

November 27, 2017

Kathleen Kirkland
Personnel Officer III Department of Administration
Division of Human Resource Management Agency Human Resource
Services 400 West King Street, Suite 406
Carson City, NV 89703

Dear Kathleen,

Please accept this letter of interest for the position of Director for the State Public Charter School Authority in Nevada. I have a Masters Degree in Public Administration and 15 years of senior-level public-sector experience in addition to over 20 years of private-sector experience. This month, I completed the requirements for the Certified Public Manager Program and was recently accepted into a nationwide FEMA Leadership Academy. I enjoy community outreach and actively seek out elected officials, community stakeholders and business leaders and get to know them so when questions or challenges arise we have already established and maintained open lines of communication and trust. Through my senior-leadership positions with the State of Nevada, I have built and maintained strong relationships with elected officials statewide. During my private-sector years, I was appointed to sit on a number of local and state boards and commissions.

I am currently the Deputy Director of the State Public Charter School Authority (SPCSA) in Nevada, a state agency which authorizes and oversees high-quality charter schools. The Deputy Director position is similar to a Deputy Superintendent. The SPCSA authorizes high quality charter schools in Nevada and holds them accountable for results. The SPCSA is the third largest school district in Nevada serving 36,000 children (28 schools with 58 campuses) with an annual operating budget of \$10 million dollars (including grants) overseeing schools that receive over \$200 million dollars annually from the state. I am actively involved with local, state and federal elected and appointed officials on a regular basis.

I previously served as the Commissioner (Executive Director) of the Nevada Local Government Employee-Management Relations Board (EMRB). As the state's top labor relations expert, I worked directly with all local government employers in the state (fire departments, police and sheriff offices, cities, counties, school districts, water districts, hospitals, etc.) and their unions and attorneys on labor relations issues. The goal of the EMRB is to settle labor disputes as they arise in a neutral and timely manner and my duties included providing local government employers, employee unions and their attorneys with guidance and training to avoid prohibited labor practices thus improving ongoing labor relations. In this position, I also worked directly with all county and city government bodies in the state.

For the last four years, I have also served, in a voluntary capacity, as Emergency Manager for a faith-based organization and have been able to continue to build relationships with elected officials and first responders responsible for overall planning, area specific emergency plans, emergency communications and coordination for disaster response. Geographic area of responsibility covers the entire state of Nevada as well as the Quincy, California area near Lake Tahoe and the Kingman and Lake Havasu areas in Arizona. My leadership skills were utilized

to serve on the Incident Command Team for the 1 October Las Vegas Festival Shooting working with families.

In addition to full-time employment with the state as an administrator, I have served under three Governors, and numerous County Commissioners, on various state and local boards and commissions including the Nevada State Contractors Board, the Nevada State Construction Education Commission, the Clark County Regional Clean Water Coalition, the Clark County Enterprise Town Advisory Board and the Nevada Nuclear Projects Commission. I am well respected on both sides of the political aisle and my personal references include officials from both political parties.

I am accustomed to the legislative process and have working knowledge and experience in dealing with oversight boards, non-profit boards and elected bodies. I have experience in managing public information programs for government and private sector businesses with broad experience in community affairs and economic development as well as general business expertise. I am also considered a subject matter expert in business, construction, nuclear waste, labor relations and education. I do believe the position requires some flexibility in location as over 80% of the SPCSA Schools are located in Southern Nevada.

I have always felt it is important to give back to the community and have been involved with several charitable organizations in Southern Nevada. I was one of three finalists for the 2015 Nevada Governor's Point of Light Awards for individual outstanding public service regarding my work with the unemployed. The combination of skills and practical experience that I bring to the table would be hard to duplicate. I would appreciate the opportunity to discuss this position with you further.

Sincerely,

Brian Scroggins

7015 Schirlls Street ■ Las Vegas, NV 89118
(702) 493-4088

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Career Summary

Accomplished executive in the public, private and non-profit sectors with experience in administration, municipal and state operations, education, HR and labor relations, government and media relations, strategic planning, finance, construction, marketing, real estate, land planning, risk, safety and emergency management.

