

# SNAP SHOT



## *Presidential Ramblings*

This is my favorite time of year because my family, friends and I frequently go camping. We enjoy going to Antelope Lake, McArthur Burney Falls Memorial State Park, Stampede Reservoir, Jackson Meadows, and Eagle Lake. We hitch up our fifth wheel and boat and take off for several days. It gives me the opportunity to forget about work and the things that need to be done at home, and enjoy nature and time with my friends and family.

SNAP's fiscal year ended June 30<sup>th</sup>. Included with this newsletter is a membership renewal form. If you renew your membership by August 20, 2012, you will save \$5 off of the membership dues.

SNAP will not be having a general meeting in July, but we hope to see you at our August meeting where Kimberly Surratt, Esq. will be speaking on the topic of family formation.

Anna Buchner, SNAP's NALA liaison, and I will be attending the NALA convention in Omaha, Nebraska from July 25-28. We will tell you all about it in the August newsletter.

Please note my email address has changed. If you need to get ahold of me, my email address is [susan@kbreckenridgelaw.com](mailto:susan@kbreckenridgelaw.com).

I hope all of you are enjoying your summer. I look forward to seeing you at next month's meeting.

Respectfully submitted,  
Susan Sunday, ACP  
President

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### **GENERAL MEETING**

#### **SNAP Calendar 2012**

#### **SNAP General Meetings Every Third Tuesday at Noon (see flyer)**

ZoZo's Restaurant @ 3446 Lakeside Drive

#### **August 21, 2012:**

Speaker: Kimberly Surratt, Esq.

Topic: Family Formation

#### **September 18, 2012:**

Speaker: Susan Brackney, CPA.

Topic: How to read a tax return

### Officers and Chairpersons

**President:** Susan Sunday, ACP

**1st VP/Education:** Amy Hodgson, ACP

**2nd Vice President/Membership/Job Bank:**  
Kate Cline

**Treasurer:** Erin Tieslau, CP

**Parliamentarian:** Susan Davis, CLA, PLS

**Secretary:** Crystal Huss

**NALA Liaison:** Anna Buchner

**Activities/Social Chair:** Jessica Bradshaw

**Newsletter & Web Site Editor:** Lynda Traves

<http://www.facebook.com/groups/154903284632632/>

# DUES ARE DUE!

It is renewal time again. Please complete the flyer and mail in your cheque for the appropriate amount. Deadline to receive the \$5 discount is Monday, August 20, 2012. You may bring your renewal to our General Meeting on August 21 but no further extensions will be permitted past that noon meeting time.

## SIERRA NEVADA ASSOCIATION OF PARALEGALS

*Affiliated with the National Association of Legal Assistants*

*P.O. Box 2832, Reno NV 89505*

### MEMBERSHIP RENEWAL APPLICATION

*(Please Print – Clearly)*

SNAP's membership year runs from July 1 through June 30. Membership dues are payable July 1 of each year, in the following amounts:

Active	\$50.00	(\$45.00 if paid by the third Monday in August)
Retired	\$20.00	(\$15.00 if paid by the third Monday in August)
*Associate	\$30.00	(\$25.00 if paid by the third Monday in August)
*Student	\$20.00	(\$15.00 if paid by the third Monday in August)

\* If you wish/need to upgrade your membership to Active Member, please fill out a new membership application, and **PLEASE USE THE APPLICATION FOR ACTIVE MEMBERSHIP**. Make your check payable to SNAP and mail it to the address above.

### Renewal Application

Name: \_\_\_\_\_ CLA/CP Designation: \_\_\_\_\_ M/F: \_\_\_\_\_

Residential Address: \_\_\_\_\_

Residence Telephone: \_\_\_\_\_ Business Telephone: \_\_\_\_\_

E-Mail address (print clearly): \_\_\_\_\_

Employer (if any): \_\_\_\_\_

Employer Address: \_\_\_\_\_

Areas of specialization (if any): \_\_\_\_\_

Experience in states other than Nevada: \_\_\_\_\_

Renewing Membership Category: ☐ Active ☐ Retired ☐ Student ☐ Associate ☐

I hereby attest that I meet the qualifications for Membership in the Sierra Nevada Association of Paralegals for the category selected.

I agree to be bound by the Code of Ethics and Professional Responsibility adopted by the National Association of Legal Assistants, Inc., subscribed to by the Sierra Nevada Association of Paralegals, and the bylaws adopted by the Sierra Nevada Association of Paralegals.

