

**Carson City
Request for Board Action**

Date Submitted: 07/25/2013

Agenda Date Requested: 8/01/2013

Time Requested: 5 minutes

To: Mayor and Supervisors

From: Joseph L. Ward, Senior Deputy District Attorney

Subject Title: For Possible Action to approve the Carson City Department of Alternative Sentencing Screening Panel's (Screening Panel) recommendation of Tad N. Fletcher as Carson City's next DAS Chief.

Staff Summary: On July 16, 2013 the Screening Panel decided to conduct interviews of 6 applicants for the Department of Alternative Sentencing (DAS) Chief position. One of the applicants dropped out. On July 24, 2013 the Screening Panel conducted 5 interviews and unanimously voted in favor of making Tad N. Fletcher its next DAS Chief. The Carson City Board of Supervisors (BOS) is required to vote on this Screening Panel recommendation. See CCMC 2.38.040(1).

Type of Action Requested: (Check One)

- Resolution Ordinance
 Formal Action/Motion Other (Specify)

Does this action require a Business Impact Statement: Yes No

Recommended Board Action: I move to follow the Screening Panel's recommendation of Tad N. Fletcher as Carson City's next DAS Chief, subject to Mr. Fletcher and a representative from the Screening Panel agreeing upon a salary within the range as posted on the pertinent job announcement.

Explanation of Recommended Board Action: During deliberations it was determined by all but one Screening Panel member that Mr. Fletcher was its number one choice to be the next DAS Chief. The Screening Panel unanimously voted in favor of recommending Mr. Fletcher to the BOS as Carson City's DAS Chief.

Applicable Statute, Code, Policy, Rule or Regulation: CCMC 2.38.040(1).

Fiscal Impact: None for this action


Funding Source: n/a

Explanation of Impact: n/a

Alternatives: Send the matter back to the Screening Panel for a different recommendation.

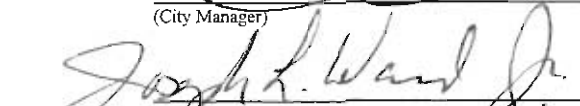
Prepared By: Joseph L. Ward, Senior Deputy District Attorney

Reviewed By



(City Manager)

Date: 7/25/13



(District Attorney)

Date: 7/25/13



(Finance Director)

Date: 7/25/13

Board Action Taken:

Motion _____

- 1) _____
- 2) _____

Aye/Nay

(Vote Recorded By)

00087 - Chief Alternative Sentencing**Contact Information -- Person ID: 6419636**

Name:	Tad N Fletcher	Address:	764 Lipizzan Road Dayton, Nevada 89403 US
Home Phone:	(775) 246-3635	Alternate Phone:	(775) 247-4332
Email:	tnf6028@yahoo.com	Notification Preference:	Paper
Former Last Name:		Month and Day of Birth:	11/27

Personal Information

Driver's License:	Yes, Nevada , Class C
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

Preferred Salary:	\$82,000.00 per year
Are you willing to relocate?	No
	I live in Dayton, Nevada.
Types of positions you will accept:	Regular
Types of work you will accept:	Full Time
Types of shifts you will accept:	Day , Evening , Night , Rotating , Weekends , On Call (as needed)

Objective

I am looking to maintain my career in Law Enforcement as an administrator.

Education

College <i>Northwestern University</i> 8/2011 - 6/2012 EVANSTON, Illinois	Did you graduate: Yes College Major/Minor: Senior Management Leadership Program Certificate Degree Received: No Degree
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College <i>Grand Canyon University</i> 8/2009 - 5/2011 Phoenix, Arizona	Did you graduate: Yes College Major/Minor: Justice Studies Degree Received: Bachelor's
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College <i>University of Phoenix</i> [Unspecified Start] - [Unspecified End] Phoenix, Arizona	Did you graduate: Yes College Major/Minor: Criminal Justice Degree Received: Associate's
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Work Experience

Chief Deputy / Operations Commander 1/2012 - Present Storey County Sheriff's Office Virginia City, Nevada 89403 (775) 847-0959	Hours worked per week: 40 Monthly Salary: \$6,875.00 # of Employees Supervised: 22 Name of Supervisor: Gerald Antinoro - Sheriff May we contact this employer? Yes
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Duties

I oversee the Detention Facility, the Patrol Division, the Investigation Division, Court duties, department training and the front office administration Division. I also assist the Sheriff with his duties as needed and attend meeting when he is unable to take part. I create policies and conduct employee evaluations. I

conduct statistics reviews of all divisions each month and address areas of concern. During the budget season, I assist on the budget working on ways to save money where we can and address issues where needed. I complete department training reviews and make sure the department meets the Nevada P.O.S.T. standards each year.

