

**CARSON CITY CONSOLIDATED MUNICIPALITY  
NOTICE OF MEETING OF THE  
SCREENING PANEL FOR THE POSITION OF  
CHIEF OF THE DEPARTMENT OF ALTERNATIVE SENTENCING**

**Day:** Friday  
**Date:** February 19, 2021  
**Time:** Beginning at 8:30 am  
**Location:** Community Center, Robert 'Bob' Crowell Board Room  
851 East William Street  
Carson City, Nevada

**AGENDA**

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**NOTICE TO THE PUBLIC:**

**The State of Nevada and Carson City are currently in a declared State of Emergency in response to the global pandemic caused by the coronavirus (COVID-19) infectious disease outbreak. In accordance with the Governor's Declaration of Emergency Directive 006, which has suspended the provisions of NRS 241.020 requiring the designation of a physical location for meetings of public bodies where members of the public are permitted to attend and participate, public meetings of Carson City will NOT have a physical location open to the public until such time this Directive is removed.**

- Members of the public who wish only to view the meeting but do NOT plan to make public comment may watch the livestream of the meeting at [www.carson.org/granicus](http://www.carson.org/granicus) and by clicking on "In progress" next to the meeting date, or by tuning in to cable channel 191.
- **The public may provide public comment in advance of a meeting by written submission to the following email address: [publiccomment@carson.org](mailto:publiccomment@carson.org). For inclusion or reference in the minutes of the meeting, your public comment must include your full name and be submitted via email by not later than 3:00 p.m. the day before the meeting.**
- **Members of the public who wish to provide live public comment may do so during the designated public comment periods, indicated on the agenda, via telephonic appearance by dialing the numbers listed below. Please do NOT join by phone if you do not wish to make public comment.**

**Join by phone:**

**Phone Number:** 1-408-418-9388

**Meeting Number:** 187 771 1738

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- 1. Call to Order**
- 2. Roll Call**

**3. Public Comment:\*\***

The public is invited at this time to comment on and discuss any topic that is relevant to, or within the authority of this public body.

**4. For Possible Action:** Discussion and possible action on the selection of a chairperson.

**5. For Possible Action:** Discussion and possible action on conducting interviews of Timothy Guthrie, Meliah Gonzales, Zachary Doser, Justin Ryba and Marlina Stone as qualified candidates for the position of Chief of the Department of Alternative Sentencing, and whether to make a recommendation of one or more finalists to the Board of Supervisors for consideration of official appointment to the position.

**6. Public Comment:**

The public is invited at this time to comment on any matter that is not specifically included on the agenda as an action item. No action may be taken on a matter raised under this item of the agenda.

**7. For Possible Action: To Adjourn**

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**\*\*PUBLIC COMMENT LIMITATIONS** – The interview panel will provide at least two public comment periods in compliance with the minimum requirements of the Open Meeting Law prior to adjournment. **Although it has been the ordinary practice of the Carson City public bodies to provide an opportunity for additional public comment during each specific item designated for possible action on the agenda, public comment will be temporarily limited to the beginning of the agenda before any action is taken and again at the end before adjournment. This policy will remain effective during the period of time the State of Nevada is under a State of Emergency as declared by the Governor due to the COVID-19 pandemic, and is intended to achieve the efficient conduct of meetings while facilitating public participation via telephonic means.** No action may be taken on a matter raised under public comment unless the item has been specifically included on an agenda as an item upon which action may be taken. The interview panel also retains discretion to only provide for the Open Meeting Law’s minimum public comment and not call for or allow additional individual-item public comment at the time of the body’s consideration of the item when: 1) it is deemed necessary by the chair to the orderly conduct of the meeting; 2) it involves an off-site non-action facility tour agenda item; or 3) it involves any person’s or entity’s due process appeal or hearing rights provided by statute or the Carson City Municipal Code.

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Agenda Management Notice - Items on the agenda may be taken out of order; the public body may combine two or more agenda items for consideration; and the public body may remove an item from the agenda or delay discussion relating to an item on the agenda at any time.

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Titles of agenda items are intended to identify specific matters. If you desire detailed information concerning any subject matter itemized within this agenda, you are encouraged to call the responsible agency or the City Manager’s Office. You are encouraged to attend this meeting and participate by commenting on any agenda item.

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Notice to persons with disabilities: Members of the public who are disabled and require special assistance or accommodations at the meeting are requested to notify the City Manager’s Office in writing at 201 North Carson Street, Carson City, NV, 89701, or by calling (775) 887-2100 at least 24 hours in advance.

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To request a copy of the supporting materials for this meeting contact Janet Busse at [jbusse@carson.org](mailto:jbusse@carson.org) or call (775) 887-2100.

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This agenda and backup information are available on the City's website at [www.carson.org/agendas](http://www.carson.org/agendas) and at the City Manager's Office - City Hall, 201 N. Carson Street, Ste 2, Carson City, Nevada (775)887-2100.

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**NOTICE TO PUBLIC: In accordance with the Governor's Emergency Declaration Directive 006 suspending state law provisions requiring the posting of public meeting agendas at physical locations, this agenda was posted electronically at the following Internet websites:**

**[www.carson.org/agendas](http://www.carson.org/agendas)**

**<http://notice.nv.gov>**

## 087 - Chief Alternative Sentencing

**Contact Information -- Person ID: 46071381**

Name: Zachary F. Doser Address:  
 Home Phone: Alternate Phone:  
 Email: oberstdoser@gmail.com Notification Preference: Email  
 Former Last Name: Month and Day of Birth: 01/26

**Personal Information**

Driver's License: Yes, Nevada ,  
 Can you, after employment, submit proof of your legal right to work in the United States? Yes  
 What is your highest level of education? Master's Degree

**Preferences**

Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

**Objective****Education****Graduate School**

*Middle State Association of Colleges and Schools (U.S. Army War College)*  
 5/2010 - 6/2012  
 Philadelphia, Pennsylvania

Did you graduate: Yes  
 Major/Minor: Strategic Studies  
 Units Completed: 36 Quarter  
 Degree Received: Master's

**College/University**

*University of Nevada - Reno*  
 6/1983 - 9/1986  
 Reno, Nevada

Did you graduate: Yes  
 Major/Minor: Physical Geography  
 Units Completed: 128 Semester  
 Degree Received: Bachelor's

**Work Experience****Police Officer**

8/1998 - Present

City of Reno, Nevada Police Department  
 455 E. 2nd St.  
 Reno, Nevada 89505  
 7754208513

Hours worked per week: 40  
 # of Employees Supervised: 0  
 Name of Supervisor: Andy Carter - Patrol Supervisor  
 May we contact this employer? Yes

**Duties**

Police Officer / Police Detective August 1998 – Present  
 Reno Police Department, Reno, Nevada

- As a Field Training Officer, uses city, state, and federal laws, statutes, ordinances and court decisions to train and evaluate new Police Academy Graduates.
- Routinely in contact with individuals in alternative sentencing programs, utilizing policies and procedures to verify compliance with alternative sentencing guidelines.
- Conducts quarterly weapons qualifications and safety practices.
- Performs foot-mounted and vehicle-mounted proactive citywide patrolling.
- Completes and submits clear concise and accurate documentation for crime reports, evaluations on police trainees, case follow-ups, and prepares supplemental reports for criminal prosecution.
- Consulted with leadership on recruiting and improving organizational culture.

**Reason for Leaving**

Still honorably employed

**Certificates and Licenses****Skills**

Office Skills

Typing:

Data Entry:

**Additional Information****References**

Professional

**Soto, Jason**

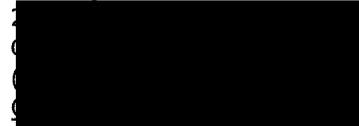
Chief of Police - Reno Police Department



Professional

**Berry, Ondra**

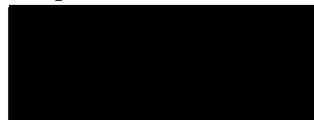
The Adjutant General - Nevada Military Department



Professional

**Carter, Andy**

Sergeant - Patrol Supervisor, Reno Police Department

**Resume****Text Resume****Attachments**

<b>Attachment</b>	<b>File Name</b>	<b>File Type</b>	<b>Created By</b>
Zack Doser Resume 210126.docx	Zack Doser Resume 210126.docx	<b>Resume</b>	Job Seeker
Cover Letter.docx	Cover Letter.docx	<b>Cover Letter</b>	Job Seeker
Zachary Doser Transcripts.pdf	Zachary Doser Transcripts.pdf	<b>Transcript</b>	Job Seeker
Zachary Doser DD214 pg 1.png	Zachary Doser DD214 pg 1.png	<b>Other</b>	Job Seeker
Zachary Doser DD214 pg 2.png	Zachary Doser DD214 pg 2.png	<b>Other</b>	Job Seeker

**Agency-Wide Questions****1. Q:** Have you been previously employed by Carson City?

A: No

**2. Q:** How did you learn of this vacancy?A: Carson City Employee  
Human Resources Office

**3. Q:** Are you related to a current or former employee of Carson City?

A: No

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**4. Q:** If you stated "yes" to the above question, please state the employee's name and the department for which they work.

A: No relationship to any employee of Carson City

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**5. Q:** Have you ever been convicted of a criminal offense (felony, gross misdemeanor or misdemeanor) and/or do you have criminal charges that were filed and are pending against you? Please answer "Yes" or "No". If you answer "Yes", please provide specific details for each occurrence including: 1. Date; 2. Location; 3. Charge and description of the offense; 4) Penalty/Disposition. If you have questions or concerns, please contact Human Resources at (775) 887-2103.

A: No.

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**6. Q:** Are you a veteran who has been honorably discharged from the United States military? If so, please attach a copy of your DD-214 "Certificate of Release or Discharge from Active Duty" to your application at time of submittal.

A: Yes

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**7. Q:** Are you currently a citizen of the State of Nevada?

A: Yes

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**8. Q:** By clicking on the "yes" button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that all offers of employment and all information regarding compensation and other terms and conditions of employment will be made in writing, verbal statements may not be relied upon. Employment is "at-will", unless specifically stated otherwise. "At will" means Carson City may terminate my employment at any time, with no advance notice, and for any reason or no reason. I understand that if I am asked, I will have to verify any and all information given on this application. I understand that this application is the property of Carson City and will not be returned. If I am hired, the application will become part of my personnel file. I authorize Carson City to investigate my background by contacting my references and to make an independent investigation of any character, conduct and employment records; including, but not limited to, criminal and traffic records. I hereby release all employers, schools, or persons from all liability in responding to inquiries in connection with my application. I understand that any misrepresentation, falsification, or material omission of information may result in my failure to receive an offer, or if I have been hired, in my dismissal from employment, regardless of length of employment. I will be required to submit to a criminal background check. I may be required to submit to a pre-employment drug and/or alcohol test. I understand that if I am hired into a sworn position with the Fire Department or an FTA/FMCSA covered position, I will be subject to random drug and/or alcohol testing. I may be required to participate in a written examination, oral examination, medical examination and/or any other examination deemed necessary by the Department/Office to determine if I meet the minimum qualifications of the position. I understand that I must notify Human Resources of any changes in my name, address, or phone number. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Carson City participates in E-Verify.

A: Yes

Zachary F. Doser  
Police Officer – Reno Police Department  
Brigadier General (Retired) U.S. Army

Department of Human Resources  
201 North Carson Street, Suite 4  
Carson City, Nevada 89701

To Whom It May Concern,

As a 22 year veteran of the City of Reno Police Department and a retired Brigadier General from the Nevada National Guard, I was excited to see the posting for the position of *Chief Alternative Sentencing*. I'm positive I can provide servant leadership to those serving in the Alternative Sentencing Department, citizens of Carson City and the Board of Supervisors in this demanding and rewarding position. As a career law enforcement officer and retired senior military leader in the Nevada National Guard I appreciate the value of selfless service and fully embrace the strengths a diverse and inclusive work force provide in promoting a positive organizational culture, community relationships and mission accomplishment.

In my 22 year career as a police officer I've served as a patrol officer, Major Crimes Unit detective and a Field Training Officer. I've interacted and supported officers in various Alternative Sentencing Units, city and district attorneys, influenced the future of the department in the training of entry level police officers. I leveraged my extensive military leadership skills to provide advice to the Reno Police Executive Staff in the areas of recruiting, diversity and inclusion and improving organizational culture. In giving back to the department that gives me tremendous work satisfaction, I served as a Defensive Tactics Instructor and served on the department's Diversity Committee. I volunteered to serve in my current expanded role as a Field Training Officer and currently serve as member of our department's Honor Guard and our department's Award Committee.

As the former commanding general of the Nevada Army National Guard, I provided purpose, direction and inspiration to 3,200 Soldiers and ensured Soldiers and units were manned, trained and equipped for missions directed by the President of the United States and support to civil authority missions directed by the Governor of the State of Nevada. In my former role, I developed and implemented policies ensuring the organizational makeup is reflective of the communities served, promoted talent management and leader development and ensured the organizational culture promoted achieving the vision and strategic goals of it. I promoted the core values expected from all who serve in it and provided a work environment free of any and all behaviors, actions and/or activities negatively impacting the physical and emotional health of those serving.

I fully understand the personal commitment the position of Chief requires in ensuring the safety of those serving in it and the citizens served by it, promoting a positive work environment, ensuring the sworn and professional staffs are valued, appreciated, inspired, and their opinions and ideas matter in making it a great organization.

I would welcome the opportunity to discuss the value I can bring to the Department of Alternative Sentencing in keeping it a great organization and a model of excellence in alternative sentencing and best practice in employee morale, employee opportunities, talent management and job satisfaction.

Very Respectfully,

Zachary F. Doser

## Zachary F. Doser

| oberstdoser@gmail.com

Strategic, well connected, and results oriented law enforcement and military professional with extensive experience in organizational leadership, improving and sustaining positive organizational culture, overseeing statewide activities, policy establishment and enforcement, state and national public relations, reviewing reports, budget forecasting and execution, and employee supervision.

Accomplished Executive and law enforcement professional with a demonstrated record of service to the State of Nevada and local community. Strategic leader experienced in organizational leadership, improving and sustaining positive organizational culture, overseeing statewide activities, policy establishment and enforcement and state and national public relations.

### SUMMARY OF QUALIFICATIONS

- Risk Management Skills
- Current Driver's License
- Training Management
- Supervisory Experience
- Microsoft Office Skills
- Excellent Oral/Written Communicator
- Lethal/Nonlethal Tools Skills
- First Aid Skills

### PROFESSIONAL EXPERIENCE

#### Police Officer / Police Detective

August 1998 – Present

Reno Police Department, Reno, Nevada

- As a Field Training Officer, uses city, state, and federal laws, statutes, ordinances and court decisions to train and evaluate new Police Academy Graduates.
- Routinely in contact with individuals in alternative sentencing programs, utilizing policies and procedures to verify compliance with alternative sentencing guidelines.
- Conducts quarterly weapons qualifications and safety practices.
- Performs foot-mounted and vehicle-mounted proactive citywide patrolling.
- Completes and submits clear concise and accurate documentation for crime reports, evaluations on police trainees, case follow-ups, and prepares supplemental reports for criminal prosecution.
- Consulted with leadership on recruiting and improving organizational culture.

#### Land Component Commander, Brigadier General

September 2017 – November 2020

Joint Forces Headquarters, Army National Guard, Carson City, Nevada

- Supervised 3,200 employees statewide including selection, training, organizational management, manning, equipping, talent management, leader development, performance review and evaluation, and disciplinary measures.
- Provided various levels of Public Relations involvement with various stakeholders including Director of Emergency Management, Director of Public Safety, County Sheriffs, Interagency Management for various Law Enforcement Agencies, in addition to local and State Media Outlets.
- Planned, organized, supervised, reviewed and evaluated the work of 50 organizational leaders, who did the same for 3,100 employees.
- Navigated sensitive organizational issues involving legal, disciplinary, political and military situations.
- Appointed as the National Guard Bureau Joint Diversity Executive Council Region 7 (Western States) Chairperson to establish policy, improve organizational culture, perform talent management and recruiting/retention, attend quarterly meetings, and establish guidelines for diversity/inclusion/equity training for 80K National Guardsmen across eight states.
- Managed the short and long-term operational budget of \$130M+, approved expenditures, reviewed reporting and quarterly/annual budget execution, approved forecasted future needs, and directed the monitoring and approval of expenses.

- Reviewed, approved, and provided guidance for various reports submitted by staff to include orders, operational orders, policies, and standard operating procedures.

**Executive Director of Joint Staff**

**November 2015 – September 2017**

Joint Forces Headquarters, Army National Guard, Carson City, Nevada

- As a collateral duty State Joint Diversity Executive Council Chairperson, improved organizational culture, diversity of thought, established an organization reflection in the community served, and promoted/developed leadership reflective of the community.
- Awarded 10 National level individual/organizational awards diversity inclusion and equity for best practices focused on highlighting organizational culture, recruiting, employee empowerment, and talent management.
- During the Reno floods, determined capabilities/course of action needed for the emergency response, mobilized 400 National Guardsmen, led/organized efforts during emergency conditions to meet the needs of state and local leaders.
- Coordinated with city/county/state/tribal law enforcement agencies during emergency events.
- Planned, prepared, and executed multiple Nevada National Guard missions involving 4K employees in response to natural and manmade disasters, civil unrest, and state training exercises.

**Chief Of Staff**

**May 2016 – September 2017**

Joint Forces Headquarters, Army National Guard, Carson City, Nevada

- Organized and directed staff activities daily for the Nevada Army Guard and in coordination with the entire Nevada National Guard during joint operations.
- Planned, prepared, organized and executed planned military support in conjunction with the Clark County Sheriff, Clark County Emergency Manager, Airport Authorities, and Las Vegas Metropolitan Police Department providing 300 National Guard members to secure critical infrastructure and provide manpower support during the annual New Year’s Eve event.
- Recognized for leadership excellence in rebuilding a positive organizational culture, improving organizational readiness, and budget management for a statewide organization of 200 employees.

