



Washoe County

Board of County Commissioners Interviews for County Manager

September 30, 2019



Washoe County

Public Comment





Washoe County

Candidate Presentations





Candidate Presentation/Overview

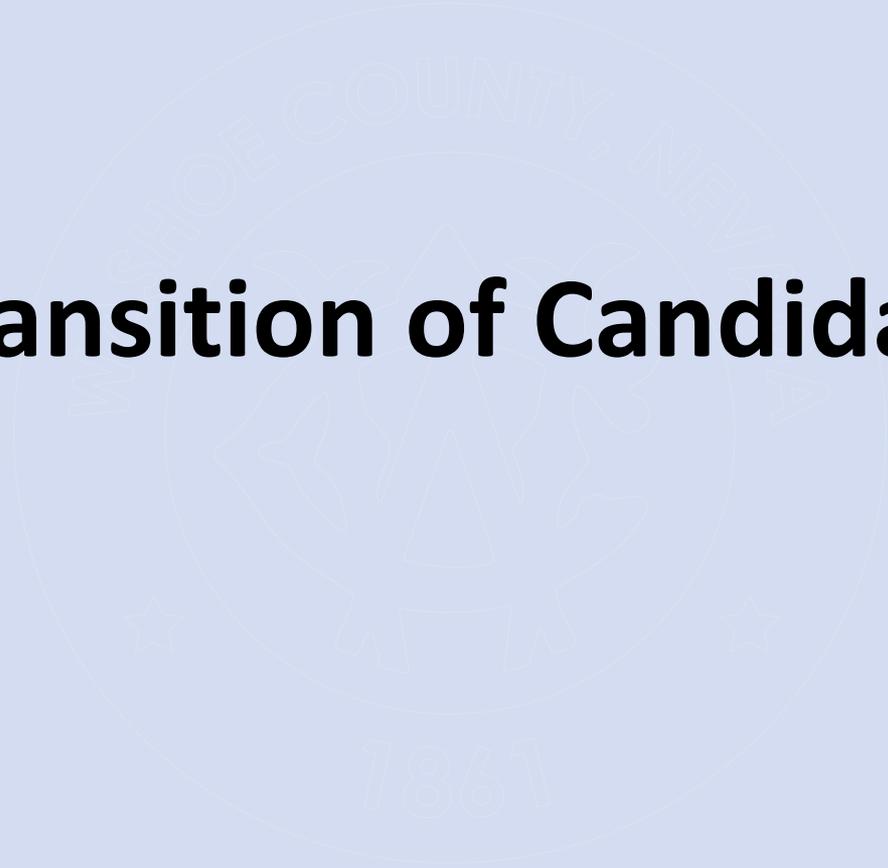
Presentation Topic: Briefly recap your executive level career experience and education. Also include an overview of your leadership style and why you believe you are well-suited for this position of County Manager at this point in your career.

