

Brenda Findley

BRENDA KIME FINDLEY, Ed.D

[REDACTED]
[REDACTED]
Helendale, CA 92342
[REDACTED]
[REDACTED]

February 4, 2019

Linda Ritter Consulting
4250 Hobart Road
Carson City, NV. 89703
Email: linda@PinyonNevada.com

Re: County Manager, Storey County

Dear Ms. Ritter,

I am writing to express my interest in County Manager position in Storey County. I have been looking for the right opportunity that would allow my husband and me to "stake our claim" in Virginia City. My husband is retired from the military, and has been a recreational gold miner for about fifty years, so Virginia City struck a chord with us years ago, and it remains our goal to live permanently in the area.

After reading your job announcement, I know that your ideal candidate needs to have the kind of knowledge base and skill set I have developed over the last couple of decades. Storey County needs a County Manager who brings enthusiasm and energy to the job, but also brings the tempered leadership of an experienced administrator. In addition to my general knowledge of public administration, I am a "servant leader" with a genuine appreciation for public service. As a military child, and then a military wife, I have broad experience with all sorts of communities, and I am comfortable in just about any environment. I work well with all members of the community, and I am rarely thrown off balance by the unexpected.

I believe I have the skills and the sense of purpose you are looking for in your new County Manager. I hope there is an opportunity to be considered for the position. If so, please feel free to contact me at your convenience for further discussion. My husband and I are frequent visitors to Storey County, and I would love to visit again soon!

Thank you very much for taking the time to review my application materials. I look forward to hearing from you.

Sincerely yours,

Brenda K. Findley, Ed.D

STOREY COUNTY

County Manager

EMPLOYMENT APPLICATION

An Equal Opportunity Employer

If you believe you require an accommodation during the selection process, please contact us to make appropriate arrangements.

Name Brenda K. Findley Date February 4, 2019

Address [REDACTED]

City Helendale State CA Zip Code 92342

Telephone(s) Home () N/A Cell [REDACTED] Work [REDACTED]

Email address: [REDACTED]

Position Applied for: County Manager

How did you hear about this position? Advertisement Walk-In Referral (by whom?) _____

Other (explain) I regularly check the Storey County jobs web site

If offered employment, when can you be available to begin? 2 weeks notice

What type of employment will you accept? Full-Time Part-Time Temporary

Will you be available for shift work? Yes No

Will you be available to work weekends and/or holidays if necessary? Yes No

Have you been given a job description or had the requirements of the job explained to you? Yes No

Do you understand the job requirements? Yes No

Can you perform the requirements of this job with or without reasonable accommodation? Yes No

To qualify for employment, applicants must be at least 18 years of age unless otherwise specified in the job announcement. If offered employment, can you furnish proof of age? Yes No

After an offer of employment, can you submit verification of your legal right to work in the United States? Yes No

List other names, if any, you have used. _____

EDUCATION RECORD

Did you graduate from high school or receive a GED certificate? Yes No

School Name	Location	Hours Earned	Diploma, Degree, or Certificate	Major Field of Study
Business/Technical/Vocational				
1.				
2.				
College/University (Undergraduate)				
1. Christopher Newport Univ	Newport News, VA		Bachelor of Science	Psychology
2.				
Graduate School				
University of Houston	Houston, TX		Master's & Doctorate	Business/Human Resources & Ed.D Administration

STOREY COUNTY

LICENSES (Optional, unless required for the position for which you are now applying.)

List current licenses, certifications, or registrations required for the position for which you are applying. Indicate types, state license numbers, and expiration dates.

Answer only if position requires.

Do you possess a valid driver's license? Yes No

If so, license expires 11/24/2021 Class C Restrictions (if any) None

For positions that require typing: I certify that I can type at a speed of 65 WPM.

In addition to English, list any other language abilities you possess.

Verbal fluency in _____

Written fluency in _____

List any special skills you possess and/or equipment or office machines you can operate.

OTHER INFORMATION

Have you ever been disciplined in your employment related to workplace violence? Yes No

If yes, please explain.

Do you presently use illegal drugs? Yes No

Have you ever been employed by Storey County? Yes No

If yes, please provide the following information:

Department _____ Position Title _____

Dates of Employment _____ Reason for Separation _____

Are you related to anyone who is currently employed by Storey County? Yes No

If yes, please provide the following information:

Related person's name _____ Department _____

Relationship _____

STOREY COUNTY

EMPLOYMENT HISTORY

Provide information regarding all paid, military, and volunteer work and how it may be related to the position for which you are applying. Describe your most recent position first; then list other positions in order held, beginning with the most recent. Use a separate block for each position, even if with the same employer. Use additional sheets if necessary. Do NOT use references such as "See Résumé" in place of completing this section.

May we contact all employers listed? (Attach a list of any exceptions with an explanation.).... Yes No

Present Employer Barstow Community College Present Position VP of Administrative Services
Address 2700 Barstow Road From (Mo/Yr) April 2017 To (Mo/Yr) Current
City Barstow Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State CA Zip Code 92311 Salary [REDACTED]
Supervisor's Name/Title Dr. Eva Bagg, President Telephone [REDACTED]

Related Duties

Responsible for the efficiency and effectiveness of the Business Office, Accounting, Purchasing, Budgeting, Payroll, Facilities/Plant Operations, Information Technology, and Risk Management activities. Negotiate contracts with bargaining units; develop offers and counter-offers.

Reason for Leaving Want to live and work in Storey County

Employer Western New Mexico University Position VP of Business Affairs
Address P.O. Box 680 From (Mo/Yr) Jan 2015 To (Mo/Yr) April 2017
City Silver City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NM Zip Code 88062 Salary [REDACTED]
Supervisor's Name/Title Dr. Joseph Shepard, President Telephone [REDACTED]

Related Duties

Responsible for ensuring effectiveness, efficiency, and compliance in the University's financial and administrative services, to include Accounting, Accounts Payable, Student Accounts/Accounts Receivable, Budgeting, Payroll, Purchasing, Human Resources, Facilities/Plant Operations, Capital Planning, Information Technology, Campus Police, and Auxiliary Enterprises.

Reason for Leaving I was troubled by fiscal irregularities I did not have the authority to address

Employer University of North Georgia Position Associate VP of Administration
Address 82 College Circle From (Mo/Yr) April 2007 To (Mo/Yr) April 2014
City Dahlonega Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State GA Zip Code 30597 Salary [REDACTED]
Supervisor's Name/Title Dr. Frank "Mac" McConnell, VP of Business & Finance Telephone [REDACTED]

Related Duties

Responsible for oversight of the Offices of the Comptroller, Human Resources, Payroll, Procurement, Logistical Support, Environmental Health & Safety, and Risk Management & Compliance. Participated in campus master planning; provided information and assistance to state legislators.

Reason for Leaving Opportunity for advancement

STOREY COUNTY

Employer Clayton State University Position Director of Human Resources
Address 2000 Clayton State Blvd From (Mo/Yr) Apr 2004 To (Mo/Yr) Apr 2007
City Morrow Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State GA Zip Code 30260 Salary [REDACTED]
Supervisor's Name/Title Mr. Patrick O'Hare Telephone [REDACTED]

Related Duties

Responsible for all aspects of human resources management, to include benefits, employment, position control, classification and compensation, payroll, training, performance review, professional development and employee relations. Developed staff compensation plan. Worked closely with Controller's Office to ensure appropriate position control and accuracy of staff and faculty position budgeting

Reason for Leaving Opportunity for Advancement within the same university system

REFERENCES

Name Dr. Frank "Mac" McConnell Phone# [REDACTED]

Address 82 College Circle, Dahlonega, GA 30597

Name Mr. Jason Collet Phone# [REDACTED]

Address P.O. Box 680, Silver City, NM 88062

Name Dr. David Morse Phone# [REDACTED]

Address 4901 East Carson St., Long Beach, CA 90808

Please state below any other information that would be helpful in determining your qualifications for this position. You may include significant accomplishments, previous career highlights, or any other relevant information that is not requested in this employment application.

In my administrative roles in higher education I frequently found myself working closely with state and federal agencies for reasons of compliance, and also to advance the collaborative relationships between the university and the local community.

Some of the successful collaborations include participation with the IRS in their audit of the University of Houston System's 403(b) retirement program, which reduced potential penalties for decades of policy misinterpretation from \$20M to \$2M.

It has also been my privilege to establish a number of Memorandums of Understanding with community agencies to allow resource sharing between the university and the community, which greatly reduced the expenditures required of each individual agency.

STOREY COUNTY

ACKNOWLEDGMENTS

Please **READ ALL** of the following statements and **INITIAL EACH** of the lines to indicate you have read and understand each of the statements. If you have any questions, contact Storey County Human Resources Department at (775) 847-0968.

[Handwritten initials]

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.

[Handwritten initials]

This application is the property of Storey County and will become part of my personnel file if I am hired.

[Handwritten initials]

I authorize Storey County to contact any employer or individual that I have listed on my employment application and/or résumé or mentioned during job interviews to obtain from them any relevant information regarding my previous employment, military service, criminal history, characteristics or traits necessary for job performance, or other relevant qualifications for employment and/or continued employment with Storey County. In addition, I authorize Storey County to conduct a background search which includes criminal history and military history. In addition, if the position for which I am applying requires driving a vehicle, I authorize Storey County to conduct a Department of Motor Vehicles (DMV) search. If the position for which I am applying involves contact with minors or with any persons having diminished capacity to care for themselves, a search of government sex offender registries may be conducted. I further authorize Storey County to contact any institution and/or licensing authority to verify my possession of education, licenses, and/or certificates which may qualify me for employment.

[Handwritten initials]

In exchange for Storey County consideration of my employment application, and/or any continued employment with Storey County, I authorize anyone possessing information to furnish it to Storey County upon request, and I release the organizations and all individuals providing the information or acquiring the information, including Storey County, from all claims, liability, and damages whatsoever claimed to be related to furnishing, obtaining, or using said information. This release applies to, but is not limited to, claims for defamation, libel, slander, infliction of emotional distress, and interference with current or prospective economic relations.

[Handwritten initials]

I further understand this consent will apply during the entire course of my employment with Storey County should I obtain such employment. I understand and agree this consent shall remain in affect indefinitely.

[Handwritten initials]

I hereby certify that all statements made in this application are true. I understand that any false statement of material facts herein may cause forfeiture on my part of all rights to any employment with Storey County. 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 understand that neither this document nor any offer of employment from Storey County constitutes an employment contract unless a specific contract document to that effect is executed. I agree to undergo any job-related physical examination and drug screening upon conditional offer of employment. I further understand and agree that this paragraph applies to any information supplied by me at a later date as part of this application.

Additionally, my signature below certifies that the information provided is true and correct to the best of my knowledge.

Signature of Applicant

[Handwritten signature: Brenda K. Findley]

Date

[Handwritten date: 2/4/2019]

**NOTE: This Page MUST have original initials and signature.
Photocopy or typed versions not acceptable.**

BRENDA KIME FINDLEY, Ed.D.

[REDACTED]
Helendale, CA 92342
[REDACTED]
[REDACTED]

SUMMARY OF QUALIFICATIONS

Twenty years of experience in the administration and finance of higher education institutions, including California community college administration.

Substantial budgetary and fund accounting experience, with emphasis in the strategic utilization of financial resources.

Highly successful experience in bargaining unit negotiation and sustaining an ongoing mutually beneficial relationship based on trust and transparency

Extensive experience in contract law and personnel management law

Eight years of experience in computer programming and operations; eighteen months of experience filling the role of Director of Information Technology.

Eight years of management experience in human resources

Three years of experience in community relationship development and “friend raising”

Two years of experience in administrative support for academic programs and enrollment services

EDUCATION

Ed.D. Administration & Supervision with emphasis in Higher Education Administration 2004
UNIVERSITY OF HOUSTON, Houston, TX
3.88 GPA and College of Education Honor Graduate

M.A. Human Resources Management 1999
UNIVERSITY OF HOUSTON-CLEAR LAKE, College of Business, Houston, TX

B.S. Psychology 1995
CHRISTOPHER NEWPORT UNIVERSITY, Newport News, VA
Departmental High Honors

BOARD AND GOVERNANCE WORK

Chair, Barstow Community College Budget & Finance Committee 2017 – present

Chair, Barstow Community College Technology Committee 2017- present

Co-Chair, Barstow Community College Safety & Risk Management Committee 2017 – present

Member, Barstow Community College Accreditation Team – Participate in the development of the College’s Self Study, with primary responsibility for Standard III. 2017

Chair, WNMU University Planning Council Budget Committee, 2015 - 2017

Co-Chair, WNMU University Planning Council, 2015 - 2017

Member and Team Leader, University System of Georgia Shared Services Task Force, 2012-2015

Member, University of North Georgia Accreditation Team – preparation for comprehensive review by the Southern Association of Colleges and Universities, 2013-2014

Member, Texas School of Business Advisory Board, 2001-2004

PROFESSIONAL EMPLOYMENT

Vice President of Administrative Services

April 2017 -Current

BARSTOW COMMUNITY COLLEGE DISTRICT, Barstow, CA

Jan

Responsible for monitoring the fiscal health of the college, preparing reports for the Board of Trustees and various State and Federal agencies, and establishing policies for the prudent administration of the college's resources.

Participate in negotiations and ongoing relationship with the College's bargaining units. Responsible for the development and analysis of offers and counter-offers.

Participate as a member of the college's accreditation workgroup. Primarily responsible for Standard III of the ACCJC Self Study.

Two Project Highlights: 1) implemented position control to improve strategic planning and oversight of the University's personal services budget; 2) facilitated the collaborative work of several departments to implement Banner 9 upgrade, upgrade the college's computing and telephone network, and implement a successful hosted BCC campus "app".

Vice President for Business Affairs

January 2015-April 2017

WESTERN NEW MEXICO UNIVERSITY, Silver City, NM

U

Supervised the Executive Director of the WNMU Foundation and participated as a non-voting member of the WNMU Foundation Board.

Responsible for ensuring strategic utilization of the University's \$53 million budget; monitored revenue/expenditure cash flow and University investments; ensured that financial and budgetary reports were provided to internal and external agencies as required; actively participated in competitive bidding processes and contract oversight for capital projects, services, and supplies.

Served as the University's reviewer of proposed legislation. Participated in legislative information sessions related to funding requests, relationship building, and strategic planning for deferred maintenance and other essential capital projects.

Responsible for negotiations and ongoing relationship with the University's bargaining unit.

Participated as a member of the university's accreditation workgroup.

Worked collaboratively with Academic Affairs and Institutional Research to ensure accuracy and consistency of institutional data.

Two Project Highlights: 1) implemented position control to improve strategic planning and oversight of the University's personal services budget; 2) worked collaboratively with the WNMU Dean of Arts & Sciences and leadership personnel from Glendale Community College in Arizona to develop a cooperative multi-state microbiology degree program.

Associate Vice President for Financial Services and Administration

2007-2014

UNIVERSITY OF NORTH GEORGIA, Dahlonega, GA

Responsible for oversight of the Offices of the Comptroller, Human Resources, Payroll, Procurement, Logistical Support, Environmental Health & Safety, and Risk Management & Compliance. Ensured that the university's accounting and financial reporting requirements were met; provided oversight for administration of the university's \$160 million annual budget and competitive bidding processes, utilizing BANNER, PeopleSoft, and ADP enterprise software.

Provided information and assistance to state legislators and the Board of Regents; ensured compliance with a variety of Board of Regents, State, and Federal policies, laws and regulations. Responsible for oversight of the Business & Finance division web sites.

Participated in campus master planning and strategic planning. Provided administrative support to the university's Auxiliary Services, including the print shop, bookstore, parking, student health services, card office, vending services, dining services, and residence halls.

Collaborated with the Offices of Academic Affairs and Student Affairs to develop administrative processes and multiple-tier tuition and fee models for a multi-campus university. Participated as a member of the university's accreditation workgroup.

