

Application Form

Profile

Michael _____ **B** _____ **Bosma** _____
 First Name Middle Initial Last Name

Home Address Suite or Apt

City State Postal Code

Email Address

Reno+Sparks Chamber of Commerce _____ **Vice President, Partners and Programs** _____
 Employer Job Title

Primary Phone Alternate Phone

How long have you lived in Washoe County? *

11-20 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 1 - Commissioner Hill

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

As Vice President of the Reno-Sparks Chamber of Commerce, I am deeply committed to the well-being of our community and believe in the vital role open spaces and parks play in enhancing quality of life, promoting sustainability, and supporting economic vitality. Serving on the Washoe County Open Space and Regional Parks Commission aligns with my passion for protecting natural areas, fostering recreational opportunities, and ensuring that future generations can enjoy these invaluable resources. My experience in leadership, community engagement, and advocacy will enable me to contribute meaningfully to preserving and enhancing our region's parks and open spaces.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I am highly qualified to serve on the Washoe County Open Space and Regional Parks Commission due to my extensive experience in community leadership and sustainability initiatives. As the Green Business Coordinator and Health and Wellness Coordinator for the Reno-Sparks Chamber of Commerce, I have spearheaded programs that promote environmental stewardship and foster healthier lifestyles within our community. My role has equipped me with a deep understanding of sustainable practices, the importance of protecting natural spaces, and the value of providing accessible recreational opportunities for all. Additionally, my ability to engage with diverse stakeholders, advocate for community priorities, and drive collaborative solutions makes me well-suited to contribute to the commission's mission of preserving and enhancing our region's open spaces and parks.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

Truckee Meadows Water Authority (Standing Advisory Committee) Education Alliance of Washoe County School District (WCSD) Board Vice President - Nevada Youth Empowerment Project (NYEP)



Upload a Resume

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

M. Brian Bosma

“

Innovative business professional with a proven ability to create impactful strategies that drive business and economic growth while effectively collaborating and leading teams to success.

”

CURRENT BOARD APPOINTMENTS

- Truckee Meadows Water Authority (Standing Advisory Committee)
- Education Alliance of Washoe County School District (WCSD)
- Nevada Youth Empowerment Project (NYEP)

EDUCATION

Bachelors Degree in Business Marketing and Communications

Liberty University
Lynchburg, VA

- Class President
- American Advertisement Federation National Finalist
- Policy Debate Team Captain

EXPERIENCE

Reno + Sparks Chamber of Commerce Vice President, Partners and Programs

April 2023 – Present

- Build robust partnerships and create strategic partners to foster a thriving business and tourism ecosystem in Nevada.
- Champion, organize and lead the Chamber's:
 - Monthly 'Coffee & Commerce' and 'Business After Hours' networking events
 - 'Biggest Business Expo Ever'
 - 'Nevada Green Business Program'
 - 'Chamber Ambassador Program'
 - Washington DC Fly-In
 - Employer Wellness Summit
 - Workplace Wellness Project and NV Obesity Collaborative
 - Chamber Education Series
 - Chamber Volunteer Days
 - Ribbon-Cutting Ceremonies
 - Golden Pinecone Awards and Green Gala

Economic Development Authority of Western Nevada (EDAWN)

Manager of Business Retention, Expansion and Workforce Development

December 2018 – April 2023

- Ensured the growth and success of primary companies in Western Nevada.
- Foreign Trade Zone and Expansion Abatement Liaison.

G_Suite, LLC

Founder / CEO

March 2009 – December 2018

- Marketing and business strategy firm with a results-first oriented mindset that has executed unique projects and events around the globe.

Application Form

Profile

Matthew

First Name

Demartini

Last Name

Middle Initial

Home Address

Suite or Apt

City

State

Postal Code

Email Address

Meridian Company Engineering

Employer

Engineering Technician

Job Title

Primary Phone

Alternate Phone

How long have you lived in Washoe County? *

30+ years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 3 - Commissioner Garcia

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

I am interested in serving on this commission because as a resident of Washoe County for over 40 years I have enjoyed the parks and open space countless times over and believe they are a nice asset for the community, past, present and future. My ideals align with the mission of the Regional Parks and Open space and I have first hand experience on regular weekly basis with the exceptional parks, open space and recreational opportunities they provide in Washoe County. As an avid runner I have grown up running through and making footprints in the vast parks and open spaces for the past 35+ years that the area has to offer. These parks include Rancho San Rafael, Bartley Ranch, Mayberry, Galena Creek, Davis Creek, Crystal Peak, and Bower's Mansion, just to name a few. Similarly I align with the goal, and place equal importance on preserving our natural, historical and cultural resources through the parks for all community members to experience first hand for generations to come. As a result I am set out as strong candidate for the position because I will be able to serve the goals of the commission and the community as a whole.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I believe I have a good understanding of the commission goals as well as a community background as a local resident for 40 years enjoying the parks first hand. I graduated from the University of Nevada, Reno in 2004. Throughout my time in Reno I have had the opportunity to participate/observe/speak at various commission and council public meetings including those at the Reno City Planning Commission, Reno City Council, Northern Nevada Water Planning Commission and Western Regional Water Commission. In my participation I was able to learn and experience first hand the functions of the bodies and respect provided to them by the community and afforded by them to the members of the public in their participation. I believe I am a well-rounded candidate for the position and have the time to serve as may be necessary. I also was a candidate for Reno City Council, Ward 1 in the 2024 election.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

[20230115ResumeParksCommissionFinal.pdf](#)

Upload a Resume

[20230117_DeMartini_Letter_of_Recommendation_KB_Final.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

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What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.



[Redacted]



Reno, Washoe
County, Nevada



[Redacted]

Matthew DeMartini

PROFILE

Born, raised, and resident in Washoe County, Nevada for 40 years. Avid Runner enjoying the local parks and trails that the community has to offer, for many miles per week.

EDUCATION

Bachelor Of Arts in Psychology, 2004
University of Nevada, Reno
GPA: 3.7/4.0

KEY SKILLS

- Respect
- Teamwork
- Communication
- Problem-solving

OBJECTIVE

To serve faithfully and diligently on the Open Space and Regional Park Commission.

PROFESSIONAL EXPERIENCE

Meridian Company Engineering 1999 – Present
Reno, Nevada

- Water rights research, analysis and reports
- Title and deed research and analysis
- Property management support
- Engineering technician
- Office work and clerical

American Environmental Resources, Inc. 2005 – Present
Reno, Nevada

- Current Vice President
- Water and wastewater system operation and maintenance
- Various office and technical functions including designing manuals, purchasing, sales
- Customer outreach and correspondence

OTHER

- Nevada State Board of Pharmacy, Pharmaceutical Technician License # PT05320
- Additional coursework in math, accounting, chemistry, organic chemistry, biology, individual taxation and economics
- A+ Software, A+ Hardware courses

January 17, 2022

Re: Letter of Recommendation for Mr. Matthew DeMartini for Open Space Regional Parks Commission

Good morning Commissioners:

My name is Kathleen Beeler I have been a resident of Reno, Nevada for 30 years. I worked in Washoe County social services for 23 years. I have known Matthew DeMartini for 36 years.

I recommend Mr. DeMartini to serve as a commissioner on the Open Space and Regional Parks Commission. I believe that with Mr. DeMartini's experience and motivation he is an excellent candidate for this position.

Through the years that I have known Mr. DeMartini he has shown to be reliable, possesses strong communication skills, and works exceptionally well with people.

Mr. DeMartini enjoys running in our outdoors and our community parks.

I am confident Mr. DeMartini will be a valuable resource and asset serving on the commission and helping to contribute to the success of our community.

Sincerely,
Kathleen Beeler MSW
Washoe County Retiree



Application Form

Profile

Brian _____ **E** _____ **Erbis** _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 City _____ State _____ Postal Code _____
 Email Address _____

Self-Employed _____ **Private Investigator** _____
 Employer Job Title
 Primary Phone _____ Alternate Phone _____

How long have you lived in Washoe County? *

6-10 years

Question applies to multiple boards
Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 2 - Commissioner Clark

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Question applies to multiple boards
 Please verify that you reside within the Citizen Advisory Board (CAB) district for which you are applying [here](#).

Please tell us about yourself

Why are you interested in serving on this board/commission?

After a 24-year career in public service, I still have a desire to serve. I am a multifaceted individual with an advanced degree and a certified fraud examiner and a licensed private investigator (PILB 4253).

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I am a retired police detective with a specialty in investigating financial crimes. I am a certified fraud examiner, hold a master's degree in criminal justice with various advanced graduate certificates.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

[CV Professional_FINALIZED_BE.docx](#)

Upload a Resume

[Andolyn Johnson Reference Letter.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

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What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Question applies to multiple boards

Please Agree with the Following Statement

I understand the role and responsibilities of membership on this board or commission and am willing to serve. If appointed, I will attend required meetings and training and will adhere to pertinent bylaws. I understand that some appointments require a Financial Disclosure Form to be submitted to the Nevada State Ethics Commission. I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal. If appointed to a Citizen Advisory Board (CAB), I agree to attend a CAB new member orientation session and open meeting law training within six months of my appointment. I understand that failure to comply with this requirement will result in automatic removal from the Citizen Advisory Board.

I Agree

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

Brian Erbis

Education

C.U.N.Y. John Jay College of Criminal Justice

- B.S. in Criminal Justice, January 2020
- M.A. Criminal Justice, June 2023, Terrorism Studies specialization, with distinction.
- M.P.A. Inspection and Oversight, Inspector General candidate, Expected June 2025
- Advanced Certificate in Transnational Organized Crime candidate
- Advanced Certificate in Terrorism Studies candidate
- Advanced Certificate in Criminal Investigation candidate

Nassau Community College

- A.S., Criminal Justice, May 1993

NYPD Professional Courses:

- Criminal Investigator Course
- Homicide Investigators Course
- Special Victims Investigators Course
- Auto Crime Investigator
- Dignitary Protection
- Flying While Armed
- Plainclothes Certification

Self-Employment

Brian Erbis Consulting LLC - Owner, Consultant

Public and private interest consulting and lobbying specializing in organizational efficiency recommendations to the public and private sectors for the benefit of the public through better governance.

Law Enforcement Employment

New York City Police Department - *Detective, Retired*

Served a quarter of century with the NYPD in several capacities. As part of the Special Frauds Squad in the Financial Crimes Task Force, investigated complex fraud cases involving economic elder abuse, check and credit/debit card fraud schemes, money laundering and tax cases. Assisted in wiretap takedowns and conducted several interstate extraditions. Worked with the IRS Task Force. Financial Crimes Enforcement Network authorized user.

Worked in the 10th and Midtown North Precinct Detective Squads in Manhattan investigating robbery, burglary, grand larceny complaints along with suspicious and non-suspicious deaths, homicides and making arrests when circumstances warrant. Received training in auto crimes, counterterrorism dignitary protection, criminal investigations such as homicides and sex crimes, plainclothes operations and through various financial crimes seminars and courses. Testified in numerous grand jury proceedings, several criminal trials, and multiple administrative and civil hearings.

As a police officer in the 10th Precinct, served as patrol officer, traffic safety officer, youth officer, and plainclothes anti-crime officer.

Awards and Honors

Police Officer of the Month - February 2002
Police Officer of the Month - August 2003
Police Officer of the Year - 2007
NYPD Meritorious medal
Multiple Excellent Police Duty medals

Studies

Conducted a graduate research study of the operations and integrity of the Sparks, Nevada Police Department.

Additional Experience

Expertise stemming from several years of experience in executive, dignitary, and property protection.

Administrative Skills

Working knowledge of ArcGis Pro, Microsoft Word, Adobe and QuickBooks.

Professional Organizations

Certified Fraud Examiner (CFE) credentialed member of the Association of Certified Fraud Examiners (ACFE).

Academic References

Dr. Maria (Maki) Haberfeld
al Justice

Professor Michael Walker
minal Justice

Dr. Craig Dudley
minal Justice

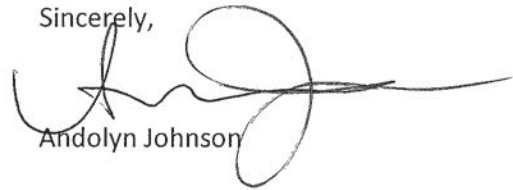
July 13, 2023

Re: Letter of Reference for Brian Erbis - Washoe Leadership Academy

To Whom It May Concern:

I am writing to recommend Brian Erbis for a placement in the Washoe Leadership Academy. I have known Brian for four years in a person capacity as his wife is a co-worker of mine at the U.S. Attorney's Office in Reno. Since retiring from his law enforcement position and moving to Reno, Brian has wanted to return to a career to public service and has gone back to school to achieve those goals. He is dedicated to making this area a better and even more enjoyable place to live. I highly recommend his admission to the program.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andolyn Johnson', with a long horizontal flourish extending to the right.

Andolyn Johnson

Application Form

Profile

Sophia

First Name

Heidrich

Last Name

Middle Initial

Home Address

Suite or Apt

City

State

Postal Code

Email Address

Mountain Area Preservation

Employer

Advocacy Director

Job Title

Primary Phone

Alternate Phone

How long have you lived in Washoe County? *

21-30 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 1 - Commissioner Hill

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

One of the major benefits of living in Washoe County is the proximity to an abundance of open space and recreational opportunities. I am deeply committed to preserving and expanding those opportunities and increasing equitable access for all. I would love to sit on the Open Space and Regional Parks Commission to weigh in on key park master plans, potential property acquisitions, and other important park and open space management questions. It would be a great honor to give back to the community in this volunteer role and use my past experience and knowledge of Washoe County Regional Parks and Open Space to help guide future decisions.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I served as the Park Planner for Washoe County from 2019 to 2022 and in that time I oversaw the development of several park and recreation master plans, including the Regional Archery Facility Master Plan and the Carcione and Canepa Ranch Recreation Access Plan. In that position, I came to understand how Washoe County Regional Parks and Open Space functions, their key operations and priorities, the role of the commission, as well as future opportunities. Additionally, I served as a board member for the Truckee Meadows Parks Foundation from December of 2019 to July of 2022 and I currently sit on the Tahoe Living Working Group (a committee of the Tahoe Regional Planning Agency), which is considering potential future housing policy amendments for the Tahoe Basin.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

Tahoe Living Working Group (a committee of the Tahoe Regional Planning Agency).

[HeidrichSophia_Resume.pdf](#)

Upload a Resume

[Letter_of_Rec_Sophia_Heidrich_AO.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

Sophia Heidrich

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Hunter Heidrich (Deputy District Attorney), Spouse

Sophia Heidrich

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

SOPHIA HEIDRICH

EDUCATION

- May 2016 **Master of Arts in International Environmental Policy**
MIDDLEBURY INSTITUTE OF INTERNATIONAL STUDIES | MONTEREY, CA
- Focus: Natural Resource Policy and Management; Language of Study: Spanish
- May 2010 **Bachelor of Arts in International Affairs**
UNIVERSITY OF NEVADA, RENO | RENO, NV
- Study Abroad: Università degli Studi della Tuscia | Viterbo, Italy

EXPERIENCE

- July 2022 - Present **MOUNTAIN AREA PRESERVATION (MAP) | TRUCKEE, CA**
Advocacy Director
- Developing and implementing strategic direction for land-use and advocacy programs.
 - Conducting stakeholder outreach to create coalitions and build positive land-use results through connection, teamwork, and accountability.
 - Evaluating Town of Truckee and Placer County project proposals, environmental reports, and sustainability programs, and preparing written and oral recommendations.
 - Drafting effective communications and educating MAP members about advocacy campaigns, resource conservation, the public process, and environmental regulations.
 - Maintaining and updating current information on MAP's website and social media outlets.
- March 2019 - July 2022 **WASHOE COUNTY | RENO, NV**
Park Planner
- Designed, updated and implemented recreation master plans and studies in areas such as natural resources, land use and transportation, and conservation and sustainability.
 - Reviewed development proposals to determine impacts on natural and recreational resources, and prepared and delivered comprehensive reports and presentations.
 - Prepared scopes of work and supported grant management for project delivery.
 - Served on the Environmental Sustainability Initiative team, to include translating the County vision to actionable sustainability principles as well as creating, monitoring, and reporting on key sustainability indicators.
 - Developed and implemented Washoe County Green Team goals and priorities, and served as Chair during calendar year 2021.
- Oct. 2018 - March 2019 **CALIFORNIA COASTAL COMMISSION | SAN FRANCISCO, CA**
Coastal Program Analyst II
- Analyzed coastal land use plans, zoning ordinances and development applications for conformance with environmental laws, and prepared written and oral recommendations on various topics, including climate adaptation, sustainability, and resilience.
 - Fostered collaborative working relationships with local, state, and federal agency officials to review large-scale projects and environmental analyses.
 - Effectively represented the Commission and communicated information about regulatory and planning programs, and permit requirements.
- Aug. 2017 - Sept. 2018 **WATER EDUCATION COLORADO | DENVER, CO**
Education and Outreach Coordinator
- Designed and orchestrated special events and programs, including trainings, tours,

- workshops and webinars, to educate the community on numerous topics, including sustainable transportation, climate adaptation and resilience, and watershed management.
- Built monitoring and evaluation tools, and analyzed data to determine the efficacy of Water Education Colorado's programs, trainings, and training materials.
- Served as the statewide coordinator for Project WET, an international program designed to build the capacity of teachers to facilitate lessons about water-related topics.

June 2017 -
Nov. 2017

DENVER WATER | DENVER, CO
Business Technical Intern II

- Developed a survey tool to collect data at all of Denver Water's recreational facilities to find the optimum balance between operations, recreation, and natural resource protection.
- Monitored Denver Water's recreational facilities and enforced rules and regulations.
- Identified the need for and designed an interpretative tool, supporting efforts to inform the public about water resource management in Colorado.

Feb. 2016 -
July 2016

CONSERVATION INTERNATIONAL (CI) | ARLINGTON, VA
Watershed Management Capacity Building Intern

- Designed, organized, and created a Training of Trainers (ToT) manual and toolkit on watershed management to be implemented by CI field staff and partners around the world.
- Researched, compiled, and interpreted international best practices and case studies, such as several ridge-to-reef case studies that served as examples of effective integrated coastal resource management, to inform the ToT.

