



WASHOE COUNTY

Integrity Communication Service

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STAFF REPORT

BOARD MEETING DATE: *December 13, 2016*

DATE: Monday, December 05, 2016
TO: Board of County Commissioners
FROM: John Listinsky, Director, Human Resources
775.328.2083, jlistinsky@washoecounty.us
THROUGH: Christine Vuletich, Assistant County Manager
SUBJECT: Discussion and possible action on evaluation of Washoe County Manager including but not limited to discussion of goals and results of Annual Evaluation Survey; possible action on increase in base salary and lump sum bonus pursuant to existing employment agreement, and amendments to employment agreement; and ratify amendment to employment agreement approved by the Board of County Commissioners on December 8, 2015 to adjust severance pay benefit from 3 months to 6 months (Section 2C) and approval of corresponding written addendum. (All Commission Districts.)

SUMMARY

Section 9 of the current employment agreement between Washoe County and John Slaughter requires the Board review and evaluate employee's performance in accordance with the provisions of the Open Meeting Law within 30 days of the anniversary of the commencement date of the contract, October 28. The Chair and Mr. Slaughter mutually agreed on the December 13, 2016 Board meeting to accommodate the Board's agenda schedule. Also, on December 8, 2015 the Board approved an amendment to Section 2 of the agreement with direction to the District Attorney's Office to make the recommended changes to the contract. This Staff Report requests the Board ratify the December 2015 change, discuss Annual Performance Evaluation, and consider possible action on: an increase in base salary and lump sum bonus pursuant to existing employment agreement, and amendments to employment agreement.

Washoe County Strategic Objective supported by this item: Regional and Community Leadership

PREVIOUS ACTION

On December 8, 2015 the Board conducted the Annual Performance Evaluation of the County Manager, John Slaughter, and approved changes to the existing employee agreement including change to severance pay benefit from three (3) months to six (6) months (Section 2C) with direction to the District Attorney's Office to make the

AGENDA ITEM # 18

recommended changes to the contract; and also approved a \$10,000 bonus with 10% going to the Employee Recognition Program.

On October 28, 2014 the Board conducted the performance evaluation of the Washoe County Manager, approved a 5% merit increase, and extended the employment agreement to October 28, 2018.

On November 12, 2013, the Board appointed and entered into an employment agreement with Mr. Slaughter as Washoe County Manager pursuant to NRS 244.125 to NRS 244.135 inclusive. Pursuant to the terms established, the contract would continue until June 30, 2015, at the end of which the agreement may be renewed for successive periods each year by the Board of County Commissioners without the necessity of executing a new employment agreement.

BACKGROUND

On October 22, 2013, after an extensive recruitment and selection process conducted by Ralph Anderson and Associates, the Board interviewed the final slate of eight candidates and unanimously selected John Slaughter as the next County Manager. An employment contract for Mr. Slaughter was developed and approved by the Board on November 12, 2013. On October 28, 2014, the Board approved the first extension of Mr. Slaughter's employment agreement through October 28, 2018. In December 2015 the Board approved changes to the employment agreement including change to severance pay benefit (attached), and a \$10,000 bonus with 10% going to the Employee Recognition Program.

On November 2, 2016 Washoe County Human Resources, on behalf of the Board, invited 31 participants to provide feedback and perspectives on the performance of the County Manager this past year. The invited participants included elected and appointed officials within the organization and from across the region. Twenty-two participants responded and results are attached.

FISCAL IMPACT

No fiscal impact.

RECOMMENDATION

It is recommended the Board of County Commissioners discuss and possible action on evaluation of Washoe County Manager including but not limited to discussion of goals and results of Annual Evaluation Survey; possible action on increase in base salary and lump sum bonus pursuant to existing employment agreement, and amendments to employment agreement; and ratify amendment to employment agreement approved by the Board of County Commissioners on December 8, 2015 to adjust severance pay benefit from 3 months to 6 months (Section 2C) and approval of corresponding written addendum.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be "Move to discussion and possible action on evaluation of Washoe County Manager including but not limited to discussion of goals and results of Annual Evaluation Survey; possible action on increase in base salary and lump sum bonus pursuant to existing employment agreement, and amendments to employment agreement; and ratify amendment to employment agreement approved by the Board of County Commissioners on December 8, 2015 to adjust severance pay benefit from 3 months to 6 months (Section 2C) and approval of corresponding written addendum.



WASHOE COUNTY

Integrity Communication Service

Performance Feedback Survey Results

for

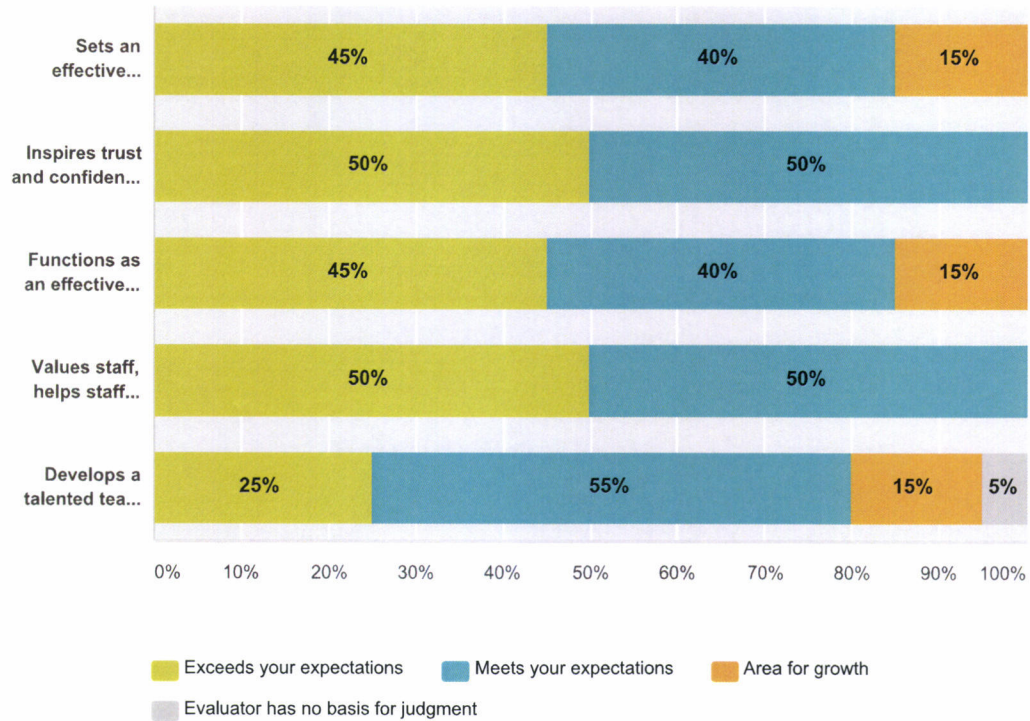
John Slaughter

Washoe County Manager

December 13, 2016

Q1 LEADERSHIP- Select the appropriate rating for each competency.

Answered: 20 Skipped: 2



	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Sets an effective example of high personal standards and integrity with the drive and energy to achieve goals	45% 9	40% 8	15% 3	0% 0	20	2.30
Inspires trust and confidence with staff, the County Commission and the public	50% 10	50% 10	0% 0	0% 0	20	2.50
Functions as an effective leader of the organization, gaining respect and cooperation from others	45% 9	40% 8	15% 3	0% 0	20	2.30
Values staff, helps staff develop a passion for their work and recognizes their contributions	50% 10	50% 10	0% 0	0% 0	20	2.50
Develops a talented team and challenges them to perform to their highest level	25% 5	55% 11	15% 3	5% 1	20	2.00

2016 John Slaughter, County Manager

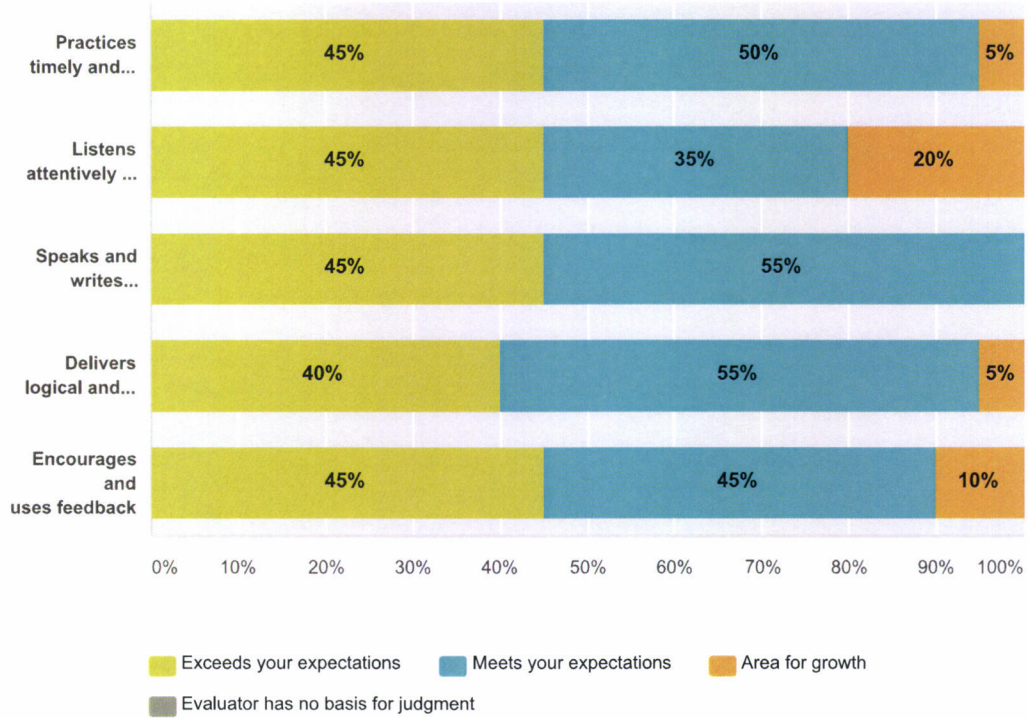
Q2 Comments: Provide details of success and/or needed improvement in this category.

