



Clark County, Nevada

Deputy County Manager

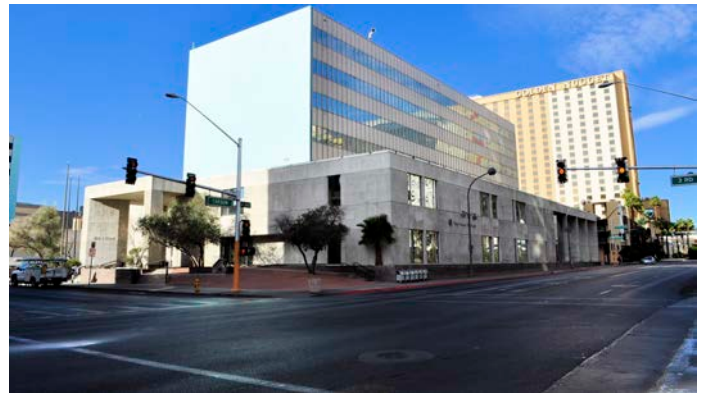
(2 positions)



Recruitment Services Provided by Ralph Andersen & Associates

The Opportunity

*Clark County is recruiting **two** talented and accomplished candidates to serve as Deputy County Managers. The Deputy County Managers report to the County Manager and join a dynamic leadership team that is highly motivated and energized to move Clark County to a next level of organizational excellence. The Deputy County Managers play a key role in successfully advancing the County's vision established by the elected county leadership in service to the residents of Clark County. Top candidates will have a career path that closely aligns with the core responsibilities for these executive leadership positions along with proven records of innovative and results oriented leadership to serve as Deputy County Managers.*





The Clark County Community

Clark County is the nation's 13th most populous county and the most populous of Nevada's 17 counties with 2.3 million residents. The famed Las Vegas Strip sits at the heart of Clark County featuring unparalleled attractions and some of the world's largest and most beautiful resorts, world class entertainment, fine restaurants, shopping, and luxurious spas.

Clark County is home to several diverse communities that provide for a wide choice of urban, suburban, and rural lifestyles. Clark County is a college and university community, most notably the University of Nevada Las Vegas, Nevada State College, and the College of Southern Nevada. Clark County is also home to many professional sports teams and events including the NHL Golden Knights, the NFL Las Vegas Raiders, the Las Vegas Aces of the WNBA, the Triple-A Las Vegas Aviators, NASCAR events at the Las Vegas Motor Speedway, and the National Finals Rodeo.

Nevada has no shortage of compelling landscapes, and Clark County is no different. Mt. Charleston and skiing are just 45 minutes away, and Red Rock National Conservation area beckons on the western fringe of the Las Vegas Valley. Lake Mead National Recreation Area, located 30 miles southeast of Las Vegas, caters to boaters, swimmers, fishermen, hikers, wildlife photographers and roadside sightseers.

Clark County Mission Statement: To provide responsible, progressive, and results-oriented government that is responsive, accessible, and accountable to our citizens, ensuring their right to cost-effective and open government.

The Organization

Clark County is a dynamic and innovative organization dedicated to providing top-quality service with integrity, respect, and accountability. With jurisdiction over the world-famous Las Vegas Strip and covering an area the size of New Jersey, Clark is the nation's 13th-largest county and provides

extensive regional services to 2.3 million citizens and 45 million visitors a year. Clark County employs more than 10,000 in 38 departments. Clark County was recognized by Forbes Magazine as one of "America's Best Employers By State" in 2022. It has a fiscal year general fund budget of \$1.65 billion and a total budget for FY2022 of \$9.4 billion. The County is known for its strong ending-fund balance, overall financial strength, and an investment-quality credit rating. It retains the best bond ratings of any local government in the state with an "Aaa" from Moody's Investors Service and an "AA+" from Standard & Poor's.



