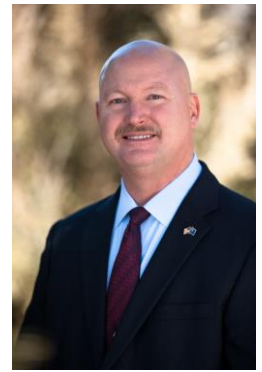


Bio of;

Todd Vinger
Todd Vinger & Associates LLC
435 Shady Lane Ct.
Reno, NV. 89509
Phone (775)846-3445
E-mail todd@toddvinger.com
TODDVINGER.COM



Todd Vinger is the Owner and Manager of Todd Vinger and Associates LLC.

Todd consults on Leadership, Labor Relations, Contract Negotiations, Law Enforcement and Jail management and budgeting issues facing us today. He is a certified instructor in “*Everything DiSC Work of Leaders, Workplace & DiSC Management Style*®” and can help your organization excel with a personalized learning experience based on best practices. *Work of Leaders* connects to real-world demands, generating powerful conversations that provide a clear path for action.

Todd Vinger began his public service in the military and then joined the Washoe County Sheriff's Office located in Reno, Nevada in 1988. He retired July 2013 after more than a quarter century of service to the Citizens of Washoe County and the Washoe County Sheriff's Office and having achieved the rank of Undersheriff, second in command of the Sheriff's Office.

While serving as Undersheriff for nearly 8 years, Todd gained command and executive experience in all aspects of law enforcement from Patrol to Detention. As the Undersheriff, he was responsible for the managerial and operational oversight of all operations and fiscal management throughout the entire Sheriff's Office and represented the Agency on behalf of the Sheriff of Washoe County in any event in his absence.

He is a graduate of the University of Louisville's Southern Police Institute's 116th Administrative Officers Course and the Police Executive Leadership Undergraduate Program as well as a graduate of the Senior Management Institute for Police Executives' Strategic Management Course sponsored by Harvard University. Todd is a graduate of the Nevada State Instructors Development certification course and holds a Project Management Professional Certificate from the University of Nevada, Reno.

Todd Vinger had been a long time active member of the National Sheriff's Association, International Association of Chiefs of Police, the Western States Sheriff's Association, the American Jail Association and the Nevada Sheriffs' and Chiefs' Association. Todd is a Life Member and Past-President(2015) of the Southern Police Institute's Alumni Association at the University of Louisville and had served as an executive Board member of the Nevada Sheriff's and Chief's Association and remains a Life-Member of that organization. Todd is a proud graduate of the Reno-Sparks Leadership Academy program sponsored by the Chamber. Todd was appointed by Governor Sandoval to served as a member of the State of Nevada 700 MHz Broadband Wireless Network Committee (SONNet) of the Nevada Commission on Homeland Security.

Todd Vinger is a long-time Nevadan who is active in the community as a member of Lions Clubs International for over 20 years and had served as Past President of the Reno Arch Lions Club, Director, Vice President and Zone-Chairman for Northern Nevada and elected to serve as chairman of the State Convention Management team. Todd Vinger has also worked with and assists the Leukemia and Lymphoma Society as well as other charitable organizations. Todd is a proud member of the Reno Prospectors' Club and The International Wine and Food Society.

Throughout his years of service to Washoe County, Todd Vinger has been recognized for and awarded the National Acts of Caring Award 2002 from the National Association of Counties, the Vincent G. Sweeney Award of Excellence in Search and Rescue, two Meritorious Service Medals, The Sheriff's Star, numerous Exemplary Service ribbons as well as a Certificate of Recognition from Washoe County for “Excellence in Team Work”. As a duty-connect Disabled U.S. Veteran, Todd Vinger is extremely proud to have received Recognition from the Department of Defense as a “Patriotic Employer” and continues to assist other Veterans in our community. Through his service in Lions Club International, he has received a Dwight E. Stanford Fellowship and is a Life Member in the Lions Eye Foundation of Lions Clubs International. Todd Vinger has the distinct honor of being Honorably Commissioned into the Order of “Kentucky Colonels” since September 27, 2006 and was humbled to be honored by Washoe County Search and Rescue in receiving the inaugural “*The Todd Vinger Award of Merit*” presented January 11, 2014. He was also named a Life Member of Washoe County Search and Rescue.



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Todd Vinger

Professional experience:

July 2013- Present

Todd Vinger & Associates LLC Reno, NV.

Current Position: **Owner / Manager**

Owner and Manager of Todd Vinger and Associates LLC, &
An Independent Licensed Insurance Agent.

I consult and teach numerous courses on Leadership, Law Enforcement, Labor Relations, Jail Management and Public Sector Budgeting. I'm a certified instructor in "*Everything DiSC Work of Leaders, Workplace & DiSC Management Style*" as well as DiSC Workplace and can help any organization excel with a personalized learning experience based on best practices. *Work of Leaders* as well as *Workplace* connects to real-world demands, generating powerful conversations that provide a clear path for action.