Sept. 2015 -
Jan. 2016

CARMEL RIVER WATERSHED CONSERVANCY (CRWC) | CARMEL, CA
Watershed Associate/Youth Educator

- Analyzed and drafted a report detailing all coastal projects in the Carmel River Watershed, which required the ability to explore complex coastal resource management issues, as well as knowledge of environmental science, environmental rules and regulations.
- Co-led tours of student groups to inspire and teach youth about watersheds, including sustainability, riparian habitats, ecosystem processes, and threatened species.

Nov. 2014 -
Jan. 2016

OCEAN CHAMPIONS | CAPITOLA, CA
Ocean Conservation Intern

- Implemented strategic direction to support critical ocean and climate-focused legislation, while demonstrating awareness and sensitivity to political issues.
- Researched topics of concern, such as the impact of microplastics in the marine environment, and drafted reports on important coastal policy issues to advise the Executive Director.
- Analyzed ocean-related policies and distilled complex information into digestible content.
- Managed social media outlets, including the creation of infographics and blog posts, to inform the public and increase member outreach.

SKILLS

- Basic ArcGIS; Microsoft Office, PowerPoint, and Excel; Design Software (e.g., Canva, Piktochart, etc.); Social Media

TRAININGS/MEMBERSHIPS

- July 2021 - July 2022 | Washoe County Strategic Plan Sustainability Initiative Member
- January 2021 - January 2022 | Washoe County Green Team Chair
- December 2019 - July 2022 | Washoe County Green Team Member
- December 2019 - July 2022 | Truckee Meadows Parks Foundation Board Member
- October 2018 - September 2019 | Colorado Statewide Coordinator, Project WET
- 2018 | Project WET Training
- 2017 | Climate Reality Leadership Corps Training



mountain area preservation

December 22, 2024

Brandon Roman
Washoe County Manager's Office
1001 E. 9th Street, Suite A201
Reno, NV 89512

Re: Letter of Recommendation for Sophia Heidrich

Dear Mr. Roman,

I am writing to support Sophia Heidrich's application to serve on the Washoe County Open Space and Regional Parks Commission. Sophia has worked for me at Mountain Area Preservation (MAP) since July 2022, serving as MAP's Advocacy Director.

Sophia joined MAP at a critical time. We had been working to save 300 acres of deer migration habitat as open space, during a 5-plus-year General Plan Update process. Sophia got up to speed quickly to assist MAP in significant land use review, community outreach, and government advocacy, helping me negotiate better outcomes for climate action planning, environmental justice, workforce housing, and open space for the Truckee 2040 General Plan.

Not only is Sophia a fast learner, but she also possesses the unique ability to balance complex land use items and other organizational priorities with utmost professionalism. She has reviewed numerous complicated project documents and demonstrated an exemplary ability to research, review, and critically analyze complex materials. Her attendance at a wide variety of governmental agency meetings and hearings, where she efficiently reviews materials ahead of time and distills critical information to provide feedback and recommendations, is a testament to her exceptional organizational skills.

On behalf of MAP, she recently joined the Tahoe Regional Planning Agency's Tahoe Living Working Group, a committee designed to help prioritize actions that will help achieve Tahoe housing goals while improving environmental protections. Sophia does her homework and represents the organization thoughtfully and professionally.

I am confident that she would add value and expertise to the commission.

Sincerely,

A handwritten signature in black ink that reads 'Alexis Ollar'.

Alexis Ollar, MS & GISP
MAP Executive Director

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I feel qualified to serve on these boards because of my years of being a small business owner, daughter of immigrants, a mother of three children and an invested citizen of this community.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

NWLA

[Kami_Hitti_Resume.docx](#)

Upload a Resume

Please attach a letter of recommendation.

Please Agree with the Following Statement

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Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your marital status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

Kami S. Hitti



Project Management and Construction

Skills

<ul style="list-style-type: none">● Project Management● Interior Design● Multi-lingual	<ul style="list-style-type: none">● Budgeting● Material estimating and knowledge● Customer service
--	--

Experience

2014-CURRENT

Owner / Reno Home Renovations, LLC Reno, NV

Interior design and execution of home renovations. Scope of work included: Sales, estimation, and complete design package, project management, budgeting of project, project supervision, scheduling of installations and subcontractors and material purchasing /selections.

2008-2013

Owner / JGH Investments, LLC Reno, NV

Procuring various investment opportunities. Most work included repairs, renovations, and marketing of investment property in a timely and organized manner.

Education

DECEMBER 2004

Bachelor of Arts, Political Science and Spanish / UNR

JUNE 2000

High School Diploma / Reno High School

Activities

As a proud member of our beautiful community, I love to give back through my various volunteering positions. I am currently on the board of NWLA (construction industry liaison) which trains and helps women get into leadership roles to advance their career. I am the leader/organizer of our local Church. I love meeting new

people, helping old friends and generally giving back to the community however possible.

Application Form

Profile

Matthew

First Name

B

Middle Initial

Kaempfe

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Email Address

The Pasha Group

Employer

Director, Shared Services

Job Title

Primary Phone

Alternate Phone

How long have you lived in Washoe County? *

1-5 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 5 - Commissioner Herman

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

In the almost three years that I have lived in Reno since moving from northern Arizona, I have grown to love the mountains, forests and prairies of Washoe County. Protecting these areas as a natural resource is paramount to keeping them as pristine as possible for future generations. I have lived in many parts of the country from the Midwest (Missouri) to the Appalachians (Virginia) to the desert of Arizona. All of those places have their own version of charm and beauty but none compare to northern Nevada. I currently live in northwest Reno on the foothills of Peavine Mountain and on any given day I can look out my bedroom window and see deer, coyotes, bobcats and myriad species of birds. One time just before the turn of this year my wife and I took our dog to the top of Peavine and I believe I saw two elk in the valley between the two peaks with the TV and radio towers. I looked up elk sightings in Reno and found this - <https://www.kkoh.com/2023/11/09/elk-arent-just-for-elko-anymore/>. What a spectacular thing to experience. Being a part of protecting the area is an opportunity that I take very seriously. If you select me as a member of this commission, you will be choosing someone who is committed to Reno, committed to Washoe County and fully committed to preserving our open spaces and regional parks. Thank you for your consideration and I hope to meet you all soon in person. Have a great rest of your day.
Matthew B. Kaempfe

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

In 2019, I was selected by the Town Council of Clarkdale, Arizona to be a member of the town's Design Review Board. That boards mission is to maintain the historical character of the town by reviewing all applications for in town development to ensure the facades were appropriate and either matched or enhanced the town's established image. In 2020, I was elected to be Vice Chairman of that board and served as such until moving to Reno in February 2022. In the November 2020 general election in Yavapai County, Arizona, I ran for and was elected to the Verde Valley Fire District Board of Directors. All operational oversight of the Verde Valley Fire District was under board purview. We reviewed and approved/rejected all district activities including budgets, public issues, personnel issues, and sales and purchases of district lands. I served as a Director on the Fire Board until moving to Reno in February 2022.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

[Resume_of_Matthew_B_Kaempfe.docx](#)

Upload a Resume

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

MATTHEW B. KAEMPFE

TRANSFORMATIONAL CUSTOMER EXPERIENCE LEADER

Accomplished executive leader with 30+ years of experience leading organizations and personnel of every variety with intensive experience leading Operations, Training and Quality, Workforce Management, project management, client management and vendor/partner management. Led the design, construction, and full startups of contact centers as well as migration of existing centers from brick and mortar to virtual and vice versa. Professional achievements include creating transformational customer experiences in challenging environments ranging from logistics to healthcare administration to financial services to insurance claims of every variety.

CORE COMPETENCIES

- * Transformational Customer Experience thru Quality process design and/or overhaul
 - * Revenue acceleration due to improved customer experience
 - * Productivity enhancement by creating a performance culture
 - * Leadership development by teaching the principles of Quality processes and consistent coaching
 - * Turnover reduction thru clearly established goals, expectations, and performance management
 - * Vendor/Partner management including search, selection, and contract negotiations
 - * Intense Project Management including customer experience center design and construction
-

PROFESSIONAL EXPERIENCE

THE PASHA GROUP

Director, Shared Services Center Reno, NV March 2022 – current

Site Director of The Pasha Group, a logistics company that specializes in moving goods and services all over the globe, primarily serving the needs of the United States military. Under my purview are 11 operational leaders that include one Sr. Manager, three Managers, three Supervisors and four Team Leaders. Collectively, the team supports the efforts of an additional 60+ customer advocates located both locally onsite and remotely spread out over the contiguous 48 states. In this role my responsibilities include all operational aspects of business - training, Quality, personnel management, staff stability, leadership development, budgetary concerns and staff security – as well as oversight of the site location itself including building maintenance, vendor selection and services, and maintaining ISO 9001 and 14001 standards.

Key Accomplishments

- Led completely new focus on customer experience through Quality process redesign over the course of 2022 and 2023; these efforts generated the first ever PERFECT customer satisfaction score for Pasha's Overhigh and Wide division in Q4 2023.
- Achieved voluntary turnover of 6% overall at the Reno site in 2023; turnover for Pasha overall was 22%; turnover for Shared Services specifically was 17.8%.
- Grew staff size by over 20% in 2023 through taking on additional work from the business overall and creating/implementing a workforce staffing model that correctly predicted staffing needs.
- Developed a leadership program that led to the promotion of two internal Supervisors to Manager roles, one internal Team Leader to a Supervisor role and two Associates to Team Leader roles.
- Exceeded all customer experience KPIs while doing so with expanded, less experienced workforce.
- Led all Shared Services through the process of securing full certification of ISO 9001 standards in April 2022 and ISO 9001 and ISO 14001 standards in June 2023.
- Met budget goals within 1% without going over budget in both 2022 and 2023.

NORTHERN ARIZONA HEALTHCARE

Director, Integrated Patient Scheduling

Flagstaff, AZ October 2018 – February 2022

Director of a team of two Managers, four Team Leaders and 66 customer advocates. Integrated Patient Scheduling is responsible for all Northern Arizona Healthcare customer contact ranging from scheduling Ambulatory appointments and all Diagnostic Imaging tests to gaining Referrals for patients as well as obtaining insurance approvals for testing, appointments, and surgeries with our Insurance Verification Unit.

Key Accomplishments

- Led the design, creation and implementation of the first customer experience Quality Assurance tool ever employed by Northern Arizona Healthcare.
- Achieved 37% improved customer experience scores in the first year of implementation of the QA tool.
- Reduced turnover by 53% by instilling a collective focus on maximizing customer experience.
- Succeeded in hitting all expected KPIs while finishing the fiscal year \$71,000 under allotted expenses.
- Negotiated the contract to add call-recording software to all customer interactions within Integrated Patient Scheduling.
- Designed and fully implemented an IVR to optimize advocate skilling and prioritization as well as customer experience, particularly related to breast cancer imaging.
- Designed the soon to be built Access Services Center, a state of the art contact center featuring Mitel telephony and Behavioral Analytics tools and TeleOpti Workforce Management tools.

KEMPER HOME SERVICE February 2017 thru September 2018

Director, Customer Experience Center Operations • Creve Coeur, MO

Director of a team of two Call Center Managers, two Call Center Supervisors and 60 customer advocates. All interviewing and hiring transactions, all Quality and Training functions, all Workforce Management including forecasting, scheduling and schedule optimization, and all performance improvement, coaching/development and corrective action were under my purview.

Key Accomplishments

- Lowered average speed of answer by 50% through the introduction of optimized staffing model (self-created) and the expansion of staff size by 30% within four months.
- Overhauled existing Quality Assurance process to align actual customer experience with organizational expectations of customer experience using a deep dive root cause analysis of past customer interactions.
- Created and implemented a closed loop coaching tool and development process for Managers, Supervisors and advocates, the first of its kind in Kemper Home Services. This model later implemented organization wide.
- Instituted a formalized scorecard for the measurement of customer advocate performance that included all metrics that matter monthly – Quality Assurance scores, Availability %, Calls per hour, Auxiliary (non-productive) Time %, After Call Work Time and personal attendance.

TRIWEST HEALTHCARE ALLIANCE August 2015 to August 2016**Manager, Virtual Contact Center** • Kansas City, MO

Led the local effort to launch the Kansas City contact center in August 2015. After launch, managed an inbound/outbound team of 15 supervisors, 30 team leaders and approximately 240 patient service representatives to serve American military veterans in their efforts to receive timely medical care through the Veteran's Administration.

Key Accomplishments

- Initial member of the project leadership team as well as the training curriculum development team that launched the Kansas City contact center with a very compressed timeline.
- Promoted to become the first Virtual Contact Center Manager for the implementation of the virtual hub with TriWest Healthcare Alliance.
- Identified as a coaching and development subject matter expert and charged with overhauling the existing Quality Assurance process and implementing new monthly coaching and development procedures and to run those procedures the Kansas City contact center.
- Created locally and implemented organization-wide the first and only operations scorecard that measured performance at the patient services representative level and the Supervisory level.
- Chosen as the only advanced member of the Kansas City contact center management staff to attend corporate managerial training in the TriWest home office in Phoenix, AZ.

AURORA BANK, FSB & EVERHOME MORTGAGE November 2010 to April 2014**Assistant Vice President, Contact Center Operations** • Chesterfield, MO

Responsible for the operational oversight and day-to-day management of a large, high volume, mortgage loan servicing call center.

Key Accomplishments

- Migrated the St. Louis call center from a brick-and-mortar operation to a fully virtual center in early 2012, reducing facility costs, increasing scalability, positioning for expansion of geographic footprint, all while maintaining established high-performance standards.
- Championed a positive culture of performance by overhauling sup/rep 1on1 meetings, designing & conducting triad sessions, creating the Supervisor Coaching Journal, staff & leadership development, and conducting routine focus groups.
- Created performance expectations and culture creation/management thus improving overall operational performance of the St. Louis call center by 56% over the course of 2011.
- Transformed the St. Louis call center from being the lowest performing site in the channel in January 2011 to the highest performing site by the end of September 2011 and repeated that performance in October & November 2011 as well as January & February 2012.
- Brought back all Aurora Bank staff, as a division of EverHome Mortgage, to the brick-and-mortar location in May 2012 and led the group to outperform the established Jacksonville location within 90 days.

ADDITIONAL EXPERIENCE AND HONORS

TWO YEAR MEMBER AND VICE CHAIRMAN OF THE DESIGN REVIEW BOARD, TOWN OF CLARKDALE, AZ

ELECTED TO VERDE VALLEY, ARIZONA FIRE DISTRICT BOARD OF DIRECTORS in the General Election, NOVEMBER 2020 – BUDGET COMMITTEE CHAIRMAN

CONTACT CENTER OPERATIONS MANAGER

Convergys – February 2009 to November 2010

CONSULTANT, CONTACT CENTER & IVR VENDOR MANAGEMENT

Mastercard Worldwide – O’Fallon, MO February 2008 to February 2009

MANAGER, CUSTOMER EXPERIENCE – CONTACT CENTER & IVR

Maritz Loyalty Marketing – St. Louis, MO November 2004 to February 2008

VICE PRESIDENT, CALL CENTER OPERATIONS

Thumbs-Up Telemarketing – St. Louis, MO June 2000 to November 2004

EDUCATIONAL BACKGROUND

Attended Southwest Missouri State University • Marketing, emphasis on Management • GPA 3.4

Associate of Arts, Liberal Arts • Jefferson College • May 1989; *cum laude* and recipient of the President’s Junior and Community College Scholarship to Southwest Missouri State University

Application Form

Profile

Tracy _____ K _____ Kuczenski _____
 First Name Middle Initial Last Name

Home Address

Suite or Apt

City

State

Postal Code

Email Address

National Conference of Bar
 Examiner
 Employer

Senior Bar Examination
 Editor
 Job Title

Primary Phone

Alternate Phone

How long have you lived in Washoe County? *

Less than 1 year

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 1 - Commissioner Hill

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

I moved to Washoe County on June 27, 2024, from Madison, WI (Dane County), where I lived for almost 30 years. I am passionate about parks and protected areas. When I am not working, my preferred activity is to be outside in nature, whether hiking, biking, running, or sitting in the sun (or, on a hot day, in the shade) with a book or with friends and family. In my short time in Washoe County, I have been consistently delighted by the number, quality, and diversity of Washoe County's public parks, trails, historic sites, and protected areas (I've visited Bartley Ranch, the Bowers Mansion, and the Gerlach Water Tower Park and have hiked or biked along the Evans Creek and Evans Canyon Loop Trails in Rancho San Rafael Regional Park, the Thomas Creek/Dry Pond Loop (this was my first hike in Washoe County!), Brown's Creek Trail, and the Truckee River trail through Mayberry and Dorostkar Parks. I am grateful that the County (and the Board of County Commissioners) has prioritized developing and maintaining outstanding historical, cultural, and natural resources parks. In addition, I have a strong commitment to public service and strongly believe in the value of local government. I would be honored to serve as a member of the Open Space and Regional Parks Commission so that I can combine my passion for parks with my dedication to government and public service.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

Professionally, I have a Masters Degree in Land Resources (Land use, policy, and planning, with an emphasis on parks and protected areas) and a law degree from the University of Wisconsin, Madison. I worked as an attorney in private practice (on regulatory compliance, land use, zoning, and land protection matters); with local and state government (as an Assistant Corporate Counsel for Dane County and with the Wisconsin Legislative Reference Bureau); and in a nonprofit organization (with my current employer, the National Conference of Bar Examiners). I believe my educational background and diverse professional experiences will be valuable to the Commission. In addition, I have volunteered on a number of boards/commissions, including the City of Madison Early Childhood Care and Education Committee, the Madison Public Library Board (including as board president), and in leadership positions on the boards of nonprofit (501(c)(3)) organizations (Creative Learning Preschool, Troy Community Gardens, and REAP). Finally, when I lived in Madison, I regularly served as an Election Official for the City of Madison (as a member of the Rapid Response Team).

