

Dear Commissioners,

I am writing to ask for your consideration as you make the appointment for the Gallatin County Sheriff. I moved to Bozeman in 1991 and attended Montana State University. I fell in love with the area and never left. In 1996, I was hired as a Gallatin County Sheriff's Deputy. Since that time, I have served or supervised every division of the Sheriff's Office. For the past eight years, I have been the Undersheriff, leading daily operations. It is my belief that my collaborative relationships and experience with our community and staff, along with my commitment to continuous improvement makes me the ideal candidate to be the next Gallatin County Sheriff.

Since 2012, I have served as the Gallatin County Undersheriff. In this position, I have driven organizational values and defined the Vision and Mission of the Sheriff's Office. This is an important time to ensure and educate our community that the Sheriff's Office and it's employees are extensions of the community. I believe strongly in these values:

1. Keep the Peace- We will protect the quality of life by keeping the peace and enforcing the law through hard work with knowledgeable, well trained people, committed to doing what is right.
2. Serve: We serve those who entrust us. We will serve **with** empathy and compassion while holding ourselves and one another accountable above all else.
3. Balance: We maintain our individual mental, emotional, and physical health to assure that we can thrive in our personal and professional life. We will be prepared to provide an appropriate, effective, and productive response to any situation.

I have been personally following these values since I was hired. When leadership is committed to these words and what they stand for, remarkable employees will be developed. I know we are on track with these values, as I am often asked by other leaders throughout the country "what makes your agency so remarkable". I am dedicated to the personal and professional growth of each Sheriff's office employee and I listen to their needs and the needs of the community. It is my responsibility to provide them with the opportunity to: gain knowledge, develop empathy and compassion, learn accountability, and maintain their own personal health while they serve Gallatin County.

Service and family has been the bedrock of my career. I spent my younger years as a youth coach and volunteer firefighter. After having a family of my own, I have been able to continue to give back to my community by mentoring young adults as a coach and referee. Being involved with youth and high school sports has allowed me the opportunity to connect with children and young adults in our community. My goal has been to give them a sense of value and work beyond what they learn at home and in school. I teach them to respect and value service to their community. I feel honored to help shape the next generation that **will** be the future of Gallatin County.

My family and I are excited for this great opportunity to continue serving Gallatin County. I look forward to the future of the Sheriff's Office and the ability to foster the growth and exceptionalism of this agency.

Sincerely,

Daniel L. Springer

PROFESSIONAL EXPERIENCE

Gallatin County Sheriff's Office 1996-Present ***2021 Interim Sheriff***

- Appointed Interim Sheriff by the Gallatin County Commission after the retirement of Sheriff Brian Gootkin.

2012 - 2021 Undersheriff

- Provided leadership, values, vision and management of the largest public safety agency in the fastest growing county in Montana.
- Operational oversight and support of 137 employees, including 64 sworn Deputies, 48 Detention Officers, 25 civilian employees, over 250 volunteers, 2,600 square miles, 7 divisions and serving a population of 108,000.
- Managed Personnel matters for 137 employees within the Sheriff's Office. Worked closely with Gallatin County HR department and the County Attorney's office on these matters.
- Managed \$15 Million budget, budget responsibility and oversight for all divisions.

2010 - 2012 Detention Center Administrator- Lieutenant

- Oversaw the construction and completion of the Gallatin County Detention Center.
- Led the transition committee through the hiring, training and placement of our new Detention Officers when we doubled our staff during the Detention Center completion.
- Facilitated the first ever remote Detention Officer Basic Course in Bozeman. We had doubled our employee numbers and we needed to certify all of them as Detention Officers. This decision saved tax dollars and allowed for a quicker transition.
- Implemented all policies and procedures at the new facility.
- Implemented the "Direct Supervision Philosophy" that focused on actively managing inmates behavior to produce a safer and more secure facility through direct staff interaction and communication.
- Oversight of a robust "Programs for Inmate Support" by utilizing 100 volunteers to create, implement and disseminate over 40 courses within the Detention Center. These programs were established to benefit the personal growth and education of inmates in order to reduce recidivism, improve community safety, and ultimately decrease costs to the taxpayer.
- Implemented and supervised the successful mental health counseling and community reintegration program for inmates.