Two Project Highlights: 1) Participated as a leading member of the Board of Regents project team for the state-wide consolidation of human resources and payroll services; 2) successfully led a consolidation task force that combined a comprehensive regional university with a two-year community college, creating a multi-campus institution with a mission that was both distinct and collaborative.

Director of Human Resources 2004-2007
CLAYTON STATE UNIVERSITY, Morrow, GA

In It .

Responsible for oversight of tax treaty information, H1-B visa and Permanent Residency applications.

Participated in the President's Cabinet meetings as a representative for the Vice President of Business & Operations when the VP was unavailable. Participated as a member of the university's Budget Council.

Employment & Benefits Manager 2000-2004
UNIVERSITY OF HOUSTON, Houston, TX

Ensured compliance with all university policies and federal and state employment regulations, including compliance with federal standards for employment of foreign nationals.

Served as a team leader during the University System's transition to the PeopleSoft relational database. Prepared RFP and negotiated contract with PeopleAdmin for recruiting software utilized at all five campuses of the University of Houston System. Coordinated RFP and negotiated contract for the University's temporary personnel contract.

Successfully coordinated an Internal Revenue Service audit of all employee/employer contributions to the University of Houston System 403(b) retirement program, reducing required distributions and penalties from \$20 million to \$2 million.

Compensation/HR Information Systems Specialist 1998-2000
UNIVERSITY OF HOUSTON-CLEAR LAKE, Houston, TX

Responsible for pay plan development, position classification and compensation review for all staff positions.

Responsible for university recruiting and staffing; responsible for Affirmative Action reporting.

Created and maintained university's Human Resources web site and its applicant tracking system.

Executive Secretary, Office of Enrollment Services 1997-1998
UNIVERSITY OF HOUSTON-CLEAR LAKE, Houston, TX

Provided administrative support to the Executive Director, Enrollment Services. Assisted with student recruiting, advising, and admissions; assisted with records and registration processes.

Executive Secretary, Department of Computer Science 1996-1997
COLLEGE OF WILLIAM & MARY, Williamsburg, VA

Provided administrative support to the Department Chair; maintained departmental expenditures, including reconciliation and reporting for 14 grants and department's operating accounts.
Participated in student recruitment and advising activities.

Quality Assurance Foreman 1988-1993
CHESAPEAKE PAPER PRODUCTS, West Point, VA

Responsible for supervision of quality assurance employees in a collective bargaining environment.
Analyzed, interpreted and reported statistical information regarding quality and environmental impact.

Office Manager/Paralegal 1986-1988
LAW OFFICES OF EDWARD W VINCENT, Edgartown, MA

Responsible for coordination of the office and production of legal documents.
Responsible for county level administration of state mandated program to provide legal representation to indigent defendants.

Computer Programmer/Operator 1983-1986
NATIONAL FRUIT PRODUCTS, Winchester, VA

Created, maintained and updated COBOL language programs and job control software. Provided remote support utilizing CICS interactive programming language to capture screen data from remote sites. Responsible for operation of IBM 4361 computer.

Computer Operator 1978-1983
NEW MEXICO STATE UNIVERSITY, White Sands Missile Range, NM

Provided classified computer support for U.S. Army war games and missile testing.

PROFESSIONAL AFFILIATIONS

Member, National Association of College & University Business Officers (NACUBO), 2007-2017
Member, Southern Association of College & University Business Officers (SACUBO), 2007-2015
Member, Southern Association of Colleges and Schools Evaluator Registry, 2014-2015
Member, Effective HR Practices Task Force, CUPAHR, 2003-2004
President, University System of Georgia Human Resources Association, 2005-2007

COMMUNITY SERVICE

Rotary Club of Silver City – actively participate in fundraising projects designed to support community organizations, including universities, community colleges, schools and area nonprofits, 2015 - 2017
24 Club of Silver City – actively participate in Silver City's oldest philanthropic organization, dedicated to fundraising for scholarships and support of community nonprofits, 2015 - 2017

Ronald Knecht

STOREY COUNTY

County Manager

EMPLOYMENT APPLICATION

An Equal Opportunity Employer

If you believe you require an accommodation during the selection process, please contact us to make appropriate arrangements.

Name RONALD L. KNECHT Date 28 JANUARY 2019
 Address [REDACTED]
 City CARSON CITY State NV Zip Code 89703
 Telephone(s) Home [REDACTED] Cell [REDACTED] Work ()
 Email address: [REDACTED]
 Position Applied for: COUNTY MANAGER

How did you hear about this position? Advertisement Walk-In Referral (by whom?) VARIOUS
 Other (explain) _____

If offered employment, when can you be available to begin? IMMEDIATELY

What type of employment will you accept? Full-Time Part-Time Temporary

Will you be available for shift work? (N/A) Yes No

Will you be available to work weekends and/or holidays if necessary? Yes No

Have you been given a job description or had the requirements of the job explained to you? Yes No

Do you understand the job requirements? Yes No

Can you perform the requirements of this job with or without reasonable accommodation? Yes No

To qualify for employment, applicants must be at least 18 years of age unless otherwise specified in the job announcement. If offered employment, can you furnish proof of age? Yes No

After an offer of employment, can you submit verification of your legal right to work in the United States? Yes No

List other names, if any, you have used. (NONE)

EDUCATION RECORD

Did you graduate from high school or receive a GED certificate? Yes No

School Name	Location	Hours Earned	Diploma, Degree, or Certificate	Major Field of Study
Business/Technical/Vocational				
1. <u>U.S.F. LAW</u>	<u>SAN FRANCISCO</u>	<u>MANY</u>	<u>JD</u>	<u>LAW (ESP. BUS., CONST)</u>
2. _____				
College/University (Undergraduate)				
1. <u>U OF ILLINOIS</u>	<u>URBANA-CHAMPAIGN</u>	<u>"</u>	<u>B.A./LAS</u>	<u>MATH; PHYSICS & CHEM; ENGR</u>
2. _____				
Graduate School				
<u>STANFORD U.</u>	<u>STANFORD CA</u>	<u>"</u>	<u>M.S</u>	<u>ENGINEERING ECONOMIC SY</u>
<u>TEMS</u>				

STOREY COUNTY

LICENSES (Optional, unless required for the position for which you are now applying.)

List current licenses, certifications, or registrations required for the position for which you are applying. Indicate types, state license numbers, and expiration dates.

PROFESSIONAL MECHANICAL ENGINEER - STATE OF CA
LIC# M24404 EXPIRES 09/30/20 (BUT WILL BE RENEWED)

Answer only if position requires.

Do you possess a valid driver's license? Yes No

If so, license expires 05/04/2022 class C Restrictions (if any) (NONE)

For positions that require typing: I certify that I can type at a speed of _____ WPM.

In addition to English, list any other language abilities you possess.

Verbal fluency in _____

Written fluency in _____

List any special skills you possess and/or equipment or office machines you can operate.

EXPERT WITNESS (~150 TIMES) IN ECONOMICS, FINANCE, TECHNICAL,
POLICY & REGULATORY MATTERS

OTHER INFORMATION

Have you ever been disciplined in your employment related to workplace violence? Yes No

If yes, please explain.

Do you presently use illegal drugs? Yes No

Have you ever been employed by Storey County? Yes No

If yes, please provide the following information:

Department _____ Position Title _____

Dates of Employment _____ Reason for Separation _____

Are you related to anyone who is currently employed by Storey County? Yes No

If yes, please provide the following information:

Related person's name _____ Department _____

Relationship _____

STOREY COUNTY

EMPLOYMENT HISTORY

Provide information regarding all paid, military, and volunteer work and how it may be related to the position for which you are applying. Describe your most recent position first; then list other positions in order held, beginning with the most recent. Use a separate block for each position, even if with the same employer. Use additional sheets if necessary. Do NOT use references such as "See Résumé" in place of completing this section.

May we contact all employers listed? (Attach a list of any exceptions with an explanation.)... Yes No

RECENT Present Employer STATE OF NEVADA RECENT Present Position STATE CONTROLLER
 Address CAPITOL 101 NO. CARSON STREET #5 From (Mo/Yr) 01/2016 To (Mo/Yr) 01/2019
 City CARSON CITY Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
 State NV Zip Code 89703 Salary [REDACTED]
 Supervisor's Name/Title PEOPLE OF NV (CHIEF FISCAL OFFICER) Telephone [REDACTED]
 Related Duties CHIEF FISCAL OFFICER MEMBER, EXECUTIVE AUDIT BOARD
MEMBER, NDOT BOARD MEMBER, SMART21 EXECUTIVE BOARD
MEMBER, BOARD OF FINANCE ADDITIONAL DETAIL ATTACHED
 Reason for Leaving TERM ENDED 7 JANUARY 2019

Employer STATE OF NV SYST. OF HIGHER ED. Position REGENT
 Address BE DISTRICT 9 (INCL. STOREY CITY) From (Mo/Yr) 01/2007 To (Mo/Yr) 01/2015
 City RENO, LAS VEGAS & OTHER Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
 State NV Zip Code _____ Salary [REDACTED]
 Supervisor's Name/Title PEOPLE OF DISTRICT 9 Telephone (775)
 Related Duties AUDIT COM. & BUDGET/FINANCE COM. 8 YEARS EACH; CHAIR OF EACH 2 YRS
MAJOR FACILITIES & INVESTMENT COM. 7 YEARS; ALSO, 4 OTHER STANDING COM
NUMEROUS INSTITUTIONAL PRESIDENTIAL SELECTION & EVAL. COM'S; SEE ATTACHED
 Reason for Leaving RESIGNED TO BECOME NV CONTROLLER DETAIL

Employer NEVADA PUBLIC UTILITIES COM'N Position SENIOR ECONOMIST
 Address 1101 EAST CARSON STREET From (Mo/Yr) 8/2001 To (Mo/Yr) 3/2012
 City CARSON CITY Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
 State NV Zip Code 89701 Salary [REDACTED]
 Supervisor's Name/Title YASUJI OTSUKA Telephone [REDACTED]
 Related Duties SENIOR/PRINCIPAL ECONOMIST IN FULL RANGE OF FINANCIAL, ECONOMIC, POLICY,
TECHNICAL ANALYSIS, ESP. COSTS OF CAPITAL, FUEL, OPERATIONS, ETC.; COST
RECOVERY, REVENUE REQUIREMENT, COST ALLOCATION & ETC. - SEE ATTACHED DETAIL
 Reason for Leaving TERMINATED WITHOUT CAUSE OR EXPLANATION (AT WILL EMPLOYEE)

STOREY COUNTY

EMPLOYMENT HISTORY

Provide information regarding all paid, military, and volunteer work and how it may be related to the position for which you are applying. Describe your most recent position first; then list other positions in order held, beginning with the most recent. Use a separate block for each position, even if with the same employer. Use additional sheets if necessary. Do NOT use references such as "See Résumé" in place of completing this section.

May we contact all employers listed? (Attach a list of any exceptions with an explanation.).... Yes No

Present Employer ECONOMIC & TECHNICAL ANALYSIS GROUP Present Position CEO & PRESIDENT
Address 3419 SCOTT STREET From (Mo/Yr) 10/1990 To (Mo/Yr) 08/2001
City SAN FRANCISCO Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State CA Zip Code _____ Salary VARIED W. BUSINESS
Supervisor's Name/Title (NONE) Telephone () _____
Related Duties FULL FUNCTIONS OF CEO OF A SMALL CONSULTING BUSINESS; ALSO, EXPERT WITNESS. CONSULTED TO AND TESTIFIED FOR FULL RANGE OF PARTIES IN REGULATORY, UTILITY & ENERGY MATTERS, INCLUDING REGULATORS & STATE
Reason for Leaving MOVE TO NV & JOIN STAFF OF PUB UTIL. COMM OF NV SEE ATTACH. DETAIL

Employer SPECTRUM ECONOMICS, INC. Position VICE-PRESIDENT
Address P From (Mo/Yr) _____ To (Mo/Yr) _____
City PALO ALTO, CA Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State CA Zip Code _____ Salary VARIED
Supervisor's Name/Title (NONE) Telephone () _____
Related Duties ESSENTIALLY THE SAME AS THOSE AT ETAG IN 1990s, EXCEPT I WAS VP, NOT PRES. & CEO. I DID MEDIATE A TRUCE AND SETTLEMENT OF MANY ISSUES BETWEEN PA CENTRAL OFFICE & SATELLITE OFFICES IN SF, SD & KC BEFORE LEAVING. ALSO WAS RESPONSIBLE FOR BUSINESS DEVELOPMENT, MGMT... SEE ATTACH. DETAIL
Reason for Leaving TO FORM ETAG WITH NEW PARTNERS.

Employer ~~QED~~ QED RESEARCH, INC. Position PRINCIPAL
Address _____ From (Mo/Yr) 12/1986 To (Mo/Yr) 10/1988
City PALO ALTO Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State CA Zip Code _____ Salary VARIED
Supervisor's Name/Title (NONE) Telephone () _____
Related Duties ESSENTIALLY SAME AS AT SPECTRUM ECONOMICS, WHICH SPUN OFF FROM QED.
Reason for Leaving TO BECOME VP AT SPECTRUM ECONOMICS, INC.

STOREY COUNTY

EMPLOYMENT HISTORY

Provide information regarding all paid, military, and volunteer work and how it may be related to the position for which you are applying. Describe your most recent position first; then list other positions in order held, beginning with the most recent. Use a separate block for each position, even if with the same employer. Use additional sheets if necessary. Do NOT use references such as "See Résumé" in place of completing this section.

May we contact all employers listed? (Attach a list of any exceptions with an explanation.)... Yes No

Employer CA PUBLIC UTIL'S COM'N Present Position SECTION SUPERVISOR & PRINCIPAL ANALYST
 Address _____ From (Mo/Yr) 11/1979 To (Mo/Yr) 06/1986
 City SAN FRANCISCO Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
 State CA Zip Code _____ Salary _____
 Supervisor's Name/Title RAY CAHAR, CHIEF ACCOUNTANT Telephone () _____

Related Duties PROFESSIONAL DUTIES SIMILAR TO THOSE AT NV PUC IN 2001-2012; HOWEVER, AT CPUC, I ALSO HAD SUBSTANTIAL SUPERVISORY & MANAGEMENT DUTIES, INCLUDING SERVING ON ALL 4 DIVISION MANAGEMENT COM'S & WAS INVOLVED IN HIRING & EVALUATING PROFESSIONAL & SUPPORT PERSONNEL.
 Reason for Leaving TO JOIN DAMES & MOORE, ENGINEERS & CONSULTANTS SEE ATTACHED DETAIL

Employer BERTSCH & KNECHT, ENGR'S & CONSULTANTS PARTNER, CONSULTANT & EXPERT
 Address IL & CA From (Mo/Yr) 04/1976 To (Mo/Yr) 06/1986
 City URBANA IL & SF & SAC TO CA Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
 State IL & CA Zip Code _____ Salary VARIED
 Supervisor's Name/Title (NONE) Telephone () _____

Related Duties SIMILAR TO DUTIES LATER AT ETAG, SPECTRUM & QEP IN PROFESSIONAL & MANAGEMENT MATTER; MAJOR PROJECT IN 1976-77 WAS AS CONSULTANT & EXPERT WITNESS FOR CA ENERGY COM'N ON POWER ECONOMICS. B&K CONTINUED TO OPERATE IN 1979-86 WITH ME WORKING PART-TIME IN CA
 Reason for Leaving TO BECOME SENIOR ECONOMIST AT DAMES & MOORE SEE ATTACHED DETAIL

Employer CA ENERGY COMMISSION Position CONS. SR. ADVISOR; THEN, PRINCIPAL
 Address _____ From (Mo/Yr) 01/1978 To (Mo/Yr) 11/1979
 City SACRAMENTO Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
 State CA Zip Code _____ Salary _____
 Supervisor's Name/Title SUZANNE REID, COMMISSIONER Telephone () _____

Related Duties PROFESSIONAL DUTIES SIMILAR TO THOSE LATER AT CPUC, BUT NOT MUCH ABOUT RATE MAKING; INSTEAD, ELECTRIC & GAS RESOURCE PLANNING, POWER ECONOMICS, PLANNING, TECHNICAL MATTERS & POLICY & NEARLY FULL RANGE OF TECH, ECON & POLICY MATTERS FOR ENERGY, ESP. ALTERNATIVES & CONSERVATION - SEE ATTACHED DETAIL
 Reason for Leaving TO TRANSFER TO CPUC IN SF FOR SIMILAR & OTHER DUTIES. ATTACHED DETAIL

STOREY COUNTY

Employer STATE OF NV ASSEMBLY Position ASSEMBLYMAN, DISTRICT 40
 Address _____ From (Mo/Yr) 11/2002 To (Mo/Yr) 11/2004
 City CARSON CITY Full-Time (30+ hrs/wk) 5 MONTHS Part-Time (<30 hrs/wk) 19 MONTHS
 State NV Zip Code 89701 Salary _____
 Supervisor's Name/Title PEOPLE OF DISTRICT 40 Telephone (775)

Related Duties
ALL NORMAL DUTIES OF A STATE LEGISLATOR! DETERMINE THE PUBLIC INTEREST IN THE FULL RANGE OF MATTERS THAT COME BEFORE THE LEGISLATURE, AND ACT TO SERVE THAT INTEREST. MEMBER OF GOVT AFFAIRS, COMMERCE & LABOR AND TRANSPORTATION COM'S

Reason for Leaving TERM ENDED SEE ATTACH DETAIL

REFERENCES

- Name MARK AMODEI Phone# _____
- Address CARSON CITY NV
- Name D. JAMES (JIM) HINDLE Phone# _____
- Address VIRGINIA CITY NV P.O. BOX 122
- Name JAMES SETTELMEYER Phone# _____
- Address GARDNERVILLE NV

Please state below any other information that would be helpful in determining your qualifications for this position. You may include significant accomplishments, previous career highlights, or any other relevant information that is not requested in this employment application.

