Resident deputies hired for Incline Village



Washoe County Sheriff’s Office is enhancing the Resident Deputy Program in Incline Village.

After more than six months of planning and preparation, two Washoe County Sheriff’s patrol deputies and their families are now full-time residents of the community in which they serve, joining Deputy Paul Longshore who has been a resident deputy in Incline for 15 years.

Even though 24-hour patrols were maintained in Incline Village during the recession and the Incline Village substation remained open, the office was not able to assign more than one resident deputy.

In conjunction with reinstating resident deputies, the sheriff’s office is also in the process of upgrading the Incline Village substation. After 50 years of nonstop operation, the substation is getting a well-deserved floor-to-ceiling make over.

Airbnb wants to be a travel agent

By Elizabeth Dwoskin, Wall Street Journal

Airbnb wants to be a travel agent.

People who opened the apartment-sharing company's mobile app in San Francisco on Thursday found something new: recommendations for rentals around Lake Tahoe and other nearby getaways.

Surabhi Gupta, an Airbnb software engineer, said the feature is part of an effort by the six-year-old company to play a bigger role in "discovery" – helping people plan vacations and find new destinations. She spoke at a conference at Airbnb's San Francisco headquarters Thursday.

Read the whole story

Republicans back Brown's rainy day fund concept

By Chris Megerian, Los Angeles Times

SACRAMENTO – Gov. Jerry Brown has Democrats and Republicans on board with the broad outlines of his plan for stockpiling some cash and paying off debt.

But as the special legislative session Brown called on the issue opened Thursday, it was clear that, as lawmakers like to say, the devil could be in the details.

Republicans, whose votes the Democratic governor needs to place his measure on the fall ballot, want tighter controls on the reserve fund than the governor has proposed. One senator said there might be a loophole in the plan that could help Brown fund the state's troubled bullet train network – a project most Republicans oppose.

On the other side of the aisle, Senate leader Darrell Steinberg, D-Sacramento, has publicly balked at Brown's insistence that lawmakers act on his proposal now rather than later this year. Democrats also could hold out for the restoration of more healthcare and social service funds cut during the recession.

Read the whole story

LTUSD looking at ways to improve school routes

Lake Tahoe Sustainability Collaborative has received two grants dealing with Safe Routes to Schools. Both On Our Way grant applications were collaborative processes with South Lake Tahoe and Lake Tahoe Unified School District.

The $156,000 grant will fund assessment and planning for South Tahoe Middle School, making the area safer and more accessible for students and addressing connectivity gaps to the greater South Lake Tahoe community. This is designed to lead to shovel-ready projects for Safe Routes to School construction funding applications in the coming years.

A $10,000 grant will fund preliminary assessment and project prioritization for the four elementary schools in LTUSD, as well as prepare a full Safe Routes to School planning grant application for a LTUSD Master Plan and engineering, design, and environmental review in order to prepare shovel-ready projects for high priority projects.

There will be a Safe Routes to Schools community meeting April 30 from 5:30-7:30pm to help rank the biggest safety issue at each school and discuss ways to improve safety. The meeting is at the middle school multipurpose room.

For more info, email jenniferdonlonwyant@altaplanning.com.

Snippets about Lake Tahoe



• The American Century Championship is offering complimentary tickets to military for the 25th anniversary of the celebrity golf tournament, July 15-20. All active duty, reservists, National Guard and veterans receive one complimentary ticket and one complimentary guest ticket for each day of the tournament. Apply by going online.

• The next free Tapping Tuesday is May 6 from 6-7pm at Rejuvenate behind Nephele's on Ski Run Boulevard in South Lake Tahoe. This month's theme is Affirmations that Really Do Work. For more info, contact Rosemary Manning at 530.541.6565 or email tahoehealthtouch@gmail.com.

• Placer County Superior Court is looking for residents to serve on the 2014-15 grand jury. For more information, call 916.408.6186. Applications must be received by May 16 at 3pm.