Reason for Leaving

I would like to continue my career in Law Enforcement as a head administrator of an agency.

Varsity Football Assistant coach
6/2012 - Present

Storey County School District
Virginia City, Nevada 89440
(775) 847-0992

Hours worked per week: 6
Monthly Salary: \$100.00
of Employees Supervised: 0
Name of Supervisor: Ron Presley - Head Football Varsity Coach
May we contact this employer? Yes

Duties

I run the after school weight program during the off season. Then during the season, I coach defensive backs and wide receivers.

Lieutenant
9/2009 - 1/2012

Storey County Sheriff's Office
Virginia City, Nevada 89440

Hours worked per week: 40
Monthly Salary: \$6,875.00
of Employees Supervised: 22
Name of Supervisor: Gerald Antinoro - Assistant Sheriff
May we contact this employer? Yes

Duties

I supervised the Patrol division, the training department, the detention facility, the Investigation Division, court details and the front office administration. I provided assistance with the budget and I conduct employee evaluations. When needed, I wrote policies and developed operational procedures.

Reason for Leaving

Promoted to Chief Deputy.

Sergeant
1/2007 - 9/2009

Storey County Sheriff's Office
Virginia City, Nevada 89440
(775) 847-0959

Hours worked per week: 40
Monthly Salary: \$5,000.00
of Employees Supervised: 15
Name of Supervisor: Gerald Antinoro
May we contact this employer? Yes

Duties

I was both a patrol sergeant and a detention sergeant. I supervised shifts and answered calls for service as needed. I worked assignments in Detention, Patrol, in Justice Court, District Court, along with special events. I conducted all first-line supervision, along with employee evaluations and training.

Reason for Leaving

I was promoted to Lieutenant.

Police Sergeant
6/2004 - 7/2007

Reno-Tahoe Airport Authority
Reno, Nevada 89502
(775) 328-6400

Hours worked per week: 40
Monthly Salary: \$5,600.00
of Employees Supervised: 16
Name of Supervisor: Kevin Field - Captain
May we contact this employer? Yes

Duties

I supervised a patrol shift, conducted training and established the bicycle patrol program. I supervised dignitary protection during events on airport grounds and worked close with the Secret Service on Presidential visits.

Reason for Leaving

I wanted to return to Storey County.

Detective / Police Officer
3/1999 - 6/2004

Fallon Police Department
Fallon, Nevada 89406
(775) 423-2111

Hours worked per week: 40
Monthly Salary: \$3,800.00
of Employees Supervised: 0
Name of Supervisor: Frank Shyne - Lieutenant
May we contact this employer? Yes

Duties

I worked bike patrol, patrol, Investigations and provided training. While in Patrol I was an FTO.

Reason for Leaving

There were possible health concerns in the area, which caused me to relocate my family.

Deputy Sheriff
4/1996 - 3/1999

Storey County Sheriff's Office
Virginia City, Nevada 89440
(775) 847-0950

Hours worked per week: 40
Monthly Salary: \$2,200.00
of Employees Supervised: 0
Name of Supervisor: Gerald Antinoro - Assistant Sheriff
May we contact this employer? No

Duties

I was assigned to the Patrol Division. I was also a FTO and a Defensive Tactics Instructor.

Reason for Leaving

Went to work in my home town as a Police Officer.

Certificates and Licenses

Type: Management Nevada P.O.S.T.
Certification

Number:
Issued by: State of Nevada
Date Issued: 12 /2012 Date Expires:

Type: Supervisory Nevada P.O.S.T.
Certification

Number:
Issued by: State of Nevada
Date Issued: 5 /2011 Date Expires:

Type: Basic Cat. I & III Nevada P.O.S.T.
Certification

Number:
Issued by: State of Nevada
Date Issued: 11 /1996 Date Expires:

Type: Intermediate Nevada P.O.S.T.
Certification

Number:
Issued by: State of Nevada
Date Issued: 8 /2006 Date Expires:

Type: Advanced Nevada P.O.S.T. Certification

Number:

Issued by: State of Nevada

Date Issued: 8 /2006 Date Expires:

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Honors & Awards

2001 - Fallon Police Department Officer of the Year Award.

