

# The Commission on Peace Officer Standards & Training



## Annual Report

July 1, 2018 - June 30, 2019

# The Nevada Commission on Peace Officer Standards & Training



## Mission Statement

To Develop and Deliver Professional Training, Ensuring That All  
Peace Officers and Their Agencies Comply with Established  
Statutes and Regulations

## Vision Statement

To Continually Raise Professional Standards and Training  
Excellence for All Nevada Peace Officers

## Philosophy Statement

POST is Committed to the Principles of Professionalism, Integrity  
and Leadership in Attaining the Highest Standards for Public  
Safety as the Cornerstone of a Free and Safe Society



# Executive Director's Message

As Fiscal year 2019 comes to an end, POST continues to seek to be the catalyst to increase the professionalism, ethics, integrity, and education of all peace officers in Nevada. This year POST implemented the new training standards making Category I the highest level of training and includes all category subjects. As the fiscal year came to a close, POST began to evaluate and create training to meet the new legislative mandates related to both basic training and continuing education.

Our basic training academy continues to evaluate trends and needs, balancing the need of agencies to recruit and fill positions with POST's mission of providing training and standards that ensures an effective, moral, and ethical work force. Clearly today's society expects peace officers that can make the right decision and those decisions very often must be made under stress. Our academy will strive to create an environment where students are challenged, and their abilities measured from this and many other perspectives. This year we were able to add an in-house academy instructor to provide current Nevada expertise on basic training subjects on a trial basis. This was a contract position during academies only. This program was very successful. Unfortunately, this contract position was not continued in the next budget biennium. However, based on the success, we will continue to attempt to have the position made permanent in future budget negotiations.

Advanced training completed the update of the Basic Instructor Development program and has nearly completed the update to the supervisor and management programs. The new dispatcher basic training program has rolled out and there are numerous agencies currently enrolled.

In terms of budget, POST will again be operating on a shoestring budget. Despite the appeal of many, we saw no increase in our budget in terms of operations. POST will continue to provide service and support to all law enforcement agencies where feasible. POST received no money to enhance, increase or improve training delivery. That said, POST staff is dedicated and motivated and will continue to strive to make changes needed with or without the budgetary support.

In terms of standards, POST made changes to the revocation language to allow for the revocation of officers who have been convicted of a misdemeanor crime of domestic violence, without a request from an employing agency. The issue was approved by the Commission and is in the process of being codified. Audits continue to help agencies improve in the area of record keeping and compliance with all POST regulations. Audits are being focused on continuing education requirements, background regulations and certification requirements. One policy change made was to require all those seeking certification via reciprocity, must have the PPFT (physical readiness test) administered by POST personnel. This was in response to the perception of impropriety when the test was administered by the employing agency. The new policy has been successful as it removes the perception and allows POST to be insured the test is being given by a person who is well versed in the PPFT, that being our own staff.

POST is well aware of the recruiting issues for Nevada Law Enforcement agencies and will continue to look at ways POST can help with recruiting and perhaps be more involved in this aspect of hiring where it would benefit our agencies. Finally, Nevada has seen a large increase in the number of peace officer employed in our state. POST staff looks forward to providing support and training to agencies in their hiring, training, and certifying their peace officer staff.



Mike Sherlock  
Executive Director  
Nevada Commission on Peace Officer Standards and Training



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# History of POST

In 1965, the 53rd session of the Nevada State Legislature passed Assembly Bill 390, which established a five-member Commission on Peace Officer Standards and Training (POST). The Commissioners were appointed by the governor and the Commission was placed under the Attorney General's Office. The bill declared the purpose of POST "...to raise the level of competence of state and local law enforcement officers by adopting rules, establishing minimum standards relating to the physical, mental and moral fitness, which shall govern the recruitment of a city, county or state agency employing peace officers." This was the beginning of what POST has become today. In 1969, it became the POST Committee under the Crime Commission, and in 1981 it was moved to the Department of Motor Vehicles and Public Safety. In 1999, the Commission became a standalone agency under the Office of the Governor, and in 2005 the Commission expanded to its present size of nine Commissioners.