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

Because I am relatively new to Nevada and Washoe County, I have not yet had an opportunity to serve on a board or committee here. However, I was thrilled to be accepted into the 2024-25 class of the Washoe County Leadership Academy. My experience with the WCLA (meeting the County's exceptional and dedicated employees and elected officials) has strongly reinforced my interest in serving on the Open Space and Regional Parks Commission.

[TKKuczenski Resume June 2024.pdf](#)

Upload a Resume

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

TRACY KATHLEEN KUCZENSKI

ADMITTED TO WISCONSIN BAR

February 2000 to Present

PROFESSIONAL EXPERIENCE

Senior Bar Examination Editor

National Conference of Bar Examiners (NCBE)

February 2018 to Present

Multistate Professional Responsibility Exam, Multistate Performance Test and Multistate Essay Exam committees

- Revise, edit, and provide answer validation for multiple-choice questions testing principles of professional responsibility and ethics. Research, analyze, and interpret the ABA Model Rules of Professional Responsibility and the Restatement of the Law Governing Lawyers.
- Develop Multistate Professional Responsibility Exam forms used by most US jurisdictions as a prerequisite for admission to the legal profession.
- Staff meetings of MPRE, MPT, MEE committees; each committee comprises subject matter experts who evaluate exam questions and exam forms.
- Coordinate drafting and review activities of subject matter experts and manage independent evaluation of MPRE questions by external expert reviewers.

Senior Legislative Attorney

Wisconsin Legislative Reference Bureau

June 2006 to February 2018

Areas of drafting expertise: Election law, campaign finance, lobbying and ethics, K-12 education, the judiciary, economic development, regulation and licensing.

- Provided confidential legal services, on a nonpartisan basis, to individual members of the Wisconsin State Senate and Assembly and to executive branch agencies including the Wisconsin Ethics Commission and the Department of Public Instruction.
- Communicated directly with legislators, legislative staff, the Legislative Fiscal Bureau, Legislative Council and Department of Administration personnel to define the scope of a problem that prompted proposed legislation.
- Prepared and refined hundreds of legislative proposals and amendments for introduction.
- Biennially, collaborated with other legislative attorneys to prepare the Governor's Executive Budget Bill.

Assistant Corporation Counsel, Permanency Planning Division

Dane County, Wisconsin Office of Corporation Counsel

August 2005 – May 2006

- Represented public interest on matters involving children in need of protection or services to bring long-term stability to the home lives of these children.
- Assisted with appeal to the 7th Circuit Court of Appeals of *Croplife America, Inc. v. City of Madison*, 432 F.3d 732 (7th Cir. 2005) (permitting regulation of "weed & feed" products to enhance water quality of Dane County lakes).

Associate

Wheeler, Van Sickle & Anderson, S.C. Madison, WI

January 2001 – March 2004

Michael Best & Friedrich, L.L.P. Madison, WI

February 2000 – December 2000

Areas of expertise: land protection, non-profit organization law, environmental regulatory law, zoning, and municipal law

- Provided oral and written legal advice to individuals, corporations, municipalities, special units of government (including lake districts and sanitary districts), and non-profit organizations on transactional, state and federal regulatory compliance, and litigation matters. Negotiated and prepared conservation easements and other documents transferring interests in real property.

VOLUNTEER ACTIVITIES AND PUBLICATIONS

Girls on the Run of South Central Wisconsin <i>Coach for Randall Elementary Green Team</i>	Spring 2023
Nehemiah Center for Urban Leadership Development <i>Course Facilitator Justified Anger: Black History for a New Day Course</i>	Spring 2022
City of Madison, WI Election Official (poll worker)	2016 elections – present
REAP Food Group <i>Board Member, Chair of Internal Affairs Committee</i>	July 2016 – July 2019
City of Madison, WI Public Library Board <i>Board Member, President (2014-2016)</i>	November 2006 – September 2016
Madison Public Library Foundation <i>Ex officio Board Member</i>	November 2014 – September 2016
Wisconsin Judicial Council <i>Legislative Reference Bureau Appointee</i>	September 2012 – December 2015
City of Madison, WI Early Childhood Care and Education Board	December 2005 – December 2008
Creative Learning Preschool and Child Care Center <i>Board Member and Secretary</i>	October 2004 – July 2007
Community Groundworks (Formerly Friends of Troy Gardens) <i>Board Member, Treasurer (2003)</i>	December 2002 – December 2005
<i>Environmental Law</i> , Bochert, Linda H. and Tracy K. Kuczenski. <u>Annual Survey of Wisconsin Law</u> (2001 Edition).	
<i>Integrating Demographic and Landsat (TM) Data a Watershed Scale</i> , Kuczenski, Tracy K., Donald R. Field, Paul R. Voss, et al. <u>The Journal of the American Water Resources Association</u> , Vol. 36, No. 1 (February 2000).	
<i>Wisconsin's Shoreland Management Program: An Assessment with Implications for Effective Natural Resource Management and Protection</i> , 1999 <u>Wisconsin Law Review</u> 273.	

EDUCATION

University of Wisconsin – Madison

Juris Doctor, <i>cum laude</i> Law Review, Articles Editor	December 1999
Master of Science, Land Resources Institute for Environmental Studies Master's Thesis: <i>Integrating Demographic and Landsat (TM) Data at a Watershed Scale: A Case Study of the Kickapoo River Watershed Using Principles from Ecosystem Management and Landscape Ecology</i>	December 1999

University of California – Santa Cruz

Bachelor of Arts, Biology

To the Washoe County Board of Commissioners:

I write this letter in enthusiastic support for Tracy Kuczenski's application for membership on the board of the Washoe County Open Space and Regional Park Commission. I am not at all surprised to discover that Tracy is interested in this position. As her resume clearly indicates, Tracy has a longstanding interest in and commitment to land use issues, from her Master of Science from the Land Resources Institute for Environmental Studies at UW-Madison, to her publications on critical topics in land protection, land use, and natural resources management, to her many board memberships, including for Community Groundworks in Madison, WI, a nonprofit that works to connect people to nature and local food. Her resume speaks to her broad range of interests and skills and to her commitment to service, as both an attorney for government agencies and in a volunteer capacity. My intent with this letter is to tell you a bit about Tracy's qualities as a coworker and friend.

I have worked with Tracy at the National Conference of Bar Examiners (NCBE) since she started in February of 2018 and have been her supervisor since January of 2023. In her position at NCBE, Tracy works closely with committees whose members include law professors, federal judges, and attorneys, all of whom are high-level experts in their fields. These committee members draft questions for various NCBE national exams, and Tracy edits the questions not only for grammar and clarity but also to ensure that they are substantively correct and fair. Because Tracy takes great pride in her work and navigates her edits with grace and tact, she has cultivated the trust and respect of her committee members that is essential for maintaining positive relationships and producing high-quality work product. This is an invaluable asset, particularly when working with diverse groups of individuals who often have strong opinions and ideas about the way things "should" be.

Last year, Tracy stepped up to take a transitional leadership role on a committee being created to work on new question types for a new bar exam that NCBE is developing. Work on new question types can be challenging in the best of circumstances, but Tracy was asked to navigate through guidance, rules, and processes that were often unclear and changing and with a committee made up of entirely new drafters. This work required flexibility and effective communication, which Tracy managed in the same way she has managed her work with her other committees: with professionalism, patience, and grace. As a result, she was able to transition the work to another, less-experienced editor who, because of Tracy's efforts, is well-positioned to lead the committee going forward.

I believe that one of Tracy's best workplace attributes is that she never hesitates to ask questions when something is not clear. This is particularly useful during meetings where it becomes obvious that not everyone has the same understanding of various terms, concepts, and goals. Her questions evidence not only her engagement in and commitment

to the work but frequently provide thoughtful and invaluable insights and suggestions for improving work processes. Her questions and suggestions are never condescending, but instead are always respectful and constructive, and she gives others the confidence to express themselves when they might not otherwise do so.

Finally, Tracy is a warm and wonderful person, very collaborative, collegial, and supportive of all her colleagues and always willing to step up and lend a hand when needed. I never hesitate to run thoughts and ideas by her, as I truly value her opinions, which I know are based on thoughtful consideration. On a more personal note, one of the things I admire most about Tracy is her natural and genuine sense of curiosity and her enthusiasm for new experiences. She is truly someone who is “up for anything,” evidenced in part by her love of all outdoor recreational activities, which has taken her hiking, biking, camping, and kayaking in some of the most beautiful public spaces around the United States and internationally. I can think of no better way for her to continue a new chapter in her commitment to service, leadership, and environmental preservation for generations to come than through board membership on the Washoe County Open Space and Regional Park Commission. Tracy left an indelible mark on Madison and Dane County, and I have no doubt that she will do the same in Washoe County. Our loss is truly your gain!

If I can provide any further information in support of Tracy’s application, please do not hesitate to ask. You can contact me at _____ Thank
you for your consideration!

Sincerely,

Kristin Davis
Associate Director of Assessment Development
National Conference of Bar Examiners

Application Form

Profile

James _____ **Mcnamara** _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 City _____ State _____ Postal Code _____
 Email Address _____

Retired _____ **VA Volunteer** _____
 Employer Job Title
 Primary Phone _____ Alternate Phone _____

How long have you lived in Washoe County?

38 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 2 - Commissioner Clark

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself and why you want to serve.

Why are you interested in serving on this board/commission?

I am a frequent user of several county parks in south Reno and see opportunities to improve the experience. I thin I can have an impact on improving the utility and usage of our open spaces with more access and more volunteers.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I have made considerable contributions to maintaining Bartley Ranch Park with my boy scout troop for a decade. I have served on an RTC Citizen Advisory Board and work 3 days a week with the veterans and others that are homeless. I am a County volunteer in the MRC and Registrar of Voters.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

- VA Homeless Outreach - VA Volunteer Transportation - Medical Reserve Corps - Registrar of Voters Volunteer

[0928_001.pdf](#)

Upload a Resume

[0927_001.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I understand the role and responsibilities of membership to the Citizen Election Forum (CEF), and that this board is advisory. The CEF will make recommendations to the processes and procedures that are within the purview of the County and that could further enhance a fair and transparent election. The Citizen Election Forum (CEF) does not make recommendations relating to staffing, personnel, or matters outside the purview of the Board of County Commissioners.

I Agree

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your marital status? *

What is your total household income? *

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Claire E. McNamara - Daughter, who is a County Social Worker.

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

James C. McNamara, age 67

Reno resident since 1994

Washoe County resident since 1986



Employment History

December 2019- present Volunteer at VA Sierra Nevada Health Care System and Homeless Outreach at VA Capitol Hill.

December 2020-April 2021- Volunteer at WCSD COVID vaccination POD- Recovery lead.

October 2020- November 2020- Election worker at WC Registrar of Voters- Poll Asst. Manager, Voter Intake, Voter screening, Poll set up and storage. Customer contact.

May 2013 -May 2014 RTC 2035 Regional Transportation Plan Citizen Advisor

September 2001- September 2002 FAA/ATA Task Force to Improve Aviation Security. Wrote policies and procedures for aircraft and airport security. Lobbied members of the House and Senate to pass the Aviation Security Act of 2002.

July 1986-July 1996 Nevada Air National Guard- Air Operations

August 1984- December 2019 American Airlines- Line pilot

June 1976- July 1986 United States Air Force- Pilot Training, Crew Commander, Instructor, Active until 1984, then Reservist.

June 1972- June 1976- B.S. History USAFA

Purpose- On the first day of training at the VA, I was given two objectives by the Secretary of the VA, Denis McDonough . First, was to eliminate veteran suicides. The other was to eliminate veteran homelessness. I take both seriously.

I have gotten a close look at section 8 and Reno Housing locations throughout Reno and Sparks. I also frequently interact with our homeless vets and those in transitional housing. Over The last year I have seen a number of them move into permanent supportive housing.

However, many have languished on wait lists while others have struggled to gain things that most take for granted: State ID, a cell phone and a place to charge it, safe living conditions, and a reliable food supply.

I have a much better understanding of the challenges faced by our homeless and houseless citizens. I am especially aware of the challenges for our Veterans and our senior Citizens. Thank you.

April 28, 2023

Nevada Wealth ManagementDave Miller, CFA®, CFP®
Managing Director – Wealth Management
Private Wealth AdvisorJames Gibson, CRPC®
Senior Vice President – Wealth Management
Wealth Advisor
Senior Portfolio ManagerScott Hinxman, CFA®
Senior Wealth Strategy AssociateBrianna Farley
Sr. Registered Client Service AssociateMorgan Cartledge
Client Service Associatewww.ubs.com

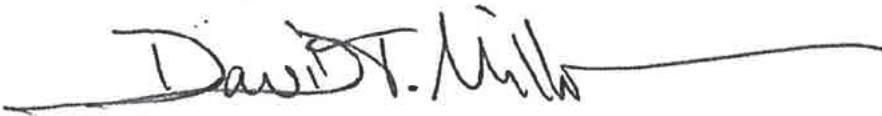
To Whom It May Concern:

I have known Jim McNamara for more than five years. He is a passionate member of the Reno community and is strongly committed to making Reno a better place. I have witnessed his dedication to our Veterans as he seeks shelter solutions for those most in need who have given this country so much. Observing his recent retirement I have I have been impressed by the energy he devotes to the Veteran community by directly serving Veterans in a one on one capacity with many of their needs.

Jim is a man of outstanding character who has successfully devoted years of energy and commitment to his former employer, to his passengers whom he safely delivered to their destinations, and most impressively to his wife and children who are better people as a result of having Jim in their lives.

This is not a man who sits on his back porch in retirement and watches the grass grow. Jim has enthusiasm and energy to spare as he volunteers to perform trail habitat, hike the sierras, and assist the Veteran community. Any community organization would be very lucky to have Jim's expertise, energy, and time.

Best regards,



David J Miller

Application Form

Profile

Matt _____ **Polley** _____
 First Name Middle Initial Last Name

 Home Address Suite or Apt

 City State Postal Code

 Email Address

Washoe County Human Service _____ **Case Worker III** _____
 Employer Job Title

 Primary Phone Alternate Phone

How long have you lived in Washoe County? *

30+ years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 3 - Commissioner Garcia

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

I am deeply passionate about contributing to the health and well-being of my community. Serving on the Board of Health provides an opportunity to address critical public health issues, promote preventive care, and improve access to resources for all community members. I bring a unique perspective and a commitment to fostering collaboration between stakeholders, including residents, healthcare providers, and policymakers. I believe that a healthy community is the foundation for economic vitality, educational success, and overall quality of life. By serving on the Board of Health, I aim to advocate for equitable healthcare initiatives, advance health education, and support innovative solutions to address pressing challenges such as chronic diseases, mental health, and environmental health concerns. This role aligns with my personal and professional values, and I am eager to contribute meaningfully to this vital work.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

With over 23 years as a small business owner operating a coffee house and cocktail bar, I have worked closely with The Health Department and have seen how the department has evolved over the years. I have also developed skills in leadership, community engagement, and problem-solving. My business has not only been a gathering place for the community but also a platform for promoting wellness, local initiatives, and a sense of connectedness. This experience has provided me with insight into the health and wellness priorities of diverse populations. Additionally, my background as a social worker, particularly in collaboration with public health nurses, has given me a deep understanding of the complexities of health systems and the importance of preventative care, health education, and accessible services. I have seen firsthand the challenges and opportunities in public health, from addressing disparities to fostering partnerships that yield meaningful change. I am balanced, committed, and enthusiastic about serving my community in a way that leverages both my professional and personal experiences. My ability to listen, collaborate, and take a practical yet passionate approach to decision-making makes me well-suited to contribute to the Board of Health's mission to improve public health outcomes.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

I am currently on the Board of the Washoe County Employee Association and volunteer at the Nevada Museum of Arts. Please see resume for past Board seats.

[12-24_Resume.docx](#)

Upload a Resume

[Recommendation_Letter.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

I am currently employed with Washoe County Human Services Agency as a Case Worker III.

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

Matthew Polley

Professional Summary

Dedicated Social Work professional with extensive experience in case management, program coordination, and leadership. Proven ability to support at-risk populations, collaborate with multidisciplinary teams, and implement impactful strategies. Entrepreneurial background combined with a strong commitment to community engagement and advocacy.

Professional Experience

Social Worker III

Washoe County Human Services Agency – Reno, NV

01/2017 to Current

- Partner with management to align departmental practices with human services mission and expectations.
- Coordinate *Bridges Out of Poverty Programming* as a *Getting Ahead Facilitator*.
- Investigate suspected cases of child abuse, neglect, and exploitation, ensuring compliance with legal and ethical standards.
- Deliver case management/Coaching services, including budgeting, education, and life-skills training to diverse, at-risk populations.
- Collaborate with multidisciplinary teams, including social workers, psychologists, and educators, to achieve family-oriented outcomes.
- Support families and foster parents through the *Quality Parenting Initiative*, addressing unique needs and fostering long-term success.

Owner

Java Jungle LLC – Reno, NV

09/2001 to 10/2024

- Owned and operated Java Jungle, Jungle Vino (The Jungle), and The Office for 23.5 years.

- Managed a team of 18 employees, providing comprehensive training in customer service, barista, and bartending skills.
- Oversaw budgeting, accounting, purchasing, and payroll to ensure efficient financial operations.
- Created and executed marketing strategies to drive business growth and strengthen community engagement.

Social Worker Supervisor

Washoe County Department of Social Services – Reno, NV

09/2002 to 12/2005

- Supervised a team of 8 social workers providing prevention and ongoing case management services.
- Guided staff in delivering counseling, education, and life-skills training to diverse populations.
- Partnered with community agencies to secure housing, medical care, and employment for clients.

Case Worker

Washoe County Department of Social Services – Reno, NV

01/1995 to 09/2002

- Provided case management services for children and families in need of support and intervention.
- Investigated cases of abuse and neglect, ensuring the safety and well-being of vulnerable populations.
- Coordinated services with community agencies to address client needs and facilitate access to resources.

Education

Bachelor of Arts in Social Work

University of Nevada, Reno – Reno, NV

01/1990 to 12/1993

- Senator of the School of Human and Community Sciences.
- Member of Lambda Chi Alpha Fraternity.

