

# TAMI VERNETTE BASS , JD

July 27, 2023

Hunter Jones  
Nevada Department of Sentencing Policy  
625 Fairview Drive, Suite 109  
Carson City, NV 89701

Dear Ms. Jones,

This letter shall serve as my formal request for consideration for the position of Executive Director for the State of Nevada Department of Sentencing Policy (Department) as well as the Nevada Sentencing Commission (Commission). I am uniquely situated to be an immediate impact as your next Executive Director. As a Commissioner on the Nevada State Parole Board, I have conducted hundreds of hearings and knowing and understanding sentencing structures and laws was and intricate part of my daily duties. I used the Nevada Revised Statutes, Nevada Administrative Code, and Federal Statutes daily.

From 2008 through January 2014, I served as the Executive Director for Intervention Health Management Services. I oversaw an in house staff of 35 people and an independent contractor division of 150. I wrote all policies and procedures for all departments including human resources, procurement, outreach, intake, and direct care. I oversaw compliance and training. I will provide uncompromising leadership in the position of Executive Director as the day-to-day activities of the Department are carried out in a manner indicative of our state's tradition of excellence. Fundamentally, I understand that my decisions, leadership, and guidance will help to facilitate the effectuation of the Commission's mission to promote an equitable and reliable criminal justice system by providing reliable criminal justice data, practical fiscal analysis, and comprehensive policy resources to lawmakers, stakeholders, and the public to ensure Nevada's sentencing and corrections policies and the Nevada criminal justice system as a whole are effective, data-driven, and resource sensitive.

I am intimately knowledgeable of the Nevada Revised Statutes and the Nevada Administrative Code, and Federal Codes and Statutes. It is also quite apparent to me the necessity to be organized, focused, inquisitive and decisive. I am all of the above on a daily basis. The state of Nevada is an ever changing, improving and growing entity. The Executive Director must be able to operate in a seamless manner that allows the successful and fluid implementation of the policies and procedures pertaining to the Department's/Commission's Vision and Mission. This position requires resolute leadership with an ability to work with all facets of the community including administrative personnel, governmental officials, agencies, stakeholders, and most importantly the members of the Commission. I have that resolve and the ability to contribute in an exponential manner.

As stated earlier, I have presided over hundreds of parole hearings as a Nevada State Parole Board Commissioner. I have been fortunate to have trained hundreds of educators, young people, parents, professionals and church leaders. I am a gifted teacher, instructor, writer, and speaker. I am well versed in the law. I believe one's work should speak for them. I believe my work speaks volumes for me.

As is evident by my resume, I am professionally qualified for the position of Executive Director. I will be an asset to the state of Nevada, specifically the Department/Commission. I would appreciate an opportunity to meet with you so that we can discuss your expectations for this position. I am unwavering in my belief that upon our meeting, you will be pleased with my professional carriage and abilities.

I do appreciate the time you have taken to review my submissions. I look forward to hearing from you in the very near future.

Sincerely,

Tami V Bass

# Tami V. Bass

Consultant/Professional Speaker/Facilitator

Strategic leader with over 25 years of professional experience in cross functional management and advising, talent and organizational development, building high performing and engaged leadership teams. Proven strengths in strategic planning, critical thinking, effective communication, and change management that have led to achieving ambitious goals across various sectors. Professional and experienced Executive Human Resource individual, with over 25 years of extensive experience as a skilled trainer, facilitator, developer, and educator of policies and procedures. Proficient in Nevada Revised Statutes, Nevada Administrative Codes, Federal Statutes, and codes. Highly motivated, and skilled in organizing, conflict resolution methods, and training; specializing in community outreach, developing excellent collaborative relationships, profile management, leadership training, and facilitating. Successful at developing and improving training programs for employees at all levels. Excellent communicator, planner, and conflict manager with advanced understanding of training needs for each department.



## Skills

- ◆ Proficient and successful educator
- ◆ Knowledgeable in Adult learning theories
- ◆ Leadership training
- ◆ New hire on-boarding
- ◆ Knowledge of employment law
- ◆ Proficient Small Group Instructor
- ◆ Life and business coach
- ◆ Public speaking
- ◆ Course development
- ◆ Self-motivated professional
- ◆ Accomplished compliance officer
- ◆ Training & Development
- ◆ Cultural awareness
- ◆ Certified Mitigator



## Work History

**Feb 2022 – Current**    **Credentialing and Compliance Officer/Human Resource**  
*Progressive Psychiatric Services, Las Vegas, NV*

- Responsible for securing credentialing with new insurance opportunities.,
- Responsible for providing expertise in writing policies and procedures.
- Responsible for answering all regulatory correspondence.
- Responsible for drafting all employment, contractor, and vendor contracts.