Answered: 6 Skipped: 16

#	Responses	Date
1	excellent leadership to the manager's office and the county in carrying out the operations of the County under all conditions.	11/28/2016 2:57 PM
2	John is always approachable and accessible and has always been willing to share advice and recommendations to a variety of diverse issues.	11/16/2016 7:34 PM
3	The overall culture and morale of the County has improved for the better since Mr. Slaughter's tenure.	11/12/2016 6:22 AM
4	I have been very pleased with Mr. Slaughters interactions with his staff and how hard he works to build an effective team.	11/11/2016 9:10 AM
5	John does a great job of setting the bar when it comes to setting examples of high personal standards.	11/10/2016 11:15 AM
6	John does not take any definitive position on any issue, John leads from behind the group.	11/10/2016 8:36 AM

Q3 COMMUNICATION - Select the appropriate rating for each category.

Answered: 20 Skipped: 2



	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Practices timely and effective communication with County Commission, other elected officials, department heads, and staff regarding issues and concerns of the county	45% 9	50% 10	5% 1	0% 0	20	2.40
Listens attentively and effectively	45% 9	35% 7	20% 4	0% 0	20	2.25
Speaks and writes logically, clearly, and concisely	45% 9	55% 11	0% 0	0% 0	20	2.45
Delivers logical and well-organized presentations (formal and informal)	40% 8	55% 11	5% 1	0% 0	20	2.35
Encourages and uses feedback	45% 9	45% 9	10% 2	0% 0	20	2.35

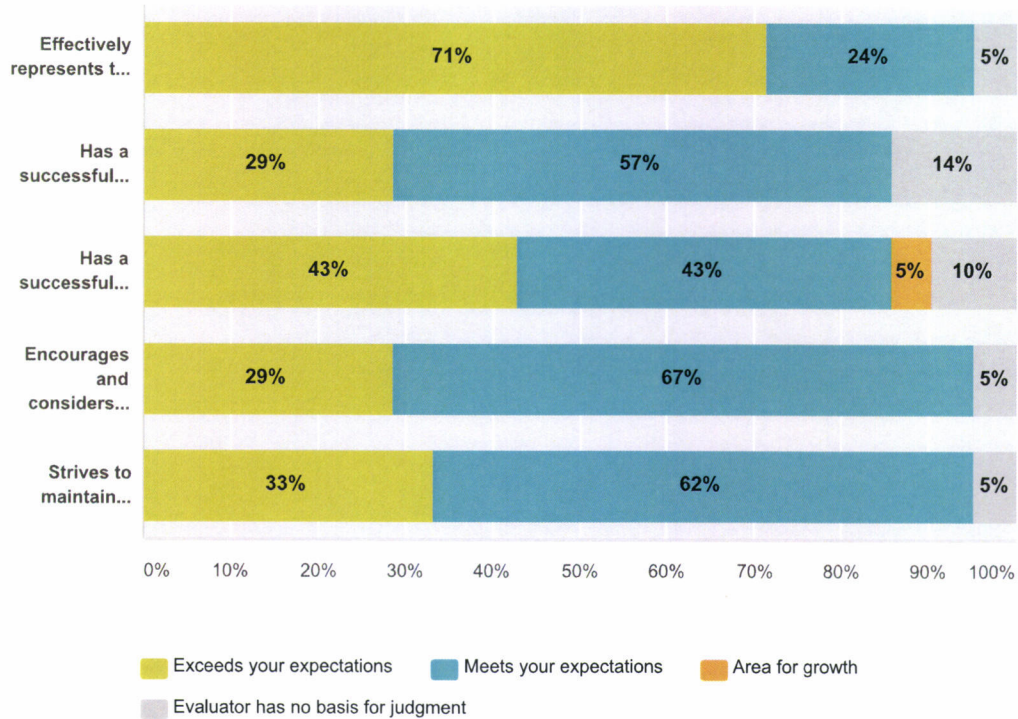
**Q4 Comments: Provide details of success
and/or needed improvement in this
category.**

Answered: 4 Skipped: 18

#	Responses	Date
1	Communicates through all levels of the organization to assist in county operations and to address employee and public needs.	11/28/2016 2:57 PM
2	Here again Mr. Slaughter works with the Commissioners routinely listens to our concerns and works to assure appropriate feedback.	11/11/2016 9:10 AM
3	in this day and age it is easy to get wrapped up in e-mails, texts, and phone conversations. I sometimes feel that important topics do not get the full attention with the multiple distractions from electronic devices.	11/10/2016 11:15 AM
4	John tends to look at his phone during conversations, which is a tell about his interest in the discussion.	11/10/2016 8:36 AM

Q5 COMMUNITY RELATIONS - Select the appropriate rating for each competency.

Answered: 21 Skipped: 1



	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Effectively represents the county in public; projects a positive public image, based on courtesy, professionalism and integrity	71% 15	24% 5	0% 0	5% 1	21	2.62
Has a successful working relationship with the news media	29% 6	57% 12	0% 0	14% 3	21	2.00
Has a successful working relationship with community stakeholders and community organizations	43% 9	43% 9	5% 1	10% 2	21	2.19
Encourages and considers community input on issues the county can impact	29% 6	67% 14	0% 0	5% 1	21	2.19
Strives to maintain citizen satisfaction with county services	33% 7	62% 13	0% 0	5% 1	21	2.24

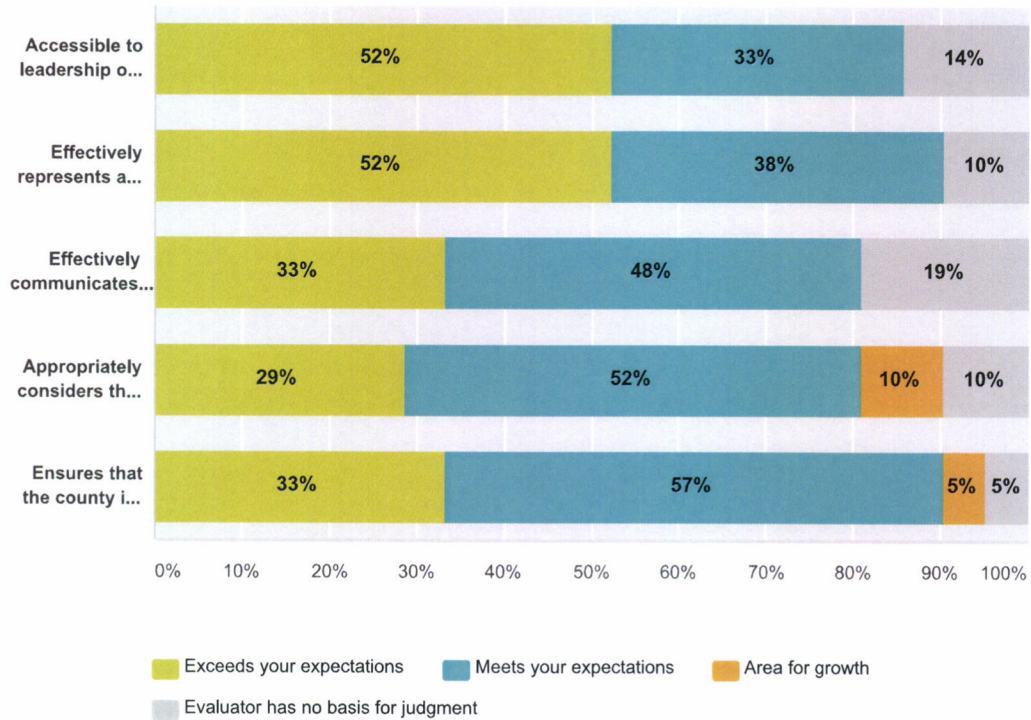
Q6 Comments: Provide details of success and/or needed improvement in this category.

