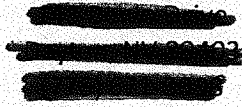


Timothy L Guthrie



Work Experience

Jan 2021-Present

Carson City Dept Alternative Sentencing

Carson City, NV

Interim Chief

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

Nov 2015-Jan 2021

Carson City Dept Alternative Sentencing

Carson City, NV

Assistant Chief

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

July 2008-Nov 2015

Storey County Sheriff's Office

Storey County, NV

Sergeant

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

June 2000-July 2008

State of NV Transportation Authority

Las Vegas, NV

Lead/Senior Investigator

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

Aug 1994-Jan 2000

Las Vegas Metropolitan Police Department

Las Vegas, NV

Officer/Field Training Officer

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

June 1990-July 1994

Las Vegas Dept of Detention and Enforcement

Las Vegas, NV

Corrections Officer/Training Officer

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

Education

1989-1991

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

1987-1988

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

Certificates

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

Personal

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

Date: February 8th, 2021

To: Carson City
201 North Carson Street
Carson City, Nevada 89701

From: Tad Fletcher

[REDACTED]
[REDACTED]
[REDACTED]

Regarding: Letter of Recommendation for Timothy Guthrie

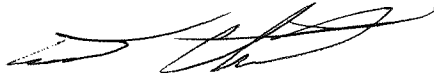
I have known Timothy Guthrie in a professional manner since 2008. I have worked with Mr. Guthrie as he worked through the ranks of Patrol Deputy and Patrol Sergeant when we both worked for the Storey County Sheriff's Office. I then hired Mr. Guthrie in 2015 as the Assistant Chief of the Carson City Department of Alternative Sentencing, during my time as Chief.

Mr. Guthrie and I have worked close in both agencies on many different tasks. When I was the Chief Deputy with the Storey County Sheriff's Office, he was my go-to Patrol Sergeant when I needed important tasks completed in a timely manner. He always completed tasks ahead of scheduled with no issues. He was given many tasks, such as being the lead Sergeant over the Field Training Program, running the Patrol Division during Special Events and taking care of in-service training.

During our time together at the Carson City Department of Alternative Sentencing, Mr. Guthrie supervised the day to day operations, while I took care of the administrative side of the house. He always made sure tasks were complete and he communicated with me daily of all activities. He built solid working relationships with the Court Staff and addressed issues with no hesitation.

I recommend Mr. Guthrie for the position of Chief of Alternative Sentencing. He fully understands the mission of the department, the inner workings of the department and the key relationships with the stakeholders. He is a professional in the workplace and will bring a high level of dedication and pride with him into the position. I worked with him in the workplace to ensure his abilities to carry on the duties of Chief when I was not available and to be part of the succession planning for the future.

If you have any questions, please contact me directly without hesitation,



Tad Fletcher

Chief of Alternative Sentencing/Retired

Claudia Saavedra
[REDACTED]
[REDACTED]
[REDACTED]

March 12, 2021

Honorable Hiring Committee:

After 25 years of serving Carson City as the Supervisor for the Department of Alternative Sentencing and Community Service Director, I believe I have an understanding that for what is essential the success of the department. Someone who possesses the skills and knowledge not only to supervise but lead by focusing on the mission of the department, understanding the need of the clientele who desperate need guidance to turn their lives around and looking for help in finding an alternative to incarceration.

Tim Guthrie possesses all these traits that define him as a good leader. I had the pleasure of working with him before my retirement and was able to witness first hand his dedication to the department, listening to new ideas from staff and implementing them when needed. Upon his arrival to DAS, he was able to turn the officers morale around. He understands the definition of leading with a compassionate heart, yet being tough when needed.

His work practices are ethical and carries himself with integrity.

I respectfully, recommend Tim Guthrie for the position of Chief of the Department of Alternative Sentencing.

If you should have any questions, please contact me at your convenience.

Sincerely,



Claudia Saavedra
Former DAS Supervisor



CAMPAGNI AUTO GROUP

WWW.CAPITALFORDONLINE.COM • WWW.CAMPAGNIAUTOGROUP.COM

Mon Feb 8, 2021

To Whom it May Concern,

I am writing this letter in support of Tim Guthrie's application for Chief of Alternative Sentencing in Carson City.

I first met Tim about 9 years ago, when our children were attending Bethlehem Lutheran together. I have always enjoyed Tim's insight on community issues and more important is his passion to make a difference. We have both been very active with local youth sports and have remained friends.