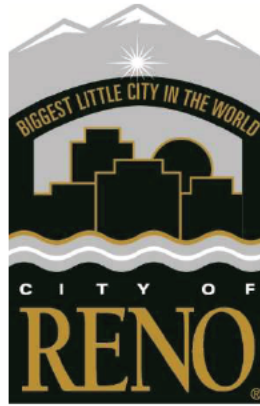
Boards and Leadership Roles

- **YMCA of the Sierra** – Board Member
- **Washoe County Employee Association** – Board Member
- **River Walk Merchant Association** – President
- **Western Assembly of Government Workers** – Board Member
- **Eddy House** – Board Member

Devon T. Reese

Councilmember, Ward 5

reno.gov



*Creating a community that
people are proud to call home.*

December 6, 2024

District Board of Health

1001 E. 9th

Reno, NV, 89512

Dear Board:

I am writing to express my enthusiastic recommendation for Matt Polley to be appointed to the Northern Nevada Board of Health. As a long-standing member of our community and a dedicated advocate for the well-being of Reno and Northern Nevada, Matt is uniquely qualified to contribute meaningfully to the Board's mission. Matt Polley has been a respected business owner in Reno for over 20 years, demonstrating a steadfast commitment to fostering economic growth and community development. His entrepreneurial success reflects not only his professional acumen but also his ability to build relationships and create positive change. These qualities would translate seamlessly into his service on the Board of Health.

Beyond his business leadership, Matt has demonstrated an impressive commitment to public service. He currently works for Washoe County Human Services where he has been employed off and on for the past 30 years. He has also served on the boards of the River Walk Merchant Association, where he served as President and Served as a board member for the YMCA of the Sierra, where he has worked tirelessly to enhance the quality of life for residents and visitors alike. Additionally, his current role on the Washoe County Employee Association board highlights his dedication to improving workplace standards and advocating for the interests of employees. Matt's extensive experience in leadership roles and his ability to collaborate effectively across diverse groups make him an ideal candidate for the Northern Nevada Board of Health. His deep roots in our community and his broad understanding of its unique needs ensure that he will approach this role with thoughtfulness, diligence, and integrity.

It is without hesitation that I recommend Matt Polley for this appointment. I am confident he will make a lasting and positive impact on the health and well-being of our community. If you have any questions or would like additional insights into Matt's qualifications, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Devon Reese".

Devon Reese

Ward 5 Councilmember

Reno City Council

P.O. Box 1900, Reno, NV 89505

Why are you interested in serving on this board/commission?

In 2022-23, I was a member of the Washoe County Leadership Academy. I learned all about different areas that play an integral part of what makes Washoe County so special. Throughout this program, I became very interested in giving back to this great community I live in. I have been looking at different opportunities to get involved. I am a father of three young children, ages 2, 4, and 6. This community is growing at an incredibly fast pace. Our family has been so blessed and fortunate to have great places in Washoe County to enjoy such as great parks and open spaces for things like hiking and biking. I want to be a part of that and make sure that we continue to put land aside for families and community members to enjoy while also making financial decisions in order to make acquisitions to further benefit this great community we live in.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I currently work at the Nevada Gaming Control Board as a Deputy Chief in the Investigations Division. I am able to sit in person to watch the public meetings that occur every month. In my role, I believe I have great experience in doing the same activities of what would be required for a Library Board of Trustee. In my role, I am responsible for promoting people, evaluating performance, setting goals and objectives, reviewing the training budget and approving training, and evaluating the overall effectiveness of our division and my team of approximately 20 people. My only experience with serving on other board/commissions is the following: I was a board member and President Elect for the Good Shepherd's Clothes Closet, from 2008-20015 which is a non-profit clothing store that gave clothing away to people with vouchers. I also have served as a layperson for the Northern Nevada Disciplinary Board.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

Douglas High School Football Scholarship Committee - Responsible for interviewing candidates and handing out scholarship money to high school football players. Northern Nevada Disciplinary Board - As a board member, I serve on both screening panels and hearing panels. Each panel consists of three members (two attorneys and one non-attorney). This is an ex parte proceeding where the panel is provided a factual summary of several cases and a recommendation from Bar Counsel. The panel members vote on each one to either dismiss, issue a Letter of Caution, issue a Letter of Reprimand or proceed to a formal hearing. Formal hearings are scheduled as needed, via Zoom or in person, and can take from 1 hour to multiple days.

[L Rippee Resume January 2024.docx](#)

Upload a Resume

[Rippee LOR 2.5.2024.docx](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your marital status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

Luke Rippee

SUMMARY STATEMENT

College educated with a Bachelors and a Master's degree in Business Administration. Certified Public Manager for the State of Nevada. 15+ years of experience conducting, managing and overseeing individual and corporate gaming investigations and gaming compliance reviews internationally and domestically.

PROFESSIONAL SKILLS

Education

Bachelor of Science in Business Management and Master's in Business Administration from the University of Nevada, Reno.

PROFESSIONAL WORK EXPERIENCE

Deputy Chief, Investigations Division, January 2022 – Present

Responsible for daily operation of the Carson City Investigations Office

Oversee/manage Carson City Investigations Team of 26 people responsible for investigating all gaming license and key employee applicants to determine their viability, business integrity, and suitability for licensure or approval
Review and edit investigative reports presented to Nevada GCB and NGC for approval

- o University of Nevada Las Vegas International Center for Gaming Regulation (2017 – Present)
- o Gaming Compliance Presenter

Supervisor, Investigations Division, Corporate Securities Section, Compliance Unit January 2019 – January 2023

Nevada Gaming Control Board, Carson City, NV

Managed and conducted special investigations and compliance plan reviews for over 50+ licensed gaming companies

Supervised staff of four agents

Reviewed and edited compliance plans for Nevada GCB Chair approval

Assigned and tracked compliance plan reviews

Conducted audits/interviews with licensed gaming companies and staff

- o Nevada Gaming Lawyer
- o Co-author of articles featured in Nevada Gaming Lawyer publication (2019-2022)

Senior/Special Agent, Investigations Division, Compliance Unit September 2016 – January 2019

Nevada Gaming Control Board, Carson City, NV

Conducted special investigations and compliance plan reviews for over 50+ licensed gaming companies

Wrote compliance review reports and review compliance plans

Conducted interviews with licensed gaming companies and compliance staff

- o Presenter at November 2017 Nevada Gaming Law Conference for over 100+ industry professionals
- o Member of Northern Nevada Financial Crimes Task Force and Las Vegas AML Working Group

Agent, Investigations Division, Corporate Securities Section, September 2008-September 2016

Nevada Gaming Control Board, Carson City, NV

Investigated applicants for gaming licenses and other transactions or issues requiring Nevada GCB or NGC approval

Conducted, prepared and wrote detailed investigative reports

Analyzed and interpreted complex corporate financial documents and SEC filings

Monitored SEC Filings, gaming activities and operations of publicly traded gaming corporations

Marketing Coordinator, July 2008-September 2008

Renown Health, Reno, NV

Business partner for X-Ray and Imaging, a \$16 million a year business

Developed and implemented strategic marketing plans to support business objectives

Planned, coordinated, and executed external events that supported marketing objectives

OTHER WORK EXPERIENCE

Northern Nevada Basketball Referee and Baseball Umpire, November 2014-August 2017

Northern Nevada Basketball Association (NNBOA)

Northern Nevada Umpires Association (NNOA)

Refereed high school and middle school basketball games and umpired baseball games

Varsity High School Assistant Football Coach 2010-2012, 2014-2016

Bishop Manogue Catholic High School (Reno, NV)

Douglas High School (Minden, NV)

Wide receiver and defensive backs coach

EDUCATION

Master's in Business Administration, August 2016-December 2019

University of Nevada, Reno, GPA 3.92

Bachelor of Science in Business Management, May 2008

University of Nevada, Reno, GPA 3.74

2008 Outstanding Senior Award School of Business

2005 Western Athletic Conference All-Academic Team

CERTIFICATIONS/ACHIEVEMENTS

Certified Public Manager

State of Nevada, Carson City, NV

Graduation April 2018

- o Created/implemented a new audit cycle for class project to increase revenue for the State of Nevada.
- o Project increased Compliance Review billable revenue by approximately \$108,000
- o Project increased attendance of quarterly compliance meetings and billable revenue by \$7,400

VOLUNTEER EXPERIENCE / COMMUNITY SERVICE

Northern Nevada Disciplinary Board

Layperson - January 2023 – Present - Serve on both screening panels and hearing panels. Each panel consists of three members (two attorneys and one non-attorney). This is an ex parte proceeding where the panel is provided a factual summary of several cases and a recommendation from Bar Counsel. The panel members vote on each one to either dismiss, issue a Letter of Caution, issue a Letter of Reprimand or proceed to a formal hearing.

State of Nevada Certified Public Manager Program

Project Evaluator – 2019-Current - Evaluator of two projects per class.

Douglas High School Football Scholarship Committee (2016 – current)

Member of interview panel and committee that selects football player to receive scholarship to pay for college

Washoe County Leadership Academy (September 2022 – Present)

Reno, NV

Class of 30+ individuals responsible for two community projects

Reno Sparks Chamber of Commerce Leadership Program, 2016

Reno, NV

Class of 2016 selected Step 2 as its local non-profit to help raise money and community awareness

- o Co-chaired Class' Volunteer Committee
- o Organized, planned and managed volunteer activities and sign-ups, built garden at Step 2 Campus

Good Shepherds Clothes Closet, 2008-2015

Reno, NV

Board Member and President-Elect (2011)

- o Directed and set the strategic direction for the organization
- o Planned and managed monthly Board Meeting
- o Developed fundraising and marketing plans to gain financial assistance and clothing donations
- o Board of Directors created annual event called "A Taste of Greece"
- o Organized the raffle/silent auction and contacted local businesses for donations

MICHAEL KILPATRICK MORTON



Dear Washoe County Commission,

As a native son of Northern Nevada, a sports and fitness enthusiast, and a father and husband raising a family to enjoy Nevada's outdoor opportunities, it is my pleasure to recommend Luke Rippee as a member of the Open Space and Regional Park Commission.

I first met Luke in January 2019 when I joined the ranks of the Nevada Gaming Control Board. As a new employee who had no experience in the field, Luke made himself available to me for any question I had, to bounce ideas off of him, or to work through any problems that I was having. It was clear to me then that Luke was a real leader - always ready to help make things better, but never looking for the recognition that others might seek in his position.

At the time of my hire at the Gaming Control Board, Luke was a supervisor of a small unit within the Board's Investigations Division. Currently, Luke is the Deputy Chief of the entire Division, where it is clear that the Board believes that Luke is the right person to lead more and more people and to be involved in high-level decision-making processes. I am quite confident that Luke would bring the same leadership qualities and sound mind to the Open Space and Regional Park Commission.

Most importantly, Luke is a dedicated husband, father, and neighbor. Over the years, I have found myself in some of the same social circles as Luke, and whether it is some of his old college friends or members of the church that he and I attend together, everyone that I meet that knows Luke makes sure to tell me how much of a good person he is. I have watched him as he works in all aspects of his life to make his community a good one for his family and friends.

Thinking of Luke as a member of the Open Space and Regional Park Commission for Washoe County seems like such a natural fit. I cannot think of a better person to be appointed to this Commission, and fully support Luke's application for appointment.

Sincerely,

Michael K. Morton, Esq.

Special Assistant Attorney General
Nevada Attorney General's Office

Application Form

Profile

Tami _____ **R** _____ **Rougeau** _____
 First Name Middle Initial Last Name

 Home Address Suite or Apt

 City State Postal Code

 Email Address

Semi-retired; Trifecta Solutions LLC _____ **RN - Clinical Consultant** _____
 Employer Job Title

 Primary Phone Alternate Phone

How long have you lived in Washoe County?

32 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 5 - Commissioner Herman

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself and why you want to serve.

Why are you interested in serving on this board/commission?

We have lived in Washoe County for over 32 years and we love it here. Our community is important to us. We enjoy the outdoor recreation that we are so fortunate to have in our area. As an avid equestrian, hiker and dog walker our outdoor and recreation areas are important to me personally. I serve on several board and community organizations dealing with use of outdoor recreation and would like to be a part of ensuring our outdoor spaces are protected for all to enjoy for many years to come. I retired from the Air Force four years ago after a 30 year career of service and still consult part time as a clinical consultant to a government contractor. By trade I am an RN, trauma and flight nursing. I also run a small business here and am active in the community. There has been steady growth in outdoor recreation of all types over the past 4 years and this is expected to continue. As our community grows we need to also support our open space, parks, trails and all user groups so that Washoe County continues to be a great place to live.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I currently serve as the president of the Nevada All State Trail Riders, Inc, a non-profit organization dedicated to the protection and promotion of Nevada's equestrian trails. In addition I am the Nevada State Trails Advocate for the American Endurance Riders Conference and serve as the secretary for the Silver Knolls Community Organization. I am also on the Recreational Trails Program Grant Committee. Ensuring that our open spaces are available to all users is critical to the health and welfare of our community. As I have been searching for a way to give back to the community this opportunity was presented and I feel that I am a good fit with my background and familiarity with the outdoor and recreational areas in Washoe county and surrounding areas.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

President, Nevada All State Trail Riders, Inc Secretary, Silver Knolls Community Organization
Nevada State Trail Advocate, American Endurance Conference Committee Member,
Recreational Trails Program

[RESUME_Rougeau_Tami.pdf](#)

Upload a Resume

[Letter_of_Recommendation.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I understand the role and responsibilities of membership to the Citizen Election Forum (CEF), and that this board is advisory. The CEF will make recommendations to the processes and procedures that are within the purview of the County and that could further enhance a fair and transparent election. The Citizen Election Forum (CEF) does not make recommendations relating to staffing, personnel, or matters outside the purview of the Board of County Commissioners.

I Agree

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your marital status? *

What is your total household income? *

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

TAMI ROUGEAU, RN, MS, MBA, CEN

RECENT RELATED EXPERIENCE

Trifecta Solutions, LLC – Clinical Consultant, February 2018 – Present

Provides program and operations analysis and recommendations on clinical, training, and application development.

- TATRC ARES/M4 Contract
 - Provides guidance for performance of casualty care during evacuation regarding clinical needs of transport module
 - Ensures transport module meets clinical standards for casualty transport
- TATRC CDSS Contract
 - Provides clinical input to application requirements
 - Develops clinical guidance for assessment and intervention during tactical and prolonged casualty care phases using current JTS (Joint Trauma System) supported clinical practice guidelines.
 - Research current guidelines and training platforms
 - Develops use case scenarios based on TCCC (Tactical Combat Casualty Care) and JTS CPG (Clinical Practice Guidelines) guidelines
 - Demonstrates application of CDSS in Prolonged Casualty Care Scenarios
 - Works closely with engineers to develop capabilities based on TCCC and CPG guidelines
- TATRC Contract (Exercise Scenarios)
 - Develops use case scenarios based on current TCCC and JTS CPG guidelines for incorporation into training events to test future capabilities
- DHA, Medical Affairs/Clinical Support/Clinical Quality Management
 - Facilitates clinical working groups to develop toolkits for use with updated VA and DOD clinical practice guidelines
 - Performs research to assist with development of tools

USAF Reserve/Active Duty– January 1990 – January 2020

HAF/SG3 Air Force Medical Support Agency – IMA, November 2016 to January 2020

Individual Mobilization Augmentee (IMA) to Director Healthcare Operations.

- Directs 330 healthcare personnel in 4 directorates, 14 divisions: oversees 7 AFMS Panels/112 programs for 76 MTFs
- Responsible to SG, DSG, SG3/5 for expeditionary and peacetime medical operations policy and decision support
- Leads AFMS programs for contingency clinical ops, behavioral health, aerospace/operational medicine, informatics
- Reviews productivity/manpower/efficiency assessments; Serves as Senior Director Patient Stage Ops for DSCA

HQ Air Mobility Command – IMA, February 2014 to November 2016

IMA to Assistant Director of Operations, AE

- Senior AE SME to Director of Operation; executive oversight for Total Force AE ops across 4 COCOMs
- Directs efforts to include funding, manning, training, readiness & strategic direction for 5 HQ Divs, 1 Det & 31 TFAES
- Focal point for operational issues impacting AMC's AE mission; ensures coordinated response to external agencies

- Reviews, edits, and recommends changes to Joint/Unified command policies & directives related to AE doctrine
- Serves as Assist Dir Ops, AE & Sr Flight Nurse during incumbents' absences; advises AMD/DA3-2 on ARC (Air Reserve Component) issues

HQ Air Mobility Command – IMA, August 2010 to February 2014

IMA to Chief, Aeromedical Evacuation Operations

- Executive oversight for lead command for global AE operations; advises AMC/A3 on AE ops, training and stan/eval
- Directs policies, procedures, CONOPS and doctrine supporting 3.8K personnel in 32 Total Force AE squadrons
- Ensures readiness of 7 AE UTCs/\$93M WRM; advises HQ USAF on AE mobilization for worldwide requirements
- Provides expertise to HAF/MAJCOMs/NAFs; coordinates with Joint and NATO forces on patient movement doctrine

EDUCATION AND/OR TRAINING

Master of Business Administration, University of St Francis, Joliet Illinois, 2009

Master of Healthcare Administration, University of St Francis, Joliet Illinois, 2003

Bachelor of Science, University of St Francis, Joliet Illinois, 1999

Associate degree in Nursing, Southern Oregon State College, Ashland Oregon, 1988

Professional Military Education

Advanced Joint PME (Combined In-Residence/Correspondence), 2013

Air War College (correspondence), 2007

Air Command and Staff College (correspondence), 2003

Squadron Officer School (In-Residence), 1996

Interagency Institute for Federal Healthcare Executives

Executive Leadership Symposium

Health Services Executive Management

Medical Readiness Planners

ACCOMPLISHMENTS

1. Multiple Military Awards for Outstanding Leadership
2. Led AMC AE High Velocity Assessment; identified personnel shortfalls; matched Total Force mix to meet current and future contingency needs
3. Team lead for development of USAF AE Ebola CONOPS for Operation Unified Assistance
4. Directed AE Focus Training Plan to update and streamline Total Force Training platform.
5. Represented USAF during Operator Engagement Talks to Chile presenting US efforts and initiatives for evacuation and disaster relief with regards to medical and aeromedical evacuation
6. Briefed Assistant Secretary for Health Affairs, Navy Surgeon and Senior Joint and Coalition Senior Leaders on behalf of AFCENT SG regarding status of CENTCOM medical and aeromedical evacuation



Letter of Recommendation

1 message



From: Rob Pierce

Date: Wed, Jan 31, 2024 at 3:42 PM

Subject: Letter of ...