Throughout the years, there have been many changes affecting criminal justice agencies in Nevada. In 1987, peace officers were placed into three categories: Category I encompassing general law enforcement officers; Category II for specialized, limited enforcement duties; and, Category III for correction and confinement officers. Also in 1987, POST established the 24-hours annual continuing education requirement for all categories of peace officer, which has been recently amended to requiring each officer to demonstrate proficiency in five critical skill areas. Over the years, reciprocity with other states has made it easier to certify officers wishing to transfer to Nevada, and the maximum number of months that an officer can be out of law enforcement before being mandated to attend an academy was changed from 24 to 60 months.



# POST Overview

The Nevada Commission on Peace Officer Standards and Training is the regulatory agency that establishes and maintains the laws, regulations, and acts as the governing authority for the behavior, hiring, basic and professional certification, course certification, and training requirements for all law enforcement officers in the state. The nine-member Commission is composed of law enforcement officials who are appointed by the Governor. The Commission holds regularly scheduled public workshops and meetings in various locations around the state to discuss and revise laws and regulations, hear issues addressing the law enforcement community, and render judgment regarding officer behavior; which may result in suspension or revocation of POST certification. The activities and functions of the Commission are instrumental in providing Nevada's citizenry with highly qualified law enforcement officers as well as providing the foundation for the state's law enforcement agencies to maintain the highest standards of public safety. With these important factors at the forefront, POST continues to oversee and administrate Nevada's minimum law enforcement standards with the aim of reducing the risk of liability, lawsuits, and community dissatisfaction.

The Commission's mission and activities are supported by an agency staff composed of an Executive Director, appointed by the Commission, and 15 employees. The staff of the POST agency is organized into three functions consisting of Administration Division, Standards Division, and Training Division.





# POST Divisions

## **Administration Division**

The Administration staff is charged with the overall operation and management of the POST agency. Primary duties include: fiscal responsibility, personnel functions, policy and procedures, technology improvements, facility oversight and vehicle maintenance. In addition to the day-to-day activities, Administration staff serves as a liaison to the Governor's office, other state agency officials, all criminal justice executives, and supports all the activities of the Commission and the other divisions within the agency.