Answered 4 Skipped 18

#	Responses	Date
1	actively involved in community and public participation process as it relates to the county and the region.	11/28/2016 2:57 PM
2	Mr. Slaughter puts service to citizens first.	11/12/2016 6:22 AM
3	Mr. Slaughter has brought the level of communication with entities outside the County to a positive level and supports and listens to his communications team.	11/11/2016 9:10 AM
4	All focus is outside the organization, some of that energy should be focused inward. More internal leadership and accountability	11/10/2016 8:36 AM

Q7 INTERGOVERNMENTAL RELATIONS - Select the appropriate rating for each competency.

Answered: 21 Skipped: 1



	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Accessible to leadership of other agencies and jurisdictions; displays appropriate diplomacy and tact in relationships with other agencies and jurisdictions	52% 11	33% 7	0% 0	14% 3	21	2.24
Effectively represents and promotes the county with other jurisdictions and agencies in the region and state	52% 11	38% 8	0% 0	10% 2	21	2.33
Effectively communicates and coordinates with other jurisdictions and agencies in the region and state	33% 7	48% 10	0% 0	19% 4	21	1.95
Appropriately considers the impact county projects and programs have on other jurisdictions and agencies in the region	29% 6	52% 11	10% 2	10% 2	21	2.00
Ensures that the county is represented and is appropriately involved in projects and programs sponsored by other jurisdictions and agencies that have impact on the county and/or that the county can impact	33% 7	57% 12	5% 1	5% 1	21	2.19

2016 John Slaughter, County Manager

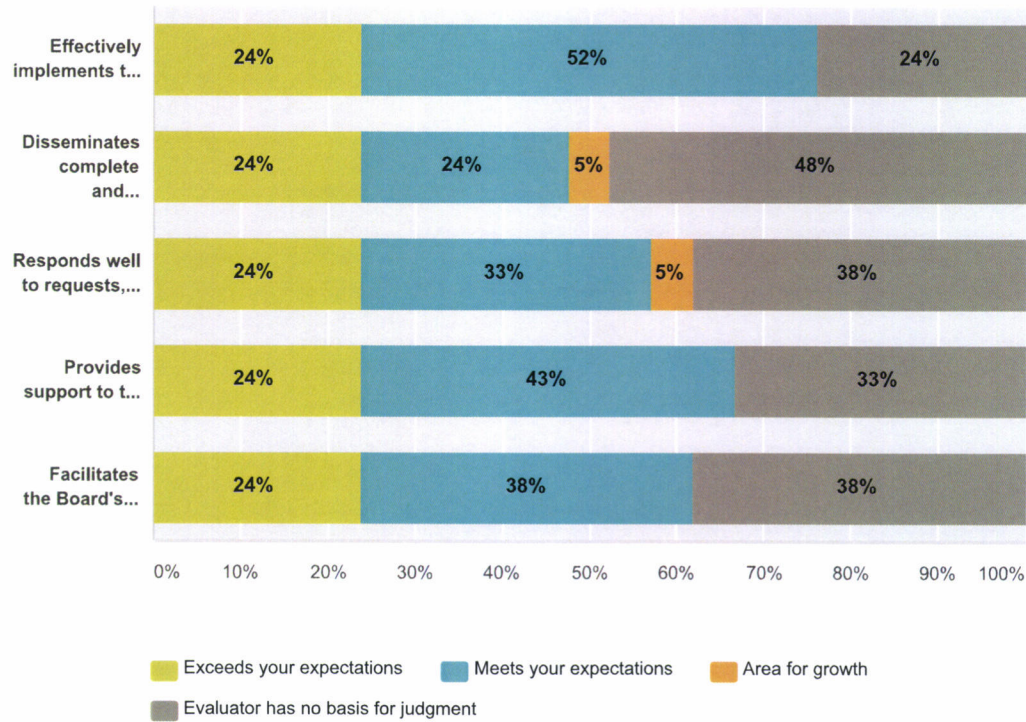
Q8 Comments: Provide details of success and/or needed improvement in this category.

Answered 4 Skipped 18

#	Responses	Date
1	Foundation of the County Manager and his ability to maintain intergovernmental relationships is a key strength which supports the County and leadership within the region amongst other governmental agencies, his skill in this area is clearly seen as he is often looked to as a key leader in this area.	11/28/2016 2:57 PM
2	Kudos to Mr. Slaughter for working with the City of Reno and a City culture that demands control of everything and anything. It demonstrates his ability as an effective leader.	11/12/2016 6:22 AM
3	Mr. Slaughters communications skills may be his most valuable attribute for the position he holds.	11/11/2016 9:10 AM
4	Again John does well outside of managing the internal operation.	11/10/2016 8:36 AM

Q9 BOARD OF COUNTY COMMISSION RELATIONS- Select the appropriate rating for each competency.

Answered: 21 Skipped: 1



	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Weighted Average
Effectively implements the Board's policies, procedures, and philosophy	24% 5	52% 11	0% 0	24% 5	21	1.76
Disseminates complete and accurate information to all Board members in a timely manner	24% 5	24% 5	5% 1	48% 10	21	1.24
Responds well to requests, advice and constructive criticism	24% 5	33% 7	5% 1	38% 8	21	1.43
Provides support to the Board's meeting process that allows for open, transparent decision making	24% 5	43% 9	0% 0	33% 7	21	1.57
Facilitates the Board's decision making without usurping authority	24% 5	38% 8	0% 0	38% 8	21	1.48

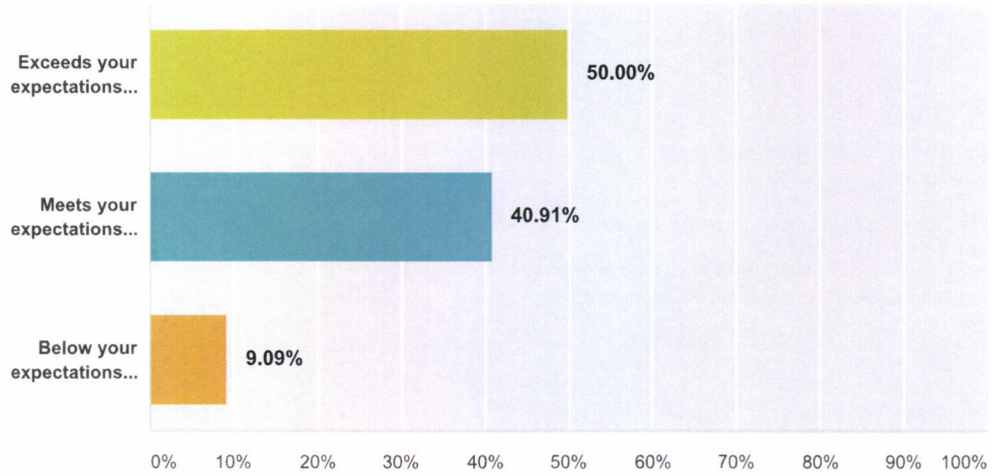
Q10 Comments: Provide details of success and/or needed improvement in this category.

Answered 3 Skipped 19

#	Responses	Date
1	exceptional relationships with the BCC and in carrying out the direction of the BCC and balancing with the management of the organization.	11/28/2016 2:57 PM
2	Again Mr. Slaughter has consistently shown his willingness to work with the elected officials on all issues	11/11/2016 9:10 AM
3	John does a good job of disseminating information from the board to the department heads, and in reverse provides appropriate information from the department to the board.	11/10/2016 11:15 AM

Q11 Select the best statement for the overall evaluation of this person.

Answered: 22 Skipped: 0



Answer Choices	Responses
Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	50.00% 11
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	40.91% 9
Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.	9.09% 2
Total	22

2016 John Slaughter, County Manager

Q12 Comments: Provide details of overall success and/or needed improvement.