To: Rougeau Tami

To whom it may concern,

I have known Tami for several years now, and she has been in amazing secretary for our homeowners association. She always goes above and beyond the call of duty when asked to help out, and she keeps extremely accurate notes at every meeting. I would highly recommend her for any position she would be applying for. She stands out as one of the ones who really cares.

Thank you for your consideration for her in your quest for a great board member

Rob Pierce
SKCO President

Application Form

Profile

Matthew

First Name

Demartini

Last Name

Middle Initial

Home Address

Suite or Apt

City

State

Postal Code

Email Address

Meridian Company
Engineering

Employer

Engineering Technician

Job Title

Primary Phone

Alternate Phone

How long have you lived in Washoe County? *

30+ years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 3 - Commissioner Garcia

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

I am interested in serving on this commission because as a resident of Washoe County for over 40 years I have enjoyed the parks and open space countless times over and believe they are a nice asset for the community, past, present and future. My ideals align with the mission of the Regional Parks and Open space and I have first hand experience on regular weekly basis with the exceptional parks, open space and recreational opportunities they provide in Washoe County. As an avid runner I have grown up running through and making footprints in the vast parks and open spaces for the past 35+ years that the area has to offer. These parks include Rancho San Rafael, Bartley Ranch, Mayberry, Galena Creek, Davis Creek, Crystal Peak, and Bower's Mansion, just to name a few. Similarly I align with the goal, and place equal importance on preserving our natural, historical and cultural resources through the parks for all community members to experience first hand for generations to come. As a result I am set out as strong candidate for the position because I will be able to serve the goals of the commission and the community as a whole.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I believe I have a good understanding of the commission goals as well as a community background as a local resident for 40 years enjoying the parks first hand. I graduated from the University of Nevada, Reno in 2004. Throughout my time in Reno I have had the opportunity to participate/observe/speak at various commission and council public meetings including those at the Reno City Planning Commission, Reno City Council, Northern Nevada Water Planning Commission and Western Regional Water Commission. In my participation I was able to learn and experience first hand the functions of the bodies and respect provided to them by the community and afforded by them to the members of the public in their participation. I believe I am a well-rounded candidate for the position and have the time to serve as may be necessary. I also was a candidate for Reno City Council, Ward 1 in the 2024 election.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

[20230115ResumeParksCommissionFinal.pdf](#)

Upload a Resume

[20230117_DeMartini_Letter_of_Recommendation_KB_Final.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.



[Redacted]



Reno, Washoe
County, Nevada



[Redacted]

Matthew DeMartini

PROFILE

Born, raised, and resident in Washoe County, Nevada for 40 years. Avid Runner enjoying the local parks and trails that the community has to offer, for many miles per week.

EDUCATION

Bachelor Of Arts in Psychology, 2004
University of Nevada, Reno
GPA: 3.7/4.0

KEY SKILLS

- Respect
- Teamwork
- Communication
- Problem-solving

OBJECTIVE

To serve faithfully and diligently on the Open Space and Regional Park Commission.

PROFESSIONAL EXPERIENCE

Meridian Company Engineering 1999 – Present
Reno, Nevada

- Water rights research, analysis and reports
- Title and deed research and analysis
- Property management support
- Engineering technician
- Office work and clerical

American Environmental Resources, Inc. 2005 – Present
Reno, Nevada

- Current Vice President
- Water and wastewater system operation and maintenance
- Various office and technical functions including designing manuals, purchasing, sales
- Customer outreach and correspondence

OTHER

- Nevada State Board of Pharmacy, Pharmaceutical Technician License # PT05320
- Additional coursework in math, accounting, chemistry, organic chemistry, biology, individual taxation and economics
- A+ Software, A+ Hardware courses

January 17, 2022

Re: Letter of Recommendation for Mr. Matthew DeMartini for Open Space Regional Parks Commission

Good morning Commissioners:

My name is Kathleen Beeler I have been a resident of Reno, Nevada for 30 years. I worked in Washoe County social services for 23 years. I have known Matthew DeMartini for 36 years.

I recommend Mr. DeMartini to serve as a commissioner on the Open Space and Regional Parks Commission. I believe that with Mr. DeMartini's experience and motivation he is an excellent candidate for this position.

Through the years that I have known Mr. DeMartini he has shown to be reliable, possesses strong communication skills, and works exceptionally well with people.

Mr. DeMartini enjoys running in our outdoors and our community parks.

I am confident Mr. DeMartini will be a valuable resource and asset serving on the commission and helping to contribute to the success of our community.

Sincerely,
Kathleen Beeler MSW
Washoe County Retiree

██████████

Application Form

Profile

Brian _____ **E** _____ **Erbis** _____
 First Name Middle Initial Last Name

Home Address _____ Suite or Apt _____
 City _____ State _____ Postal Code _____
 Email Address _____

Self-Employed _____ **Private Investigator** _____
 Employer Job Title
 Primary Phone _____ Alternate Phone _____

How long have you lived in Washoe County? *

6-10 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 2 - Commissioner Clark

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Question applies to multiple boards

Please verify that you reside within the Citizen Advisory Board (CAB) district for which you are applying [here](#).

Please tell us about yourself

Why are you interested in serving on this board/commission?

After a 24-year career in public service, I still have a desire to serve. I am a multifaceted individual with an advanced degree and a certified fraud examiner and a licensed private investigator (PILB 4253).

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I am a retired police detective with a specialty in investigating financial crimes. I am a certified fraud examiner, hold a master's degree in criminal justice with various advanced graduate certificates.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

[CV_Professional_FINALIZED_BE.docx](#)

Upload a Resume

[Andolyn_Johnson_Reference_Letter.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Question applies to multiple boards

Please Agree with the Following Statement

I understand the role and responsibilities of membership on this board or commission and am willing to serve. If appointed, I will attend required meetings and training and will adhere to pertinent bylaws. I understand that some appointments require a Financial Disclosure Form to be submitted to the Nevada State Ethics Commission. I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal. If appointed to a Citizen Advisory Board (CAB), I agree to attend a CAB new member orientation session and open meeting law training within six months of my appointment. I understand that failure to comply with this requirement will result in automatic removal from the Citizen Advisory Board.

I Agree

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

Brian Erbis



Education

C.U.N.Y. John Jay College of Criminal Justice

- B.S. in Criminal Justice, January 2020
- M.A. Criminal Justice, June 2023, Terrorism Studies specialization, with distinction.
- M.P.A. Inspection and Oversight, Inspector General candidate, Expected June 2025
- Advanced Certificate in Transnational Organized Crime candidate
- Advanced Certificate in Terrorism Studies candidate
- Advanced Certificate in Criminal Investigation candidate

Nassau Community College

- A.S., Criminal Justice, May 1993

NYPD Professional Courses:

- Criminal Investigator Course
- Homicide Investigators Course
- Special Victims Investigators Course
- Auto Crime Investigator
- Dignitary Protection
- Flying While Armed
- Plainclothes Certification

Self-Employment

Brian Erbis Consulting LLC - Owner, Consultant

Public and private interest consulting and lobbying specializing in organizational efficiency recommendations to the public and private sectors for the benefit of the public through better governance.

Law Enforcement Employment

New York City Police Department - *Detective, Retired*

Served a quarter of century with the NYPD in several capacities. As part of the Special Frauds Squad in the Financial Crimes Task Force, investigated complex fraud cases involving economic elder abuse, check and credit/debit card fraud schemes, money laundering and tax cases. Assisted in wiretap takedowns and conducted several interstate extraditions. Worked with the IRS Task Force. Financial Crimes Enforcement Network authorized user.

Worked in the 10th and Midtown North Precinct Detective Squads in Manhattan investigating robbery, burglary, grand larceny complaints along with suspicious and non-suspicious deaths, homicides and making arrests when circumstances warrant. Received training in auto crimes, counterterrorism dignitary protection, criminal investigations such as homicides and sex crimes, plainclothes operations and through various financial crimes seminars and courses. Testified in numerous grand jury proceedings, several criminal trials, and multiple administrative and civil hearings.

As a police officer in the 10th Precinct, served as patrol officer, traffic safety officer, youth officer, and plainclothes anti-crime officer.

Awards and Honors

Police Officer of the Month - February 2002
Police Officer of the Month - August 2003
Police Officer of the Year - 2007
NYPD Meritorious medal
Multiple Excellent Police Duty medals

Studies

Conducted a graduate research study of the operations and integrity of the Sparks, Nevada Police Department.

Additional Experience

Expertise stemming from several years of experience in executive, dignitary, and property protection.

Administrative Skills

Working knowledge of ArcGis Pro, Microsoft Word, Adobe and QuickBooks.

Professional Organizations

Certified Fraud Examiner (CFE) credentialed member of the Association of Certified Fraud Examiners (ACFE).

Academic References

Dr. Maria (Maki) Haberfeld
al Justice

Professor Michael Walker
minal Justice

Dr. Craig Dudley
minal Justice

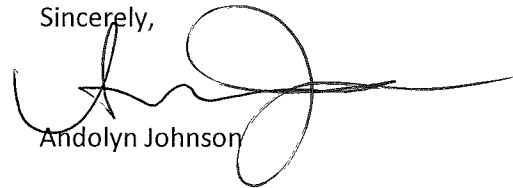
July 13, 2023

Re: Letter of Reference for Brian Erbis - Washoe Leadership Academy

To Whom It May Concern:

I am writing to recommend Brian Erbis for a placement in the Washoe Leadership Academy. I have known Brian for four years in a person capacity as his wife is a co-worker of mine at the U.S. Attorney's Office in Reno. Since retiring from his law enforcement position and moving to Reno, Brian has wanted to return to a career to public service and has gone back to school to achieve those goals. He is dedicated to making this area a better and even more enjoyable place to live. I highly recommend his admission to the program.

Sincerely,

A handwritten signature in black ink, appearing to be 'Andolyn Johnson', with a long horizontal flourish extending to the right.

Andolyn Johnson

Application Form

Profile

Sophia

First Name

Heidrich

Last Name

Middle
Initial

Home Address

Suite or Apt

City

State

Postal Code

Email Address

Mountain Area Preservation

Employer

Advocacy Director

Job Title

Primary Phone

Alternate Phone

How long have you lived in Washoe County? *

21-30 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 1 - Commissioner Hill

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

One of the major benefits of living in Washoe County is the proximity to an abundance of open space and recreational opportunities. I am deeply committed to preserving and expanding those opportunities and increasing equitable access for all. I would love to sit on the Open Space and Regional Parks Commission to weigh in on key park master plans, potential property acquisitions, and other important park and open space management questions. It would be a great honor to give back to the community in this volunteer role and use my past experience and knowledge of Washoe County Regional Parks and Open Space to help guide future decisions.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I served as the Park Planner for Washoe County from 2019 to 2022 and in that time I oversaw the development of several park and recreation master plans, including the Regional Archery Facility Master Plan and the Carcione and Canepa Ranch Recreation Access Plan. In that position, I came to understand how Washoe County Regional Parks and Open Space functions, their key operations and priorities, the role of the commission, as well as future opportunities. Additionally, I served as a board member for the Truckee Meadows Parks Foundation from December of 2019 to July of 2022 and I currently sit on the Tahoe Living Working Group (a committee of the Tahoe Regional Planning Agency), which is considering potential future housing policy amendments for the Tahoe Basin.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

Tahoe Living Working Group (a committee of the Tahoe Regional Planning Agency).

[HeidrichSophia_Resume.pdf](#)

Upload a Resume

[Letter_of_Rec_Sophia_Heidrich_AO.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

Sophia Heidrich

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Hunter Heidrich (Deputy District Attorney), Spouse

Sophia Heidrich

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

SOPHIA HEIDRICH

EDUCATION

- May 2016 **Master of Arts in International Environmental Policy**
MIDDLEBURY INSTITUTE OF INTERNATIONAL STUDIES | MONTEREY, CA
- Focus: Natural Resource Policy and Management; Language of Study: Spanish
- May 2010 **Bachelor of Arts in International Affairs**
UNIVERSITY OF NEVADA, RENO | RENO, NV
- Study Abroad: Università degli Studi della Tuscia | Viterbo, Italy

EXPERIENCE

- July 2022 - Present **MOUNTAIN AREA PRESERVATION (MAP) | TRUCKEE, CA**
Advocacy Director
- Developing and implementing strategic direction for land-use and advocacy programs.
 - Conducting stakeholder outreach to create coalitions and build positive land-use results through connection, teamwork, and accountability.
 - Evaluating Town of Truckee and Placer County project proposals, environmental reports, and sustainability programs, and preparing written and oral recommendations.
 - Drafting effective communications and educating MAP members about advocacy campaigns, resource conservation, the public process, and environmental regulations.
 - Maintaining and updating current information on MAP's website and social media outlets.
- March 2019 - July 2022 **WASHOE COUNTY | RENO, NV**
Park Planner
- Designed, updated and implemented recreation master plans and studies in areas such as natural resources, land use and transportation, and conservation and sustainability.
 - Reviewed development proposals to determine impacts on natural and recreational resources, and prepared and delivered comprehensive reports and presentations.
 - Prepared scopes of work and supported grant management for project delivery.
 - Served on the Environmental Sustainability Initiative team, to include translating the County vision to actionable sustainability principles as well as creating, monitoring, and reporting on key sustainability indicators.
 - Developed and implemented Washoe County Green Team goals and priorities, and served as Chair during calendar year 2021.
- Oct. 2018 - March 2019 **CALIFORNIA COASTAL COMMISSION | SAN FRANCISCO, CA**
Coastal Program Analyst II
- Analyzed coastal land use plans, zoning ordinances and development applications for conformance with environmental laws, and prepared written and oral recommendations on various topics, including climate adaptation, sustainability, and resilience.
 - Fostered collaborative working relationships with local, state, and federal agency officials to review large-scale projects and environmental analyses.
 - Effectively represented the Commission and communicated information about regulatory and planning programs, and permit requirements.
- Aug. 2017 - Sept. 2018 **WATER EDUCATION COLORADO | DENVER, CO**
Education and Outreach Coordinator
- Designed and orchestrated special events and programs, including trainings, tours,

workshops and webinars, to educate the community on numerous topics, including sustainable transportation, climate adaptation and resilience, and watershed management.

- Built monitoring and evaluation tools, and analyzed data to determine the efficacy of Water Education Colorado's programs, trainings, and training materials.
- Served as the statewide coordinator for Project WET, an international program designed to build the capacity of teachers to facilitate lessons about water-related topics.

June 2017 -
Nov. 2017

DENVER WATER | DENVER, CO

Business Technical Intern II

- Developed a survey tool to collect data at all of Denver Water's recreational facilities to find the optimum balance between operations, recreation, and natural resource protection.
- Monitored Denver Water's recreational facilities and enforced rules and regulations.
- Identified the need for and designed an interpretative tool, supporting efforts to inform the public about water resource management in Colorado.

Feb. 2016 -
July 2016

CONSERVATION INTERNATIONAL (CI) | ARLINGTON, VA

Watershed Management Capacity Building Intern

- Designed, organized, and created a Training of Trainers (ToT) manual and toolkit on watershed management to be implemented by CI field staff and partners around the world.
- Researched, compiled, and interpreted international best practices and case studies, such as several ridge-to-reef case studies that served as examples of effective integrated coastal resource management, to inform the ToT.

Sept. 2015 -
Jan. 2016

CARMEL RIVER WATERSHED CONSERVANCY (CRWC) | CARMEL, CA

Watershed Associate/Youth Educator

- Analyzed and drafted a report detailing all coastal projects in the Carmel River Watershed, which required the ability to explore complex coastal resource management issues, as well as knowledge of environmental science, environmental rules and regulations.
- Co-led tours of student groups to inspire and teach youth about watersheds, including sustainability, riparian habitats, ecosystem processes, and threatened species.

Nov. 2014 -
Jan. 2016

OCEAN CHAMPIONS | CAPITOLA, CA

Ocean Conservation Intern

- Implemented strategic direction to support critical ocean and climate-focused legislation, while demonstrating awareness and sensitivity to political issues.
- Researched topics of concern, such as the impact of microplastics in the marine environment, and drafted reports on important coastal policy issues to advise the Executive Director.
- Analyzed ocean-related policies and distilled complex information into digestible content.
- Managed social media outlets, including the creation of infographics and blog posts, to inform the public and increase member outreach.

SKILLS

- Basic ArcGIS; Microsoft Office, PowerPoint, and Excel; Design Software (e.g., Canva, Piktochart, etc.); Social Media

TRAININGS/MEMBERSHIPS

- July 2021 – July 2022 | Washoe County Strategic Plan Sustainability Initiative Member
- January 2021 – January 2022 | Washoe County Green Team Chair
- December 2019 – July 2022 | Washoe County Green Team Member
- December 2019 – July 2022 | Truckee Meadows Parks Foundation Board Member
- October 2018 – September 2019 | Colorado Statewide Coordinator, Project WET
- 2018 | Project WET Training
- 2017 | Climate Reality Leadership Corps Training



mountain area preservation

December 22, 2024

Brandon Roman
Washoe County Manager's Office
1001 E. 9th Street, Suite A201
Reno, NV 89512

Re: Letter of Recommendation for Sophia Heidrich

Dear Mr. Roman,

I am writing to support Sophia Heidrich's application to serve on the Washoe County Open Space and Regional Parks Commission. Sophia has worked for me at Mountain Area Preservation (MAP) since July 2022, serving as MAP's Advocacy Director.