While our relationship has primarily been social, we also worked together on fleet bids while he was a sergeant with Storey County Sheriff's Office, and again for Carson City Department of Alternative Sentencing. I know him to be fiscally responsible, and to work well with the community.

I recommend him for this position without reservation. Please contact me with any questions.

Thank you.

A handwritten signature in black ink, appearing to read "Tim Milligan", with a stylized flourish at the end.

Tim Milligan, GM

Capital Ford

Carson City, NV



JUSTIN RYBA
RESUME
2021

JUSTIN RYBA

January 25, 2021

To Whom it May Concern,

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

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

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

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

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

Sincerely,



Justin Ryba

JUSTIN RYBA

P.O.S.T. Certifications

Supervisor Certificate

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

Advanced Certificate

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

Intermediate Certificate

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

Basic Certificate

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

Education

Associate of Science in

Graphic Communications,
Western Nevada College
Carson City, NV
June 2003

High School Diploma,

Carson High School
Carson City, NV
June 1999

Law Enforcement Experience

June 2009 - Current

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

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

October 2007 – June 2009

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

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



JUSTIN RYBA

Law Enforcement Training

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

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

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

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

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

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

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

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

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

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

SUBJECT: Recommendation for Justin Ryba

January 12, 2021

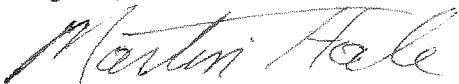
Dear Evaluation Board:

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

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

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

Regards,



Martin Hale, Bailiff

mhale@carson.org

January 13, 2021

To Whom it May Concern:

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

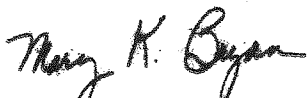
He has always been very serious towards his training, fitness, and the safety of others. He is a responsible man who takes ownership of his behaviors and actions seriously. He is involved in the community and has a strong sense of civic duty.

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

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

Thank you for your consideration of this candidate.

Sincerely,



Mary K Bryan MFT, LADC

MHC Coordinator since 2014

Previous Administrator at Community Counseling Center for 35 years

Cell phone: 775-450-9001

205 S Pratt Ave

Carson City, NV 89703



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



15 January 2021

SUBJECT: Recommendation Letter for Justin Ryba

To Whom It Whom It May Concern:

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

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

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

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

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



Memorandum

"Action, Urgency, Excellence"

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

Dear Sir or madam,

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

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

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

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

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

Detective Christopher Rivera

February 1, 2021

To Whom it May Concern:

I am writing this letter to recommend Justin Ryba for consideration as the Chief of Alternative Sentencing for Carson City.

I have known Justin professionally and personally for over seven years. Justin is a great co-worker, leader and I am glad to call him a friend.

Prior to my current employer, I worked with Justin at the Carson City Department of Alternative Sentencing for approximately two years and have worked as a law enforcement officer for over twenty years. Justin was my Field Training Officer, and as such trained me to perform my duties as an Alternative Sentencing Officer.

Justin is thoroughly knowledgeable of the inner workings of the Department of Alternative Sentencing and always performed his duties in a fair and professional manner. Justin is precise, methodical and a natural problem solver.

I believe that Justin is an asset to your agency and would make an excellent Chief of Alternative Sentencing.

Should you have any further questions about Justin, please feel free to reach me at

Respectfully,



Andrew Goodman, Senior Agent (Sergeant)
Nevada Gaming Control Board
Enforcement Division

January 24, 2021

To Whom it May Concern:

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

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

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

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

Sincerely,

A handwritten signature in cursive script that reads "Ana George".

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

JUSTICE AND MUNICIPAL COURT OF CARSON TOWNSHIP
CARSON CITY, NEVADA

JUDGE THOMAS R. ARMSTRONG
Department I



JUDGE JOHN TATRO
Department II

May 4, 2017

Chief Tad Fletcher;

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

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

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

Sincerely,

Judge John Tatro
Justice/Municipal Court Judge

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





DEPARTMENT OF ALTERNATIVE SENTENCING

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



Tad Fletcher, Chief

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

Officer Ryba,

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

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

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

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

Respectfully,

T. Guthrie / Assistant Chief--DAS



DEPARTMENT OF ALTERNATIVE SENTENCING

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



Tad Fletcher, Chief

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

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

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

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

Sincerely,

Assistant Chief T.Guthrie