

Dear Ms. True:

Congratulations! This letter is to confirm my offer and your acceptance of the position of Director of the Department of Natural Resources and Parks (DNRP), effective Monday, July 12, 2010. Your appointment is subject to future confirmation by the King County Council. Your work assignment will be to the offices of the Director in the King Street Center Building. You will report to me on a day-to-day basis although you will receive guidance from Rhonda Berry, Assistant Deputy County Executive and Fred Jarrett, Deputy County Executive. Your annual salary will be \$158,504.32, which is salary range 89 step 8. You are eligible for continuation of all insured and leave benefits.

This position is career service exempt, which means it is not covered by King County's career service system. The position is not represented by a union. As a career service exempt employee, you are an at-will employee and serve at the pleasure of the appointing authority. You may be terminated from employment at any time without cause.

The position has a standard 40-hour work week and is exempt from the overtime provisions of the Fair Labor Standard Act (FLSA). All FLSA overtime exempt employees are expected to work the hours necessary to satisfactorily perform their jobs. FLSA overtime exempt employees are paid on a salary basis and are not eligible for overtime pay or compensatory time accrual. However, pursuant to Executive Policy, PER-8-1-2, you are eligible for up to ten (10) days of paid executive leave annually.

If you have any questions about this appointment, or the position, please feel free to contact Ms. Berry or Mr. Jarrett. Also, please understand that the provisions of this letter do not constitute an express or implied employment contract, but are simply statements of information that are important for you to know.

Ms. Christie True  
July 8, 2010  
Page 2

Once again, congratulations on your appointment! I am very pleased that you have agreed to accept this position. I know that in the role of Director, you will be a great asset to the county and the challenges that we face.

Sincerely,

A handwritten signature in black ink, appearing to read "Dow Constantine", written over a horizontal line. The signature is stylized and somewhat cursive.

Dow Constantine  
King County Executive

cc: Fred Jarrett, Deputy County Executive  
Rhonda Berry, Assistant Deputy County Executive  
Anita Whitfield, Human Resources Division Director  
Personnel File



**King County**

July 16, 2010

The Honorable Bob Ferguson  
Chair, King County Council  
Room 1200  
COURTHOUSE

RE: Acknowledgement to Comply with County Code Provisions

Dear Councilmember Ferguson:

I am pleased to accept the King County Executive's appointment to the position of King County Director of the Department Natural Resources and Parks. Pursuant to King County Code Section 2.16.110(E) (5), please accept this letter as my acknowledgement that the Council's confirmation process may require the submittal of information relating to my background and expertise.

I look forward to receiving the Council's consideration for confirmation.

Sincerely,

  
Christie True  
Director Designee

cc: King County Councilmembers

Resume for Christie J. True

23632 71<sup>st</sup> Ave SW  
Vashon, WA 98070  
206-463-5789  
christie@ljames.net

Objective

To work in a natural resource agency where my leadership abilities can be utilized to develop and manage high performance teams to protect and enhance our community and the environment.

Experience Highlights

Strong background in wastewater utility planning, environmental regulations, environmental monitoring, municipal and industrial wastewater and storm water operations, strategic planning, and water resource management. Effective leader and manager. Skilled at motivating and directing associates, peers and interdisciplinary teams.

Employment History

King County Department of Natural Resources, Wastewater Treatment Division, Seattle, Washington

2007 - present

Director, Wastewater Treatment Division

Direct the operation, maintenance, planning, design, construction, permitting, financing and human resources for a regional wastewater treatment system that serves 1.5 million residents. The regional system run by 600 employees includes two large regional plants, two small community plants, 4 wet weather facilities, 42 pump stations, and 19 regulator stations. Division also has an extensive repair and replacement program (approximately \$50 million per year) and designs and constructs new treatment plants, pipelines, and pump stations. 2010 operating budget: \$109 million, capital budget: \$375 million. Direct external communications with customers, stakeholders, federal, state and local agencies, tribal governments and the general public. Realign agency priorities and structure to fulfill new vision and strategic plan, implement new business practices, and add new facilities without increasing employees.

