



DONALD R POOLE

July 25, 2023


Members of the Sentencing Commission
Nevada Sentencing Commission
625 Fairview Drive, Suite 109
Carson City, NV 89701

Dear Members of the Sentencing Commission:

I am writing concerning the recent job posting for the Executive Director of the Department of Sentencing Policy position. I believe my over 25 years of experience in law enforcement and government work, most recently with the court system, has prepared me for this position. During my years as a law enforcement officer, I was a Field Training Officer (FTO) for many years. In this position, I trained new officers right out of the academy as well as lateral officers when they began their careers with the South Lake Tahoe Police Department. I also worked intermittently as an Officer in Charge (OIC) in which I would assume the role of a sergeant and shift commander, which allowed me to put in practice my leadership skills.

Working in a supervisory role at my current job allows me to continue to learn the administrative role in government work, working with various agencies in Lyon County as well as surrounding area, to include the District Attorney's Office, Public Defender's Office, Sheriff's Office, all criminal courts in Lyon County (Justice as well as District and Municipal courts), as well as mental health and social services agencies. Being responsible for evaluating, scheduling as well as working closely with human resources regarding hiring has also allowed me to prepare for a step to a larger agency in a supervisory role. Budgeting also allows me to prioritize the different aspects and roles of the pretrial services department. Interacting with the various criminal justice agencies provides me an opportunity to strengthen good inter-agency working relationships as well. I have gained a very good, intricate understanding of the court system especially with regards to pretrial release as well as following a caseload through to the end, to include sentencing. My unique position as the supervisor of the Pretrial Services has opened an opportunity to build a very good and solid working relationship with other stakeholders in the criminal justice system. Reaching out to all of them allowed us to provide for a workable solution to the various new changes to the law(s) that pertain to criminal justice, especially with corrections at the local level at the Sheriff's Office.

As part of my teaching career at LTCC, I am tasked with research as well as helping students learn and at the same time refining my communication skills, both written and oral. Teaching has also allowed me to interact with students of varying ethnic, racial and cultural backgrounds. Teaching at the community college level presents me with an opportunity to learn from students from all different backgrounds. This interaction with all sorts of differing cultural backgrounds has prepared me to better understand them both



in the classroom and also in the jail or courtroom. Being able to reach out and make inter-agency relationships at my current job as well as at the community college is an essential part of making sure the students have the resources available to them to help them succeed in their educational career.

With this varied background, to include all aspects of the criminal justice system, as well as experience in government work in both local and county levels, has made me the perfect fit for the position of Executive Director of the Department of Sentencing Policy. I am eager to jump in and continue the excellent work that has already begun by the current team. Nevada is my home and I believe I can use my extensive experience and training in this realm of Criminal Justice to assist the Commission make the needed data-driven changes for the good of all Nevadans. I look forward to meeting and providing any insight on my qualification at the Commission on Friday August 4, 2023.

Respectfully,

Donald R Poole

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Objective

Goal oriented employee with over 25 years of experience in federal, county, and local government, with varying degrees of responsibilities. Vast array of responsibilities in law enforcement and the court system, to include field training officer (FTO), multi-agency event planning and staging, investigations, supervising, directing resources at large incidents, tactical driving instruction, hostage negotiation, budgeting, scheduling, and evaluations. My goal is to be in a career that allows me to assist others while using my talents knowledge and abilities.

Education

University of Nevada, Reno
Master of Justice Management
May 2017

California Basic, Intermediate and
Advanced POST Certificates
January 2007

University of Delaware
Bachelor of Arts, Criminal Justice
January 1995

Experience

01/04/2021 – Present

Pretrial Services Supervisor • Lyon County Court Services

- Oversee and Manage operations of department
- Assist w/hiring of new officers, evaluating officers
- Provide budget for department, oversee all inventory
- Provide training, produce policies & procedures & reports

09/05/2005 – 09/05/2020

Police Officer • South Lake Tahoe Police Department, California

- Patrol city, answer calls for service, investigate crimes
- Write reports, issue citations, make arrests
- Testify in court, other law enforcement duties

2011-Present

Adjunct Professor • Lake Tahoe Community College

- Teach Criminal Justice classes, both online & live
- Help provide new curriculum, new classes, subjects
- Evaluate student learning for CJ classes

04/30/1999 – 08/15/2005

Deputy Sheriff • St. Mary's County Sheriff's Office

- Patrol areas of the County
- Investigate crimes, calls for service,
- Issue citations, make arrests, write reports, make arrests

06/01/1996 – 04/30/1999

Police Officer • Aberdeen Proving Ground Police Department,
Maryland

- Patrol areas on the U.S. Army installation
- Assist military police & investigators when needed
- Protect civilian and government persons and property
- Write reports, issue citations, make arrests and testify

Key Skills

Problem Solving
Compassion and Respect
Communication
Active listener
Adaptability
Conflict Resolution
Leadership

Communication

Communication has been a large part of my career. From assisting those in need to calming those that are irate. My communication skills have allowed me to relax tense situations without permitting it to get out of control. I also have used my communication skills as a professor at the college, where the need to convey information to many people at varying levels is necessary.