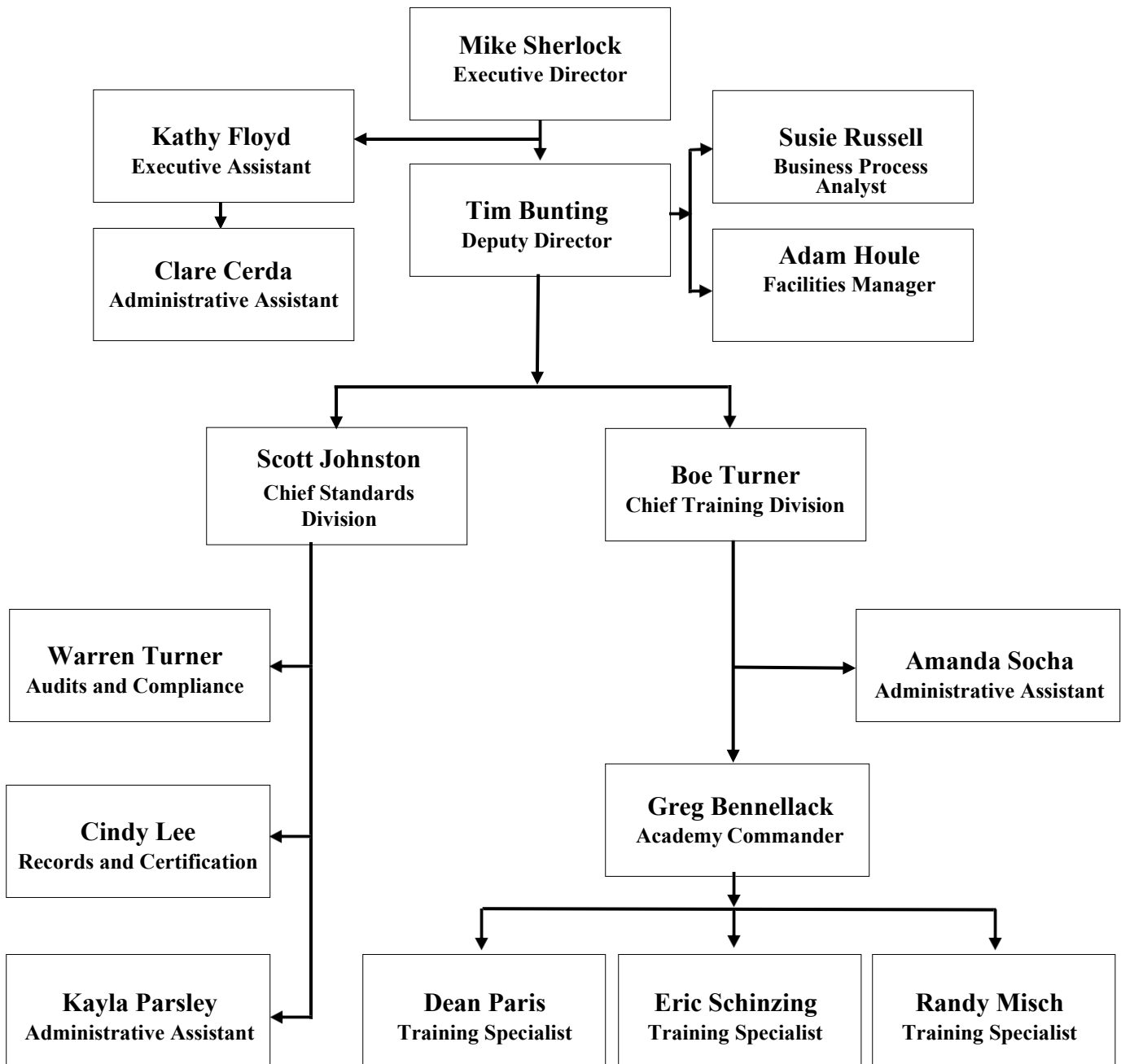
## **Standards Division**

The Standards Division acts as the action arm of the Commission providing investigatory services for questionable issues, scheduling and supporting all public meetings, and completing any action items as directed by the Commission. As the primary support staff of the Commission, this division is also responsible for all tasks involving the legislative rulemaking processes that apply to any regulatory or statutory changes as directed by the Commission or resulting from enacted legislation. In addition to these primary responsibilities, the staff tracks completion of the online state certification exams, employment and certification of every officer in the state, and verifies that Nevada's peace officers comply with all POST requirements including annual mandatory training. This division reviews and approves applications and class materials from training providers seeking POST course certification. Other responsibilities involve specifying the criteria, approving, and issuing POST professional certificates based on a specific level of achievement. The staff analyzes and reviews each officer's application in order to award the appropriate level of Intermediate, Advanced, Supervisor, Management, or Executive certification. Audits of all criminal justice agencies, basic training academies, and individual courses are randomly conducted to verify quality and compliance with requirements.

## **Training Division**

The Training Division conducts two basic law enforcement academies each fiscal year for Category I, II and III peace officers that are hired by various law enforcement agencies throughout Nevada. The cadets that are accepted into the academy are from rural agencies, tribal agencies, as well as many state agencies such as State Parks, Gaming Control, Department of Wildlife, Attorney General's office, etc. In addition to providing this vital training for the law enforcement community, this division serves as the model and a resource for other certified academies throughout the state in such areas as curriculum development, lesson plan creation, training techniques, and advice in achieving compliance with POST objectives and standards. This division also develops and delivers professional training that is offered online as well as through traditional classroom methods.

# POST Organization



# Staff Biographies

## Administration

**Mike Sherlock**  
Executive Director

Mike has his Juris Doctorate degree and is a licensed attorney. His law enforcement career spans 30 years and has included assignments as a canine officer, field training officer, patrol supervisor, detective bureau supervisor, Operations Commander, robbery/homicide detective and detective sergeant, narcotics detective, and narcotics supervisor. He teaches a wide variety of law enforcement subjects.

**Tim Bunting**  
Deputy Director

Serving since 2001, Tim retired from the U.S. Army as a Lieutenant Colonel of Infantry after 22 years of active federal service. During his career he served around the globe in a wide variety of challenging assignments. He is a 1978 graduate of Central Michigan University with a degree in physical education. He is also a graduate of numerous Army courses to include the U.S. Army Command and General Staff College.