- SEE ATTACHED LISTINGS OF:
- PROFESSIONAL ASSOCIATIONS
- HONORS & AWARDS
- PERSONAL
- VOLUNTEER EXPERIENCE
- ADDITIONAL INFORMATION
- MISCELLANEOUS
- PUBLICATIONS
- PUBLIC SERVICE & OTHER
- MY RECORD AS CONTROLLER

STOREY COUNTY

Employer UNIVERSITY OF ILLINOIS Position ENERGY RSCH ENGINEER & OTHER
 Address _____ From (Mo/Yr) 09/1967 To (Mo/Yr) 06/1977 BELOW
 City URBANA-CHAMPAIGN Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
 State IL Zip Code _____ Salary VARIOUS
 Supervisor's Name/Title VARIOUS Telephone () _____
 Related Duties ENERGY RSCH ENGINEER, 1974-77, FULL TIME; CENTER FOR ADVANCED STUD
RESEARCH ASSOCIATE, 1973-74, PT; RESEARCH ASSISTANT, ECON 1970-71 & SOCIAL
WORK, 1971-72, BOTH PT; GRADER & CONSULTANT, COMPUTER SCIENCE, 1969-70, PT;
ASST TO DEAN OF STUDENT SVCS, 1970-71, PT; DAILY ILLIAN REPORTER & COLUMNIST
 Reason for Leaving PT, 1971-75; STUDENT SENATE OFC MGR, PT, 1968-69; OTHER HOURLY
TO CONTINUE GRAD STUDIES IN CIVIL ENGRG (TRANSPORTATION & PWR. ECON) & WORK
FOR PHD

REFERENCES

Name _____ Phone# _____
 Address _____
 Name _____ Phone# _____
 Address _____
 Name _____ Phone# _____
 Address _____

Please state below any other information that would be helpful in determining your qualifications for this position. You may include significant accomplishments, previous career highlights, or any other relevant information that is not requested in this employment application.

EMPLOYER: CITY OF URBANA IL POSITION: ASST. CITY ENGINEER
CITY: URBANA FROM 06/1972 TO 08/1973
STATE: IL FULL-TIME (30+ HRS/WK) PART-TIME (<30 HRS/WK)
 SUPERVISOR/TITLE: JOHN GOODELL, PUBLIC WORKS DIRECTOR
 SALARY: VARIOUS

RELATED DUTIES: WORKED ON BIKEWAYS, STORM & SANITARY
SEWER SYSTEMS, ENERGY CONSERVATION,
POLLUTION CONTROL, UNDERGROUNDING UTILITY
LINES, STREETS & TRAFFIC, PLANNING, ZONING
& PLATTING MATTERS, ETC. PT AT FIRST, THEN FT.

REASON FOR LEAVING: TO BECOME RESEARCH ASSOCIATE AT UIUC

STOREY COUNTY

ACKNOWLEDGMENTS

Please **READ ALL** of the following statements and **INITIAL EACH** of the lines to indicate you have read and understand each of the statements. If you have any questions, contact Storey County Human Resources Department at (775) 847-0968.

RK 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.

RK This application is the property of Storey County and will become part of my personnel file if I am hired.

RK I authorize Storey County to contact any employer or individual that I have listed on my employment application and/or résumé or mentioned during job interviews to obtain from them any relevant information regarding my previous employment, military service, criminal history, characteristics or traits necessary for job performance, or other relevant qualifications for employment and/or continued employment with Storey County. In addition, I authorize Storey County to conduct a background search which includes criminal history and military history. In addition, if the position for which I am applying requires driving a vehicle, I authorize Storey County to conduct a Department of Motor Vehicles (DMV) search. If the position for which I am applying involves contact with minors or with any persons having diminished capacity to care for themselves, a search of government sex offender registries may be conducted. I further authorize Storey County to contact any institution and/or licensing authority to verify my possession of education, licenses, and/or certificates which may qualify me for employment.

RK In exchange for Storey County consideration of my employment application, and/or any continued employment with Storey County, I authorize anyone possessing information to furnish it to Storey County upon request, and I release the organizations and all individuals providing the information or acquiring the information, including Storey County, from all claims, liability, and damages whatsoever claimed to be related to furnishing, obtaining, or using said information. This release applies to, but is not limited to, claims for defamation, libel, slander, infliction of emotional distress, and interference with current or prospective economic relations.

RK I further understand this consent will apply during the entire course of my employment with Storey County should I obtain such employment. I understand and agree this consent shall remain in affect indefinitely.

RK I hereby certify that all statements made in this application are true. I understand that any false statement of material facts herein may cause forfeiture on my part of all rights to any employment with Storey County. 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 understand that neither this document nor any offer of employment from Storey County constitutes an employment contract unless a specific contract document to that effect is executed. I agree to undergo any job-related physical examination and drug screening upon conditional offer of employment. I further understand and agree that this paragraph applies to any information supplied by me at a later date as part of this application.

Additionally, my signature below certifies that the information provided is true and correct to the best of my knowledge.

Signature of Applicant Ronald L. Knecht Date 28 JANUARY 2019

NOTE: This Page **MUST** have original initials and signature.
Photocopy or typed versions not acceptable.

NEVADA CONTROLLER

RON KNECHT, MS, JD & PE

Ron Knecht, an economist, financial and policy analyst, Professional Mechanical Engineer (registered in California) and law-school graduate, became Controller on January 5, 2015. As Controller, he also serves on Nevada's Board of Finance, Executive Audit Committee and Department of Transportation Board of Directors.

Ron, his Deputy and team cut Controller's office spending 13% from the levels passed by the Legislature and Governor based on his predecessor's request. While returning over \$1-million to the state treasury, they made innovations and he wrote most of Nevada's first three Controller's Annual Reports (CARs), which won awards.

He inherited a troubled debt collection IT development project based on a flawed contract. Ron and the team worked tirelessly with the developer and others to twice renegotiate the contract and successfully turn around the project. In the first year using the new system, they increased debt collection revenues 3.5 times. Ron is also co-leading the business process re-engineering for all state agencies and development of a huge all-functions enterprise resource management IT system (SMART21) to fully integrate the agencies' IT systems by 2022.

Ron wrote the detailed analysis showing why all of the new CAR (a/k/a Popular Annual Financial Report, or PAFR) should be included in Nevada's Comprehensive Annual Financial Report (CAFR), as it now is. His Chief CAFR Accountant required Nevada state and local agencies to reform their reporting of pension-related information to fully conform to Government Accounting Standards Board requirements.

He led a team that developed an alternative state budget in 2015 that would have obviated a tax increase. Since the Legislature passed and the Governor signed Nevada's largest tax increase ever, he has led efforts to repeal the worst part of the increase, the Commerce Tax. He has also led efforts to reform the forecasting of returns on state pension investments and expected employee counts to avoid a crisis due to underfunding.

Before becoming Controller, Ron divided 44 working years between public service and entrepreneurial small business, all in managerial/executive and senior professional positions. He's been a founder, executive or director for 12 firms, charities, community-service and public-interest groups.

In previous jobs, he testified extensively as an expert witness on a number of subjects. In 2012-14, 1986-2001 and 1976-78, he was a consultant, expert witness and business executive. In 2001-12, he was a senior economist at Nevada's Public Utilities Commission. He held principal economics, finance, policy and technology positions in 1978-86 at California's Energy and Public Utilities Commissions, and he also served in management roles.

In 2009-13 he co-taught about ten two-day seminars for SNI. Financial on utility finance, cost of capital, and economic and policy issues for regulators, professionals, managers and securities analysts. In 1973-77, he was a Research Associate and Research Engineer at the University of Illinois. In 1972-73 he was Assistant City Engineer in Urbana, Illinois. Nowadays he regularly speaks at institutional investor conferences.

Ron was elected to the Board of Regents of the Nevada System of Higher Education in 2006 and re-elected in 2012. For two years each, he chaired the Budget & Finance and Audit Committees; for seven years he was very active on the Investment & Major Projects Committee, which oversees \$1-billion of endowment and operating funds. He served on four other committees and on institutional presidential selection and performance-review committees, chairing two of them. Ron was elected to the Nevada Assembly for 2002-04 from Carson City.

With some scholarship support, he worked his way through undergraduate and early graduate studies at the University of Illinois (BA, Liberal Arts & Sciences; mathematics major; physics & chemistry minor; 1971). Spending most of his working career in San Francisco and Silicon Valley, he paid his way at Stanford University (MS, Engineering Economic Systems; 1989) and the University of San Francisco (JD; 1995) while working full time. He's been a columnist for print and on-line papers and has taught part-time at two colleges.

The most important things in Ron's life are his wife Kathy, their teenage daughter Karyn, and their parents and families. Raised in a small town in the Midwest, he was always active in a wide range of athletics and outdoor activities - a competitive distance runner in high school and college. He enjoys ballet, modern dance, symphony, opera, rock & roll, country & western, theater and film, and he collects baseball cards and pursues other hobbies.



To see additional information, visit: controller.nv.gov

Ron Knecht, MS, JD & PE(CA) – Bio Details

Professional, Managerial and Business Experience and Elected Office

- Nevada State Controller and, as Controller, a member of Nevada's: Board of Finance; Board of Directors of Nevada Department of Transportation; and Executive Branch Audit Committee – elected in 2014 to 2015-19 term
- Member, National Association of State Comptrollers (NASC) and National Association of State Auditors, Comptrollers and Treasurers (NASACT), 2015-present
- Member of State Financial Officers Foundation, 2016-present; nominated for SFOF's Outstanding State Financial Officer award, 2018
- Consultant in economic, financial, technical and policy analysis (CC, NV), 2012-14
- Economist / Senior Economist, Resource and Market Analysis Division, Public Utilities Commission of Nevada, 2001-12
- Regent, District 9, Nevada System of Higher Education, elected to two terms and served 2007-15; twice Chairman, Business & Finance and Audit Committees; served on Investment & Major Projects, Health Sciences System, Research & Economic Development, and Cultural Diversity & Security committees and various Presidential search and performance review committees, chairing two
- Assemblyman, District 40, Nevada Assembly (Carson and Washoe Cities), 2002-04; Commerce and Labor, Government Affairs, and Transportation Committees
- President, Economic & Technical Analysis Group (SF and Los Altos CA), 1990–2001
- Board of Directors, Minimax Research Corporation (Campbell CA), 1988-94
- Vice-President, Spectrum Economics, Inc. (Palo Alto & Mountain View CA), 1988-90
- Principal, QED Research, Inc. (Palo Alto CA), 1986-88
- Senior Economist, Dames & Moore, Engineers & Consultants (San Fran. CA), 1986
- Section Supervisor, principal analyst (economics, finance, technical analysis and policy) and member of all division management committees, California Public Utilities Commission (San Francisco CA), 1979-86
- Cofounder, Chairman, CEO & CFO, The Rainbow Connection, Inc. Restaurant (Springfield IL), 1979-83
- Commissioner's Senior Advisor and then principal analyst (economics, technical analysis and policy), California Energy Commission (Sacramento CA), 1978-79
- Partner, Bertschi & Knecht Engineers & Consultants (IL and CA), 1976-86
- Energy Research Engineer (1974-77); Center for Advanced Study Research Associate (1973-74); Research Assistant (Economics, 1970-71; Social Work, 1971-72); Grader & Consultant (Computer Science, 1969-71); *Daily Illini* Reporter (1971-72) and Columnist (1973-75); Assistant to Dean of Student Services (1970-71); Student Senate Office Manager (1968-69); hourly student non-professional employment, 1967-71 – all at University of Illinois, Urbana-Champaign
- Assistant City Engineer, City of Urbana IL, 1972-73

Education, Teaching and Professional Registration

- University of San Francisco Law School, 1995: Juris Doctor
- Stanford University, 1989: M.S., Engineering-Economic Systems
- University of Illinois at Urbana-Champaign, 1971: B.A., Liberal Arts & Sciences (major in Mathematics; minor in Physics & Chemistry); completed additional course work in economics and engineering, plus Civil Engineering masters degree project (American Nuclear Society award winner) in Power Generating Economics, 1977

- Economics Instructor (Micro- and Macro-Economic Analysis), Western Nevada Community College, Carson City, NV, 2003-06
- Instructor, Regulatory & Legal Aspects of Telecommunications, for graduate students, Golden Gate University, Sacramento CA, 1991
- Registered Professional Mechanical Engineer, State of California, since 1986

Areas of Experience, Publication and Expert Testimony (~150 times; 25 jurisdictions)

- Regulation: Electric; Natural Gas; Nuclear Power; Coal; Communications; Water, Waste-water and Sewers; Insurance; Transportation; Environmental; Land Use; Finance and Securities; Discount Rates for Public Policy and Business
- Utilities: Ratemaking (all aspects); Finance; Strategic and Resource Planning and Forecasting; Operations and Modeling; Operating and Facilities Certificates
- Business Analysis and Management: Planning, Strategy, Finance, Valuations, Cost of Capital, Market Power, and Operations
- Regulatory and Industrial Change: Incentive-based Regulation; Industry De- and Re-regulation and Restructuring; Public versus Private Provision of Services
- Energy: Electricity, Natural Gas, Nuclear Power, Coal, Oil, Cogeneration, Conservation, Renewables, Distribution Companies, Transmission and Independent System Operators, Transportation and Industrial Use
- Economics and Policy: Micro- and Macro-economic Analysis; Taxation, Budgeting and Public Finance; Resources and Pollution; Transportation; Public Safety; Health Care; Human and Social Services; Education
- Law & Economics: Anti-trust; Due Diligence; Mergers and Acquisitions; Bankruptcy Workouts; Litigation Settlement; Alternative Dispute Resolution; Diversification
- Engineering Economics: Systems Analysis/Control; Optimization; Decision & Probabilistic Analysis, especially as applied to Business and Public Policy
- Other: Mechanical and Civil Engineering; Statistics; Program and Project Management; Staff Supervision
- Wrote chapter in *Leadership Secrets of Government Financial Officials 2.0*, published 2017 by National Association of State Auditors, Comptrollers & Treasurers

