

# The Commission on Peace Officer Standards & Training



## Annual Report

July 1, 2021 - June 30, 2022

# 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

Fiscal year 2022 saw a reduction of some 35% in revenue for POST due to the response to Covid. This revenue loss severely hampered our ability to carry out our mission. After being unable to secure any significant ARPA funds, it became necessary to deplete our entire reserve fund. With that we continued to operate and provide the basic needs of Nevada law enforcement in the form of our basic training academy and advanced training programs. Despite the money woes, POST was able to update much of our advanced and leadership themed training and create new training in leadership. POST completed the legislative mandate to develop a behavior health response team grant program. This was accomplished and the infrastructure is in place awaiting funding should it become available. POST staff completed curriculum review and regulation changes coming out of the most recent legislative session. This included bias inquiries during the background process, critical incident training as part of the annual education requirements, ARIDE integration into basic training, changes to reciprocity to assist agencies in recruiting, clarifying the high school equivalency standard, and changes to the definition of executive level just to name a few. The Commission has started the rule making process to establish an annual officer wellness component for certified officers. Also, POST participated in a national study on basic training delivery and retention rates for the subjects taught. The fact we were selected as one of only 6 basic academy programs across the country was an honor. The results of the study validated our academy philosophy and beliefs in terms of training delivery.

In addition, we established a relationship with and continue to promote Great Basin College. Great Basin was added as another Nevada college to offer college credits for attendance at our basic academy. Formal education is a big part of and indicator of success in our profession and POST continues to value formal education.

The basic training program continues to serve our rural and smaller state policing agencies. Approximately 60 cadets graduated from our basic academy program and rejoined their employing agencies to serve their communities. We continue to look at ways to improve and adapt our basic training program to the needs of our state. We are also chairing a working group to study what, if anything, POST can do to help our law enforcement agencies across the state increase their success in recruiting new officers.

As we look to the next fiscal year and the opening of a new legislative session, POST must seek to find support for new, better, or increased funding mechanisms. Our state continues to grow but the investment in Peace Officer Standards and Training has not grown. We are funded at levels below even states with half of our population. We continue to be the subject of legislative mandates in training topics and philosophies but do not receive any funding to help in the delivery of these mandated topics. This must change. Despite the lack of funding, POST staff does an outstanding job in bringing their own expertise in policing and training delivery and recruiting volunteers who are experts in a variety of policing subjects and agencies who lend us their expertise. But we cannot rely on charity of the volunteers for the long run and must get serious about investing in the standards and training of our peace officers.

As we move into another fiscal year, we are hopeful our budget issue can be mitigated. We are dedicated to upholding the standards and professionalism of the policing profession and will strive to provide the best training for Nevada peace officers to ensure a safe and free Nevada.



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 stand alone agency under the Office of the Governor. In 2005 the Commission expanded to nine Commissioners and the 2021 Legislative session added 2 non-peace officer members to the commission bringing the total commission membership to 11.

Throughout the years there have been many changes affecting criminal justice agencies in Nevada. In 1987, peace officers were placed in 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 require 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 11 member Commission is composed of 9 law enforcement officials that are appointed by the Governor and 2 civilian members appointed by the Legislature. 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, law suits, 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**