Answered 6 Skipped 16

#	Responses	Date
1	Overall does a good job.	11/16/2016 4:42 PM
2	I enjoy his management style and calm and positive demeanor	11/12/2016 6:23 AM
3	Working with Mr. Slaughter over the past 3+ years has been informative, enlightening as to government operations and pleasurable	11/11/2016 9:11 AM
4	Manager Slaughter is an effective leader of County operations, he is respected and maintains productive working relationships with County Departments and regional partners.	11/10/2016 12:33 PM
5	Overall John's demeanor and attitude works well for the Washoe County that I believe the citizens, employees, and Board want to have. He is even keeled and understands how each part of the county can be leveraged to assist the citizenry. Job well done.	11/10/2016 11:16 AM
6	John represents WC well. After three years on the job he should be more engaged with internal WC operations and issues. His conflict avoidance method of managing puts many of his DH's out on a limb implementing good WC practices and policies. John needs to be more involved inside the building and not just a figurehead looking outside the building.	11/10/2016 8:40 AM

John Slaughter, Washoe County Manager
Performance Feedback Survey
Invited Participants

Marsha Berkbigler, Washoe County Commissioner
Kitty Jung, Washoe County Commissioner
Vaughn Hartung, Washoe County Commissioner
Bob Lucey, Washoe County Commissioner
Jeanne Herman, Washoe County Commissioner
Joey Orduna Hastings, Former Assistant County Manager (jhastings@ncjfcj.org)
Kevin Schiller, Assistant County Manager
John Listinsky, Washoe County Human Resources Director
Dave Solaro, Washoe County Community Services Director
Luanne Cutler, Washoe County Registrar of Voters
Mike Clark, Washoe County Assessor
Nancy Parent, Washoe County Clerk
Larry Burtness, Washoe County Recorder
Chuck Allen, Washoe County Sheriff
Tammi Davis, Washoe County Treasurer
Chris Hicks, Washoe County District Attorney
Don Cavallo, Washoe County Public Administrator
Frank Cervantes, Juvenile Services Director
Dexter Thomas, Reno Justice Court Administrator
Janine Baker, Sparks Justice Court Administrator
Jackie Bryant, Court Administrator, Second Judicial District Court
Kevin Dick, District Health Officer
Amber Howell, Washoe County Social Services Director
Jeff Scott, Washoe County Library Director
Cathy Hill, Washoe County Comptroller
Shyanne Schull, Washoe County Animal Services Director
Charles Moore, Fire Chief, Truckee Meadows Fire Protection District
Ryan Sommers, Fire Chief, North Lake Tahoe Fire Protection District (rsommers@nltfpd.net)
Darrin Price, Sun Valley Improvement District (dprice@svgid.com)
Steve Driscoll, Sparks City Manager (sdriscoll@ci.sparks.nv.us)
Bill Thomas, Reno City Manager (thomasb@reno.gov)

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 28th day of October by and between Washoe County, a political subdivision of the State of Nevada, acting by and through its Board of County Commissioners, (hereinafter referred to as "Employer"), and John Slaughter, (hereinafter referred to as "Employee"); Employer and Employee understand and agree as follows:

WITNESSETH:

WHEREAS, it is the desire of Employer to employ John Slaughter as Washoe County Manager pursuant to NRS 244.125 to NRS 244.135, inclusive, subject to the terms of this Agreement, and to memorialize certain elements of compensation and benefits, certain conditions of employment, and working conditions of said Employee; and,

WHEREAS, Employee desires to accept employment as County Manager of Washoe County as set forth herein;

NOW, THEREFORE, for and in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties.

Employer hereby agrees to employ Employee as County Manager to perform the functions and duties of County Manager of Washoe County as set forth by law, and to perform other legally permissible and proper duties as the Board of County Commissioners shall from time to time assign.

Section 2. Term.

- A. The term of this Agreement begins October 28, 2014 and by action of the Board of County Commissioners on October 28, 2014, shall continue until October 28, 2018. At the end of that term, this Agreement may be renewed for successive periods, as deemed appropriate by the Employer, unless it is terminated sooner in accordance with its terms. Renewal of this Agreement will occur by the Employer, acting through the Board of County Commissioners, taking action to ratify this Agreement and/or approving an addendum which sets forth for the renewal period: the base salary, any bonus or other monetary benefits, any other changes to the terms hereof and a commencement date.

- B. At any time during the term of this Agreement, either the Employer or the Employee may terminate the Agreement by providing thirty (30) days written notice to the other party. Notice shall be in accordance with Section 3 below.
- C. Unless terminated for cause as described in Paragraph E below, if Employer terminates the Agreement by giving thirty (30) days notice, Employer agrees to pay Employee severance pay equal to three months of the then current annual base salary of Employee. Severance pay shall be calculated from the end of the thirty (30) day notice period. Severance pay shall be in addition to any other payments for unused annual leave or other benefits that may be payable to other unclassified management employees of the County with service credit equal to that of Employee. The three months severance pay shall not include additional accrual of annual or sick leave benefits or incentive pay for the three months but Employer will make a PERS contribution for the three months severance pay.
- D. If Employee terminates the Agreement by giving thirty (30) days notice, unless a different period is agreed to in writing between Employer and Employee, Employer is not obligated to pay severance pay to Employee. Employee shall receive his then current salary during the thirty (30) day notice period or any longer period as may be agreed upon.
- E. For purposes of this Agreement, cause is defined as conduct which constitutes a crime, except for a misdemeanor traffic citation, or conduct which constitutes a knowing violation of a law or policy governing the conduct of public officers. In such event, Employer shall give written notice of its desire to terminate Employee for cause and the effective date of the termination shall be thirty (30) days after notice is given in accordance with Section 3 below. If Employee is terminated for cause, Employee shall not be entitled to severance pay.

Section 3. Notices.

When required by this Agreement, Employee shall give notice in writing personally served on the Chair of the Board of County Commissioners, or by leaving a copy in the office of the Chair. Employer shall give notice in writing by personally serving Employee or by regular mail, postage prepaid. Notice by personal service shall be deemed received on the date of delivery; notice by mail shall be deemed received three days after mailing.

Section 4. Salary.

- A. Employer agrees to pay Employee for his services rendered pursuant to this Agreement an annual base salary of \$210,849.60 for the applicable period, with an effective date of October 28, 2014. The annual base salary is payable in installments in the same manner as other employees of the Employer.

- B. At the time of the annual evaluation provided for at Section 9 below, Employee's annual salary may be adjusted by a vote of the Board as follows, :
 - a. A cost of living adjustment consistent with any cost-of-living adjustment provided to all other unclassified management employees of the County; and/or,
 - b. The Board may adjust the annual salary of the Employee by increasing the base salary; and/or,
 - c. The Board of County Commissioners may also provide to Employee a bonus, or pay for performance, payable in lump sum, minus required withholdings. The amount awarded as a bonus, or pay for performance shall not be considered as part of Employee's base salary and shall not be included in determining PERS contributions. No cost-of-living adjustments will be calculated or added to the amount and payment does not obligate Employer to make a similar bonus or pay for performance available during subsequent years of this Agreement or successor agreements.

- C. Employee will receive longevity as provided to other unclassified management employees at the rate of \$100 per year of service up to a maximum annual payment of \$3,000 for 30 years or more of service.

Section 5: Benefits.

Employee shall be entitled to all annual and sick leave benefits provided for unclassified management employees, except as more specifically described or limited herein. Starting with the first pay period in a calendar year, if Employee does not use more than 32 hours of sick leave in the period commencing with the first pay period of the calendar year and ending with the last full pay period of that calendar year he shall be credited with 24 hours of personal leave in the first full pay period in January of the following year. If Employee uses more than 32 hours but no more than 40 hours of sick leave in that period he shall be credited with 8 hours of personal leave in the first full pay period in January of the following year. Personal leave accrual has no cash value and is forfeited if not used by the end of the last payroll in the calendar year in which it was accrued.

Section 6. Benefits - Other.

- A. Car Allowance: Employer agrees to pay Employee a monthly, non-PERS compensable amount of \$600.00 to be included in the first paycheck of each month. This amount constitutes reimbursement for and recognition of Employee's daily use of his personal vehicle for county purposes to include mileage, insurance, fuel and all other costs associated with such use, all of which shall be the employee's sole responsibility. This allowance shall be treated for tax purposes as provided in IRS regulation.
- B. Cellular Phone: Employer and Employee agree a business need exists for the Employee to be available by telephone, email and text both during and outside regular business hours. Employer agrees to provide employee with cellular phone and the necessary monthly cellular plan with phone, text and data capability. Such provision and use shall be in accordance with all applicable Washoe County policies regarding issuance and use of County-owned cellular telephones.
- C. Dues & Subscriptions: Employer agrees to budget and to pay for the reasonable professional dues and subscriptions of Employee necessary for his continuation and full participation in national, regional, state, and local associations and organizations necessary and desirable for his continued professional participation, growth, and advancement, and for the good of Employer. This amount shall not exceed \$1,500.00 per year.
- D. Retirement: Employer agrees to pay all contributions to the Nevada Public Employees Retirement System ("PERS") on behalf of Employee as required or limited by PERS. PERS rate contribution adjustments will be implemented in accordance with other unclassified management employees.
- E. Health Benefits: Employee is entitled to all health benefits provided to unclassified management employees.
- F. Manager's Life Insurance: Employee is entitled to management life insurance provided to unclassified management employees.

Section 7. No Reduction of Compensation and Benefits.

Except as otherwise provided herein, Employer shall not at any time during the term of this Agreement decrease the salary, compensation, or other financial benefits of Employee specified for the term of the Agreement without the consent of Employee unless Employee is

incapacitated to perform the services required hereunder and has exhausted available leave, or to the degree such a decrease is across-the-board for all unclassified management employees of Employer.

Section 8. Professional Development.