• The Lake Tahoe Educational Foundation’s annual Celebration of Education is May 14 from 4-5:30pm at Lakeland Village’s Pavilion. There will be presentations by local students, refreshments, and entertainment. The event is free.

• Zephyr Cove Tennis Club now has a website. The group is also on Facebook.

Technology helping combat human trafficking

By Timothy Ballard

Nonprofit organizations, law enforcement agencies worldwide and even private industries are increasingly researching and funding technological innovations to disrupt and stem the global epidemic of human trafficking.

Worldwide, 2.4 million people are human trafficking victims at any given time, according to a 2012 United Nations report. Eighty percent of them are children and women sold into sexual slavery.

These technological innovations allow us to attack the problem from many angles, from raising awareness and decreasing tolerance to actually identifying and locating traffickers and their customers.

We have partnered with numerous companies so we have cutting-edge software tools, some of which we’re providing free of charge to governments in developing countries, as well as domestic agencies.

O.U.R. was created Jan. 1 under the auspices of North American Child Rescue Association. As of early April, its volunteer Jump Team members had rescued 35 children in child trafficking stings in Nicaragua, Haiti and other locations not disclosed because of ongoing operations. O.U.R.’s efforts this year have already resulted in more than a dozen arrests.

Here are some of the tools currently used, or planned for use, by the O.U.R:

• Child Protection System software: Developed specifically to help locate and capture child predators, the software pinpoints on a world map, in real time, whenever child rape videos are shared. Operators can monitor the frequency of sharing, identify certain types of files on the computers to identify those actually abusing the children, and zoom in to pinpoint the location. The software was developed by the late Hank Asher, a software entrepreneur and board member of the National Center for Missing and Exploited Children. O.U.R. is working to distribute it cost free to governments that do not have this or similar software. This is one of the most important products and services that our organization delivers.

• Google Glass: People wearing Google’s new computer eyewear can, among many other things, shoot hands-free video and photos and share the recording. O.U.R. member Jesse Stay, founder of Commerce Futurists, is donating his Google Glass for O.U.R’s next few missions so a team member can record the rescues as they occur. One of the important benefits of social media is to bring the news to the world in real time. Google Glass enables us to provide a first-person view of our missions and share that with the world. We hope to do Google+ Hangouts and YouTube videos, which we will share with our social media audiences, allowing those who support us to be as much a part of this effort as we all are. O.U.R. hopes to eventually have deeper support from Google for this use.

• Mobile Cause: This fundraising and mobile marketing platform allows nonprofits to raise money and receive recurring donations through Mobile Pledging, which enables donors to donate when the impulse strikes them. It expands on “Text to Give,” the platform that was launched during the Haiti disaster and prompted mass donations in gifts of $5 or $10. Mobile Cause allows for donations of any size, and donors can share donations by posting to Facebook or Twitter from their phone. Nonprofits can also share their missions and effectiveness to prospective donors through messages and videos. Mobile Cause charges no transaction fees. Donors to O.U.R. can text: save to 41444 to give any amount using a credit or debit card.

Timothy Ballard is the founder and CEO of Operation Underground Railroad, a coalition of former CIA, U.S. special agents, Navy SEALs, Green Berets and a number of celebrities who are on a mission to abolish slavery, domestically and abroad.

Brady: ‘A leadership void exists within the sheriff’s office’



David Brady

Publisher's note: ***Lake Tahoe News asked the three Douglas County sheriff's candidates a series of questions. The responses are running in the order they were received. All but one question is the same.***

Name: David James Brady

Age: 58

Occupation: President of Brady & Associates, a financial services firm.

Certified financial planner (1988)

What groups, nonprofits, other civic involvement are you part of outside of work?: Board of director: Carson Valley Chamber of Commerce, the Foundation for Douglas County, 1 Family 1 Restaurant, Suicide Prevention Network of Douglas County.

Member: Business Council of Douglas County, Minden Rotary International.