Time Allotment: 5 minutes



Washoe County

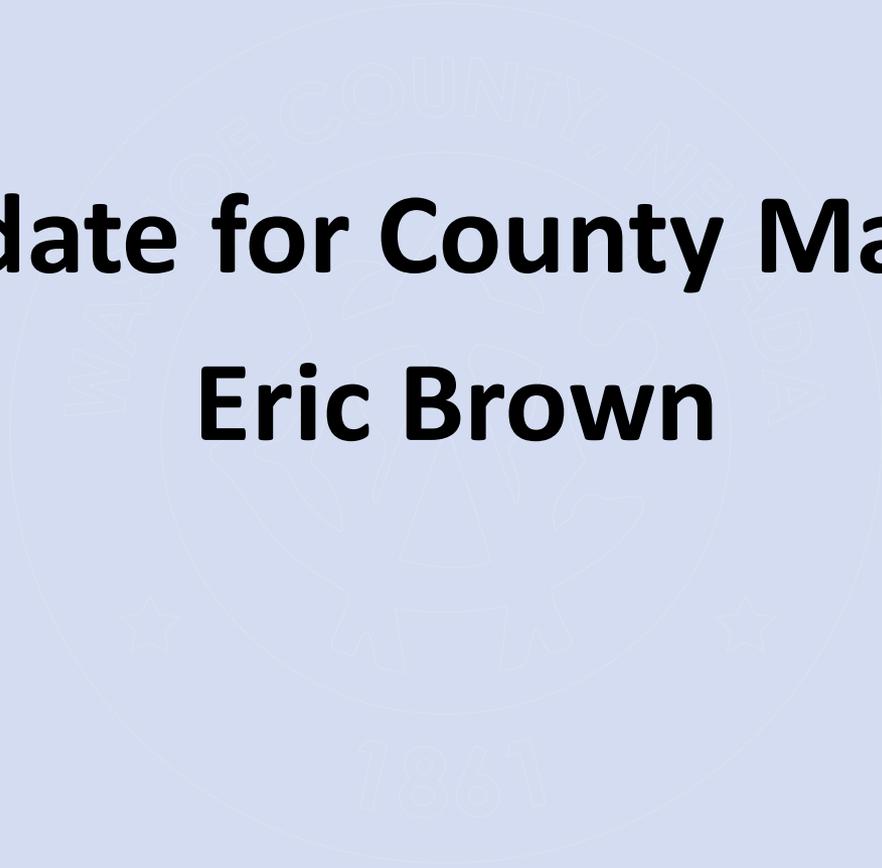
Transition of Candidate





Candidate Presentation/Overview

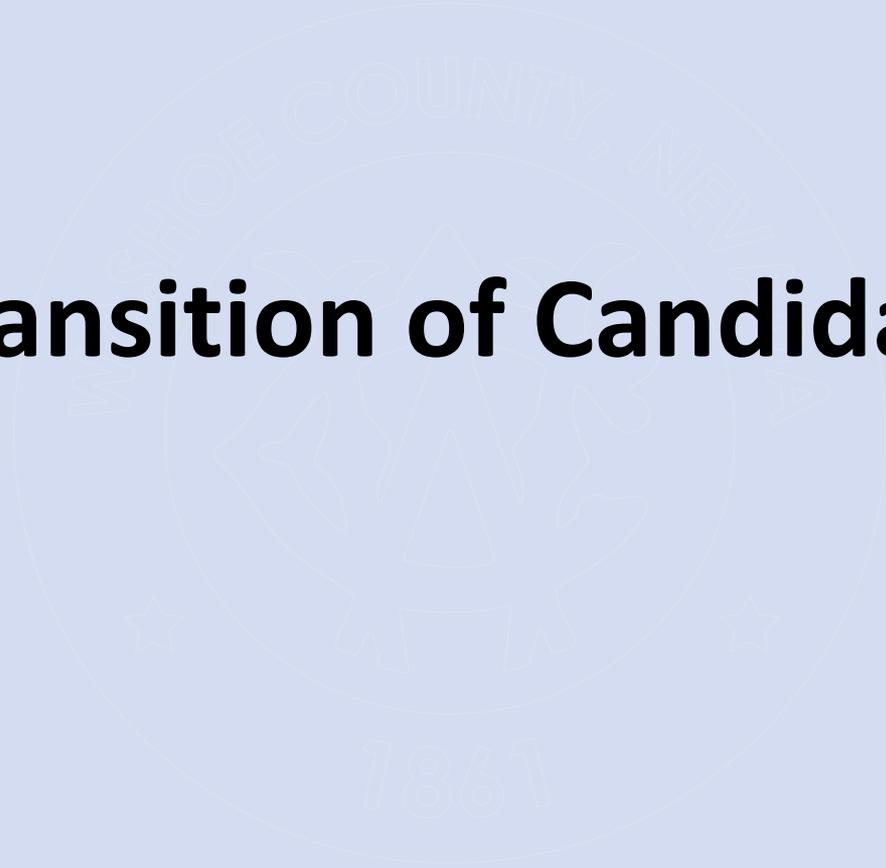
Candidate for County Manager: Eric Brown