2009 - 2013 Chief Deputy Coroner (collateral duty)

- Supervised all coroners within Gallatin County
- Maintained relationships with all funeral home directors and their employees who serve Gallatin County.
- 135 Coroner cases per year - Oversaw the completion of reports and thoroughness of individual coroner cases.
- Maintained data and case records for all deaths within Gallatin County.
- Implemented a field training program for new Coroners. Trained Coroner Field Trainers
- Revised policy and procedures as they pertained to the operational expectations of the Coroner's office.
- Responsible for the investigation and the case completion of all unattended and hospital deaths within Gallatin County.
- Responded to deaths within Gallatin County.

Accomplishments

- Expanded Gallatin County's de-escalation and CIT training program
- Implemented standards-based scenario training
- Initiated accountability through stated and grounded work performance expectations at each divisional level.
- Designed the curriculum for Law Enforcement instructor development.
- Provided oversight on the Gallatin County Sheriff's Office staffing analysis and implementation plan.
- Developed and implemented a county-wide command and operational response to active emergency incidents to include active killer, wildland fires, natural disasters and civil unrest
- Responsible for the implementation of new technologies including RMS/CAD and current radio infrastructure improvements
- Implemented an annualized sustainable equipment and vehicle replacement program in collaboration with Gallatin County officials
- Instituted a first responder mental health care and recovery awareness program that focuses on supervisory and individual responsibility and resilience
- Implemented first line supervisor and executive level leadership training opportunities to Gallatin County through the Gallagher-Westfall Group
- Developed and implemented the Gallatin County Public Safety Citizens Academy (2012-present, 10 sessions, more than 200 participants, outstanding engagement and reviews)

PROFESSIONAL EXPERIENCE

2005 - 2010 Commander of the Missouri River Drug Task Force- Lieutenant

- Led strategic undercover and informant based narcotic investigations within 7 counties and 10 shared jurisdictions.
- Developed strong operational and prosecutorial relationships with Sheriffs and Chiefs of Police and County Attorneys in 7 counties.
- Developed policies and procedures to safeguard investigators throughout multiple agencies.
- Created a DEA Task Force Officer position after identifying a need for local investigators to sponsor federal task force investigations. .
- Approved operational plans for all communities within the Task Force. These plans included measures for community safety and followed a well established risk management model.
- Developed hard funded positions in order to reduce the dependency on soft money supported by grants.
- Maintained a successful drug investigation division during a time of decreased and limited funding at the federal, state and local level.

2004 Detective-Sergeant

- Supervised 150 Felony investigations annually, and ensured the case work was completed in a timely and appropriate manner.
- Developed and Maintained relationships with prosecutors, defense attorneys and advocates
- Established investigative standards that met the needs of the County Attorney and the Justice system.
- Ensured the division maintained an exceptionally high case conviction and case closure rate.

2003-2012-Commander of the joint Special Response Team (SRT)

- Responsible for the appropriate level of law enforcement intervention, including use of force used in a multitude of Emergency situations.
- Coordinated the response and the communication with other divisions, jurisdictions and response teams.(Lewis and Clark, Yellowstone, Cascade and Flathead counties)
- Researched, developed and implemented mandatory training standards.
- Testified on behalf of multiple agencies as to the appropriate lawful response to incidents.

2003 Patrol-Sergeant

- Developed and Implemented a standards-based Field Training and Evaluation Program.
- Supervised Field Training and Evaluation Program supervisor
- Supervised K-9 patrol units and training protocols
- Established on shift training opportunities focused on High severity/Low frequency events.
- Promoted exceptional service to our customers by establishing a culture of "Plus One" excellence in service delivery. Essentially, do what is expected and then one thing more.