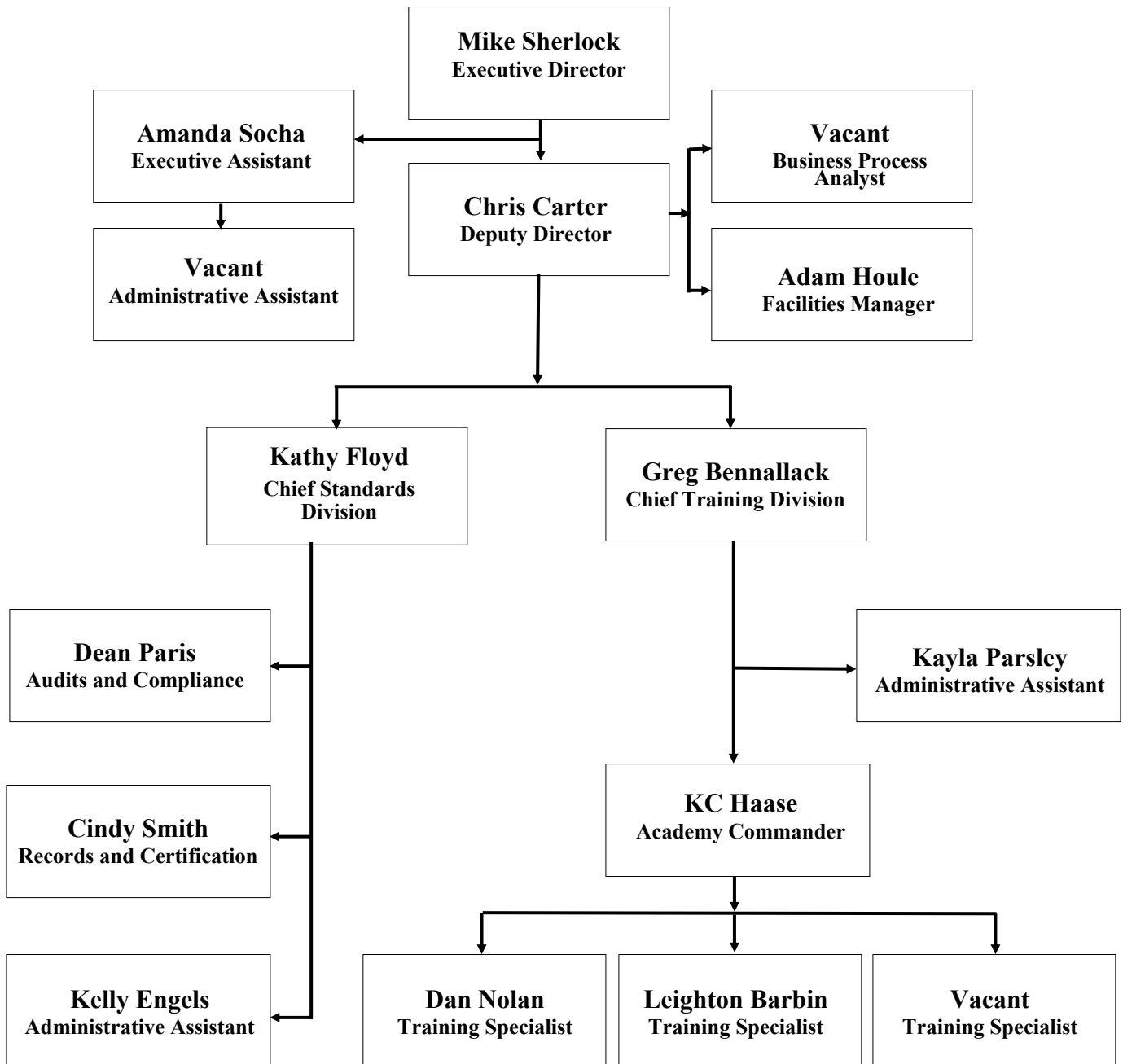
The Standards Division acts as the action arm of the Commission providing investigatory services for questionable issues, scheduling and supporting all public meetings, and completing any action items as directed by the Commission. As the primary support staff of the Commission, this division is also 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.



# Staff 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.

**Chris Carter**  
Deputy Director

Chris joined POST in 2019 as Training Division Chief. He was promoted to Deputy Director in 2020. He is a decorated 35-year veteran of Law Enforcement, retiring as a Chief of Police in 2015. During his career he served in various roles and assignments including Patrol, FTO, Training, Background Investigations, and SWAT. He is POST certified to instruct in multiple subjects and is a certified Use of Force Analyst through the Force Science Institute. He is also a US Army Veteran with a Bachelor's in Business Administration and is a graduate of the 235<sup>th</sup> Session of the FBI National Academy.

**Amanda Socha**  
Executive 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.

**Vacant**  
Business Process Analyst

**Adam Houle**  
Facilities Manager

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

**Vacant**  
Administrative Assistant

# Staff Biographies

## Standards Division

**Kathy Floyd**  
Division Chief

Serving since 2007, Kathy came to POST after serving 15 years in the private and corporate industries as an administrative assistant, office manager, and purchasing assistant. She also has an extensive background in customer relations and customer service. Kathy was promoted to Standards Division Chief 2020 after serving 8 years at the Executive Assistant

**Dean Paris**  
Audits and Compliance

Serving since 2018, Dean retired from 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.

