

James G. Doar

September 20, 2025

Pam Derby
CPS HR Consulting

VIA EMAIL

Re: Washoe County, Nevada County Manager

Dear Ms. Derby,

I am writing to express my strong interest in the position of County Manager for Washoe County. I believe I possess the qualities the Board of County Commissioners identified as being necessary for success. With over 15 years of executive leadership experience in county and municipal government—most recently as County Administrator for Gallatin County, Montana—I bring a deep commitment to ethical leadership, regional collaboration, strategic innovation, and public service excellence.

Throughout my career, I have successfully led organizations through rapid growth, operational modernization, and complex intergovernmental partnerships. In Gallatin County, I oversee a \$170 million budget and 600 employees. I've led the overhaul of our capital planning process to emphasize long-term sustainability, partnered with the City of Bozeman on regional land-use planning, and initiated systemwide technology upgrades to improve service delivery and transparency. I also led the creation of a professional development program for staff and executed a succession plan that stabilized several key department transitions.

I understand and value the role of a County Manager as a bridge between elected leadership, operational departments, and the community. My work has consistently focused on building partnerships across jurisdictions, securing community input, and guiding boards through high-stakes, politically sensitive decisions. I've also served as the lead negotiator for five labor contracts and currently represent Gallatin County on major regional efforts involving housing, mental health, and emergency communications.

While Washoe County's scale is larger, the complexity and growth trajectory of Gallatin County has prepared me well to lead in a dynamic, fast-growing urban environment. I have consistently delivered results in politically complex settings, working across diverse stakeholder groups to modernize operations, manage resources responsibly, and serve the public with integrity.

On a personal note, I have long admired Nevada's unique blend of urban and rural communities, its rich natural landscapes, and its spirit of innovation and resilience. My family and I have enjoyed visiting the Reno-Tahoe region, where we appreciate the vibrant community and outdoor lifestyle—values that resonate deeply with my own experiences living and working in Montana and Maine. I am committed to sustainable regional development that respects both community needs and environmental stewardship.

I look forward to a competitive selection process and would welcome the opportunity to bring my experience, leadership, and vision to Washoe County. Thank you for your consideration.

Sincerely,


James G. Doar

JAMES G. DOAR

Executive Profile

Innovative and collaborative local government executive with 15+ years of experience leading fast-growing counties and towns. Proven track record in strategic planning, cross-agency collaboration, and managing large budgets and teams. Skilled in guiding elected boards through complex decisions and modernizing public services to meet long-term community needs. Committed to ethical leadership, transparency, and regional partnership.

Professional Experience

Gallatin County, Montana, July 2014 – Present

County Administrator

Supervise and coordinate all management, policies, decisions, and administrative activities under broad direction from the Board of County Commissioners during a period of rapid change

- Develop and implement ~\$170 million dollar budget and oversee 600 county employees
- Overhauled County's capital planning process in order to better prioritize and fund needed capital projects with an emphasis on "future proofing"
- Partnered with the City of Bozeman on a Sensitive Lands study in order to classify land with significant ecological benefit for agricultural production, wildlife habitat and migration corridors, and wetlands and identify tools to preserve them in light of development pressure
- Reorganized departments to increase opportunities for collaboration and improve cross-departmental communication
- Led effort to create professional development curriculum for employees
- Executive Sponsor of several system wide software platform migrations – which required collaborating with various elected offices to successfully implement – to more efficiently and effectively serve the public
- Represent Gallatin County to federal, state, and local governments and NGOs to improve regional affordable housing, planning, and transportation efforts
- Engaged various partners to build a mental health coalition in order to stabilize services, address the opioid epidemic, and improve outcomes
- Effectively executed succession plan in order to manage transition of several key department head leadership changes including Human Resources, Finance, Public Works, and 911
- Worked with 23 separate public safety agencies to procure, select, and roll out 911 communications radio system that improved emergency communications
- Lead negotiator for 5 collective bargaining units

Town of Bethel, Maine, June 2009 – June 2014

Town Manager

Responsible for implementation of all policy set by elected Board of Selectpersons

- Oversaw planning for \$5 million in infrastructure investments that improved transportation, recreational, and wastewater facilities resulting in greater efficiencies and an improved quality of life
- Negotiated consent agreement with State Attorney General for Town acquisition of 2,300 acre "Bingham Land" parcel for use as town forest and recreational area and oversaw master planning effort and implementation of use

NewPage Corporation, Rumford, Maine, June 2008 – June 2009

Financial Analyst

Responsible for providing financial and operational analysis supporting the NewPage Corporation

Town of Rumford, Maine, June 2007 – June 2008

Town Manager

Responsible for implementation of all policy set by elected Board of Selectpersons.

- Represented Rumford to several regional boards with the goal of improving intergovernmental relations and expediting service delivery of solid waste, ambulance, water, sewer, and economic development

New York State Division of the Budget, April 2005 – June 2007

Budget Analyst

Responsible for providing analytical support to Governor and senior staff and executing the budget as adopted

Florida Economic Development Council, March 2003 – April 2005
Coordinator

Legislative

Governmental Affairs representative and legislative advisor

Education

Master of Public Administration – Florida State University, 2005

Bachelor of Arts: Political Science – Cum Laude, University of Florida, 2003 Minor: Economics

Professional Certifications and Memberships

Executive Committee – Northern Rocky Mountain Economic Development Committee

NACo – Professional Development Academy

Cornell University School of Industrial and Labor Relations – Management Certificate

SUNJ: Rutgers, National Center for Public Productivity – Public Performance Management Certificate

Chair – Strategic Planning Committee - Maine Municipal Employees Health Trust

Lean Six Sigma Green Belt

Military Service

US Army, 82nd Airborne Division, 1996 – 1999

Community Involvement

Treasurer, Bozeman Track Club

Coach, Bozeman Youth Baseball and Track

Board Member, Bozeman Youth Baseball