



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 21-982

Board Meeting Date: 12/14/2021

Special Notice / Hearing: None

Vote Required: Majority

To: Honorable Board of Supervisors
From: Michael P. Callagy, County Manager
Subject: Employee of the Month for December 2021

RECOMMENDATION:

Honor Will Gibson as Employee of the Month for December 2021 and authorize the President of the Board to sign the commendation.

BACKGROUND:

The Employee of the Month program was established in December 1984 to recognize and honor County employees who consistently demonstrate an outstanding level of performance.

Our Employee of the Month for December 2021 is Will Gibson, a Planner III, in the Planning and Building Department.

DISCUSSION:

Will Gibson began his career in the County in 2007 as a Planner I in the Planning and Building Department. He currently is a Planner III and has been instrumental in advancing one of the fastest growing types of affordable homes in Unincorporated San Mateo County known as Accessory Dwelling Units (ADUs). His leadership and outstanding project management skills have been key in the successful updates of the County's ADU ordinance, including in the Coastal Zone.

Will played a key role in the development and successful piloting of a truly one-of-a-kind program to help homeowners legalize unpermitted ADUs. The program is now admired across California as a best practice. He is a considerate and helpful partner in promoting ADU production in San Mateo County and serves as a resource to planners in other SMC communities.

Will keeps the County's General Plan Housing Element up to date and skillfully coaches planners on its implementation. He plays a leadership role providing valuable assistance to property owners interested in undertaking development projects in North Fair Oaks and throughout the unincorporated areas. There is no doubt that his efforts are having a very positive impact on the production of housing in the County. Will is a skilled, knowledgeable, reliable, and dedicated employee.

Our County is fortunate to have Will Gibson as an outstanding employee.