

Brady: Political and law enforcement experience

Publisher's note: Four people are running for the position of sheriff of Douglas County Sheriff's Office. Their profiles will run May 4 and May 5.



Dave Brady

Name: David J. Brady

Age: 62

Occupation: Financial advisor, Brady & Associates, a financial services firm

What groups, nonprofits, other civic involvement are you part of outside of work?: Board member and treasurer, Carson Valley Chamber of Commerce and the Douglas County Community Services Foundation. Board member, Suicide Prevention Network. Rotarian.

What is your opinion about teachers having guns at school?: I believe it is the responsibility of law enforcement Agencies to provide for public safety and the responsibility of teachers to teach. I would strive to increase law enforcement presence in the schools, and add additional school resource

officers where financially feasible.

Vacation rentals are allowed at Lake Tahoe. Should they be allowed everywhere in Douglas County? Why or why not?:

Vacation rentals bring a host of problems in the communities in which they are located. (Parking, noise etc.) Should the Douglas County change its position on vacation rentals in the valley, I would involve law enforcement when particular situations become problematic and beyond the scope of the code enforcement officers.

How best to enforce vacation home rental regulations?: Add additional code enforcement officers, and add fines or fees where regulations are not being followed.

Why do you want to be sheriff?: I have long had a passion for public safety and law enforcement in particular. I became a police officer in 1978, and have been involved in different capacities for 25 years. I want to contribute my broad based background, education, and work experience to enhancing and improving the delivery of law enforcement services in Douglas County.

Why should someone vote for you over someone else?: I have the proper education (master of public administration) for the position, as well as extensive executive level leadership and management experience in both the public, as well as the private sector. Having served on the Douglas County school board for nine years, and as your county commissioner for six years, I have a deep commitment and understanding of the community. I will bring a broad range of skill sets to the position that will enhance my leadership ability and lead to successful outcomes.

How are you going to deal with people driving under the influence of marijuana?: I served as a DUI investigator and was responsible for approximately 300 DUI arrests while a police officer in Redondo Beach, I understand that the

marijuana issue is more complex, due to the inability to determine THC levels because of the lack of suitable tests. Valid detection for cannabis is time-consuming, and tests cannot determine an approximate degree of impairment. An objective investigation to determine the extent of intoxication may not lead to a conviction, without an accurate and timely way to determine THC levels. Extensive training will be required of deputies. The most important expectation is to determine objective symptoms of intoxication, and make an arrest if appropriate to protect for the safety of the driver and the public.

What do you believe is needed for a good relationship between the sheriff's department and county commissioners?: Having served as a county commissioner, I believe communication is key in dealing with all the elected officials. I would work to build and maintain positive, constructive and candid dialogue with each commissioner, as well as the county manager.

If the commissioners cut your budget by 10 percent, what program or people would you cut? Please be specific.: A 10 percent cut in the budget would mean a reduction of approximately \$1,650,000. Capital expenditures for vehicles would be eliminated, saving \$300,000. Additionally, I would conduct an operational audit to determine the appropriate staffing structure of the organization and eliminate positions deemed not critical to the operation of the department. Considering that over 80 percent of the budget is salaries and benefits, personnel would have to be reduced. As an example, I believe the department is top heavy, and would reduce positions through attrition, rather than reduce positions on the street.

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?: Currently, I do not have a relationship with the businesses, but it would be my expectation as sheriff to work directly with anyone or any

business to make sure their needs are addressed and adequately met.

Deputies use targets to practice marksmanship. Is there a better way to train people so not so many unarmed people are being shot? Please elaborate.: The Sheriffs Advisory Council purchased a Fire Arms Training Simulator (FATS) for the department approximately five years ago, which is an excellent training tool when it comes to “shoot, don’t shoot” situations.

If you could make the rules for New Year’s Eve at Stateline, what would they be?: Having worked New Year’s Eve as a reserve deputy sheriff for approximately 10 years, I believe DCSO has done a great job in their approach to maintaining public safety and order. In light of the recent developments in the Las Vegas shooting, greater coordination with the casino properties regarding access to hotel rooms overlooking the casino corridor might be a consideration. The summer concert series need to have the same consideration, unfortunately.

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?: At present, I am unfamiliar with the compensation and benefits paid by SLT and El Dorado County in relation to DCSO deputies. I would certainly look to pay a competitive wage and benefit package, once an analysis has been completed. It may be that we can’t compete with California agencies, but I would expect to work with DCSO Association to clearly identify opportunities that would enhance the ability to recruit and retain employees. I believe our starting pay is low relative to other agencies, but becomes more equitable with time and tenure on the job. Increasing entry level compensation needs to be addressed. Finding ways to reduce turnover saves the county money and cost savings should be redirected where appropriate.

What is lacking in the department right now in terms of personnel or equipment or other resources? How would you address those needs?: Initially, I would conduct an operational audit, as mentioned before, to determine the appropriate structure and staffing of the organization. Staffing ratios for the department are low by national standards. Currently, the ratio is 0.95 deputies/1,000 residents for DCSO while the national ratio is 2.5 deputies/1,000 residents. Consider as well, the county is 750 square miles. I would look to reallocate resources to the street, and increase the number of area cars using “predictive policing” to concentrate LE resources where and when the data indicates a need. Additionally, I would engage in “expenditure control budgeting” to look for opportunities to save money within the budget and use these monies to pay for additional deputies to increase the ratios mentioned above.

What do you think is the biggest issue facing Douglas County Sheriff's Office and how do you plan to resolve it?: Currently, the biggest issue facing DCSO is the turnover of personnel. In the past 18 months, the department has hired 24 new deputies to replace the deputies that have left the department for various reasons. The turnover is a function of low morale which was documented in the most recent grand jury report. High turnover undermines good service, professionalism and morale. I would have a climate survey conducted which would interview each employee to determine where there might be opportunities for improvement within the organization, and do follow up exit interviews of deputies that have left to best determine the scope of the problem. I would communicate any and all findings to the employees and prepare a plan of action to address the issues identified from the interviews.

Body cameras are about to be required throughout Nevada. What are the pros and cons?: The argument against body cameras centers primarily on cost. Purchase of the equipment, storage of film content, and the training of deputies, as well as the

need to hire additional personnel to maintain the equipment, are requirements to be considered. Body cameras will serve a very useful purpose in that they have the potential to reduce litigation costs or expensive settlements. The cameras provide value information that can be used as evidence, and will benefit the deputies and the individuals they come in contact on the street. False claims by either party can be verified through the use of body cameras.

Tell us something about yourself that people might not already know?: Graduated USC magna-cum-laude, kidney donor, and a twin.