To the extent allowed by law and as may be consistent with Washoe County's travel ordinance, Employer hereby agrees to budget for and to pay the reasonable travel and subsistence expenses of Employee for short courses, institutes, seminars, and conferences, adequate to continue the professional development of Employee. This amount shall not exceed \$3,000.00 per year.

Section 9. Expectations and Annual Evaluation.

- A. The Board of County Commissioners, with Employee's input, agrees to adopt priorities and expectations for Employee each year annually on the anniversary of this Agreement during the term of this Agreement. The Board's adoption of priorities and expectations for the Employee shall coincide with Employee's evaluation as provided in Paragraph B below. The priorities and expectations may be added to or deleted as the Board of County Commissioners may from time to time determine, in consultation with Employee.
- B. Each year prior to or as near as possible to the commencement date of this contract, which date is October 28, 2014, or 30 days before or after that date, unless otherwise mutually agreed by the Employee and Employer acting by and through the Chairman of the Board of County Commissioners, the Board of County Commissioners will review and evaluate Employee's performance in accordance with the provisions of the Open Meeting Law. Employee must contact the Chair of the Board at least thirty days prior to his anniversary date in order to schedule Employee's annual evaluation. The evaluation shall be based upon the priorities and expectations developed as provided in Paragraph A above. The evaluation process will be jointly developed and mutually agreed upon by Employer and Employee.

Section 10. Entire Agreement.

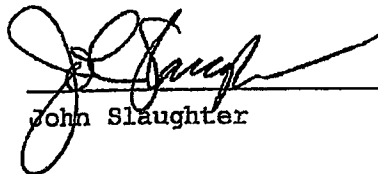
The text of this Agreement, and any subsequent Addendum, constitute the entire agreement between the parties and supersedes all prior Employment Agreements between the parties, rendering them from and after execution of this null and void. This Agreement may be amended only by a written instrument executed by both Parties.

Section 11. Severability.

If any provision of this Agreement is held to be illegal, invalid, or unenforceable by a court of competent jurisdiction, the parties shall, if possible, agree on a legal, valid, and enforceable substitute provision that is as similar in effect to the deleted provision as possible. The remaining portion of the Agreement not declared illegal, invalid, or unenforceable shall, in any event, remain valid and effective for the term remaining unless the provision found illegal, invalid, or unenforceable goes to the essence of this Agreement.

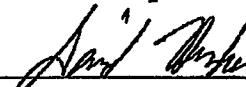
IN WITNESS WHEREOF, the Board of County Commissioners has caused this Agreement to be signed and executed on its behalf by its Chair, and duly attested by the Clerk, and the Employee has signed and executed this Agreement, all on the day and year first above written.

Employee




John Slaughter

Board of County Commissioners
Washoe County

By 

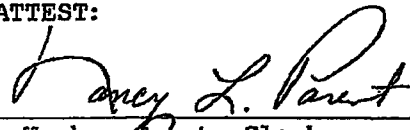
David Humke, Chairman

APPROVED AS TO FORM:



Paul Lippafelli
Assistant District Attorney

ATTEST:



Nancy L. Paut
Washoe County Clerk

ADDENDUM TO EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 13 day of December, 2016, by and between Washoe County, hereinafter referred to as "Employer" and John Slaughter, hereinafter referred to as "Employee." Employer and Employee understand and agree as follows:

WITNESSETH:

WHEREAS, Employee is County Manager of Washoe County and a written Employment Agreement between the parties was approved by the Board of County Commissioners on October 28, 2014 for a period of 4 years; and

WHEREAS, at a meeting on December 8, 2015 the Board of County Commissioners directed that an amendment be made to the written Employment Agreement to change the severance pay benefit in Section 2C from 3 months to 6 months, but no amendment to that effect was written or signed by the parties;

WHEREAS, it is the desire of the Employer and Employee to ratify the amendment to the Employment Agreement was made on December 8, 2015 as set forth herein;

NOW, THEREFORE, and in consideration of the mutual covenants herein contained, the parties agree that Section 2, Paragraph C shall be amended to change the severance pay benefit from 3 months to 6 months and to provide entirely as follows:

- C. Unless terminated for cause as described in Paragraph E below, if Employer terminates the Agreement by giving thirty (30) days' notice, Employer agrees to pay Employee severance pay equal to six months of the then current annual base salary of Employee. Severance pay shall be calculated from the end of the thirty (30) day notice period. Severance pay shall be in addition to any other payments for unused annual leave or other benefits that may be payable to other unclassified management employees of the County with service credit equal to that of Employee. The six months' severance pay shall not include additional accrual of annual or sick leave benefits or incentive pay for the six months but Employer will make a PERS contribution for the six months' severance pay.

IN WITNESS WHEREOF, the Board of County Commissioners has caused this Agreement to be signed and executed on behalf of its Chair, and duly attested by the Clerk, and the Employee has signed and executed this Agreement, all on the day and year first above written.

Employee:

John Slaughter.

Employer:

By _____
Kitty K. Jung, Chair
Washoe County Commission

APPROVED AS TO FORM:

Assistant District Attorney

ATTEST:

Washoe County Clerk



**Washoe County Manager
2016 Accomplishments Report
December 5, 2016**

The Washoe County FY16-18 Strategic Plan guided the County Manager's priorities; the following is a review of the County's various accomplishments during the past calendar year.

FY 2016-17 Budget Overview

Through a continued focus on reviewing expenditures of department and redeploying budget dollars to maximize benefit, the Fiscal Year 2016-17 budget has moved the County in a significantly positive direction. Highlighted outcomes of the FY2016-17 budget include:

- Excluding the \$1.5 million Contingency budget, the General Fund budget is essentially balanced for the first time since Fiscal Year 2010-2011.
- The fund balance (i.e., the unobligated reserves) of the General Fund is budgeted to increase from 8.3% to 12.4%. We are essentially half way to the Board of County Commissioners' new fund balance target of 17%. The General Fund's budgeted ending fund balance for Fiscal Year 2016-17 including restricted and assigned monies and a \$3 million stabilization account is \$43 million.
- Despite the flatness of property tax revenues, through the reallocation of resources and other budgeting approaches, the Fiscal Year 2016-17 budget adds 61.3 new positions. These new positions include a forensic interviewer for the Child Advocacy Center, seven new deputy sheriffs and one new sergeant for the countywide security initiative, six new positions in Building & Safety to support new development, new personnel to support the County's specialty courts and new positions for many other programs.
- A total of \$4.95 million in budget enhancements is included in the budget. Of this, there are \$3 million of budget enhancements funded from the General Fund.
- Overall, total budgeted expenditures, transfers out and contingencies for the entire County budget are \$634,369,532. Besides the General Fund, the County manages 20 special revenue and proprietary funds which fund operations as diverse as the Health District, Social Services, the E911 system, two golf courses, and a roads division. These other funds comprise the other half of the County's budget, or approximately \$316 million.
- The fiscally conservative approach that Washoe County has used for many years and again in this year's budget process is reflected in many quantifiable ways. Washoe County's debt rating remains the highest in northern Nevada at AA/Aa2. Our budgeted unassigned General Fund balance of 12.4 percent for Fiscal Year 2016-17 is the highest among local governments in the region.

2016 Communication Accomplishments

- Award of Excellence in Community Relations PRSA/Silver Spikes annual award for 2016 State of the County.
- Communications Team coordinated successful messaging before, during and after 2016 Primary Election Day June 14, General Election Day November 8, and recount of Assembly District 31.





- Communications Team coordinated/supported emergency messaging during several major wildland fires including the Hawken, Virginia Complex, and Little Valley fires.
- Finalized FAQs with all County Departments for Website.
- 170 News releases/media advisories published.
- 153 News Releases/media advisories received media coverage.
- 90% of news releases/media advisories published received media coverage.
- 605 Media Requests.
- 66 WCTV videos produced.
- 1,306 Social Media posts.
- 1,625 Twitter followers added in 2016.
- 3,002 Twitter impressions per day average.
- 940,000: Twitter impressions total for 2016.
- 907: Facebook Followers added in 2016.
- 320,391: Website outreach page views.
- 16,217 page views Little Valley Fire: Top outreach item.
- 51 news releases received more than 1,000 views.
- Email opened most: "Rancho Re-opens March 16": 3,075 (30% open rate).
- Email "clicked through" most (user opens email, clicks link to Washoe County website): Little Valley Fire: 2,342 (46% click through rate).
- 1,024: Total Reprographics work orders completed (January-October 2016)
- Hosted Public Info/Communications lead from San Bernardino County to discuss communications strategies/lessons learned from mass shooting at County facility.
- Initiated Washoe 311 software tracking of both online and phone requests – 1,495 requests between June and November 2016.