2000-2007

Section Manager, Major Capital Improvement Program

Directed the design and construction of over \$3.5 billion in new assets for the regional wastewater system including treatment plants, large diameter pipelines and tunnels, pump stations, and combined sewer overflow facilities. Project costs ranged from several million dollars to \$1.8 billion. Coordinated development of new facilities with asset management and operations and maintenance to ensure safe, reliable and cost effective facilities. Initiated development of new capital project management and control systems, including scheduling, cost estimating, project budget development and tracking, and reporting. Responsible for

division wide management of land and right of way acquisition and permitting functions. Worked effectively with consultants and contractors to build infrastructure and meet agency's mission.

1995-2000

Program Manager, Capital Facilities Planning Section

Managed comprehensive wastewater planning for treatment, conveyance, combined sewer overflows, inflow and infiltration, biosolids, water reuse and financing. Coordinated planning and engineering for future facilities with ongoing system improvements and rehabilitation. Ensured external communication and public outreach activities were developed and implemented. Coordinated water quality programs with other county divisions and departments. Prepared legislation for executive and council approval and supported legislation process. Gained support for wastewater programs and projects from elected officials, federal, state, and local regulatory agencies, tribal governments, community leaders, environmental organizations, and the community.

1995

Acting Program Manager, Industrial Waste Section

Managed the implementation of the Industrial Waste Pretreatment Program for King County including permitting, monitoring, enforcement, high strength surcharge, industrial cost recovery and source control programs. Coordinated program elements with other sections, divisions and departments within the county and with other local, state and federal agencies.

1988-1995

Senior Industrial Waste Investigator/Industrial Waste Investigator, Industrial Waste Section

Supervised professional and technical staff involved in permitting, enforcement, inspection and monitoring of industrial and commercial businesses. Drafted permits, inspected businesses, and drafted discharge and storm water regulations. Worked with federal, state, and local agencies on environmental issues and industry specific problems. Worked with business associations. Led a team of federal and state regulators, business associations, and boat and ship yard owners to establish sustainable pollution prevention practices that were cost effective and could meet regulatory requirements.

1984-1988

Water Quality Technician

Responsible for method development for a new toxicity test (Microtox), assessing the application of the test in water quality and industrial waste monitoring programs. Assisted in the planning and implementation of a bacterial tracing study in Piper's Creek. Coordinated a safety program for a staff of 55 people. Conducted lab and field work that included extensive use of automatic samplers and flow recorders for storm water monitoring at biosolids application sites.

1981 to 1984            City of Bellingham, Public Works Department  
Bellingham, Washington

Laboratory Assistant/Utility Worker/ Water Treatment Plant  
Operator

Education

2005                    University of North Carolina at Chapel Hill, Kenan-Flagler  
Business School Certificate of Completion, Water and  
Wastewater            Leadership Training

1984 to                Variety of professional development courses and specialty  
present                conferences including leadership and management, strategic  
planning, public utility financing, project management,  
environmental law, land use law, supervision, communication,  
writing, conflict resolution, negotiation, and mediation.

1979 to 1981            Western Washington University, Huxley College, B.S.  
Environmental Studies. Interdisciplinary program emphasizing  
scientific assessment of the environment, resource management,  
and pollution mitigation. Special study of conventional and  
alternative methods of wastewater treatment. Received  
Conservation Award (scholarship) from the National Gardening  
Association.

1977 to 1979            University of Washington. Biology, chemistry,  
mathematics, and French.



## SECTION C

- Background Check Authorization
- Sheriff's Law Enforcement Background Investigation Report and Financial Credit Check Report
- Financial Public Disclosure Form

King County

Background Check Authorization Form

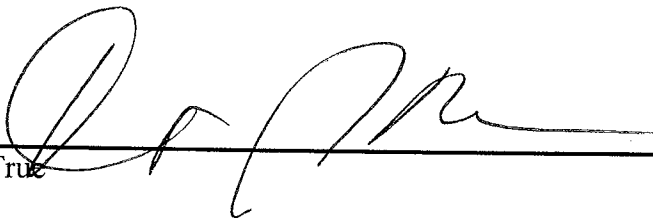
TO WHOM IT MAY CONCERN:

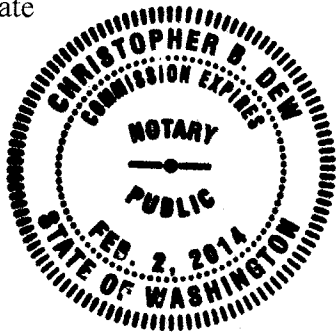
As an applicant for appointment by the King County Executive for the position of Director of the Department of Natural Resources and Parks, I, Christie True, understand that full disclosure of all relevant information regarding my fitness for this position is essential to the efficient and orderly governmental process, and I voluntarily consent to such full disclosure as a condition of my being considered further for this position.

In addition, I authorize the King County Executive's Office to perform any law enforcement and financial credit checks that are necessary to complete the confirmation process.

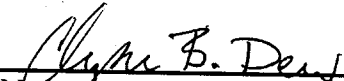
In executing this disclosure authorization, I hereby waive, release and forever relinquish any or all claims arising from the authorized disclosure of whatsoever kind or nature I might hereafter have asserted against King County, its officers, employees, or agents and against any agency, firm, person or other entity releasing to King County the information disclosure of which is authorized by my execution of this form.

7/16/2010  
Date

  
Christie True



Signed this 16th day of July, 2010

 Christopher B. Dew  
Notary Public in and for the State of Washington. My  
commission expires:  
Feb. 2nd 2014



## King County

### **Dow Constantine**

King County Executive  
401 Fifth Avenue, Suite 800  
Seattle, WA 98104-1818

**206-263-9600** Fax 206-296-0194

TTY Relay: 711

[www.kingcounty.gov](http://www.kingcounty.gov)

## MEMORANDUM

**DATE:** August 19, 2010

**TO:** The Honorable Dow Constantine, King County Executive

**FR:** Rhonda Berry, Assistant Deputy County Executive

**RE:** **Christie True—Background Check**

I have received the financial credit report and law enforcement background check conducted on Christie True, Director of Natural Resources and Parks, by the King County Sheriff's Office.

The reports contain no adverse information nor reveal any prior criminal record.

Thank you.

# Statement of Financial and Other Interests



Department of Executive Services  
**Board of Ethics**  
 CNK-ES-0131  
 401 Fifth Avenue, Suite 131  
 Seattle, WA 98104-1818  
**206-296-1586** Fax 206-205-0725  
 TTY Relay: 711  
 board.ethics@kingcounty.gov

King County  
**Employees**

**Read all instructions carefully, then fully complete each section.  
 Incomplete forms will be returned.**

**For Board of Ethics use only**  
 Date Received \_\_\_\_\_  
 Audit Date \_\_\_\_\_  
 Date Closed \_\_\_\_\_

Person reporting Christie J. True  
 Position / Title Director, DNRP  
 Department DNRP Division \_\_\_\_\_  
 Mail stop \_\_\_\_\_ Work phone (206) 296-6501  
 I am filing within 10 days of employment or appointment, reporting on the preceding 12 calendar months ending  
 (enter month, day and year) July 12, 2010  
 I am filing an annual statement, reporting on calendar year 2009. (See #3, "Period of Reporting," on page 3.)

## Financial and Other Interests to Report

**Note:** Underlined terms are defined on page 4 and in the Code of Ethics.

If you need more space to provide the required information, please attach additional pages.

### A. Compensation, Gifts and Things of Value

During the reporting period, did you, or a member of your immediate family, receive compensation, gifts or things of value from any person engaged in any transaction with King County in which you participated or for which you had responsibility as a county employee?

No  Yes – If yes, please provide the following information.

Name of each <u>person</u> engaged in any <u>transaction with King County</u> from whom the <u>compensation, gift, or thing of value</u> was received	Name of individual who received the <u>compensation, gift, or thing of value</u> and their relationship to you

### B. Financial Interests

During the reporting period, did you, or a member of your immediate family, possess a financial interest in any person engaged in any transaction with King County in which you participated or for which you had responsibility as a county employee?

No  Yes – If yes, please provide the following information.