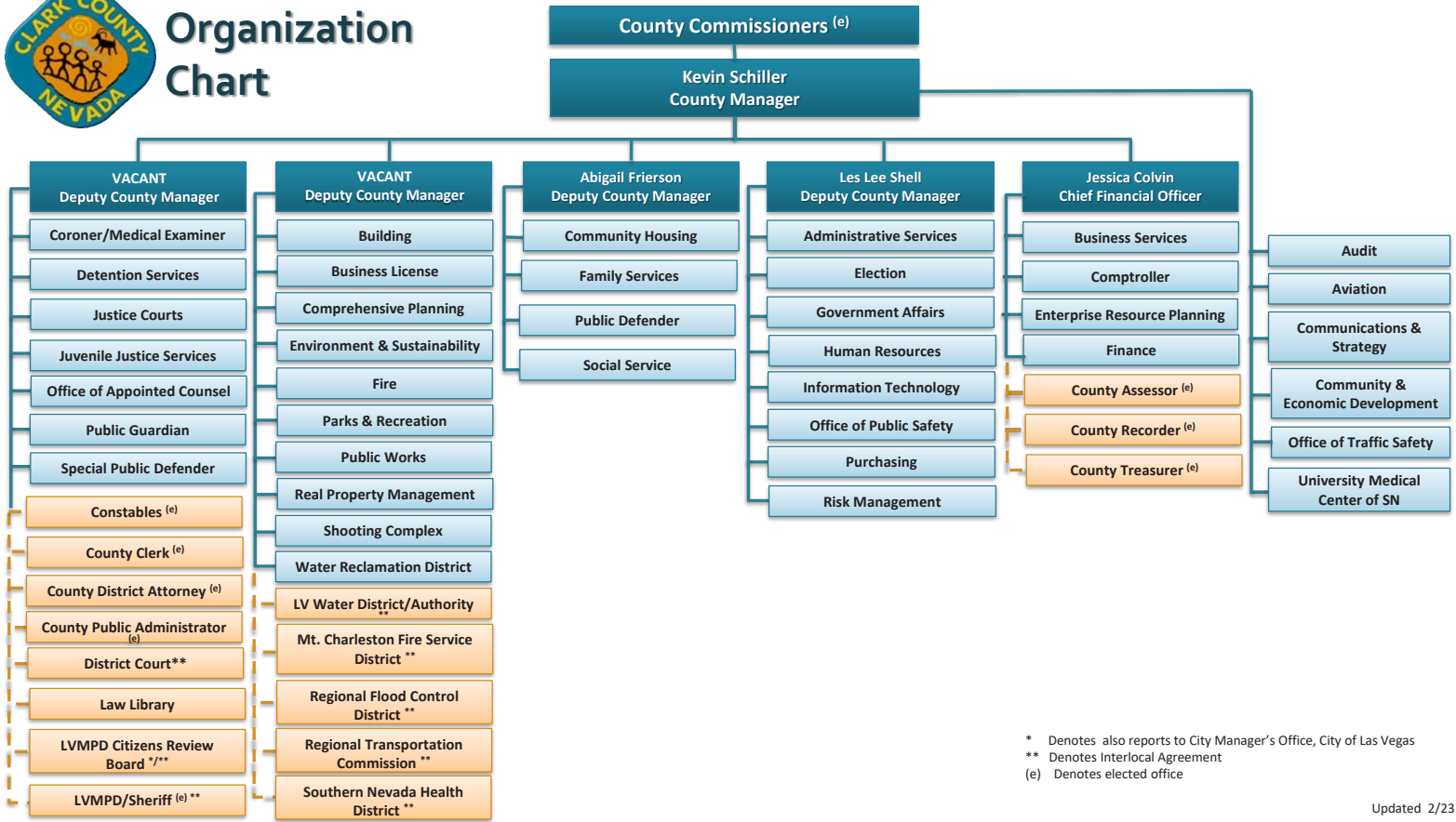
As a "city" government, Clark County also responds to the needs of one million residents in the urban unincorporated areas. Those residing in the urban unincorporated areas receive their traditional urban services such as public works, building inspections, fire protection, parks, and recreation from Clark County rather than from any of the County's five cities: Las Vegas (pop. 670,700), Henderson (pop. 330,300), North Las Vegas (pop. 264,800), Boulder City (pop. 16,500), and Mesquite (pop. 25,500).