Professional Experience

- State of Nevada - State Public Charter School Authority (SPCSA), Nevada

Deputy Director ■ May 2016 - Present

The SPCSA authorizes high-quality charter schools which expands opportunities for pupils, including pupils at risk. Oversight of charter schools to maintain high educational standards while safeguarding interests of pupils and the community. Similar to a Deputy Superintendent of a large school district, exercises supervisory authority over programming and staff, execute core authorizing functions including the application review cycle, charter renewal and revocation; school monitoring and performance evaluation processes for both authorizing and local education agency functions; oversee the collection and analysis of school data; assist in establishing and regulations, policies, procedures and work processes that support the SPCSA's mission and vision. Ensure financial viability, legal compliance and cultivate relationships with key external stakeholders (advocacy groups, government agencies, legislators, authorizing agencies, researchers and foundations). \$10 million operational budget with oversight for schools receiving over \$200 million annually.

- Emergency Management - LDS Church, Nevada ■ September 2013 - Present

Called by the LDS Quorum of the Seventy as the Statewide Emergency Manager (Area Welfare Specialist) for the Church responsible for area specific emergency plans, communications and coordination for disaster response encompassing 350 congregations. Geographic area of responsibility covers the state of Nevada as well as the Quincy, California area near Lake Tahoe and the Kingman and Lake Havasu areas in Arizona. Licensed HAM and GMRS amateur radio operator. Active in VOAD (Voluntary Organizations Active in Disasters - National Organization). Nevada VOAD Representative for the LDS Church. Vice-Chair of the Southern Nevada VOAD. Training of staff and working with church, local government and emergency personnel in high-stress situations. Member of the Incident Command Team for the 1 October Las Vegas Festival Event. Deployed for two weeks and was in contact with federal, state and local agencies regarding the event and working directly with affected families.

-State of Nevada - Employee Management Relations Board (EMRB), Nevada

Commissioner (Agency Administrator) ■ April 2011 - September 2013

Responsible for daily operations including budget, strategic initiatives, legislative proposals and administrative guidelines. Supervised implementation of goals and objectives. As the state's top labor relations expert, duties included researching case law and developing a working knowledge of labor law, legal procedures and relevant federal, state and local regulations. Conduct settlement and pre-hearing conferences to narrow issues and prepare cases for hearing. Conduct fact-finding panels to reach a negotiated settlement. Conduct bargaining unit elections and provide government employers and employee organizations with guidance in collective bargaining and avoidance of prohibited labor practices. Provide mediation and training services to employers, employee unions and legal counsels. Developed a Settlement Conference Program, and served as the Settlement Conference Officer, reducing case backlogs by 25%. Update and implement changes to regulatory guidelines. Work directly with cities, counties, fire and law enforcement agencies and school districts (160 local government employers and 214 employee unions) representing 80,000 local government employees in Nevada.

Nevada Commission for Nuclear Projects, Nevada

Commissioner ■ June 2009 - June 2012.

Appointed to serve by former Governor Jim Gibbons and continuing under Governor Brian Sandoval. The Nevada Commission on Nuclear Projects advises the Governor and Legislature on matters related to disposal of radioactive waste and oversees activities of the Nevada Agency for Nuclear Projects.

Clean Water Coalition (CWC), Clark County, Nevada

Board Member - Representing Business and Construction ■ 2003-2010.

A cooperative effort between Clark County, the cities of Henderson - Las Vegas - North Las Vegas, The Southern Nevada Water Authority, the Southern Nevada Regional Water Reclamation District as well as numerous other federal, state and local stakeholders from the western United States. The CWC's mission was to design and build an \$800,000,000.00 pipeline to transport treated wastewater to Lake Mead. The project was terminated, prior to construction, in December 2009, due to a downturn in the economy.