Washoe County

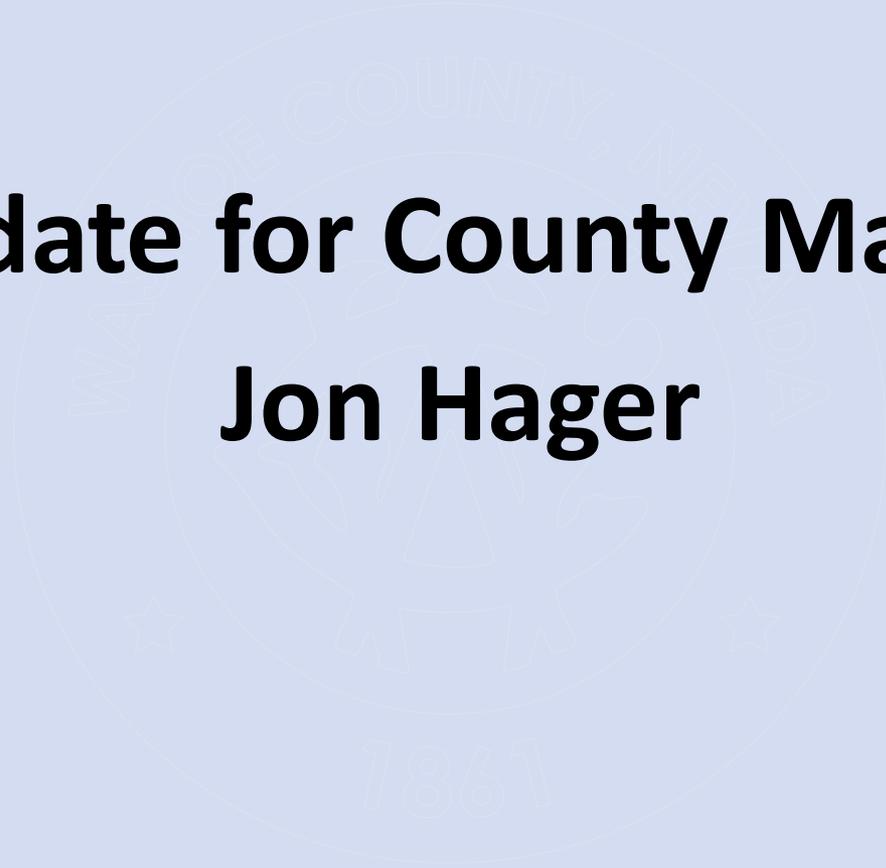
Transition of Candidate





Candidate Presentation/Overview

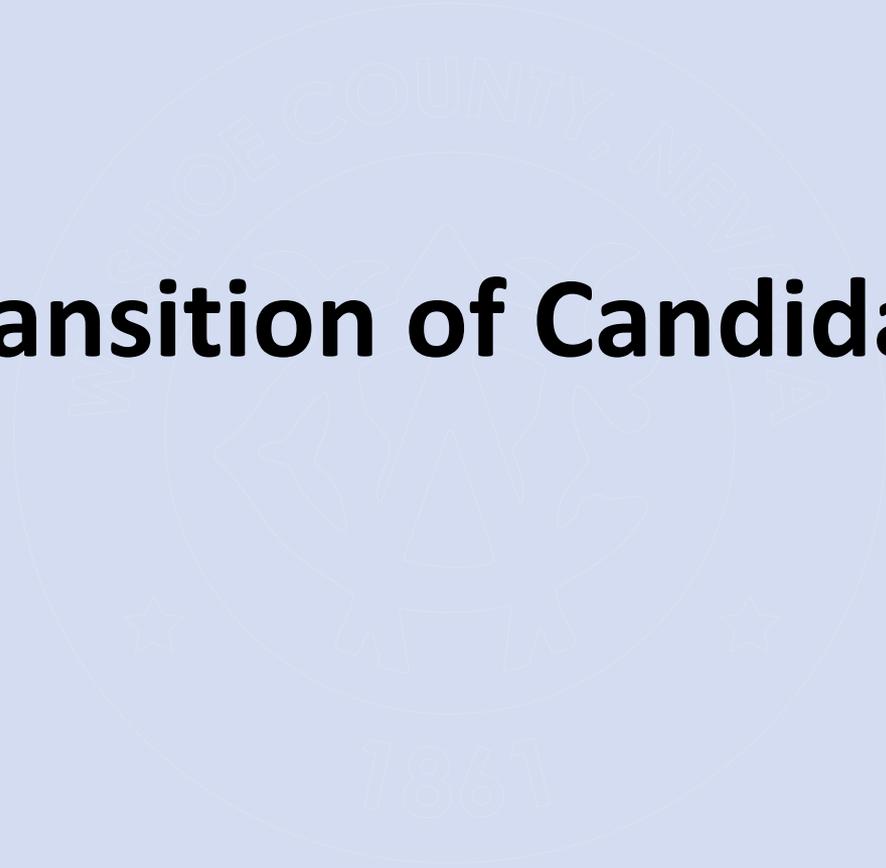
Candidate for County Manager: Jon Hager





Washoe County

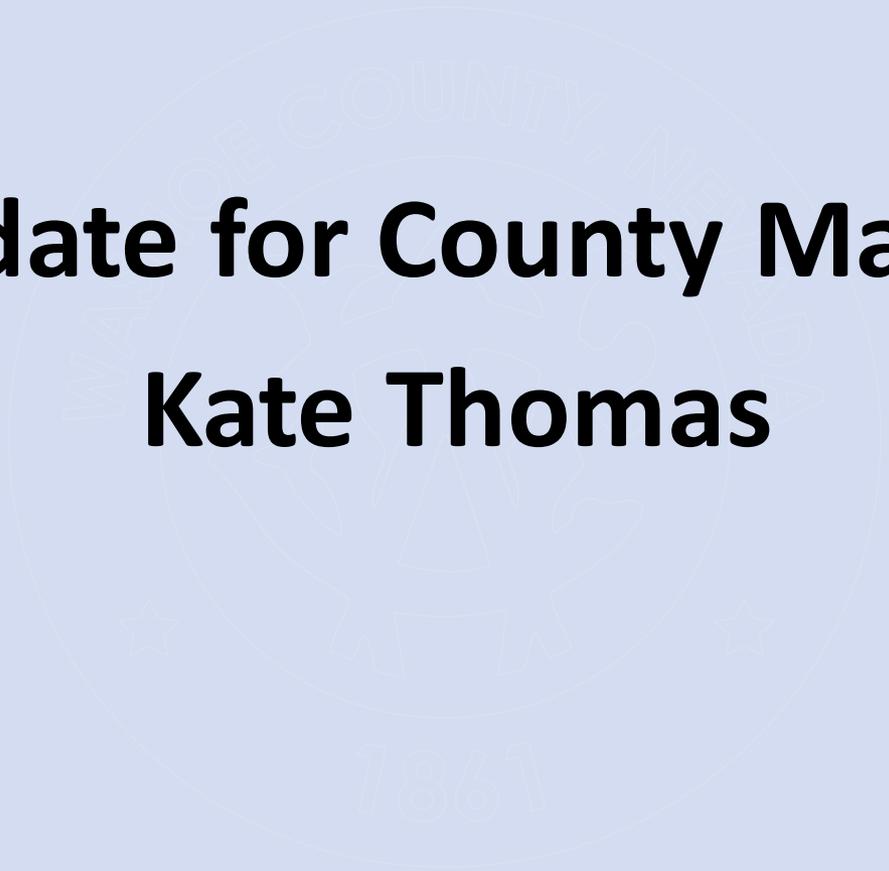
Transition of Candidate