Civic, Community, Charitable, Public and Professional Service

- Endorsed by Nevada Republican State Convention as State Controller candidate, 2014; also by Nevada Republican Assembly, Citizen Outreach, County Republican Parties, Log Cabin Republicans and National Rifle Association; elected to 2015-19 term; Republican candidate for re-election as Controller, 2018, numerous endorsements
- Regular columnist, *Nevada Appeal*, *Elko Daily Free Press*, *Lahontan Valley News* and other on-line and print papers), 2013-present; occasionally in S.F. Bay Area in 1990s
- Speaker, panelist or moderator at numerous institutional investor conferences, 2013-18
- Co-instructor for SNL seminar on utility, finance, cost of capital, economic & policy issues, 2009-13
- Seminar Presenter, Utility Valuations, SNL Finance, New York, 2012-13
- Board of Directors & Legislative Chairman, Carson City Court Appointed Special Advocates for Children (CASA), 2005-15; Chairman of Board, 2013-15
- Board of Directors, Carson City Kiwanis Club, 2002-04 and 2005-07; member of Club's Scholarship Board, 2004-07; Member, Kiwanis Club, 2001-present
- Co-sponsor, Carson High School Science Fair, 2004; education support, 2002-present

- Carson City Republican Central Committee, 2001-2012; Chairman, 2005-07
- Member, Western Economics Association International (WEAI), 1998-present
- Member, Carson City Navy League Chapter, 2004-12
- Carson City Chairman, Governor Jim Gibbons Re-election Campaign, 2010
- Member and speaker at Society of Utility and Regulatory Financial Analysts (SURFA), 2007-2009
- Organizing Committee, Rutgers University Center for Research in Regulated Industries annual Western Conference, 2005-2007

Civic, Community, Charitable, Public and Professional Service (continued)

- Instructor, "Managing Your Life and Family Finances", for clients of Friends in Service Helping (FISH) faith-based charity, Carson City NV, 2005 and 2007-08
- Carson City Methamphetamine Task Force Public Awareness Committee, 2005-06
- Carson City School District Social Studies Textbook Selection Committee, 2004-05
- Co-organizer, "Thank You" event honoring Carson City Waterfall Fire First Responders, 2004
- Republican Nominee, Assembly District 40 (Carson & Washoe Cities), 2002 & 2004
- Chairman, Carson City (Water and Sewer) Utilities Advisory Committee, 2002-03
- Associate Member, Carson City Area Chamber of Commerce, 2002-06
- Nevada Republican Central Committee, 2002-07 and 2015-present
- Candidate (non-partisan), Los Altos CA City Council, 1999
- California Republican Central Committee, 1998-2001
- Director, Santa Clara County CA Lungren for Governor Operations, 1998
- Co-founder and Principal, Advocates for the Public Interest (San Francisco and Los Altos CA), 1998-2001
- Founder, Univ. of San Francisco Federalist Society, 1994-95; Advisor, 1997-2001
- Senior Editor and Writer, University of San Francisco Law School *Forum*, 1994-95
- Founding Board Member, Illinois Public Action Council, 1976-77
- Co-founder and Executive Director, Illinois Power Project (Urbana IL), 1976-78
- Chairman, Electric Load Forecasting Statewide Committee of Energy Experts to Advise Illinois Legislature, 1975-76
- Board of Directors, Illinois Committee on Freeways (Urbana IL), 1975-76
- Member and Secretary, City Board of Zoning Appeals, Urbana IL, 1974-78
- Democrat Nominee, City of Urbana IL City Council, Ward 2, 1973
- Senator and Steering Committee Member, Univ. of Illinois Student Senate, 1968-69
- President, Independent Freshmen Men, University of Illinois, Urbana, 1967-68
- Ran Freshman Cross-Country and Track, University of Illinois, 1967-68
- Southern Illinois Master Councilor and other positions, Order of DeMolay, 1966-68
- Assistant Editor, *HyNews*, Belleville, IL Township High School (West), 1966-67
- Class President, National Science Foundation Summer Math & Computer Science Program, St. Louis University, 1966
- Ran Cross-Country & Track, Belleville Township High School (West), 1963-67; varsity letters, 1965-1967; All-St.Clair-County Cross-Country Team, 1966
- Master Councilor / other positions, Tancred Chapter, DeMolay, Belleville IL, 1964-68
- Senior Patrol Leader & other positions, Cub and Boy Scouts, Belleville IL, 1957-64

31 January 2019

Additional Detail for Ron Knecht's Previous Job Duties for Storey County 31Jan.2019

Controller's Duties

The Controller is the Chief Fiscal Officer of the State of Nevada and as such has a very wide range of duties. He also serves on Nevada's Board of Finance (which requires investment expertise), its Executive Audit Committee (which needs audit experience) and the Board of Directors for the Department of Transportation (which calls for a full range of policy, procedures and operations knowledge, including subject matter understanding). The Controller's office is charged with the day-to-day back-office management and operations functions for the whole state, including:

- * preparing the single audit and summary of prior year findings;
- * running numerous financial and accounting systems;
- * preparing the Comprehensive Annual Financial Reports (CAFRs) and the Popular Annual Financial Reports (PAFRs, a/k/a the Controller's Annual Report, or CAR);
- * overseeing the Government Accounting Board (GASB) implementations;
- * making "Rainy Day" and Disaster Relief transfers;
- * liaison with external auditors;
- * managing agency services to other state and local government departments;
- * preparing the CMIA annual report and interest calculations;
- * bank reconciliation oversight and processing reverted checks;
- * various federal income tax oversight and reporting;
- * garnishment review and signature;
- * managing the office's internal information technology operations;
- * working on special IT projects, including co-leading the all-agency, all-function enterprise resource planning and management IT system (SMART21) development for 2022, including especially extensive business processing re-engineering for all state agencies;
- * working with IT vendors and other agencies and overseeing system implementations;
- * identifying, tracking and assisting in compliance with laws, rules and regulations related to IT operations (e.g. PII and PCI);
- * full coordination with state risk management department and operations;
- * interfacing with other CIO agencies and providing help desk functions;
- * preparing and managing the office's budget;
- * registering vendors for state and providing necessary related services to them;

- * running debt collection operations, including processing payment plans, referring accounts for write-off, and communicating with outside collection agencies and state agencies;
- * automating debt collection processes and monitoring contracts for automation;
- * reviewing and approving debt collection transfers to agencies and the debt recovery fund;
- * ensuring compliance with federal and state debt collection laws;
- * writing and processing RFPs and RFQs for debt collection and other services and supervising contractors;
- * hiring, managing (allocating), supervising and disciplining staff and all other needed resources;
- * interfacing with all other state branches and agencies as required; and
- * preparing and presenting testimony before the Legislature and other bodies as required.

In addition to all these back-office functions, Nevada's Controller has a statutory duty promote state frugality and economy, plus better management of the state's fiscal affairs and creditworthiness, and better understanding of all these matters for everyone (public, press, legislators and other officials). Openness, transparency and accountability are paramount in these areas.

The Controller also holds hearings on payroll overpayments and public employee union dues, and writes decisions to resolve those matters. And answers Nevada Public Records (FOIA-type) requests and provides information to the public upon request and necessity.

Regent's Duties

One of 13 Regents on Board who:

- * set mission, vision, policy and procedures for NSHE, two universities, five colleges and community colleges, plus Desert Research Institute;
- * selected and evaluated the performance of various employees (university, college, community college and DRI presidents, athletic directors, and basketball and football coaches, plus NSHE chancellor, general counsel and chief of staff for the board);
- * set budgets and finances and oversaw compliance with them;
- * managed operating and endowment funds, plus major projects, including planning and implementation of massive all-system (and institutions) enterprise resource planning and management system for student affairs, faculty and staff, and all finance and accounting matters;
- * oversaw system auditing operation and results;
- * oversaw growth and development of health sciences system operations and medical and dental schools;
- * oversaw research and economic development activities of NSHE, institutions and their coordination of those functions with state and local government;

- * oversaw cultural development and security activities of NSHE and individual institutions;
- * oversaw education policy development and implementation at institutions;
- * coordinate with college, university and DRI governing bodies, including those for students, faculty and staff/administration, and assure their input was heard and given due weight in our decisions;
- * recognized outstanding faculty, other scholars, staff and students;
- * assured quality education for students, families and the people of Nevada;
- * oversaw all operations of NSHE, its institutions, plus thousands of faculty and staff for over 100,000 students.

I served eight years on the Audit committee and seven on Budget and Finance Committee, chairing each for two and as vice-chair of each for a year. I served seven years as a very active member of the Investment and Major Projects Committee, which oversaw over \$1-billion in investments, plus the ERP system and other major expansions. I also served on various institutional president selection and evaluation committees, chairing two. And I served on four other committees. In particular, I was active in seeking to assure fairness for community colleges, their students, faculties, staffs and communities, which serve Douglas County.

PUCN Senior Economist Duties

Served as senior/principal analyst in full range of financial, economic, policy and technical analysis, including especially cost of capital, fuel costs, operations and capital costs, cost recovery, revenue requirements, cost allocation and rate design, strategic business and resource planning, systems modeling, discount rates, and generation and power supply costs, including conservation and renewables. Served as expert witness in all these areas for commission staff and for commission before other state and federal bodies. Worked extensively with all parties involved in regulation, energy and other utility (electric, gas, water and communications) matters. See my detailed experience resume (three pages in attachments) for the full range of subject matters with which I dealt in this job, my jobs at the California Energy and Public Utilities Commission and my work in private business and consulting. (Areas of Experience, Publication and Expert Testimony section)

Assemblyman's Duties

All normal duties of a state legislator: determine the public interest in the full range of matters that come before the legislature and act for that interest. Member of Government Affairs, Commerce & Labor, and Transportation Committees. Represent constituents and provide services for them. Sponsor bills and other measures; advocate for or against and vote on measures coming before committees, the Assembly and Assembly/Senate conference committees. Work with full range of interest groups, and seek to fashion compromise and effective measures. Outreach to citizens/public, interest groups, press and others to explain legislation, regulation, spending, revenues, finances, various public interventions, other governmental matters, and the public interest. Supervise one staff person. Provide leadership of ideas and action; think, write and speak.

Duties as ETAG President

Full functions of president of a small consulting business and expert witness. Consulted to and testified for the full range of parties involved in regulatory, utility and energy matters, including regulators and staff, other public agencies, investor-owned and publicly owned utilities, private energy producers and other private businesses, plus various public-interest, consumer, environmental and energy policy groups. Full range of business development, management and billing responsibility, plus working and coordinating with partners and sub-contractors.

Notably in this work, I led ETAG's engagement to perform the 1996-97 feasibility study for the City of San Francisco on municipalizing electric utility operations there, including especially valuing the facilities to be acquired and other policy, resource planning, operations, risk, technical issues and policy matters.

Also served as consultant and expert witness for Pacific Gas & Electric Co. before Federal Energy Regulatory Commission on discount rates and policies for regulation. FERC adopted the analysis and discount rate result I proposed, and when the opposing party appealed the matter to the DC Federal Court of Appeals, the court also adopted it. To my knowledge, this is the highest court decision ever on the subject of discount rates because the Supreme Court has never heard the issue.

Also served as consultant and expert witness for the Oklahoma Corporation Commission (which regulates utilities in that state) on major review of prudence and reasonableness of the operation gas gathering and transmission system and use of gas in electric generation by Oklahoma Gas & Electric Company. Also consultant and expert witness on setting avoided-cost rates for acquiring electric energy from private producers.

Served as expert witness in case before state court in Oklahoma in which I performed valuation of a private power producing company and the damages to one of its partners for a breach by its CEO. Extensive work as expert witness on cost of capital, finance, revenue requirements, cost allocation and rate design in utility regulatory matters. Consultant and expert witness for private power producers, etc.

Duties as Spectrum Economics, Inc. Vice President

Essentially the same as those at ETAG in the 1990s, except I was VP, not President and CEO. However, I did mediate a truce and settlement of many business and financial issues between the PA central office and the satellite offices in SF, SD & KC before leaving. Also was responsible for business development, management, etc. and did most of the same consulting and expert witness work as at ETAG. Did extensive work for Oklahoma Corporation Commission client as at ETAG, plus work on diversification and utility strategic planning for PG&E. Also, work for Southern California Edison Co. and San Diego Gas & Electric Co. on their proposed merger. Work for Mobil Oil Co. and other private power producers at CA Energy Commission. Various other projects and cases.

Duties as Section Supervisor & Principal Analyst in Four Areas at California Public Utilities Commission

Professional duties similar to those at PUC of Nevada in 2001-12. However, at CPUC I also had substantial supervisory and management duties as a section supervisor and member of all four division

management committees and was involved in hiring and evaluating professional and support personnel, as well as coordinating with other branches of the agency. At various times I served as the CPUC's first Principal Analyst in the following four subject areas: economics, finance, policy and technical analyses. In these capacities, I prepared analyses and testified as an expert witness on the full range of matters involved as a staff member, including (without limitation) revenue requirements; finance; project and resource economics; nuclear power, coal and all generating alternatives; cost allocation and rate design; discount rates; system modelling and operation; fuel and capital costs and their recovery; incentive ratemaking, etc. Managed CPUC's last resource plan review for SCE and PG&E, involving proposed three-state coal-fired power plant system with coal mining in Utah, slurry pipeline to Nevada and transmission lines to California. Led completion of major CA Environmental Impact Review (similar to federal EIS in volume and detail) for that project, supervising ~10 full-time staff members total in all functions. Also led interdepartmental project team evaluating CPUC transportation regulation and de/re-regulation, which resulted in significant deregulation. Also involved deeply in restructuring and reregulation of electric utility industry and promulgation of power purchase rates for utilities' procurement from private power producers (mainly QFs). Many other high profile cases and events, including testifying before CA legislature.

Duties as Partner, Consultant and Expert Witness at Bertschi & Knecht Engineers & Consultants

Similar to duties later at ETAG, Spectrum & QED in professional and management matters. Major project in 1976-77 was as consultant and expert witness for California Energy Commission on power economics, especially on Sun Desert plant licensing docket. My consulting work included completion of my masters project in Civil Engineering (power economics) at UIUC, which became a reference document on those issues at CEC. Also consulted and testified for other clients on ratemaking and resource planning issues.

B&K continued to operate in 1978-86, with me in Sacramento in 1978-79 and in SF in 1979-86; the State of CA recognized the First Amendment rights of its employees, and thus I was allowed to do consulting and expert witness work on the side while at CEC and CPUC. In fact, CA understood that such side work out of state improved its employees skills, knowledge and qualifications and thus added value for CA taxpayers while avoiding conflicts of interest (being out of state). SO, I consulted and testified on the full range of clients in the full range of subjects on which I worked at CEC and CPUC.

My work in 2012-14 as a private consultant, which is not separately listed here, was similar to my work at B&K, QED, Spectrum and ETAG, but without as much management component.

Duties as Commissioner's Senior Advisor and Principal Regulatory Specialist at CA Energy Commission

Professional duties essentially the same as at CPUC, but didn't include much about ratemaking. Instead, electric and gas resource planning, plus power economics, planning and technical matters and policy analysis for energy, especially alternatives and conservation. As Commissioner's Senior Advisor, I dealt with all subject matter and procedural issues that came before the commission, plus policy, personnel and management issues. Filed court testimony for commission as an expert witness on nuclear and other power production matters.