**Kathy Floyd**  
Executive Assistant

Serving since 2007, Kathy came to POST after serving 15 years in the private and corporate industries as an administrative assistant, officer manager, and purchasing assistant. She also has an extensive background in customer relations and customer service.

**Susie Russell**  
Business Process Analyst

Susannah has a bachelor's degree in marketing and business from Grand Canyon University. Her background includes 6 years working for NNDA (Northern Nevada Development Authority) working closely with the Governor's Office of Economic Development. While working at NNDA, her responsibilities included bookkeeping, grant management, marketing, customer services, budgeting, and financial management. In 2018 Susannah joined POST as the Business Process Analyst.

**Adam Houle**  
Facilities Manager

Adam joined POST in August of 2017. Before joining POST, he worked for Buildings and Grounds for 7 years. Adam's background includes more than 25 years of construction/maintenance experience. He has lived in Carson City for over 30 years, originally from Southern California.

**Clare Cerda**  
Administrative Assistant

Clare joined POST in 2018, with 6 months prior state service in the Department of Corrections and 2 years prior administrative experience in the private construction industry. She was born and raised in Northern Nevada and is working towards her degree in Business Administration.

# Staff Biographies

## Standards Division

**Scott Johnston**  
Division Chief

Serving since 1992, Scott became the Division Chief June 2006. He began his law enforcement career in Oregon in 1978, and was his agency's FTO coordinator, training coordinator and an adjunct instructor at the Oregon Police Academy. Scott has BS degrees in Criminology and Psychology from Southern Oregon State College.

**Warren Turner**  
Audits and Compliance

Warren started at POST April 2012 and came from the Department of Energy, where he was the firearms and in-service training instructor. Warren's law enforcement experience is from the Las Vegas Metropolitan Police Department. His military experience was as an airborne infantryman with the 82nd Airborne Division where he served in Gulf War I. He also served full time with the California National Guard. In all these fields, Warren was actively involved with training.

**Cindy Lee**  
Records and Certifications

Serving since 2006, Cindy joined POST working in Records and Certification and was quickly promoted to help establish the Professional Development Bureau. Since that time Cindy has once again returned to Records and Certifications heading up that function. Cindy is from Hawaii and has held numerous positions from legal secretary to a collections officer for the credit union.

**Kayla Parsley**  
Administrative Assistant

Kayla joined POST in 2017, with two years of prior state service within the Division of Welfare and Supportive Services as an administrative assistant.

# Staff Biographies

## Training Division

**Boe Turner**  
Division Chief

Serving since 2006, Boe served 29 years in California law enforcement. He served in progressive positions of responsibility, culminating as the Administrative Lieutenant for Mono County Sheriff's Office. He earned a BA degree from California State University. He holds a California POST Management Certificate.

**Greg Bennalack**  
Academy Commander

Greg started at POST in January 2019 after serving 32 years in law enforcement. His law enforcement career includes experience as a Deputy Sheriff for the Orange County Sheriff's Department, Corporal/Detective for the West Covina Police Department, Sergeant/Detective for the El Dorado County Sheriff's Office, Criminal Investigator for the Orange County District Attorney's Office Bureau of Investigation, and Lieutenant for the University of Nevada Reno Police Department. Greg earned a Master of Science Degree in Emergency Services Administration and a Bachelor of Science Degree in Administration of Justice, both from California State University Long Beach.

**Dean Paris**  
Training Specialist

Serving since 2018, Dean retired for the United States Marine Corps as a Gunnery Sergeant after 20 years of honorable service. During his career he served 10 years in the infantry with 3 combat tours and 10 years as a Military Police Officer. His law enforcement experience includes serving as a watch commander, platoon sergeant, training chief, military police investigator and Provost Sergeant. Currently he is 6 credit hours away from completing his bachelor's in criminal justice from Columbia Southern University.

**Eric Schinzing**  
Training Specialist

Eric started with POST in December of 2016. Eric's law enforcement career started at the Douglas County Sheriff's Office where he served in the jail and on patrol. His law enforcement experience includes being a field training officer and instructor in ASP and TASER. He was a coroner investigator and worked closely with the Washoe County Medical Examiner's Office. He was also a negotiator on the Crisis Negotiation Team. In addition to his Basic Certificate, he holds both an Intermediate and an Advanced POST Certificate.