Candidate Presentation/Overview

Candidate for County Manager: Kate Thomas





Washoe County

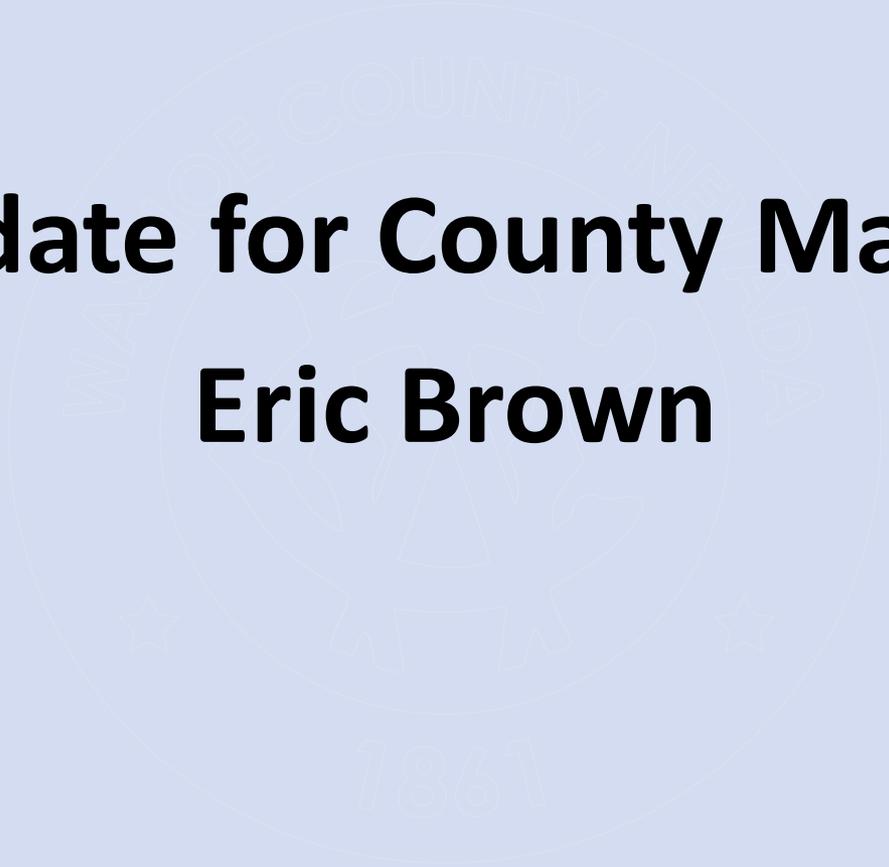
Interview Process





BOCC Interview of Candidates

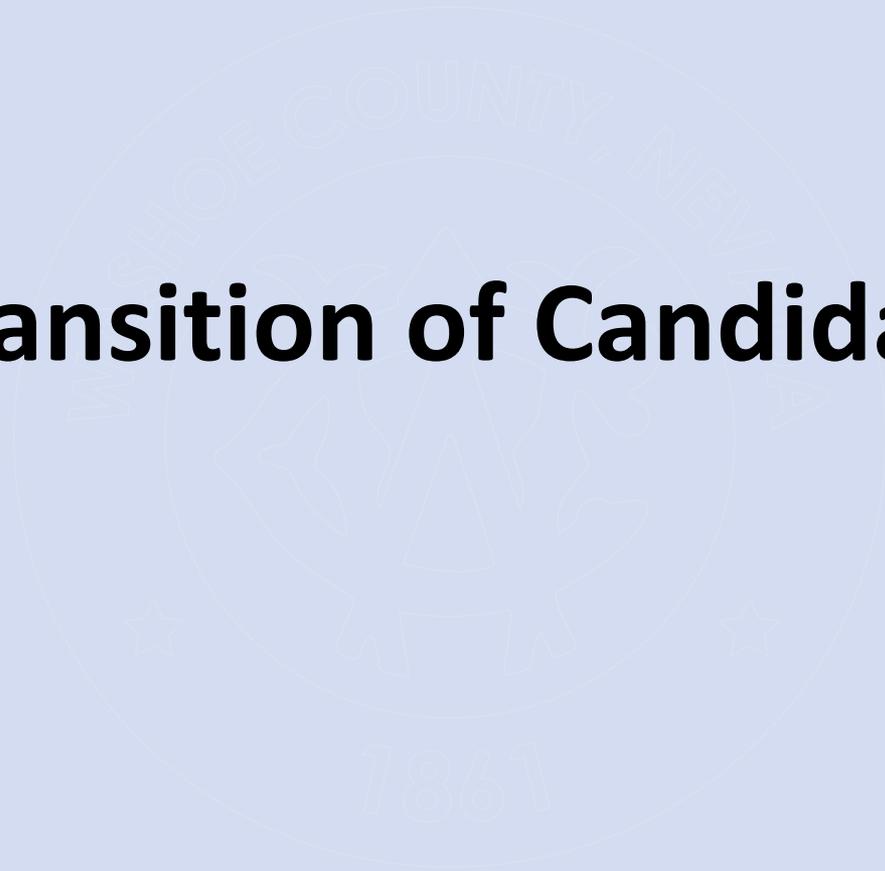
Candidate for County Manager: Eric Brown