Board of County Commissioners Support

- Compiled and completed review of Board and Commissions appointed by BCC.
- Facilitated review and update of Board Policies and Procedures.
- Coordinated 37 County Commission Meetings:
 - 881 total Agenda Items.
 - 45 Public Hearings.
 - 59 Resolutions.
 - 28 Proclamations.
 - 44 Appearances/Speakers.

Community Meeting Support

- 48 community meetings coordinated this last year (averaging 4 meetings monthly) exceeding 1,100 contacts with residents.
- 36 CAB meetings held during 2016.





- 802 members of the public attended a CAB meeting (counted as meeting attendees, includes those who attend multiple meetings).
- 10 participants is median CAB attendance, 19 is average.
- Participation at CAB meetings ranges from 0 to 150. Participation increases based on interest in an agenda topics. Topics of interest for 2016 included: Cargo containers and development proposals for tentative maps, Master Plan Amendments, TMWA Water Tower/Pumping Systems (Water), Traffic, Schools.
- Average CAB meeting length is 77 minutes.
- Community Meetings including: medical marijuana dispensary requests to move, community forums, topical discussions (10) exceeding a reach of 328 participants.
- 3 NRS required community meetings regarding relocation of Medical Marijuana Dispensary.
- 3 Public forums regarding the Washoe County Public Lands Bill.
- 8 public meetings regarding new garbage/single stream recycling franchise agreement.

Strategic Objective: Stewardship of Our Community

2016 Accomplishments:

- Recognized by the Government Finance Officers Association with a Distinguished Budget Presentation for 14th year.
- Continued implementation of facilities Infrastructure Preservation program for Washoe County owned buildings.
- Roads Operations performed 21,026 hours of paving, pothole patching and crack sealing in 2016. This is equivalent to 10 (10.1 FTE) staff working full time throughout the year on paving activities alone. Nearly 10.5 million square feet or 165 lane-miles of paving was performed by Washoe County Roads crews.
- 5 year lease for continued operation of the Sierra View Library Branch at Reno Town Mall.
- Identified surplus property for Washoe County to be sold for development and increase in tax revenue.
- Finalized water storage agreements for TROA obligated water (City of Reno, City of Sparks, and the Bureau of Reclamation).
- Community Special Projects implemented in 2016: Update and reprint of popular Regional Trails Guide and Senior Citizen Meal program analysis.
- Community Services Department: replaced roughly 10% (20 Sheriff's Office and 24 other department) of aging vehicle and light truck fleet, reducing operational costs and vehicle downtime.
- \$5M donation to May Arboretum Endowment Fund (administered by the May Arboretum Society in support of the Wilbur D. May Arboretum).





Strategic Objective: Proactive Economic Development and Diversification

Goal: *Be responsive and proactive to pending economic impacts.*

2016 Accomplishments:

- Implemented ProjectOne, online permitting project (Go-Live October 31, 2016) with City of Reno, City of Sparks, Washoe County Health District and Washoe County.
- Business Facilitator completed interviews with external development stakeholders to gain better insights into how Washoe County development and permitting can accomplish the goal of safe livable communities yet not negatively impact progress.
- Business Facilitator completed staff interviews related to future trends in development and permitting in an effort to predict needed changes to our codes.
- Created a staff working group to begin developing opportunities for Tiny Homes.
- Created a development code definition for Hoop Houses allowing for exemption from requirements of a building permit.
- Initiated and continue to facilitate the planning process for federal legislation related to a Washoe County Lands Bill.
- Completed revisions to the Washoe County Sign Code.

Strategic Objective: Regional and Community Leadership

2016 Accomplishments:

- Successful 2016 General and Primary Elections, and Recount of Assembly District 31 Ballots.
- Little Valley Fire Response, including initial emergency response of various County agencies, coordination with Overhead Management Team, coordinating community information meeting in effected area, coordination and ongoing management of Burned Area Recovery (BAER) Team.
- Executed Intergovernmental Agreement with City of Reno to joint fund Phase Five of North Valleys Regional Park. \$1M from City of Reno.
- Led a regional team to provide input and craft language for the Nevada Department of Environmental Protection's creation of regulations to include a higher level of reclaimed water to allow indirect potable reuse.
- Re-established Regional Crisis Communicators group—Quarterly meetings in an effort for collaborative regional response during crisis situation.
- Facilitated the initiation of work on the North Demonstration Project at Incline for the SR-28 Shared Use Path from Incline Village to Sand Harbor State Park.
- Managing 19 emergency management grants totaling \$1.4M dollars to improve regional preparedness of citizens, the private sector, and local government.

Strategic Objective: Valued, Engaged Employee Workforce

2016 Accomplishments:

- Succession Management Plan developed and implemented in 18 of 24 County Departments.
- Developed and launched Washoe County Employee Survey.
- Employee Recognition Committee planned and implemented annual Employee Picnic and annual Employee Recognition Breakfast.





- Initial launch of Washoe Leadership Program scheduled December 2016.
- Community Services Department: created a mechanism for recognition of accomplishments by employees, e-mail address CSDsuperstars@washoecounty.us
- Community Services Department: created an internal safety awareness program “Safety starts with me” to increase safety.
- Developed a Community Services Department Strategic Plan aligned with the Washoe County Strategic Plan.

Strategic Objective: Safe, Secure and Healthy Communities

2016 Accomplishments:

Goal: Keep senior services on pace with rising senior population

Senior Services Accomplishments

- Increased Senior Meals Program - Number of meals served per year has increased approximately 25% per year since fiscal year 2012-2013:
 - FY13 213,381 meals to 2,743 clients
 - FY14 266,443 meals to 3,589 clients
 - FY15 336,395 meals to 3,979 clients
 - FY16 356,827 meals to 4,063 clients
- Implemented Senior Services Volunteer program: Established and hired Senior Services Volunteer Coordinator in December 2015. Policies, procedures, training materials and collateral material have been developed. Volunteer recruitment began in early May, 2016. The first volunteer meal delivery service to seniors began July 2016.
- Human Services Integration has:
 - Supported the addition of a Community Health Aid to support the Adult Day Health program (Daybreak) enabling the program to add an additional 5 clients this fiscal year.
 - Provided match funding for the Rural Senior Volunteer Ambassador Program.
 - Provided funding for a nurse to conduct blood pressure clinics and medication management services to seniors throughout Washoe County.
 - Provided funding for a Veteran’s Service Officer to assist Veterans of all ages at Senior Centers.
 - Supported the expansion of the Senior Services program at the Sun Valley Senior Center.
- Established a cross-departmental senior outreach team to identify all County departments that provide services to seniors, caregivers and community agencies. Identified duplication of services and new projects and programs to expand services. –Examples include:
 - Animal Services and Senior Services partnership to provide free pet vaccination clinics for the pets of seniors at locations throughout Washoe County.
 - Registrar of Voter’s conducted voter outreach seminars on registration, voter fraud, etc. at Senior Centers throughout Washoe County prior to the 2016 elections
 - Library System “Tech Cafes” assisted seniors with learning and operating electronic devices such as cell phones, Ipads and laptops, as well as senior computer classes





- Established a research center to coordinate the collection of data and metrics related to seniors. Senior satisfaction survey completed.
- Sub-committee meets on a monthly basis to identify data related to seniors currently collected across County departments. Key indicators specific to seniors from the Healthy People 2020 have been identified and will be used to align County data collection to support program planning and development, funding initiatives and legislation.
- Purchase and implementation of myAvatar to manage data collection and case management services for adults and seniors as a mechanism to provide a continuum of care over the lifespan of Washoe County clients.
- Engaged with Senior Services and goal team in identification of priorities, goals and improvement initiatives for the Community Health Improvement Plan (CHIP). Goal team members have volunteered to participate in each of the four priority working groups facilitated by the Health District to support senior issues.
- Projects to be completed by end of fiscal year:
 - Establishment of a Senior Exploitation Unit.
 - Senior Home Modification Program.
 - Discount Pharmacy Program.
 - Caregiver Support Program.
 - Daybreak increased services and support.
 - Establishment of Incline Senior Services Center.
 - Increased Meal capacity and storage.
 - Open access to information for seniors through coordinated technology.

Adult Services

- Transportation – Access to Health Care Contract
- Full implementation of the Wandering Program
- Veteran Services Officer Program expanded
- Crossroads Program Accomplishments
 - More than 820 Clients since the inception of the Program
 - 130 + 24 Veterans Clients Currently in the program
 - Developed funding and space to expand Crossroads to the Senior population: 16 beds for Temporarily Displaced Seniors (TADS)
 - Implementation of *Sober 24* Phase 1 outpatient Crossroads Phase II
 - PBT Testing

<u>Year</u>	<u>Tests</u>	<u>Positives</u>
2014	62,193	59
2015	75,003	34 (99.9996% Passing Rate)

Drug Testing

<u>Year</u>	<u>Tests</u>	<u>Positives</u>
2014	414	23
2015	3440	38 (99.998% Passing Rate)





Children's Services

- 116 finalized adoptions.
- 364 Children reunified.
- Decreased number removed from 828 to 679.
- Kids Kottage Census has been reduced by 50%.
- Children in legal custody has decreased from 1240 to 1218.
- Entry rate in to foster care has decreased from 7.13 to 6.12.
- Foster home licenses has increased from 124 to 148.
- Placement Disruptions reduced from 95 to 81.
- Safe Haven increase from 1 to 5 in one year due to robust outreach efforts.
- Fully implemented the State mandated Foster Care model redesign one year ahead of schedule.
- Developed building for Visitation Center to implement nationally recognized model in family visitation; will increase reunification of families.
- Awarded \$1.7 million from the Victim of Crimes Act Grant (VOCA).