**Jan 2017 – Feb 2022**    **Human Resources Director/Compliance Officer/Training Manager**  
*Community Network Counseling Services, Las Vegas, NV*

- Responsibilities include talent management, and onboarding,
- Provide expertise in writing policies and procedures and developing training programs.
- Responsible for overseeing all hiring, grievances, procedures, employee evaluations, and severances.
- Manage new employee orientation training process for more than 30 employees each year.
- Assess skill gaps for employees in Intake, Transportation and Logistics, Direct Services, Billing and Procurement departments and developed training courses to meet identified needs.
- Direct training programs and development paths for managers and supervisors.
- Responsible for all new business ventures.
- Responsible for drafting all employment, contractor, and vendor contracts.

**Jan 2003 - Current**    **Consultant**  
*She Speaks, Las Vegas, NV*

- Provide expert testimony in capital cases.
- Consult with re-entry service providers on efficiency of prison, ex-offender programs, and community programs.
- Facilitate workshops for various prison, inmate non-profit organizations.
- Provide long-term strategic planning for business development, policies, and procedures, writing and implementation, training curriculum development, management and leadership development training, compliance.
- Initiate success of client's organization by improving performance, hiring practices and management systems by developing policies and procedures.
- Boost success of client's organization by improving performance, motivation, job satisfaction, hiring practices, training programs and management systems.
- Liaise with customers, management, and sales team to better understand customer needs and recommend appropriate solutions.

**Jan 2016 - Jan 2018**    **Adjunct Professor**  
*Brightwood College, Las Vegas, NV*

- Included syllabus preparation, counseling enrolled students, grading assignments, and administered examinations.

- Lectured in subject areas such as political science, criminal law, legal method and process, criminal evidence, criminal procedure, ethics, and constitutional law.
- Evaluated and revised lesson plans and course content to achieve student-centered learning
- Used variety of learning modalities and support materials to facilitate learning process and accentuate presentations
- Graded quizzes, tests, homework, and projects to provide students with timely academic progress information and feedback.
- Organized, prepared, and revised course material.
- Developed curriculum standards, lesson plans and syllabi

**Jan 2008 -  
Jan 2014**

### **Executive Director**

*Intervention Health Management Services, Las Vegas, NV*

- Responsibilities included overseeing daily operations, for clientele, employees, and facility.
- Provided expertise in writing policies and procedures and developing training programs.
- Responsible for research and interpreting statutes, rules, and regulations to ensure compliance.
- Responsible for overseeing all hiring, grievances, procedures, employee evaluations, and severances.
- Implemented all strategic planning for company, and clientele.
- Established offices, and services in Pahrump, Reno, and other locations.
- Prioritized and allocated valuable resources to meet business targets
- Aligned department vision, goals, and objectives with company strategy to achieve consistently high results
- Spearheaded successful business development initiatives aligned with company's strategy and core competencies
- Managed teams of 20 professionals focused on improving company initiatives

**Jan 1999 -  
Jan 2007**

### **Commissioner**

*Nevada State Parole Board, Las Vegas, NV*

- Responsibilities included overseeing parole hearings, to determine outcome and stipulations and conditions of in-mates parole and probation.
- Responsible for making decisions which protected public safety and victims.
- Received, analyzed, and processed evidence in regard to in-mates parole from lawyers and other governmental agencies.
- Conducted investigations by questioning witnesses, victims, and other inmates.
- Provided guidance to administrative staff, by answering questions about public relations.
- Wrote policies and procedures for training, of commissioners, board members, and law enforcement.
- Managed, and monitored outcomes for Nevada Revised Statutes, and Nevada Administrative Codes.

**Jan 1999 -  
Jan 2007**

### **Adjunct Professor**

*College of Southern Nevada, Las Vegas, NV*

- Responsibilities included syllabus preparation, counseling enrolled students, grading assignments, and administered examinations.
- Lectured in subject areas such as political science, criminal law, legal method and process, criminal evidence, and criminal procedure.
- Evaluated and revised lesson plans and course content to achieve student-centered learning.
- Used variety of learning modalities and support materials to facilitate learning process and accentuate presentations.
- Utilized various methods, including exams, quizzes, and assignments to assess student comprehension and monitored student performance using automated reporting system.
- Built relationships with students, mentoring on personal, professional, and academic goals while providing coaching on effective study habits.
- Encouraged class discussions by building discussions into lessons, actively soliciting input, asking open-ended questions, and using techniques to track student participation.



