

**From:** [j3xoluv@aol.com](mailto:j3xoluv@aol.com)  
**To:** [Public Comment](#)  
**Subject:** Screening panel for Chief of Alternative Sentencing  
**Date:** Tuesday, February 16, 2021 10:49:21 AM

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To: Whom It May Concern

Re: Justin Ryba

After retiring in 2015 from the Nevada Highway Patrol, I was hired as a part-time officer with the Department of Alternative Sentencing (DAS) in Carson City.

I worked in various capacities during my 1.5 years with the department. These duties included court bailiff duties, administrative office duties, front door visitor screening and offender home visit enforcement/compliance.

During this time, my main Field Training Officer was Justin Ryba.

Justin had been with the department for many years and was extremely knowledgeable and proficient with all duties performed by officers under the DAS umbrella. In addition, I learned a great deal about the history of DAS and was fascinated to know Justin had essentially trained most of the officers who had been hired by the department over the years.

Justin was a very proactive and highly energetic officer who took pride in his role as training officer while also simultaneously juggling the demands of a high offender caseload. Justin led by example and quickly taught me the detailed Courtview and color code drug testing computer systems.

These systems weren't easy to learn initially but Justin was very patient with me as I peppered him with questions on a daily basis. Justin had a hands-on approach that enabled me to learn quickly, which expedited my steep learning curve.

Justin was every bit as thorough, proficient and detail oriented in the field as he was in an office setting. Justin not only took enforcement action when needed on home visits but also assisted his offenders with help via intervention programs as needed which gave his offenders a greater chance of success in completing probation and in life after probation.

I also noted during our time together that Justin had a great working relationship with allied agencies such as the Carson City Sheriff's Office and Nevada Parole and Probation. Justin was also highly respected and had a great working relationship with the Carson City DA's Office, Public Defender's Office, as well as the judges and their staff in both the justice and district courts.

Justin's strengths are his detail-oriented, proactive and positive leadership style as well as his vast knowledge of daily operations, policies and procedures and his great working relationships with the courts and allied agencies.

Justin has been an outstanding and dedicated employee with DAS for many years and would be an equally outstanding and highly qualified candidate for the position of Chief of Alternative Sentencing.

Thank you.

Respectfully,

Michael Marsteller  
DAS Officer (2015-2017)  
NHP (Retired - 2015)

**From:** [jeffs6410](#)  
**To:** [Public Comment](#)  
**Subject:** character letter for Justin Ryba  
**Date:** Wednesday, February 17, 2021 6:28:03 PM

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I am pleased to write a character letter for Justin Ryba. I have known Justin since he started with the Carson City Sheriff's Office. I was one of his FTO's in Detention. Justin displayed a high degree of eagerness to learn and do a good job throughout his training and employment with the Sheriff's Office.

Justin displayed ambition in wanting to further his career by moving to Alternative Sentencing, where he has been since leaving the Sheriff's Office.

I have found Justin to be mature and responsible during his tenure at the Sheriff's Office and in interacting with him at Alternative Sentencing.

Justin is mature and professional in his dealings with inmates and staff. Justin works hard and is ethical in his profession, and would be an asset in a leadership position he is applying.

Justin has extensive experience with Alternative Sentencing and I believe he would make an outstanding Chief of the Department.

Sincerely,

Jeff Scott

Sent from my Verizon, Samsung Galaxy smartphone

Uriel Collazo, Detective  
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February 16, 2021

Re: Letter of Public Comment for Justin Ryba

To Whom It May Concern:

I am writing this Letter of Public Comment for Officer Justin Ryba. I have known Justin for more than eight years during my law enforcement career with the Carson City Sheriff's Office.

I have worked with Justin during his time as a Deputy for the Carson City Sheriff's Office and also while he has been assigned to his current position as an Officer with the Department of Alternative Sentencing. Throughout the years of knowing Justin, I have observed his professionalism and his ability to treat people with respect and dignity.

During my Patrol Field Training Officer (FTO) program, I was having a hard time understanding orientation when responding to service calls in Carson City. Justin understood my frustration and helped me by allowing me to drive him to all of his probationers' residences that he would check on. Throughout this time, Justin would show me easy ways to learn locations within the city and would quiz me as I drove to certain locations. With Justin's guidance my response time to 9-1-1 service calls improved greatly and ultimately lead to a successfully completion of the Patrol FTO program.

In conclusion, Justin has the dedication, drive, and knowledge to be helpful in the development of mentoring people who are new to law enforcement. Justin is a dedicated team player, professional and motivated to be successful.

Sincerely,

Uriel Collazo