**Randy Misch**  
Training Specialist

Randy joined Post in November of 2018. Randy started his law enforcement career in 2008 with the Los Angeles County Sheriff's Department. In 2013 he was hired with Truckee PD where he worked as a Field Training Officer, Boating Officer, Volunteer Coordinator, and was named Officer of the Year in 2014. Randy earned his Master's Degree in Organizational Leadership from Woodbury University and his Bachelor's Degree in Criminal Justice from San Diego State University.

**Amanda Socha**  
Administrative Assistant

Amanda joined POST in 2015 after serving 11 years in the private and corporate industries as an administrative assistant, e-commerce purchasing and logistics manager, and account manager. She holds a bachelor's degree in Business Administration and brings a wealth of marketing and business experience.

## New Hires in FY19

- Dean Paris, Training Specialist
- Randy Misch, Training Specialist
- Greg Bennallack, Academy Commander

## Retirements and Departed employees in FY19

- Cam Carmichael
- Brian Mehrer

# Contact Us

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**Visit our website:** <http://www.post.nv.gov>

**Like us on Facebook:** <https://www.facebook.com/NVPOST>

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# Fiscal Year 2019 Accomplishments

## Statistical Achievements

- Nevada Criminal Justice Agencies: 136
- Nevada Active Peace Officers: 10,091
- Nevada Basic Training Academies: 29
- Training Providers (POST certified courses): 127
  
- Criminal Justice Agency Audits Conducted: 24
- Academy Audits Conducted: 19
- Course Audits Conducted: 1
- Courses Certified: 163
- Certification Exams Administered: 1,047
- Revoked or Suspended Basic Certificates: 7
  
- Basic Certificates Issued: 1,035
- Intermediate Certificates Issued: 363
- Advanced Certificates Issued: 327
- Supervisor Certificates Issued: 115
- Management Certificates Issued: 5
- Executive Certificates Issued: 4
  
- E-learning Courses on nvelearn.nv.gov website: 51
- E-learning Students enrolled: 4,115
- E-learning FY18 Training Hours: 28,100
- Professional Development Classroom Students: 108
- Professional Development Classroom Training Hours: 4,560
  
- POST Academy Graduates:
  - Category I officers: 39
  - Category II officers: 6
  - Category III officers: 0
  - Reserve officers: 5
  
- POST Academy Training Hours:
  - Category I training hours: 1,296
  - Category II training hours: 768
  - Category III training hours: 0
  - Reserve training hours: 600