**Executive Director (Deputy Brigade Commander / Brigade Commander)**

**October 2012 – May 2016**

17<sup>th</sup> Sustainment Brigade, Army National Guard, Las Vegas, Nevada

- Supervised, directed and led staff actions, reviewed and approved performance evaluations, established and enforced policies/procedures/regulations, provided disciplinary actions, reviewed and approved annual training and employment schedules, and managed an operational budget of \$50M+ for 2,100 employees across the state.
- Created a division level Diversity Council and acted as Chairperson responsible for deliverables and outputs, establishing annual goals, and monitoring the organizational climate.

**EDUCATION**

- **Master’s Degree: Strategic Studies** **July 2012**  
US Army War College, Mid-Atlantic States University, Carlisle, Pennsylvania
- **Bachelor’s Degree: Physical Geography** **September 1986**  
University of Nevada-Reno, Reno, Nevada

**TRAINING**

- Basic P.O.S.T Certificate January 1999
- Intermediate P.O.S.T Certificate December 2012

**United States Army War College  
Carlisle, Pennsylvania 17013**

Academic Record of Zachary F Doser

Class of 2012

SSN: [REDACTED]

Graduated July 27, 2012  
Master of Strategic Studies

Course No.	Course Title	Date	Grade	Credit Hours
2300	DE2300: Orientation to Strategic Leadership and EOL	05/24/2010	Pass	NCH
2301	DE2301: Strategic Leadership	09/17/2010	Pass	3.0
2302	DE2302: National Security Policy and Strategy	12/03/2010	Pass	4.0
2303	DE2303: War and Military Strategy	02/23/2011	Pass	4.0
2304	DE2304: Regional Issues and Interests	05/06/2011	Pass	3.0
2306	DE2306: FRC: Strategic Leadership in a Global Environment	06/30/2011	Pass	3.0
2307	DE2307: Contemporary Military Issues	10/03/2011	Pass	3.0
2308	DE2308: DoD Organization and Processes	11/22/2011	Pass	3.0
2309	DE2309: Theater Strategy	02/15/2012	Pass	4.0
2310	DE2310: Campaigning	05/01/2012	Pass	4.0
2312	DE2312 SRC: Strategic Leadership in Current & Future Warfare	07/27/2012	Pass	3.0
2338	DE2338: Defense Support to Civil Authorities	06/13/2012	Pass	2.0
<b>Total Credit Hours</b>				<b>36.0</b>

Date Prepared: July 18, 2012

End of Transcript

Registrar, U.S. Army War College, 122 Forbes Avenue, Carlisle, PA 17013-5214  
(717) 245-4209

**AN OFFICIAL SIGNATURE IS WHITE WITH A BLUE BACKGROUND**

**REJECT DOCUMENT IF SIGNATURE BELOW IS DISTORTED**

In accordance with the Family Educational Rights and Privacy Act of 1974, as amended, this document may not be released without the written consent of the student.

Christopher W. Fowler, Ph.D., Registrar

This officially sealed and signed transcript is printed on blue SCRIP-SAFE security paper with the name of the institution printed in white type across the face of the document. A raised seal is not required. When photocopied the name of the institution appears on one line and the word COPY appears on the next. A BLACK ON WHITE OR A COLOR COPY SHOULD NOT BE ACCEPTED.

SEX M BIRTHDATE [REDACTED] BIRTHPLACE Kailua, HI  
 PARENT Joseph Doser, Jr. MATRIC DATE 6/83  
 PERMANENT ADDRESS 720 Glen Meadow Drive, Sparks, NV  
 ADMITTED FROM Reed HS, Sparks, NV GRAD. DATE 6/11/82  
 ADMISSION DEFICIENCIES None  
 SATISFIED BY

COLLEGE  
 Majors: Geography, AS 7/83  
 Degree: B.S. in Geog.  
 Date Granted: 8/15/86  
 Credits Required: 128

ISSUED TO  
STUDENT

DESCRIPTION	CODE	DEPT.	NUMBER	ATT	ACC	GP	GPA	GRADE
ADVANCED STANDING 6/83 Truckee Meadows Comm. Coll., Reno, NV 1983			6	6	21	3.50	9	
1ST SUMMER								
INTERM ALGEBRA 2			101	2	6	3.00	2	
2ND SUMMER								
COLL ALG 3			110	5	18	3.50	8	
FALL								
GEOG MAN'S ENV			103					B
PLANE TRIGONOMETRY			102					B
LEADERSHIP SM UNIT			301					A
ANALYTIC GEOMETRY			140					C
11 11 33 3.00			16	16	51	3.19	19	
ADVANCED STANDING 1/84 Truckee Meadows Comm. Coll., Reno, NV 1983			5	5	10	2.00	0	
5 sem crs accepted								
Adv. Standing Summary 1/84			11	11	31	2.83	9	
SPRING								
CONDITIONING ROTC			181					S
COMPUTER MAPPING			412					(1) W
AMER CONST GVNMT			103					C
CULTURAL GEOGRAPHY			106					C
ADV LEADERSHIP DEV			302					B
COMPOSITION II			102					C
(1) 12 13 27 2.25			28	29	76	2.79	22	
2ND SUMMER								
ECONOMIC GEOGRAPHY			109					SOPH C
ADV SUMMER CAMP			303					2 A
5 14 2.80			33	34	92	2.79	26	

DESCRIPTION	CODE	DEPT.	NUMBER	ATT	ACC	GP	GPA	GRADE
ADVANCED STANDING 1/85 Truckee Meadows Comm. Coll., Reno, NV 1984			3	3	9	3.00	3	
3 sem crs accepted								
Adv. Standing Summary 1/85			14	14	40	2.86	12	
SPRING								
SEM LDRSHIP-MGT			402					A
MOUNTAIN GEOGRAPHY			350					D
GEOG MORPHOLOGY			341					D
GEURJP CIVILIZATION			106					(4) AD
CALCULUS I			215					2.60
12 12 27 2.25			58	59	151	2.60	35	
2ND SUMMER								
SPECIAL PROBLEMS			491					AS
INTERN GEOGRAPHY			415					S
(1) 5 6 20 4.00			63	65	171	2.71	45	
FALL								
WORLD AFFAIRS			319					AS
GEOG			334					B
PHYSICAL GEOLOGY			101					C
CLIMATOLOGY			322					C
ELEM SPANISH I			101					B
16 16 38			29	81	209	2.65	51	
ADVANCED STANDING 1/86 Truckee Meadows Comm. Coll., Reno, NV 1985			3	3	9	3.00	3	
3 sem crs accepted								
Adv. Standing Summary 1/86			17	17	49	2.88	15	



ISSUED TO  
STUDENT

MEMORANDA  
 Doser, Zachary Franklin Resident  
 GRADING SYSTEM: F=0, I=INCOMPLETE, S=SATISFACTORY, D=DEVELOPING, W=WORKING, A=ADVISORY, P=PROBATION, R=REPEATED, N=NONE, C=COMPLETION, H=HONORS, R=REPEATED, W=WITHDRAWN, S=STUDENT'S WRITING  
 REGISTERED OFFICIAL WHEN SIGNED, SEALED AND INDEXED BY THE REGISTRAR.  
 THIS SYSTEM INCLUDES ALL CREDIT ATTEMPTED, ONE SEMESTER, 15 WEEKS, ONE CREDIT PER WEEK PER SEMESTER IN GOOD STANDING UNLESS OTHERWISE INDICATED.  
 N=NONE, R=REPEATED, W=WITHDRAWN, S=STUDENT'S WRITING  
 THIS INFORMATION IS NOT TO BE RELEASED TO OTHERS WITHOUT STUDENT'S CONSENT.

Doser, Zachary Franklin

LAST NAME FIRST MIDDLE

MEMORANDA (CONTINUED)

DESCRIPTION	SCHEM	DEPT.	NUMBER	CREDIT	GRADE	DEPT.	NUMBER	CREDIT	GRADE
EUROPE 1911 PRESENT	SPRING	1986	464	SR 3	B				
GEOG THOUGHT		1986	418	SR 2	B				
GEOG SPANISH II		1986	102	SR 4	B				
INTRO PHILOSOPHY		1986	110	SR 3	B				
SPECIAL PROBLEMS		1986	491	SR 3	B				
CULTURAL GEOGRAPHY		1986	310	SR 3	B				
18 18 47 2.61		1986	97	SR 99	2.64				62
MAPS INTERPRETATION	MINI TERM	1986	211	SR 2	AS				
SPECIAL PROBLEMS		1986	491	(1)	S				
(2) 1 2 0 0.00		1986	97	SR 101	2.64				52
SECOND YEAR SPANISH	1ST SUMMER	1986	203	SR 3	C				
SPECIAL PROBLEMS		1986	491	SR 3	C				
(3) 3 4 6 2.00		1986	100	SR 262	2.62				62
7/22/86 Make-up		1986	491	I	A				
1 1 4 4.00		1986	101	SR 266	2.63				64
SPECIAL PROBLEMS	2ND SUMMER	1986	491	SR 2	AS				
SECOND YEAR SPANISH		1986	204	SR 3	B				
(4) 5 5 15 3.00		1986	106	SR 111	2.65				69

ISSUED TO STUDENT

ISSUED TO STUDENT



AUG 09 2011

MEMORANDA (CONTINUED)

Doser, Zachary Franklin

Resident

**NATIONAL GUARD REPORT OF SEPARATION AND RECORD OF SERVICE**

The proponent agency is ARNG-ARRH. The prescribing directive is NGB 600-200.

**PRIVACY ACT STATEMENT**

1. **AUTHORITY:** Title 10 USC 12101 and 12103, Title 32 USC 301 and 304, and Executive Order 9397.
2. **PURPOSE:** Official discharge document, which records the National Guard member's (ARNG & ANG) service in the National Guard. The original and one copy will be provided to the Soldier. A copy will be maintained by the MILPO for state records. For organizational use only.
3. **ROUTINE USES:** None.
4. **DISCLOSURE:** Voluntary; However, failure to provide Service Number may result in a delayed or erroneous processing of NGB Form 22A.

Report of separation and record of service in the ARMY National Guard of NEVADA and as a Reserve of the ARMY

1. LAST NAME - FIRST NAME - MIDDLE NAME DOSER, ZACHARY FRANKLIN	2. DEPARTMENT, COMPONENT AND BRANCH ARNG/NEVADA	3. SOCIAL SECURITY NUMBER
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4. DATE OF ENLISTMENT/APPOINTMENT 1999/02/11	5a. RANK BG	5b. PAY GRADE 007	6. DATE OF RANK 2015/11/18	7. DATE OF BIRTH
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8a. STATION OR INSTALLATION AT WHICH AFFECTED JFHQ - NV ARNG NV 897016807	8b. EFFECTIVE DATE 2020/11/30
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9. COMMAND TO WHICH TRANSFERRED USAR CON GP (RETRES) 1600 SPEARHEAD DIVISION AVE, FT KNOX, KY 40122//NOTHING FOLLOWS	10. RECORD OF SERVICE	YEARS	MONTHS	DAYS
	(a) Net service this period	21	9	20
	(b) Prior reserve component service	3	8	4
	(c) Prior active federal service	13	7	20
	(d) Total service for pay	36	1	22

11. TERMINAL DATE OF RESERVE/MILITARY SERVICE OBLIGATION N/A	(e) Total service for retired pay
--	-----------------------------------

12. MILITARY EDUCATION (Course title, number of weeks, month and year completed) AIRBORNE, 3 WEEKS, 1987//ARMY EDUCATION PROGRAM-BASIC, 1 WEEK, 2018//COMBAT LIFESAVER, 1 WEEK, 2008//COMBINED ARMS AND SERVICE STAFF SCHOOL, 8 WEEKS, 1996//COMMAND AND GENERAL STAFF OFFICER COURSE, 151 WEEKS, 2005//DISTANCE EDUCATION COURSE PH 1, 50 WEEKS, 2011//DISTANCE EDUCATION COURSE PH 4, 2 WEEKS, 2012//DUAL STATUS//CONT IN BLOCK 18	13. PRIMARY SPECIALTY NUMBER, TITLE AND DATE AWARDED (Additional specialty numbers and titles) 00B GENERAL OFFICER - 5 YRS 0 MOS//11A 5K 5P INFANTRY - 31 YRS 7 MOS//35D 5K 5P ALL SOURCE INTELLIGEN - 27 YRS 8 MOS//NOTHING FOLLOWS
--	--

14. HIGHEST EDUCATION LEVEL SUCCESSFULLY COMPLETED Secondary/High School <u>12</u> YRS (Gr 1-12)  College <u>6</u> YRS	15. DECORATIONS, MEDALS, BADGES, COMMENDATIONS, CITATIONS AND CAMPAIGN RIBBONS AWARDED THIS PERIOD. (State awards may be included) LEGION OF MERIT//BRONZE STAR MEDAL//MERITORIOUS SERVICE MEDAL (4TH AWARD)//ARMY COMMENDATION MEDAL (6TH AWARD)//USAF COMMENDATION MEDAL//ARMY ACHIEVEMENT MEDAL (3RD AWARD)//ARMY RESERVE COMPONENT ACHIEVEMENT MEDAL (6TH AWARD)//NATIONAL DEFENSE SERVICE MEDAL W/ BRONZE SERVICE STAR//NATIONAL DEFENSE SERVICE MEDAL//SOUTH WEST ASIA SERVICE MEDAL W/ BRONZE SERVICE STAR//GLOBAL WAR ON TERRORISM SERVICE MEDAL//AFGHANISTAN CAMPAIGN MEDAL W/ CAMPAIGN STAR//ARMY SERVICE RIBBON//OVERSEAS SERVICE RIBBON//ARMED FORCES RESERVE MEDAL WITH//CONT IN BLOCK 18
---	---

16. SERVICEMAN'S GROUP LIFE INSURANCE COVERAGE <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO AMT \$400,000	17. PERSONNEL SECURITY INVESTIGATION a. Type TOP SECRET W/ SCI b. Investigation T5R
---	--

18. REMARKS NGB FORMS 22 AND 55B WERE MAILED TO INDIVIDUAL AT LAST KNOWN ADDRESS IN ITEM #19//SOLDIER IS NOT A BONUS PARTICIPANT //PERIOD(S) OF AD SVC: 19820730-19830122 (IADT), 19860928-19961201 (AD), 20070901-20080730 (USC 32 502(F) ORDERS), 20080731-20090802 (OEF DEPLOYMENT), 20140517-20150606 32 (502(F) ORDERS)//SM HAS//SEE ATTACHED CONTINUATION SHEET	
--	--

19. MAILING ADDRESS AFTER SEPARATION (Street, City, County, State and Zip Code) 1.	20. SIGNATURE OF PERSON BEING SEPARATED DOSER, ZACHARY, FRA NKLIN.1159041120 <small>Digitally signed by DOSER, ZACHARY, FRA/ARNG/21.1159041120 Date: 2020.11.30 10:48:55 -08'00'</small>
---	---

21. NAME, GRADE AND TITLE OF AUTHORIZING OFFICER BENJAMIN KARL SCHINZING, CW2, OPM	22a. SIGNATURE OF AUTHORIZED TO SIGN SCHINZING.BENJAMI N.KARL.1178129429 <small>Digitally signed by SCHINZING.BENJAMI/ARNG/21.1178129429 Date: 2020.11.30 10:47:40 -08'00'</small>	22b. DATE 2020/11/30
---	---	-------------------------

23. AUTHORITY AND REASON AR 135-156 COMPLETED 30 YEARS COMMISSIONED SERVICE AND 5 YEARS TIG.	
---	--

24. CHARACTER OF SERVICE <u>HONORABLE</u>	25. TYPE OF CERTIFICATE USED <u>55B</u>	26. REENLISTMENT ELIGIBILITY <u>RE 3</u>
--	--	---

REQUEST     DECLINE COPIES OF MY NGB FORM 22     SOLDIER NOT AVAILABLE FOR SIGNATURE    INITIALS ZFD

**NATIONAL GUARD REPORT OF SEPARATION AND RECORD OF SERVICE**

Continuation Page

Report of separation and record of service in the ARMY	National Guard of NEVADA	and as a Reserve of the ARMY
1. LAST NAME- FIRST NAME- MIDDLE NAME DOSER, ZACHARY FRANKLIN	2. DEPARTMENT, COMPONENT AND BRANCH ARNG/NEVADA	3. SOCIAL SECURITY NUMBER

(Specify the item number of the block continued for each entry.) //////////////////////////////////////

CONT FROM BLOCK 18: ELECTED FOR RETIREMENT AND IS TRANSFERRED TO USAR CONTROL GROUP (RETIRED RESERVE) ON 20201201//CONT FROM BLOCK 12: COMMANDER ORIENTATION COURSE, 1 WEEK, 2014//INFANTRY FIGHTING VEHICLE COMMANDER COURSE, 6 WEEKS, 1989//INFANTRY OFFICER BASIC COURSE, 17 WEEKS, 1987//INSTRUCTOR TRAINING COURSE, 3 WEEKS, 1990//JOINT TASK FORCE COMMANDER TRAINING, 1 WEEK, 2014//MILITARY INTELLIGENCE OFFICER ADVANCED, 20 WEEKS, 1991//MILITARY INTELLIGENCE OFFICER TRANSITION, 10 WEEKS, 1991//MILITARY TRANSITION TEAM TRAINING, 6 WEEKS, 2008//NATIONAL SECURITY MANAGEMENT COURSE, 2 WEEKS, 2019//ORDNANCE OFFICER BRANCH QUALIFICATION, 2 WEEKS, 2011//RESERVE COMPONENT THEATER SUSTAINMENT COURSE, 2 WEEKS, 2013//SUPPORT OPERATIONS COURSE PH 2, 2 WEEKS, 2011//US ARMY WAR COLLEGE, 116 WEEKS, 2012//CONT FROM BLOCK 15: "M" DEVICE AND 20 YEAR SILVER HOURGLASS//NATO MEDAL//COMBAT INFANTRYMAN BADGE//PARACHUTIST BADGE// NEVADA MG DRENNAN A. CLARK ORDER OF NEVADA// NEVADA COMMENDATION MEDAL// NEVADA WAR ON TERRORISM SERVICE MEDAL// NEVADA HUMANITARIAON SERVICE MEDAL// MEVADA MERITORIOUS SERVICE MEDAL// NEVADA JOINT ACHIEVEMENT MEDAL//NOTHING FOLLOWS

087 - Chief Alternative Sentencing

Contact Information -- Person ID: 46144261

Name: Meliah H Gonzales Address: US

Home Phone: Alternate Phone:

Email: mgonzales@carson.org Notification Preference: Email

Former Last Name: Peterson Month and Day of Birth: 09/07

Personal Information

Driver's License: Yes, Nevada ,

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Associate's Degree

Preferences

Types of shifts you will accept:

Day , Evening , Night , Rotating , Weekends , On Call (as needed)

Objective

My professional objective is threefold: 1. To invest a broad knowledge base and extensive experience to meaningful, challenging work. 2. To support the Carson City community by administrating an efficient and effective DAS team with as many positive outcomes as is possible. 3. To lead with an open minded, positive approach resulting in high morale and progressive success.