I consult and provide training on several topics;

- Law Enforcement Leadership
- Labor Contract Negotiations
- Investigations
- Promotional Testing and Assessment Centers
 - Police and Fire
- Strategic Planning
- Budgeting Principles
- Jail Management
- Policies and Procedures
- Staffing analysis
- *Everything DiSC Work of Leaders*® Leadership Training.
- *Everything DiSC Workplace*® Training
- *Everything DiSC Management*® Training.
- Time Management
- Jail Medical Services
- Court Security
- Business Organization and leadership

I possess a broad knowledge and experience in contract negotiations as well as disciplinary processes from years of participating and leading these processes as an executive and manager within Washoe County. I have experience as the lead negotiator representing several bargaining groups throughout Nevada as well as assisted numerous agencies with staffing analysis, salary surveys and benefits assessments. Over the past few years, I have assisted local law firms in reviewing and providing advice based on my knowledge and experience on departmental policies and disciplinary processes used within the county for clients they represent through the arbitration process.

February 1988 – July 2013

Washoe County Sheriff's Office Reno, NV.

Last Position Held: **UNDERSHERIFF** (approx. 8 years)

Undersheriff, Washoe County Sheriff's Office:

Oversee the overall operations of the Washoe County Sheriff's Office. Assume the duties of the Sheriff in their absence.

- Plan, assign, supervise, and direct the operations of the Sheriff's Office, including oversight in criminal investigation activities and/or the preparation of both criminal and civil cases for submission to the District Attorney or the courts as well as oversee all aspects of the Detention and Courts operations.
- Represent the Sheriff's Office in Labor negotiations.
- Oversee the operations and investigations of the Office of Professional Integrity (Internal Affairs).
- Recommend proposed laws and ordinances to appropriate jurisdictions.
- Evaluate agency performance, reviewing work methods and procedures, and developing and implementing changes in work processes and/or equipment used to improve efficiency.
- Supervise staff including training, work assignment and review, employee discipline, and performance evaluations, oversee all internal investigations within the agency.
 - (Employees- 850+ authorized)
- Oversee the development and preparation of reports and records.
- Plan and develop the overall Department budget.
 - (Budget responsibility \$90,000,000.00+)
- Monitor the status of designated funding and expenditures during the fiscal year, ensuring proper maintenance of fiscal controls and reviewing/approving purchase orders and recommending purchase, repair, or replacement of equipment.
- Oversee the recruitment, selection, and training of new employees.
- Coordinate duties of organization, County departments, and other government agencies.
- Oversee the design, planning, and implementation of training programs for Agency.
- Ensure that agency personnel perform duties and responsibilities in a safe and prudent manner that does not expose them or others to unnecessary harm, risk or excess liability.

Services Captain- Exercises direct supervision over Lieutenants, Sergeants, Deputy Sheriffs, and civilian support staff. Plan, coordinate, schedule, assign and direct the work of sworn personnel and civilians and activities within one or more units of a Bureau. Establish and implement goals, objectives, policies and procedures within the assigned unit. Evaluate attainment of goals and objectives through productivity and other studies; recommend program changes or additional programs which result in the efficient achievement of goals and objectives. Evaluate the performance of staff; administer the performance evaluation program for the unit, including counseling employees, recommending and/or reviewing disciplinary action, appointments and transfers, ensuring that staff follow acceptable protocol, policies and procedures. Prepare and monitor the unit budget, which includes reviewing, and approving expenditures, and the recommendation and justification for supplies, equipment and personnel. Negotiate contracts for services; interact with representatives of employee associations, County legal advisers and Risk Management. Direct investigations and recommend dispositions on complaints received by the unit relative to employees. Review and approve paperwork and documentation prepared by assigned personnel for completeness, accuracy and compliance with applicable regulations. Directs operations at crime scenes, emergencies and other serious incidents. Conduct periodic inspections to ensure that equipment, uniforms and facilities are maintained, clean and operational at all times. Represent the Sheriff's Office at civic affairs and other public and governmental forums and make presentations as necessary.

Watch Commander, Operation's Administrative Lieutenant in Detention, Services Lieutenant- Oversee all operations of a working Shift within the Washoe County Sheriff's Office Detention Facility and its personnel during the hours of duty. Oversee the Training & Compliance and Inmate Management Units of the Detention Facility. Served as the project manager and coordinator for the expansion of the Washoe County Detention Facility. Oversaw the design and construction of a 55,000-sq. ft. jail expansion expended approx. \$19,000,000.00.

Search and Rescue Coordinator- Coordinate all Search and Rescue operations, manage any lost person incidents, Maintain and control the operational budget of the Search and Rescue Unit, represent the Washoe County Sheriff on several State and local boards and committees, inform and educate the community in safety and Search and Rescue operations. Created and updates all lesson plans for SAR teams and Citizens on Search and Rescue related topics.

