Bye Bye Bauman! CAO Lew Bauman Retires

The Doctor is OUT! After 20 years with Monterey County, first as Public Works director and then County Administrative Officer, it’s the ‘end of the road’ and onto ‘Easy Street.’

He has led the County through fires and floods, economic crashes, recession and turnarounds. Now Lew Bauman is trading the boardroom for perhaps the beach, both to relax and reconnect with this marine science roots. But we will see him, he promises, as Monterey County is his home. He plans to stay local and keep up with community service efforts.
It was a circuitous route that brought Bauman to the top leadership position in Monterey County.

Politics did not seem in the cards. He attended UCLA, earning a Master of Science Degree and Ph.D. in Civil Engineering. Even while at the helm of the County, Lew kept a busy community service schedule, serving on the Natividad Medical Center Board of Trustees; the Monterey Bay Community Power Joint Powers Authority and United Way (to name just a few) as well engineering professional organizations.

He looks back at his county career fondly.

**Q. What brought you to Monterey County in 1999?**
A. I had the good fortune to apply and be selected for the Monterey County Public Director position in 1999 after serving as City/District Engineer in Foster City, CA. Who would not want to live and work in Monterey County! The Director position was extremely challenging, given the backlog of road and bridge maintenance projects and a long list of bridge retrofit projects, but it was all made enjoyable by the amazing, collaborative team of public works staff, a set from our larger County family.

**Q. How did this prepare you for the leadership role you acquired in 2005?**
A. Nothing can fully prepare one for a County or City manager position. Folks come to these positions with backgrounds ranging from finance, health, social services, law, to public works, water resources or parks administration. The most important thing, in my view, is to let the talented people we have do their jobs, stay out of their way and support their efforts through the process.

**Q. Why seek the CAO position when it came open?**
A. Although county administration was never in my original career plans, I was encouraged to apply and will never look back. It has been a great privilege to serve the Board of Supervisors and our constituents in administration of the delivery of the wide range of critical services we provide to our community. There are so many diverse and interesting issues and challenges – there has never, ever, been a dull day at work!!
Q. Any farewell words for Employees
A. Thank you so much for your dedication and service to our community. I am so proud to have worked two decades with all of you in service to the County and am grateful for your hard work and friendship over those years.

Q. Do you have any words of wisdom, or advice, for your successor?
A. Buckle your seatbelt, check all the mirrors and keep your foot on the brakes when you engage the gears! Treat everyone with respect and dignity and remember that the Board of Supervisors sets the policy and not the staff.

The last week or so has been filled with appreciation and farewell events. A barbeque at Schilling Place last Friday brought a large crowd of old friends, former colleagues and current staff. This past Tuesday, Lew’s ‘bosses’ – the Board of Supervisors - presented him a resolution in his honor. They were joined by leaders from around the county who noted that of all his successes, his legacy will be that he made Monterey County a better place to live.

Keep scrolling to find photos of Lew’s appreciation lunch, the fun side of this CAO and a scrapbook of well wishes from colleagues.

And now Lew, it’s off to new adventures, an open road – the world awaits!
Lots of food, friends and fun as county staff both old and new came for a farewell appreciation barbeque.

The food was great and the speeches short.
Outside the office, this CAO is a fun guy, enjoying the great outdoors, travel, local events and volunteering!
During his tenure as CAO of Monterey County, Lew has weathered many storms, literally and figuratively, and throughout it all he has managed to leave our County a better place than when he arrived. Lew is a true public servant and he has performed his duties as CAO and Public Works Director with both grace and dignity.

-Stephen L. Vagnini, Assessor, Clerk, Recorder

Lew:
I am forever grateful for having the opportunity to work with you. Your leadership, kindness, and sense of humor have been an inspiration to me on a daily basis. Thank you for your service to Monterey County. We are so lucky to have had you at the helm. You will be truly missed.

Warmest regards,
Susan Chapman, Monterey County Public Defender

Best of everything to you Lew! You beat me to retirement by 3.5 months. It has been a pleasure working with you over the years and I wish you health and prosperity in the future.