Ron Knecht's Attached Listings for Storey County Manager Application 31Jan19

Professional Associations

- Member, State Financial Officers Foundation, 2016-Present
- Member, National Association of State Comptrollers (NASC) and National Association of State Auditors, Comptrollers and Treasurers (NASACT), 2015-2019; served on numerous committees and as panel moderator at various conventions
- Founder, Univ. of San Francisco Federalist Society, 1994-95; Advisor, 1997-2001
- Member, Western Economics Association International (WEAI), 1998-present
- Member and speaker at Society of Utility and Regulatory Financial Analysts (SURFA), 2007-2009
- Organizing Committee, Rutgers University Center for Research in Regulated Industries annual Western Conference, 2005-2007
- Member, Mathematics Association of America, ~1970-1973

Honors & Awards

- Nominated for SFOF's Outstanding State Financial Officer award, 2018
- Taxpayers' Hero Award, Citizen Outreach (for leading opposition to Commerce Tax)
- Outstanding Student Paper in Power Generating Economics, American Nuclear Society, 1977 – paper based on my masters project at UIUC in Civil Engineering – this paper did not find nuclear to be the least-cost option
- Senator and Steering Committee Member, Univ. of Illinois Student Senate, 1968-69
- President, Independent Freshmen Men, University of Illinois, Urbana, 1967-68
- Citizenship Award nominee, Belleville Township High School West senior class, 1967
- Assistant Editor, *HyNews*, Belleville, IL Township High School (West), 1966-67
- Class President, National Science Foundation Summer Math & Computer Science Program, St. Louis University, 1966
- Ran Cross-Country & Track, Belleville Township High School (West), 1963-67; varsity letters, 1965-1967; All-St.Clair-County Cross-Country Team, 1966 (2nd team IL Southwest Conference and district)
- Master Councilor / other positions, Tancred Chapter, DeMolay, Belleville IL, 1964-68
- Senior Patrol Leader & other positions, Cub and Boy Scouts, Belleville IL, 1957-64

Personal

- The most important things in my life are my wife Kathy, our teenage daughter Karyn, and our families. I was always active in a wide range of athletics and outdoor activities. I enjoy ballet, modern dance, symphony, opera, rock & roll, country & western, theater and film. I still collect sports cards and pursue other hobbies. Our family has attended many activities in Storey County for a number of years and enjoyed the friendship of many folks there. It would be an honor to serve them and the Commissioners.
- In 1979-83, I was a co-founder/CFO and later Chairman/CEO of the Rainbow Connection Restaurant in Springfield IL. Lasting three-plus years, we beat the odds and provided good food, service and atmosphere. Unfortunately, we continued to lose

money in great part because we had to turn our construction loan into permanent financing after the October 1979 Saturday Night Financial Massacre drove interest rates into the upper teens. In the end, we settled with the bank and walked away.

Volunteer Experience

- Instructor, "Managing Your Life and Family Finances", for clients of Friends in Service Helping (FISH) faith-based charity, Carson City NV, 2005 and 2007-08
- Board of Directors & Legislative Chairman, Carson City Court Appointed Special Advocates for Children (CASA), 2005-15; Chairman of Board, 2013-15
- Board of Directors, Carson City Kiwanis Club, 2002-04 and 2005-07; member of Club's Scholarship Board, 2004-07; Member, Kiwanis Club, 2001-present
- Co-sponsor, Carson High School Science Fair, 2004; other local-education support, 2002-present, including member of textbook of CC District textbook selection com.
- Carson City Methamphetamine Task Force Public Awareness Committee, 2005-06
- Carson City Methamphetamine Task Force Public Awareness Committee, 2005-06
- Member, Carson City Navy League Chapter, 2004-12

Public Service & Other

- Chairman, Carson City (Water and Sewer) Utilities Advisory Committee, 2002-03
- Associate Member, Carson City Area Chamber of Commerce, 2002-06
- Chairman, Electric Load Forecasting Statewide Committee of Energy Experts to Advise Illinois Legislature, 1975-76
- Board of Directors, Illinois Committee on Freeways (Urbana IL), 1975-76
- I've been a founder, executive or director for 12 firms, charities, community-service and public-interest groups; including a board member for Minimax Research Corp. in 1988-94.
- I've testified as an expert witness about 150 times in about 25 regulatory, judicial and legislative jurisdictions on a wide range of subjects listed in "Areas of Experience ..." in my three-page resume supplement.
- In high school, I had various hourly and piecework jobs, including running Christmas tree lot, putting up seasonal decorations at shopping center, mowing lawns and shoveling snow.

My Record as Controller

- Leading a 41-person office, we've compiled a strong record of nuts-and-bolts ministerial and back-office functions; no turmoil, trouble or drama, just quiet and effective day-to-day service. We cut spending by over 13% and returned over \$1-million to the state treasury in the first 18 months, while improving service. We worked with all state agencies to modernize business processes and develop the SMART21 II system to integrate all functions such as accounting, finance, payroll, personnel and budget for all agencies. I worked hard with many of our staff, the vendor, AG and others to rescue a large troubled IT project we inherited; it's now

producing \$1.3-million new annual debt collection revenues for the state. We also made great strides in IT security and safety to protect folks' private information.

- As controller, I did unprecedented things under the statutory charge to promote transparency and accountability and improving/reforming government performance. I published Nevada's first three modern Controller's Annual Reports (CARs), and the first three won awards. (Awards for the current year have not yet been announced.) They cover state spending, revenues, health and social services, education, state pay and retirement benefits, the economic outlook and policy prescriptions – realistically from the taxpayer and public-interest viewpoints.
- I led a group that produced a 2015 alternate budget to fund all state services reasonably while not raising taxes. I've led effort to repeal the Commerce Tax, which is similar to and worse than the margins tax the voters rejected 79-21 in 2014.
- I've also led efforts for openness and accountability at PERS and to reform the forecasting of returns on state pension investments and expected employee headcounts. The goal is to make the system safe and secure and avoid a crisis due to underfunding (a crisis now affecting many states for the same reason).

Publications

- Numerous papers and written testimonies and exhibits in my professional and expert witness work listed in my three-page resume supplement under "Areas of experience ...".
- Especially relevant to this application, I wrote a chapter in the book **Leadership Secrets of Government Financial Officers 2.0**, published in 2017 by the National Association of State Auditors, Comptrollers and Treasurers.
- Also see listings elsewhere in this application concerning my work as a columnist for various online and print publications.

Austin Osborne

Austin Osborne, M.Ed., PHR, SHRM-CP

██████████
Virginia City, NV 89440
██████████
██████████

January 26, 2019

Subject: Cover Letter for Storey County Manager Position

Dear Honorable Storey County Commissioners:

The County Manager position intrigues me because of the strong focus Storey County has on economic development and improving the quality of life for Storey County and Northern Nevada residents and businesses. Storey County's goals are closely aligned with my experience for the past 13 years with the Storey County team.

Snapshot: HR Generalist; SHRM-CP; PHR; land-use planning generalist; 5 years in HR with 10 years in management; University of Nevada, Reno graduate with Master's Degree in organizational leadership field.

Management Profile: Director of HR and Planning for Storey County performing the full-range of administrative, operational, and leadership duties of both functions; strong experience in general county administration, budgets, economic development, land development, and project management.

I am available to interview by any means that works best for you. Once you have reviewed my attached resume, you will see that I am well-qualified to lead the Storey County team to a successful future. I look forward to an opportunity to share with you my experience and qualifications for this position.

Respectfully submitted,


Austin Osborne, M.Ed., PHR, SHRM-CP

Enc.: 9 Letters of Recommendation

STOREY COUNTY

EMPLOYMENT APPLICATION An Equal Opportunity Employer

Original Application must be received by the closing date listed on the job posting.

Faxed, e-mailed and post-marks are NOT acceptable.

If you believe you require an accommodation during the selection process, please contact us to make appropriate arrangements.

Name Austin Osborne Date 01/26/19
 Address [REDACTED]
 City Virginia City State NV Zip Code 89440
 Telephone(s) Home [REDACTED] Cell [REDACTED] Work [REDACTED]
 Email address: [REDACTED]
 Position Applied for: Storey County Manager

How did you hear about this position? Advertisement Walk-In Referral (by whom?) _____
 Other (explain) Internal

If offered employment, when can you be available to begin? Immediately after two weeks of notice.

What type of employment will you accept? Full-Time Part-Time Temporary

Will you be available for shift work? Yes No

Will you be available to work weekends and/or holidays if necessary? Yes No

Have you been given a job description or had the requirements of the job explained to you? Yes No

Do you understand the job requirements? Yes No

Can you perform the requirements of this job with or without reasonable accommodation? Yes No

To qualify for employment, applicants must be at least 18 years of age unless otherwise specified in the job announcement. If offered employment, can you furnish proof of age? Yes No

After an offer of employment, can you submit verification of your legal right to work in the United States? Yes No

List other names, if any, you have used. None

EDUCATION RECORD

Did you graduate from high school or receive a GED certificate? Yes No

School Name	Location	Hours Earned	Diploma, Degree, or Certificate	Major Field of Study
Business/Technical/Vocational 1.				
2.				
College/University (Undergraduate) 1. University of Nevada, Reno	Reno, Nevada	150	Bachelor of Science (BS)	Education and Computer Literacy
2.				
Graduate School University of Nevada, Reno	Reno, Nevada	36	Master of Education Leadership (M.Ed.), School Business Administration	

AUSTIN OSBORNE

STOREY COUNTY

LICENSES (Optional, unless required for the position for which you are now applying.)

List current licenses, certifications, or registrations required for the position for which you are applying. Indicate types, state license numbers, and expiration dates.

SHRM-CP (Society of Human Resources Certified Professional), (PHR) HRCI Professional of Human Resources, licensed K-12 Nevada State Public School Administrator, licensed 7-12 Nevada School Teacher, (CPO) Certified Public Official

Answer only if position requires.

Do you possess a valid driver's license? Yes No

If so, license expires 02/07/22 Class C Restrictions (if any) Glasses

For positions that require typing: I certify that I can type at a speed of 50 WPM.

In addition to English, list any other language abilities you possess.

Verbal fluency in None

Written fluency in None

List any special skills you possess and/or equipment or office machines you can operate.

Windows and IOS; Microsoft Word, Excel, and Outlook; Adobe Pro; Pictometry; ESRI Arc Info GIS; Tyler Systems; Pages; full-range of standard office machines; emergency radio systems used by Storey County.

OTHER INFORMATION

Have you ever been disciplined in your employment related to workplace violence? Yes No

If yes, please explain.

None

Do you presently use illegal drugs? Yes No

Have you ever been employed by Storey County? Yes No

If yes, please provide the following information:

Department Human Resources and Planning Position Title Administrative Officer/HR Director and Planning Director

Dates of Employment 2008 - present Reason for Separation Still employed. Seeking promotion.

Are you related to anyone who is currently employed by Storey County? Yes No

If yes, please provide the following information:

Related person's name None Department None

Relationship None

STOREY COUNTY

EMPLOYMENT HISTORY

Provide information regarding all paid, military, and volunteer work and how it may be related to the position for which you are applying. Describe your most recent position first; then list other positions in order held, beginning with the most recent. Use a separate block for each position, even if with the same employer. Use additional sheets if necessary. Do NOT use references such as "See Résumé" in place of completing this section.

May we contact all employers listed? (Attach a list of any exceptions with an explanation.)... Yes No

Present Employer Storey County Present Position Administrative Officer/HR Director; Planning Dir.
Address P.O. Box 176 From (Mo/Yr) 02/2013 To (Mo/Yr) Present
City Virginia City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State Nevada Zip Code 89440 Salary [REDACTED]
Supervisor's Name/Title Patrick Whitten, County Manager Telephone (775)847.0968
Related Duties

Manager of Storey County with full-range of leadership duties.

Reason for Leaving Still employed. Seeking promotion.

Employer Storey County Position Senior Planner
Address P.O. Box 526 From (Mo/Yr) 09/2008 To (Mo/Yr) 02/2013
City Virginia City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State Nevada Zip Code 89440 Salary [REDACTED]
Supervisor's Name/Title Dean Haymore, Community Development Director Telephone (775)847.0966
Related Duties

Building Official, Planning Administrator, Direct Supervisor

Reason for Leaving Promoted to position within the employer.

Employer Lyon County School District (Dayton High School) Position Teacher
Address 335 Old Dayton Valley Road From (Mo/Yr) 07/2005 To (Mo/Yr) 09/2008
City Dayton Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State Nevada Zip Code 89403 Salary [REDACTED]
Supervisor's Name/Title Wayne Workman, Principal Telephone [REDACTED]
Related Duties

Full-range of site principal duties and supervisor.

Reason for Leaving Began new career with Storey County.

STOREY COUNTY

ACKNOWLEDGMENTS

Please **READ ALL** of the following statements and **INITIAL EACH** of the lines to indicate you have read and understand each of the statements. If you have any questions, contact Storey County Human Resources Department at (775) 847-0968.

[Signature] 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.

[Signature] This application is the property of Storey County and will become part of my personnel file if I am hired.

[Signature] I authorize Storey County to contact any employer or individual that I have listed on my employment application and/or résumé or mentioned during job interviews to obtain from them any relevant information regarding my previous employment, military service, criminal history, characteristics or traits necessary for job performance, or other relevant qualifications for employment and/or continued employment with Storey County. In addition, I authorize Storey County to conduct a background search which includes criminal history and military history. In addition, if the position for which I am applying requires driving a vehicle, I authorize Storey County to conduct a Department of Motor Vehicles (DMV) search. If the position for which I am applying involves contact with minors or with any persons having diminished capacity to care for themselves, a search of government sex offender registries may be conducted. I further authorize Storey County to contact any institution and/or licensing authority to verify my possession of education, licenses, and/or certificates which may qualify me for employment.

[Signature] In exchange for Storey County consideration of my employment application, and/or any continued employment with Storey County, I authorize anyone possessing information to furnish it to Storey County upon request, and I release the organizations and all individuals providing the information or acquiring the information, including Storey County, from all claims, liability, and damages whatsoever claimed to be related to furnishing, obtaining, or using said information. This release applies to, but is not limited to, claims for defamation, libel, slander, infliction of emotional distress, and interference with current or prospective economic relations.

[Signature] I further understand this consent will apply during the entire course of my employment with Storey County should I obtain such employment. I understand and agree this consent shall remain in affect indefinitely.

[Signature] I hereby certify that all statements made in this application are true. I understand that any false statement of material facts herein may cause forfeiture on my part of all rights to any employment with Storey County. 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 understand that neither this document nor any offer of employment from Storey County constitutes an employment contract unless a specific contract document to that effect is executed. I agree to undergo any job-related physical examination and drug screening upon conditional offer of employment. I further understand and agree that this paragraph applies to any information supplied by me at a later date as part of this application.

Additionally, my signature below certifies that the information provided is true and correct to the best of my knowledge.

Signature of Applicant

[Handwritten Signature]

Date

04/29/19

NOTE: This Page **MUST** have original initials and signature.
Photocopy or typed versions not acceptable.