Education

Professional

Western Nevada Peace Officer Academy  
<https://www.wnc.edu>  
 1/2003 - 8/2003  
 Carson City , Nevada

Did you graduate: Yes  
 Major/Minor: Nevada POST Certificate Degree Received: Other

High School

Carson High School  
[carsonhigh.com](http://carsonhigh.com)  
 8/1995 - 6/1999  
 Carson City , Nevada

Did you graduate: Yes  
 Highest Level Completed: Other  
 Did you receive a GED? Degree Received: High School Diploma

College/University

Western Nevada College

Did you graduate:

https://www.wnc.edu/  
[Unspecified Start] - [Unspecified End]  
Carson City , Nevada

Yes  
Major/Minor:  
Criminal  
Justice  
Degree  
Received:  
Associate's

**Work Experience**

**District Court Baliff**

9/2010 - Present

City of Carson City / District Court  
https://www.carson.org/government/departments-a-f/courts/department-ii  
895 E Musser St  
Carson City, Nevada 89701  
7752837023

Hours  
worked per  
week: 40  
# of  
Employees  
Supervised:  
0  
Name of  
Supervisor:  
James E.  
Wilson -  
District Court  
Judge  
May we  
contact this  
employer?  
Yes

**Duties**

Assist the Judge during court proceedings, complete required paperwork and reports, and maintain professional appearance of the court. Protect the judge, courtroom personnel, jury and litigants during trials and court proceedings. Screen visitors prior to courtroom entry. Accompany jurors outside the courtroom and assist them with their needs, relay messages from jurors to the court. Escort defendants between the courtroom and detention facility. Collect urine samples for civil and criminals litigants. Keep the Judge informed of defendants under pretrial supervision. Complete compliance "rakes". Collect evidence between the legal team and the jury and/or witnesses and ensure chain of custody. Enforce courtroom rules, decorum and maintain courtroom security. Fill-in as Bailiff for other judges as requested. Act as the Judicial Assistant as needed. Act as the TAC for the Department of Alternative Sentencing. Whenever necessary, screen defendants and complete appropriate paperwork prior to arraignment for DAS.

**Reason for Leaving**

Currently employed in this position

**Alternative Sentencing Officer**

7/2005 - 9/2010

City of Carson City / Alternative Sentencing  
https://www.carson.org/government/departments-a-f/alternative-sentencing  
895 E. Musser Street  
Carson City, Nevada 89701  
775-887-2528

Hours  
worked per  
week: 40  
# of  
Employees  
Supervised:  
0  
Name of  
Supervisor:  
Tad Fletcher  
/ Rory  
Planeta /  
Kevin Field -  
Chief  
May we  
contact this  
employer?  
Yes

**Duties**

Communicate with offenders, legal representatives, family members, and other concerned persons regarding the process, the rules and expectations, policies and outcomes. Create accurate reports, collect and review criminal and background history and ensure appropriate rehabilitation plan is reasonable and in place. Collect urine samples. Responsible for safety and security of courthouse facilities. Recommend conditions of release or institutionalization of offenders. Install, monitor and remove house arrest electronic monitoring equipment. Coordinate case management for offenders, supervise and monitor offenders. Present and recommend life skill growth opportunities to criminal defenders, provide guidance to probationers that are at risk of reoffending. Provide resources and information to sentenced probationers in an effort to modify their behavior. Conduct criminal history investigations; serve warrants and notices to appear. Conduct home visits as needed and work to locate and detain sentenced, pretrial and present defendants in non-compliance or for failure to appear. Conduct field visits, respond when asked and/or when on call to deputies interacting with a defendant under supervision. Testify in Justice and District courts as required. Attend training as required or requested for professional development and to maintain State and department requirements. Coordinate activities with other law enforcement agencies (especially in multijurisdictional cases), courts and support agencies. Perform follow-up interviews and investigations as required. Contribute to the efficiency and effectiveness of the unit's service to it's customers by offering suggestions and directing or participating as an active member of a work team. Operate the DAS vehicles. Taught parenting classes and skills at the Carson City Partnership. Always maintain professional decorum, ensure a safer community, and be of service as a law enforcement official to the community when applicable.

**Reason for Leaving**

Transferred to a permanent position as Bailiff; in conjunction with assisting the Department of Alternative Sentencing as needed.

**Acting Chief**

4/2010 - 8/2010

Douglas County / Alternative Sentencing

[https://www.douglascountynv.gov/government/departments/alternative\\_sentencing](https://www.douglascountynv.gov/government/departments/alternative_sentencing)

1038 Buckeye Rd Minden

Minden, Nevada 89423

(775) 782-9970

Hours worked per week: 40

# of Employees Supervised: 4

Name of Supervisor:

Douglas County, County Manager - County Manager

May we contact this employer?

Yes

**Duties**

Acted as Chief for the Douglas County Department of Alternative Sentencing. Supervise and oversaw officers in the DAS, monitored work flow and trained officers. Approve expenditures and allocate monies as needed. Managed the DUI Diversion Program. Worked with the District Attorney's Office to ensure the Department's correct and appropriate use of NRS when arresting misdemeanants and defendants under bail supervision. Conducted intakes, including criminal and social histories. Collected urine specimen samples for drug and alcohol testing. Attended court for Alternative Sentencing violations and/or for cases with defendants likely to be sentenced to the Alternative Sentencing Department. Conducted home visits, follow-up with offenders, work to ensure rehabilitation when possible and ensure compliance. Act as a mentor, and resource to participants and families as needed. Made recommendations for procedural reporting changes, probable cause sheets and DUI Diversion termination reports. Ensured compliance with probationers, bail, pre-trial and pre-sentence misdemeanor defendants, Worked closely with the court and District Attorney's Office to close expired open cases. Oversaw the Implementation, training and usage of Courtview database system as an effective and efficient resource tool. Implemented the use of Crystal reports from Courtview to serve as a case management system (records were maintained on paper and filed in binders). Reviewed and corrected reports. Ensured the continued success of the

Department in the absence of a permanent Chief.

**Reason for Leaving**

As Acting Temporary Chief, I returned to my full time position in Carson City as an Alternative Sentencing Officer after Douglas County was able to fill the position.

**Acting Chief**

5/2006 - 9/2006

City of Carson City / Alternative Sentencing  
https://www.carson.org/government/departments-a-f/alternative-sentencing  
895 E. Musser Street  
Carson City, Nevada 89701  
7758872528

Hours worked per week: 40  
# of Employees Supervised: 2  
Name of Supervisor: Matthew Fisk - Court Administrator  
May we contact this employer? Yes

**Duties**

Worked under the direction of the Court Administrator to ensure the department continued to operate successfully in the absence of 3 full time officers. Worked closely with the Court Administrator to create new case management reports and procedures. Trained incoming personnel on the processes used in the department, including using Courtview, departmental policies and procedures, and the general scope of work in the department. Worked with offenders through the process of arrest, intake, sanctions, and release. Conducted all pre-arraignment interviews and submitted necessary paperwork for the designated Judge. Monitored compliance of probationers, supervised bail conditions, conducted home and office visits. Attend meetings with multijurisdictional agencies i.e. (Sherriff's Office, Tri-net, Carson City Partnership) as requested.

**Reason for Leaving**

An Assistant Chief was appointed and assumed the temporary position of Acting Chief.

**Police Officer**

7/2004 - 7/2005

State of Nevada / UNR Police Department  
https://www.unr.edu/police  
1664 N. Virginia Street  
Reno, Nevada 89557  
(775) 784-4013

Hours worked per week: 40  
# of Employees Supervised: 0  
Name of Supervisor: Adam Garcia - Chief  
May we contact this employer? Yes

**Duties**

Primary responsibilities included working on foot and/or motor vehicle patrol taking enforcement action, serving warrants, effecting arrest, transporting violators to detention facilities, assisting victims of crimes and conducting criminal investigations. Prepared for and implement law enforcement for special events, sports events, protests and other on campus events. Acted as the Department's liaison between sororities and fraternities and attend dormitory activities based on the community policing model. Met, when asked, with resident managers and staff to help assist students with crime prevention training and substance abuse awareness.

**Reason for Leaving**

Sought and obtained full-time employment in Carson City with the Department of Alternative Sentencing where I had previously served as a reserve officer.

---

**Work Detail Supervisor**

10/2003 - 6/2004

City of Carson City / Juvenile Services  
<https://www.carson.org/government/departments-g-z/juvenile-services>  
 740 South Saliman Road  
 Carson City, Nevada 89701  
 (775) 887-2033

Hours  
 worked per  
 week: 16  
 # of  
 Employees  
 Supervised:  
 0  
 Name of  
 Supervisor:  
 Tony Urrutia  
 - Probation  
 Officer  
 May we  
 contact this  
 employer?  
 Yes

**Duties**

Supervise approximately 20 juvenile offenders during court ordered work detail.

**Reason for Leaving**

Full-time employment secured with the University of Nevada Police Department.

---

**Reserve Officer**

10/2003 - 5/2004

City of Carson City / Alternative Sentencing  
<https://www.carson.org/government/departments-a-f/alternative-sentencing>  
 895 E Musser Street  
 Carson City, Nevada 89701  
 7758872528

Hours  
 worked per  
 week: 20  
 # of  
 Employees  
 Supervised:  
 0  
 Name of  
 Supervisor:  
 Brian Percivel  
 - Chief  
 May we  
 contact this  
 employer?  
 Yes

**Duties**

As a reserve officer I was there to learn. I did whatever was asked of me. I worked alongside the Chief, Assistant Chief and Alternative Sentencing officer as they conducted home, office and field visits of defendants. I was their only female officer and I was used a great deal when working with the female population under the supervision of Alternative Sentencing. I collected urine samples, strip searches when necessary, field searches and assisted with arrests of female defendants.

**Reason for Leaving**

Accepted full time position with the University of Nevada Reno

---

**Employment Special 1**

10/2001 - 5/2002

State of Nevada / Unemployment Office  
<https://detr.nv.gov/>  
 500 E. Third Street  
 Carson City, Nevada 89701  
 (775) 684-0350

Hours  
 worked per  
 week: 40  
 # of  
 Employees  
 Supervised:  
 0  
 Name of  
 Supervisor:  
 Shelly

Neimen -  
Supervisor  
May we  
contact this  
employer?  
Yes

**Duties**

Dealing with the Public to obtain and provide information on claims, analyzing and resolving complaints, comprehend and apply written policies, procedures of State and Federal Law, performing basic math computations, writing business communications for notifications regarding claims.

**Reason for Leaving**

Student / Police Academy Cadet

**Certificates and Licenses**

Type: Nevada Advanced POST certificate / Nevada Intermediate POST certificate

Number:

Issued by: State of Nevada - POST Commission

Date Issued: 8 /2013 Date Expires:

**Skills**

Office Skills

Typing:

Data Entry:

**Additional Information****Volunteer Experience**

I helped to establish, and have served on the Board for the 'Holiday with a Hero' program for 17 years. Developing this program was a challenge. At the inception of the program and for many years afterward, I fought hard to keep the program alive. Coordinating efforts between the CCSD, finding funding resources, developing creative, unconventional means to serve a diverse, often marginalized population of students tested my mettle. Expanding 'Holiday with a Hero' (formerly 'Shop with a Cop') to encompass the entire Hero community, meet the demands of CCSD and the students in need, finding funds, expanding community awareness, and staying true to the mission was gratifying. It is with joy, that today this program is flourishing. This program is a codified part of the Carson City holiday season, it is well known in the community and many, many businesses and people offer their professional and personal time, money and heart each year. I am proud to be a leader in this capacity.

**Volunteer Experience**

I have always been invested my children's academic achievements and extra-curricular activities; I have served in several volunteer positions in this vein including home room mom at schools, team mom for Little League, score keeper for Little League, Snack Bar volunteer and Hot Dog lunch lady. I have overseen and taken leadership roles in fundraising Bike-a-thons, Octoberfest, field trips and Annual Crab Feeds for schools attended by my children. I love Carson City and I love being a Mom; serving the community in this way is an easy fit and is important to me personally.

**Volunteer Experience**

I was the first and only Reserve Officer for the DAS in Carson City. Being interested in the field of Parole, Probation and Alternative Sentencing, I asked then Chief Brian Percival, if I could volunteer my time with Alternative Sentencing. After an affirmative response, I did volunteer work for DAS for approximately 9 months before being hired at the University of Nevada Reno, Police Department. This volunteer work prepared me for obtaining a job in the Department 15 months later.

**Volunteer Experience**

I believe in Carson City, was born and raised here, and truly believe Carson City is one of the best places to live, work and raise a family. As such, investing in the community and working alongside positive citizens is a no brainer. I have and continue to support by investing personal time and money to agencies and their programs including; The Boys and Girls Club, Ron Wood Family Resource Center, F.I.S.H., Carson City Partnership, Advocates to End Domestic Violence, and CASA. I have funded and established a scholarship for qualified cadets attending the Western Nevada Community College Post Police Academy. I annually collect and distribute toys and holiday meals to participants in need from both the Mental Health Court and Advocates to End Domestic Violence.

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Honors & Awards

I have been the recipient of a total of (5) Blue Ribbon Awards during my professional employment with the Carson City DAS and Courts. These awards are driven by peer or supervisor nomination and recognize excellence.

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Additional Information

Professional Development & Training:

Incident Command System, Basic Incident Command System for Initial Response, Leadership and Influence, Introduction to the National Incident Management System, Addiction "Losing the Ability to Walk Away, Workplace Diversity, Conflict Management Ethics for Law Enforcement, Officer Survival, 7 Habits for Associates.

Further Training completed in the following areas:

Court Security and Decorum, Basic Instructor Development, High Intensity Drug Trafficking Area, RACC Belt, Crisis Intervention Training, Court Security Seminar, Field/Facility Training Officer (FTO), Radar Operation, K-9 Decoy, CA Narc Officers Association Annual Training, Officer Survival, NCIC/NCJIS Training, Taser and M26, In-Car Camera Instructor Training, Redwood on-site Testing Devices, instruction in Urine Specimen Collection Procedures, CPR, AED and Basic Aid.

---

Additional Information

Terminal Agency Coordinator for National Crime Information Center/Nevada Criminal Justice Information System.

I attended training that certifies me as the TAC for the Department of Alternative Sentencing. The duties include training all personnel (primarily Officers) who will use the NCIC. I have oversight of monitoring usage, error, state and federal compliance audits, writing and implementing policies and procedures related to the Information System.

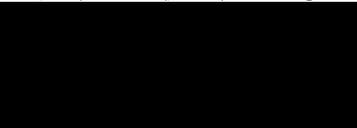
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**References**

Professional

**Danen, Jason**

Deputy Emergency Manager



---

Professional

**Saavedra, Claudia**

Retired / Realtor



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Personal

**Russell, Ryan**

Attorney

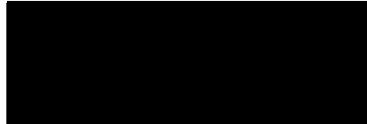




Professional  
**Hale, Martin**  
Bailiff / Lieutenant (Retired)



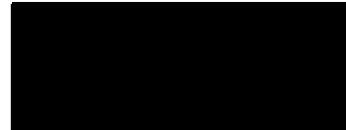
Professional  
**Willis, Robey**  
Retired Justice of the Peace



Personal  
**Borst, Pat**  
works within the home



Personal  
**Banister, Ali**  
Chief of Juvenile Services



**Resume**

**Text Resume**

**Attachments**

<b>Attachment</b>	<b>File Name</b>	<b>File Type</b>	<b>Created By</b>
Resume Meliah.docx	Resume Meliah.docx	<b>Resume</b>	Job Seeker
Cover Letter (1).pdf	Cover Letter (1).pdf	<b>Cover Letter</b>	Job Seeker
Noel Waters, Esq.pdf	Noel Waters, Esq.pdf	<b>References</b>	Job Seeker
Joesph E. McEllistrem, PhD.pdf	Joesph E. McEllistrem, PhD.pdf	<b>References</b>	Job Seeker
Rory Planeta.docx	Rory Planeta.docx	<b>References</b>	Job Seeker
Jaswinder Dhami.pdf	Jaswinder Dhami.pdf	<b>References</b>	Job Seeker
Peggy Sweetland LOR.pdf	Peggy Sweetland LOR.pdf	<b>References</b>	Job Seeker
Susan Greenburg.docx	Susan Greenburg.docx	<b>References</b>	Job Seeker
Judge James E. Wilson.pdf	Judge James E. Wilson.pdf	<b>References</b>	Job Seeker
Molly Blanchette.pdf	Molly Blanchette.pdf	<b>References</b>	Job Seeker

**Agency-Wide Questions**

1. Q: Have you been previously employed by Carson City?  
A: Yes

2. Q: How did you learn of this vacancy?

A: Carson City Employee

---

**3. Q:** Are you related to a current or former employee of Carson City?

A: Yes

---

**4. Q:** If you stated "yes" to the above question, please state the employee's name and the department for which they work.