Goal: Enhance community safety through investing in critical infrastructure for current and future needs.

- Worked with Health District implementing vehicle telematics (GPS) which allowed "right size" of fleet through the reduction of 6 assigned vehicles. This resulted in increased utilization and reduced fleet costs.
- Replaced six new 10-wheel dump and snow plow trucks for Roads with the newest technology in sand and brine applications. The new technology will create operational efficiencies and are more environmentally sustainable.
- Completed the following Capital Projects:
 - Resurfaced seven hard courts (tennis and basketball) and one playground, through a generous \$314,000 grant from the William N. Pennington Foundation.
 - 1 S. Sierra Street roof replacement.
 - 911 Parr Boulevard Housing Units 1 and 2 HVAC and roof replacement.
 - 911 Parr Boulevard intake renovation.
 - Human Resources and Manager's office remodel.
 - 9th Street fire alarm and employee notification system installation
 - Bartley Ranch parking lot replacement.
 - Bowers Mansion parking lot construction.
 - Eagle Canyon Park restroom installation.
 - Huffaker Hills reservoir lining improvements.
 - Incline Justice Court holding cell.
 - New Washoe City playground rehabilitation
 - Sparks Library HVAC upgrade project.
 - South Truckee Meadows Water Reclamation Facility solids management project.





Other Accomplishments related to Safe, Secure and Healthy Communities

- MME establishment implementation completed 2016.
- Established MME tracking of time and system impacts from planning through local regulation.
- Established Northern Region MME stakeholder group (with Manager's Office as Lead).
- Washoe County re-certified as the only county in Nevada with an Emergency Management Accreditation Program (EMAP) designation.
- Regional Emergency Operations Center (REOC) hosted 283 training and exercise events with over 5,000 public safety officials, first responders, business owners, and volunteers attendees from throughout the County and Northern Nevada.
- Administration of 19 emergency management grants totaling over \$1.5M dollars to improve regional preparedness of citizens, the private sector, and local government.
- Updating and streamlined the Regional Emergency Operations Plan (REOP).
- Updated Department Continuity (COOP) plans.
- Increased Employee Safety planning.
- Regional Emergency Operations Center (REOC) activated during the Hawken, Virginia Complex, and Little Valley Wild Land/Urban Interface Fires.
- Providing leadership to update the Statewide Emergency Alert System (EAS) plan, and manage a public warning and information project with outreach to Limited English Proficiency residents.
- Stand up of the Gerlach Combination Fire Department, and re-established the California Modoc County Mutual Aid Agreements.
- Incline Road Substation staffed with a permanent crew to better distribute road maintenance resources throughout Washoe County.

Animal Services

- Successfully completed three year code updates across five areas, with one remaining for remainder of FY16 involving Reno Sparks and Northern Region.
- Increased outreach to include focus areas for licensure and vaccination clinics.
- Held 14 low cost vaccination clinics which served 2240 pets - \$34,054 in revenue.
 - 3246 vaccinations given.
 - 1228 microchips implanted.
 - CARES program for Seniors is funded by the low cost vaccination clinics.
- Held 3 free senior vaccination/licensing clinics and 10 pet food distribution events for seniors.
 - Distributed pet food to 516 seniors.
 - Served 431 pets.
 - 620 vaccinations given.
- Held 4 home bound senior pet clinics – staff responded to the seniors home/complex to provide care to pets - exam, nail trims, vaccinations etc.
- Assisted 11 home bound seniors/veterans with medical care for their pet – 3 spays, growth removal, exams and medications etc.
- Animal Control Services Officers responded to approximately 34,000 calls for services.
 - Of 3,397 stray dogs captured - 42% were returned to the owner in the field via identification – license or microchip: A savings to Washoe County of approximately \$130,000.



- 22 public outreach/education programs – over 3,500 adults/students in attendance – civic clubs, career days, etc.
- Collected \$29,613 in donations which assisted with veterinary treatment for 171 injured, indigent animals.

Public Defender

- Established collaboration with UNR for Social Work intern program.
- Re-aligned caseload management to meet increases for effective representation.
- Providing on-going legal CEU training to staff.

Alternate Public Defender

- APDs assumed representation of the Specialty Courts in both Justice Courts and the District Court. In doing so, assumed representation for more than 1,100 new clients. The transition was staggered, beginning in January of 2016; by July 1, 2016 assumed full responsibility for all of the Specialty Courts and clients.
- The transfer of the cases to the APDs allowed a better use of County resources.

Alternative Sentencing

- Established cross departmental use of positions to support Crossroads indigent population.
- Direct support of 24/7 Alcohol/Drug testing program Phase I.

Medical Examiner

- New Building December 2016.
- Successfully increased staffing with addition of a new Deputy Medical Examiner.
- Implemented study towards increased fee structure for regional partners (those outside of Washoe County).

Public Guardian

- Continued partnership with the Courts to address increased needs for clients under Public Guardian.
- Participated in Commission to address Guardianship Statewide.





WASHOE COUNTY



FY16-18 STRATEGIC PLAN

MISSION

Working together regionally to provide and sustain a safe, secure and healthy community

VALUES

- **Integrity** - We are dedicated to uncompromising honesty in our dealings with the public and each other in conformance with our code of conduct.
- **Effective Communication** - We believe in simple, accurate, and clear communication. We encourage the open exchange of ideas and information.
- **Quality Public Service** - The County exists to serve the public. We put the needs and expectations of citizens at the center of everything we do and take pride in delivering services of the highest quality.

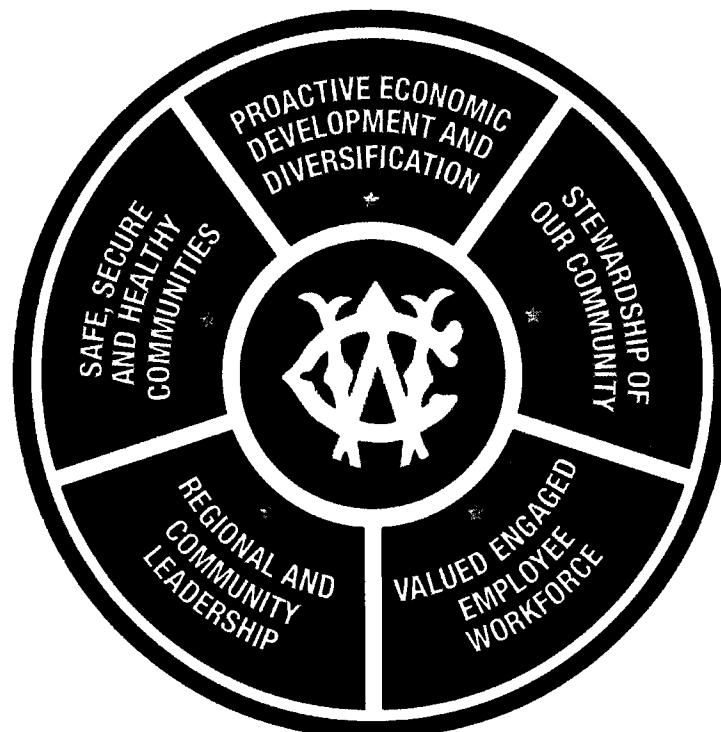
DIRECTION

Washoe County will be the social, economic and political leadership force in Nevada and the western United States.

We will accomplish this by:

- Being forward thinking
- Financially stable
- Elevating the quality of life so our community is a great place for everyone to live, regardless of means
- Accessible to everyone we serve and representing the people
- Using the power of collaboration internally and externally

STRATEGIC PRIORITIES





STRATEGIC OBJECTIVES & FY17 GOALS

Stewardship of Our Community

See goal under Valued & Engaged Workforce.

Proactive Economic Development and Diversification

FY17 Goal- Be responsive and proactive to pending economic impacts.

There is excitement in the air throughout Washoe County and Northern Nevada. The region is emerging from the recent recession and poised for a period of significant economic growth. The County has an opportunity to play a leadership role in facilitating smart growth and a duty to proactively prepare for the increased demand on County services expected as a result.

Safe, Secure and Healthy Communities

FY17 Goal- Keep senior services on pace with rising senior population.