STOREY COUNTY MANAGER

1. **Diverse Storey County experience in HR, planning, budgets, and operations.**
2. **Dedicated to economic development, lean government, and customer service.**
3. **Effective leader with elected officials, employees, civic and community groups, and public.**
4. **13-year servant to Storey County citizens, businesses, and stakeholders.**
5. **Promoted historic preservation, responsible growth, and rural community defense.**

EXPERIENCE

2013 to Present (Storey County)

Administrative Officer / Human Resource Director / Planning Director (concurrent)

Leadership

- Framed Storey County Master Plan with meaningful community contribution
- Led team in restructure following veteran department head retirements
- Managed “360 HR investigations” increasing morale and productivity
- Influenced landmark TRIC development agreement amendments
- Influential member of annual budget team
- Balanced mining, community, and cultural resources in codes and permits
- Earned credibility and trust, and helped build employee-centric HR
- Enhanced inter-agency relationships resulting in community projects
- Effective leader with county commission and planning commission
- Advocate for community stakeholders and businesses

Labor Relations

- Chief labor contract negotiator, labor relations manager, and EEO officer
- Negotiated reduced dependent healthcare costs in all three CBAs
- Honor and fairness in all employee-employer issues
- Defended county in spurious labor disputes

Operations

- Realigned compensation plan to control accelerating staffing costs
- Reduced premiums by influencing high-deductible/HSA health plan enrollment
- Firm with carriers to reduce premium increases
- Launched RFPs to seek better services with reduced costs
- Wrote and administered federal grant for countywide energy upgrades
- Applied analytics and due diligence to policy and budget decisions
- Reduced workers' comp. losses by seeking stronger contractor services
- Lobbied and testified in Nevada Legislature
- Worked with Congressional representatives and federal agencies for lands bills

- Streamlined regulations and increased entitlements in codes, policies, and plans
- Project managed Courthouse parking lot construction
- Worked regularly with construction, business, and development firms
- Served with team attracting and retaining businesses
- Coordinated transportation improvements with regional agencies
- Proposed building improvements increasing productivity and safety
- Represented county in the court of law on wide-range of issues
- Considered and implemented good ideas brought up by others

2008 - 2013 (Storey County Community Development)

Senior Planner

- Full-range of land-use planning duties
- Supervised planning division staff

2005 – 2008 (Lyon County School District)

Dayton High School Teacher

- Taught Government, Economics, U.S. History, World History, World Issues
- Coached soccer, National Honor Society, junior and senior class council

EDUCATION & CREDENTIALS

- M.Ed. – Master of Education Leadership (School/District Business Administration)
University of Nevada, Reno - 2005
- B.S. – Bachelor of Science in Education
University of Nevada, Reno - 2002
- Professional in Human Resources (PHR) certified
- Society of Human Resources Management-Certified Professional (SHRM-CP) certified
- Licensed Nevada State K-12 School and District Administrator, and 7-12 Teacher

ENGAGEMENTS

- Board – Nevadaworks Local Elected Official, LEO (former chair)
- Board – State Land Use Planning Advisory Council (SLUPAC) (former chair)
- Board – Carson Water Subconservancy District (CWSD), Carson River Watershed Committee
- Board – Comstock Community Television Board of Directors
- Committee – Truckee River Flood Management Authority, Technical Advisory Committee
- Committee – CWSD Legislative and Regional Water System committees
- Member - Society of Human Resources Management (SHRM)
- Member - American Planning Association (APA)
- Member – Comstock Classics Car Club
- Former – Storey County Planning Commissioner (2005-2008)



STOREY COUNTY FIRE PROTECTION DISTRICT

145 North C Street
P.O. Box 603
Virginia City, NV 89440
(775) 847-0954 Phone • (775) 847-0987 Fax

January 15, 2019

Re: Recommendation for Austin Osborne

To whom it may Concern:

It is with great pleasure that I write this letter of recommendation for Austin Osborne for the position of County Manager for Storey County. I have known him for several years and worked with him professionally for the last 5 years.

In the time I have known Austin he has displayed a high degree of integrity, and responsibility. He is definitely a go-getter and very knowledgeable in the leadership and operations of Storey County Government. Austin has a keen sense of humor and brings a refreshing outlook and demeanor to everything he does.

Austin has been very involved in the governing and managing of Storey County since his very first involvement as a Planning Commissioner 15 years ago. From that moment, he has thrown himself into the inner workings of this county. As you may well know, Austin wears many hats in this organization, from Administrative Officer to Human Resources Director to Planning Director, as well as anything else that comes his way.

As a new fire chief, I have taken advice from Austin on issues dealing with hiring, employee issues, internal investigations, department morale, and most things in between. Austin is a wealth of knowledge on many levels and is very well educated. He has been a voice of reason and logic for me. We have negotiated a recent collective bargaining contract together, and have worked hand in hand on numerous other projects such as job reclassifications and policy adjustments. Austin exhibits honor and fairness with every project and assignment he leads or is involved in. He has brought a unique environment to Human Resources to make it inviting for employees to bring issues forward and not have intimidation or fear about it.

Austin was the driving force to rewrite the Storey County Master Plan, he engaged both community members and leaders from the entire county. He has taken an important role in economic development in Storey County and is part of the team that brings all of the large well-known, as well as the small start-up companies here to call our county home, he has traveled to other countries to tour facilities to make sure they are the right fit for our county. Austin works with state and national leaders to make sure the voice of Storey County is heard about decisions that are being made which directly affect us.

Austin has been a leader in providing the most cost effective and comprehensive health insurance to county employees while working to reduce costs for both the county and employees. He has worked effectively to bring agencies together to work as one on many projects both in the county



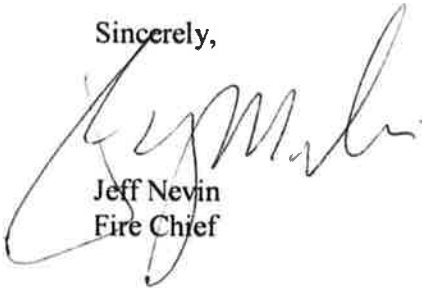
STOREY COUNTY FIRE PROTECTION DISTRICT

145 North C Street
P.O. Box 603
Virginia City, NV 89440
(775) 847-0954 Phone • (775) 847-0987 Fax

and with our neighbors. Austin has been able to restructure job classifications to improve morale and proficiency along with compensation while reducing redundancies. He continues to rewrite zoning ordinances and make amendments to codes as necessary.

Austin works hard for this county, its residents, visitors, and employees. It is not uncommon for him to work twelve to fourteen hours a day to see a project or plan to completion. He is the definition of due diligence. It is my honor to write this letter and give my full and unwavering endorsement to Mr. Austin Osborne to be selected as the next Storey County Manager.

Sincerely,



Jeff Nevin
Fire Chief

Jason Wierzbicki
5805 Lightning Ct.
Sun Valley, NV 89433

01/28/19

To whom it may concern:

My name is Jason Wierzbicki and I have known Austin Osborne for several years. I am the Public Works Director for Storey County. I supervise a staff of 19 to 30 depending on the season.

I am writing to recommend that you consider Austin Osborne for the position of County Manager for Storey County. In all my years of experience, some people stand out for their great qualities and Austin Osborne is one of those people. He is well known for his intelligence, work ethic, positive attitude, teamwork mentality, leadership, diligence, etc. He is well respected throughout the organization for his ability to get things done, for meeting short deadlines, for accomplishing tasks, etc. Throughout the time I've known him, he has shown me time and again that he is a positive, motivated leader with amazing potential.

During his time here, he has played an important role in the County as Administrative Officer, Human Resources Director, and Planning Director.

In summation, due to his great attitude, dedication and excellent potential, I would heartily recommend that you accept Austin Osborne for County Manager. I am sure that he would not let you down and would be a great asset to Storey County as County Manager.

Please don't hesitate to contact me if I can be of further assistance. I can be reached at Public Works or 775-229-9920 or at Jwierzbicki@storeycounty.org.

Sincerely,

Jason Wierzbicki
Storey County Public Works Director

A handwritten signature in black ink that reads "Jason Wierzbicki". The signature is written in a cursive style with a large, prominent initial "J".

January 24, 2019

Storey County Board of Commissioners
P.O. Box 176
Virginia City, NV 89440

Honorable Board of Commissioners,

As your former Public Works Director, it is my absolute pleasure to recommend Austin Osbourne for the position of Storey County Manager. I have known Austin for several years, having worked with him for over ten years as part of the Storey County team.

I have come to know Austin as a truly valuable asset to Storey County. He is honest, dependable, well educated and incredibly hard-working. His vast knowledge of federal, state and county government operations would most certainly be a gigantic advantage in the position as County Manager.

Many times over the years that I have worked with Austin, he has put his skillset to work and accomplished many important milestones for the benefit of Storey County. A few that come to mind include his excellent abilities in the area of labor relations. He represents the county as its chief labor negotiator for the counties three bargaining unions, always exhibiting honor and fairness. He also shows that he most certainly has the leadership and operational skills necessary to adequately perform the duties as our County Manager. He has shown his effectiveness in these areas, especially in the framing of the updated Storey County Master Plan, reaching out to the various areas in the county to gain community contributions necessary for the plan to be successful. He also continues to use his analytical skills in performing due diligence to make sound policy and budgetary decisions. He is an impressive problem solver who is always able to address complex issues with strategy and confidence. Austin is inspired by challenges and is never intimidated by them.

Along with his undeniable talents, Austin has always been an absolute joy to work with. He is most definitely a team player and always manages to foster positive discussions and bring out the best of other employees.

Austin is also involved with the community, serving on many boards at the state and local level.

Without a doubt, I confidently recommend Austin Osbourne for the position of Storey County Manager. As a dedicated, knowledgeable and all-around great person, I know he is the right choice for this important position.

Please feel free to contact me at (775) 745-4354 should you like to discuss Austin's qualifications and experience further. I'd be happy to expand on my recommendation.

Sincerely,



Michael E. Nevin

William A. Maddox

Senior District Court Judge

Carson City, Nevada 89701

January 23, 2019

Linda Ritter Consulting
4250 Hobart Road
Carson City, NV. 89703

Re: Austin Osborne

The purpose of this letter is to recommend Austin Osborne to you for the position of County Manager of Storey County, Nevada. In the various positions that I have occupied over the last forty years, I have been asked to write many letters of recommendations. Writing a letter recommending Austin Osborne is the easiest letter that I have had to write.

I have been a lawyer in Nevada for 40 years. In that time, I have been the elected District Attorney of Carson City and Storey County, Nevada; the presidentially appointed United States Attorney for the District of Nevada and a general jurisdiction judge in the First Judicial District Court of Carson City, Nevada. I practiced law privately for ten years and I am presently a Senior District Court Judge. I have worked with a number of administrators. I have represented the Carson City Board of Supervisors, the Carson Tahoe Hospital, the Storey County Commission, the Storey County Planning Commission and the Storey County School Board.

I got to know Austin Osborne after I became District Attorney in Storey County. He and I worked closely together for the four years I was in Storey County. He does an excellent job as the Planning Director and the Human Resources Director. He was the person who everyone, including me, looked to if there was a problem to be solved or if there was a project that needed to be done. He gets along well with everyone with whom he works. He is professional but not overbearing. Finally, Austin is constantly either attending classes or training to improve his already impressive qualifications. He is in my opinion the most qualified person to be the Storey County Manager. Nobody works harder than Austin Osborne.

I have a rule that I never write a letter of recommendation that is longer than one page. It is difficult to write in one page everything good that I might have to say about Austin Osborne, so if you have any questions please feel free to call me.

Sincerely yours,

William A. Maddox
William A. Maddox

Community Chest, Inc.

PO Box 980

Virginia City, NV 89440

(775) 847-9311

(775) 847-9335

January 28, 2019

Re: Letter of Recommendation for Austin Osborne

Dear Honorable Storey County Commissioners:

I am happy to submit this letter of recommendation for Austin Osborne for consideration as the next County Manager for Storey County. Please keep in mind that this recommendation is not intended to be a slight against any other candidate – indeed, Mr. Osborne is the only one I've heard who is applying – but an affirmation of belief in Austin's character, abilities, and results-oriented style of engagement.

With respect to his character, Mr. Osborne has only ever proven himself to be a man of integrity and honesty, a man of his word, a man of humility. At the same time, he is a fierce and committed servant of the people of Storey County who will log whatever miles and work whatever hours it takes to get the task done.

As to abilities, not only has Mr. Osborne proven time and again that he is able to take the most complex of tasks – i.e., soliciting and pulling together input from all sectors of the community for the most recent overhaul and update of the county's master plan – but he has also proven himself an adept speaker and presenter. This is a man who has that most rare of valued skills: an ability to work with a wide variety of people and personalities, as well as an ability to manage the minutiae (i.e., budgets and county code) needed to do the job.

And, finally, as to results, Mr. Osborne has consistently been a positive influence and advocate for Community Chest, Inc. As Planning Director, Mr. Osborne and his team assisted our organization in obtaining necessary land and county permits that allowed it to expand the Virginia City Community Center. Additionally, for the past decade Mr. Osborne has served on the Nevadaworks Adult Dislocated Worker and Youth Out of School RFP committees, and his influence and active engagement on these committees has assisted in CCI *annually* receiving approximately \$300,000 for its two programs qualified under Workplace Innovation and Opportunity Act (WIOA). Mr. Osborne has also provided CCI assistance with workforce development and retention programs at the Tahoe-Reno Industrial Center.

CCI prides itself on serving the needs of communities throughout Storey County and Northern Nevada, and we deeply appreciate the hard work, dedication, and active support that Mr. Osborne brings to our organization each year. For these reasons, we ask that Mr. Osborne be considered as Storey County's next County Manager.

Please do not hesitate to contact me anytime with questions.

Sincerely,



Erik Schoen, Executive Director



nevadaworks

Coordinating Workforce Development for Northern Nevada

January 9, 2019

Ms. Linda Ritter
Linda Ritter Consulting
4250 Hobart Road
Carson City, Nevada 89703

Dear Board of Storey County Commissioners,

It is my absolute pleasure to recommend Austin Osborne for the position of Storey County Manager.

Austin and I have had a working relationship for over eight (8) years. He is the Storey County representative on the Nevadaworks Board and a member of the Nevadaworks Local Elected Officials Board. In addition, he serves on the Executive Committee for the Board and the Executive Council of the Local Elected Officials. Over the years he has served as both the Vice-Chair and the Chair of the Local Elected Officials.

Over the years, I have thoroughly enjoyed working with Austin. I have come to rely on his knowledge of Northern Nevada and of Storey County, in particular. Austin brings his knowledge of the local workforce, his budgetary experience, and his understanding of governmental procedures and processes to each discussion. Throughout the years he has been an active member of many funding proposal committees which require extensive review and evaluation.

Austin is always prepared for every Nevadaworks meeting, bringing information and insight into the activities and needs of Storey County, driving discussions related to Nevadaworks' activities throughout the 13 Northern Nevada counties, and offering suggestions and comments regarding Nevadaworks' policies and procedures.

Working with Austin in the professional capacities mentioned above has also allowed me to know him on a personal level. I find Austin to be a positive person, with the ability to look at and evaluate all sides of an issue. Austin has a straight forward approach during discussions and is always open to hearing the opinion of others. He is incredibly hard working and dependable, and I find him to be an asset to Nevadaworks.

I am confident Austin will bring all his skills to the position of Storey County Manager, and I highly recommend him for this position.

Please feel free to contact me via email at jthurman@nevadaworks.com or by phone at 775-284-1342 if you would like to discuss Austin's qualifications and experience in further detail. I am happy to expand upon my recommendation.

Sincerely,

John H. Thurman
CEO
Nevadaworks

6490 South McCarran Blvd., Building A, Suite 1, NV 89509-6119
www.nevadaworks.com 775-337-8600 Fax 775-337-9589

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January 21, 2019

Board of County Commissioners
Storey County
PO Box 176
Virginia City, NV 89440

Dear Commissioners,

It is my honor to recommend Austin for the position of County Manager. As a colleague, I have worked with Austin over the past eight years on various Workforce and Economic Development efforts. Not only has he been a Local Elected Official key player on the Nevadaworks Board, he has become a trusted liaison and advisor.

While Austin has found much success in his current and concurrent roles as Administrative Officer, Human Resource Director and Planning Director aiding in the economic growth and expansion of Storey County, he is looking to maximize his leadership for which he is qualified. Austin is poised to step into the role of County Manager.

When I think of Storey County, I think of your great Ambassador that is Austin Osborne. Austin can visualize, plan, and continue to create vitality for your community. He is beyond knowledgeable of the day-to-day business of the County. He is strategic thinker with his finger on the pulse economic trends throughout Northern Nevada and recognizes the benefit of thinking regionally.

Austin has proven skill in the arena of relationships. He is an effective leader able to bring members of government, business, civic and community groups, staff and residents together to accomplish goals. Austin is exceptional at hearing and considering all sides and opinions, ensuring everyone has their due time and feels heard. His successful involvement, with the Storey County Master Plan, Reno Industrial Center, Mining and Manufacturing industries, land use, department reorganizations, labor relations, are just a few examples of his leadership, communication and negotiation abilities. Additionally, Austin's obligation to fiscal and efficiency due diligence shows in his Operational accomplishments to date.