**Cindy Smith**  
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.

**Kelly Engels**  
Administrative Assistant

Kelly started with the state in 2000, working at Central Payroll as a payroll liaison for many agencies in the State of Nevada. She has also worked at the Supreme Court. She joined us with a wealth of customer service experience.

# Staff Biographies

## Training Division

**Greg Bennallack**  
Division Chief

Greg started at POST in January 2019 after serving 32 years in law enforcement. His law enforcement career includes experience working for the Orange County Sheriff's Department, the West Covina Police Department, the El Dorado County Sheriff's Office, the Orange County District Attorney's Office Bureau of Investigation, 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.

**KC Haase**  
Academy Commander

KC Haase started working for POST in February 2021 after over 20 years of law enforcement experience. His law enforcement career includes working for the Sacramento County Sheriff's Department, Elk Grove Police Department and the Department of Defense. KC has been a Federal Investigator, Detective, SWAT Operator, Field Training Officer, Police Officer, Deputy Sheriff, Firearms Instructor and Defensive Tactics Instructor. He promoted to Academy Commander in December of 2021.

**Leighton Barbin**  
Training Specialist

Leighton began working for POST in August of 2021 after over 8 years of law enforcement experience where he worked in patrol and investigations. Leighton began his career with the Charleston Police Department in South Carolina as a patrol officer. Leighton then worked for the Issaquah Police Department in Washington State and was promoted to corporal in 2021. During his tenure with Issaquah PD Leighton was an FTO, Major Crimes Detective, and member of the Secret Service Electronic Crimes Taskforce.

**Dan Nolan**  
Training Specialist

Dan started working for POST in January of 2022. Dan is a veteran of the US Army and a graduate of the FBI National Academy. Dan completed 27 years in Law Enforcement, 19 years as a Sergeant. Dan was a Firearms Instructor, Defensive Tactics Instructor, Chemical Agents Instructor, Use of Force Analyst, and SWAT Team Leader.

**Vacant**  
Training Specialist

**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. Kayla transferred to the Training Division in 2021 after serving 3 years in the Standards Division.

## New Hires in FY22

- Leighton Barbin, Training Specialist
- Dan Nolan, Training Specialist

## Promotions in FY22

- KC Haase, Academy Commander

## Retirements in FY22

- Tina Baldassare, Business Process Analyst

## Departures in FY22

- Richard Moore, Training Specialist
- Warren Turner, Training Specialist
- Katelyn Morse, Administrative Assistant

# Contact Us

## Commission on Peace Officer Standards and Training

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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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Training Specialist, Dan Nolan	ext 3304	dnolan@post.state.nv.us
Administrative Assistant, Kayla Parsley	ext 3310	kparsley@post.state.nv.us

# Fiscal Year 2022 Accomplishments

## Statistical Achievements

- Nevada Criminal Justice Agencies: 139
- Nevada Active Peace Officers: 10,508
- Nevada Basic Training Academies: 28
- Training Providers (POST certified courses): 55
  
- Criminal Justice Agency Audits Conducted: 53
- Academy Audits Conducted: 25
- Course Audits Conducted: 121
- Courses Certified: 152
- Certification Exams Administered: 592
- Revoked or Suspended Basic Certificates: 5
  
- Basic Certificates Issued: 746
- Intermediate Certificates Issued: 383
- Advanced Certificates Issued: 368
- Supervisor Certificates Issued: 183
- Management Certificates Issued: 5
- Executive Certificates Issued: 5
  
- E-learning Courses on nvelearn.nv.gov website: 52
- E-learning Students enrolled: 1,995
- E-learning FY17 Training Hours: 19,152
- Professional Development Classroom Students: 91
- Professional Development Classroom Training Hours: 5,072
  
- POST Academy Graduates:
  - Category I officers: 51
  - Category II officers: 8
  - Category III officers: 0
  - Reserve officers: 12
  