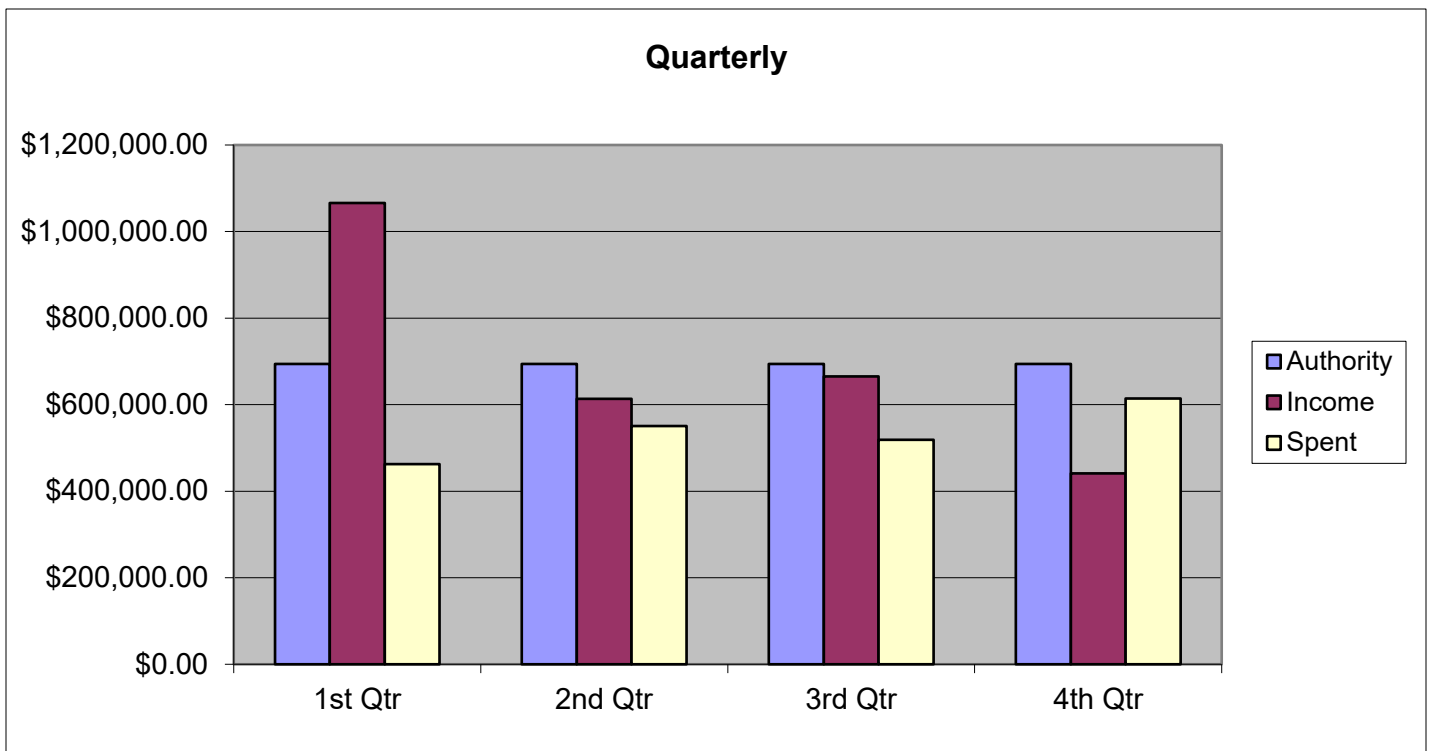
# Fiscal Year 2019 Accomplishments

- Academy class 2018-02 graduated November 15, 2018 with 21 graduates which included 18 CAT I and 3 CAT II
- Academy class 2019-01 graduated May 22, 2019 with 24 graduates which included 21 CAT I and 3 CAT II
- POST launched a voluntary Basic Dispatcher Training Course. This course was designed for those that are currently employed as a law enforcement dispatcher and authorized user of the National Crime Information Center. Those participants that successfully complete and meet the necessary requirements would then be eligible for a Dispatcher Certificate.
- POST originally launched our Reserve Academy in fiscal year 2017. This fiscal year we took the opportunity to update and revise the program to make it more efficient for agencies looking to get Reserve officers certified.
- Commission approved a revision to the POST administrative manual (policy) mandating that when a peace officer seeking certification under the reciprocity process (pursuant to NAC 289.200(2)) performs the POST physical fitness test, it will be administered by POST or its designee.

# Financial Report FY19

## Funding Overview

POST uses a fee-based budget, which means that we start the year at \$0, zero dollars, and receive our income from court assessments throughout the year. We must build carry-forward money into the budget to give us operating funds at the beginning of each fiscal year. In the last fiscal year, our income met authorization. Below is a breakdown by quarter for the fiscal year.



The first quarter income reflects \$591,189.00 carried over from the previous fiscal year. \$0 in court assessment was received in the first month of the last fiscal year. POST reached authority in FY19 for the second year in a row.

# Financial Report FY19

## Revenue FY-19

Revenue	Authority	Income	Difference	% Received
Balance forward	\$591,189.00	\$591,189.00	\$0.00	100.00%
Advance		\$0.00	\$0.00	0.00%
Registration	\$27,775.00	\$33,250.00	-\$5,475.00	119.71%
Court Assessment	\$2,155,077.00	\$2,155,767.71	-\$690.71	100.03%
Miscellaneous	\$708.00	\$19.88	\$688.12	2.81%
Reimbursement	\$1,000.00	\$0.00	\$1,000.00	0.00%
Grant		\$0.00	\$0.00	#0.00%
Prior year refund	136	\$5,596.75		
<b>TOTAL</b>	<b>\$2,775,885.00</b>	<b>\$2,785,823.34</b>	<b>-\$4,477.59</b>	<b>100.36%</b>