Date: \_\_\_\_\_

Applicant Signature \_\_\_\_\_

I prefer any SNAP mailings to be sent to: Home \_\_\_\_\_ Office \_\_\_\_\_

I would like to be included in the SNAP Job Bank to receive notification of job openings via e-mail \_\_\_\_\_



**From:** Thoran Towler

**Sent:** [Tue, June 19, 2012 2:42:45 PM](#)

**Subject:** Overtime question

I'm following up regarding the issue of whether Paralegals are exempt from overtime. As I mentioned, this Office generally follows the Federal exemption rules for professionals. One of the audience members mentioned that the Federal government has determined that Paralegals are not exempt from overtime under the professional exemption. After hearing that, I looked into our Nevada specific rules to see if there was any additional exemption that would apply. Under NRS 608.018(3)(d) all employees who are employed in a bona fide professional capacity are exempt from overtime under Nevada law. A professional is defined under NRS 608.116 as someone engaged in the practice of law or in any profession regulated by NRS 623 through 645 as well as NRS 645G and 656A. After reviewing the applicable statutes it appears that Paralegals are not listed under the exemptions (I had previously thought they were listed). Based on that, it does seem that Paralegals are subject to overtime pay. (I included the list of exempt professions).

I wanted to thank you again for inviting me to speak today. It was a great experience and I can honestly say that your group was one of the most engaging and professional groups that I have spoken to. Please contact me if you ever need anything.

### **Washoe County Law Library**

75 Court Street, Room 101, Reno, NV

(775) 328-3250

<http://www.co.washoe.nv.us/lawlib/hoursloc.htm>

### **Nevada Legal Resources**

Class at Washoe County Law Library

[http://www.co.washoe.nv.us/index/display\\_outreach.html~details=8895](http://www.co.washoe.nv.us/index/display_outreach.html~details=8895)

### **Washoe Legal Services**

299 South Arlington Avenue  
Reno, NV 89501

Telephone: (775) 329-2727

Fax: (775) 324-5509

Free legal services in Washoe County, Nevada

<http://washoelegalservices.com/>

### **State of Nevada Bar**

<http://www.nvbar.org/>

**TITLE 54—PROFESSIONS, OCCUPATIONS AND BUSINESSES****Chapter 623** Architecture, Interior Design and Residential Design**Chapter 623A** Landscape Architects**Chapter 624** Contractors**Chapter 625** Professional Engineers and Land Surveyors**Chapter 625A** Environmental Health Specialists**Chapter 627** Disbursement of Money by Construction Controls**Chapter 628** Accountants**Chapter 628A** Financial Planners**Chapter 629** Healing Arts Generally**Chapter 630** Physicians, Physician Assistants, Medical Assistants, Perfusionists and Practitioners of Respiratory Care**Chapter 630A** Homeopathic Medicine**Chapter 631** Dentistry and Dental Hygiene**Chapter 632** Nursing**Chapter 633** Osteopathic Medicine**Chapter 634** Chiropractic**Chapter 634A** Oriental Medicine**Chapter 635** Podiatry**Chapter 636** Optometry**Chapter 637** Dispensing Opticians**Chapter 637A** Hearing Aid Specialists**Chapter 637B** Audiologists and Speech Pathologists**Chapter 638** Veterinarians**Chapter 639** Pharmacists and Pharmacy**Chapter 640** Physical Therapists**Chapter 640A** Occupational Therapists**Chapter 640B** Athletic Trainers**Chapter 640C** Massage Therapists**Chapter 640D** Music Therapists**Chapter 640E** Dietetics

<b><u>Chapter 641</u></b>	Psychologists, Licensed Behavior Analysts, Licensed Assistant Behavior Analysts and Certified Autism Behavior Interventionists
<b><u>Chapter 641A</u></b>	Marriage and Family Therapists and Clinical Professional Counselors
<b><u>Chapter 641B</u></b>	Social Workers
<b><u>Chapter 641C</u></b>	Alcohol, Drug and Gambling Counselors and Detoxification Technicians
<b><u>Chapter 642</u></b>	Funeral Directors, Embalmers and Operators of Cemeteries and Crematories
<b><u>Chapter 643</u></b>	Barbers and Barbering
<b><u>Chapter 644</u></b>	Cosmetology
<b><u>Chapter 645</u></b>	Real Estate Brokers and Salespersons
<b><u>Chapter 645G</u></b>	Exchange Facilitators
<b><u>Chapter 656A</u></b>	Interpreters and Realtime Captioning Providers