- POST Academy Training Hours:
  - Category I training hours: 33,345
  - Category II training hours: 2,925
  - Category III training hours: 0
  - Reserve training hours: 1,440

# Fiscal Year 2022 Accomplishments

- Academy class 2021-02 graduated November 10, 2021 with 29 graduates which included 26 CAT I and 3 CAT II
- Academy class 2022-01 graduated May 19, 2022 with 30 graduates which included 25 CAT I and 5 CAT II
- **Adoption of R167-20, R168-20, and R177-20 (effective 11/8/2021)**
  - R167-20 – Amend NAC289.110(1)(d) to require a person appointed to perform the duties of a peace officer to have: 1) Graduated from High School 2) Passed the General Educational Development Test or another high school equivalency assessment approved the State Board of Education; or 3) Passed a high school equivalency assessment approved by an appropriate authority in another state;
  - R168-20 – RECIPROCITY REQUIREMENT UPDATE Amend NAC289.200 (4)(b) to additionally require a peace officer to pass the state physical fitness examination no sooner than 30 days before the date on which the peace officer was hired and not later than 16 weeks after (1) date on which the officer was hired; or (2) If the officer is a reserve officer, the date of activation of his or her reserve status
  - R177-20 – Amend NAC289.140 to add the Advanced Roadside Impaired Driving Enforcement course approved by the National Highway Traffic Safety Administration to the basic course for a peace officer in training category I.
- **Great Basin College**

We welcomed Great Basin College as another institution that graduates can be awarded credits towards a criminal justice degree for their POST Basic Certificate. GCB offers the ability to earn a few credits, up to a 2 or 4-year degree. Nevada POST awards Intermediate and Advanced Certificates on a scale of utilizing a combination of experience, education, and POST certified training hours.
- **IADLEST Research Study (January 2021)**

POST participated beginning in January of 2022 in a nationwide research study of academy training methods. In conjunction with US Dept. of Justice and the International Association of Directors of Law Enforcement Standards and Training (IADLEST), Nevada POST Academy Class 2022-01 will participate in the Academy Innovations research project. Nevada POST was honored to be chosen as one of only 6 academies in the US to participate in the study. The study is designed to evaluate the efficacy of integrative curriculum design, which involves arranging courses around common themes and reinforces knowledge from different but related subject matter areas. Using Communication Skills as the foundational theme, the study will integrate those skills into Vehicle Stops and Response to Persons in Crisis training over a 16-week period. Once the results are compiled and published, POST will share this information with all Nevada agencies.