Washoe County

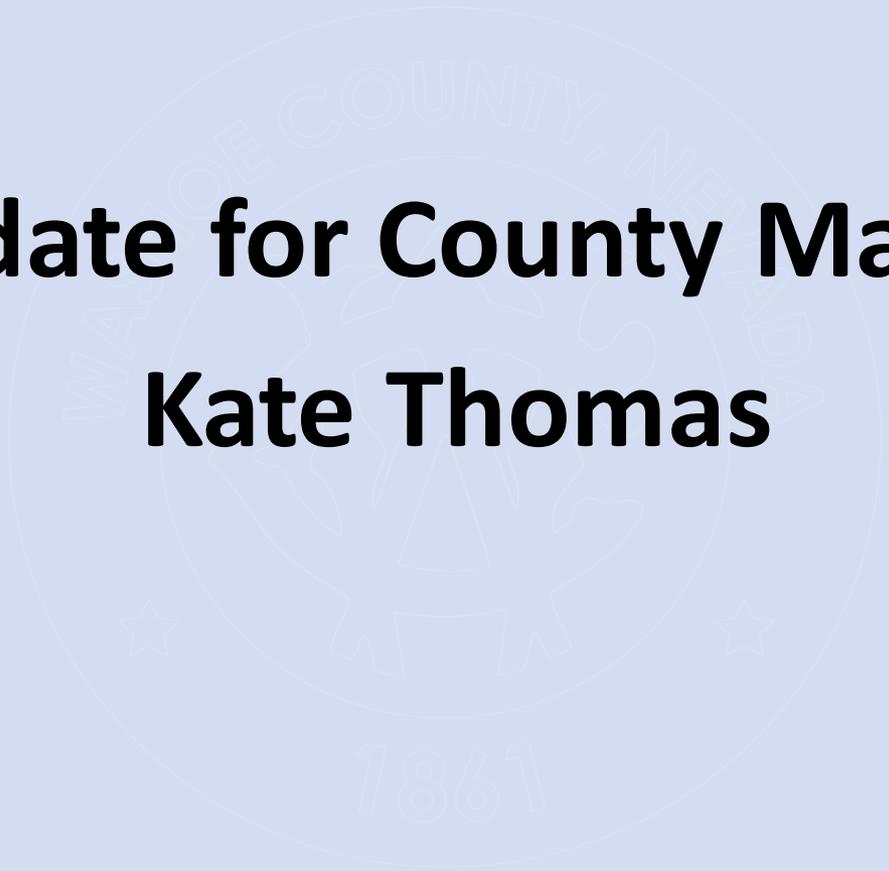
Transition of Candidate





BOCC Interview of Candidates

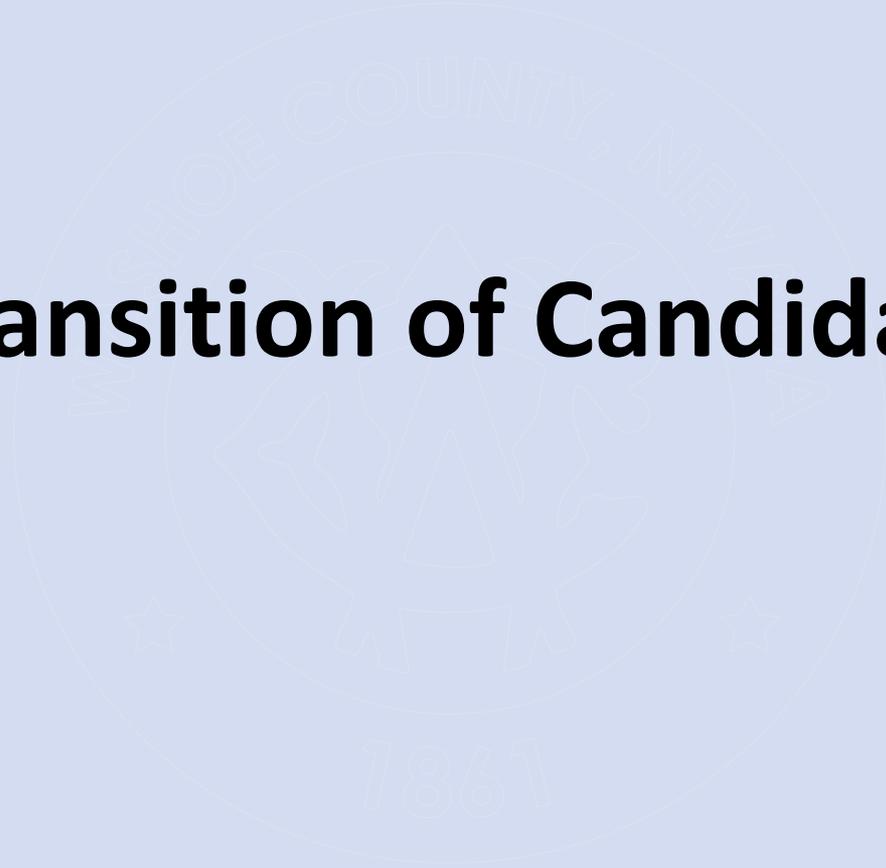
Candidate for County Manager: Kate Thomas