Sophia joined MAP at a critical time. We had been working to save 300 acres of deer migration habitat as open space, during a 5-plus-year General Plan Update process. Sophia got up to speed quickly to assist MAP in significant land use review, community outreach, and government advocacy, helping me negotiate better outcomes for climate action planning, environmental justice, workforce housing, and open space for the Truckee 2040 General Plan.

Not only is Sophia a fast learner, but she also possesses the unique ability to balance complex land use items and other organizational priorities with utmost professionalism. She has reviewed numerous complicated project documents and demonstrated an exemplary ability to research, review, and critically analyze complex materials. Her attendance at a wide variety of governmental agency meetings and hearings, where she efficiently reviews materials ahead of time and distills critical information to provide feedback and recommendations, is a testament to her exceptional organizational skills.

On behalf of MAP, she recently joined the Tahoe Regional Planning Agency's Tahoe Living Working Group, a committee designed to help prioritize actions that will help achieve Tahoe housing goals while improving environmental protections. Sophia does her homework and represents the organization thoughtfully and professionally.

I am confident that she would add value and expertise to the commission.

Sincerely,

Alexis Ollar, MS & GISP
MAP Executive Director

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I feel qualified to serve on these boards because of my years of being a small business owner, daughter of immigrants, a mother of three children and an invested citizen of this community.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

NWLA

[Kami_Hitti_Resume.docx](#)

Upload a Resume

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your marital status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

Kami S. Hitti



Project Management and Construction

Skills

<ul style="list-style-type: none">● Project Management● Interior Design● Multi-lingual	<ul style="list-style-type: none">● Budgeting● Material estimating and knowledge● Customer service
--	--

Experience

2014-CURRENT

Owner / Reno Home Renovations, LLC Reno, NV

Interior design and execution of home renovations. Scope of work included: Sales, estimation, and complete design package, project management, budgeting of project, project supervision, scheduling of installations and subcontractors and material purchasing /selections.

2008-2013

Owner / JGH Investments, LLC Reno, NV

Procuring various investment opportunities. Most work included repairs, renovations, and marketing of investment property in a timely and organized manner.

Education

DECEMBER 2004

Bachelor of Arts, Political Science and Spanish / UNR

JUNE 2000

High School Diploma / Reno High School

Activities

As a proud member of our beautiful community, I love to give back through my various volunteering positions. I am currently on the board of NWLA (construction industry liaison) which trains and helps women get into leadership roles to advance their career. I am the leader/organizer of our local Church. I love meeting new

people, helping old friends and generally giving back to the community however possible.

Application Form

Profile

Matthew

First Name

B

Middle Initial

Kaempfe

Last Name

Home Address

Suite or Apt

City

State

Postal Code

Email Address

The Pasha Group

Employer

Director, Shared Services

Job Title

Primary Phone

Alternate Phone

How long have you lived in Washoe County? *

1-5 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 5 - Commissioner Herman

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

In the almost three years that I have lived in Reno since moving from northern Arizona, I have grown to love the mountains, forests and prairies of Washoe County. Protecting these areas as a natural resource is paramount to keeping them as pristine as possible for future generations. I have lived in many parts of the country from the Midwest (Missouri) to the Appalachians (Virginia) to the desert of Arizona. All of those places have their own version of charm and beauty but none compare to northern Nevada. I currently live in northwest Reno on the foothills of Peavine Mountain and on any given day I can look out my bedroom window and see deer, coyotes, bobcats and myriad species of birds. One time just before the turn of this year my wife and I took our dog to the top of Peavine and I believe I saw two elk in the valley between the two peaks with the TV and radio towers. I looked up elk sightings in Reno and found this - <https://www.kkoh.com/2023/11/09/elk-arent-just-for-elko-anymore/>. What a spectacular thing to experience. Being a part of protecting the area is an opportunity that I take very seriously. If you select me as a member of this commission, you will be choosing someone who is committed to Reno, committed to Washoe County and fully committed to preserving our open spaces and regional parks. Thank you for your consideration and I hope to meet you all soon in person. Have a great rest of your day.
Matthew B. Kaempfe

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

In 2019, I was selected by the Town Council of Clarkdale, Arizona to be a member of the town's Design Review Board. That boards mission is to maintain the historical character of the town by reviewing all applications for in town development to ensure the facades were appropriate and either matched or enhanced the town's established image. In 2020, I was elected to be Vice Chairman of that board and served as such until moving to Reno in February 2022. In the November 2020 general election in Yavapai County, Arizona, I ran for and was elected to the Verde Valley Fire District Board of Directors. All operational oversight of the Verde Valley Fire District was under board purview. We reviewed and approved/rejected all district activities including budgets, public issues, personnel issues, and sales and purchases of district lands. I served as a Director on the Fire Board until moving to Reno in February 2022.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

[Resume_of_Matthew_B_Kaempfe.docx](#)

Upload a Resume

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

MATTHEW B. KAEMPFE

TRANSFORMATIONAL CUSTOMER EXPERIENCE LEADER

Accomplished executive leader with 30+ years of experience leading organizations and personnel of every variety with intensive experience leading Operations, Training and Quality, Workforce Management, project management, client management and vendor/partner management. Led the design, construction, and full startups of contact centers as well as migration of existing centers from brick and mortar to virtual and vice versa. Professional achievements include creating transformational customer experiences in challenging environments ranging from logistics to healthcare administration to financial services to insurance claims of every variety.

CORE COMPETENCIES

- * Transformational Customer Experience thru Quality process design and/or overhaul
 - * Revenue acceleration due to improved customer experience
 - * Productivity enhancement by creating a performance culture
 - * Leadership development by teaching the principles of Quality processes and consistent coaching
 - * Turnover reduction thru clearly established goals, expectations, and performance management
 - * Vendor/Partner management including search, selection, and contract negotiations
 - * Intense Project Management including customer experience center design and construction
-

PROFESSIONAL EXPERIENCE

THE PASHA GROUP

Director, Shared Services Center Reno, NV March 2022 – current

Site Director of The Pasha Group, a logistics company that specializes in moving goods and services all over the globe, primarily serving the needs of the United States military. Under my purview are 11 operational leaders that include one Sr. Manager, three Managers, three Supervisors and four Team Leaders. Collectively, the team supports the efforts of an additional 60+ customer advocates located both locally onsite and remotely spread out over the contiguous 48 states. In this role my responsibilities include all operational aspects of business - training, Quality, personnel management, staff stability, leadership development, budgetary concerns and staff security – as well as oversight of the site location itself including building maintenance, vendor selection and services, and maintaining ISO 9001 and 14001 standards.

Key Accomplishments

- Led completely new focus on customer experience through Quality process redesign over the course of 2022 and 2023; these efforts generated the first ever PERFECT customer satisfaction score for Pasha's Overhigh and Wide division in Q4 2023.
- Achieved voluntary turnover of 6% overall at the Reno site in 2023; turnover for Pasha overall was 22%; turnover for Shared Services specifically was 17.8%.
- Grew staff size by over 20% in 2023 through taking on additional work from the business overall and creating/implementing a workforce staffing model that correctly predicted staffing needs.
- Developed a leadership program that led to the promotion of two internal Supervisors to Manager roles, one internal Team Leader to a Supervisor role and two Associates to Team Leader roles.
- Exceeded all customer experience KPIs while doing so with expanded, less experienced workforce.
- Led all Shared Services through the process of securing full certification of ISO 9001 standards in April 2022 and ISO 9001 and ISO 14001 standards in June 2023.
- Met budget goals within 1% without going over budget in both 2022 and 2023.

NORTHERN ARIZONA HEALTHCARE

Director, Integrated Patient Scheduling

Flagstaff, AZ October 2018 – February 2022

Director of a team of two Managers, four Team Leaders and 66 customer advocates. Integrated Patient Scheduling is responsible for all Northern Arizona Healthcare customer contact ranging from scheduling Ambulatory appointments and all Diagnostic Imaging tests to gaining Referrals for patients as well as obtaining insurance approvals for testing, appointments, and surgeries with our Insurance Verification Unit.

Key Accomplishments

- Led the design, creation and implementation of the first customer experience Quality Assurance tool ever employed by Northern Arizona Healthcare.
- Achieved 37% improved customer experience scores in the first year of implementation of the QA tool.
- Reduced turnover by 53% by instilling a collective focus on maximizing customer experience.
- Succeeded in hitting all expected KPIs while finishing the fiscal year \$71,000 under allotted expenses.
- Negotiated the contract to add call-recording software to all customer interactions within Integrated Patient Scheduling.
- Designed and fully implemented an IVR to optimize advocate skilling and prioritization as well as customer experience, particularly related to breast cancer imaging.
- Designed the soon to be built Access Services Center, a state of the art contact center featuring Mitel telephony and Behavioral Analytics tools and TeleOpti Workforce Management tools.

KEMPER HOME SERVICE February 2017 thru September 2018

Director, Customer Experience Center Operations • Creve Coeur, MO

Director of a team of two Call Center Managers, two Call Center Supervisors and 60 customer advocates. All interviewing and hiring transactions, all Quality and Training functions, all Workforce Management including forecasting, scheduling and schedule optimization, and all performance improvement, coaching/development and corrective action were under my purview.

Key Accomplishments

- Lowered average speed of answer by 50% through the introduction of optimized staffing model (self-created) and the expansion of staff size by 30% within four months.
- Overhauled existing Quality Assurance process to align actual customer experience with organizational expectations of customer experience using a deep dive root cause analysis of past customer interactions.
- Created and implemented a closed loop coaching tool and development process for Managers, Supervisors and advocates, the first of its kind in Kemper Home Services. This model later implemented organization wide.
- Instituted a formalized scorecard for the measurement of customer advocate performance that included all metrics that matter monthly – Quality Assurance scores, Availability %, Calls per hour, Auxiliary (non-productive) Time %, After Call Work Time and personal attendance.

TRIWEST HEALTHCARE ALLIANCE August 2015 to August 2016

Manager, Virtual Contact Center • Kansas City, MO

Led the local effort to launch the Kansas City contact center in August 2015. After launch, managed an inbound/outbound team of 15 supervisors, 30 team leaders and approximately 240 patient service representatives to serve American military veterans in their efforts to receive timely medical care through the Veteran's Administration.

Key Accomplishments

- Initial member of the project leadership team as well as the training curriculum development team that launched the Kansas City contact center with a very compressed timeline.
- Promoted to become the first Virtual Contact Center Manager for the implementation of the virtual hub with TriWest Healthcare Alliance.
- Identified as a coaching and development subject matter expert and charged with overhauling the existing Quality Assurance process and implementing new monthly coaching and development procedures and to run those procedures the Kansas City contact center.
- Created locally and implemented organization-wide the first and only operations scorecard that measured performance at the patient services representative level and the Supervisory level.
- Chosen as the only advanced member of the Kansas City contact center management staff to attend corporate managerial training in the TriWest home office in Phoenix, AZ.

AURORA BANK, FSB & EVERHOME MORTGAGE November 2010 to April 2014

Assistant Vice President, Contact Center Operations • Chesterfield, MO

Responsible for the operational oversight and day-to-day management of a large, high volume, mortgage loan servicing call center.

Key Accomplishments

- Migrated the St. Louis call center from a brick-and-mortar operation to a fully virtual center in early 2012, reducing facility costs, increasing scalability, positioning for expansion of geographic footprint, all while maintaining established high-performance standards.
- Championed a positive culture of performance by overhauling sup/rep 1on1 meetings, designing & conducting triad sessions, creating the Supervisor Coaching Journal, staff & leadership development, and conducting routine focus groups.
- Created performance expectations and culture creation/management thus improving overall operational performance of the St. Louis call center by 56% over the course of 2011.
- Transformed the St. Louis call center from being the lowest performing site in the channel in January 2011 to the highest performing site by the end of September 2011 and repeated that performance in October & November 2011 as well as January & February 2012.
- Brought back all Aurora Bank staff, as a division of EverHome Mortgage, to the brick-and-mortar location in May 2012 and led the group to outperform the established Jacksonville location within 90 days.

ADDITIONAL EXPERIENCE AND HONORS

TWO YEAR MEMBER AND VICE CHAIRMAN OF THE DESIGN REVIEW BOARD, TOWN OF CLARKDALE, AZ

ELECTED TO VERDE VALLEY, ARIZONA FIRE DISTRICT BOARD OF DIRECTORS in the General Election, NOVEMBER 2020 – BUDGET COMMITTEE CHAIRMAN

CONTACT CENTER OPERATIONS MANAGER

Convergys – February 2009 to November 2010

CONSULTANT, CONTACT CENTER & IVR VENDOR MANAGEMENT

Mastercard Worldwide – O’Fallon, MO February 2008 to February 2009

MANAGER, CUSTOMER EXPERIENCE – CONTACT CENTER & IVR

Maritz Loyalty Marketing – St. Louis, MO November 2004 to February 2008

VICE PRESIDENT, CALL CENTER OPERATIONS

Thumbs-Up Telemarketing – St. Louis, MO June 2000 to November 2004

EDUCATIONAL BACKGROUND

Attended Southwest Missouri State University • Marketing, emphasis on Management • GPA 3.4

Associate of Arts, Liberal Arts • Jefferson College • May 1989; *cum laude* and recipient of the President’s Junior and Community College Scholarship to Southwest Missouri State University

Application Form

Profile

Tracy _____ K _____ Kuczenski _____
 First Name Middle Initial Last Name

 Home Address Suite or Apt

 City State Postal Code

 Email Address

National Conference of Bar Examiner _____ Senior Bar Examination Editor _____
 Employer Job Title

 Primary Phone Alternate Phone

How long have you lived in Washoe County? *

Less than 1 year

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 1 - Commissioner Hill

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

I moved to Washoe County on June 27, 2024, from Madison, WI (Dane County), where I lived for almost 30 years. I am passionate about parks and protected areas. When I am not working, my preferred activity is to be outside in nature, whether hiking, biking, running, or sitting in the sun (or, on a hot day, in the shade) with a book or with friends and family. In my short time in Washoe County, I have been consistently delighted by the number, quality, and diversity of Washoe County's public parks, trails, historic sites, and protected areas (I've visited Bartley Ranch, the Bowers Mansion, and the Gerlach Water Tower Park and have hiked or biked along the Evans Creek and Evans Canyon Loop Trails in Rancho San Rafael Regional Park, the Thomas Creek/Dry Pond Loop (this was my first hike in Washoe County!), Brown's Creek Trail, and the Truckee River trail through Mayberry and Dorostkar Parks. I am grateful that the County (and the Board of County Commissioners) has prioritized developing and maintaining outstanding historical, cultural, and natural resources parks. In addition, I have a strong commitment to public service and strongly believe in the value of local government. I would be honored to serve as a member of the Open Space and Regional Parks Commission so that I can combine my passion for parks with my dedication to government and public service.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

Professionally, I have a Masters Degree in Land Resources (Land use, policy, and planning, with an emphasis on parks and protected areas) and a law degree from the University of Wisconsin, Madison. I worked as an attorney in private practice (on regulatory compliance, land use, zoning, and land protection matters); with local and state government (as an Assistant Corporate Counsel for Dane County and with the Wisconsin Legislative Reference Bureau); and in a nonprofit organization (with my current employer, the National Conference of Bar Examiners). I believe my educational background and diverse professional experiences will be valuable to the Commission. In addition, I have volunteered on a number of boards/commissions, including the City of Madison Early Childhood Care and Education Committee, the Madison Public Library Board (including as board president), and in leadership positions on the boards of nonprofit (501(c)(3)) organizations (Creative Learning Preschool, Troy Community Gardens, and REAP). Finally, when I lived in Madison, I regularly served as an Election Official for the City of Madison (as a member of the Rapid Response Team).

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

Because I am relatively new to Nevada and Washoe County, I have not yet had an opportunity to serve on a board or committee here. However, I was thrilled to be accepted into the 2024-25 class of the Washoe County Leadership Academy. My experience with the WCLA (meeting the County's exceptional and dedicated employees and elected officials) has strongly reinforced my interest in serving on the Open Space and Regional Parks Commission.

[TKKuczenski Resume June 2024.pdf](#)

Upload a Resume

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

TRACY KATHLEEN KUCZENSKI

ADMITTED TO WISCONSIN BAR

February 2000 to Present

PROFESSIONAL EXPERIENCE

Senior Bar Examination Editor

National Conference of Bar Examiners (NCBE)

February 2018 to Present

Multistate Professional Responsibility Exam, Multistate Performance Test and Multistate Essay Exam committees

- Revise, edit, and provide answer validation for multiple-choice questions testing principles of professional responsibility and ethics. Research, analyze, and interpret the ABA Model Rules of Professional Responsibility and the Restatement of the Law Governing Lawyers.
- Develop Multistate Professional Responsibility Exam forms used by most US jurisdictions as a prerequisite for admission to the legal profession.
- Staff meetings of MPRE, MPT, MEE committees; each committee comprises subject matter experts who evaluate exam questions and exam forms.
- Coordinate drafting and review activities of subject matter experts and manage independent evaluation of MPRE questions by external expert reviewers.

Senior Legislative Attorney

Wisconsin Legislative Reference Bureau

June 2006 to February 2018

Areas of drafting expertise: Election law, campaign finance, lobbying and ethics, K-12 education, the judiciary, economic development, regulation and licensing.

- Provided confidential legal services, on a nonpartisan basis, to individual members of the Wisconsin State Senate and Assembly and to executive branch agencies including the Wisconsin Ethics Commission and the Department of Public Instruction.
- Communicated directly with legislators, legislative staff, the Legislative Fiscal Bureau, Legislative Council and Department of Administration personnel to define the scope of a problem that prompted proposed legislation.
- Prepared and refined hundreds of legislative proposals and amendments for introduction.
- Biennially, collaborated with other legislative attorneys to prepare the Governor's Executive Budget Bill.

