

Subject: FW: Appointment of Irwin as Director

Date: Thu, 2 Sep 2004 09:26:22 -0700

From: "Ernie Crist" <ernie_crist@dnv.org>

To: "FONVCA (E-mail)" <fonvca@fonvca.org>, <Cagebc@yahoo.com>

I am forwarding a message below from Mr Ridge.

> Subject: Appointment of Irwin as Director

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> The following message went to staff yesterday. The response has been extremely positive.

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> Appointment - Director of Sustainability, Planning, and Building Division

> I am very pleased to announce the appointment of Irwin Torry as the Director of Sustainability, Planning, and Building Division. Irwin's appointment to this position is effective immediately.

> Last week Irwin and I discussed the future of the Division at some length and have developed a senior level succession plan for the Division for the next ten months. I briefed Council on the plan on Monday night. Council was very supportive of the plan.

> Here are the key elements:

> · Irwin will serve as Director of the Division until his retirement in August of 2005.

> · We will immediately begin the recruitment of a Section Manager of Current Planning and a Section Manager of Planning Policy. These will be internal competitions. Once selected the two Section Managers will assume many of Irwin's Manager responsibilities. The successful candidates for Section Manager will have their old positions backfilled permanently.

> · In the Spring of 2005 we will hold a competition for Manager of Community Planning to permanently fill Irwin's old position.

> · When Irwin retires in 2005 there will be a need for a new Director to replace him. We are not going to wait until next year to find Irwin's replacement. We will begin the process to find his successor immediately and bring that person into the position this fall. This will allow the new Director to work with Irwin for 8 or 9 months (and with luck absorb much of Irwin's exhaustive knowledge). This person would then take over as Director next August.

> After a period of instability and change I hope this provides some measure of certainty for the staff of the Division. The plan also provides some career growth opportunities for staff of the Division.

> I know you will welcome Irwin to his new role and provide him your full support and encouragement.

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> James Ridge

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