Washoe County

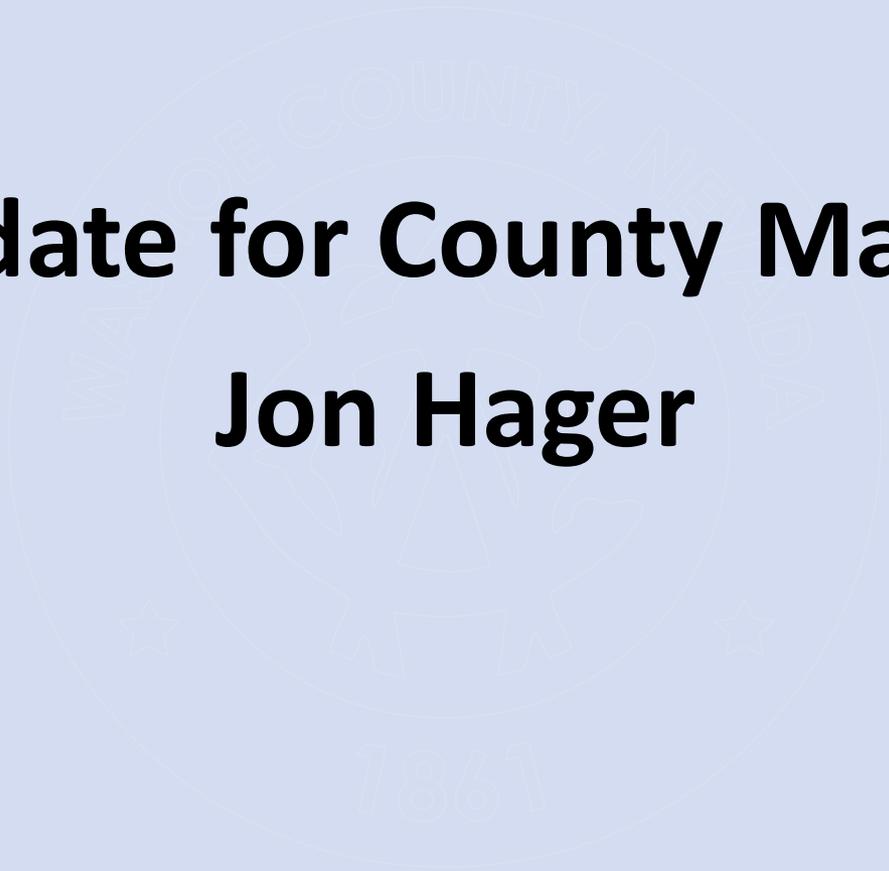
Transition of Candidate





BOCC Interview of Candidates

Candidate for County Manager: Jon Hager





Washoe County

Conclusion of Interviews / Break





Washoe County

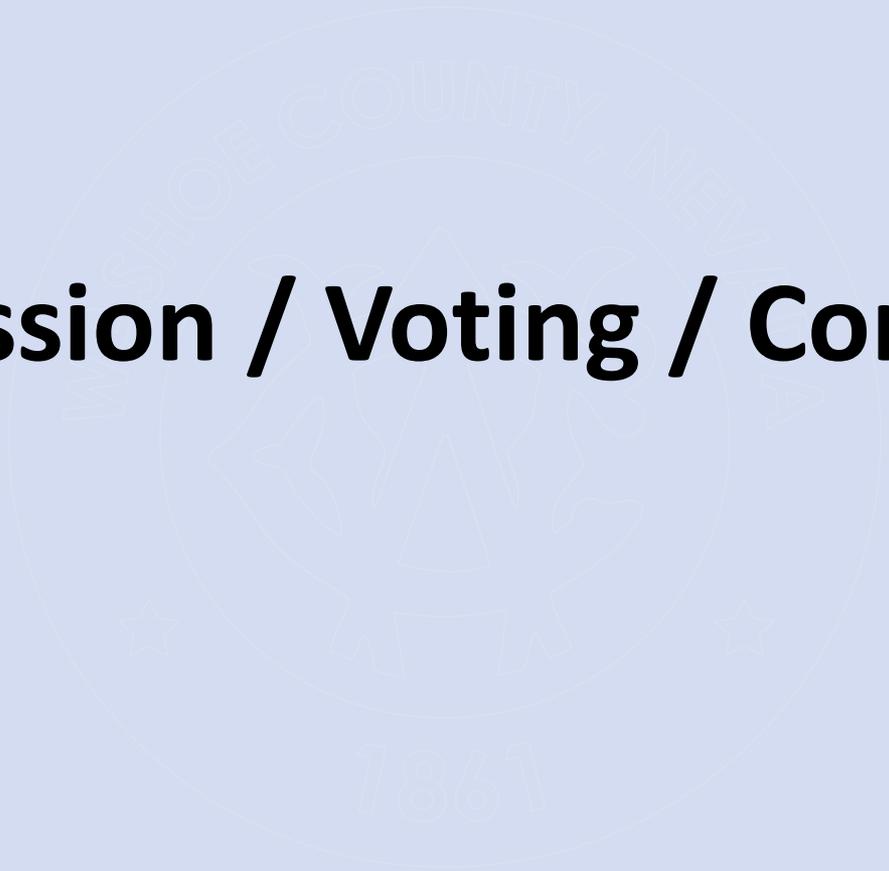
Public Comment





Washoe County

Discussion / Voting / Conclude



The attached document was submitted to the
Washoe County Board of Commissioners during
the meeting held on 9-30-19.
by Heather Renschler
for Agenda Item No. 5
and included here pursuant to NRS 241.020(8).

Washoe County
County Manager
Oral Interview Questions
Monday, September 30, 2019

Presentation / Overview (5 Minutes Allotted)

Chair Hartung:

Welcome.

We will begin this selection process with your presentation. Please keep your overview to no more than 5 minutes.

Presentation Topic – Briefly recap your executive level career experience and education. Also include an overview of your leadership style and why you believe you are well-suited for this position of County Manager at this point in your career.

(Alpha Order: Eric Brown, Jon Hager and Kate Thomas)

* * * *

Interview Process (45-50 Minutes Allotted)

(Random Order by draw: Eric Brown, Kate Thomas and Jon Hager)

Chair Hartung:

To help you plan your responses and manage your time during the interview, we are allowing approximately 45-50 minutes for questions from the Commission. You can expect at least 15 questions from the Commission. We will also allow you to make brief closing remarks.

Each Commissioner will ask questions.

Before we begin, do you have any questions regarding this format?

Let's get started.

1. Given that the region's infrastructure is aging, how would you engage and involve various stakeholders to achieve regional services in specific areas? **Chair Hartung**
2. How would you go about managing risk on a county-wide basis? What needs to be done or have in place to have an effective enterprise risk management program? **Chair Hartung**
3. If appointed County Manager, what changes will you need to make organizationally or otherwise to support the Board's policy direction and strategic goals? **Chair Hartung**
