



# WASHOE COUNTY

Integrity Communication Service

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## STAFF REPORT

**BOARD MEETING DATE:** February 27, 2024

**DATE:** February 9, 2024

**TO:** Board of County Commissioners

**FROM:** Dave Solaro, Assistant County Manager  
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**THROUGH:** Eric P. Brown, County Manager  
775-328-2000, [epricebrown@washoecounty.gov](mailto:epricebrown@washoecounty.gov)

**SUBJECT:** Recommendation to appoint Eric Crump as Director of Community Services effective February 27, 2024, with an annual salary of \$205,400.00. Manager's Office. (All Commission Districts.) FOR POSSIBLE ACTION

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### SUMMARY

The Director of Community Services position was formerly occupied by Dave Solaro until the position was reclassified to an Assistant County Manager position in 2017 following a reorganization within the Office of the County Manager. Since that time, Mr. Solaro retained the duties of the Director of Community Services while also serving as the Assistant County Manager. During the last budget cycle (FY 23/24), the Director of Community Services new position request was approved and in November 2023, the Department of Human Resources initiated the recruitment and selection process. The recruitment and selection process for the Director of Community Services was conducted in accordance with a recruitment policy for unclassified management positions established by the Board of County Commissioners in February 2023. This agenda item seeks the Board's approval for the appointment of Eric Crump as the Washoe County Director Community Services, effective February 27, 2024, with an annual salary of \$205,400.00.

**Washoe County Strategic Objective supported by this item:** Fiscal Sustainability (Efficient Delivery of Regional Services).

### PREVIOUS ACTION

On January 14, 2014, the Board appointed Dave Solaro to the Director of Community Services unclassified management position.

On September 12, 2017, the Board approved a reorganization of the Office of the County Manager, including the creation of a third Assistant County Manager and the

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reclassification of the Director of Community Services (Dave Solaro) to that Assistant County Manager position.

On May 16, 2023, the Board approved the Director of Community Services' new position request as evaluated by Korn Ferry and included in the FY 23/24 annual budget.

**BACKGROUND**

Pursuant to Washoe County Code 130.020 the Director of Community Services position is appointed by and serves at the pleasure of the Board of County Commissioners at the recommendation of the County Manager.

On February 28, 2023, the Board approved the process for the recruitment and appointment of non-elected, unclassified management employees. The process which was approved by the Board is outlined below.

On May 16, 2023, the Board approved the Director of Community Services' new position request as evaluated by Korn Ferry and included in the FY 23/24 annual budget.

In accordance with the Board's approved process for recruitment and appointment of unclassified management positions, the process and timeline for the recruitment/appointment of the permanent Director of Community Services is summarized as follows:

November 14, 2023 – December 18, 2023	Job Announcement Advertised/Applications Accepted
Week of January 10, 2024	Screening Committee reviewed candidate materials to identify top candidates with the most potential for success
Week of January 22, 2024	1st Round of Interviews by Panel & Recommendation of top candidates to the hiring manager.
Week of January 29, 2024	2nd Interview of Top Candidates
February 27, 2024	Recommendation to the Board for Formal Appointment

Human Resources advertised the position in the following ways: Nevada Department of Employment Training & Rehabilitation (DETR); Governmentjobs.com; LinkedIn, LinkedIn Recruiter, Facebook, Twitter, and Indeed.

Human Resources received eighty-two (82) applications for the position of Director of Community Services. The Screening Committee reviewed candidate materials for ten (10) candidates who met the minimum qualifications for the position and subsequently recommended five (5) candidates to move forward to the first round of interviews. Three (3) candidates were recommended to move forward to the final round of interviews.

The Screening Committee was comprised of representatives from the City of Sparks, City of Reno, and the Sun Valley General Improvement District.

The first interview panel included Behzad Zamanian, Washoe County Chief Information Officer; Abbe Yacoben, Washoe County Chief Financial Officer; John Zimmerman, General Manager, Truckee Meadows Water Authority; Bill Thomas, Executive Director, Regional Transportation Commission; Jeremy Smith, Director of Regional Planning, Truckee Meadows Regional Planning.

The final interview panel included Washoe County Commissioner Clara Andriola, Washoe County Manager Eric Brown, and Assistant Washoe County Manager Dave Solaro. The interview panel selected Eric Crump to be recommended to the Board of County Commissioners for appointment as Washoe County Director of Community Services.

Mr. Crump received his Bachelor of Science degree in Recreation Administration with an Emphasis in Park and Natural Resources Management from California State University, Chico. He also completed the Advanced Leadership Academy program through the University of Nevada, Reno Extended Studies. Mr. Crump has held several positions within the Washoe County Community Services Department which included Park District Manager and Park Operations Superintendent. He is currently the Operations Division Director for the Washoe County Community Services Department and has been in this role for approximately ten years. In addition, he served as the acting Director of Community Services for approximately six months during his tenure.

### **FISCAL IMPACT**

The Director of Community Services position is authorized and was included in the FY24 adopted budget.

No fiscal impact related to this agenda item.

### **RECOMMENDATION**

It is recommended that the Board of County Commissioners appoint Eric Crump as Director of Community Services effective February 27, 2024, with an annual salary of \$205,400.00.

### **POSSIBLE MOTION**

Should the Board agree with the recommendation, a possible motion would be:

*“Move to appoint Eric Crump as Director of Community Services effective February 27, 2024, with an annual salary of \$205,400.00.*