In addition to his professional qualifications, Austin has personal qualities that make him a well suited to leadership. He naturally falls into the role of "point person" in so many different circles in which we have worked together. He is not afraid to share his opinion and offers direction and solutions. My experience is that when Austin has something to say, people are genuinely interested and hold his opinion in high regard. Austin's is a person with a highly reputable reputation.

Headquarters Office: 716 N. Carson Street, Suite B, Carson City, NV 89701
(775) 461-3930 Fax (775) 461-3933 www.join.org

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Austin has my highest recommendation for the position of County Manager with Storey County. I am excited to see the direction in which Storey County grows under Austin's leadership. Please feel free to contact me for any further information.

Sincerely,

A handwritten signature in black ink that reads "Denise L. Castle". The signature is written in a cursive style.

Denise L. Castle
CEO
dcastle@join.org

Headquarters Office: 716 N. Carson Street, Suite B, Carson City, NV 89701
(775) 461-3930 Fax (775) 461-3933 www.join.org

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Scott Jolcover
P.O. Box 1298
Carson City, NV 89702-1298

RE: Austin Osborne

January 22, 2019

To whom it may concern:

It has been brought to my attention that Mr. Osborne is applying for the Storey County Managers position. I have been blessed with knowing Mr. Osborne for well over twenty years. Let me list the qualities Austin has that would support Austin in his role as a County Manager. Honest, Moral, Organized, Fair, Balanced, Truthful, Educated, EXPERIENCED, Polite, Open minded, Firm, Thoughtful, EXPERIENCED, Local, Community Involved, County Involved, State involved, Nationally involved, did I mention EXPERIENCED ? Austin does not just talk the talk, he walks the walk. His actions speak volumes compared to idle words. And it does not matter which side of the fence or isle you are on. He can see both positions clearly and lands on the side of the laws and regulations that are on the books. He is CAN DO not CAN'T DO. Storey County is one of the most unique Counties in the State of Nevada if not the whole United States. It is so important for the County to hire someone from within who understands the Comstock, the culture, the County and the Northern Nevada Region. Austin has been present for the lean times and the exponential growth of the TRIC industrial park in the County and has grown with the County. While the shoes of the current Storey County manager are way too big to fill with anyone overnight, Austin is mature enough and young enough (but not too young) to tackle the hard issues in the years to come and eventually fill those shoes. So why should you even give any weight to my "words".

I will tell you why. I have worked in Storey County and owned property in Storey County for over 30 years. I have served as Board Member, Vice-Chairman and Chairman of the Virginia City Tourism Commission. I donated the first piece of land to the Tri-County Railway Commission many years ago to kick start the V & T Reconstruction project from Carson City to Gold Hill. I serve on the Northern Nevada Development Authority Design and Construction Committee, and am a member of the Board of Nevada Works. I built and own a tourist attraction in Virginia City. I work locally in the community for a local mining company. I have interfaced many many times over the years with ALL levels of Government and particularly Storey County Government.

Austin is one of the first people to open the doors in the morning at the Courthouse and one of the last to leave. He is dedicated, loyal, hard-working, knows the system and would be an excellent choice.

A handwritten signature in black ink, appearing to read 'S. Jolcover', written in a cursive style.

Scott Jolcover

775-742-9694



January 22, 2019

Mr. Carmona, Mr. McBride and Mr. Gilman
Storey County Human Resources

RE: Storey County Manager

Gentlemen,

It is a pleasure to first acknowledge the superior accomplishments of Storey County and its Quarterback, *Mr. Pat Whitten*, for the past decade, since I moved to Nevada, and established my trade and business here. Having worked internationally, nationally and regionally, I can represent, first hand, that this County represents a model for public-private partnerships, citizen government and socially responsible business and community. I have never witnessed or experienced a more capable, dedicated government, for the people and by the people's representatives. This could never be accomplished without serious and dedicated governors (that is, you, our County Commissioners), your delegates (an incredibly knowledgeable and competent Planning Director and Planning Commission) and the enforcers of our laws (our independently elected District Attorney, Sheriff and Justice of the Peace). We don't always agree on all issues, but we all care about the County and its success, above our own. It's remarkable and very uncommon. I am blessed to work and reside here with such a dedicated, interdependent County team within an incredibly successful public service "system." This alignment, knowledge and capability "Is Not Luck" and could not succeed without the dedication of the whole team.

The County could neither succeed without such a caring, vested, dedicated team to execute its master and strategic plans, operate the government on a day to day basis, and relentlessly drive for what is right, ensuring our decisions are not only good for the County, its businesses and visitors, and its people, and their children and our children's children. This selflessness has been our differentiation and must continue to define our standards. The Patriots could not have won 5 Superbowls and 9 American League Championships, without a fully vested owners, a dedicated coach and an outstanding quarterback, who all believes in collaborating as a broader team, selflessly, tirelessly and with full dedication. I know I have just described the Storey County system and its quarterback Pat Whitten, but I am also describing the backup quarterback, our own Austin Osborne.

I understand that Mr. Austin Osborne is applying for and is a candidate for the Storey County Managers position. I have worked directly with Mr. Osborne, on some of the most critical, contentious, complex and severest issues facing the County, and I have always found him dedicated and determined to innovate, collaborate and achieve the best, right and most sustainable answer, for the County and its future. I cannot emphasize enough, how critical the

Corrado DeGasperis, Executive Chairman & CEO
P.O. BOX 1118 • 1200 AMERICAN FLAT ROAD • VIRGINIA CITY, NV 89440
MAIN (775) 847-4755 • CELL (775) 847-5310 • FACSIMILE (775) 847-7595

experience, knowledge, and remarkable strength of character for always doing the right thing, for the County, and all of its citizens, is to the County Manager position.

I believe there could be other qualified candidates, but I am doubtful anyone could have the knowledge, fortitude, commitment and relentless (and seemingly) tireless dedication that Austin has always committed for doing the right thing for Storey County. In this assessment, Austin is a 10 out of 10, more likely an 11. Where do we find "11's?" Any other assessment should be secondary, for without these characteristics, we will lose too much and put our incredibly prosperous and complex opportunities, that immediately in front of us, at risk. Tourists, entrepreneurs, industries and residents all come to visit, work and live in Storey because of its unique history and culture, its commitment to its character, its enterprising spirit but most importantly, its relentless commitment and refusal to compromise on all of the above. *Austin has been a critical cog in this big machine and only those seeing it from the inside out can truly appreciate that!* His tireless "Can DO" attitude and capability is truly extraordinary.

I know the County's attitude is not changing, but the capability on the ground will most certainly change without the continued leadership that the County and Pat have established and Austin has supported and can continue leading us forward, tirelessly, without missing a step.

I could not make a stronger recommendation for Storey County's next County Manager than for Mr. Austin Osborne. He is vested in this Storey, it's his home, and we are blessed to have him.

Sincerest Regards,



Corrado DeGasperis
Executive Chairman, Comstock Mining Inc.
Chairman, Virginia City Tourism Commission
Chairman, Comstock Foundation for History and Culture
Chairman, Comstock Real Estate Inc. (Owner of the Gold Hill Hotel)

Marena Works

Marena Works, MSN, MPH, RN

[REDACTED]
Carson City, NV 89701

January 22, 2019

Linda Ritter Consulting
4250 Hobart Road
Carson City, NV 89703

Dear Ms. Ritter,

I was excited to hear about the recruitment for Storey County Manager. My professionalism, **work** ethic, county/city management background and experience in cross disciplinary roles make me an ideal candidate for this position.

I am well prepared for the challenge of serving as Storey County Manager. As director of Carson City Health and Human Services I was able to expand the human services division to include workforce development, add prevention programs and integrate the health department into the community by building collaborative relationships with community partners during one of the worst economic recessions. The health department at the time suffered from low morale and I spent time building rapport with my team, encouraging a positive atmosphere and relating our jobs back to the purpose; I am committed to having the best team and seeing value in my staff, even when they don't see it in themselves.

Spending a year and a half in the City Manager's office broadened and enhanced my experience by adding to my responsibility over 500 full time employees and a 120-million-dollar plus budget. When the City Manager unexpectedly retired five months later I had a large learning curve to manage a consolidated City-County operation. I stepped up to this challenge and learned a lot from others during the process. I was able to move forward with a preliminary medical marijuana ordinance and the passing of a 1/8 cent sales tax for infrastructure projects while concurrently negotiating with the elected officials to be sure the projects included a new animal shelter.

In my current position with Nevada Health Centers, we contract with the Studer Group© who partners with organizations to build a sustainable culture that promotes accountability and fosters innovation using Evidence-Based LeadershipSM (EBL). I have benefited greatly with this relationship which has continued to improve my skills in coaching and developing employees in my department. This partnership has encouraged me to look for ways to motivate and encourage leaders to perform at their highest level. Furthermore, I take time to recognize performance, let the employee know they are valued and appreciated, and strive to build a work environment that connects the heart and mind.

This past year I had the opportunity to contract with the Alliance for Innovation. This group wrote a Playbook that is used to teach small government bodies, such as cities and counties, how to be innovative within their areas. This group was subsequently asked by the Public Health National Center for Innovations to write the Playbook with a public health focus and I was hired to find examples of public health innovations across the country. This unique experience assisted in broadening my

Marena Works, MSN, MPH, RN

[REDACTED]
Carson City, NV 89701

[REDACTED]
[REDACTED]
knowledge with respect to community innovations, and encouraged me to view challenges from novel viewpoints, a skill I was able to carry over into other aspects of my work.

My ambition is to be part of a high performing local government and connected to a smaller community rather than a large urban area. I perform best in a region where I can develop personal connections and integrate into the people and culture, and I especially feel a rapport with Storey County. When I am not at work, I am often hiking or walking dogs, volunteering and generally enjoying outdoor life which makes Storey County perfect for my life-work balance.

As a hard, independent worker with a strong background in city and county governance, I would bring energy, enthusiasm and skill into this position. The requirements of the Storey County Manager position align with both my experience and my career goals. This opportunity would allow me to not only better myself, but to allow Storey County to thrive by applying the skills and background to bettering this community. I would be very pleased to meet and discuss my qualifications further at your convenience. Thank you very much for your time consideration of my application.

Sincerely,

Marena Works

Marena Works

STOREY COUNTY

County Manager

EMPLOYMENT APPLICATION

An Equal Opportunity Employer

If you believe you require an accommodation during the selection process, please contact us to make appropriate arrangements.

Name Marena L Works Date January 10, 2019

Address [REDACTED]

City Carson City State NV Zip Code 89701

Telephone(s) Home [REDACTED] Cel [REDACTED] Work [REDACTED]

Email address: marenalworks@gmail.com

Position Applied for: County Manager

How did you hear about this position? Advertisement Walk-In Referral (by whom?) Stan Jones

Other (explain) _____

If offered employment, when can you be available to begin? within 30 Days

What type of employment will you accept? Full-Time Part-Time Temporary

Will you be available for shift work? Yes No

Will you be available to work weekends and/or holidays if necessary? Yes No

Have you been given a job description or had the requirements of the job explained to you? Yes No

Do you understand the job requirements? Yes No

Can you perform the requirements of this job with or without reasonable accommodation? Yes No

To qualify for employment, applicants must be at least 18 years of age unless otherwise specified in the job announcement. If offered employment, can you furnish proof of age? Yes No

After an offer of employment, can you submit verification of your legal right to work in the United States? Yes No

List other names, if any, you have used. Marena L Macera

EDUCATION RECORD

Did you graduate from high school or receive a GED certificate? Yes No

School Name	Location	Hours Earned	Diploma, Degree, or Certificate	Major Field of Study
Business/Technical/Vocational				
1.				
2.				
College/University (Undergraduate)				
1. UNR	Reno, NV	62	BSN	Nursing
2. WNC	Carson City, NV	60	AS	General Studies
Graduate School				
UNR	Reno, NV	63	MSN/MPH	Public Health & Nursing

STOREY COUNTY

LICENSES (Optional, unless required for the position for which you are now applying.)

List current licenses, certifications, or registrations required for the position for which you are applying. Indicate types, state license numbers, and expiration dates.

Answer only if position requires.

Do you possess a valid driver's license? Yes No

If so, license expires 01/25/2021 Class C Restrictions (if any) _____

For positions that require typing: I certify that I can type at a speed of _____ WPM.

In addition to English, list any other language abilities you possess.

Verbal fluency in _____

Written fluency in _____

List any special skills you possess and/or equipment or office machines you can operate.

Microsoft Office; various HR web or cloud based systems

OTHER INFORMATION

Have you ever been disciplined in your employment related to workplace violence? Yes No

If yes, please explain.

Do you presently use illegal drugs? Yes No

Have you ever been employed by Storey County? Yes No

If yes, please provide the following information:

Department _____ Position Title _____

Dates of Employment _____ Reason for Separation _____

Are you related to anyone who is currently employed by Storey County? Yes No

If yes, please provide the following information:

Related person's name _____ Department _____

Relationship _____

STOREY COUNTY

EMPLOYMENT HISTORY

Provide information regarding all paid, military, and volunteer work and how it may be related to the position for which you are applying. Describe your most recent position first; then list other positions in order held, beginning with the most recent. Use a separate block for each position, even if with the same employer. Use additional sheets if necessary. Do NOT use references such as "See Résumé" in place of completing this section.

May we contact all employers listed? (Attach a list of any exceptions with an explanation.)... Yes No

Present Employer Nevada Health Centers Present Position Director of Clinical Services
Address 3325 Research Way From (Mo/Yr) Jan 2017 To (Mo/Yr) Present
City Carson City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NV Zip Code 89706 Salary [REDACTED]
Supervisor's Name/Title Ali Shahin, MD, CMO Telephone [REDACTED]

Related Duties

Direct responsibility for staff training throughout the organization; manager of employee health; prepare and manage department budget; grant owner of Title X Federal grant;

Reason for Leaving Still employed

Employer University of Nevada, Reno Position Instructor
Address 1664 Virginia Street From (Mo/Yr) Aug 2018 To (Mo/Yr) Present
City Reno Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NV Zip Code 89557 Salary [REDACTED]
Supervisor's Name/Title Roy Oman, Associate Dean Telephone ()

Related Duties

Responsible for all aspects of teaching CHS 101 (Community Health Sciences)

Reason for Leaving Still employed; working concurrently with Nevada Health Centers

Employer Nevada Health Centers Position Director of Operations, north
Address 3325 Research Way From (Mo/Yr) May 2015 To (Mo/Yr) Dec 2016
City Carson City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NV Zip Code 89706 Salary [REDACTED]
Supervisor's Name/Title Karl Sundberg, COO Telephone [REDACTED]

Related Duties

Oversight of 10 rural clinics including staffing, budget (6.4M), recruitment and community relationships. Opened 2 new clinics during this time.

Reason for Leaving Request by Nevada Health Centers to develop the system wide role of clinical services

STOREY COUNTY

EMPLOYMENT HISTORY

Provide information regarding all paid, military, and volunteer work and how it may be related to the position for which you are applying. Describe your most recent position first; then list other positions in order held, beginning with the most recent. Use a separate block for each position, even if with the same employer. Use additional sheets if necessary. Do NOT use references such as "See Résumé" in place of completing this section.

May we contact all employers listed? (Attach a list of any exceptions with an explanation.)... Yes No

Present Employer CC Senior Citizens Center Present Position Director
Address 911 Beverly Street From (Mo/Yr) Jan 2015 To (Mo/Yr) May 2015
City Carson City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NV Zip Code 89706 Salary [REDACTED]
Supervisor's Name/Title Nick Marano, City Manager Telephone [REDACTED]

Related Duties

Direct responsibility to realign the senior center to a progressive center meeting the needs of the seniors in the community. Responsible for the financial oversight of center income from the city general fund and the 501c3 corporation.