Education: Master of public administration USC 1981

Bachelor of science in Public Affairs USC 1977

Certified financial planner designation USC 1987

Public management certificate UNR 2006

Certified public official certificate UNR 2006

CA P.O.S.T basic, intermediate, and advanced certificate

NV P.O.S.T reserve certificate.

In Tahoe during the morning commute there are often multiple deputies out on Highway 50. How is enforcing speed the best use of limited resources?: Traffic enforcement is a vital element of public safety. High visibility patrol is a common deterrent to aggressive driving tactics and excessive speed. Targeted enforcement to reduce accidents in high frequency areas is proactive in nature and could save lives ultimately. Priority calls for service will always be handled accordingly.

When the South Shore is busy rental units often have so many vehicles they spillover onto the streets to create a problem for locals and pose a safety issue. Currently, nothing is being done about this issue. What do you think should be done to address this ongoing issue?: I am familiar with this issue, having responded to such calls for service as a reserve deputy sheriff. Following an initial response from the sheriff's department to address the immediate concern of safety, it should be the responsibility of the code enforcement officer to keep a log of such incidents, contact the rental owner and if the problems persists, revoke their permit.

Do you believe it's better for the head of a law enforcement agency to come from inside or outside the department? Why?: As a general rule, I believe having the head of a law enforcement agency come from inside the department is appropriate, given certain conditions. One of the critical roles of any chief executive is to identify and develop the leadership of tomorrow. If this role is not exercised by the head of the organization, a leadership void is created, and it then becomes incumbent to reach outside the organization for talent.

A leadership void exists within the sheriff's office. For three decades, the sheriff has been selected from within the

department, with the added benefit of not having any contested elections. After 20-plus years of the same administration, it is time for a fresh perspective, and a multi-dimensional approach to leadership of the organization. This election will provide the "best of both worlds" in that both Steve Orr and I have multiple career experiences in leadership roles within the county and with other public agency organizations.

Why do you want to be sheriff?: I was fortunate to know early in my life that I wanted to be a police officer. Upon graduating college, I served as a police officer in Redondo Beach as a patrolman, traffic officer and K9 officer. I quickly realized where my passion rested, and that I wanted to make a career in law enforcement. My vocation was to one day lead a public safety organization. To that end, I went back to college and obtained my master's in public administration from USC in 1981.

Family obligations brought me to Douglas County in 1985. While working as financial investigator for the Gaming Control Board, I obtained my certified financial planner designation and subsequently began a career in the financial services industry, serving police and fire associations throughout California and Nevada.

I never lost my passion for public safety, and served for 15 years as a reserve deputy sheriff in Douglas County. For the past 29 years, I have committed myself to public service, and have enjoyed multiple career experiences in leadership roles, all of which have been progressively responsible administrative and supervisory in nature.

We have seen a paradigm shift in local government finance in the past eight years, and the challenge has been to "do more with less". My extensive background in banking, finance, and financial planning, combined with my passion to serve in a law enforcement leadership role have prepared me to serve as your sheriff. I welcome the opportunity, and would bring a fresh

perspective, vision and passion to the position.

Why should someone vote for you over someone else?: Voters should critically evaluate all candidates in terms of their education and experience to determine each individual's credentials and potential to serve as their sheriff. My broad based background, advanced education, extensive work experience and training, in both the public and private sector make me uniquely qualified to serve as your sheriff. I will bring multiple career experiences in leadership roles to the position.

Previous positions have included president of the Douglas County School Board and vice chair of the Douglas County Commission. In the private sector, I was a board member and treasurer of the Greater Nevada Credit Union. For 27 years, I have been a small business owner, and currently am president of Brady & Associates, a financial services firm.

I have 25 years of street level experience, which includes eight years as a police officer in the city of Redondo Beach, two years as a financial investigator for the Nevada Gaming Control Board, and 15 years as a reserve deputy sheriff for DCSO.

As important, I am the only candidate who has developed a strategy and action plan for the department. I intend on conducting an operational audit to determine where the organization can be more efficient, and reduce the cost structure where appropriate. We will develop a strategic plan to identify the needs of both the department and the community. We will also seek national accreditation for the organization through the Commission on Accreditation For Law Enforcement Agencies Inc. Such participation will improve service delivery, strengthen crime prevention efforts, and formalize essential management procedures.

