



## County of Nevada Department of Human Resources

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July 10, 2018

Honorable Board of Supervisors  
Eric Rood Administrative Center  
950 Maidu Avenue  
Nevada City, CA 95959

**DATE OF MEETING:** July 17, 2018

**SUBJECT:** Resolution Appointing Alison Lehman as County Executive Officer and Approving Authority to Execute Employment Agreement

**RECOMMENDATION:** Appoint Alison Lehman as County Executive Officer and Approve Authority to Execute Employment Agreement

**FUNDING:** Funding for this position is contained in the 2018-2019 County Executive Office budget.

**BACKGROUND:**

The current CEO, Richard Haffey, announced his retirement effective in August of 2018. The County Executive Officer is responsible for and oversees the delivery of services by more than 750 employees operating with a fiscal year budget of \$230 million. The CEO's role is to implement the policies and vision of the Board of Supervisors and to ensure the County is run efficiently and effectively.

Alison Lehman brings a solid understanding of local government administration, finance and budgeting. She holds a B.A. in Political Science from University of California, Berkeley and a Master's degree in Public Administration from California State University, Northridge. She has over 20 years of increasingly responsible managerial experience in both government and non-profit arenas. Ms. Lehman has served as the Assistant County Executive Officer since 2012. In addition, she has held numerous leadership roles including Director of Social Services, Interim Human Resources Director, Interim Public Health Director, and Program Manager for the Health and Human Services Agency Truckee Satellite Office. She brings proven executive leadership and invaluable experience to the position of County Executive Officer.

## **SALARY/BENEFIT COMPARABLES:**

Ms. Lehman will be compensated at the same rate as the incumbent. To ensure the salary and benefit package offered to Ms. Lehman is within market rates, research was conducted by comparing the salaries of 8 counties previously accepted as legitimate comparable jurisdictions. Those include: Butte, El Dorado, Mendocino, Placer, Sacramento, Sutter, Yolo and Yuba counties. Based on salary alone, the salary offered in this proposal is 8% below market overall. The salary proposed for Ms. Lehman is lower than 6 jurisdictions comparable to Nevada County, and does not include the valuable benefit of deferred compensation as offered in some of the other, even smaller jurisdictions.

By way of example, Yuba County pays their CAO \$246,192, 9% higher than the proposal being considered here, yet the total population in Yuba County is 72,155, 28% lower than that of Nevada County. Moreover, the CAO of Yuba County is responsible for a total operating budget of \$179 million compared to the \$230 million for which Nevada County's CEO is responsible.

Therefore, based on the information gathered from jurisdictions accepted as legitimate comparables, staff is confident that the proposed salary and benefit package falls within the range consistent with like jurisdictions.

It is recommended that the Board of Supervisors appoint Alison Lehman to the position of County Executive Officer by approving the attached Resolution and authorizing execution of the Employment Agreement.

Respectfully Submitted,

Amanda Uhrhammer  
Interim Director of Human Resources

cc: Richard Haffey, County Executive Officer