Thoran Towler  
State Labor Commissioner  
675 Fairview Drive, Suite 226  
Carson City, Nevada 89701  
775-687-4850

Here is an article that compliments the above: <http://www.paralegalknowledge.com/Default.aspx?pageId=1341917>

## WASHOE COUNTY BAR ASSOCIATION JUDICIAL SURVEY 2012

	Performance Scores (Average)	Should this judge be retained?	
		Yes	No
<b>Nevada Supreme Court</b>			
Chief Justice Nancy Saitta		73.61%	26.39%
Justice Michael Cherry		74.68%	25.32%
Justice Michael L. Douglas		84.06%	15.94%
Justice Mark Gibbons		85.33%	14.67%
Justice James Hardesty		93.18%	6.82%
Justice Ron Parraguirre		76.06%	23.94%
Justice Kristina Pickering		74.68%	25.32%
<b>Second Judicial District Court - General Jurisdiction</b>			
Judge Janet Berry (Dept. 1)	3.7	77.46%	22.54%
Judge Jerry Polaha (Dept. 3)	3.9	86.25%	13.75%
Judge Connie Steinheimer (Dept. 4)	3.5	64.37%	35.63%
Judge Brent Adams (Dept. 6)	4.2	90.91%	9.09%
Judge Patrick Flanagan (Dept. 7)	4.1	83.96%	16.04%
Judge Steven Kosach (Dept. 8)	3.4	71.97%	28.03%
Judge Steven Elliott (Dept. 10)	3.6	75.36%	24.64%
Judge David Hardy (Dept. 15)	4.4	90.85%	9.15%
<b>Second Judicial District Court - Family Division</b>			
Judge Egan Walker (Dept. 2)	4.3	92.50%	7.50%
Judge Deborah Schumacher (Dept. 5)	4.5	97.26%	2.74%
Judge Chuck Weller (Dept. 11)	3.3	50.88%	49.12%
Judge Frances Doherty (Dept. 12)	3.9	75.68%	24.32%
Judge Bridget Robb Peck (Dept. 13)	4.2	87.76%	12.24%
Judge Linda Gardner (Dept. 14)	4.2	86.21%	13.79%
<b>Second Judicial District Court - Court Commissioners</b>			
Discovery & ADR Commissioner Wesley Ayres	4.6	96.85%	3.15%
Probate Commissioner Robin Wright	3.9	85.45%	14.55%
<b>Second Judicial District Court - Court Masters</b>			
Juvenile Division Master Janet Cobb Shmuck	3.8	76.67%	23.33%
Juvenile Division Master Buffy Dreiling	4.3	92.59%	7.41%
Domestic Violence Master Sue Edmondson	4.1	86.11%	13.89%
Domestic Violence Master Tamatha Schreinert	4.2	91.30%	8.70%
UIFSA Lance White	3.7	87.50%	12.50%
<b>Justice Courts – Washoe County</b>			
Judge E. Alan Tiras (Incline Village)	4.1	91.67%	8.33%
Judge Patricia Lynch (Reno)	3.2	51.22%	48.78%
Judge Peter J. Sferrazza (Reno)	3.1	55.84%	44.16%
Judge Jack Schroeder (Reno)	3.6	64.37%	35.63%
Judge Scott Pearson (Reno)	4.2	91.07%	8.93%
Judge David Clifton (Reno)	4.2	98.04%	1.96%
Judge Susan Deriso (Sparks)	4.0	86.89%	13.11%
Judge Kevin Higgins (Sparks)	3.9	88.33%	11.67%
Judge Terry Graham (Wadsworth)	3.7	77.78%	22.22%
<b>Municipal Courts – Washoe County</b>			
Judge Jay Dilworth (Reno, Dept. 1)	3.2	47.06%	52.94%
Judge William Gardner (Reno, Dept. 2)	4.3	96.67%	3.33%
Judge Dorothy Nash Holmes (Reno, Dept. 3)	3.2	76.00%	24.00%
Judge Kenneth Howard (Reno, Dept. 4)	3.9	76.92%	23.08%
Judge Barbara McCarthy (Sparks, Dept. 1)	4.1	81.25%	18.75%
Judge James Spoo (Sparks, Dept. 2)	4.3	92.00%	8.00%



## Do NOT Wait for a Clear Vision Before You Move Your Career *Forward!*

By: Vicki Voisin, ACP



**Whenever I speak with paralegals, I usually share my now well-known “Charlevoix to Mars” story.** It is one I did not tell for years simply because I did not realize it was important. Today I know it must be shared...and why.