ENJOY!

-Marcia Parsons, Chief of Probation

Where in the world is Dr. Bauman - A Library Mystery

For more than a decade, Dr. Bauman mysteriously disappeared on the first Thursday of May. The mystery is solved and it links directly to the County Libraries. Bauman, known to have a Library card, has been slipping out to participate in Monterey County Free Libraries’ annual staff training days for years. He has shown up like clockwork to address and thank library staff every year. We have great respect for Dr. Bauman and he has made us feel the sentiment is mutual.

- Chris Ricker, Assistant Library Director
I appreciate Lew’s leadership style and commitment to public service. In times of contention, his calm demeanor and methodological approach to addressing matters prevailed. When encountered with an issue, he would analyze from all perspectives before taking action in an effort to achieve the best outcome. I can see why he was able to be CAO for over a decade. He will be missed by many.

Wishing him the best as he starts this next chapter of life titled “Retirement”!

— Elsa Jimenez, Director of Health

Congratulations on your retirement Lew. Thank you for being a great boss and exceptional leader.

I will forever remember your dedication and commitment to employees and Monterey County residents. You have also been a pillar for County Department Heads by your example of integrity and respect.

You will be missed, I wish you the best.

Safe travels to you and Jennifer.

-Irma Ramirez-Bough, Human Resources Director

I’m wishing Lew a long and adventure-filled retirement. He has been a great leader for Monterey County, leading us through some rough waters and dark nights. He has been a great ambassador for all of Monterey County and its people and his presence will be missed.

- Supervisor Chris Lopez, District 3
Lew is one of the best public servants I've met during my political career. His calm and effective leadership has led the county through difficult budgetary times, major natural disasters and many moments of crisis. He has also hired many talented staff, strengthened county departments, and his heart was always in the right place for our communities and employees. He can be proud of the fulfilling and rich legacy that he has left behind as our CAO.

- Luis A. Alejo, District 1

During the past 14 years Lew has provided steady, calm, and firm leadership to our county, serving 12 different supervisors during his tenure.

Lew has led our county thru difficult times; including floods, fires, recession, budget crisis and a lot more. His engineering background played a vital role and resulted in much needed road and infrastructure improvements more so than any time prior. He saw the importance and was instrumental in ensuring repairs were made to the Pajaro levee.

His style of leadership is unusual for a high-powered executive. It is never about recognition or credit to him personally; it is always about what is best for the county.

Lew is graceful under pressure. No matter how tense or difficult the situation he never loses his cool.

I am always amazed by the vastness of his knowledge concerning all issues facing the county, no matter how...
Lew has done more than anyone to improve city/county relations and his commitment and involvement in the community is unparalleled. Our county is extremely grateful for his many years of guidance and leadership. He will be missed!

- Supervisor John Phillips, District 2

Working with Dr. Lew Bauman is an unbelievable honor. His mental acuity, steady hand and gentle leadership is inspiring.

Lew and I worked together for many years in his capacity as a board member at United Way Monterey County when I served as its President and CEO. Then and now, when Lew speaks, people listen. How fortunate all of us in Monterey County are to have benefited from this wonderful man’s time, dedication and commitment to ensuring a better life for all. We will miss him greatly.

- Mary L. Adams, Supervisor District 5

When I look back on my four terms as a County Supervisor, my time aligns closely with Lew’s time, first as the Public Works Director and later as the County Administrative Officer. It should come as no surprise that the things that I consider to be the highlights of my career should also appear on Lew’s list of top accomplishments: Natividad Medical Center, the Road Fund, the County budget stability, improved Highway safety and the most overlooked of all, the acquisition of the Capital One facility.

As a politician, I am granted liberty in claiming credit for all the good deeds that happened during my tenure. But as CAO, Lew was expected to show
humility. On the other hand, while I was able to avoid all the things that went wrong, Lew had to shoulder the blame. That now comes to an end and it’s time to give Lew his just desserts.