Finally, I have announced that Steve Orr will join our

management team as undersheriff following a successful election. Steve served in DCSO for 26 years and achieved the rank of captain prior to becoming the chief of police in Lewiston, Idaho, in 2008. I believe we will provide a "value added" proposition to the taxpayers and residents of Douglas County with our extensive leadership experience and operational expertise.

What is your stand on medical marijuana? What kind of enforcement issue would that present for the department?: The advent of medical marijuana dispensaries in Nevada is becoming a reality as a result of recent legislative laws. To the commission's credit, they voted unanimously for a 180-day moratorium while officials evaluate legal considerations and the impact on county financial resources. This issue is a work in progress, in which the scope of the enforcement challenges have yet to be clearly defined.

As sheriff, my role would be to enforce any ordinances established by the commission, as well as any Nevada Revised Statutes set by the state Legislature.

What do you believe is needed for a good relationship between the sheriff's department and county commissioners?: Regular communication between the sheriff and the County Commission is a critical element for a good working relationship. In my six years as a commissioner, I took the initiative to meet with other county officials including the DA, fire chief and department heads to discuss issues and keep the lines of communication open. During my tenure, communication between the sheriff and the board was limited. As sheriff, I would be proactive in maintaining positive relationships with the commission through ongoing and consistent communication.

If the commissioners cut your budget by 10 percent, what program or people would you cut? Please be specific.: To put the question in perspective, a 10 percent cut in the sheriff's department represents a reduction of $1,500,000. First and

foremost, I would critically evaluate the potential role of civilians serving in a law enforcement capacity. Not all positions within the organization need to be filled with “PERS paid or POST certified” deputies. In 2010, as a commissioner, during the budget process, I challenged the entire command staff of the department to examine the potential for cost savings, using this approach. It was ignored. The cost structure of the command staff is expensive and can be restructured to include a civilian management analyst with a subsequent reduction in cost to the taxpayer.

In 2008, I advocated for the county to embrace “Priority Based Budgeting” as an alternative to the standard “across the board” budget cuts typically employed during the budget development process. To the county manager’s credit, the county has transitioned to PBB with great success.

I would evaluate those services provided within the fourth quartile rankings, and look to eliminate accordingly.

What is your relationship with businesses at Lake Tahoe that work with the sheriff’s department on various events? If anything, what would you consider changing?: I would look to develop personal relationships with the businesses at Lake Tahoe, and make it a priority to be directly involved and visible within the Lake Tahoe community. I will create a personal presence and make this one of my priorities.

The sheriff’s department has always refused to make the New Year’s Eve celebration at Stateline a sanctioned or permitted event. The casinos have asked for this and have wanted to expand the festivities, but DCSO says no. Do you believe this is a good policy? Why or why not? And how would you address it?: In the 1990s, this issue was visited by DCSO and the casinos. The casino representatives were not interested at that time due to concerns with the intoxicated 18-, 29-year-olds that populate the corridor during the celebration events. I am willing to revisit this issue, if that is the desire of

the casinos. The responsibility of issuing special use permits is the role of the board of commissioners. Any issuance of a permit would require the applicants for the permit to pay the related costs of all related law enforcement expenses for the event. Currently, those costs are absorbed by the county.

You have said you want Steve Orr as your undersheriff. Orr was somewhat divisive when he was a captain for DCSO. How do you think he would fit into the institution now?: Rather than respond to undocumented comments, a factual review of the evidence regarding Steve Orr's performance puts a different light on his abilities, credibility and the positive aspect he will bring to the sheriff's office. An assessment of Steve's performance evaluations as chief of police in Lewiston, Idaho, for the past seven years reflect an average rating of 8.125, out of a possible rating of 9. Every year his summary evaluation ranking was "distinguished". He received a No. 9 in the following categories: Leadership ability, relationship with associates, and supervising others.

