

# Chain of Command



NDOC Training

Revised 01/01/13

# Authority

- **The right or privilege of an individual to perform some action, to require others to perform some action, or to make certain kinds of decisions.**

# Responsibility

- **An obligation for a person to perform the authorized duty, to observe the limits or restriction set by the organization, and to serve the public need or purpose for which the authority has been granted.**

# Accountability

- **Each individual or group in an organization may be called upon at any time to show that they have exercised their authority and responsibility properly.**

# Position of Authority

- **The position within the NDOC organizational structure which has been designated with authority, responsibility and accountability for assigned and/or specific duties relating to the NDOC's daily operations.**

# Rank/Insignia



- Name the Rank:
  - Correctional Lieutenant

# Rank/Insignia



- Name the Rank:
  - Correctional Sergeant



- Name the Rank:
  - Senior Correctional Officer

# Rank/Insignia



■ Name the Rank:

Correctional Officer

■ Name the Rank:

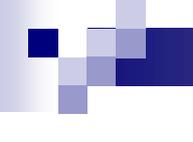
Correctional Officer Trainee

# **What is a chain of command?**

- **A chain of command is a direct line of authority and responsibility along which orders are passed.**
- **This is sometimes called a hierarchy in the civilian sector.**
- **Generally, orders are passed from higher ranking staff to lower ranking staff.**

# **Why do we need a chain of command?**

- **In nature there is a tendency in groups for one creature to dominate others.**
- **As humans, we seek a sense of belonging.**
- **Groups provide security, order, a sense of purpose and direction.**
- **Even in informal groups a hierarchy will develop.**



# **Why do we need a chain of command?**

- **NDOC is a paramilitary organization.**
- **With over 3,000 employees structure is vital.**
- **To ensure that the NDOC's tasks and assignments are completed without confusion or wasted time and effort.**
- **So that everyone knows what their responsibilities are.**



# **Why do we need a chain of command?**

- **So that everyone is accountable to someone else for their actions.**
- **To provide a sense of direction.**
- **To ensure clear communications.**

# Unity of Command

- **The theory that subordinates in an organization must be accountable to one and only one superior.**
- **This is sometimes referred to as “having one boss”.**
- **It’s important to know who’s “in command” of a situation.**

# Unity of Command

- **Unity of Command exists to prevent a subordinate from receiving conflicting instructions from different supervisors which could lead to confusion and paralysis.**



# Dual Supervision

- **When two superiors in separate chains of command provide supervision to a subordinate.**

# **Coordination and Span of Control**

- **Coordination is most effective when the lines of authority, responsibility, and accountability are clearly defined.**
- **Span of control is the number of subordinates or elements within an organization that are accountable to one superior.**

# Span of Control

- No fixed number, but 7 – 10 is generally the accepted rule.
- Routine type work can increase span of control.
- Highly motivated or trained workers can also increase span of control.
- Character of the manager.

# NDOC Span of Control

- **NDOC Director**

- **James “Greg” Cox**

- **Deputy Directors**

- **E.K. McDaniel, Operations**

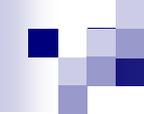
- **Deborah L. Reed, Support Services**

- **Sheryl Foster, Programs**

- **Brian Connett, Industrial Programs**

# NDOC Span of Control

- **Northern Nevada Correctional Center**
  - **Warden - Isidro Baca**
  - **Associate Wardens**
    - **Lisa Walsh**
    - **Ron Schreckengost**



# **NDOC Span of Control**

- **Warm Springs Correctional Center**
  - **Warden - Greg Smith**
  - **Associate Warden - Wes Mattice**

# NDOC Span of Control

## ■ Lovelock Correctional Center

Warden - Robert LeGrand

Associate Wardens

■ Quentin Byrne

■ Bill Sandy



# **NDOC Span of Control**

- **Southern Desert Correctional Center**
  - **Warden - Brian Williams**
  - **Associate Wardens**
    - **Cheryl Burson**
    - **Jo Gentry**

# NDOC Span of Control

## ■ High Desert State Prison

□ Warden - Dwight Neven

□ Associate Wardens

■ Jennifer Nash

■ Harold J. Wickham

■ Jerry Howell

■ Frank Dreesen

# NDOC Span of Control

- **Florence McClure Women's Correctional Center/Casa Grande Transitional Housing**
  - **Warden - Carolyn Myles**
  - **Associate Wardens**
    - **Jeff Patterson**
    - **Lynn Emerson**

# NDOC Span of Control

## ■ Ely State Prison

- Warden - Renee Baker
- Associate Wardens
  - Adam Watson
  - Harold “Mike” Byrne

# Summary

- **Some people don't see the need for a chain of command**
- **To succeed in the NDOC or other paramilitary type organizations you must learn and follow the chain of command.**
- **To not do so can lead to unnecessary conflict and loss of productivity.**