Professional Memberships

2011 to Present - Member of the Nevada Sheriff's and Chiefs Association

Additional Information

Alumni of the 2011 Rural Institute for Small, Rural, Tribal and Boarder Agencies in Annapolis, MD.

References

Professional

Keener, Melanie
Detective Sergeant
(775) 847-0959

Professional

Dosen, Tony
Detention Sergeant
(775) 847-0929

Professional

Shrank, Rick
Virginia City High School Principal
(775) 847-0992

Professional

Hess, Todd
Virginia City Middle School Principal
(775) 847-0980

Professional

Slaby, Robert
Storey County School District Superintendent
(775) 847-0983

Professional

Maddox, Bill
Storey County District Attorney
(775) 847-0964

Professional

Quirk, Ken
Sergeant
(775) 721-7730

Resume

Text Resume

Tad N. Fletcher
764 Lipizzan Road, Dayton, Nevada 89403
(775) 247-4332

SUMMARY

I have approximately 18 years of total Law Enforcement experience. I have been certified in Background Investigations, Crisis Negotiations, Investigative Mantracking, Crime Scene Investigations, Interview and Interrogation, Community Mediation, SRT (Counter Drug Special Reaction Team Training), Dignitary Protection, Homicide Investigations and Gang Intelligence. I have had a wide range of assignments consisting of Chief Deputy, Lieutenant, Sergeant, Detectives, Patrol Officer, Bicycle Patrol, Field Training Officer, Resident Deputy and Reserve Deputy Sheriff.

WORK HISTORY

07/07 to Present STOREY COUNTY SHERIFF'S OFFICE
CHIEF DEPUTY (01/2012 to Present)
LIEUTENANT (9/2009 to 01/2012)
SENIOR SERGEANT (06/2009 to 9/2009)
PATROL SERGEANT (07/2008 to 06/2009)
DEPUTY SHERIFF (07/2007 to 07/2008)

06/04 to 07/07 RENO-TAHOE AIRPORT AUTHORITY
POLICE SERGEANT (07/2005 to 07/2007)
POLICE OFFICER (06/2004 to 07/2005)

03/99 to 05/04 FALLON POLICE DEPARTMENT
DETECTIVE (01/2003 to 05/2004)
POLICE OFFICER (03/1999 to 01/2003)

04/96 to 03/99 STOREY COUNTY SHERIFF'S OFFICE DEPUTY SHERIFF II / CORONER (04/1997 to 03/1999)
DEPUTY SHERIFF I / CORONER (04/1996 to 04/1997)

02/96 to 04/96 RENO-SPARKS TRIBAL POLICE DEPT
POLICE OFFICER

06/94 to 04/96 CARSON CITY SHERIFF'S OFFICE
RESERVE DEPUTY SHERIFF

EDUCATION

01/12 TO 5/12 Western New Mexico University
Political Science/History
Graduate work

8/09 to 05/11 Grand Canyon University
Bachelor of Science, Justice Studies

12/06 to 05/08 University of Phoenix
Associate of Arts, Criminal Justice

08/11 to 06/12 Northwestern University,
Senior Management Leadership Program

12/2009 Pool/Pact of Nevada
Essential Management Skills Certificate Program

2012 Management P.O.S.T. Certification
2011 Supervisory P.O.S.T. Certification
2006 Advanced P.O.S.T. Certification
2006 Intermediate P.O.S.T. Certificate
1995 Basic P.O.S.T. Certificate

ORGANIZATIONS

2011 to Present Nevada Sheriff's and Chiefs Association

2005 to 2007 FBI – Law Enforcement Executive Development Association / Associate Member

INSTRUCTOR TRAINING

During my career I have used my Instructor Development training to assist me in many areas. I have taught Building Searches, Active Shooter, Advanced Taser, Defensive Tactics, Use of Force, Bicycle Patrol, Crime Scene Investigation, First Aid/CPR/AED and many topics to the Reserve Police Officer Corp and the Police Cadet Corp at the Fallon Police Department.