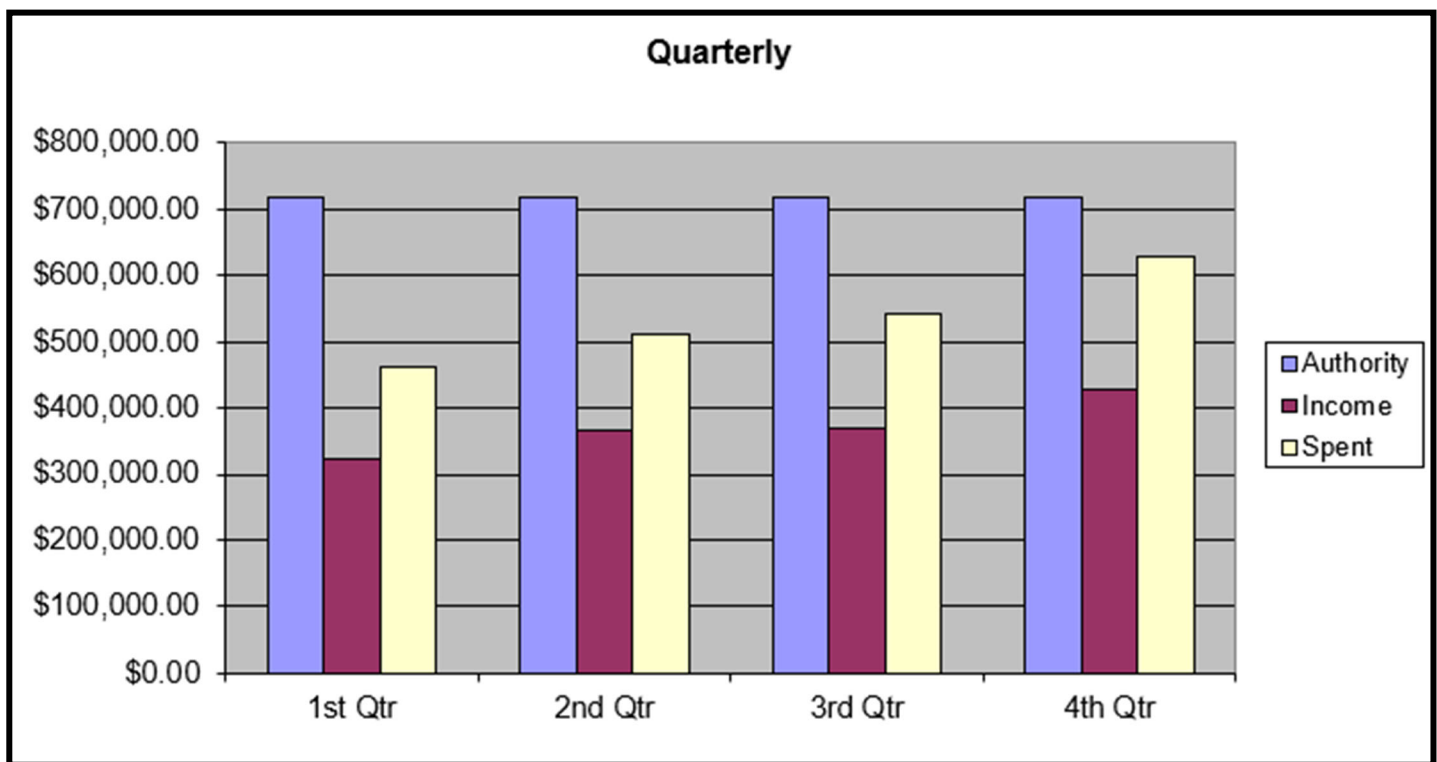
# Fiscal Year 2022 Accomplishments

- In January of 2022, Nevada POST was awarded a Federal grant of \$97,000 to purchase an Apex Officer Virtual Training System and some additional cardio fitness equipment for use in the basic academy. In conjunction with this purchase, POST was also funded to develop an 8-hour Use of Force/De-Escalation update course. POST's intent is to conduct multiple training sessions at our facility in Carson City and to also take the training to outlying counties and regions throughout the State at no cost to participating agencies. POST will continue to develop and implement this training throughout the remainder of 2022 and into future years.
- POST concluded work on another Federal grant of \$29,000 awarded by the Nevada Sentencing Commission in furtherance of AB 236. Section 104 of this bill requires POST to develop and implement, **subject to available funding**, a behavioral health field response grant program to allow law enforcement and behavioral health professionals to safely respond to crises involving persons with behavioral health issues. POST utilized this funding to develop the internal structure and parameters for reviewing, awarding and managing these grants, when they become available.

# Financial Report FY22

## Funding Overview

POST uses a fee based budget, which means that we start the year at \$0 dollars and receive our income from court assessments throughout the year. We must build or 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 fell 25% below authorization. Below is a break down by quarter for the fiscal year.



The first quarter income reflects \$618,822.00 carried over from the previous fiscal year. \$0 in court assessment was received in the first month of the last fiscal year. POST also receives money after the end of the fiscal year. The income of the last quarter of each fiscal year has been historically higher than the others. This year we received over \$244,173 in court assessments in June-July, a significant reduction as opposed to previous years.

# Financial Report FY22

## Revenue FY-22

Revenue	Authority	Income	Difference	% Received
Balance forward	\$618,822.00	\$618,822.00	\$0.00	100.00%
Advance	\$0.00	\$0.00	\$0.00	0.00%
Registration	\$35,729.00	\$51,056.00	(\$15,327.00)	142.90%
Court Assessment	\$2,179,783.00	\$1,434,874.74	\$744,908.26	65.83%
Miscellaneous	\$233.00	\$167.32	\$65.68	71.81%
Reimbursement	\$0.00	\$0.00	\$0.00	0.00%
Grant	\$0.00	\$0.00	\$0.00	0.00%
Prior year refund	\$0.00	\$0.00	\$0.00	0.00%
<b>TOTAL</b>	<b>\$2,834,567.00</b>	<b>\$2,104,920.06</b>	<b>\$729,646.94</b>	<b>74.26%</b>