Honors, Awards and Specialized Training

Distinguished Service Award – South Lake Tahoe PD
Community Service Award – South Lake Tahoe PD
Lifesaving Award – St. Mary's County Sheriff's Office
Certified EVOC Instructor
Field Training Officer
Hostage Negotiator

Leadership

Reshaping and leading the Pretrial Services department in Lyon County, NV has allowed me to collaborate with all aspects of the criminal justice field. Working closely with the courts and law enforcement has allowed me to help people in need as well as keep them accountable for their actions upon release from custody and awaiting their trials.

As a Field Training Officer, I have excelled at teaching the next generation of Law Enforcement professionals to be safe but effective on the streets. I also instilled in them a desire to help those who truly need it and to work for the safety of all in the City of South Lake Tahoe.

As a professor I lead my students in not only the subjects that I teach, but also in life. College can be a rough time and I try to be a good example and mentor for these young people. I also try and challenge them in their thinking and apply that in their own lives.

References

Available Upon Request.

To Whom it may concern,

I have known Donald "Ray" Poole for over 10 years. Ray was a Police Officer with the City of South Lake Tahoe when I first met him. He now works for the Lyon County Courts. His level of integrity is beyond that of most people that I know. He has a "no nonsense" approach to every professional endeavor I have ever seen him engaged in. Ray is analytical in nature and very detail oriented. He has always been up to the task whenever he has a job to do. He is a great educator in college level criminal justice instruction and makes his point to his students clearly and concisely. Ray is one of those types of people that everyone should have on their team!

Please feel free to contact me with any further questions.

A handwritten signature in black ink, appearing to read "Dainer Bailey". The signature is fluid and cursive, with a large initial "D" and a long horizontal stroke at the end.

Dainer Bailey



CANAL TOWNSHIP JUSTICE COURT

565 East Main Street
Fernley, Nevada 89408
775-575-3355 / Fax 775-575-3359

LORI MATHEUS
JUSTICE OF THE PEACE

July 24, 2023

To Whom It May Concern:

I am the Justice of the Peace for Canal Township and the supervising judge of Lyon County's Pre-trial Services Department and it is my pleasure to write this letter of recommendation for Donald Poole.

Donald began his employment with Lyon County as a Pre-trial Service Officer in January of 2021 and promoted to the department supervisor in March of 2022. He accepted the position knowing that he would be the only Pre-trial Services Officer in Lyon County and would be expected to interview in-custody defendants, prepare Nevada Pre-trial Risk Assessments, progress and violations reports for four courts and five judges and travel between four courts located within a geographical area of 2001 square miles.

He immediately recognized the need to improve processes and relationships with stakeholders that would ensure the fair and equitable treatment of defendants, improve supervision success and connect offenders with community services. He quickly developed and repaired relationships with stakeholders and obtained their commitments to improve pre-trial services throughout Lyon County. This included bridging the gap between Lyon County Human Services Adult Services Forensic Assessment Services Triage Team (FASTT) and the Mobile Outreach Safety Team (MOST) and Lyon County Courts. Pre-trial Services Officers are now able to obtain the services needed to assist community member experiencing crisis including, but not limited to mental health, emotional, and substance abuse and community re-entry programs.

He played an integral role in developing and implementing the policies, procedures, and process needed to ensure the success of the pre-trial release program. His efforts have resulted in an average success rate of 80%. The department is now able to collect the data needed to analyse and improve the processes needed to reduce the costs associated with unnecessary detention of individuals, improve supervision success rates and connect defendants with community resources.

Donald is committed to improving our communities' safety, reducing the risk of flight through proper supervision and connecting offenders with services. He is also committed to balancing individuals' rights for due process and maintaining the integrity of the judicial process and protecting victims, witnesses and the community from threat, danger or interference.

Donald's education, work history and personal experiences provide the skills to serve as a strong resource in assisting the Nevada Sentencing Commission in making data-driven sentencing and corrections policy recommendations to the Legislature.

If you have any question or if I can provide any additional information, please contact me. 775-575-3355

Sincerely,

A handwritten signature in blue ink that reads 'Lori Matheus'. The signature is written in a cursive, flowing style.

Lori Matheus
Justice of the Peace