Moreover, the following comments were included in his evaluations:

2009 "He has gained the trust and support of management, co-workers and his department."

2010 "Steve continues to bring fresh approaches to Lewiston law enforcement due to his maturity and outside experience."

2011 "Your actions and behaviors embody pride, thoroughness, and high ethical standards which is then reflective of the entire department."

2012 "Your leadership of the department is exceptional."

2014 "Your emphasis on re-building trust within the department has been very successful. You have every right to be proud of this accomplishment."

Steve will strengthen the organization and enhance the operational cohesiveness.

Douglas County sheriff's deputies make less than South Lake Tahoe police officers and El Dorado County sheriff's deputies. Does this hamper efforts to recruit employees? Do you believe deputies should be paid more? Why or why not? If yes, how would you go about getting them more money?: Douglas County is in the process of conducting a salary and benefit survey for all employees to assess the state of employee salary and benefits relative to similar counties. This survey will provide baseline data from which we can determine if employees are being compensated fairly and equitably. Previously, as the chief negotiator for a police association, I worked from the premise that compensation and benefits for my membership should be in the upper quartile of those cities in the "comparison pool". The city mutually agreed with this position, and we worked collaboratively to achieve that goal. This became a multi-year endeavor and the framework for all future negotiations. Recruitment can be a function of compensation, and that is just reality. You will always have individuals choosing other agencies or leaving an organization for additional compensation, no matter the condition of the department. I would work closely with DCSPA to understand the issues relative to collective bargaining, and offer my insight, expertise and assistance where appropriate. Having sat on "both sides of the table" I can appreciate the challenges germane to negotiations.

What is lacking in the department right now in terms of personnel or equipment or other resources? How would you address those needs?: What is lacking within the department currently is a strategy to deliver public safety services in a smarter and more efficient manner. To that end, as part of our action plan, we intend on conducting an operational audit to examine the departments' organizational structure and culture, compare the state of the department to industry standards and

best practices, increase efficiency, identify workloads, and recommend appropriate staffing.

Further, we will develop a strategic plan to examine and identify the needs of the organization and the community, create a vision, engage in financial planning, and develop an approach to address the opportunities and goals established during the entire process.

What do you think is the biggest issue facing Douglas County Sheriff's Office and how do you plan to resolve it?: I think the biggest operational issue facing the Douglas County Sheriff's Office is poor morale. During my 15-year tenure as a reserve deputy, I have seen a deterioration in the mood and morale of the employees serving on the front lines. The great recession has presented challenging financial times, and staff is witnessing reductions in compensation due to salary cuts, and corresponding increased health care costs. Compounding the situation is that during this similar time frame, calls for service have increased by 33 percent, (12,131 call increase between 2008-12) placing unrealistic demands on a department with a static field force. Employees are overworked, unappreciated, and not respected. The chief operations officer's response concerning these conditions has been to reply, "Morale is not his problem". Clearly, a lack of insight and leadership. For the sheriffto support this type of response demonstrates an absence of leadership and vision on his part. The culture of the organization needs to change where employees are valued, respected and feel empowered. My first initiative would be to "lead by listening" wherein I would meet with all employees individually to hear of their concerns, ideas and how they feel they can best serve the organization, as well as the community. I would develop open lines of communication where open and constructive dialog is encouraged and respected. This is an example of behavior that has a "high impact and low cost". I have always believed that "those closest to the work should design it." When employees

have ownership of the ideas and plans to improve an organization, big things can happen.

While this does not address the financial conditions, I would work tirelessly to engage the board of commissioners to fulfill one of their budget directives for the 2014-15 budget which is to “Plan for future investments in employees”.

What is one do-over you would like to have in terms of a professional decision you have made?: I would have reconsidered my departure from the Nevada Gaming Control Board as a financial investigator. The work was interesting, challenging and fun.

Tell us something about yourself that people might not already know?: I am a twin, a kidney donor, and graduated magna cum laude from the University of Southern California.