You see, we all tend look at successful people and believe their rise to the top must have happened overnight. We think successful people must have a big vision, a perfect plan, and flawlessly aligned circumstances. This is NEVER the reality.

### **Here is my “Charlevoix to Mars” story:**

The Don and I chose to live in Charlevoix, a beautiful resort town in Northern Michigan with a year-round population of about 3,500. It is a perfect place to raise a family.

I worked in a small law office with wonderful people. One day I saw an ad in the Michigan Bar Journal for Legal Assistants Association of Michigan (LAAM). I inquired – and before I knew it I was traveling from Charlevoix to Detroit for my first paralegal association meeting. It was a 5-hour drive and I might as well have been soaring to Mars since I wasn’t accustomed to driving anywhere but on the 2-lane roads around Charlevoix.

While it might have been simpler to stay safe, sound and comfortable in Charlevoix, I know now that I would have missed so much had I not taken the risk and traveled to “Mars”. Getting acquainted (we didn’t know we were ‘networking’ back then) with other paralegals opened a whole new world of possibilities and opportunities for me.

My next steps included serving on LAAM’s board, attending a NALA convention, acquiring my Bachelor’s degree, sitting for NALA’s certification exam, serving on the NALA Board and, eventually, my election as NALA President. From taking my first paralegal job to that point was at least a 20-year process. I did not know there was even more to come!

Truthfully, I had no idea when I drove to “Mars” that spring day that someday I would serve as president of a national association, produce a weekly e-newsletter read by thousands of paralegals nationwide,

co-host a podcast for paralegals produced by a national legal network, or co-author a paralegal textbook.

There was no way I could envision that I would present seminars across the country and on-line and coach paralegals who wanted to move *their* careers forward.

**None of this would have happened had I not ventured to “Mars”!**

**My career path was not a straight line to success, nor was it a fast one.** Along the way there were obstacles, detours and speed bumps. While I never knew for sure where I was going, I knew that the best thing I could do was to keep moving forward, one step at a time.

So when people ask me if I had a big vision for my career when I started out, I tell them honestly: Absolutely not! I could have never imagined being blessed enough to do what I am doing today, could not even conceive of it.

My only vision was to do my work well, to live my life with integrity and honesty, and do what I could to advance and promote the paralegal profession. So, every day, I would wake up and take the one clear step that made sense for me that day. Day by day, step by step, I found my way to where I am now.

**The lesson here is to never look at another’s’ success from the outside and think that, almost as if by luck or magic, their success happened overnight. Nothing could be further from the truth!**

I once thought I was the only paralegal who did not have a big vision for my career. Then I realized this is not the way life goes. *You must let your life and your career unfold.* Your only job is to make decisions that serve your highest good each day. You must do everything you can...from where you are, and with what you have.

**That is all you have to do: see your next step – the one that moves your career and your life forward – and take that step. Now!** I promise if you continue doing that, you will not need a “grand vision”. All you will need is the vision to achieve your best and help others at the same time. **The results will be amazing and well worth the wait!**

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Vicki Voisin, "The Paralegal Mentor", delivers simple strategies for paralegals and other professionals to create success and satisfaction by setting goals and determining the direction they will take their careers. Vicki spotlights resources, organizational tips, ethics issues, and other areas of continuing education to help paralegals and others reach their full potential. She is the co-author of *The Professional Paralegal: A Guide to Finding a Job and Career Success*. Vicki publishes *Paralegal Strategies*, a weekly e-newsletter for paralegals, and co-hosts *The Paralegal Voice*, a monthly podcast produced by [Legal Talk Network](http://LegalTalkNetwork.com).

## **SNAP General Meeting Luncheon Tuesday, August 21 at Noon**

**SPEAKER:** Kimberly Surratt of Surratta Law

**TOPIC:** Family Formation

**PLACE:** ZoZo's  
3446 Lakeside Drive  
Reno NV

**COST:** \$18.00 – Members & Guests      \$15.00 – Student Members

**Name:** \_\_\_\_\_

**Office:** \_\_\_\_\_

**Phone/Email:** \_\_\_\_\_

**Member**

**Student**

**Guest**

### **Menu - Italian Family Style**

**Please mail your reservation form and payment to:  
SNAP, P.O. Box 2832, Reno, NV 89505-2832**

**ALL RESERVATIONS WITH PAYMENT MUST BE RECEIVED  
BY FRIDAY, August 17, 2012**

**RSVP via  
Email to Jessica Bradshaw: [jessica@kavlaw.com](mailto:jessica@kavlaw.com)  
Or Evite**