Clark County is governed by a seven-member County Commission elected from geographic districts on a partisan basis for staggered four-year terms. Commissioners biennially elect a chairperson who serves as the Commission's presiding officer. The Commission in turn appoints the County Manager who is charged with carrying out the policies established by the Board of County Commissioners.

As the County's chief executive, the County Manager (assisted by his leadership team) is responsible for executive oversight of the operations of the organization, including fiscal management of the County's \$9.4 billion budget and administrative oversight for the County's 38 diverse and geographically dispersed departments. The County Manager's leadership team includes four Deputy County Managers (including the two that are the focus of this recruitment), the County's Chief Financial Officer, and the Chief Communications and Strategy Officer.



Organization Chart



Updated 2/23





The Positions

The Deputy County Managers (DCMs) work under the direction of the County Manager, and although there is a high level of independence in assigned responsibilities, the DCMs are part of a close knit leadership team working to move Clark County to a next level of organizational excellence. Deputy County Manager responsibilities include coordination and provision of staff and programmatic support to the County Manager and the Board of Commissioners. The DCMs build and maintain strategic partnerships with key stakeholders, elected officials, and private sector leaders in Clark County and the State of Nevada. In addition to serving the County Manager with countywide management assistance, each Deputy County Manager is assigned a portfolio of responsibilities that include providing policy oversight and organizational leadership for specified County departments. The DCMs also serve as lead liaison with elected departments, regional commissions, and special service districts. The portfolio of responsibilities for the new Deputy County Managers is assigned by the County Manager based on experience and knowledge of the services and departments. Experience managing and providing oversight to a similar portfolio mix is highly desired.

The first Deputy County Manager portfolio of responsibilities includes oversight of business and development-related departments, such as Environment and Sustainability, Business License, Comprehensive Planning, Building, Parks and Recreation, Real Property Management, Fire, and Public Works. Additionally, this Deputy County Manager is the County Manager's representative to the Regional Transportation Commission of Southern Nevada, Regional Flood Control District, the Southern Nevada Health District, Las Vegas Valley Water District/Southern Nevada Water Authority, and the Water Reclamation District.

The second Deputy County Manager portfolio of responsibilities includes oversight of direct reports and liaison duties for the departments of Juvenile Justice and Detention services, Public Guardian, Coroner/Medical Examiner, Public Administrator, Special Public Defender, District Attorney's Office, Office of Appointed Counsel, Las Vegas Metropolitan Police Department Citizens Review Board, and coordination with the County's Judicial Departments, Law Library, and Constables.

The Ideal Candidates

The ideal candidates for the next Clark County Deputy County Managers will have significant public agency senior management experience with a strong record of integrity, professionalism, and success. Selected candidates will demonstrate a proven history of being innovative and results-oriented and have demonstrated experience in successfully managing multiple competing priorities in a fast-paced, often changing environment. The ideal candidates share a passion for building a culture of success and organizational excellence. Other executive competencies and traits desired in the ideal candidates for the next Clark County Deputy County Managers include:



- ❖ A positive reputation as a member of a leadership team with success developing and supporting effective work teams to meet goals and objectives;
- ❖ Demonstrated success fostering cooperative working relationships with elected governing boards or councils, intergovernmental and regulatory agencies, public and private organizations, and staff;
- ❖ Strong organizational management skills with experience analyzing and evaluating, as well as developing and implementing programs and policies;
- ❖ Proven experience in strategic planning and change management;
- ❖ Political and business intelligence with demonstrated ability to clearly understand and communicate the priorities of the County Manager and the elected Board of County Commissioners;
- ❖ Extensive experience developing and actively monitoring diverse and complex program and agency budgets;
- ❖ Strong communication, critical thinking, and interpersonal qualities with demonstrated experience communicating complex concepts to diverse audiences;
- ❖ A sense of community and an understanding of the impact the programs and services of the County has on the residents of Clark County.