-Scroggins Development, Las Vegas, Nevada

Owner/Developer ▪ May 1994 - Present

Active Nevada Real Estate License for 10 years and Nevada Contractors License for 20 years. Land acquisition, architectural design, permitting, oversight of engineering, installation and supervision of off-site utilities and management of all phases of construction. Renovation and maintenance of commercial and construction of single-family custom residential properties. Direct supervision of work in-progress and supervision of design, civil engineering, structural engineering, contractors and sub-contractors. Worked directly with Nevada Power, Southwest Gas and Clark County on the design, submission and approval of all plans. Construction management of all projects through completion and management of current real estate portfolio.

-United Sign Inc., Las Vegas, Nevada

Vice President - Chief Operations Officer - Safety and Risk Management Director ▪ May 1994 - April 2011

Responsible for daily operations of a high volume sign manufacturing and installation company servicing the developer, contractor, homebuilder and commercial real estate industries. Managed the business leadership team responsible for sales and marketing. Developed human resource initiatives to improve employee performance, development and engagement. Managed labor issues, employee relations and compliance with federal and state employment laws and regulations. Developed and implemented corporate safety policies and risk management procedures with oversight for safety training. Managed compliance issues with state and federal OSHA. Responsible for company fleet management and maintenance.

-Associated Builders and Contractors, Las Vegas, Nevada

Vice President ▪ February 2007 - August 2008

General management of the local chapter of a national construction trade association working directly with the President and Board of Directors on all association issues including continuing education, learning support services, membership, marketing, financial oversight, grant writing, fundraising, government relations and special events. Worked with construction companies to provide educational training including corporate safety and risk management. Oversight of employee relations and ensured compliance with employment laws.

-Nevada State Contractors Board, Nevada

Board Member ▪ June 2002 - June 2005.

Appointed to serve by Governor Kenny Guinn, the Nevada State Contractors Board is a public body responsible for the licensing of all contractors in the state of Nevada. Duties included the extensive review of all licensing materials for prospective contractors (16,000 licensed contractors in Nevada). In an open meeting law format, board members discuss, deliberate and vote on contractor licensure issues. Served as an Administrative Hearing Officer to hear complaints, review information, take testimony and render decisions in contractor discipline hearings. Proposed situational remedies, assessed financial penalties and set course of action to either restore the license to the contractor or call for the revocation of the license. Worked closely with Minority Contractors Association to get contractors properly licensed to fully participate in job opportunities.

-Nevada Construction Education Commission, Nevada

Commissioner ▪ June 2004 - June 2005.

Nominated to serve by the Board Members of the Nevada State Contractors Board. The Construction Education Commission receives monies from fines levied by the Nevada State Contractors Board and distributes those monies in the form of grants to groups and organizations that provide construction education and safety training programs for the construction industry. Some of the recipients of the funds have been high schools, vocational schools, colleges and universities, construction trade associations and others that provide educational resources for training construction workers.

-Clark County Enterprise Town Advisory Board (ETAB), Clark County, Nevada

Board Member ▪ June 2000 - June 2004.

Appointed to serve two terms by former County Commissioner Bruce Woodbury, the ETAB is a land use planning and zoning board that reports to the Clark County Commission. The ETAB reviews proposed projects and meets with county staff, developers, land owners, residents and other affected parties to discuss proposed

projects. The Board discusses, deliberates then votes on land use and zoning issues with the recommendations forwarded to the Clark County Board of Commissioners.

-Rhodes Homes Inc., Las Vegas, Nevada

Marketing Director ▪ December 1993 - September 1995

Created advertising, public relations and marketing programs taking Rhodes from the 27th largest homebuilder in Southern Nevada with 133 closings in 1993 to the 9th largest with 444 closings in 1994. Handled all crisis management situations. Developed multi-million dollar marketing budgets for homes ranging from entry level to the highest level of exclusive custom homes. Developed and managed an in-house advertising agency accountable for every aspect including concept, design, production, contract negotiation and media placement including TV, radio, print, newspaper, outdoor, etc.