Name of each <u>person</u> engaged in any <u>transaction with King County</u> in whom a financial interest was possessed	Name of individual who possessed the financial interest and their relationship to you

**C. Positions**

During the reporting period, did you, or a member of your immediate family, hold a position in any person engaged in any transaction with King County in which you participated or for which you had responsibility as a county employee?

No  Yes – If yes, please provide the following information.

Name of each <u>person</u> engaged in any <u>transaction with King County</u> with whom the position was held	Name of individual who held the position and their relationship to you	Title of the position held

**D. Real Property**

During the reporting period, did you, or a member of your immediate family, possess a financial interest in any real property that was either involved in or the subject of a King County action? Property for which the only King County action was valuation or revaluation for tax purposes does not have to be reported, except that employees of the Department of Assessments and Board of Appeals who are required to file this statement shall report property for which valuation or revaluation actions were taken by King County during the reporting period.

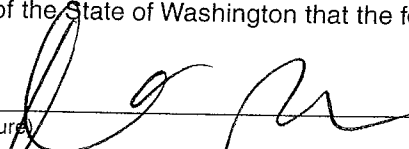
No  Yes – If yes, please provide the following information.

Street address, assessor parcel number or legal description of real property involved in or the subject of a <u>King County action</u>	Name of individual who possessed the financial interest and their relationship to you	Name of the King County department involved in the <u>King County action</u>

**E. Declaration**

I have completed the Statement of Financial and Other Interests and acknowledge that I have received the following information to assist me in the completion of the form: Important Filing Information, Definitions, and Who Is Required to File a Statement of Financial and Other Interests. I understand that the purpose of this program is to ensure the public's trust in government by disclosing any conflicts between personal and financial interests and our service to King County residents, and to educate county employees on situations of potential conflict.

I, Christie J. True, declare under penalty of perjury under the laws of the State of Washington that the foregoing is true, complete and correct.

(Signature)  (Job Title) Director, DNRP

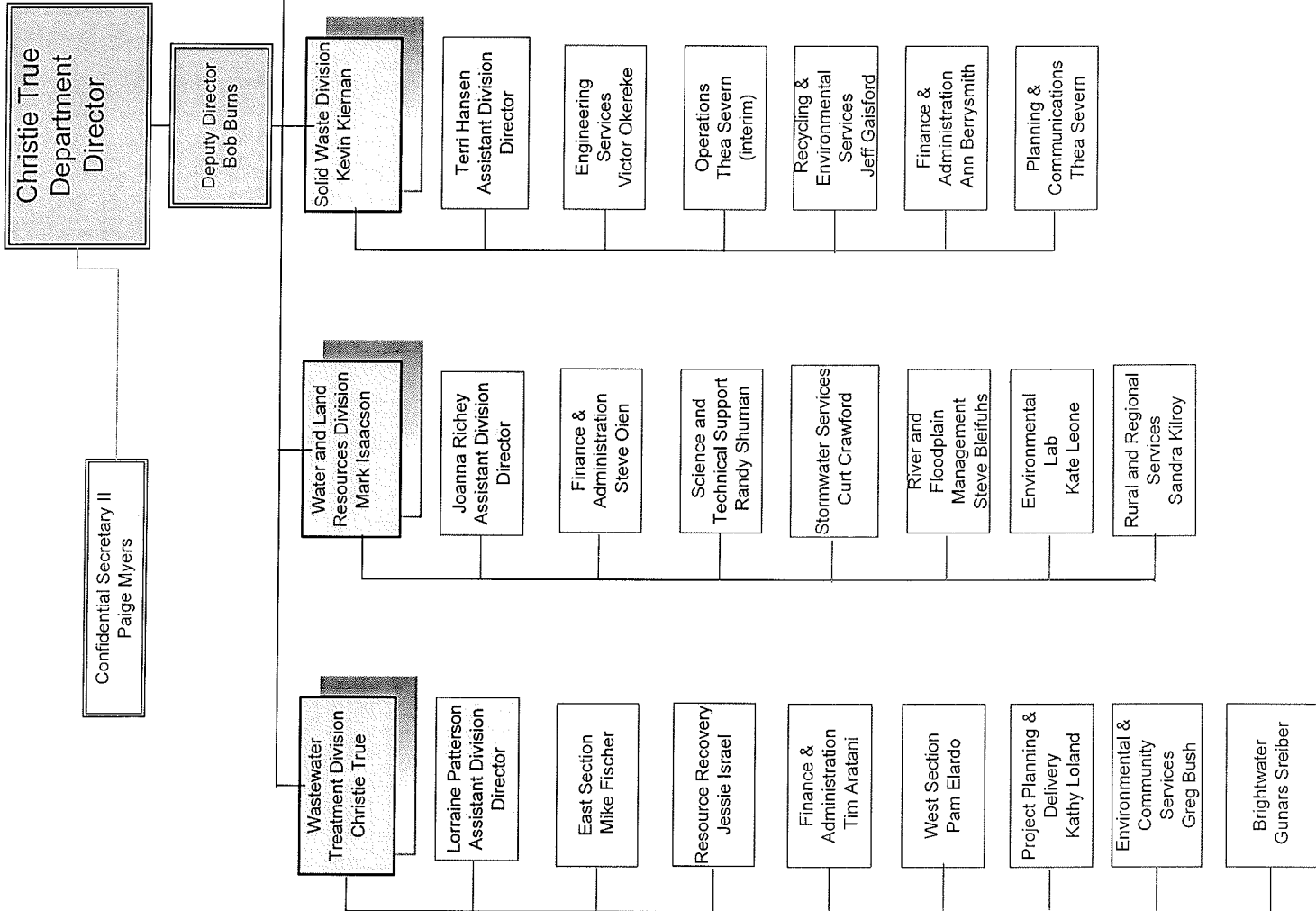
Signed this 11th day of July, 2010.