4. Fiscal sustainability is very important to this Commission. Tell us how your executive skills specifically prepare you for dealing with financial and budgetary issues that the County will be facing. **Commissioner Berkbigler**

Potential follow-up: What is your philosophy and approach to help the County prepare **now** for the next fiscal downturn?

9/30/19

BCC
Heather Renschler

#5

5. What indicators do you use to assess and measure the cost effectiveness and efficiency of programs including service delivery to the public? Also, how do you measure the desired outcomes? *Commissioner Berkbigler*
6. Please describe your communication style and approach in keeping the Board of Commissioners informed about key issues. *Commissioner Berkbigler*

Potential follow-up: How do you ensure all Commissioners are treated fairly and receive the same level of information in a timely fashion?

7. Based on the various issues and initiatives the Commission is dealing with, what will your role be in bringing these items to fruition? How do you intend to bring this Commission to consensus? These topics will vary greatly from Lemon Valley to economic development to infrastructure needs. *Vice-Chair Lucey*
8. In what ways do you see county government different from city government? Or county government vs. state government? *Vice-Chair Lucey*
9. How do you see yourself working on a regional basis? What type of involvement and participation do you believe is appropriate? What can we expect from you as the County Manager? *Vice-Chair Lucey*
10. As a Board we are very focused on maintaining the highest level of transparency and openness on behalf of the public. What can we expect under your leadership? *Commissioner Herman*
11. How have you dealt with opposing interests of policymakers? How do you attempt to guide and facilitate discussion yet remaining apolitical? *Commissioner Herman*
 - a. **Potential follow-up (if not addressed earlier):** How will you help us find solutions for some very tough issues such as Swan Lake flooding in Lemon Valley or other key issues that impact our citizens?