A: Daniel Gonzales - Sheriff's Office

---

**5. Q:** Have you ever been convicted of a criminal offense (felony, gross misdemeanor or misdemeanor) and/or do you have criminal charges that were filed and are pending against you? Please answer "Yes" or "No". If you answer "Yes", please provide specific details for each occurrence including: 1. Date; 2. Location; 3. Charge and description of the offense; 4) Penalty/Disposition. If you have questions or concerns, please contact Human Resources at (775) 887-2103.

A: No

---

**6. Q:** Are you a veteran who has been honorably discharged from the United States military? If so, please attach a copy of your DD-214 "Certificate of Release or Discharge from Active Duty" to your application at time of submittal.

A: No

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**7. Q:** Are you currently a citizen of the State of Nevada?

A: Yes

---

**8. Q:** By clicking on the "yes" button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that all offers of employment and all information regarding compensation and other terms and conditions of employment will be made in writing, verbal statements may not be relied upon. Employment is "at-will", unless specifically stated otherwise. "At will" means Carson City may terminate my employment at any time, with no advance notice, and for any reason or no reason. I understand that if I am asked, I will have to verify any and all information given on this application. I understand that this application is the property of Carson City and will not be returned. If I am hired, the application will become part of my personnel file. I authorize Carson City to investigate my background by contacting my references and to make an independent investigation of any character, conduct and employment records; including, but not limited to, criminal and traffic records. I hereby release all employers, schools, or persons from all liability in responding to inquiries in connection with my application. I understand that any misrepresentation, falsification, or material omission of information may result in my failure to receive an offer, or if I have been hired, in my dismissal from employment, regardless of length of employment. I will be required to submit to a criminal background check. I may be required to submit to a pre-employment drug and/or alcohol test. I understand that if I am hired into a sworn position with the Fire Department or an FTA/FMCSA covered position, I will be subject to random drug and/or alcohol testing. I may be required to participate in a written examination, oral examination, medical examination and/or any other examination deemed necessary by the Department/Office to determine if I meet the minimum qualifications of the position. I understand that I must notify Human Resources of any changes in my name, address, or phone number. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Carson City participates in E-Verify.

A: Yes

Meliah Gonzales

[mgonzales@carson.org](mailto:mgonzales@carson.org)

To the Hiring Committee:

I am genuinely excited to apply for the position of Chief of Alternative Sentencing. Criminal Justice has always been a passion of mine – I wanted to help people, and as cliché as it sounds, it has proven to be a perfect career fit. Having a passion for the field has led me to work in various branches of law enforcement and I find Alternative Sentencing a worthwhile undertaking. I'm ready for this job.

This opportunity is timely for me and all of my professional experience to date has equipped me with the skills, training and drive to excel in this position. Having done all I can do in my current role, seeking a new job prospect is a natural goal. Having matured in the field, I have gained insight to appreciate the subtleties of navigating people, politics, and the public. Additionally, I have learned to listen to constructive criticism, seek guidance, make a mistake only once, and respect the past.

I value public safety and would be honored to protect and serve in a new capacity. I was born and raised here, I love Carson City and choose to raise my children here. It is inherently rewarding for me to do my best and give my all to the city and the people who live here. Further, over the years I have developed positive personal and professional relationships with a wide range of agencies, organizations, professionals and residents of Carson City.

You have my commitment to dedicating all my professional energy to this position – I am hard-working and diligent. As an open-minded leader, I'll use a positive approach with the intention to foster high morale in a team that achieves progressive success. Using numerous techniques, my efforts will be directed toward rehabilitating as many lawbreakers as possible and request incarceration when necessary.

I believe I have earned my place as an applicant for this position and would appreciate the opportunity to interview with the committee.

Thank you for your consideration,



Meliah Gonzales



# MELIAH GONZALES

**Objective:** My professional objective is threefold: 1. Invest a broad knowledge base and extensive experience to meaningful, challenging work, specifically in the field of Alternative Sentencing. 2. Reinforce a positive Carson City by implementing practices and programs resulting in constructive outcomes for offenders, their families and the community. 3. Work in an environment that follows principles of honesty, accountability, and the spirit of the law.

## PROFILE

Having been employed with and exposed to multiple facets of law enforcement for 18 years, I am well prepared to uphold and advance the mission of the Department of Alternative Sentencing in Carson City. Working with the courts, team members, and community stakeholders, I am excited to implement services designed to rehabilitate, monitor and sanction offenders as indicated. Leading by example, I will focus on well-informed decision making, compassionate justice and professionalism, expecting the same from DAS personnel.

## CONTACT

PHONE:

EMAIL:

[mgonzales@carson.org](mailto:mgonzales@carson.org)

ADDRESS:

## SKILLS

Motivated  
Committed  
Organized  
Ethical  
Resilient  
Competent  
Resourceful  
Positive  
Gifted Communicator

## WORK EXPERIENCE

### City of Carson City / District Court Bailiff

September 2010 -Present

Protect the judge, litigants, juries and court personnel. Process appropriate documents. Act as the legal assistant as needed. DAS TAC.

### City of Carson City / Alternative Sentencing Officer

July 2005 – September 2010

Arrest, interview, process, monitor and encourage criminal offenders. Respond to the needs of multijurisdictional agencies.

### Douglas County / Alternative Sentencing Acting Chief

April 2010 – August 2010

Successfully assumed an emergency appointment and all duties of Chief. Implemented electronic data base system.

### City of Carson City / Alternative Sentencing Acting Chief

May 2006 - September 2006

Administered all aspects of the DAS while simultaneously remaining an Officer in the Department.

### State of Nevada / UNR Police Department / Officer

July 2004 – July 2005

Patrol, Dorm/Sorority & Fraternity Liaison, K9 Decoy, and Mobile Video Recorder Instructor.

## EDUCATION

### Professional Certification/Training

Numerous work related courses  
2003 – present

### Western Nevada College

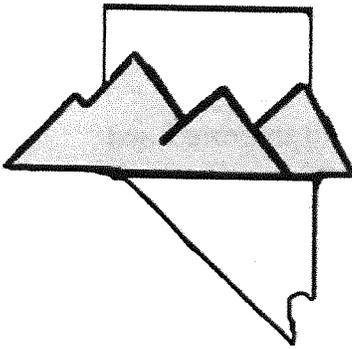
January 1999 – August 2003  
Criminal Justice

### Western Nevada Peace Officer Academy

January 2003 – August 2003  
Nevada POST Certificate

### Carson High School

August 1995- June 1999



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**Waters Law Firm, LLC.**

209 North Pratt Ave.

Carson City, Nevada 89701

Phone: (775) 461-0254

Fax: (775) 461-0237

January 27, 2021

Selection Committee, Department of Alternative Sentencing Chief position  
Carson City Courthouse  
885 E. Musser St.  
Carson City, NV 89701

***Re: Letter of Recommendation for Meliah Gonzales for Alternative Sentencing Chief***

Dear Honorable Committee Members:

I am writing to offer this letter of recommendation to Meliah Gonzales, for the position of Chief of the Department of Alternative Sentencing (D.A.S.). I have known Meliah for nearly 18 years, and believe I am well-informed about her personally and professionally. She has worked for many years as an assistant D.A.S. officer, and more recently, as Bailiff/Marshal for Judge James E, Wilson, Jr. of Dept. II of the First Judicial District Court. She certainly possesses in abundance all of the Chief qualifications required by NRS 211A.110, and she is very knowledgeable about the law enforcement challenges of Carson City, the many services and support agencies available to misdemeanor probationers and supervised releasees, and the sworn officers and administrative staff who comprise the Department.

I confess that D.A.S. is very important to me as an attorney, and as a community resident since 1962. As the District Attorney between 1985 and 2009, I became very aware of the need to be able to supervise and assist misdemeanants, both in advance of case disposition and after sentencing. I assisted in drafting the original language of N.R.S. Chapter 211A adopted in 1995 by the Legislature. It was evident that our community needed a way to monitor, supervise and provide assistance to persons entangled in the law at the misdemeanor level, like that already available through State Parole and Probation to the district courts. Now, D.A.S. services and programs have grown greatly, with specialty courts, longer probationary terms and conditions, and close interactions with all the courts, treatment providers, and C.C.S.O street and detention officers. Meliah Gonzales has the community knowledge, the law enforcement and courtroom experience and the years of devotion to the critical mission of D.A.S. to be the ideal choice for the Chief position.

Indeed, this important position needs a Chief with knowledge, experience and devotion: it is not a 9-to-5 job. The Department of Alternative Sentencing is an invaluable asset for Carson

City public safety entities and its citizenry, and Meliah Gonzales will work hard to protect and serve that asset.

If you have any questions please contact me at my cell phone at any time: 775-230-3973.  
Thank you for this opportunity to comment.

Sincerely,

A handwritten signature in black ink that reads "Noel S. Waters". The signature is written in a cursive style with a large initial "N" and "W".

Noel Waters  
Nevada Bar # 58

JOSEPH E. MCELLISTREM, PhD

329 WEST 5<sup>TH</sup> STREET  
CARSON CITY, NEVADA 89703

OFFICE: (775) 315-2301  
FAX: (775) 883-6455

January 25, 2021

To the Hiring Committee:

My name is Dr. Joseph McEllistrem, and it is my pleasure and honor to write this letter of recommendation for Meliah Gonzales. I am the Director of Forensic Health Services for the Carson City Jail and initially met Ms. Gonzales when we worked with the Mental Health Court in 2005. Ms. Gonzalez and I have continued to work together over the last fifteen years in various roles and in a range of duties. I believe I know her well, and it's my privilege to strongly recommend her for the position of Chief of Alternative Sentencing. Ms. Gonzales is an exceptional choice.

My first experience with Ms. Gonzales was when we both served on the Mental Health Court team. She was employed by the Department of Alternative Sentencing and as a Bailiff in the court. She proved to be a competent and compassionate leader on the team. She did not wait for cases to be referred. Rather, she actively sought to identify those inmates with emotional struggles and approached them with compassion, encouraging them to participate in our program. She studied mental health, learned treatment interventions, and formed collegial relationships with our care providers. Ms. Gonzales is particularly good at balancing the defendant's mental, physical, and functional needs and the community's needs for safety. Likewise, she understands the complexities of mental health and addiction versus the predatory nature inherent in some portion of the population and how to discern the difference. Ms. Gonzales has good instincts and follows them. She was kind and respectful of her colleagues and encouraging of the participants. When she decided to leave this position, the Court team was disappointed to see her go. So much so that Judge John Tatro attempted to have her reassigned to our program; unfortunately, her duties prevented her return. Her work with the diversion court, and her mastery of specialty court philosophy, is a perfect example of "Alternative Sentencing."

Ms. Gonzales has gone onto other roles within the court. Within the Court, Ms. Gonzales is seen as a natural leader and a strong woman of character. She leads by example and adheres to a high standard of integrity. With her many years of experience, she is adept at navigating court systems and interacting with various colleagues in collaborative ways. She is a self-starter and likes to challenge herself to develop her professional skills further. I believe she possesses the temperament and leadership ability for this administrative role.

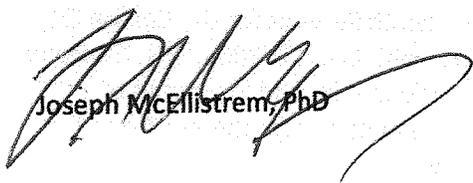
I suspect the Department of Alternative Sentencing will look and function differently under her management, with high standards for excellence. As a leader, Ms. Gonzales has great expectations for herself, and she will expect the same of those under her supervision. She is task-oriented and sets goals for herself, and she will do the same for the department she leads. Clients, employees, and the courts will benefit from her focus on order and efficiency. Two of her strengths are her ability to communicate and to delegate. She is direct, clear, and will expect no one to do something she would not do herself.

Ms. Gonzales possesses an abundance of energy and motivation that is hard to describe, but I see it in her devotion to both her work and family. Undoubtedly, she will direct her intense work ethic toward her new job, greatly enhancing the Department of Alternative Sentencing's functioning.

Finally, Ms. Gonzales will have to learn some of the job's specifics, but her personality, natural abilities, and character are well suited for this position of trust. She is a level-headed professional who quickly develops beneficial relationships both with clientele and colleagues. She is a born leader. I have complete confidence in both her passion and ability to perform the duties as Chief of Alternative Sentencing. And by extension, to also do justice for both the clients and the community of Carson City.

If I can be of any further assistance, please feel free to contact me.

Sincerely,



Joseph McEllistrem, PhD

January 25, 2021

Re: Meliah Gonzales

Dear Sirs,

I am writing this letter as the former Chief of the Carson City Department of Alternative Sentencing on behalf of Meliah Gonzales.

When I was hired as the Chief of the Department, Meliah was the only Officer in the Department. The Department had been devastated by the termination of all other Officers, including the Chief and Assistant Chief. A new Assistant Chief, Cate Summers, had been hired prior to my arrival.

Meliah was instrumental in training both Summers and I in the use of the Courtview system. She taught us how to navigate the system and trained us in the use of Crystal Reports. She showed us how to use the "Rake" to verify the status of Probationers.

I counted on Meliah's knowledge to assist in training new Officers, as a field training officer. She helped get these new officers up to speed on Departmental Policies and Procedures, both in the field as well as in the office. During the Probationer reporting period Meliah would assist in intakes and drug or alcohol testing. She also assisted in creating ideas for new Crystal Reports to help streamline operations.

Meliah worked well with Probationers. She was always willing to listen to them and assist them, where possible. She has good interview skills and uses them to her advantage when working with Probationers. Meliah was the Officer assigned to the Mental Health Court and worked well with that population.

Meliah also assisted in preparing a Resouce Guide for the Department. She also donated hygiene items to Probationers.

The Department of Alternative Sentencing is charged with the supervision of persons assigned to the 3<sup>rd</sup> DUI Diversion Court. Since the Department often supervises PreTrial conditions of release, we were also in contact with the Drug Court participants. There was much confusion as to these participants often not assigned a Probation Officer, I asked Meliah to follow up and help with the proper supervision of this population. She immediately researched the issue and found only certain persons were actually assigned a Probation Officer. The Drug Court Judge often used DAS to assist in proper supervision and electronic monitoring of these individuals.

At one point during my tenure, Douglas County Department of Alternative Sentencing Chief, Doug Swalm retired leaving them with only one Officer and an Officer Manager. They requested assistance from my Department as we often worked together, sharing Probationers. I sent Meliah to be their acting Chief until such time as they could go through the hiring process. I believe this was a great "learning experience" for Meliah and will assist her in her future endeavors.

Please consider this letter in making your selection for Chief of the Carson City Department of Alternative Sentencing.

Respectfully Submitted,

Rory C. Planeta, Chief, Carson City Department of Alternative Sentencing (retired)

January 24, 2021

To Whom it May Concern:

On May 13, 2018, our family was hit with a crisis; it became clear that our only son and oldest child had become addicted to alcohol and drugs. My wife and I were devastated. We were hurt, fearful, confused and very saddened. We had never had any interaction with law enforcement, the courts or the legal system and we were completely lost.

It was during this time that we met Meliah Gonzales. Mrs. Gonzales assisted us with so many unknowns. She pointed us to all the resources in this community and educated us about 'Drug Court', the legal process and the choices we would need to make as parents. We knew what to expect at each stage of our son's legal consequences and treatment of his addiction.

At the same time, Mrs. Gonzales always treated us with compassion and respect and most importantly to us, she displayed empathy and kindness to our beloved son. Many people treated our son as a drug addict; Mrs. Gonzales saw him as a human being with a drug addiction. She provided the necessary support, guiding us along the way, that made it possible to keep our family safe and healthy while facing this crisis. Mrs. Gonzales made a very difficult and painful situation more manageable.

I am joyous to say that our son has been in recovery, has made a life for himself, and has remained free of legal consequence for sometime now. If our son had not been successful, or ever falls back to his old ways, we know that we did everything we could do and followed all the steps that parents can take when faced with the problem of addicted family members. Mrs. Gonzales was a gift to our family and I am betting that our family is not alone in these viewpoints.

I am excited to hear that Mrs. Gonzales is making application for the Chief of this important division of the Justice System. I believe it will allow her to have an impact on residents of this Carson City community that we love and who are experiencing similar situations to that of our family. As a parent, a business owner and a resident of Carson City I am gratified to know that Mrs. Gonzales would be heading up this Department. I have complete confidence in her.

For Mrs. Gonzales, we will be forever grateful. She has our vote!

Sincerely,



Jaswinder Dhani

CEO & Director of Operations

Holiday Inn Express & Suites

Minden, NV



January 27, 2021

It is my great pleasure to support and recommend Meliah Gonzales for the position of Chief of Alternative Sentencing in Carson City.

As the Special Projects Coordinator and McKinney-Vento Liaison with Carson City School District for many years, I met Meliah at the first 'Holiday with a Hero' steering committee meeting in 2008. We have worked closely together ever since organizing, fund-raising, and implementing this amazing event for 100's of participants.

Meliah is a positive force to be reckoned with – she always finds solutions for logistical issues and never gives up. In describing Meliah, tenacious would be an understatement. She is a visionary and has a flair for finding creative solutions to any type of obstacle. She *personally rolls up her sleeves and jumps in to do whatever is needed, no matter how mundane or unpleasant, to meet a goal.* It goes without saying that carrying out this huge event during CoVid-19 presented challenges like never before and Meliah remained positive and undaunted.

Meliah's compassion for those with less, children on the fringe, and marginalized youth is beyond admirable. I am certain that her humane attitude carries over into her professional life. Work that is meaningful is important to her and she will work hard to produce positive outcomes for the agencies and the people she serves. You will always be able to count on Meliah as trustworthy and an outstanding team member.