Assistant Corporation Counsel, Permanency Planning Division

Dane County, Wisconsin Office of Corporation Counsel

August 2005 – May 2006

- Represented public interest on matters involving children in need of protection or services to bring long-term stability to the home lives of these children.
- Assisted with appeal to the 7th Circuit Court of Appeals of *Croplife America, Inc. v. City of Madison*, 432 F.3d 732 (7th Cir. 2005) (permitting regulation of "weed & feed" products to enhance water quality of Dane County lakes).

Associate

Wheeler, Van Sickle & Anderson, S.C. Madison, WI

January 2001 – March 2004

Michael Best & Friedrich, L.L.P. Madison, WI

February 2000 – December 2000

Areas of expertise: land protection, non-profit organization law, environmental regulatory law, zoning, and municipal law

- Provided oral and written legal advice to individuals, corporations, municipalities, special units of government (including lake districts and sanitary districts), and non-profit organizations on transactional, state and federal regulatory compliance, and litigation matters. Negotiated and prepared conservation easements and other documents transferring interests in real property.

VOLUNTEER ACTIVITIES AND PUBLICATIONS

Girls on the Run of South Central Wisconsin <i>Coach for Randall Elementary Green Team</i>	Spring 2023
Nehemiah Center for Urban Leadership Development <i>Course Facilitator Justified Anger: Black History for a New Day Course</i>	Spring 2022
City of Madison, WI Election Official (poll worker)	2016 elections – present
REAP Food Group <i>Board Member, Chair of Internal Affairs Committee</i>	July 2016 – July 2019
City of Madison, WI Public Library Board <i>Board Member, President (2014-2016)</i>	November 2006 – September 2016
Madison Public Library Foundation <i>Ex officio Board Member</i>	November 2014 – September 2016
Wisconsin Judicial Council <i>Legislative Reference Bureau Appointee</i>	September 2012 – December 2015
City of Madison, WI Early Childhood Care and Education Board	December 2005 – December 2008
Creative Learning Preschool and Child Care Center <i>Board Member and Secretary</i>	October 2004 – July 2007
Community Groundworks (Formerly Friends of Troy Gardens) <i>Board Member, Treasurer (2003)</i>	December 2002 – December 2005
<i>Environmental Law</i> , Bochert, Linda H. and Tracy K. Kuczenski. <u>Annual Survey of Wisconsin Law</u> (2001 Edition).	
<i>Integrating Demographic and Landsat (TM) Data a Watershed Scale</i> , Kuczenski, Tracy K., Donald R. Field, Paul R. Voss, et al. <u>The Journal of the American Water Resources Association</u> , Vol. 36, No. 1 (February 2000).	
<i>Wisconsin's Shoreland Management Program: An Assessment with Implications for Effective Natural Resource Management and Protection</i> , 1999 <u>Wisconsin Law Review</u> 273.	

EDUCATION

University of Wisconsin – Madison

Juris Doctor, <i>cum laude</i> Law Review, Articles Editor	December 1999
Master of Science, Land Resources Institute for Environmental Studies Master's Thesis: <i>Integrating Demographic and Landsat (TM) Data at a Watershed Scale: A Case Study of the Kickapoo River Watershed Using Principles from Ecosystem Management and Landscape Ecology</i>	December 1999

University of California – Santa Cruz

Bachelor of Arts, Biology

To the Washoe County Board of Commissioners:

I write this letter in enthusiastic support for Tracy Kuczenski's application for membership on the board of the Washoe County Open Space and Regional Park Commission. I am not at all surprised to discover that Tracy is interested in this position. As her resume clearly indicates, Tracy has a longstanding interest in and commitment to land use issues, from her Master of Science from the Land Resources Institute for Environmental Studies at UW-Madison, to her publications on critical topics in land protection, land use, and natural resources management, to her many board memberships, including for Community Groundworks in Madison, WI, a nonprofit that works to connect people to nature and local food. Her resume speaks to her broad range of interests and skills and to her commitment to service, as both an attorney for government agencies and in a volunteer capacity. My intent with this letter is to tell you a bit about Tracy's qualities as a coworker and friend.

I have worked with Tracy at the National Conference of Bar Examiners (NCBE) since she started in February of 2018 and have been her supervisor since January of 2023. In her position at NCBE, Tracy works closely with committees whose members include law professors, federal judges, and attorneys, all of whom are high-level experts in their fields. These committee members draft questions for various NCBE national exams, and Tracy edits the questions not only for grammar and clarity but also to ensure that they are substantively correct and fair. Because Tracy takes great pride in her work and navigates her edits with grace and tact, she has cultivated the trust and respect of her committee members that is essential for maintaining positive relationships and producing high-quality work product. This is an invaluable asset, particularly when working with diverse groups of individuals who often have strong opinions and ideas about the way things "should" be.

Last year, Tracy stepped up to take a transitional leadership role on a committee being created to work on new question types for a new bar exam that NCBE is developing. Work on new question types can be challenging in the best of circumstances, but Tracy was asked to navigate through guidance, rules, and processes that were often unclear and changing and with a committee made up of entirely new drafters. This work required flexibility and effective communication, which Tracy managed in the same way she has managed her work with her other committees: with professionalism, patience, and grace. As a result, she was able to transition the work to another, less-experienced editor who, because of Tracy's efforts, is well-positioned to lead the committee going forward.

I believe that one of Tracy's best workplace attributes is that she never hesitates to ask questions when something is not clear. This is particularly useful during meetings where it becomes obvious that not everyone has the same understanding of various terms, concepts, and goals. Her questions evidence not only her engagement in and commitment

to the work but frequently provide thoughtful and invaluable insights and suggestions for improving work processes. Her questions and suggestions are never condescending, but instead are always respectful and constructive, and she gives others the confidence to express themselves when they might not otherwise do so.

Finally, Tracy is a warm and wonderful person, very collaborative, collegial, and supportive of all her colleagues and always willing to step up and lend a hand when needed. I never hesitate to run thoughts and ideas by her, as I truly value her opinions, which I know are based on thoughtful consideration. On a more personal note, one of the things I admire most about Tracy is her natural and genuine sense of curiosity and her enthusiasm for new experiences. She is truly someone who is “up for anything,” evidenced in part by her love of all outdoor recreational activities, which has taken her hiking, biking, camping, and kayaking in some of the most beautiful public spaces around the United States and internationally. I can think of no better way for her to continue a new chapter in her commitment to service, leadership, and environmental preservation for generations to come than through board membership on the Washoe County Open Space and Regional Park Commission. Tracy left an indelible mark on Madison and Dane County, and I have no doubt that she will do the same in Washoe County. Our loss is truly your gain!

If I can provide any further information in support of Tracy’s application, please do not hesitate to ask. You can contact me at _____ Thank
you for your consideration!

Sincerely,

Kristin Davis
Associate Director of Assessment Development
National Conference of Bar Examiners

Application Form

Profile

James

First Name

Mcnamara

Last Name

Middle Initial

Home Address

Suite or Apt

City

State

Postal Code

Email Address

Retired

Employer

VA Volunteer

Job Title

Primary Phone

Alternate Phone

How long have you lived in Washoe County?

38 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 2 - Commissioner Clark

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself and why you want to serve.

Why are you interested in serving on this board/commission?

I am a frequent user of several county parks in south Reno and see opportunities to improve the experience. I thin I can have an impact on improving the utility and usage of our open spaces with more access and more volunteers.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I have made considerable contributions to maintaining Bartley Ranch Park with my boy scout troop for a decade. I have served on an RTC Citizen Advisory Board and work 3 days a week with the veterans and others that are homeless. I am a County volunteer in the MRC and Registrar of Voters.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

- VA Homeless Outreach - VA Volunteer Transportation - Medical Reserve Corps - Registrar of Voters Volunteer

[0928_001.pdf](#)

Upload a Resume

[0927_001.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I understand the role and responsibilities of membership to the Citizen Election Forum (CEF), and that this board is advisory. The CEF will make recommendations to the processes and procedures that are within the purview of the County and that could further enhance a fair and transparent election. The Citizen Election Forum (CEF) does not make recommendations relating to staffing, personnel, or matters outside the purview of the Board of County Commissioners.

I Agree

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your marital status? *

What is your total household income? *

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Claire E. McNamara - Daughter, who is a County Social Worker.

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

James C. McNamara, age 67

Reno resident since 1994

Washoe County resident since 1986



Employment History

December 2019- present Volunteer at VA Sierra Nevada Health Care System and Homeless Outreach at VA Capitol Hill.

December 2020-April 2021- Volunteer at WCSD COVID vaccination POD- Recovery lead.

October 2020- November 2020- Election worker at WC Registrar of Voters- Poll Asst. Manager, Voter Intake, Voter screening, Poll set up and storage. Customer contact.

May 2013 -May 2014 RTC 2035 Regional Transportation Plan Citizen Advisor

September 2001- September 2002 FAA/ATA Task Force to Improve Aviation Security. Wrote policies and procedures for aircraft and airport security. Lobbied members of the House and Senate to pass the Aviation Security Act of 2002.

July 1986-July 1996 Nevada Air National Guard- Air Operations

August 1984- December 2019 American Airlines- Line pilot

June 1976- July 1986 United States Air Force- Pilot Training, Crew Commander, Instructor, Active until 1984, then Reservist.

June 1972- June 1976- B.S. History USAFA

Purpose- On the first day of training at the VA, I was given two objectives by the Secretary of the VA, Denis McDonough . First, was to eliminate veteran suicides. The other was to eliminate veteran homelessness. I take both seriously.

I have gotten a close look at section 8 and Reno Housing locations throughout Reno and Sparks. I also frequently interact with our homeless vets and those in transitional housing. Over The last year I have seen a number of them move into permanent supportive housing.

However, many have languished on wait lists while others have struggled to gain things that most take for granted: State ID, a cell phone and a place to charge it, safe living conditions, and a reliable food supply.

I have a much better understanding of the challenges faced by our homeless and houseless citizens. I am especially aware of the challenges for our Veterans and our senior Citizens. Thank you.

April 28, 2023

Nevada Wealth ManagementDave Miller, CFA®, CFP®
Managing Director – Wealth Management
Private Wealth AdvisorJames Gibson, CRPC®
Senior Vice President – Wealth Management
Wealth Advisor
Senior Portfolio ManagerScott Hinxman, CFA®
Senior Wealth Strategy AssociateBrianna Farley
Sr. Registered Client Service AssociateMorgan Cartledge
Client Service Associatewww.ubs.com

To Whom It May Concern:

I have known Jim McNamara for more than five years. He is a passionate member of the Reno community and is strongly committed to making Reno a better place. I have witnessed his dedication to our Veterans as he seeks shelter solutions for those most in need who have given this country so much. Observing his recent retirement I have I have been impressed by the energy he devotes to the Veteran community by directly serving Veterans in a one on one capacity with many of their needs.

Jim is a man of outstanding character who has successfully devoted years of energy and commitment to his former employer, to his passengers whom he safely delivered to their destinations, and most impressively to his wife and children who are better people as a result of having Jim in their lives.

This is not a man who sits on his back porch in retirement and watches the grass grow. Jim has enthusiasm and energy to spare as he volunteers to perform trail habitat, hike the sierras, and assist the Veteran community. Any community organization would be very lucky to have Jim's expertise, energy, and time.

Best regards,



David J Miller

Application Form

Profile

Matt _____ **Polley** _____
 First Name Middle Initial Last Name

 Home Address Suite or Apt

 City State Postal Code

 Email Address

Washoe County Human Service _____ **Case Worker III** _____
 Employer Job Title

 Primary Phone Alternate Phone

How long have you lived in Washoe County? *

30+ years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 3 - Commissioner Garcia

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself

Why are you interested in serving on this board/commission?

I am deeply passionate about contributing to the health and well-being of my community. Serving on the Board of Health provides an opportunity to address critical public health issues, promote preventive care, and improve access to resources for all community members. I bring a unique perspective and a commitment to fostering collaboration between stakeholders, including residents, healthcare providers, and policymakers. I believe that a healthy community is the foundation for economic vitality, educational success, and overall quality of life. By serving on the Board of Health, I aim to advocate for equitable healthcare initiatives, advance health education, and support innovative solutions to address pressing challenges such as chronic diseases, mental health, and environmental health concerns. This role aligns with my personal and professional values, and I am eager to contribute meaningfully to this vital work.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

With over 23 years as a small business owner operating a coffee house and cocktail bar, I have worked closely with The Health Department and have seen how the department has evolved over the years. I have also developed skills in leadership, community engagement, and problem-solving. My business has not only been a gathering place for the community but also a platform for promoting wellness, local initiatives, and a sense of connectedness. This experience has provided me with insight into the health and wellness priorities of diverse populations. Additionally, my background as a social worker, particularly in collaboration with public health nurses, has given me a deep understanding of the complexities of health systems and the importance of preventative care, health education, and accessible services. I have seen firsthand the challenges and opportunities in public health, from addressing disparities to fostering partnerships that yield meaningful change. I am balanced, committed, and enthusiastic about serving my community in a way that leverages both my professional and personal experiences. My ability to listen, collaborate, and take a practical yet compassionate approach to decision-making makes me well-suited to contribute to the Board of Health's mission to improve public health outcomes.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

I am currently on the Board of the Washoe County Employee Association and volunteer at the Nevada Museum of Arts. Please see resume for past Board seats.

[12-24_Resume.docx](#)

Upload a Resume

[Recommendation Letter.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

I am currently employed with Washoe County Human Services Agency as a Case Worker III.

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

Matthew Polley

Professional Summary

Dedicated Social Work professional with extensive experience in case management, program coordination, and leadership. Proven ability to support at-risk populations, collaborate with multidisciplinary teams, and implement impactful strategies. Entrepreneurial background combined with a strong commitment to community engagement and advocacy.

Professional Experience

Social Worker III

Washoe County Human Services Agency – Reno, NV

01/2017 to Current

- Partner with management to align departmental practices with human services mission and expectations.
- Coordinate *Bridges Out of Poverty Programming* as a *Getting Ahead Facilitator*.
- Investigate suspected cases of child abuse, neglect, and exploitation, ensuring compliance with legal and ethical standards.
- Deliver case management/Coaching services, including budgeting, education, and life-skills training to diverse, at-risk populations.
- Collaborate with multidisciplinary teams, including social workers, psychologists, and educators, to achieve family-oriented outcomes.
- Support families and foster parents through the *Quality Parenting Initiative*, addressing unique needs and fostering long-term success.

Owner

Java Jungle LLC – Reno, NV

09/2001 to 10/2024

- Owned and operated Java Jungle, Jungle Vino (The Jungle), and The Office for 23.5 years.

- Managed a team of 18 employees, providing comprehensive training in customer service, barista, and bartending skills.
- Oversaw budgeting, accounting, purchasing, and payroll to ensure efficient financial operations.
- Created and executed marketing strategies to drive business growth and strengthen community engagement.

Social Worker Supervisor

Washoe County Department of Social Services – Reno, NV

09/2002 to 12/2005

- Supervised a team of 8 social workers providing prevention and ongoing case management services.
- Guided staff in delivering counseling, education, and life-skills training to diverse populations.
- Partnered with community agencies to secure housing, medical care, and employment for clients.

Case Worker

Washoe County Department of Social Services – Reno, NV

01/1995 to 09/2002

- Provided case management services for children and families in need of support and intervention.
- Investigated cases of abuse and neglect, ensuring the safety and well-being of vulnerable populations.
- Coordinated services with community agencies to address client needs and facilitate access to resources.

Education

Bachelor of Arts in Social Work

University of Nevada, Reno – Reno, NV

01/1990 to 12/1993

- Senator of the School of Human and Community Sciences.
- Member of Lambda Chi Alpha Fraternity.

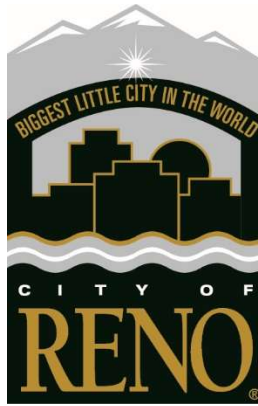
Boards and Leadership Roles

- **YMCA of the Sierra** – Board Member
- **Washoe County Employee Association** – Board Member
- **River Walk Merchant Association** – President
- **Western Assembly of Government Workers** – Board Member
- **Eddy House** – Board Member

Devon T. Reese

Councilmember, Ward 5

reno.gov



*Creating a community that
people are proud to call home.*

December 6, 2024

District Board of Health

1001 E. 9th

Reno, NV, 89512

Dear Board:

I am writing to express my enthusiastic recommendation for Matt Polley to be appointed to the Northern Nevada Board of Health. As a long-standing member of our community and a dedicated advocate for the well-being of Reno and Northern Nevada, Matt is uniquely qualified to contribute meaningfully to the Board's mission. Matt Polley has been a respected business owner in Reno for over 20 years, demonstrating a steadfast commitment to fostering economic growth and community development. His entrepreneurial success reflects not only his professional acumen but also his ability to build relationships and create positive change. These qualities would translate seamlessly into his service on the Board of Health.

Beyond his business leadership, Matt has demonstrated an impressive commitment to public service. He currently works for Washoe County Human Services where he has been employed off and on for the past 30 years. He has also served on the boards of the River Walk Merchant Association, where he served as President and Served as a board member for the YMCA of the Sierra, where he has worked tirelessly to enhance the quality of life for residents and visitors alike. Additionally, his current role on the Washoe County Employee Association board highlights his dedication to improving workplace standards and advocating for the interests of employees. Matt's extensive experience in leadership roles and his ability to collaborate effectively across diverse groups make him an ideal candidate for the Northern Nevada Board of Health. His deep roots in our community and his broad understanding of its unique needs ensure that he will approach this role with thoughtfulness, diligence, and integrity.

It is without hesitation that I recommend Matt Polley for this appointment. I am confident he will make a lasting and positive impact on the health and well-being of our community. If you have any questions or would like additional insights into Matt's qualifications, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Devon Reese".

Devon Reese

Ward 5 Councilmember

Reno City Council

P.O. Box 1900, Reno, NV 89505

Why are you interested in serving on this board/commission?