Letter: Crystal Bay deserves better lake access

To the community,

Recently an issue has arisen in our neighborhood that deserves to see the light of day.

Indeed, to prevent such an event taking place behind closed doors again I propose the following:

Master Plan Update Proposal: I propose the Crystal Bay-Incline Village Master Plan include language that identifies, protects, preserves and prioritizes the opening of all the community’s vertical public access ways to Lake Tahoe. A vertical access way provides access from the nearest public

roadway to the shoreline. When improved and opened access ways are extremely important because they provide a new way for the public to get to the lake which is extremely valuable in areas with limited or inadequate access.

The issue: Unbeknownst to any members of our Crystal Bay community Washoe County has been preparing a land trade of great value to our neighborhood and our Crystal Bay community without any public notification.

It only came to our attention because an individual overheard the conversation of a Washoe County commissioner discussing the matter: the proposed trade of a public lake access way on Somers Loop in Crystal Bay for a parcel of land with no lake access on the old Ponderosa Ranch in Incline Village.

Public Loss – Private Gain: The trade of the Crystal Bay public access way to the lake would result in a remarkable increase in the market value of a single private landholding. It would substantially decrease the market value of the surrounding Crystal Bay property and the Crystal Bay community.

Crystal Bay Public Access Issue: Crystal Bay is not allowed on Incline Village beaches. Crystal Bay has inadequate public access to the lake.

Every public access way to the lake is of great value to the present and future residents of our community. The Master Plan Update should identify all public access ways and provide language that protects, preserves and prioritizes the opening of all the community's vertical public access ways.

Bad Precedent: Hundreds of millions of public tax dollars have been invested in Lake Tahoe to preserve it in it's pristine beauty for future generations.

Millions of tax dollars have been invested acquiring public access to the lake for the benefit of all. Millions of dollars

have been invested in Lake Tahoe to prevent private development from closing off the lake to the public. Trading of public lake access ways for land with no lake access and that results in huge private benefit is a bad precedent and a misuse of the public trust. Therefore, I propose the Identification, Protection and Opening of all Vertical Public Accessways to Lake Tahoe in the Master Plan update for Incline Village-Crystal Bay. Additionally, I ask all residents of Incline Village, Crystal Bay and Washoe County to email or call Washoe County Commissioner Marsha Berkbigler (mberkbigler@washoecounty.us) and let her know you do not support her proposal to trade the public lake access way in Crystal Bay for mountain land with no lake access.

Margaret Eadington, Crystal Bay

Study: Workers don’t trust employers

By Lauren Weber, Wall Street Journal

U.S. employers have a trust problem.

Only about half of U.S. workers feel their employers are open and upfront with them, according to a survey about work and well-being set to be released this week by the American Psychological Association. And one-quarter of Americans say they simply don’t trust the companies they work for.

That’s bad for business, said David Ballard, who heads the APA’s workplace initiative. When a sense of trust is missing, workers may put in less effort or otherwise subverting their employers’ goals, he said.

“Employees want to know that there are fair processes in place and a sense of equity” in the exchange between their efforts and the compensation (monetary and otherwise) they receive in return, said Ballard.

One reason for the distrust and cynicism: with the recession receding in the rearview mirror, workers are angry that they’re not sharing in the gains of the recovery, he said. For example, inflation-adjusted wages have barely budged since the economy began expanding again in 2009, according to the Bureau of Labor Statistics.

“People are willing to suck it up during tough times, but as things get better and companies become profitable again, they want to share in the benefits,” said Ballard.

Read the whole story

Burger night benefits South Shore high schools

Tahoe Douglas Rotary Club is hosting its annual Burger Night on May 1 from 3-8pm.

The dinner is at Red Hut Cafe in the Ski Run center in South Lake Tahoe.

All proceeds from the evening support the vocational scholarship program at Whittell and South Tahoe high schools.

Tickets for the Burger Night are $10 each, which includes a burger, home fries and soda. Tickets are available from any Tahoe Douglas Rotarian. Presale tickets are preferred, but there will be some available at the door.