It is always enjoyable working on this huge event each year with people like Meliah who make work a joy. I look forward to Meliah making me laugh and bringing a positive attitude to the table despite the often complicated, sensitive, and sometimes tragic situations we have faced over the years. Her smile lights up the room and she brings an unshakeable, exuberant sense of humor wherever she goes.

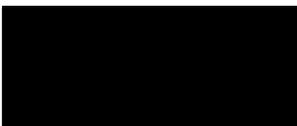
I believe in Meliah and am excited to hear about her future endeavor. I am certain that she will succeed at any objective she undertakes!

Sincerely,

A handwritten signature in black ink, appearing to read "Peggy Sweetland".

Peggy Sweetland

Special Projects Coordinator  
McKinney-Vento Students in Transition/  
Foster Care Liaison



January 27, 2021

To whom it may concern:

As Judicial Assistant for Judge Wilson, I worked with Meliah Gonzales for over 10 years. I found her to be someone who put her full heart into her job as bailiff. She was efficient in her work and when she was done she would look for other ways to help out. She was willing and quick to learn my job so she could sit in for me when I was gone or help out when my work load was heavy. I trusted her with my work. She took initiative to solve problems. She worked well with the many different and unique personalities of law clerks that spent time in our office. She has my utmost respect.

I highly recommend Meliah for the position of Chief of Alternative Sentencing. She will do an excellent job. She would give her time and full effort to making the department the best it can be. She has the ability to treat others with respect and has the greatest desire to help others. She is a problem-solver and will work well with others to manage those things that need attention.

Susan Greenburg





**FIRST JUDICIAL DISTRICT COURT**  
CARSON CITY AND STOREY COUNTY  
STATE OF NEVADA

**JAMES E. WILSON, JR.**  
District Judge  
Department Two

885 East Musser Street, Room 3057  
Carson City, Nevada 89701  
(775) 882-1619  
Fax: (775) 887-2296

January 28, 2021

Judge Thomas Armstrong  
Judge Kristin Luis  
District Attorney Jason Woodbury  
City Manager Nancy Paulsen  
Sheriff Kenny Furlong

Re: Recommendation of Meliah Gonzales as next Chief of the Carson City Department of Alternative Sentencing

Dear panel members:

I write to recommend Meliah Gonzales as the next Chief of the Carson City Department of Alternative Sentencing. My reference is based upon my personal knowledge and experience working with Meliah.

Meliah started as my bailiff more than ten years ago. Through those years I have had contact with her about every working day and have had many experiences in both a professional and nonprofessional context. Meliah has earned my respect as a person, a bailiff, a member of the Department of Alternative Sentencing (DAS) team, a member of the court team, and a member of the Carson City community.

In spite of 18 years as a law enforcement officer Meliah has not developed a hard heart. She cares about people and that is particularly true when it comes to children. It is also true when it comes to the many, many people with broken lives who appear in court on criminal, family, and guardianship matters. She has often taken the initiative to try and provide assistance and/or services for litigants and their families.

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Letter to DAS Chief Panel  
Page 2

Meliah has performed her bailiff duties in an exceptional manner. She keeps the courtroom and surrounding areas safe through vigilant observation. She has a great ability to "read" people and monitors all those who visit the courtroom. She picks up on cues that signal rising emotions of litigants and has often calmed agitated litigants. She is great at anticipating events and taking action to avoid problems. She has a remarkable ability to notice signs of intoxication and being under the influence of drugs. I have often joked that she is the best drug dog in Carson City. She takes her work very seriously.

Meliah really cares about Carson City's DAS and its mission, and understands the importance of the actions of DAS officers on the workings of the court. She has, in my view, the correct vision for DAS—to help those on pretrial or pre-sentence release, or on probation to successfully meet the court-ordered conditions imposed upon them. DAS plays a critical role in public safety by supervising those who have been released from jail, and in assisting those charged with a crime to alter their behavior. By way of

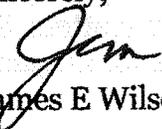
emphasis I repeat that Meliah really cares about Carson City's DAS. She wants it to be a great department. This can sometimes result in her being outspoken about improvements. She will work hard to improve Carson City's DAS and make it a model department. Several years ago Meliah was assigned to act as Chief for the Douglas County Department of Alternative Sentencing. Through this experience she demonstrated her knowledge, skill, and enthusiasm for Alternative Sentencing work and assisted their DAS department during a time in need, all the while improving its procedures and performance.

Seventeen years ago Meliah organized the Holiday with a Hero event that has become an annual event. This program provides gifts to needy children who might not otherwise receive gifts, and gives the opportunity for this population of children to have a positive experience with law enforcement personnel. She is committed to Carson City.

Meliah is respected and well-liked by the other members of the court team. She will be a dedicated, self-motivated, honest, progressive leader of Carson City's DAS. She will strive to improve the department and the services it provides. I wholeheartedly recommend Meliah as Carson City's next Chief of DAS.

I will be happy to answer any questions you may have.

Sincerely,



James E Wilson, Jr.

January 28, 2021

Dear Hiring Committee,

I write to you on behalf of Meliah Gonzales, both on a personal and professional level. I currently serve as a Social Services Chief for the Division of Child and Family Services (DCFS) and have served in some capacity with DCFS in Carson City for 10 years. I have known Meliah for more than 15 years and our professional lives have intersected for the past 10.

While Meliah and I do not share a profession, we have often leaned on each other to ensure the needs of the community have been met. Whether she was making a mandated reporter call to me per NRS 432B, or I was asking her a question about the time and date of an upcoming court hearing for a family, or we were serving together at the North Carson City Walmart buying and wrapping presents during Toys for Tots, I knew I could always depend on my relationship with Meliah to help me navigate important situations for families and individuals.

Small towns allow for relationships and relationships are of paramount importance to professionals in carrying out important services to the public. I know Meliah to be a connected and important part of Carson City's social services structure, and I believe Meliah has achieved her standing in our community as a result of her honesty, integrity, genuineness, and commitment to Carson City's public. Her connections and incoming knowledge will enable her to hit the ground running and partner with the community to ensure the duties of Alternative Sentencing are carried out in a way that meets the need.

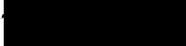
Meliah's experience and tenure as a law enforcement officer combined with her ingenuity and intelligence make her a perfect candidate for your position. I personally know she is excited and committed to the challenge of what taking on this position will mean for her. I participate in recruitment and hiring as a routine part of my job and feel confident when I say that appointing Meliah to Chief of Alternative Sentencing would be an excellent decision. I give her my absolute highest recommendation.

Please reach out if you have further questions and thank you for taking time to review my recommendation for Meliah Gonzales.

Sincerely,



Molly Blanchette



## 087 - Chief Alternative Sentencing

**Contact Information -- Person ID: 25592279**

Name: Timothy Lisle Guthrie Address:  
 Home Phone: Alternate Phone:  
 Email: tguthrie@carson.org Notification Preference: Email  
 Former Last Name: Month and Day of Birth: 12/30

**Personal Information**

Driver's License: Yes, Nevada ,  
 Can you, after employment, submit proof of your legal right to work in the United States? Yes  
 What is your highest level of education? Some College

**Preferences**

Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

**Objective**

My objective is to continue my role as an integral part of the Department of Alternative Sentencing moving from current assignment with DAS for the past five years as the Assistant Chief into the role as Chief. This will ensure the easiest transition as I have an intimate familiarity with DAS, which will then allow for the possibility of upward mobility within the Department of Alternative Sentencing.

**Education**

**College/University**  
*College of Southern Nevada*  
 9/1991 - 5/1994  
 North Las Vegas, Nevada  
 Did you graduate: No  
 Major/Minor: Criminal Justice  
 Degree Received: No Degree

**College/University**  
*University of Nevada Las Vegas*  
 9/1987 - 5/1988  
 Las Vegas, Nevada  
 Did you graduate: No  
 Major/Minor: Psychology/Criminal Justice  
 Degree Received: No Degree

**High School**  
*Bonanza High School*  
 9/1983 - 6/1987  
 Las Vegas, Nevada  
 Did you graduate: Yes  
 Highest Level Completed: 12  
 Did you receive a GED? No  
 Degree Received: High School Diploma

**Work Experience**

**Interim Chief**  
 1/2021 - Present  
 Department of Alternative Sentencing  
 885 East Musser St.  
 Carson City, Nevada 89701  
 7758872528  
 Hours worked per week: 40  
 # of Employees Supervised: 26  
 Name of Supervisor: Nancy Paulson - City Manager  
 May we contact this employer? Yes

**Duties**

Direct Supervision of Acting Asst. Chief, Office Manager and Case Manager. I have direct oversight of the budget, building security to include staff, oversight of NV POST training

compliance, oversight of Field Training Program. In addition I have oversight of the drug testing program, scheduling of all personnel to include security, Officer's to include Bailiff's and Marshal's, oversight of DUI Case Manager Grant, manage the Carson City's Emergency Notification program and agency representative at various functions and meetings.

In addition to the day to day oversight and operation, I enforce all city, state, and federal laws, rules and ordinances. I assist with the collection of specimens for drug testing and compile reports to include warrant requests, violation reports and arrest reports. I currently supervise a client data base of individuals to include Bail, Pre-Trial, Suspended Sentence, Court Monitored, Sentenced, Probation and individuals in various Specialty Courts as well as in Diversion Programs.

I currently hold Nevada POST Certificates to include CATEGORIE 1, 3, Supervisor, Intermediate, Advanced and Management. I have complete various courses towards my Nevada POST Executive Certificate at this time. In addition I have completed several courses towards completion of my State of Nevada Management Certificate.

### Reason for Leaving

N/A

### Assistant Chief

11/2015 - 1/2021

Carson City Department of Alternative Sentencing  
885 East Musser St.  
Carson City, Nevada 89701  
775-887-2528

Hours worked per week: 40

# of Employees Supervised: 25

Name of Supervisor: Tad Fletcher - Chief

May we contact this employer? Yes

### Duties

Supervision of individuals placed on Probation, Pre-Trial, Bail, Suspended Sentence, Pre-Sentence, Court Monitored Supervision and Diversion. Enforce any and all Local, State and Federal Laws. I oversee the Field Training Division, the Training Division, the Drug Lab, Reserve Officer Program, Court Officer's and Field Officer's. I am one of the agency's Background Investigators. Assume the Chief Officer's responsibilities upon his absence to include representation of the Department at various functions.

I have obtained my NV POST Category I, III, Supervisor, Intermediate, Advanced Certificates. I will be submitting for my Management Certificate by September of 2019 as I am completing the sixth and final phase for this certificate. I obtained my State of Nevada Management Certificate at the end of the year in 2019.

### Reason for Leaving

Appointed Interim Chief.

### Sergeant

8/2008 - 11/2015

Storey County Sheriff's Office  
205 South C Street  
Virginia City, Nevada 89440  
775-847-0950

Hours worked per week: 40

# of Employees Supervised: 10

Name of Supervisor: Tad Fletcher - Chief  
Deputy

May we contact this employer? Yes

### Duties

I enforce all State, Federal, and local laws, rules, and ordinances. I investigate crimes ranging from Misdemeanor's to Felonies as well civil disputes. I issue citations, make arrests, and document incidents by filing detailed reports. I have assisted with courtroom security as well as Bailiff duties. The SCSO also performs Preliminary Breath Tests as well as Random Urinary Analysis on subjects that have been court ordered to participate in court ordered programs. I have also served arrest warrants as well as various civil processes (such as summons, evictions, & lockouts) which have been issued by the court system. I have testified in court on various criminal complaints.

As a Supervisor with the Storey County SO, I supervise Deputies law enforcement related duties to include approving of reports, citations, and arrests for correctness and completeness. I complete annual evaluations on Deputies and have been assigned various internal investigations for allegations of misconduct and/or performance deficiencies.

I am current on all State of Nevada mandated POST training requirements and currently have my POST Category I & III Certificates as well as my Supervisor Certificate and POST Intermediate Certificate. I have all necessary training to obtain my POST Advanced POST Certificate and am in the process of obtaining it as well. I am a certified POST Instructor and have taught in a Reserve POST Academy. I hold a Field Training Officer, Hostage Negotiator and Intermediate Kinesis Certificates and many others which are available on request.

### Reason for Leaving

Career advancement

#### Lead/Senior Investigator III & IV

5/2000 - 8/2008

State of Nevada Taxicab Authority  
1785 East Sahara  
Las Vegas, Nevada 89104  
702-668-4000

Hours worked per week: 40

# of Employees Supervised: 5

Name of Supervisor: Eric Heine - Senior Investigator

May we contact this employer? Yes

#### Duties

To enforce all State, Federal, and local Rules & Ordinances with special interest related to the taxicab industry. I issued citations, made arrests, and completed detailed reports associated with investigations that were completed. I would testify in criminal as well civil court for various criminal and/or civil violations most often associated with the taxicab industry. I also participated in various undercover investigations that resulted in several criminal arrests and prosecutions.

As a Supervisor with the agency I would supervise subordinate Investigators as well as Airport Control Officer's. The duties include approval of citations, reports, and arrests. I would also supervise the field training of various Investigator's and participated directly with their training.

I was one of two Background Investigator's that conducted background investigations for new hires. I worked with Senior Investigator Heine to develop and implement the agency's Background Investigation Policy. An example of my supervising efforts to include working with surrounding agencies is as follows: I was directed by my Chief Investigator to conduct an Undercover Investigation that dealt with several employees of a large local cab company. I assigned several Officer's to conduct under cover operations and worked with surrounding law enforcement agencies. The net result were arrest warrants were issued. The net outcome ended with over 2,600 felonies. This was the accumulation of several months of investigation and working as a TEAM with various other law enforcement entities.

During my time with the State of Nevada, I held the ranks of Airport Control Officer, Investigator, Lead Investigator and Acting Senior Investigator.

### Reason for Leaving

Family relocated to Northern Nevada for wife's career and environment to raise our children.

#### Police Officer

8/1994 - 1/2000

Las Vegas Metropolitan Police Department  
400 East Stewart  
Las Vegas , Nevada 89101  
702-828-3111

Hours worked per week: 40

# of Employees Supervised: 15

Name of Supervisor: Dan Berry - Captain

May we contact this employer? Yes

#### Duties

To enforce all State, Federal, local Rules and Ordinances. I would issue citations, make arrests, and complete detailed reports for various incidents investigated. I would conduct proactive patrol

for the enforcement of various violations. I conducted various under cover investigations which culminated with an untold number of arrests. I worked as a Community Oriented Policing Liaison, which worked directly with various businesses to working together to solve problems before they became bigger problems. This allowed the citizens that were served to have a more direct say so in the policing of their neighborhoods and allowed the police to become more "vested" in the communities that they served.

I also directly supervised between 15 to 30 Officer's as a Field Training Officer. I would train and teach Officer's that had graduated from the Police Academy up to and including all aspects of law enforcement so that they could be a successful independent Officer. This included daily evaluations, weekly evaluations, and end of phase evaluations to determine the fitness for the new Officer to move to the next phase of training. On occasion I acted in the capacity as the Training Liaison for my training squad with the Police Academy Staff. This assignment allowed me to work with Academy staff for new training and updated law enforcement mandates that were used to help promote the field training of newly graduated Officer's. I also acted often times as the Desk Sergeant which entailed taking reports, determining criminal violations, making arrests and issuing media releases.

During my employment with the Las Vegas Metropolitan Police Department, I held the positions of Officer Recruit, Police Officer I, Police Officer II, Field Training Officer, Training Liaison, and Desk Sergeant.

**Reason for Leaving**

Resignation

**Corrections Officer**

6/1990 - 8/1994

City of Las Vegas Detention & Enforcement  
400 East Steward  
Las Vegas, Nevada 89101  
702-828-3111

Hours worked per week: 40

# of Employees Supervised: 5

Name of Supervisor: Duane Tate - Sergeant

May we contact this employer? Yes

**Duties**

I was tasked with the care and custody of individuals that were placed under arrest by surrounding law enforcement agencies. I was also sworn to uphold all State, Federal, local Rules & Ordinances as well as institutional violations committed by subjects incarcerated and subjects visiting individuals who were incarcerated. As a CO I was tasked with conducting computer background checks of individuals who were arrested as well as complete the fingerprinting and booking procedures of said individuals. I was also assigned as a Court Officer on various occasions. This position was responsible for ensuring that incarcerated individuals were transported to various court appearances. I also conducted video court which dealt directly with various magistrates with pre-trials, trials, and the resulting documentation of the magistrates rulings and orders.

During my time as a Corrections Officer I held the position of Safety Officer for the entire City of Las Vegas Detention and Enforcement agency which consisted of the Detention, Parking Enforcement, Animal Control, and Deputy Marshal's staff's. The position worked directly with the City of Las Vegas Fire Department dealing primarily with Fire Evacuation Drills and the chemical exposure (MSD's sheets) to insure proper procedures were conducted to ensure that the agency was within compliance. I also was a Recruiting Officer and would speak regularly at recruiting events. I also held the position of Training Corrections Officer. This position trained new Corrections Officer's primarily with the arrest booking process of individuals that were subject to arrest.

During my time with the City of Las Vegas Detention & Enforcement I held the positions of Corrections Officer I, Corrections Officer II, Training Corrections Officer II, Recruiting Officer, and Safety Officer.