Qualifying Education and Experience

Education: The equivalent to a master's degree in public or business administration or field related to the work is desired. A bachelor's degree in appropriate field and additional related senior level management experience that provides the skills and knowledge necessary to perform all aspects of the position may be considered in lieu of the advanced degree.

Experience: Significant management experience in a major public agency setting is required. Experience in working with an elected Board or Council is highly desirable.

Background Investigation: Employment is contingent upon successful completion of a background investigation and pre-employment drug testing. Periodic after employment background investigations may be conducted.

Final Selection and Appointment: The County Manager will select the most highly qualified candidate based on a combination of education, career experience, and accomplishments that best fit the needs of Clark County.



Compensation and Benefits

The salary range for the Deputy County Manager positions is from \$170,830 to \$264,846 annually (*there is no state income tax in Nevada*). Placement within the salary range is determined by candidate's qualifications and experience as deemed appropriate by County Management. The County also offers an excellent benefits package that includes the following:

Compressed Work Schedule: Clark County follows a compressed work schedule, typically in four 10-hour days, Monday – Thursday; however, some employee schedules follow a 9/80 schedule (80 hours over 9 days) based on coverage needs of the Department.

Vacation: Annual leave accrues based on months of service after six months of service at the following accrual rates: 0-24 months of service, 80 hours annual leave; 2-8 years, 120 hours annual leave; 8-15 years, 144 hours annual leave; over 15 years of service, 160 hours annual leave.

Administrative Leave: Management employees accrue five (5) days of administrative leave each calendar year.

Sick Leave: Sick leave is accrued each pay period (approximately 96 hours per year).

Holidays: All employees receive a total of 12 paid holidays per year.

Deferred Compensation: Management employees are eligible to participate in the County's deferred compensation plan.

Medical Health, Dental, and Vision Insurance: Health, dental, and vision insurance is provided by Clark County, with employees paying the following percentage of the total premium per month: Employee only 5.5%; Employee and Spouse 10.0%; Employee and Children 7.0%; Employee and Family 10.5%.

Comprehensive Annual Physical: Management employees receive reimbursement of five hundred dollars (\$500) per year, for the costs of a comprehensive annual physical examination.

Life Insurance: \$50,000 basic life insurance and \$50,000 accidental death insurance.

Long Term Disability Insurance: The County provides a long-term disability insurance program at no expense to the employee.

Retirement: Full retirement contributions are made by the County to the Nevada State Public Employees Retirement System (PERS). Five years minimum service credit required to be eligible for a vested benefit, plus age requirements. PERS is a defined benefit plan. Management employees are entitled to participate in a County program providing for contributions for group insurance after retirement.

Vehicle Allowance: At the discretion of the County Manager, payment of a monthly allowance not to exceed five hundred dollars (\$500).

To Be Considered

Interested candidates are encouraged to apply as soon as possible by submitting a resume and a compelling letter of interest and accomplishments by **Monday, July 17, 2023** to apply@ralphandersen.com. This is a highly confidential search process. References will not be contacted until mutual interest has been established. During the final stages of this recruitment, finalists will participate in on-site town-hall style meetings with County staff and other stakeholders. These on-site meetings will require a public announcement of top candidates under consideration. Confidential inquiries are welcomed and should be directed to Mr. John Slaughter, Ralph Andersen & Associates at (916) 630-4900, or alternatively, an appointment may be scheduled for a specific date and time by emailing scheduling@ralphandersen.com.

Clark County, Nevada is an Equal Opportunity Employer



www.clarkcountynv.gov

Residents in Clark County, Nevada enjoy a very favorable tax structure where there is no state income tax and the overall tax burden is one of the lowest in the nation. Housing costs are still favorable compared to other parts of the country and property tax is lower than many other jurisdictions. Additionally, employees of Clark County do not participate in Social Security (no payroll deduction for this is made) except for the mandated Medicare portion.