



# **RESOLUTION No. 02-646**

**OF THE BOARD OF SUPERVISORS OF THE COUNTY OF NEVADA**

## **RESOLUTION OF COMMENDATION FOR MR. TED A. GAEBLER**

**WHEREAS**, Mr. Ted A. Gaebler has brought a wealth of new ideas and encouraged innovation in the County of Nevada by:

- Asking the organization “What does victory really look like?”, when confronted with a challenge or issue
- Encouraging the organization to avoid wasteful actions by “Standing on the shoulders of those who came before us”

**WHEREAS**, Mr. Ted A. Gaebler has established fiscal accountability in the County by:

- Refinancing Solid Waste Certificates of Participation for a savings of \$20 million over 20 years
- Refinancing Facilities Certificates of Participation for a savings of nearly \$2 million
- Discovering ways to finance the County’s share of building a new Juvenile Hall within the timeline so as not to lose a State funding opportunity
- Improving the budget development, preparation and monitoring process
- Providing transparency in the annual budget process
- Seeking and implementing a new financial accounting system (Pentamation)
- Developing /implementing a quarterly budget amendment process
- Creating a new fiscal oversight position (CFO)
- Implementing quarterly fiscal reporting to the Nevada County Board of Supervisors and to the public
- Resolving long standing Airport fiscal and operational issues
- Revising budget policy to increase savings to \$8 million over 3 years by moving unspent funds to reserves

**WHEREAS**, Mr. Ted A. Gaebler has improved and enhanced support for the Nevada County Board of Supervisors by:

- Creating a Friday Memo as a mechanism to communicate timely information to the Board
- Conducting enhanced Board Planning and Goal Setting Workshops
- Developing the County's first Legislative Platform through the creation of the new Intergovernmental Relations Director position
- Streamlining the Board Agenda and improving the quality of presentations to the Board
- Establishing and using the Advisory Group to foster and refine clear thinking and new ideas prior to Board submission.
- Improving backlog of response to Minute Orders; and

**WHEREAS**, Mr. Ted A. Gaebler has focused on supporting and developing Nevada County employees by:

- Implementing Interest Based Bargaining (IBB) with (8) bargaining units and simultaneously improving morale
- Securing a Salary Survey based on recruitment areas as a basis for compensation adjustments
- Identifying and addressing the Top 5 Benefit Enhancements in labor negotiations
- Responding to the January 2001 shooting incident in a comprehensive employee-focused way, including safety enhancements, counseling and memorial events
- Improving staff-Board mutual respect, civility and responsiveness
- Modernizing the Personnel Code through a collaborative Employee Task Force
- Enhancing the Employee Recognition Program via the 4<sup>th</sup> of July Float, Annual Awards and Employee Picnic
- Shifting Organizational Values (communication, engagement, collaboration, working across lines)
- Establishing good working relationships with elected officials; and

**WHEREAS**, Mr. Ted A. Gaebler has improved the operational effectiveness of the County by:

- Opening a new Juvenile Hall
- Moving the Public Defender's Department to a modern office setting
- Transferring Animal Care Services to the Sheriff's Office
- Increasing effectiveness of departments through the replacement of key personnel in General Services, CDA, Probation, Public Defender's Office and other County agencies
- Creating a broadband salary range for Department Heads for improved retention and increased productivity; and

**WHEREAS**, Mr. Ted A. Gaebler has had the vision to create positive change within the County by:

- Creating The Next 100 (a group of mid-level managers) to increase communications across Departments and address systemic issues
- Conducting Department Head workshops for teambuilding, training, leadership, problem solving, planning and goal setting
- Initiating new ways of working, i.e. cross-disciplinary teams, task forces, matrix management
- Shifting organizational values to focus on customer service
- Focusing the organization's attention on outcomes; and

**WHEREAS**, Ted A. Gaebler truly reinvented the government of Nevada County by:

- Opening two additional Library satellites
- Implementing on-line delivery of Assessor statements
- Initiating improved customer service in the Community Development Agency
- Implementing a process to form and finance recreation and park districts in Western County
- Improving ability to maintain Waste Reduction Program
- Resolving Truckee Incorporation and Redevelopment Law Suits
- Negotiating the Grass Valley Revenue Tax Sharing Agreement
- Implementing the Citizen Relationship Management (CRM) System to better serve citizen requests
- Implementing the creation of a new data base driven web site, which set the standard for California Counties in categorizing government services and won national award
- Improving the quality of FCAT government updates
- Improving media relations
- Developing a new county-wide grant development process
- Encouraging Nevada County to become a community leader in United Way through employee involvement and contributions
- Developing a community's partner program for allocating funds non-contentiously to non-profits
- Initiating a comprehensive identification of Nevada County customers
- Initiating the Community Partners Program
- Participating in the United Way Community Assessment Project (CAP) CDA re-engineering
- Keeping the Board of Supervisors informed regarding Measure D Property Owners' Initiative implications
- Assisting in facilitating the passage of Library Measure C
- Enhancing the County role in economic development through allocation of resources
- Facilitating the affordable housing task force process; securing \$12-\$15 million in funds for affordable housing and completion of 22 units
- Convening the first County Economic Summit of (120) community leaders