EDUCATION

Montana State University -1995

- B.S. Education/Public Safety
- Graduated with honors

Santa Rosa Community College - 1999

- Law Enforcement Academy

National-level Testimony Requests, Invited Presentations, Course Instruction and Professional Networking.

- U.S. Congress- Finance Committee - 2006 invited testimony on "Breaking the Methamphetamine Supply Chain: Law Enforcement Challenges"

- International Association of Hostage Negotiators - 2009 Baltimore, Maryland

- Texas Association of Hostage Negotiators - 2010 Dallas, Tx

- Emerson Leadership symposium- Annually 2014-current

- National public safety leaders invited to participate in a sharing of current events solutions and programs

- Strategic Organizational Leadership Conference Alan V. Brunacini- Annually-1998-2017

- Indianapolis Metro Police Department 2019 - Leadership and behavioral based Training

- Mid-Level Supervisor Instructor-2018

- Montana Law Enforcement Academy - Gallagher Westfall Group

- Evansville, Indiana Police Department - 2016

- Behavioral based training and coaching Northern Virginia Criminal Justice Training Academy- 2017

- Instructor Development-Coaching the coaches and establishing organizational standards

- Idaho Fish and Game - 2019

- Mid-level leadership and training standards Loveland, Ohio - 2020

- Leadership and executive management Flagstaff, Arizona - 2020

- Leadership Instructor Development-Coaching the Coaches and establishing training standards

PROFESSIONAL EXPERIENCE

2001 *School Resource Officer*

- Developed and implemented the first School Resource Officer position in the Gallatin County Sheriff's Office.
- Obtained grant funding to make the position sustainable and successful.
- Communicated with 15 school administrations and delivered hundreds of presentations to K-12 students.
- Created and built relationships throughout Gallatin County schools that continue to this day.

1996 *Patrol Deputy*

- Performed standard patrol functions throughout Gallatin County
- Developed and implemented our K9 program with funding from Bozeman Lions Club.
- Resident Deputy in Three Forks
- Field Training Officer
- SRT member

1993-1996 *National Park Service- Law Enforcement Ranger (Yellowstone National Park)*

- Front-Country and Back-Country Law Enforcement Officer
- Search and Rescue responder
- Boat Ranger - Yellowstone Lake

1991-2009 *Volunteer at Rae and Sourdough Fire Department- Gallatin County*

- Deputy Chief of operations and training.
- Director of Incident Command (IC) Training program.
- Modeled IC program after studying under the most accomplished IC Instructors in the country.
- Emergency Medical Technician (EMT).

ADVANCED EXECUTIVE LEVEL TRAINING

- FBI National Academy class 247 - graduated 2011
- Leadership and strategic organizational management
- FBI Intermountain Command College - graduated 2010
- Montana Executive Leadership Institute - graduated 2007
- Mid-Level Management - completed 2003
- Medicolegal Death Investigation - completed 2010

CERTIFICATIONS

- MT POST Advanced-2005
- MT POST Intermediate-2005
- MT POST Basic-1996
- MT POST Instructor-2008
- MT Detention Officer Basic Course-2010
- Mid-Level Supervisor-2003
- First Line Supervisor-2003
- Field Training Officer
- Firearms Instructor
- Basic SWAT
- Police Sniper

GALLATIN COUNTY COMMUNITY INVOLVEMENT

- Multiple Gallatin County and Bozeman community organizations to include, Chamber of Commerce, Rotary, Lions club and private businesses.
- Montana State University 2005-2010
- Drugs and Society Instruction
- Coaching Youth, Middle School and High School
 - 1996-Present
 - Lacrosse, Basketball, Soccer
 - 49 teams and over 800 local youth
- National Double-Goal Coach award Winner- Positive Coaching Alliance
- Referee
 - 2014-2019
 - Lacrosse, Basketball and Soccer
- YMCA Board of Director Member
- CAP Mentor Volunteer