12. What is your experience dealing with citizens in rural areas? *Commissioner Herman*
13. What new programs or services do you believe are necessary for the County Commission to reach their strategic goals? In other words, what gaps do you see that we need to address? *Commissioner Jung*
14. As an elected body, we want to have a full discussion of all options and factors before we determine a policy change or a prescribed course of action. This also includes completed and well-defined staff reports. What can we expect under your leadership? *Commissioner Jung*

Other potential questions to draw from (ask all candidates if included):

15. Walk us through your approach to the annual budget process in a county environment with both appointed and elected directors. *Not assigned*
16. Give us an understanding of how you interact with your direct reports and other employees in order to establish a good working relationship and earn their trust and respect? *Not assigned*

17. What are the top two or three initiatives you will want to work closely on with this Commission in your first year with Washoe County, what would they be and why? **Not assigned**
18. At the end of your first year as our new County Manager, how should this Commission measure your performance? **Not assigned**

Chair Hartung:

Closing Remarks (2 Minutes Allotted)

That is the end of our questions for you. We would like to ask you now to please take no more than two minutes and give us your closing remarks.

This concludes our interview. Again, we appreciate your participation in the process. Thank you.

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Washoe County Board of Commissioners during
the meeting held on 9/30/19.
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Washoe County Board of County Commissioners

Washoe County Manager Appointment Check in Sheet
September 30, 2019

- Eric Brown: *Eric P. Brown*
- Jon Hager: *Jon Hager*
- Kate Thomas: *Kate Thomas*

Washoe County
Board of County Commissioners
Selection of County Manager

Round One Nominations
September 30, 2019

	Commissioners (District Order)					Total
	Berkbigler (District 1)	Lucey (District 2)	Jung (District 3)	Hartung (District 4)	Herman (District 5)	
Candidates (Alpha Order)						
Eric Brown	X		X			2
Jon Hager					X	1
Kate Thomas		X		X		2



Washoe County Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Marsha Berkgigler – District 1
September 30, 2019 – Nomination Round 1

- Eric Brown
- Jon Hager
- Kate Thomas

Signature: County Commissioner Marsha Berkgigler

Marsha Berkgigler



Washoe County

Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Bob Lucey – District 2
September 30, 2019 – Nomination Round 1

- Eric Brown
- Jon Hager
- Kate Thomas

Signature: County Commissioner Bob Lucey



Washoe County

Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Kitty Jung – District 3
September 30, 2019 – Nomination Round 1

- Eric Brown
 Jon Hager
 Kate Thomas

Signature: County Commissioner Kitty Jung



Washoe County

Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Vaughn Hartung – District 4
September 30, 2019 – Nomination Round 1

- Eric Brown
- Jon Hager
- Kate Thomas

Signature: County Commissioner Vaughn Hartung



Washoe County Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Jeanne Herman – District 5
September 30, 2019 – Nomination Round 1

- Eric Brown
- Jon Hager
- Kate Thomas

Signature: County Commissioner Jeanne Herman

Washoe County
Board of County Commissioners
Selection of County Manager

Round Two Nominations
September 30, 2019

	Commissioners (District Order)					Total
	Berkbigler (District 1)	Lucey (District 2)	Jung (District 3)	Hartung (District 4)	Herman (District 5)	
Candidates (Alpha Order)						
Eric Brown	X		X		X	3
Jon Hager						
Kate Thomas		X		X		2



Washoe County Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Marsha Berkbigler – District 1
September 30, 2019 – Nomination Round 2

- Eric Brown
- Jon Hager
- Kate Thomas

Signature: County Commissioner Marsha Berkbigler



Washoe County

Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Bob Lucey – District 2
September 30, 2019 – Nomination Round 2

- Eric Brown
- Jon Hager
- Kate Thomas

Signature: County Commissioner Bob Lucey



Washoe County

Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Kitty Jung – District 3
September 30, 2019 – Nomination Round 2

- Eric Brown
- Jon Hager
- Kate Thomas

Signature: County Commissioner Kitty Jung

A handwritten signature in black ink, written over a horizontal line. The signature is cursive and appears to read "Kitty Jung".



Washoe County Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Vaughn Hartung – District 4
September 30, 2019 – Nomination Round 2

- Eric Brown
- Jon Hager
- Kate Thomas

Signature: County Commissioner Vaughn Hartung



Washoe County Board of County Commissioners

Washoe County Manager Appointment Ballot
Commissioner Jeanne Herman – District 5
September 30, 2019 – Nomination Round 2

Eric Brown

~~Jon Hager~~

Kate Thomas

Signature: County Commissioner Jeanne Herman

A handwritten signature in purple ink, reading "Jeanne Herman", written over a horizontal line.