## Expenditures FY-19

Description	Authority	Expended	Difference	% Spent
Personnel	\$1,427,293.00	\$1,385,802.22	\$41,490.78	97.09%
Out-of-state	\$7,354.00	\$7,068.56	\$285.44	96.12%
In-state	\$9,259.00	\$9,124.43	\$134.57	98.55%
Operating	\$505,964.00	\$491,110.26	\$14,853.74	97.06%
Equipment	\$8,636.00	\$8,636.00	\$0.00	100.00%
Instructor	\$11,375.00	\$9,398.50	\$1,976.50	82.62%
Role Player	\$3,640.00	\$3,628.00	\$12.00	99.67%
Academy Instructor	\$36,000.00	\$29,412.50	\$6,587.50	81.70%
Commission	\$2,783.00	\$2,215.57	\$567.43	79.61%
Cadet Education	\$1,000.00	\$0.00	\$1,000.00	0.00%
Grant		\$0.00	\$0.00	#DIV/0!
Information Services	\$81,005.00	\$70,222.95	\$10,782.05	86.69%
Staff uniform	\$4,978.00	\$4,872.55	\$105.45	97.88%
Training		\$0.00	\$0.00	#DIV/0!
Utilities	\$1,195.00	\$1,141.96	\$53.04	95.56%
Admin Services	\$38,607.00	\$38,607.00	\$0.00	100.00%
Reserve	\$551,631.00	\$0.00	\$551,631.00	0.00%
Purchasing	\$721.00	\$721.00	\$0.00	100.00%
State wide	\$45,069.00	\$45,069.00	\$0.00	100.00%
AG	\$39,375.00	\$39,375.00	\$0.00	100.00%
<b>Total</b>	<b>\$2,775,885.00</b>	<b>\$2,146,405.50</b>	<b>\$629,479.50</b>	<b>77.32%</b>

# The POST Commission

**Governor**

Steve Sisolak

Chairman

**Jason Soto**

Chief

Reno Police Department

Commissioner

**Michael Allen**

Sheriff

Humboldt County

Sheriff's Office

Commissioner

**John McGrath**

Deputy Chief

Las Vegas Metropolitan

Police Department

Commissioner

**Timothy Shea**

Chief

Boulder City

Police Department

Commissioner

**Ben Reed Jr.**

Chief

Elko Police Department

Commissioner

**Kevin McKinney**

Lieutenant

Elko County

Sheriff's Office

Commissioner

**George Togliatti**

Director

Nevada Department

of Public Safety

Commissioner

**Michele Freeman**

Chief

City of Las Vegas

Department of Public Safety

Commissioner

**James Ketsaa**

Chief

Clark County School District

Police Department

# The POST Commissioners



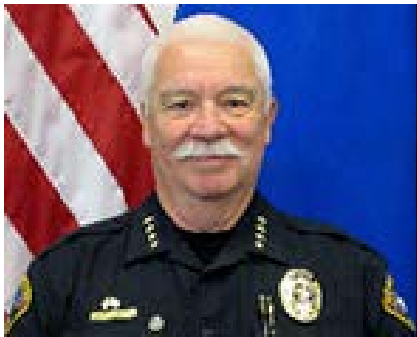
SHERIFF ALLEN



CHIEF SOTO  
CHAIRMAN



DEPUTY CHIEF  
MCGRATH



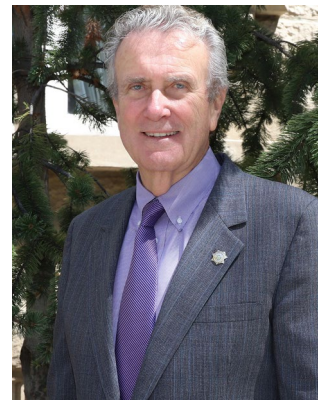
CHIEF SHEA



CHIEF REED



LIEUTENANT  
MCKINNEY



DIRECTOR TOGLIATTI



CHIEF FREEMAN



CHIEF KETSAA

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