at Seattle, WA

## SECTION D

- Department Organizational Chart
- Position Description

DEPARTMENT OF NATURAL RESOURCES  
AND PARKS  
July 2010



\*Dual reporting relationship as follows:

Gary Hocking reports to John Bodoia and David Martinez (OIRM Director/CIO)  
Gail Ohashi reports to DNRP Interim Director, Bob Burns and Anita Whitfield, HRD Director



# King County

## Job Description

### Department Director King County Department of Natural Resources and Parks

The Director of the Department of Natural Resource and Parks is charged with overseeing a staff of over 1500 regular employees, an annual operating budget of approximately \$300 million and capital budget of approximately \$445 million, and program areas that affect every citizen in the county. The Director ensures that the mission of the department to provide disposal of solid waste, preserve natural resources, collect and treat wastewater, manage surface water and prevent flood damage, develop and implement land management programs, including the preservation of sustainable agricultural and forestry economies in the county, develop and operate the countywide geographic information system, reclaim waste resources, and provide parks and recreation programs, is carried out. The Director sets direction and approves the department's operating and capital budgets, monitors revenues and expenditures, approves and monitors annual work programs, hears and decides on personnel grievances and other requirements of labor contracts, and authorizes contracts. The Director advises the County Executive, Assistant Deputy County Executive, and County Councilmembers on policy and program issues related to the Department of Natural Resources and Parks; represents the department with media; and ensures appropriate resources and training for department for departmental staff to accomplish the department's mission. The Director oversees the preparation of rate analyses for wastewater, solid waste, surface water management utility fees, and various other fees such as Conservation district and Noxious Weed fees, and negotiates and approves contracts with cities and Districts for services rendered by the department. The Director represents King County at the State and Federal level on natural resources issues and is accountable for the department's performance on multiple regional, state and federal permits for environmental protection under the Clean Water Act, Clear Air Act, Endangered Species Act and other federal and state laws and regulations related to such requirements. The Director is in the line of succession for the County Executive for emergency operations of the county.

The titles of the positions that report directly to the incumbent include:

Deputy Department Director  
Division Director, Wastewater Treatment Division  
Division Director, Solid Waste Division  
Division Director, Water and Land Resources Division  
Division Director, Parks and Recreation Division  
Confidential Secretary II  
Chief Financial Officer  
Senior Human Resources Manager