Reason for Leaving To accept the position with Nevada Health Centers

Employer City of Carson City Position Deputy City Manager
Address 201 N Carson Street From (Mo/Yr) May 2013 to Dec 2013
June 2014 To (Mo/Yr) Dec 2014
City Carson City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NV Zip Code 89701 Salary [REDACTED]
Supervisor's Name/Title Nick Marano, City Manager/ Larry Werner Telephone [REDACTED]

Related Duties

Direct oversight of the Health Department, Community Development, Information Technology and Senior Center. Assisted with all aspects of City operations including union negotiations, relationship building and trouble shooting with elected officials.

Reason for Leaving Requested by the City Manager to fill the Senior Center role to realign the center

Employer City of Carson City Position Interim City Manager
Address 201 N Carson Street From (Mo/Yr) Dec 2013 To (Mo/Yr) June 2014
City Carson City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NV Zip Code 89701 Salary \$125,000
Supervisor's Name/Title Bob Crowell, Mayor Telephone (775) 887-2100

Related Duties

Top appointed executive in the City reporting to the Board of Supervisors, responsible for over 500 full time employees and 100 part time employees; responsible for an annual budget of 120M.

Appointed for the interim position at the request of the Mayor

Reason for Leaving To step back into the Deputy CM position

STOREY COUNTY

EMPLOYMENT HISTORY

Provide information regarding all paid, military, and volunteer work and how it may be related to the position for which you are applying. Describe your most recent position first; then list other positions in order held, beginning with the most recent. Use a separate block for each position, even if with the same employer. Use additional sheets if necessary. Do NOT use references such as "See Résumé" in place of completing this section.

May we contact all employers listed? (Attach a list of any exceptions with an explanation.)... Yes No

Present Employer Carson City Health & Human Services Present Position Director
Address 900 E Long Street From (Mo/Yr) June 2008 To (Mo/Yr) May 2013
City Carson City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NV Zip Code 89706 Salary [REDACTED]
Supervisor's Name/Title Larry Werner, City Manager Telephone (775) 887-2100

Related Duties

Direct responsibility to carry out NRS directives for a county human services program, public health nursing, environmental health and animal services. Manage state and Federal grants and responsible for disease prevention and control in Carson City and Douglas County.

Reason for Leaving Request by City Manager to step into the Deputy City Manager role

Employer Carson City Health & Human Services Position Community Health Program Manager
Address 900 E Long Street From (Mo/Yr) June 2005 To (Mo/Yr) June 2008
City Carson City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NV Zip Code 89706 Salary [REDACTED]
Supervisor's Name/Title Daren Winkelman Telephone () unknown

Related Duties

Responsible for developing the clinic services of the public health department. Secured grants to expand the program from immunizations only to wide range of community health nursing services.

Reason for Leaving To accept the Director position

Employer Carson City School District Position Chief School Nurse
Address 1111 Saliman Street From (Mo/Yr) Oct 1999 To (Mo/Yr) June 2005
City Carson City Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State NV Zip Code 89701 Salary [REDACTED]
Supervisor's Name/Title Ruth Aberasturi (deceased) Telephone [REDACTED]

Related Duties

Responsible for the health of the students in the district, policy development and ensuring compliance with State and Federal laws in regards to student health screenings, individualized education plans and emergency preparedness.

Reason for Leaving To accept the position with Carson City Health & Human Services

STOREY COUNTY

Employer _____ Position _____
Address _____ From (Mo/Yr) _____ To (Mo/Yr) _____
City _____ Full-Time (30+ hrs/wk) Part-Time (<30 hrs/wk)
State _____ Zip Code _____ Salary _____
Supervisor's Name/Title _____ Telephone () _____
Related Duties _____

Reason for Leaving _____

REFERENCES

Name Stacey Giomi Phone# [REDACTED]
Address 2777 Ash Canyon Rd. Carson City 89703 rsgiomi@gmail.com
Name Bob Crowell Phone# [REDACTED]
Address 201 N Carson Street Carson City 89701 bcrowell@carson.org
Name Melanie Bruketta Phone# [REDACTED]
Address 201 N Carson Street Carson City 89701 mbruketta@carson.org

Please state below any other information that would be helpful in determining your qualifications for this position. You may include significant accomplishments, previous career highlights, or any other relevant information that is not requested in this employment application.

- During the 2009 H1N1 flu pandemic, I worked with Assemblywoman Bonnie Parnell to draft legislation to allow EMT's to administer vaccines. This legislation was passed during the session.
- I secured a grant through the Robert Wood Johnston Foundation to implement a cross jurisdictional sharing arrangement with Douglas County and Carson City for environmental health services
- I have completed courses toward my Public Management certificate
- Nevada Alumni Association Professional Achievement award in 2013
- Submitted a successful proposal to the Carson City Board of Supervisors to include a new animal shelter in their 1/8 cent sales tax initiative
- Negotiated electrical and other grounds improvements on Fuji Park and Fairgrounds so there would be sufficient infrastructure to hold the 2014 Sesquicentennial Fair

STOREY COUNTY

ACKNOWLEDGMENTS

Please **READ ALL** of the following statements and **INITIAL EACH** of the lines to indicate you have read and understand each of the statements. If you have any questions, contact Storey County Human Resources Department at (775) 847-0968.

MW 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.

MW This application is the property of Storey County and will become part of my personnel file if I am hired.

MW I authorize Storey County to contact any employer or individual that I have listed on my employment application and/or résumé or mentioned during job interviews to obtain from them any relevant information regarding my previous employment, military service, criminal history, characteristics or traits necessary for job performance, or other relevant qualifications for employment and/or continued employment with Storey County. In addition, I authorize Storey County to conduct a background search which includes criminal history and military history. In addition, if the position for which I am applying requires driving a vehicle, I authorize Storey County to conduct a Department of Motor Vehicles (DMV) search. If the position for which I am applying involves contact with minors or with any persons having diminished capacity to care for themselves, a search of government sex offender registries may be conducted. I further authorize Storey County to contact any institution and/or licensing authority to verify my possession of education, licenses, and/or certificates which may qualify me for employment.

MW In exchange for Storey County consideration of my employment application, and/or any continued employment with Storey County, I authorize anyone possessing information to furnish it to Storey County upon request, and I release the organizations and all individuals providing the information or acquiring the information, including Storey County, from all claims, liability, and damages whatsoever claimed to be related to furnishing, obtaining, or using said information. This release applies to, but is not limited to, claims for defamation, libel, slander, infliction of emotional distress, and interference with current or prospective economic relations.

MW I further understand this consent will apply during the entire course of my employment with Storey County should I obtain such employment. I understand and agree this consent shall remain in affect indefinitely.

MW I hereby certify that all statements made in this application are true. I understand that any false statement of material facts herein may cause forfeiture on my part of all rights to any employment with Storey County. 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 understand that neither this document nor any offer of employment from Storey County constitutes an employment contract unless a specific contract document to that effect is executed. I agree to undergo any job-related physical examination and drug screening upon conditional offer of employment. I further understand and agree that this paragraph applies to any information supplied by me at a later date as part of this application.

Additionally, my signature below certifies that the information provided is true and correct to the best of my knowledge.

Signature of Applicant Marena Works Date 1-23-2019

NOTE: This Page **MUST** have original initials and signature.
Photocopy or typed versions not acceptable.

Marena Works, MSN, MPH, RN, CNS-BC

Carson City, NV 89701



Leadership Profile

Accomplished and awarded community minded professional, passionate about serving customers and energizing the workforce to carry out a designated mission while maintaining integrity of programs designed to support thriving, action-oriented initiatives throughout the greater community. Broad range of interest and experience in public and private sectors. Exceptional communication and relational skills with a successful tenure serving in local city and public service capacities.

Leadership Strengths

- Community Outreach & Relationship Development
- Cross-Functional Leadership Collaboration
- Employee Relations & Retention
- Establish & Build High-Performing Teams
- 10 Years' Experience as a Senior Level Director
- Executive Communication & Presentation Skills
- P/L & Performance Improvement
- Youth Program Leader

Licenses & Certifications

- Registered Nurse, NV RN27147
- Board Certified by the American Nurses Credentialing Center for Advanced Public Health Nursing
- ICS (Incident Command System) 100, 200, 700, 800.B, 00808

Professional Experience

University of Nevada, Reno Letter of Appointment Instructor **2018-Present**

Teach in person and on-line Introduction to Community Health Sciences

Public Health Consultant **2017-Present**

Under contract with the Alliance for Innovation to adapt their Innovation Academy Playbook for a public health audience.

Nevada Health Centers (NVHC) **2015 - Present**

Nevada Health Centers (NVHC) is a non-profit, Federally Qualified Health Center (FQHC).

Director of Clinical Services2017 - Present

- Own direct oversight and responsibility for medical assistant staff development throughout the organization; 125 medical assistants.
- Developed and managed departments registered nurse program.
- Manager of clinical services department budget.
- Developed an employee health program including best practices for employee immunization and TB control.
- Grant manager of agencies Title X Family Planning grant.
- Policy and procedure development and update for all sites
- Promote positive relationships between medical assistants and providers within the organization.

Director of Operations, north rural..... 2015 - 2017

- Own direct oversight and responsibility for opening and launching 2 health clinics in October 2015, while maintaining the integrity of the annual operating budgets for 10 separate clinics representing \$6.5M, and implementing the 317 vaccine program throughout the entire organization.
- Manage and mentor a staff of 75 in maintaining leadership accountability for 2 of the 3 facility hubs, while establishing a Medical Assistant Training Program, ensuring enhanced skills competency throughout the organization.
- Served as a leading contributor to writing the Title X Family Planning grant, representing a value of \$189K, granted in September 2016.



Senior Center Director Carson City, Nevada 2015

- Developed and managed all Department goals, policies and staffing initiatives for Carson City, while representing the 501c3 Senior Center throughout the Carson City Departments and the greater community, increasing awareness of the programs that were offered and supported by more than 150 volunteers.
- Prepared and managed grants and reports maintaining compliance requirements, while collaborating with leadership in establishing the annual operating budgets of the General Fund of \$600K, and \$500K for the 501c3 from the Carson City Question 4 Senior Citizens tax fund, and the Carson City Senior Citizens Center, Inc., 501c3 non-profit account.
- Enacted a customer friendly environment by reducing or eliminating oppressive policies and unnecessary fees.

Deputy City Manager..... 2013 & 2014 - 2015

Provided policy oversight and organization leadership for City departments in the administration of the day to day operations; functioned in the role of Chief of Staff

- Collaborated and facilitated the development and implementation of the City's strategic plan, which included partnering with the Finance Director in defining and managing the \$120M annual budget, recognizing an allocation of \$60M towards enterprise funds and grants.
- Managed, directed and maintain leadership oversight of the City's labor relation programs, policies and procedures, with the Finance Director and Human Resources Director, and maintaining trusted relationship with 7 individual employee unions.
- Owned direct responsibility for planning and carrying out the 2014 Nevada Sesquicentennial Fair, which included management of more than 100 volunteers, working together to host an estimated 21,000 attendees.

Interim City Manager 2013 - 2014

Top appointed executive in the City reporting to the Board of Supervisors, responsible for over 500 full- time employees and 100 part-time employees

- Collaborated with the City's Management team in developing and recommending adoption of the annual budget of \$120M representing \$60M for the General Fund and \$60M for the grant/enterprise while accelerating the implementation of the infrastructure & resource plans.
- Established and presented a 1/8 cent City ordinance as a sales tax to build a new animal services facility, multipurpose athletic center and corridor improvements. This was approved in April 2014.
- Petitioned for and received \$170K in funding from the Redevelopment Authority for allocation to capital improvements at Fuji Park and Fairgrounds, which was applied towards lighting, safety, and updating electrical infrastructure, enabling the facility to host a 5-day fair and improving the City's ability to market other events at the Park and Fairgrounds.

Carson City Health and Human Services.....2005 - 2013

Director 2008 - 2013

Divisions included Human Services, WIC (Women, Infants and Children), Animal Services, Disease Investigation, Chronic Disease Prevention, Nursing and clinic Operations, Public Health Preparedness, Jail and Juvenile Health and Environmental Health; Managed 25 grants for the department

- Managed and mentored a staff of 35 full-time and 20 part-time employees, while maintaining integrity of the \$4.5M budget, which is represented as \$2.5M of General Fund and \$2M in grants along with collaboration with the Nevada State Health Division to ensure funding for public health programs, further expanding services into two adjoining counties for public health preparedness.
- Direct responsibility to carry out NRS directives for a county human services program, public health nursing, environmental health and animal services.
- Prepared the Health Department for accreditation, proving instrumental in being accepted as a beta-test site for the Public Health Accreditation Board (PHAB), and completed the first comprehensive Community Health Assessment and Community Health Improvement plan for the department.
- Instrumental in securing the Title X Family Planning grant directly from the Federal Office of Population Affairs
- Drove the application process, and was co-awarded a Cross Jurisdictional Sharing Grant through the Robert Wood Johnson Foundation. We were 1 of 16 Health Departments nationally to share in this funding.
- Partnered with a local citizen in writing a proposal to change legislation allowing for the training of EMT's to administer influenza vaccines during the 2009 H1N1 pandemic. This Bill was sponsored by Assemblywoman Bonnie Parnell and passed during the next session.

Community Health Program Manager/ Clinical Nurse Specialist 2005 - 2008

- Owned accountability for the Clinic Operations of the Carson City Health Department which included organizing and participating in annual County emergency preparedness exercises, and Points of Distribution (POD) flu clinics, vaccinating more than 5,000 individuals in a single, 4-hour period.
- Controlled grant budgets and compliance standards, while supervising 8 clinic employees, and ensuring alignment with all HIPPA compliance regulations and Federal grant guidelines.
- Registered Nurse duties plus developed the health department immunization program and various clinical services.

Registered Nurse.....1995-2005

- Hospice in home care; Carson Tahoe Hospital pediatrics; Carson City School District School Nurse and Chief School Nurse

Formal Education

- Masters of Nursing & Masters of Public Health (MSN/MPH)
University of Nevada, Reno
Master's Thesis: Meeting the Goals for Healthy People 2010: The Significance of Campus-Based Health Centers and Their Role in Promoting the Health of Community College Students
- Bachelor of Nursing (BSN)
University of Nevada, Reno

Presentations

- 2016Presentation to Carson City Rotary. Wellness in the Workplace, an Overview.
- 2015Center for Sharing Public Health Services in-person Team Meeting Plenary Presentation. Efficiency, Effectiveness and CJS: Reflections from the Field. Charlotte, North Carolina.
- 2014Conference speaker at Carson City Health and Human Services Development Conference: Consider A Culture of Health in All Policies
- 2013Nevada Health Rankings Conference speaker on the current rankings of Carson City.
- 2011Key Note Speaker, University of Nevada, Reno School of Community Health Sciences MPH hooding ceremony.
- 2008Poster Session, Nevada Public Health Association Annual Meeting. The Significance of Campus-Based Health Centers and Their Role in Promoting the Health of Community College Students
- 2008Speaker for Nevada Immunization Learning Exchange (NILE)

Current Professional Memberships

- Member..... UNR School of Community Health Sciences Advisory Board
- Member..... Carson Tahoe Regional Health Care Audit and Compliance Committee
- Member..... Carson Tahoe Regional Health Care Community Benefits Committee
- Member.....Nevada Nurses Association
- Member..... Nevada Medical Group Management Association
- Member.....American Public Health Association and Nevada Public Health Association
- Member.....Sigma Theta Tau Honor Society of Nursing

Awards and Honors

- 2013University of Nevada, Reno Alumni Association Professional Achievement
- 2012Graduate of Carson City Chamber of Commerce Leadership program
- 2012.....Outstanding Medical Reserve Program
- 2011National Association of City and County Health Officials Survive and Thrive Fellow
- 2010Graduate of Great Basin Public Health Leadership Institute
- 2007Nevada Agricultural Foundation Leader of the Year