With all sincerity and all respect, I offer my gratitude to Lew Bauman for his unwavering support, his relentless dedication and his thoughtful leadership; and I congratulate him on a career filled with innumerable achievements and outstanding performance.

One of my fondest memories is the interview I had with Lew for CAO when out of the blue he decided that he wanted to stay at his Public Works position and I had to talk him into taking the CAO job. Looking back, I think he knew, as always, exactly what he was doing.

- Lou Calcagno, Supervisor 1999-2016

And now, 14 years later as he retires, I still believe he was the one for the job.
Best wishes Lew and Jennifer as you begin this new chapter in your lives.

- Butch Lindley, Supervisor 2004-2008

Lew, congratulations on your retirement!

I enjoyed our many years of working together. Since you’ve utilized your degree in civil engineering, maybe it’s time to use your degrees in biology and marine science - perhaps you should consider a position as Executive Director of the California Coastal Commission, head up the National Oceanic & Atmospheric Administration, as Superintendent of the
Lew, Congratulations on your well-earned retirement. You exemplify what a true professional administrator should be. Your commitment and drive served Monterey County well, enjoy your retirement and see you at Lake Tahoe.

Potter, Supervisor 1996-2016

Given the fact that we've worked together for so many years, and my appreciation for your professional expertise, please feel free to use me as a reference for any of these positions!

Respectfully, your colleague - never your boss.
- Dave


Mr. Lew Bauman,

You have been one of the very few County Administrators that led Monterey County to a better place. You gave a peacefulness to all of us. Monterey County could not have moved forward without your commitment and courage.

May the Great One continue to bless you and your family. Gracias Amigo!

-Fernando Armenta, Supervisor 2001-2017

Best wishes on your retirement, it is well deserved!

It's time to kick off your shoes and enjoy a more relaxed setting with family and friends and continue with your travels to new exotic locations. Now, you can spend more time at your favorite place to plan out your special projects.

As I look back on our days working as a team at Public Works and the County Administrative
Office, it was a pleasure to work with you as we faced the day-to-day activities and challenges serving the organization. We have had some special moments over the years, celebrating and recognizing dedicated staff for their County efforts. You will certainly be missed.

Thank you for your many years of service and the memories.

-Mary Zurita, Executive Assistant to the Administrative Officer (retired)

We have appreciated the way you championed employee development over the years and now through your leadership the transition of those initiatives to be combined with engagement and succession planning.

Your humility and consideration of others blended with being competent on diverse subject matter has made you a successful leader who we will always admire and now miss at the helm.

May you enjoy the rest of life’s journey in your next season of life.

-Yvonne Walker, Human Resources Program Manager

He has been an excellent mentor...not a micro manager but always there when you need advice or to kick around an idea. I also appreciate his subtle sense of humor.
One anecdote that I would like to share is his interest in guitar playing, especially blues guitar. He knew that I’m a guitar player as well.

He once texted me and asked if I could come to his office. I grabbed my notebook and walked down the hall expecting a serious conversation. He caught me by surprise when, instead, he asked me detailed questions about Stevie Ray Vaughn’s gear and playing style...I thought it was great!

-Nick Chiulos, Assistant County Administrative Officer

I would like to express my thanks to Lew for his calm, thoughtful approach to the most complex and difficult issues. He is an extremely kind and fair person facing incredibly stressful situations.

Lew was always the calmest person in the room in any meeting. His steady hand will be missed.

Rob Durham, MA III Environmental Health

Lew has been a great leader - down-to-earth, friendly, collaborative and enthusiastic. He brought in positive energy & vigor to things and a no-drama approach to problems. Wishing him the very BEST as he starts this new chapter in life! We’ll definitely miss him here.

-Anusha Ignatius, IT Manager – Business Apps/ERP

Best wishes and Congratulations on your retirement!!

=Gloria Rodriguez, Management Analyst II
I have learned so much from Dr Bauman in the 10+ years we have served the County together. His ability to be future-focused while seeing to the details of everyday County service, combined with his professionalism and warmth have set a standard for us all.

Lew, may your retirement be long, happy and healthy!

Jane Parker, Supervisor District 4