

Compensation and Benefits

The County of Washoe provides a competitive compensation and benefits package. The salary range for this position is \$101,817.60-131,060.80 annually, DOQ. The County also offers an excellent benefits package, which includes:

- ◆ Nevada PERS Retirement
- ◆ Vacation Accrual
- ◆ Sick Leave
- ◆ Paid Holidays
- ◆ Health, Dental, Life and Vision Insurance
- ◆ There are no social security deductions (although a 1.45% deduction for Medicare is required)
- ◆ There is no state income tax in Nevada



Washoe County, Nevada
**Many Communities.
One County.**

For additional information regarding Washoe County please visit www.washoecounty.us. If you have any questions regarding this position, please feel free to contact Mr. Kimura at 408-399-4424.

**Washoe County is an Equal Opportunity /
Affirmative Action employer hiring employment eligible applicants.**

The Process

To be considered for this exciting career opportunity, please forward a letter of interest and your resume with current salary and five work-related references (who will not be called until mutual interest is established) to:

Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408-399-4423
E-mail: jobs@averyassoc.net
www.averyassoc.net



The final filing date for this recruitment is February 17, 2012. It is anticipated that preliminary interviews with the search firm will take place in late February and final interviews with the County will be held in the mid-March timeframe. An appointment and start date is expected in April 2012.

Washoe County, NV

*The Communities of
Reno and Sparks*

invites your interest for the position of

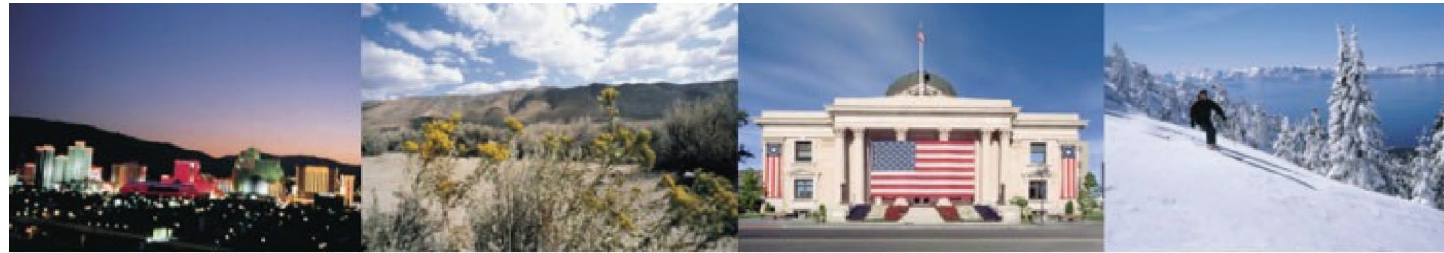


Director of Human Resources/ Labor Relations

The County of Washoe

Breathtaking Washoe County is so much more than just an exciting gaming destination. Located along the eastern slopes of the majestic Sierra Nevada Mountains in northwestern Nevada, Washoe County covers an area of 6,600 square miles bordering California and Oregon. Washoe County's pleasant climate spans the full range of the four seasons and is characterized by low humidity and rainfall, moderate snowfall and sunshine more than 300 days per year. A population of approximately 410,000 enjoys an excellent quality of life with abundant recreational activities, arts and cultural amenities, fine dining, and a variety of entertainment options.

Diverse lifestyle choices are available. The City of Reno is the county seat and the third largest city in Nevada. Known as the "Biggest Little City" for its variety of cultural and entertainment activities, Reno has a bustling downtown, diverse neighborhoods, a major university, and a top ranked international airport. Nearby are the communities of Sparks and Incline Village at Lake Tahoe. Miles of high desert and mountains provide additional options in the County's vast unincorporated areas. So whether you prefer an urban setting, suburban, or rural living, Washoe County offers it all.



The Organization

A five-member Board of County Commissioners, elected by district, governs Washoe County. Responsibility for policy implementation and overall operations rests with an appointed County Manager who serves at the pleasure of the Board. The County employs over 2600 people in 35 departments and fulfills major roles, including services provided as an administrative arm-of-the-state, a regional and community service provider, as well as administrative support service functions. Washoe County provides nationally recognized regional and urban services to a diverse population, including public safety, criminal justice, public works and health and human services. Approximately 80% of the county workforce is represented by one of eleven bargaining units. The county budget is comprised of 23 government funds and six proprietary funds. The total budgeted appropriation across all funds is approximately \$670 million.

WASHOE COUNTY VISION, MISSION AND VALUES

OUR VISION is that Washoe County is the best place in the country to live, work, recreate, visit and invest.

OUR VALUES

- ◆ Many Communities, One County
- ◆ Quality Public Service
- ◆ Teamwork
- ◆ People
- ◆ Communication
- ◆ Accountability
- ◆ Transparency
- ◆ Professionalism
- ◆ Progressive Thought

STRATEGIC OBJECTIVES OF THE BOARD OF COUNTY COMMISSIONERS

- ◆ Safe, secure and healthy communities
- ◆ High quality of life
- ◆ Regional collaboration
- ◆ Sustainable economic, natural, organizational, and social resources
- ◆ Regional prosperity

The Position and Ideal Candidate Profile

The new Director of Human Resources/Labor Relations joins Washoe County at a time of great transition and change. The Director will report to and work closely with the Assistant County Manager and the County Manager's office, and will oversee the HR department operations which consists of 18 FTEs and annual operating budgets of \$2,100,00 for HR and \$800,000 for Health Benefits.

Labor/Employee relations will be of critical importance for the foreseeable future as contracts for the eleven bargaining units are currently on a year-to-year agreement. Ongoing cost containment strategies will be an essential aspect to contract discussions, benefits administration and other programs related to productivity and efficiency. In looking to the future, Washoe County is committed to creating a more progressive human resources environment through a focus on organizational effectiveness/organizational development initiatives and development of a more contemporary and flexible total compensation structure. The organizational effort is seen as a fundamental part of engaging the workforce and helping the county staff overcome the emotional impact of major budget concerns and employee reductions.

It's expected the new Director will provide energetic leadership to both the department and the County through a positive, innovative, "can-do", and enthusiastic interpersonal style and through a depth of HR knowledge in the areas of Labor Relations, Compensation & Benefits and Organizational Development. The ideal candidate will be a collaborative team player that works closely and seamlessly with the county executive team. A proven history of developing and implementing creative and innovative HR programs and pragmatic business solutions to the workplace is required in this role. Hay System or other compensation benchmarking system expertise is desirable. Experience requirement includes eight or more years of progressively responsible human resources experience including labor relations experience as a chief negotiator along with three years of management experience plus a BS/BA from an accredited college or university. An equivalent combination of experience and education will be considered.