**Reason for Leaving**

Career Advancement

**Certificates and Licenses**

Type: Nevada POST Category I  
 Number: I  
 Issued by: Nevada Police Officer Standards Taining---LVMPD  
 Date Issued: 1 /1995    Date Expires:

---

Type: POST Category III  
 Number: III  
 Issued by: State of Nevada POST--City of Las Vegas  
 Date Issued: 11 /1994    Date Expires:

---

Type: POST Supervisor's Certificate  
 Number: Supervisor  
 Issued by: State of Nevada POST  
 Date Issued: 6 /2012    Date Expires:

---

Type: POST Intermediate Certificate  
 Number: Intermediate Certificate  
 Issued by: State of Nevada POST  
 Date Issued: 3 /2015    Date Expires:

---

Type: POST Background Investigator  
 Number: Background Investigator  
 Issued by: State of Nevada POST  
 Date Issued: 6 /2004    Date Expires:

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Type: POST Advanced Certificate  
 Number:  
 Issued by: POST  
 Date Issued: 6 /2015    Date Expires:

---

Type: POST Management Certificate  
 Number: POST Management  
 Issued by: State of Nevada  
 Date Issued: 5 /2020    Date Expires:

**Skills**

Office Skills

Typing:    45  
 Data Entry: 0

---

Other Skills

Hostage Negotiator Intermediate - 2 years and 1 months  
 POST Bicycle Certified Intermediate - 20 years and 1 months

**Additional Information**

Volunteer Experience

While living in Las Vegas I became a counselor for the "Tough Love Program". This program was

geared to counseling and mentoring troubled teens that had become negatively involved with law enforcement. My Supervisor was the Commander of the City of Las Vegas Detention and Enforcement and his name is Ron Hughes.

Professional Memberships

I am a current member of the national organization known as the "EAGLES". This organization does voluntary work for the less fortunate and has been in existence for over 100 years.

Professional Memberships

After becoming a certified Hostage Negotiator, I joined the National Hostage Negotiation Society.

Interests & Activities

I thoroughly enjoy the outdoors and I love to fish and hunt spending time with my wife and three sons in the great outdoors whenever possible. I am a sports enthusiast and often help my sons sporting events to include football, baseball, and basketball.

References

Professional  
**Lambert, Bart**  
Deputy



Personal  
**Bailey, Kevin**  
Leutenant/Probation Officer



Personal  
**Gilbert, Paul**  
Douglas County Constable



Resume

Text Resume

Attachments

Attachment	File Name	File Type	Created By
Tim's 2021 Resume.pdf	Tim's 2021 Resume.pdf	Resume	Job Seeker

Agency-Wide Questions

1. Q: Have you been previously employed by Carson City?  
A: Yes

2. Q: How did you learn of this vacancy?  
A: Other

3. Q: Are you related to a current or former employee of Carson City?  
A: No

---

4. Q: If you stated "yes" to the above question, please state the employee's name and the department for which they work.

A: N/A

---

5. Q: Have you ever been convicted of a criminal offense (felony, gross misdemeanor or misdemeanor) and/or do you have criminal charges that were filed and are pending against you? Please answer "Yes" or "No". If you answer "Yes", please provide specific details for each occurrence including: 1. Date; 2. Location; 3. Charge and description of the offense; 4) Penalty/Disposition. If you have questions or concerns, please contact Human Resources at (775) 887-2103.

A: No

---

6. Q: Are you a veteran who has been honorably discharged from the United States military? If so, please attach a copy of your DD-214 "Certificate of Release or Discharge from Active Duty" to your application at time of submittal.

A: No

---

7. Q: Are you currently a citizen of the State of Nevada?

A: Yes

---

8. Q: By clicking on the "yes" button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that all offers of employment and all information regarding compensation and other terms and conditions of employment will be made in writing, verbal statements may not be relied upon. Employment is "at-will", unless specifically stated otherwise. "At will" means Carson City may terminate my employment at any time, with no advance notice, and for any reason or no reason. I understand that if I am asked, I will have to verify any and all information given on this application. I understand that this application is the property of Carson City and will not be returned. If I am hired, the application will become part of my personnel file. I authorize Carson City to investigate my background by contacting my references and to make an independent investigation of any character, conduct and employment records; including, but not limited to, criminal and traffic records. I hereby release all employers, schools, or persons from all liability in responding to inquiries in connection with my application. I understand that any misrepresentation, falsification, or material omission of information may result in my failure to receive an offer, or if I have been hired, in my dismissal from employment, regardless of length of employment. I will be required to submit to a criminal background check. I may be required to submit to a pre-employment drug and/or alcohol test. I understand that if I am hired into a sworn position with the Fire Department or an FTA/FMCSA covered position, I will be subject to random drug and/or alcohol testing. I may be required to participate in a written examination, oral examination, medical examination and/or any other examination deemed necessary by the Department/Office to determine if I meet the minimum qualifications of the position. I understand that I must notify Human Resources of any changes in my name, address, or phone number. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Carson City participates in E-Verify.

A: Yes

---

# Timothy L Guthrie

## Work Experience

Jan 2021-Present

### **Carson City Dept Alternative Sentencing**

Carson City, NV

#### ***Interim Chief***

- Direct supervision of assistant chief, office manager, case manager
- Budget oversight
- Represent agency at city and courthouse meetings
- Manager of city's emergency notification system
- DUI case manager grant oversight
- Supervise drug testing program, personnel, and facility
- Supervise sworn personnel, to include full time DAS officers, court bailiffs/marshals, as well as civilian staff
- Oversight of building security, to include staff
- Oversight of NV POST training compliance
- Oversight of field training program
- Background investigator

Nov 2015-Jan 2021

### **Carson City Dept Alternative Sentencing**

Carson City, NV

#### ***Assistant Chief***

- Enforce all city, county, state and federal laws and ordinances, with emphasis on NRS 211A.125
- Supervise drug testing program, personnel, and facility
- Supervise sworn personnel, to include full time DAS officers, court bailiffs/marshals, as well as civilian staff
- Oversight of building security
- Oversight of NV POST training compliance
- Direct supervision of field training program
- Background investigator
- Assist with budgetary concerns

July 2008-Nov 2015

**Storey County Sheriff's Office**

Storey County, NV

**Sergeant**

- Enforced all city, county, state and federal laws and ordinances
- Supervised sworn officers
- Supervised field training division
- Oversight of fleet operations
- Deputy coroner

June 2000-July 2008

**State of NV Transportation Authority**

Las Vegas, NV

**Lead/Senior Investigator**

- Enforced all city, county, state and federal laws and ordinances, with emphasis on NRS 706
- Supervised sworn investigators, as well as sworn airport officers
- Background investigator
- Training officer

Aug 1994-Jan 2000

**Las Vegas Metropolitan Police Department**

Las Vegas, NV

**Officer/Field Training Officer**

- Enforced all city, county, state and federal laws and ordinances
- Trained new officers
- Desk sergeant-report taking, media relations

June 1990-July 1994

**Las Vegas Dept of Detention and Enforcement**

Las Vegas, NV

**Corrections Officer/Training Officer**

- Enforced all city, county, state and federal laws and ordinances
- Booked arrested subjects
- Trained new officers
- Division safety officer
- Assisted with recruitment

**Education**

1989-1991

**College of Southern Nevada**  
Las Vegas, NV  
Major in Criminal Justice

1987-1988

**University of NV, Las Vegas**  
Las Vegas, NV  
Major in Psychology/Criminal Justice

## **Certificates**

- State of NV POST: Cat I, Cat III, Supervisor, Intermediate, Advanced, Management
- Executive certificate (in process)
- Over 10 certificates in employee relations
- State of NV hostage negotiator
- Certified background investigator
- State of NV physical agility testing administrator
- Additional, miscellaneous certificates (available upon request)

## **Personal**

- Children: Jacob (23), Brian (18), Zachary (16)
- Hobbies: hunting, fishing, travel, and sports

087 - Chief Alternative Sentencing

Contact Information -- Person ID: 18981185

Name: Justin M Ryba Address:
Home Phone: Alternate Phone:
Email: jryba11@gmail.com Notification Preference: Email
Former Last Name: Month and Day of Birth: 01/16

Personal Information

Driver's License: Yes, Nevada,
Can you, after employment, submit proof of your legal right to work in the United States? Yes
What is your highest level of education? Associate's Degree

Preferences

Types of shifts you will accept: Day, Evening, Night, Rotating, Weekends, On Call (as needed)

Objective

I will ensure that the objective of Alternative Sentencing is to provide the tools necessary for our probationers to participate in their recovery and live a productive life.

Education

Professional Did you graduate: Yes
Western Nevada College Major/Minor: POST Category I
1/2007 - 8/2007 Degree Received: Certification
Carson City, Nevada

College/University Did you graduate: Yes
Western Nevada College Major/Minor: Associate of Science in Graphic
[Unspecified Start] - 6/2003 Communications
Carson City, Nevada Degree Received: Associate's

High School Did you graduate: Yes
Carson High Highest Level Completed: 12
8/1996 - 6/1999 Did you receive a GED? No
Carson City, Nevada Degree Received: High School Diploma

Work Experience

Probation Officer Hours worked per week: 40
6/2009 - Present # of Employees Supervised: 11
Carson City Department of Alternative Name of Supervisor: Tad Fletcher - Chief
Sentencing May we contact this employer? Yes
885 E Musser St.
Carson City, Nevada 89701
775-887-2528

Duties

- Senior Firearms Instructor, since 2015. Develop and coordinate course to evaluate and train sworn staff in firearm proficiency. Evaluate sworn officers and track compliance. Work with sworn staff to correct any deficiencies.
Field Training Officer, since 2014. Updated the field training program. Supervise, motivate, train and evaluate new officers.
Custodian of Records, since 2013. Calibrate Preliminary Breath Test devices and maintain

records to ensure compliance with the law.

- Supervise misdemeanor probationers, bail, pre-trial and presentenced misdemeanor defendants, gross misdemeanor defendants, and felony defendants and manage misdemeanor caseloads.
- Assist probationers with resolving, housing, employment and social services problems.
- Conduct probationer intakes, drug and alcohol testing, and home visits. Prepare detailed reports to ensure adherence to court ordered requirements.
- Prepare violation reports and make treatment recommendations, if necessary. Testify in court.
- Participated as team member in specialty courts.
- Attend trainings to maintain knowledge of best practices in specialty courts and laws related to department activities.
- Contribute to the efficiency and effectiveness of the Department.
- Working knowledge of Courtview.

**Reason for Leaving**

This would be an internal promotion.

**Deputy**

10/2007 - 6/2009

Carson City Sheriff's Office  
911 E. Musser St.  
Carson City, Nevada 89701  
775-887-2020

Hours worked per week: 40  
# of Employees Supervised: 0  
Name of Supervisor: Glenn Fair - Sergeant  
May we contact this employer? Yes

**Duties**

- Prepared detailed reports for criminal investigations and court testimony.
- Gathered and recorded data to complete inmate bookings.
- Managed proper transportation of inmates to and from the courtrooms and other law enforcement medical facilities.
- Increased inmate safety by closely monitoring activity at the jail, including inmate behavior and hazards.
- Dispensed medications to inmates.

**Reason for Leaving**

Transferred to CC Dept. of Alternative Sentencing after a position came available.

**Certificates and Licenses**

Type: Nevada POST Intermediate Certificate

Number: POST ID # 27153

Issued by: Nevada POST

Date Issued: 6 /2014 Date Expires:

Type: Nevada POST Advanced Certificate

Number: POST ID# 27153

Issued by: Nevada POST

Date Issued: 6 /2014 Date Expires:

Type: Nevada POST Basic Instructor  
Development Certificate

Number: POST ID# 27153

Issued by: Nevada POST

Date Issued: 9 /2013 Date Expires:

Type: Field Training Officer Certificate

Number:  
Issued by: Douglas County Sheriff's Office  
Date Issued: 10 /2014 Date Expires:

---

Type: Firearms Instructor School  
Number:  
Issued by: FBI  
Date Issued: 5 /2015 Date Expires:

---

Type: Nevada POST Supervisor Certificate  
Number: POST ID # 27153  
Issued by: Nevada POST  
Date Issued: 12 /2016 Date Expires:

---

Type: First Aid / CPR Certificate  
Number: 206005900632  
Issued by: Superior Life Support Inc.  
Date Issued: 9 /2020 Date Expires: 9 /2022

**Skills**

Office Skills  
Typing:  
Data Entry:

---

Languages

English - Speak, Read, Write

**Additional Information**

**References**

Personal

**Goodman, Andrew**



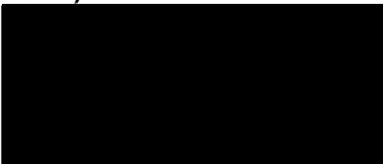
Professional

**Guimont, Bob**



Professional

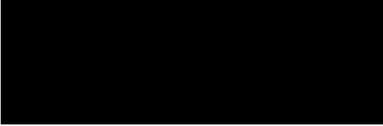
**Tatro, John**



Personal

**Summers, Cate**

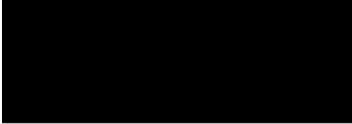
Nevada Army National Guard, Command  
Sergeant Major (Retired)



Professional

**Bryan, Mary**

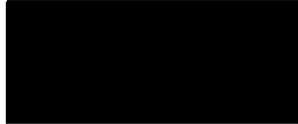
MFT, LADC, NCAC II, Treatment Coordinator MTC



Professional

**Hale, Martin**

District Court Bailiff (Juvenile Court)



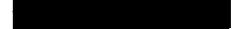
Professional

**Rivera, Christopher**

Carson City Sheriff's Office Detective

911 E Musser St.

Carson City, 89701

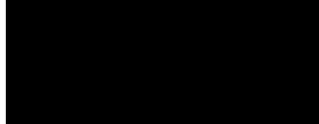


[crivera@carson.org](mailto:crivera@carson.org)

Professional

**George, Ana**

Douglas County Sheriff's Administrative Assistant



Personal

**Karasek, Kellie**

4748 Lango Dr.



Professional

**Doan, Yvette**

Chief of Douglas County Alternative Sentencing



[ydoan@douglas.nv.gov](mailto:ydoan@douglas.nv.gov)

**Resume**

**Text Resume**

**Attachments**

**Attachment**

**File Name**

**File Type Created By**

Ryba Letter of Rec.pdf	Ryba Letter of Rec.pdf	<b>References</b>	Job Seeker
Ryba Letters of Recognition.pdf	Ryba Letters of Recognition.pdf	<b>Other</b>	Job Seeker
Ryba Certificates.pdf	Ryba Certificates.pdf	<b>License</b>	Job Seeker
Ryba Cover Letter.pdf	Ryba Cover Letter.pdf	<b>Cover Letter</b>	Job Seeker
Ryba Resume.pdf	Ryba Resume.pdf	<b>Resume</b>	Job Seeker

### Agency-Wide Questions

1. Q: Have you been previously employed by Carson City?

A: Yes

2. Q: How did you learn of this vacancy?

A: Other

3. Q: Are you related to a current or former employee of Carson City?

A: No

4. Q: If you stated "yes" to the above question, please state the employee's name and the department for which they work.

A: No

5. Q: Have you ever been convicted of a criminal offense (felony, gross misdemeanor or misdemeanor) and/or do you have criminal charges that were filed and are pending against you? Please answer "Yes" or "No". If you answer "Yes", please provide specific details for each occurrence including: 1. Date; 2. Location; 3. Charge and description of the offense; 4) Penalty/Disposition. If you have questions or concerns, please contact Human Resources at (775) 887-2103.

A: No

6. Q: Are you a veteran who has been honorably discharged from the United States military? If so, please attach a copy of your DD-214 "Certificate of Release or Discharge from Active Duty" to your application at time of submittal.

A: No

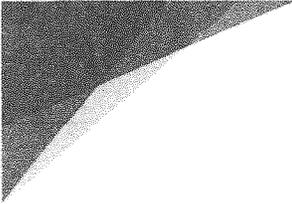
7. Q: Are you currently a citizen of the State of Nevada?

A: Yes

8. Q: By clicking on the "yes" button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that all offers of employment and all information regarding compensation and other terms and conditions of employment will be made in writing, verbal statements may not be relied upon. Employment is "at-will", unless specifically stated otherwise. "At will" means Carson City may terminate my employment at any time, with no advance notice, and for any reason or no reason. I understand that if I am asked, I will have to verify any and all information given on this application. I understand that this application is the property of Carson City and will not be returned. If I am hired, the application will become part of my personnel file. I authorize Carson City to investigate my background by contacting my references and to make an independent investigation of any character, conduct and employment records; including, but not limited to, criminal and traffic records. I hereby release all employers, schools, or persons from all liability in responding to inquiries in connection with my application. I understand that any misrepresentation, falsification, or material omission of information may result in my failure to receive an offer, or if I have been hired, in my dismissal from employment, regardless of length of employment. I will be required to submit to a criminal background check. I may be required to submit to a pre-employment drug and/or alcohol test. I understand that if I am hired into a sworn position with the Fire Department or an FTA/FMCSA covered position, I will be subject to

random drug and/or alcohol testing. I may be required to participate in a written examination, oral examination, medical examination and/or any other examination deemed necessary by the Department/Office to determine if I meet the minimum qualifications of the position. I understand that I must notify Human Resources of any changes in my name, address, or phone number. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Carson City participates in E-Verify.

A: Yes



# JUSTIN RYBA

| jryba11@gmail.com |

January 25, 2021

To Whom it May Concern,

Having spent the majority of my career with the Department of Alternative Sentencing, I am enthusiastically applying for the position of Chief of the Department of Alternative Sentencing. I believe that I am highly qualified for this position. I have extensive knowledge of the current workings of the Department and would like to continue to create and develop positive changes in it. I would also like to create a partnership between Alternative Sentencing and the community.

I started my law enforcement career in 2007 as a Deputy Sheriff with the Carson City Sheriff's Office. In this position, I honed my skills in writing reports, investigating crimes, and testifying in court. This position required knowledge of applicable laws as well as local geography. I transferred to the Carson City Department of Alternative Sentencing in 2009 and have been employed with the Department since. As an officer, I have been very active in the rehabilitation and supervision of my probationers. I have sought to improve my skills in this area by attending trainings, actively participating in specialty courts, taking on additional duties, and looking for ways to improve the Department. For example, I have improved communication with probationers by creating standardized forms to ensure probationers are aware of their responsibilities and commitments. I have also developed and written policies and procedures on a legal calibration standard for the Department's use of Preliminary Breath Tests. Finally, I took on the positions of Department Range Master and Field Training Officer to help improve the skills of my fellow officers.