In 2022-23, I was a member of the Washoe County Leadership Academy. I learned all about different areas that play an integral part of what makes Washoe County so special. Throughout this program, I became very interested in giving back to this great community I live in. I have been looking at different opportunities to get involved. I am a father of three young children, ages 2, 4, and 6. This community is growing at an incredibly fast pace. Our family has been so blessed and fortunate to have great places in Washoe County to enjoy such as great parks and open spaces for things like hiking and biking. I want to be a part of that and make sure that we continue to put land aside for families and community members to enjoy while also making financial decisions in order to make acquisitions to further benefit this great community we live in.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I currently work at the Nevada Gaming Control Board as a Deputy Chief in the Investigations Division. I am able to sit in person to watch the public meetings that occur every month. In my role, I believe I have great experience in doing the same activities of what would be required for a Library Board of Trustee. In my role, I am responsible for promoting people, evaluating performance, setting goals and objectives, reviewing the training budget and approving training, and evaluating the overall effectiveness of our division and my team of approximately 20 people. My only experience with serving on other board/commissions is the following: I was a board member and President Elect for the Good Shepherd's Clothes Closet, from 2008-20015 which is a non-profit clothing store that gave clothing away to people with vouchers. I also have served as a layperson for the Northern Nevada Disciplinary Board.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

Douglas High School Football Scholarship Committee - Responsible for interviewing candidates and handing out scholarship money to high school football players. Northern Nevada Disciplinary Board - As a board member, I serve on both screening panels and hearing panels. Each panel consists of three members (two attorneys and one non-attorney). This is an ex parte proceeding where the panel is provided a factual summary of several cases and a recommendation from Bar Counsel. The panel members vote on each one to either dismiss, issue a Letter of Caution, issue a Letter of Reprimand or proceed to a formal hearing. Formal hearings are scheduled as needed, via Zoom or in person, and can take from 1 hour to multiple days.

[L_Rippee_Resume_January_2024.docx](#)

Upload a Resume

[Rippee_LOR_2.5.2024.docx](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your marital status? *

What is your total household income? *

Current or Past Washoe County Leadership Academy (WCLA) participant?

Yes No

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

Luke Rippee

SUMMARY STATEMENT

College educated with a Bachelors and a Master's degree in Business Administration. Certified Public Manager for the State of Nevada. 15+ years of experience conducting, managing and overseeing individual and corporate gaming investigations and gaming compliance reviews internationally and domestically.

PROFESSIONAL SKILLS

Education

Bachelor of Science in Business Management and Master's in Business Administration from the University of Nevada, Reno.

PROFESSIONAL WORK EXPERIENCE

Deputy Chief, Investigations Division, January 2022 – Present

Responsible for daily operation of the Carson City Investigations Office

Oversee/manage Carson City Investigations Team of 26 people responsible for investigating all gaming license and key employee applicants to determine their viability, business integrity, and suitability for licensure or approval
Review and edit investigative reports presented to Nevada GCB and NGC for approval

- o University of Nevada Las Vegas International Center for Gaming Regulation (2017 – Present)
- o Gaming Compliance Presenter

Supervisor, Investigations Division, Corporate Securities Section, Compliance Unit January 2019 – January 2023 Nevada Gaming Control Board, Carson City, NV

Managed and conducted special investigations and compliance plan reviews for over 50+ licensed gaming companies

Supervised staff of four agents

Reviewed and edited compliance plans for Nevada GCB Chair approval

Assigned and tracked compliance plan reviews

Conducted audits/interviews with licensed gaming companies and staff

- o Nevada Gaming Lawyer
- o Co-author of articles featured in Nevada Gaming Lawyer publication (2019-2022)

Senior/Special Agent, Investigations Division, Compliance Unit September 2016 – January 2019

Nevada Gaming Control Board, Carson City, NV

Conducted special investigations and compliance plan reviews for over 50+ licensed gaming companies

Wrote compliance review reports and review compliance plans

Conducted interviews with licensed gaming companies and compliance staff

- o Presenter at November 2017 Nevada Gaming Law Conference for over 100+ industry professionals
- o Member of Northern Nevada Financial Crimes Task Force and Las Vegas AML Working Group

Agent, Investigations Division, Corporate Securities Section, September 2008-September 2016

Nevada Gaming Control Board, Carson City, NV

Investigated applicants for gaming licenses and other transactions or issues requiring Nevada GCB or NGC approval

Conducted, prepared and wrote detailed investigative reports

Analyzed and interpreted complex corporate financial documents and SEC filings

Monitored SEC Filings, gaming activities and operations of publicly traded gaming corporations

Marketing Coordinator, July 2008-September 2008

Renown Health, Reno, NV

Business partner for X-Ray and Imaging, a \$16 million a year business

Developed and implemented strategic marketing plans to support business objectives

Planned, coordinated, and executed external events that supported marketing objectives

OTHER WORK EXPERIENCE

Northern Nevada Basketball Referee and Baseball Umpire, November 2014-August 2017

Northern Nevada Basketball Association (NNBOA)

Northern Nevada Umpires Association (NNOA)

Refereed high school and middle school basketball games and umpired baseball games

Varsity High School Assistant Football Coach 2010-2012, 2014-2016

Bishop Manogue Catholic High School (Reno, NV)

Douglas High School (Minden, NV)

Wide receiver and defensive backs coach

EDUCATION

Master's in Business Administration, August 2016-December 2019

University of Nevada, Reno, GPA 3.92

Bachelor of Science in Business Management, May 2008

University of Nevada, Reno, GPA 3.74

2008 Outstanding Senior Award School of Business

2005 Western Athletic Conference All-Academic Team

CERTIFICATIONS/ACHIEVEMENTS

Certified Public Manager

State of Nevada, Carson City, NV

Graduation April 2018

- o Created/implemented a new audit cycle for class project to increase revenue for the State of Nevada.
- o Project increased Compliance Review billable revenue by approximately \$108,000
- o Project increased attendance of quarterly compliance meetings and billable revenue by \$7,400

VOLUNTEER EXPERIENCE / COMMUNITY SERVICE

Northern Nevada Disciplinary Board

Layperson - January 2023 – Present - Serve on both screening panels and hearing panels. Each panel consists of three members (two attorneys and one non-attorney). This is an ex parte proceeding where the panel is provided a factual summary of several cases and a recommendation from Bar Counsel. The panel members vote on each one to either dismiss, issue a Letter of Caution, issue a Letter of Reprimand or proceed to a formal hearing.

State of Nevada Certified Public Manager Program

Project Evaluator – 2019-Current - Evaluator of two projects per class.

Douglas High School Football Scholarship Committee (2016 – current)

Member of interview panel and committee that selects football player to receive scholarship to pay for college

Washoe County Leadership Academy (September 2022 – Present)

Reno, NV

Class of 30+ individuals responsible for two community projects

Reno Sparks Chamber of Commerce Leadership Program, 2016

Reno, NV

Class of 2016 selected Step 2 as its local non-profit to help raise money and community awareness

- o Co-chaired Class' Volunteer Committee
- o Organized, planned and managed volunteer activities and sign-ups, built garden at Step 2 Campus

Good Shepherds Clothes Closet, 2008-2015

Reno, NV

Board Member and President-Elect (2011)

- o Directed and set the strategic direction for the organization
- o Planned and managed monthly Board Meeting
- o Developed fundraising and marketing plans to gain financial assistance and clothing donations
- o Board of Directors created annual event called "A Taste of Greece"
- o Organized the raffle/silent auction and contacted local businesses for donations

MICHAEL KILPATRICK MORTON



Dear Washoe County Commission,

As a native son of Northern Nevada, a sports and fitness enthusiast, and a father and husband raising a family to enjoy Nevada's outdoor opportunities, it is my pleasure to recommend Luke Rippee as a member of the Open Space and Regional Park Commission.

I first met Luke in January 2019 when I joined the ranks of the Nevada Gaming Control Board. As a new employee who had no experience in the field, Luke made himself available to me for any question I had, to bounce ideas off of him, or to work through any problems that I was having. It was clear to me then that Luke was a real leader - always ready to help make things better, but never looking for the recognition that others might seek in his position.

At the time of my hire at the Gaming Control Board, Luke was a supervisor of a small unit within the Board's Investigations Division. Currently, Luke is the Deputy Chief of the entire Division, where it is clear that the Board believes that Luke is the right person to lead more and more people and to be involved in high-level decision-making processes. I am quite confident that Luke would bring the same leadership qualities and sound mind to the Open Space and Regional Park Commission.

Most importantly, Luke is a dedicated husband, father, and neighbor. Over the years, I have found myself in some of the same social circles as Luke, and whether it is some of his old college friends or members of the church that he and I attend together, everyone that I meet that knows Luke makes sure to tell me how much of a good person he is. I have watched him as he works in all aspects of his life to make his community a good one for his family and friends.

Thinking of Luke as a member of the Open Space and Regional Park Commission for Washoe County seems like such a natural fit. I cannot think of a better person to be appointed to this Commission, and fully support Luke's application for appointment.

Sincerely,

Michael K. Morton, Esq.

Special Assistant Attorney General
Nevada Attorney General's Office

Application Form

Profile

Tami _____ **R** _____ **Rougeau** _____
 First Name Middle Initial Last Name

Home Address

Suite or Apt

City

State

Postal Code

Email Address

Semi-retired; Trifecta Solutions LLC _____
 Employer

RN - Clinical Consultant _____
 Job Title

Primary Phone

Alternate Phone

How long have you lived in Washoe County?

32 years

Question applies to multiple boards

Are you registered to vote in Washoe County?

Yes No

What district do you live in? *

District 5 - Commissioner Herman

Find your Commissioner District [HERE](#).

Interests & Experiences

Which Boards would you like to apply for?

Washoe County Open Space and Regional Parks Commission: Submitted

Please tell us about yourself and why you want to serve.

Why are you interested in serving on this board/commission?

We have lived in Washoe County for over 32 years and we love it here. Our community is important to us. We enjoy the outdoor recreation that we are so fortunate to have in our area. As an avid equestrian, hiker and dog walker our outdoor and recreation areas are important to me personally. I serve on several board and community organizations dealing with use of outdoor recreation and would like to be a part of ensuring our outdoor spaces are protected for all to enjoy for many years to come. I retired from the Air Force four years ago after a 30 year career of service and still consult part time as a clinical consultant to a government contractor. By trade I am an RN, trauma and flight nursing. I also run a small business here and am active in the community. There has been steady growth in outdoor recreation of all types over the past 4 years and this is expected to continue. As our community grows we need to also support our open space, parks, trails and all user groups so that Washoe County continues to be a great place to live.

How do you feel you are qualified to serve on this board? Include any past experience, as well as serving on other board/commissions.

I currently serve as the president of the Nevada All State Trail Riders, Inc, a non-profit organization dedicated to the protection and promotion of Nevada's equestrian trails. In addition I am the Nevada State Trails Advocate for the American Endurance Riders Conference and serve as the secretary for the Silver Knolls Community Organization. I am also on the Recreational Trails Program Grant Committee. Ensuring that our open spaces are available to all users is critical to the health and welfare of our community. As I have been searching for a way to give back to the community this opportunity was presented and I feel that I am a good fit with my background and familiarity with the outdoor and recreational areas in Washoe county and surrounding areas.

Do you currently serve on any boards/committees or volunteer?

Yes No

If yes, please list the boards/committees or volunteer programs.

President, Nevada All State Trail Riders, Inc Secretary, Silver Knolls Community Organization
Nevada State Trail Advocate, American Endurance Conference Committee Member,
Recreational Trails Program

[RESUME_Rougeau_Tami.pdf](#)

Upload a Resume

[Letter_of_Recommendation.pdf](#)

Please attach a letter of recommendation.

Please Agree with the Following Statement

I understand the role and responsibilities of membership to the Citizen Election Forum (CEF), and that this board is advisory. The CEF will make recommendations to the processes and procedures that are within the purview of the County and that could further enhance a fair and transparent election. The Citizen Election Forum (CEF) does not make recommendations relating to staffing, personnel, or matters outside the purview of the Board of County Commissioners.

I Agree

Please Agree with the Following Statement

I certify that, to the best of my knowledge, the information I have provided in this application is true and correct. If the information provided is false or incomplete, it shall be sufficient cause for disqualification or removal.

I Agree

Demographic Information

The purpose of collecting demographic information is to gain a comprehensive insight into the applicant pool. It is important to note that none of the demographic questions will affect the selection process for a position, ensuring that everyone has an equal opportunity to be considered.

What is your age range? *

What gender do you identify as? *

Which race/ethnicity best describes you? *

What is your highest level of school completed? If enrolled, highest degree received? *

What is your employment status? *

What is your marital status? *

What is your total household income? *

Nepotism

Are you a current employee of or related to anyone employed by Washoe County by blood or marriage?

Yes No

If yes, list the names and relationship of all persons you are related to. If you are an employee, list "Washoe County Employee" below:

Please note that after submitting your application, it becomes part of the public record and is available for public viewing. Personal information is redacted.

TAMI ROUGEAU, RN, MS, MBA, CEN

RECENT RELATED EXPERIENCE

Trifecta Solutions, LLC – Clinical Consultant, February 2018 – Present

Provides program and operations analysis and recommendations on clinical, training, and application development.

- TATRC ARES/M4 Contract
 - Provides guidance for performance of casualty care during evacuation regarding clinical needs of transport module
 - Ensures transport module meets clinical standards for casualty transport
- TATRC CDSS Contract
 - Provides clinical input to application requirements
 - Develops clinical guidance for assessment and intervention during tactical and prolonged casualty care phases using current JTS (Joint Trauma System) supported clinical practice guidelines.
 - Research current guidelines and training platforms
 - Develops use case scenarios based on TCCC (Tactical Combat Casualty Care) and JTS CPG (Clinical Practice Guidelines) guidelines
 - Demonstrates application of CDSS in Prolonged Casualty Care Scenarios
 - Works closely with engineers to develop capabilities based on TCCC and CPG guidelines
- TATRC Contract (Exercise Scenarios)
 - Develops use case scenarios based on current TCCC and JTS CPG guidelines for incorporation into training events to test future capabilities
- DHA, Medical Affairs/Clinical Support/Clinical Quality Management
 - Facilitates clinical working groups to develop toolkits for use with updated VA and DOD clinical practice guidelines
 - Performs research to assist with development of tools

USAF Reserve/Active Duty– January 1990 – January 2020

HAF/SG3 Air Force Medical Support Agency – IMA, November 2016 to January 2020

Individual Mobilization Augmentee (IMA) to Director Healthcare Operations.

- Directs 330 healthcare personnel in 4 directorates, 14 divisions: oversees 7 AFMS Panels/112 programs for 76 MTFs
- Responsible to SG, DSG, SG3/5 for expeditionary and peacetime medical operations policy and decision support
- Leads AFMS programs for contingency clinical ops, behavioral health, aerospace/operational medicine, informatics
- Reviews productivity/manpower/efficiency assessments; Serves as Senior Director Patient Stage Ops for DSCA

HQ Air Mobility Command – IMA, February 2014 to November 2016

IMA to Assistant Director of Operations, AE

- Senior AE SME to Director of Operation; executive oversight for Total Force AE ops across 4 COCOMs
- Directs efforts to include funding, manning, training, readiness & strategic direction for 5 HQ Divs, 1 Det & 31 TFAES
- Focal point for operational issues impacting AMC's AE mission; ensures coordinated response to external agencies

- Reviews, edits, and recommends changes to Joint/Unified command policies & directives related to AE doctrine
- Serves as Assist Dir Ops, AE & Sr Flight Nurse during incumbents' absences; advises AMD/DA3-2 on ARC (Air Reserve Component) issues

HQ Air Mobility Command – IMA, August 2010 to February 2014

IMA to Chief, Aeromedical Evacuation Operations

- Executive oversight for lead command for global AE operations; advises AMC/A3 on AE ops, training and stan/eval
- Directs policies, procedures, CONOPS and doctrine supporting 3.8K personnel in 32 Total Force AE squadrons
- Ensures readiness of 7 AE UTCs/\$93M WRM; advises HQ USAF on AE mobilization for worldwide requirements
- Provides expertise to HAF/MAJCOMs/NAFs; coordinates with Joint and NATO forces on patient movement doctrine

EDUCATION AND/OR TRAINING

Master of Business Administration, University of St Francis, Joliet Illinois, 2009

Master of Healthcare Administration, University of St Francis, Joliet Illinois, 2003

Bachelor of Science, University of St Francis, Joliet Illinois, 1999

Associate degree in Nursing, Southern Oregon State College, Ashland Oregon, 1988

Professional Military Education

Advanced Joint PME (Combined In-Residence/Correspondence), 2013

Air War College (correspondence), 2007

Air Command and Staff College (correspondence), 2003

Squadron Officer School (In-Residence), 1996

Interagency Institute for Federal Healthcare Executives

Executive Leadership Symposium

Health Services Executive Management

Medical Readiness Planners

ACCOMPLISHMENTS

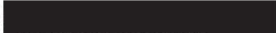

1. Multiple Military Awards for Outstanding Leadership
2. Led AMC AE High Velocity Assessment; identified personnel shortfalls; matched Total Force mix to meet current and future contingency needs
3. Team lead for development of USAF AE Ebola CONOPS for Operation Unified Assistance
4. Directed AE Focus Training Plan to update and streamline Total Force Training platform.
5. Represented USAF during Operator Engagement Talks to Chile presenting US efforts and initiatives for evacuation and disaster relief with regards to medical and aeromedical evacuation
6. Briefed Assistant Secretary for Health Affairs, Navy Surgeon and Senior Joint and Coalition Senior Leaders on behalf of AFCENT SG regarding status of CENTCOM medical and aeromedical evacuation



Letter of Recommendation

1 message



From: **Rob Pierce** 
Date: Wed, Jan 31, 2024 at 3:42 PM
Subject: Letter of ...
To: Rougeau Tami 

To whom it may concern,

I have known Tami for several years now, and she has been in amazing secretary for our homeowners association. She always goes above and beyond the call of duty when asked to help out, and she keeps extremely accurate notes at every meeting. I would highly recommend her for any position she would be applying for. She stands out as one of the ones who really cares.

Thank you for your consideration for her in your quest for a great board member

Rob Pierce
SKCO President