-Las Vegas Valley Water District, Las Vegas, Nevada

Public Information Specialist ▪ October 1990 - December 1993

Developed and implemented public relations and marketing programs including print and electronic media. Responsible for all news conferences, press releases, crisis management and special events. Registered lobbyist for the Water District in the state legislature. Developed an in-house advertising agency and handled media relations, media placement and acted as public spokesperson for the Water District. Produced and hosted weekly award-winning "Water-Wise" television and radio talk shows.

-Las Vegas Review-Journal/Las Vegas Sun, Las Vegas, Nevada

Promotion Coordinator ▪ December 1989 - October 1990

Created in-house advertising for the RJ and for both newspapers following a Joint Operating Agreement (JOA). Design and placement of advertising for special sections and promotions. Coordination of sponsorship events (Sun Camp Fund, Turkey Trot for Opportunity Village, etc.).

-Golden Nugget/Mirage Resorts, Inc.

Graphic Designer ▪ Las Vegas, Nevada ▪ December 1988 - December 1989

Designed artwork (signs, brochures, menus, logos, corporate reports, etc.).

Education

- Masters in Public Administration (Continuity of Operations) - Norwich University - Northfield, VT.
- BA (Marketing and Design) - Brigham Young University, AA (Graphic Design) - Ricks College.
- Extensive Emergency Management training through FEMA, DHS and other regional, state and local agencies
- Certified Mediator ▪ OSHA 30 Hour Certification ▪ Red Cross - First Aid/CPR/AED Trained ▪ CERT Trained
- Certified Public Manager (CPM) Program, State of Nevada.
- FEMA National Emergency Management Advanced Academy. Anticipated completion - Fall 2018.

Awards & Achievements

- 1990 Donrey Promotion Excellence Award.
- (2) 1991 National Association of County Information Officers "Awards of Excellence".
- 1991, 1992 & 1993 Las Vegas Electronic Media Awards.
- Las Vegas Advertising Federation, Former President.
- Guest Lecturer, Service Corp of Retired Executives (SCORE) and University of Nevada Las Vegas (UNLV).
- Nevada U.S. Senate Productivity Awards Committee Chair, 1994.
- College of Southern Nevada/Clark County School District Graphic Skills Committee, Chair, 1994.
- Formerly held an Insurance License and Series 6, 63 and 26 Securities License in Nevada.
- Currently hold a Nevada Contractors License and Real Estate License.
- Finalist for the 2015 Nevada Governor's Points of Light Awards for outstanding community service.

Volunteer Service

- Board of Directors for the Leukemia and Lymphoma Society of Southern Nevada (2006-2009).
- Church Congregation Leader (2003-2008) managing programs for all ages (infant to elderly) including assistance for food, rent, employment, family counseling and training volunteers.
- Board Member Clark County Shooting Sports Park Advisory Committee (2007-2010).
- Volunteer Football Coach for the Southern Nevada Youth (2013-2015).
- Executive Board of the Las Vegas Area Council of the Boy Scouts of America.

References for Brian Scroggins

Seaton Curran, Esq.

(702) 667-4819

Former Chairman - Employee Management Relations Board
Howard and Howard Law Firm
3800 Howard Hughes Parkway, Suite 1400
Las Vegas, NV 89169

Lawrence (Larry) Brown

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Clark County Commissioner
500 Grand Central Parkway
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Scott Davis, Esq.

(702) 217-8485

Former Deputy Attorney General
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Las Vegas, NV 89166

David Hardy

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Judge - Second Judicial District Court
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Senator Dean Heller

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United States Senator
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Mark Hutchison

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Lt. Governor - Nevada
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John Lee

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Mayor of North Las Vegas
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Steve Martin, CPA

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Former Nevada State Controller
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Debra March

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Nevada State Senator
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Henderson City Councilwoman
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Deputy Fire Chief - Clark County Fire Department
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