To be a healthy, stable community, Washoe County must be seen as a desirable place to live for people in all stages of life. As the number of seniors rises in our community, the County must make improvements in its ability to meet the unique needs of the senior population. The impact of this significant demographic shift will affect many County departments and must be addressed holistically if it is to be addressed effectively.

FY17 Goal- Enhance community safety through investing in critical infrastructure for current and future needs.

Community safety is a broad category into which much of the County's operations could reasonably fit. In FY16, the goal of enhancing community safety is focused on addressing critical infrastructure needs that have been deferred due to limited resources in the recent past. By investing in targeted infrastructure projects the County will shore up weaknesses and rebuild with an eye towards the future needs of the community.

FY17 Goal- Prepare for the impact of medical marijuana on the county.

The full impact of the legalization of medical marijuana will be felt throughout the County in FY16. By learning how to mitigate the negative consequences of medical marijuana and capitalize on the positive impacts from other regions that have legalized medical marijuana in the past, the County will proactively prepare for the expected impacts of this new regulation.

Regional and Community Leadership

FY17 Goal- Working as a professional, unified team.

The individual departments of Washoe County provide a vast array of services that each require specific knowledge and expertise. However, each department shares common goals related to enhancing the quality of life of citizens. The effectiveness and reputation of the County as a whole is enhanced by the ability of departments to work collaboratively to solve problems and address issues that are larger than any single department. In FY16, this goal will focus on improving internal and community-facing communication.

Valued, Engaged Employee Workforce

FY17 Goal- Simplify workflows to improve service delivery and customer outcomes.

The County will be seen as effective stewards of County resources based on its ability to deliver quality services efficiently. By continuing to implement fundamental review projects and identifying new projects to increase operational efficiency both within and across departments, the County will be able to increase service levels that meet or exceed pre-recession levels.



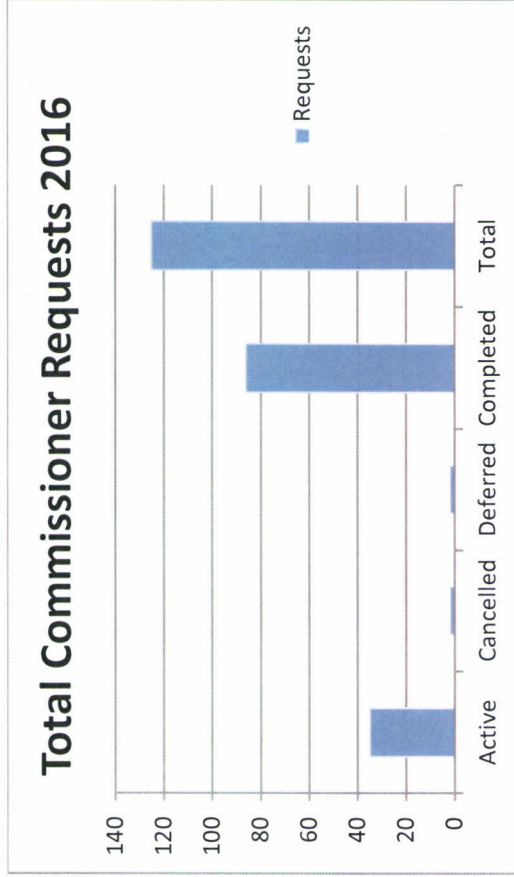
IMPLEMENTATION TEAMS

Strategic Priorities	FY16 Goals	Implementation Teams	
Proactive Economic Development and Diversification	Be responsive and proactive to pending economic impacts.	Champions	Commissioner Berkgigler Dave Solaro
		Team Lead	Mojra Hauenstein
		Team Members	Trevor Lloyd, Mark Mathers, Amy Ray, Bob Sack, Russ Pederson
Safe, Secure and Healthy Communities	Keep senior services on pace with rising senior population.	Champions	Commissioner Herman Kevin Schiller
		Team Lead	Ken Retterath
		Team Members	Susan DeBoer, Carol Probasco, Sarah Dinga, Tammy Cirrincione, Deputy Shawn Marston, Gabrielle Enfield
	Enhance community safety through investing in critical infrastructure for current and future needs.	Champions	Commissioner Hartung Al Rogers
		Team Lead	Dwayne Smith
		Team Members	Dan North, Steve Calabrese, Captain Heidi Howe, Tony Kiriluk, Eric Crump, Dave Solaro
	Prepare for the impact of medical marijuana on the county.	Champions	Commissioner Jung Kevin Schiller
		Team Lead	Sarah Tone
		Team Members	Chris Hicks, Bob Webb, Charlene Albee, Lt Eric Spratley, Frank Cervantes, Liz Flores
Regional and Community Leadership	Working as a professional, unified team.	Champions	Commissioner Lucey Nancy Leuenhagen
		Team Lead	Jennifer Oliver
		Team Members	Phil Ulibarri, Sharon Flanary, Jennifer Oliver, Jeanne Marsh, Jackie Bryant, Julie Pahlke
Valued Engaged Employee Workforce	Simplify workflows to improve service deliveries and customer outcomes.	Champions	John Slaughter Christine Vuletich
		Team Lead	Gabrielle Enfield
		Team Members	Jeremy Bosler, Jennifer Lunt, Nora Boisselle, Tammi Davis, Cathy Hill, Ben Hutchins,, Shyanne Schull,



Commission Requests Summary 2016

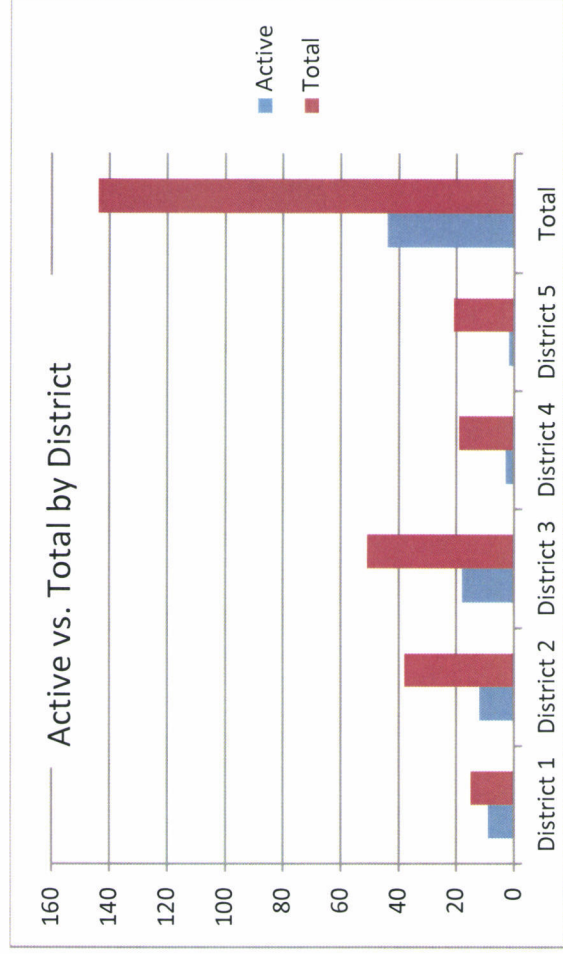
January 1, 2016 to November 30, 2016



Total Requests	
Active	35
Cancelled	2
Deferred	2
Completed	86
Total	125

Requests by District

District	Active	Cancelled	Deferred	Completed	Total
District 1	9	0		6	15
District 2	12			26	38
District 3	18	2	1	30	51
District 4	3			16	19
District 5	2		1	18	21
Total	44	2	2	96	144



The attached document was submitted to the **Washoe County Board of Commissioners** during the meeting

held on December 13, 2016

by Human Resources

for Agenda Item No. 18

and included here pursuant to NRS 241.020(7) as

amended by AB65 of the 2013 Legislative Session.

John Slaughter/Washoe County Employment Agreement
Additional Proposed Amendments
December 13, 2016

Section 2. Term

Change the term of the agreement to be December 13, 2016 through January 4, 2021.

Section 4. Salary

Change cost of living adjustment to align with current practice: "Employee will receive any cost-of-living adjustment provided at the same time as all other unclassified management employees of the County."

Section 6 Benefits – Other.

C. Dues and Subscriptions: Change last sentence to "This amount shall not exceed ~~\$1,500.00~~ \$2,500.00 per year unless reviewed and approved by the Commission Chair."

Section 8. Professional Development

Change last sentence to "This amount shall not exceed ~~\$3000.00~~ \$4,000.00 per year unless reviewed and approved by the Commission Chair. This amount shall not include any travel and subsistence expenses incurred in the normal course of duties as a representative of Washoe County."

Expenses

Add new Section: "County agrees to provide employee with a County procurement card for expenses which are non-personal and are job-related for employee in the normal course of his duties, including but not limited to travel expenses, attendance at community events and other functions where employee is representing the County, and meals where County business is being discussed or conducted."

-BCC 12-13-16 #18
Human Resources