



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: *December 11, 2018*

DATE: Thursday, December 06, 2018

TO: Board of County Commissioners

FROM: Patricia Hurley, Director, Human Resources
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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 effective January 1, 2019 and lump sum bonus pursuant to existing employment agreement to be paid in Pay Period 1 of 2019, and amendments to employment agreement, and direct the Comptroller's Office to make necessary adjustments. (All Commission Districts.)

SUMMARY

Section 9 of the current employment agreement between Washoe County and John Slaughter requires the Board to 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 11, 2018 Board meeting to accommodate the Board's agenda schedule. This Staff Report requests the Board discuss Mr. Slaughter's 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 12, 2017 the Board conducted the Annual Performance Evaluation of the County Manager, John Slaughter, and approved a 1.5% salary increase effective January 1, 2018 and a 10% one-time lump sum bonus to be paid in Pay Period 1 of 2018. Mr. Slaughter requested to receive 90% of the 10% one-time lump sum bonus as compensation and that the Board re-allocate the remaining 10% of the one-time lump sum bonus to the Washoe Leadership Program.

On December 13, 2016 the Board conducted the Annual Performance Evaluation of the County Manager, John Slaughter, and approved 5% increase in salary and a 10% lump sum bonus based on his annual salary (with 90% of the lump sum bonus to be received as compensation and the remaining 10% re-allocated to the Employee Scholarship Fund), and

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also approved changes to the existing employee agreement including extending the term of the agreement to January 4, 2021, adding Vice-Chair approval to Section 6 and Section 8, and adding a new Section for Expenses to provide a procurement card.

On December 8, 2015 the Board conducted the Annual Performance Evaluation of the County Manager 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 recommended changes to the contract; and also approved a \$10,000 lump sum bonus, of which Mr. Slaughter requested to receive 90% as compensation, and to re-allocate the remaining 10% 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, and a lump sum bonus. In December 2016 the Board extended the agreement to January 4, 2021 and approved an increase in annual salary and a lump sum bonus, and also made additional changes to the employment agreement proposed by Mr. Slaughter. On December 12, 2017 the Board conducted the Annual Performance Evaluation of the County Manager, John Slaughter, and approved a salary increase and a one-time lump sum bonus.

On October 9, 2018, Washoe County Human Resources, in accordance with NRS 241.033, notified John Slaughter that the Board would be discussing his performance and professional competence as the Washoe County Manager in public session at their December 11, 2018 Board meeting. On behalf of the Board Human Resources invited 44 participants to provide feedback and perspective on the performance of the County Manager this past year. The invited participants (Attachment A) included elected and appointed officials within the organization and from across the region. 32 participants responded and results are attached (Attachment B).

FISCAL IMPACT

The evaluation of the County Manager has no fiscal impact. However, an increase in base salary and/or lump sum bonus of 1% has an estimated impact of \$3,269. Commensurate with other Management and Non-represented employees, the County Manager's wage was increased by a 2.5% COLA effective July 1, 2018. Any additional increase in salary or bonus will be absorbed within the Manager's Office budget.

RECOMMENDATION

It is recommended the Board of County Commissioners have discussion with 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 effective January 1, 2019 and lump sum bonus pursuant to existing employment agreement to be paid in Pay Period 1 of 2019, and amendments to employment agreement, and direct the Comptroller's Office to make necessary adjustments..

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be "Move to 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 effective January 1, 2019 and lump sum bonus pursuant to existing employment agreement to be paid in Pay Period 1 of 2019, and amendments to employment agreement, and direct the Comptroller's Office to make necessary adjustments.