During 2013 I have instructed several classes to the Storey County School District and the Storey County government on how to prepare for Active Shooter situations. They have been outstanding and have received solid feedback.

During 2009 I have instructed several classes on Defensive Tactics and Patrol Procedures. The goal of the patrol procedures training is to ensure the deputies of the Storey County Sheriff's Office provide top quality service to the community. The training will be part of the annual training.

During 2008 I took over the Field Training Program at the Storey County Sheriff's Office. I re-structured the program in to a modified San Jose model. During which time I conducted Field Training on several trainees.

During 2007 and 2008 I was assigned to the Active Assailant Committee at Nevada P.O.S.T. We developed the State wide curriculum for Active Assailant (previously known as ACTIVE Shooter).

During January 2007 I was on a Leadership Committee for the Reno-Tahoe Airport Authority. Our goal was to provide positive leadership training to all management at the Airport Authority. We use the Franklin Covey model to get everyone going on the same track.

During 2005 until 2007 I was the Training Sergeant for the Reno-Tahoe Airport Authority Police Department. I was the P.O.S.T. Liaison and the LEPC Liaison. I established the in-house training and the Field Training Program. I then built and trained the Bicycle Patrol Unit, which consisted of a 40 hour training program I instructed.

From 1999 until 2004 I held a wide range of assignments. I was a Field Training Officer, a First Aid/AED/CPR Instructor. I assisted in a community outreach program setting up 9 AED's through-out the City of Fallon. During which time I provided training to citizens on how to operate the AED. While with the City of Fallon I was a Defensive Tactics Instructor and a Taser Instructor.

Attachments

Agency-Wide Questions

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

A: No

2. 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

3. Q: Have you ever been convicted of a misdemeanor, gross misdemeanor or felony? Please Note: If you receive an offer of employment and it is discovered that you failed to answer this question truthfully, your offer of employment will be revoked.

A: No

4. Q: If you stated no above, please state N/A. A conviction or guilty plea will not necessarily disqualify you for this. If you stated yes above, list all such offenses and provide date, name of court, and disposition. You may omit minor traffic violations for which you paid a fine of \$50 or less.

A: N/A

Supplemental Questions

1. Q: Do you have a current Nevada P.O.S.T. certificate?

A: Yes

2. Q: Have you been continuously employed with a law enforcement agency for the past five years?

A: Yes

3. Q: Your application will be released to the public in accordance with the Nevada Open Meeting Law (Nevada Revised Statute Chapter 241). Do you consent to having your application and all supporting material released to the public? (If you answer "no", your application will automatically be disqualified.)

A: Yes



WILLIAM A. MADDUX
STOREY COUNTY DISTRICT ATTORNEY
P.O. Box 496 • 201 South C Street • Virginia City, Nevada 89440

June 11, 2013

RECEIVED
JUN 11 2013
Carson City NV
Human Resources
Carson
Human Res

Department of Human Resources
Attn: Melanie Bruketta
201 North Carson Street, Suite 4
Carson City, Nevada 89701-4829

Melanie:

I am writing this letter to recommend Tad Fletcher for the position of Chief of Alternative Sentencing. I have known and worked with Tad for the last two and one half years. He is a Lieutenant with the Storey County Sheriff's Office. He is actually the second in command behind the Sheriff because we do not have an Undersheriff.

I believe that Tad would be an excellent Chief of Alternative Sentencing. He is responsible for most of the administrative matters for the Sheriff's Office and he is also in charge of training for all of the officers. As you can see from his resume, Tad has a broad range of experience and his experience relates directly to the responsibilities of the Chief of Alternative Sentencing. He has held supervisory positions for a number of years so he knows how to deal with employees and their strengths and weaknesses. As the de facto Undersheriff in Storey County, he is required to deal with the public all the time. Finally, his experience at the Reno Tahoe Airport in security fits perfectly with the function of court security performed by the staff at the courthouse. Tad also gets along very well with all of the other Storey County offices that he has contact with on a regular basis. He is liked and respected.

In conclusion, this is an easy recommendations to make. Tad would be an excellent Chief of Alternative Sentencing and he would continue the excellence we have all come to expect from that department. If you have any questions or if I can offer anything more, please ask.

Sincerely yours,
William A. Maddox
William A. Maddox