As a Range Master, I developed and coordinated a course to evaluate and train the sworn staff in firearm proficiency. As a Field Training Officer, I developed the training program and have trained 11 Alternative Sentencing Officers. Each of these positions required that I supervise, schedule, evaluate, track compliance, and work with officers to correct any deficiencies. I also have ambitions to further improve the Department by using technology to interact with the probationers, increasing officer contact with probationers, and shifting the focus of the Department to strive for rehabilitation rather than incarceration.

The success of this Department and of our probationers is extremely important to me not only professionally, but personally. I grew up in Carson City and graduated from Carson High. I live in this community, and I am raising my family in this community. The majority of the probationers that the Department supervises are our neighbors, our friends, and our community members. As an officer, if my probationers can be rehabilitated and returned to the community as productive citizens, then I have helped to improve our community and made it a safer place to live and raise your children. As Chief, I will ensure that the objective of Alternative Sentencing is to provide the tools necessary for our probationers to participate in their recovery and live a productive life.

Thank you for taking the time to read this letter. I hope that you will consider me for this position.

Sincerely,



Justin Ryba

# JUSTIN RYBA

| jryba11@gmail.com |

## P.O.S.T. Certifications

**Supervisor Certificate**  
Nevada P.O.S.T.  
Carson City, NV  
December 2016

**Advanced Certificate**  
Nevada P.O.S.T.  
Carson City, NV  
June 2014

**Intermediate Certificate**  
Nevada P.O.S.T.  
Carson City, NV  
June 2014

**Basic Certificate**  
Nevada P.O.S.T. /  
Western Nevada College  
Carson City, NV  
August 2007

## Education

**Associate of Science** in  
Graphic Communications,  
Western Nevada College  
Carson City, NV  
June 2003

**High School Diploma,**  
Carson High School  
Carson City, NV  
June 1999

## Law Enforcement Experience

June 2009 - Current

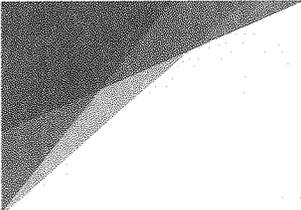
**Probation Officer**, Carson City Department of Alternative Sentencing,  
Carson City, NV

- **Senior Firearms Instructor**, since 2015.  
Develop, schedule, and coordinate course to evaluate and train sworn staff in firearm proficiency. Evaluate sworn officers and track compliance. Work with sworn staff to correct any deficiencies.
- **Field Training Officer**, since 2014.  
Updated the field training program. Supervise, motivate, train and evaluate new officers.
- **Custodian of Records**, since 2013.  
Calibrate Preliminary Breath Test devices and maintain records to ensure compliance with the law.
- Supervise misdemeanor probationers, bail, pre-trial and presentenced misdemeanor defendants, gross misdemeanor defendants, and felony defendants and manage misdemeanor caseloads.
- Assist probationers with resolving housing, employment and social services problems.
- Conduct probationer intakes, drug and alcohol testing, and home visits. Prepare detailed reports to ensure adherence to court ordered requirements.
- Prepare violation reports and make treatment recommendations, if necessary. Testify in court.
- Participated as team member in specialty courts.
- Attend trainings to maintain knowledge of best practices in specialty courts and laws related to Department activities.
- Contribute to the efficiency and effectiveness of the Department.
- Working knowledge of Courtview.

October 2007 – June 2009

**Sheriff's Deputy**, Carson City Sheriff's Office, Carson City, NV

- Prepared detailed reports for criminal investigations and court testimony.
- Gathered and recorded data to complete inmate bookings.
- Managed proper transportation of inmates to and from the courtrooms and other law enforcement medical facilities.
- Increased inmate safety by closely monitoring activity at the jail, including inmate behavior and hazards.
- Dispensed medications to inmates.



# JUSTIN RYBA

| jryba11@gmail.com |

## Law Enforcement Training

**Heartsaver First Aid CPR AED**, Superior Life Support, Inc.  
Carson City, NV | September 2020

**RISE 2019 Treatment Court Conference**, National Association of Drug Court Professional.  
Washington D.C. | July 2019

**Firearms Instructor School in Law Enforcement**, Federal Bureau of Investigations.  
Carson City, Nevada | May 2015

**Field Training Officer in Law Enforcement Administration**, Douglas County Sheriff's Office.  
Minden, Nevada | October 2014

**Preliminary Breath Test Calibration Certificate**, Washoe County Sheriff's Office Forensic Science  
Division.  
Reno, Nevada | June 2013

**Basic Instructor Development in Law Enforcement**, Nevada P.O.S.T.  
Carson City, Nevada | September 2013

**Crisis Intervention in Law Enforcement**, Regional Public Safety Training Center.  
Reno, Nevada | May 2013

**GPS Monitoring System Training**, Satellite Tracking of People, LLC.  
Chicago, Illinois | August 2010

**Pharmaceutical Diversion Enforcement Certificate**, Reno Police Department and Join Together  
Northern Nevada.  
Carson City, Nevada | April 2010

**Interview and Interrogation in Law Enforcement Investigation and Interviewing**,  
St. Petersburg College.  
Clearwater, Florida | September 2009



# Memorandum

*"Action, Urgency, Excellence"*

To: Carson City Courts  
From: Detective Christopher Rivera  
Date: January 15, 2021  
Subject: Justin Ryba Recommendation

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Dear Sir or madam,

I would like to recommend Officer Justin Ryba for the Chief of Alternative Sentencing. I have worked with Officer Ryba since August of 2008. I met with Officer Ryba who was assigned to me for his first phase training in the Field Training Officer program. During training, I noted that Deputy Ryba learned from every call for service and worked hard to better himself.

I was sad to see that Officer Ryba left the sheriff's office to pursue a position at the courts working as an Alternative Sentencing Officer. In this position, Officer Ryba continued his positive work ethic. Officer Ryba worked well within the small unit and has been a staple in that office. Officer Ryba has remained a dedicated member and shown leadership to this team.

While speaking with Officer Ryba I have seen him balance his duties of enforcing court conditions and working with probationers to better their lives. He is able to enforce the laws and court orders, but also gives probationers and pre-trial subjects the ability to successfully complete their programs and return to a normal life. Officer Ryba handles probationers professionally and accordingly. He shows teamwork and leadership skills within his department as well as when working with other agencies. Officer Ryba makes himself available to assist as necessary. Recently, Officer Ryba volunteered to work a detail to assist the Sheriff's Office with supplemental manning as requested for a Presidential Detail. This was last minute notice and Officer Ryba made himself available to assist in any capacity.

Officer Ryba has worked at achieving this position as a career goal and used any adversity as fuel to drive him towards achieving this goal. Officer Ryba has an excellent reputation with the courts and completes well written reports that are accepted by his supervisors.

Officer Ryba is an excellent candidate for this position and has many qualities that will benefit the office of Chief of Department of Alternative Sentencing.

Detective Christopher Rivera

A handwritten signature in black ink, appearing to read 'Christopher Rivera', written over a horizontal line.

January 13, 2021

To Whom it May Concern:

Justin has been known to me both personally and professionally for almost 11 years. He and I have worked in a parallel fashion when I was Director at Community Counseling Center and he was a law enforcement officer for Carson City. I believe that I can vouch for his significant dedication, commitment, hard work, and integrity. Justin has great physical and mental capabilities which make him an excellent law enforcement officer.

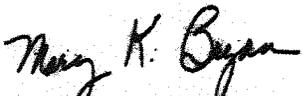
He has always been very serious towards his training, fitness, and the safety of others. He is a responsible man who takes ownership of his behaviors and actions seriously. He is involved in the community and has a strong sense of civic duty.

In addition to being professionally equipped for the work in the department of Alternative Sentencing he is kind and attentive to details. He is well trained and is well spoken and presents well in the community.

Justin has always demonstrated a straightforward honesty and ability to get along with people. He is an excellent candidate for promotion in the Department of Alternative Sentencing.

Thank you for your consideration of this candidate.

Sincerely,



Mary K Bryan MFT, LADC

MHC Coordinator since 2014

Previous Administrator at Community Counseling Center for 35 years



January 24, 2021

To Whom it May Concern:

I am writing this letter to provide my recommendation for Justin Ryba for the position of Chief of the Carson City Department of Alternative Sentencing.

I have known Officer Ryba for a number of years. First, as a Deputy Sheriff at the Carson City Sheriff's Office, and later as an Alternative Sentencing Officer at the Carson City Department of Alternative Sentencing. I have observed Officer Ryba work with the courts, criminal defendants, jails, inmates and other county employees. In my interactions with Officer Ryba he has always carried himself in a professional manner. I have been impressed by his strong communication skills, his well-rounded experience, and his ability to establish a great rapport with other agencies. Officer Ryba is knowledgeable of the laws affecting the department and the various resources available that help facilitate his supervision of defendants.

I am confident that, if chosen for the position, Officer Ryba will perform the function of Chief of the Carson City Department of Alternative Sentencing with distinction. Therefore, I am pleased to provide him with my letter of recommendation.

Please feel free to contact me if you have any questions or if I can be of further assistance. Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Ana George". The signature is written in black ink and is positioned above the typed name and title.

Ana George  
Administration Assistant  
Douglas County Sheriff's Office  
775-782-9901

**SUBJECT:** Recommendation for Justin Ryba

January 12, 2021

Dear Evaluation Board:

I have known Officer Justin Ryba since July 2011. I had the opportunity to work with Officer Ryba while I was employed as a probation officer with the Carson City Department of Alternative Sentencing from July 2011 to April 2014. I enjoyed working with Officer Ryba during the years we were assigned as partners, and was always confident in his abilities as an officer.

While working with Officer Ryba, I observed a very motivated individual who is very dedicated to the responsibilities associated with those various assignments that belong to probation officers with the Department of Alternative Sentencing. He was thorough in fulfilling the required tasks and did not cut corners. He was not interested in seeing work completed with minimal effort, but was highly motivated in fulfilling all aspects of the job. Officer Ryba sought out additional assignments with the department such as Range Master, Field Training Officer, and other needed responsibilities within the organization, because he was genuinely interested in the overall success of the organization. Officer Ryba took the initiative to learn all aspects and responsibilities that are associated with the Department of Alternative Sentencing so that he could effectively run the organization, should management not be available.

Officer Ryba's knowledge has afforded him the necessary skills he will need to fulfill a supervisory position with the Department of Alternative Sentencing should he be selected for a management position. Please feel free to contact me if you have any questions.

Regards,



Martin Hale, Bailiff

██████████  
mhale@carson.org



STATE OF NEVADA OFFICE OF THE MILITARY  
OFFICE OF THE ADJUTANT GENERAL 2460  
FAIRVIEW DRIVE  
CARSON CITY, NEVADA 89701



15 January 2021

**SUBJECT:** Recommendation Letter for Justin Ryba

To Whom It Whom It May Concern:

It is my pleasure to strongly recommend Justin Ryba for the Chief of Alternative Sentencing position. I have had the opportunity to supervise Officer Ryba over a number of years as well as work as partners while assigned to patrol duties. I was impressed with his technical and tactical skills and the manner in which he performed and conducted himself while on and off duty.

Officer Ryba's dedication to his profession and his responsibility to the assigned duties of which he was sworn to uphold was performed with a profound level of professionalism. He was selected for additional duties such as Range Master, Field Training Officer, and Evidence Custodian Officer because of his attention to detail and highly skilled mindset. While as a training officer, I was impressed with the level of focus and intent of his supervision, ensuring that the trainees assigned to him were receiving and performing to a high standard.

Officer Ryba sought to maximize his knowledge of human behaviors and the law by attending a Crisis Intervention Course. This training afforded him the ability to emphasize and recognize the needs of persons with mental illnesses and link them to appropriate services. This also gave him a clearer understanding of the challenges that probationers assigned to Mental Health Court would face and how to communicate and assist them while they successfully complete their probationary term.

Officer Ryba is a lifelong member of the Carson City Community and has a vested interest in the safety for his family and the citizens of this county. His unique ability to seek and explore the expanding ecosystem that law enforcement operates in will allow him to be a strong leader among his peers as well as the citizens of Carson City, Nevada.

CATHERINE E. SUMMERS  
State Family Program Director  
Nevada Army National Guard



DEPARTMENT OF ALTERNATIVE SENTENCING

885 East Musser Street, Suite 2080  
Carson City, Nevada 89701  
Phone (775) 887-2528 Fax (775) 887-2302



Tad Fletcher, Chief

---

To: Officer Justin Ryba  
From: Assistant Chief T. Guthrie / Department of Alternative Sentencing  
Date: August 31, 2017  
Subject: Officer Involved Shooting

Officer Ryba,

Recently a Carson City Sheriff's Office Deputy was involved in an incident where he was brutally attacked by a subject. The Deputy received several substantial lacerations, but was able to ward off the attack and deploy his firearm. Multiple Officers' from several agencies responded to include yourself to render aid to the fallen Deputy.

You took the initiative to stay off of the radio, which was extremely chaotic due to the evolving situation, and responded to the intersection of Carson and College. Upon arrival at the intersection, you secured all vehicle travel which allowed the Sheriff's Office to transport the injured Deputy to the Carson Tahoe Hospital. Your actions ensured that the Deputies transporting the injured Deputy could continue to the Hospital in an expedited and safe manner.

I recently received a phone call from Sergeant Daniel Gonzalez of the Carson City Sheriff's Office who wished to thank you for your actions. He informed me that by you staying clear of the chaotic radio traffic and doing what needed to be done, allowed necessary and emergency traffic to proceed unobstructed.

I would like to take this opportunity to thank you personally for your actions on this particular day. Your actions were representative of the actions we expect and demand from our Officers and is very much appreciated.

Respectfully,

T. Guthrie / Assistant Chief--DAS



DEPARTMENT OF ALTERNATIVE SENTENCING

885 East Musser Street, Suite 2080  
Carson City, Nevada 89701  
Phone (775) 887-2528 Fax (775) 887-2302



Tad Fletcher, Chief

---

**TO: Officer Justin Ryba**  
**FROM: Assistant Chief T.Guthrie**  
**Date: February 22, 2016**  
**Subject: Commendation**

On 021916 I was contacted by Mrs. Benavidez who wanted to talk with me in regards to her son who is a client of the Department of Alternative Sentencing. Mrs. Benavidez informed me that she was contacted by you and your partner Officer Lambert. She said that the interaction she had today with the two DAS Officers was very refreshing, as she had had prior contact with two former DAS Officers that was less than professional.

Mrs. Benavidez said that you and Officer Lambert took the time to explain the law to both her and her son which put her at ease. She was very happy with your professionalism and manner as you spoke with her.

I would personally like to thank you for your professionalism during this contact with Mrs. Benavidez. Often times our profession only hears about the negative contact we have with individuals, and it is this positive interaction with the community that we strive for. Again, I want to thank you for your professionalism that you have shown as a representative of our agency.

Sincerely,

Assistant Chief T.Guthrie

JUSTICE AND MUNICIPAL COURT OF CARSON TOWNSHIP  
CARSON CITY, NEVADA

JUDGE THOMAS R. ARMSTRONG  
Department I



JUDGE JOHN TATRO  
Department II

May 4, 2017

Chief Tad Fletcher;

I am writing this letter to inform you that Officer Justin Ryba has been performing exceptionally in his duties as they relate to Mental Health Court. Officer Ryba has taken the time to learn about each participant and familiarize himself with their needs. Justin is energetic and very diligent in his work in this specialty court.

Justin monitors participants closely for violations but more importantly is working with them to help them achieve stability and work toward independence. Many of the participants look to Justin as a role model and work hard in their programs as a result.

I appreciate Officer Ryba's work in Mental Health Court and his overall positive attitude.

Sincerely,

A handwritten signature in black ink, appearing to read "John Tatro", written over a white background.

Judge John Tatro  
Justice/Municipal Court Judge

Telephone: (775) 887-2121 ♦ Facsimile: (775) 887-2297  
885 East Musser Street, Suite 2007, Carson City, Nevada 89701-4475  
For Hearing Impaired Use 711



*Federal Bureau of Investigation  
Certificate of Training*

awarded to:

*Justin M. Ryba*

for completing 40 hours of

**Firearms Instructor School**

**May 18—22, 2015**

**Carson City, NV**

Nevada Post Certified: P0168002



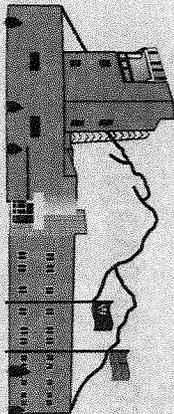
*Randall Bolelli*

ASAC Randall Bolelli, Acting Special Agent in Charge

May 22, 2015

Date

**Regional Public Safety Training Center**



*Hereby Awards this*

**Certificate of Completion**

*to*

**Justin Ryba**

*for successfully completing 40 hours of training in*

**Crisis Intervention**

*May 10, 2013*

Presented by John Burrows  
Veteran's Affairs Police Department

A handwritten signature in black ink, appearing to read 'John Burrows'. The signature is written in a cursive style.

*NV POST Certificate # P2080014*

Office of the Sheriff - Douglas County, Nevada

# Certificate of Completion

This is to certify that

*Jessie Ryker*

has successfully completed a 40-hour course of instruction in

Field Training Officer

as presented by the

Douglas County Sheriff's Department

on this 23rd day of October, 2014

*Ron Fern*

Sheriff, Ron Fern

*J.R.*

Instructor

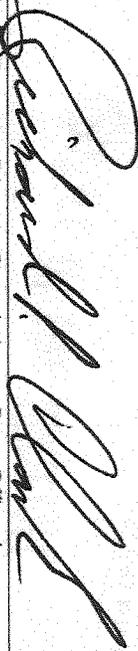
# STATE OF NEVADA

COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING

**Certifier**

**JUSTIN M. RYBA**

Has completed 40 hours of instruction in a course entitled  
BASIC INSTRUCTOR DEVELOPMENT . This training is presented  
under authority of and is consistent with Nevada Revised Statutes.