## Education

### **J.D.: Jurisprudence**

*University of San Diego-School of Law - San Diego, California*

### **Bachelor of Science: Government and Public Affairs**

*Tennessee State University - Nashville, TN*



## Community Affiliations

President Delta Sigma Theta Sorority, Incorporated-Las Vegas-Alumnae Chapter 2017-2019

Executive Board Member

Executive Committee Member

Policies and Procedures Committee

Conducted all meetings for over 200 women monthly

Responsible for assisting with preparation of the budget as well monitoring the effectiveness of the budget

Youth Advisor

Membership Services

Scholarship Committee Member

Farwest Regional Leadership Team Member

Christian Embassy Worship Center

Board Member

Founder and Chief Executive Officer of the Willie H. Brooks SOAR Academy, a Public Charter School

## DR. TYA MATHIS-COLEMAN

July 26, 2023

Hunter Jones  
Nevada Department of Sentencing Policy  
625 Fairview Drive, Suite 109  
Carson City, NV 89701

I am writing this letter of recommendation for Tami Bass. She is applying for the Executive Director Position with the State of Nevada Department of Sentencing Policy. I enthusiastically support and recommend Ms. Bass for this position. I have known Ms. Bass for close to 20 years. She is the consummate professional. She serves with passion and compassion.

Her experience professionally as well as her community service has positioned her to be an immediate asset to this position. We have worked on many projects together. She is diligent in her work. Her ethics are incomparable. One of her favorite sayings is “Do it as it is written”. That is her mantra. As Deputy Treasurer for the State of Nevada, I feel confident in her adding value to the Department of Sentencing Policy immediately..

I am always impressed with her ability to handle anything thrown her way. She handles it with grace and aptitude. She is capable and forever willing to learn. She often says, “I would be a student for the rest of my life, if I could make a living at it.” I always learn a new word when I interact with her because her mastery of the English language is unparalleled. That is a running joke between us.

What I am certain of is she will carry out her duties in excellence and above reproach. Another great aspect of Ms. Bass’ character is that she is accountable. I endorse and recommend Ms. Bass for the position of Executive Director.

If there are any further inquiries, do not hesitate to contact me.

Sincerely,

*Tya Mathis-Coleman*

Dr. Tya Mathis-Coleman

**KAREN BENNETT-HARON, ESQ.**  
RETIRED JUDGE

July 26, 2023

Hunter Jones  
Nevada Department of Sentencing Policy  
625 Fairview Drive, Suite 109  
Carson City, NV 89701

This letter serves as my wholehearted and enthusiastic endorsement and recommendation of Tami Bass for the position of Executive Director for the State of Nevada Department of Sentencing Policy. As a retired Judge from Clark County, I, better than most, understand the need for the Department of Sentencing Policy. I believe in what you do.

Ms. Bass was appointed by Governor Guinn as the youngest Parole Board Commissioner. She believed in being collaborative in how the Board carried out its duties. She took it upon herself to meet with judges, in the 8<sup>th</sup> Judicial District, to discuss concerns related to sentencing and other criminal justice matters.

She worked with the Nevada Department of Corrections on what we know as Casa Grande, a transitional program for the Nevada Department of Corrections. Ms. Bass worked with community organizations to increase the number of beds available for parolees.

Ms. Bass is an innovative and natural leader. I am confident she will make a long-lasting impact at the Department of Sentencing Policy. Ms. Bass is a prolific speaker and an excellent writer. When she speaks, everyone listens. She engenders resolve and clarity for all those who will listen.

Ms. Bass would provide fresh eyes and fresh energy as Executive Director. Rarely do you find yourself in a win-win situation. However, by supporting Ms. Bass for Executive Director, Nevada wins. Her love for Nevada knows no bounds.

Her education, BS and JD, as well as her experience has prepared her for this moment. She is an ardent consensus builder. She has a keen eye and a discerning ear and heart.

As may be evident by my letter, I am totally team Tami! I have had a front row seat to her work ethic, her creativity, her leadership, and her love for her community, city, and state. She will bring vitality, inclusiveness, and transparency to the position. I reiterate...I enthusiastically recommend and support Ms. Bass for Executive Director.

I am always ready, willing, and able to answer any further inquiries regarding Ms. Bass. Do not hesitate to contact me.

Thanking you in advance,

*Karen Bennett-Haron*

Karen Bennet-Haron (electronically signed)