## Expenditures FY-22

Description	Authority	Expended	Difference	% Spent
Personnel	\$1,522,696.00	\$1,382,159.48	\$140,536.52	90.77%
Out-of-state	\$2,334.00	\$3,920.14	(\$1,586.14)	167.96%
In-state	\$18,127.00	\$15,327.64	\$2,799.36	84.56%
Operation	\$498,149.00	\$502,408.80	(\$4,259.80)	100.86%
Equipment	\$12,518.00	\$8,453.22	\$4,064.78	67.53%
Instructor	\$9,533.00	\$8,651.44	\$881.56	90.75%
Role Player	\$3,640.00	\$3,640.00	\$0.00	100.00%
Commission	\$2,905.00	\$2,154.86	\$750.14	74.18%
Cadet Education	\$0.00	\$0.00	\$0.00	#DIV/0!
Grant	\$20,282.00	\$19,956.94	\$325.06	98.40%
DoIT	\$81,104.00	\$30,633.25	\$50,470.75	37.77%
Staff uniform	\$5,716.00	\$5,715.13	\$0.87	99.98%
Training	\$0.00	\$0.00	\$0.00	#DIV/0!
Utilities	\$1,124.00	\$1,015.06	\$108.94	90.31%
Admin Services	\$44,039.00	\$44,039.00	\$0.00	100.00%
Reserve	\$527,921.00	\$0.00	\$527,921.00	0.00%
Purchasing	\$908.00	\$908.00	\$0.00	100.00%
State wide	\$44,192.00	\$44,192.00	\$0.00	100.00%
AG	\$71,604.00	\$71,604.00	\$0.00	100.00%
<b>Total</b>	<b>\$2,866,792.00</b>	<b>\$2,144,778.96</b>	<b>\$722,013.04</b>	<b>74.81%</b>

## New Commissioner in FY22

- Robert Straube, Assistant Chief of City of Las Vegas Department of Public Safety
- Jamie Prosser, Deputy Chief of Las Vegas Metropolitan Police Department
- Tiffany Young, Community Member

## Retirements in FY22

- Kelly McMahill, Deputy Chief of Las Vegas Metropolitan Police Department
- Rhonda Adams, Deputy Director of City of Las Vegas Department of Public Safety

# The POST Commission

**Governor**

Steve Sisolak

Chairman

**Jason Soto**

Chief

Reno Police Department

Commissioner

**Michael Allen**

Sheriff

Humboldt County

Sheriff's Office

Commissioner

**Jamie Prosser**

Deputy Chief

Las Vegas Metropolitan

Police Department

Commissioner

**Tiffany Young**

Community Member

Assembly Appointed

Commissioner

**Timothy Shea**

Chief

Boulder City Police

Department

Commissioner

**Ty Trouten**

Chief

Elko Police Department

Commissioner

**Kevin McKinney**

Chief

Carlin Police Department

Commissioner

**George Togliatti**

Director

Nevada Department of

Public Safety

Commissioner

**Robert Straube**

Assistant Chief

City of Las Vegas Department  
of Public Safety

Commissioner

**Russ Niel**

Deputy Chief

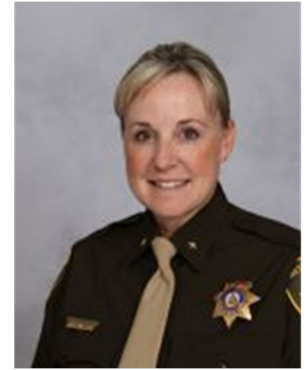
Nevada Gaming  
Control Board



SHERIFF ALLEN



CHIEF SOTO  
CHAIRMAN



DEPUTY CHIEF  
PROSSER



CHIEF SHEA



CHIEF TROUTEN



CHIEF MCKINNEY



TIFFANY YOUNG



DIRECTOR TOGLIATTI



ASSISTANT CHIEF  
STRAUBE



DEPUTY CHIEF NIEL

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