Boot Camp Sergeant- Manage the overall operation of the Correctional Boot Camp operations within the Washoe County Detention Center. Select, train, and supervise the Drill Instructors. Created all lesson plans and training for program as well as developed the Life Skills Training Curriculum for program participants.

Detention Sergeant- Oversee and supervise the daily operations of the Detention center, supervise and counsel Detention Staff, conducted OPI investigations involving Detention staff.

Patrol Deputy- possessed a working knowledge of patrol functions, state and county criminal and traffic laws, and current legal updates and case law.

Field Training Officer- Responsible for training new Deputies and Sergeants in police skills, Departmental Policies and Procedures, applicable laws and enforcement and supervision.

Fire Arms Instructor / Range Master- Responsible for training officers in the proper use, care, and function of police firearms.

Detention Response Team member- Involved in cell extractions, high security transports, and heightened trial security.

Correctional Drill Instructor- Instructed in Life Skills, Drill and Ceremony, & fitness. Founding member of H.I.S.T.E.P, created the Drill Instructor & Inmate Manuals.

District Court Bailiff- Maintained security of court, supervised jurors, assisted in organizing the court docket, and enforced the orders of the court.

Detention Deputy- Booking, housing and transportation of inmates.

1984- 1988 United States Air Force

USA

Sergeant

Worked in the capacity of a Security Specialist.

Certified as world-wide capable with a Top Secret SBI/SCI clearance and assigned to the Tonopah Test Range, Nevada. Responsible for the security of and crash & recovery of classified resources within and outside of the Nevada Tonopah Test Range.

Duty-Connected Disabled U.S. Veteran.

Professional memberships/Committees:

- Southern Police Institute Alumni Association, University of Louisville
 - Executive Board Member of the Southern Police Institute Alumni Association (LIFE MEMBER)
 - President 2014-15
- Nevada Sheriffs' and Chiefs' Association – Life member
 - Past Executive Board member of the Nevada Sheriffs' and Chiefs' Association.
- Past member of the American Jail Association
- Past member National Sheriffs' Association
- Past member International Association of Chiefs of Police
- Past member Western States Sheriffs' Association
- Reno Spark Leadership Program, The Chamber
- Past voting member of the State of Nevada 700 MHz Broadband Wireless Network Committee (SONNet) of the Nevada Commission on Homeland Security.

Community Activities:

- Member of Lions Club International
 - Offices held-
 - Director, Vice President, President of the Reno Arch Lions Club,
 - Secretary of the USA/Canada Leadership Forum
 - Zone-Chairman for Northern Nevada
 - Elected to-
 - District Convention Management Chairman for the State of Nevada and Eastern California.
- Works with the Leukemia and Lymphoma Society
- Member of the Washoe County Sheriff's Office Honorary Deputies Association
- Proud Member of the Reno Prospectors Club

Awards or Recognition:

USAF-

USAF Training Ribbon, AF Longevity Service Award, Good Conduct Medal, Small Arms Expert ribbon with two oak leaf clusters, AF Outstanding Unit Award with one oak leaf cluster, Medal of Military Merit, Duty-Connected Disabled Veteran.

Washoe County Sheriff's Office-

National Acts Of Caring Award 2002 from the National Assoc. of Counties, The Sheriff's Star, The Vincent G. Sweeney Award of Excellence in Search And Rescue, Meritorious Service Medal (twice), Exemplary Service ribbon, Special Unit ribbon with four stars, Training Ribbon, Special Assignment ribbon, Idea/Community Ribbon, Operations Service ribbon, Detention Service ribbon.

- Certificate of Recognition from Washoe County for "Excellence in Team Work".
- Certificate of Recognition from the Department of Defense for "Patriotic Employer".
- Washoe County Search and Rescue: "The Todd Vinger Award of Merit" presented the inaugural year January 11, 2014.
- Life Member of Washoe County Search and Rescue.

Lions Club International-

Dwight E. Stanford Fellowship,

Life Member in the Lions Eye Foundation of Lions Clubs International.

Commissioned into the Order of "Kentucky Colonels" September 27, 2006

Professional Training:

BASIC, INTERMEDIATE, ADVANCED, MANAGEMENT & EXECUTIVE P.O.S.T. Certificates

Senior Management Institute for Police (SMIP) July 9th- 28th, 2005 Harvard University, Boston, Mass.

Nevada Instructor Development Course Dec. 15, 1995 Reno, NV.

Project Management Certificate- University of Nevada March 11, 2006 University of Nevada, Reno

Southern Police Institute's 116th AOC Aug. 14th - Nov. 10th 2006 University of Louisville, KY.

Licensed for Life, Health and Annuities (California & Nevada) July 2016