  
Executive Director Commission on Peace Officers'  
Standards and Training

Post Pin # 27153

Presented this 24th day of September, 2013

STATE OF NEVADA

COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING

Hereby Awards the

Intermediate Certificate

To

JUSTIN M. RYBA

For having fulfilled the requirements for Intermediate Certification as prescribed by Nevada Revised Statutes.

*Handwritten signature of Governor*

Governor

*Handwritten signature of Executive Director*

Executive Director, Commission on Peace Officers' Standards and Training

Presented this 2nd day of June, 2014

POST ID # 27153

# STATE OF NEVADA

COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING

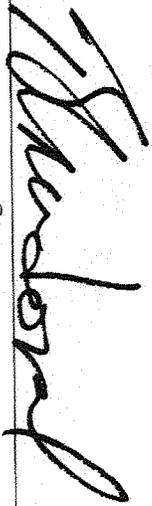
## Advanced Certificate

Hereby Awards the

To

**JUSTIN M. RYBA**

*For having fulfilled the requirements for Advanced Certification  
as prescribed by Nevada Revised Statutes.*



Governor



Executive Director, Commission on Peace Officers' Standards and Training

Presented this 2nd day of

June

2014

POST ID # 27153

STATE OF NEVADA

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

Hereby Awards the

Supervisor Certificate

To

Justin M. Ryba

For having fulfilled the requirements for Certification as prescribed by Nevada Administrative Codes.

*[Signature]*

Governor

*[Signature]*

Executive Director, Commission on Peace Officer Standards and Training

POST ID No.

27153

Presented this 19th

day of December

, 2016

## 087 - Chief Alternative Sentencing

**Contact Information -- Person ID: 46190961**

Name: Marlina Marie Stone Address:

Home Phone: Alternate Phone:

Email: stonem1946caddy@gmail.com Notification Email

Former Last Name: Melo Preference: Month and Day of Birth: 03/05

**Personal Information**

Driver's License: Yes, Nevada ,

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Bachelor's Degree

**Preferences**

Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

**Objective**

I am available to work any assigned shifts, hours, rotating schedule that is available and remain on call.

**Education**

**College/University** Did you graduate: Yes  
*San Jose State* Major/Minor: Major: Criminal Justice  
 www.sjsu.edu Administration, Minor: Sociology  
 9/2001 - 5/2003 Units Completed: 123 Semester  
 San Jose, California Degree Received: Bachelor's

**Work Experience**

**Marshal Sergeant** Hours worked per week: 40  
 11/2016 - Present # of Employees Supervised: 12  
 Municipal Court Name of Supervisor: W. Gregg Deighton - Chief  
 https://www.reno.gov/government/municipal- May we contact this employer? Yes  
 court  
 1 S. Sierra Street  
 Reno, Nevada 89509  
 775-334-2290

**Duties**

Under direction, supervises, assigns, reviews, and participates in the work of staff responsible for providing Marshal services for the Reno Municipal Court; ensures work quality and adherence to established policies and procedures; and performs the more technical and complex tasks relative to assigned area of responsibility.

**Reason for Leaving**

I want to experience a new level of responsibility.

**Marshal Sergeant** Hours worked per week: 40  
 9/2006 - 11/2016 # of Employees Supervised: 12  
 Municipal Court Name of Supervisor: W. Gregg Deighton - Chief  
 https://www.reno.gov/government/municipal- May we contact this employer? Yes

court  
1 S. Sierra Street  
Reno, Nevada 89509  
775-334-2290

**Duties**

Supervise, assign, review and participate in Marshal services to include Hard Working alternative sentencing, specialty court, community outreach, court operations, Leadership

court security, serving warrants, court orders and pre-trial services.

Maintain and organize the yearly departmental training.

Languages

Participate in managing grant funded specialty court programs.

Portuguese

Marshal, Municipal Court, Reno

Spanish

September 2006 - November 2016

**Reason for Leaving**

I am seeking an opportunity to enhance my current skill set and challenge my career growth and development.

**Certificates and Licenses**

Type: Indiko Plus Operator Certified

Number: unk

Issued by: Thermo Fisher

Date Issued: 6 /2015 Date Expires: 6 /2016

Type: December 2004 - Present

Number:

Issued by:

Date Issued: 12 /2004 Date Expires: 1 /2021

Type: Field Training Officer

Number:

Issued by:

Date Issued: 8 /2015 Date Expires:

Type: Taser Instructor

Number: 991118007321412871346C

Issued by: Taser International

Date Issued: 9 /2008 Date Expires: 9 /2010

Type: Drug Recognition Expert

Number: DRE017592

Issued by: IACP Drug Evaluation and Classification Program

Date Issued: 5 /2010 Date Expires: 7 /2012

Type: Basic, Intermediate, Advanced and Supervisor POST

Number:

Issued by: Nevada POST

Date Issued: 12 /2004 Date Expires: 12 /2019

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Type: Basic and Advanced SWAT school

Number:

Issued by: Federal Bureau of Investigation

Date Issued: 8 /2008 Date Expires:

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Type: NADCP Drug Court Conferences

Number:

Issued by: National Association of Drug Court Professionals

Date Issued: 8 /2010 Date Expires: 7 /2016

---

Type: Crisis Intervention Training

Number:

Issued by: United States Department of Veterans Affairs

Date Issued: 7 /2014 Date Expires:

---

Type: Mentor 360 Blueprint

Number:

Issued by: Non-profit program to benefit at risk youth through local elementary schools

Date Issued: 8 /2011 Date Expires: 6 /2012

---

Type: Treasurer of the protective association

Number:

Issued by: Reno Marshal Protective Association

Date Issued: 1 /2010 Date Expires: 12 /2017

---

Type: Community Outreach

Number:

Issued by: Community Outreach events included: Tip a cop, Holiday with a Hero, career fairs, homeless connect

Date Issued: 11 /2016 Date Expires: 1 /2020

---

### **Skills**

Office Skills

Typing:

Data Entry:

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Languages

Portuguese - Speak, Read, Write

Spanish - Speak, Read

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### **Additional Information**

Professional Associations

Volunteer, Reno Rescue Ranch, Reno

---

### **References**

Professional

**Baker, Mary**

Parole Board Commissioner

1677 Old Hot Springs Road

Carson City, Nevada 89706

---

775-687-6571  
mkbaker@parole.nv.gov

Professional  
**Eversull, Ana**  
Specialty Court Case Manager  
1 South Sierra Street  
Reno, Nevada 89501  
775-771-3696  
eversulla@reno.gov

Professional  
**Deighton, Gregg**  
Chief  
1 South Sierra Street  
Reno, Nevada 89501  
775-848-3592  
deightong@reno.gov

**Resume**

**Text Resume**

**Attachments**

<b>Attachment</b>	<b>File Name</b>	<b>File Type</b>	<b>Created By</b>
Marlina Stone Resume Final copy.pdf	Marlina Stone Resume Final copy.pdf	<b>Resume</b>	Job Seeker
Basic POST.pdf	Basic POST.pdf	<b>Other</b>	Job Seeker
Intermediate POST.pdf	Intermediate POST.pdf	<b>Other</b>	Job Seeker
Advanced POST.pdf	Advanced POST.pdf	<b>Other</b>	Job Seeker
Supervisor POST.pdf	Supervisor POST.pdf	<b>Other</b>	Job Seeker
Bachelors Degree.pdf	Bachelors Degree.pdf	<b>Transcript</b>	Job Seeker
Cover Letter.pdf	Cover Letter.pdf	<b>Cover Letter</b>	Job Seeker

**Agency-Wide Questions**

1. Q: Have you been previously employed by Carson City?  
A: No

2. Q: How did you learn of this vacancy?  
A: Carson City Employee

3. Q: Are you related to a current or former employee of Carson City?  
A: No

4. Q: If you stated "yes" to the above question, please state the employee's name and the department for which they work.  
A: n/a

5. Q: Have you ever been convicted of a criminal offense (felony, gross misdemeanor or misdemeanor) and/or do you have criminal charges that were filed and are pending against you? Please answer "Yes" or "No". If you answer "Yes", please provide specific details for each occurrence including: 1. Date; 2. Location; 3. Charge and description of the offense; 4) Penalty/Disposition. If you have questions or concerns, please contact Human Resources at (775) 887-2103.

A: No.

---

6. Q: Are you a veteran who has been honorably discharged from the United States military? If so, please attach a copy of your DD-214 "Certificate of Release or Discharge from Active Duty" to your application at time of submittal.

A: No

---

7. Q: Are you currently a citizen of the State of Nevada?

A: Yes

---

8. Q: By clicking on the "yes" button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that all offers of employment and all information regarding compensation and other terms and conditions of employment will be made in writing, verbal statements may not be relied upon. Employment is "at-will", unless specifically stated otherwise. "At will" means Carson City may terminate my employment at any time, with no advance notice, and for any reason or no reason. I understand that if I am asked, I will have to verify any and all information given on this application. I understand that this application is the property of Carson City and will not be returned. If I am hired, the application will become part of my personnel file. I authorize Carson City to investigate my background by contacting my references and to make an independent investigation of any character, conduct and employment records; including, but not limited to, criminal and traffic records. I hereby release all employers, schools, or persons from all liability in responding to inquiries in connection with my application. I understand that any misrepresentation, falsification, or material omission of information may result in my failure to receive an offer, or if I have been hired, in my dismissal from employment, regardless of length of employment. I will be required to submit to a criminal background check. I may be required to submit to a pre-employment drug and/or alcohol test. I understand that if I am hired into a sworn position with the Fire Department or an FTA/FMCSA covered position, I will be subject to random drug and/or alcohol testing. I may be required to participate in a written examination, oral examination, medical examination and/or any other examination deemed necessary by the Department/Office to determine if I meet the minimum qualifications of the position. I understand that I must notify Human Resources of any changes in my name, address, or phone number. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. Carson City participates in E-Verify.

A: Yes

# Marlina Stone

SERGEANT OF THE RENO MARSHAL DIVISION

## To: Hiring Committee

Consolidated Municipality of Carson City, Department of Alternative Sentencing

Dear hiring committee,

It is with great honor and enthusiasm that I am applying for the position of Chief for the Department of Alternative Sentencing. I have always aspired to be in a leadership position who's focus encompasses supervising probationers, supervision of a drug and alcohol analysis laboratory and being an integral member of various specialty court programs within our community.

I am a graduate of San Jose State University with a Bachelors of Science in Criminal Justice Administration. Currently I am enrolled and almost completed with the Credible Leadership Program through the National Command and Staff College. I am also enrolled and progressing through module 1 of the Management Post program.

My dedication and ambition has prepared my career for this very position. I have supervised misdemeanor, gross misdemeanor and felony probationers through intensive supervision, inter-state compact, residential confinement and multiple specialty court programs. Because of my background and experience, I was instrumental in the development of the alternative sentencing unit within the Reno Municipal Court. With the new addition of this unit I was able to obtain my certification to collect, operate and submit data analysis and reports through our very own drug analysis laboratory. Lastly my involvement with specialty courts over the last 16 years have always included integrating best practices accomplished through education of the National Association of Drug Court professionals.

In closing, I am thrilled at the possibility and would greatly appreciate the opportunity to meet each of you to discuss the value that I can bring to the Department of Alternative Sentencing.

To schedule an interview please feel free to contact me at \_\_\_\_\_ or

\_\_\_\_\_. Thank you for your time and consideration.

Sincerely,

Marlina Stone



# Marlina Stone

SERGEANT OF THE RENO MARSHAL DIVISION

## Profile

More than 16 years of establishing credible relationships with both our community and the judicial system. Major strengths include integrity, purpose, competency and vision. Skills include developing awareness and knowledge with a focus of accomplishing and promoting individual and organizational growth and success.

## Employment History

### Marshal Sergeant, Municipal Court, Reno

November 2016 — Present

- Supervise, assign, review and participate in Marshal services to include alternative sentencing, specialty court, community outreach, court operations, court security, serving warrants, court orders and pre-trial services.
- Maintain and organize the yearly departmental training.
- Participate in managing grant funded specialty court programs.

### Marshal, Municipal Court, Reno

September 2006 — November 2016

- Court security and compliance
  - Fugitive apprehension
  - Adult probation to include all specialty court programs
1. Specializing in clients with co-occurring disorders to include dual diagnosis mental health conditions and substance abuse related addictions.
  2. Ensuring compliance with medication management, treatment attendance, random drug and alcohol testing, routine home visits, work force development and writing extensive violation and compliance reports to the respective specialty court programs.
  3. Collecting, operating and processing urine specimens in the drug lab.

### Adult Parole and Probation officer, Department of Public Safety, Reno

December 2004 — September 2006

- General supervision, house arrest and drug court to include mental health court
1. Monitor and enforce offender compliance with the conditions of their community supervision.
  2. Ensure objective sentencing information and recommendations are submitted to the District Court and Parole Board of the State of Nevada.

## Education

Bachelor of Science in Criminal Justice Administration, San Jose State University, San Jose

September 2001 — May 2003

## Details

### Skills

Teamwork  
Communication  
Highly Motivated  
Hard Working  
Leadership

### Languages

Portuguese  
Spanish

### Hobbies

Horse back riding, camping, boating, playing the piano and restoring old cars.

## **References**

Mary Kathryn Baker from Nevada Board of Parole Commissioners  
[REDACTED]

Ana I. Eversull from Reno Municipal Court, Specialty Court Case Manager  
[REDACTED]

W. Gregg Deighton from Reno Marshal Division, Chief  
[REDACTED]

## **Courses**

Management Program, Nevada POST

*October 2020 — Present*

Credible Leadership Program: Competency and Mastery, National Command and Staff College

*January 2020 — Present*

## **Extra-curricular activities**

Volunteer, Reno Rescue Ranch, Reno

*October 2020 — January 2021*

Reno Rescue is a non-profit organization focused on tackling the issue of horses in need.

- Horse Care to include; cleaning the paddocks, grooming and general improvements

## **Internships**

Intern, County of Santa Clara Probation Department, San Jose

*May 2002 — March 2003*

- Assigned to the Adult Division
  1. Assisted with collection of fines, restitution and fees.
  2. Coordinated sign ups for electronic monitoring.
  3. Provided support with multiple case management services to include employment, treatment and community service.

## **Certifications and Achievements**

Reno

*December 2004 — Present*

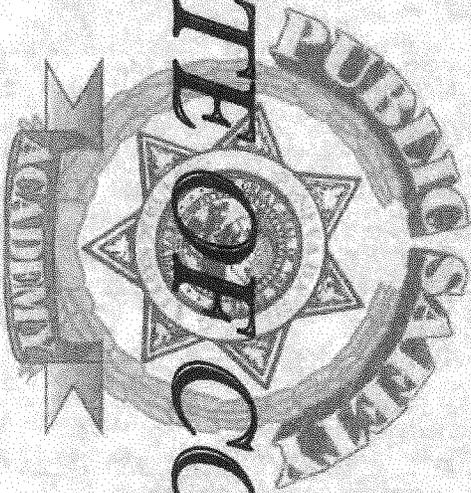
- Field Training Officer
- Taser Instructor
- Drug Recognition Expert
- Basic, Intermediate, Advanced and Supervisor POST
- Basic and Advanced SWAT school
- NADCP Drug Court Conferences
- Indiko Plus Operator Certified
- Crisis Intervention Training
- Mentor 360 Blueprint
- Treasurer of the protective association
- Community Outreach

State of Nevada  
**DEPARTMENT OF PUBLIC SAFETY**  
Training Division

Confers This



**CERTIFICATE OF COMPLETION**



Upon

*Martina M. Melo*

For successfully completing Basic Academy LIII  
Category I - 584 hours  
Dated this 2nd Day of December, 2004

  
Aramis P. Pabon, Commander

  
Rick Keema, Chief

STATE OF NEVADA

COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING

Hereby Awards the

Intermediate Certificate

To

MARLINA M. STONE

For having fulfilled the requirements for Intermediate Certification as prescribed by Nevada Revised Statutes.

*[Signature]*

Governor

*[Signature]*

Executive Director, Commission on Peace Officers' Standards and Training

Presented this 8th day of

September

2011

STATE OF NEVADA

COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING

Hereby Awards the

Advanced Certificate

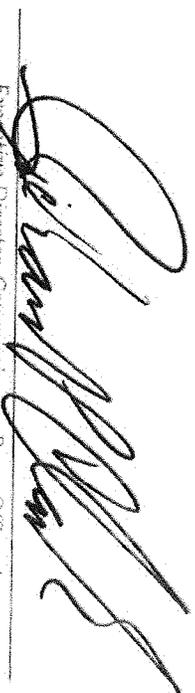
To

MARLINA M. STONE

For having fulfilled the requirements for Advanced Certification  
as prescribed by Nevada Revised Statutes.



Governor



Executive Director, Commission on Peace Officers' Standards and Training

Presented this 8th day of September, 2011

State of Nevada

Commission on Peace Officer Standards and Training

This certifies that

Marlina M. Stone

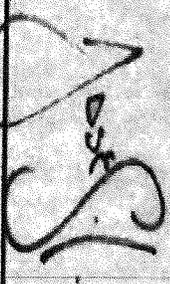
POST ID # 23205

Has successfully completed all requirements ascribed in NAC 289.270,  
the Commission on Peace Officer Standards and Training

Hereby awards this

Supervisor Certificate

On this 18th Day of December 2019



Chairman,

Commission on Peace Officer Standards and Training



Executive Director

Commission on Peace Officer Standards and Training

The Trustees of

The California State University

on recommendation of the faculty of

San José State University

have conferred upon

Marlina Marie Mela

the degree of

Bachelor of Science

Criminal Justice Administration

Minor: Sociology

with all the rights and privileges pertaining thereto  
Given by the Trustees of The California State University at  
San José this twenty-fourth day of May, two thousand three.

Way Davis

Governor of California and President of the Trustees

Nelva J. Jara

Chair, Board of Trustees

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