

The Commission on Peace Officer Standards & Training



Annual Report

July 1, 2017 - June 30, 2018

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 2018 was a year of changes and updating POST standards and training regulations. POST provides the impetus to increase the professionalism, ethics, integrity and education of all peace officers in Nevada. Along those lines, the POST Commission completed the rule-changing process related to the training and certification of each category. Category I now includes all category training, and as such a peace officer who attends a Category I basic academy will now receive all training subjects for each category. A category II officer will receive both Category II and Category III mandated training. This change, in effect, creates a hierarchy with Category I being the highest level of training and certification. This change allows for a Category I and Category II officer to be trained both in enforcement and custody/detention, allowing an agency flexibility when assigning that officer.

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. The basic academy, looking at recent studies and with our own observations, has begun to increase the discipline, structure and stress of the basic academy. Studies are showing that today's students lack the ability or have little experience in making decisions under stress that are moral, ethical and legal. Clearly today's society expects peace officers who can make the right decisions, 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.

The POST basic training program, along with the basic training academy certification, completed a review process with the Rio Salado College, a Maricopa County Community College in Tempe, Arizona. As a result, all basic training programs in Nevada that are certified by POST and provide a minimum of 560 hours (all academies certified by POST meet the hour requirement) are now accredited and those who attend are eligible to receive 39 units of college credits. These credits can be used towards a degree. As the college is an accredited college, the units can also be used toward Intermediate and Advanced POST certificates. Most importantly, this helps to advance the POST Commission's desire to encourage formal education for our peace officers.

The Training Division continues the process of updating and revamping both the Management Training Program and the Supervisor Training Program. We also rolled out a Basic Investigator course, with the intent of creating a vocational training track for assignments within our law enforcement agencies.

In terms of standards, POST was tasked in the last legislative session to create a training program for law enforcement dispatchers. This legislation essentially puts dispatchers under the POST umbrella, in a voluntary program. The training has been completed and once technical issues are worked through, will be available online at no charge to agencies.

Audits continue to help agencies improve in the area of record keeping and compliance. All active certified academies were inspected this year. With yearly inspections we are seeing less and less confusion and an improvement of record-keeping related to compliance.

Finally, at the end of the fiscal year we received approval to add a contracted position to our Training Division. This position is designed to inject some Nevada policing expertise into our basic training program. It gives us the ability to contract with a person who has current and up to date expertise as a peace officer here in Nevada. We are excited and believe this will be a great addition to our basic training program as we enter the new fiscal year.



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, 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 16 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.

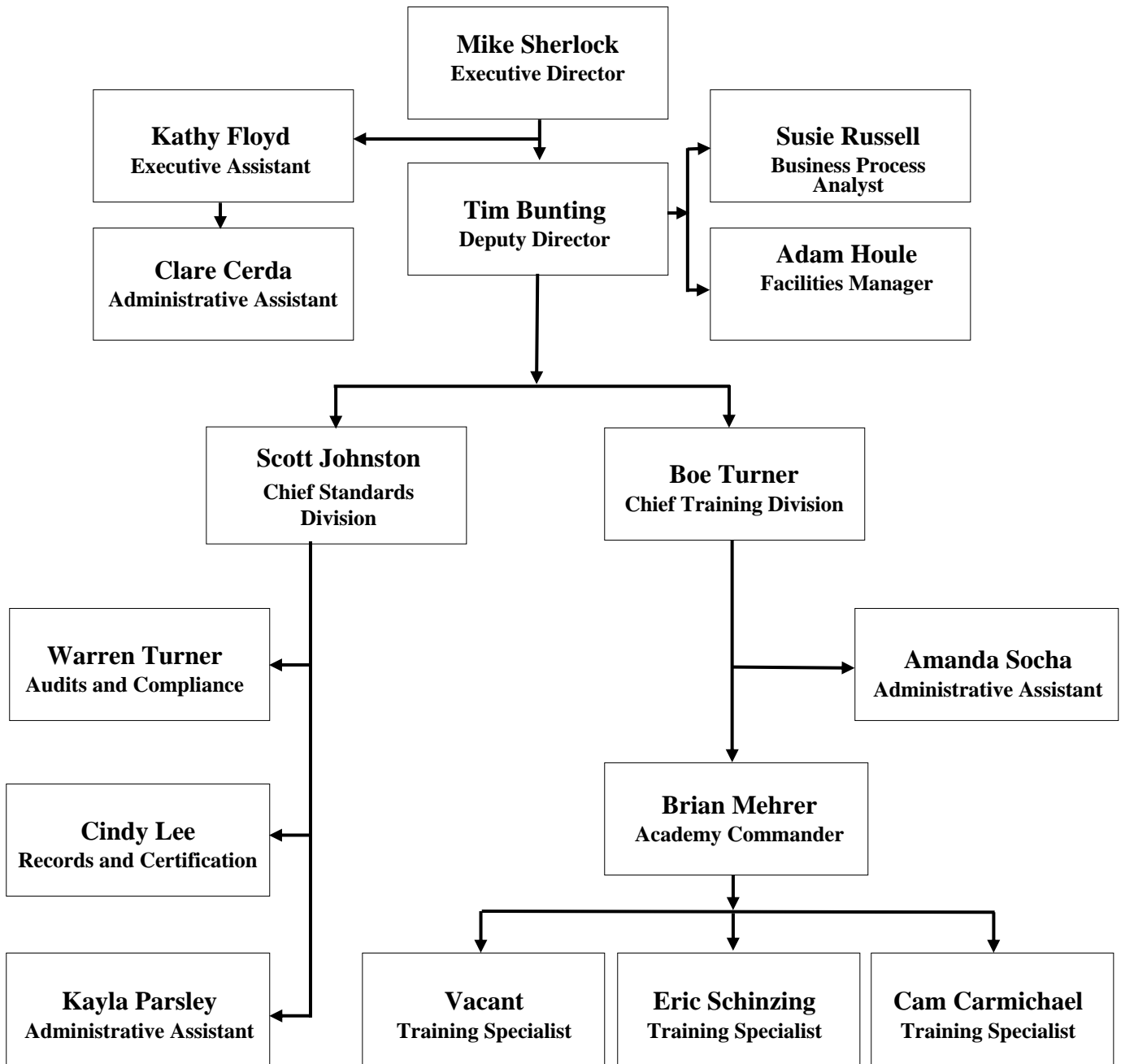
Standards Division

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. Adams 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.

Brian Mehrer
Academy Commander

Brian started at POST in October of 2015. He has a B.A. degree in Psychology and a M.Ed. degree in Counseling and Human Services. Brian has held numerous positions in law enforcement and education including working for the Douglas County School District for 28 years, as well as Douglas County Sheriff's Office. He served in various positions including counseling, Dean of Students, Athletic Director and Physical Education Instructor. Brian also taught as an adjunct professor for Western Nevada College for 17 years. In his 17 years with the Sheriff's department, he served as a Reserve Sergeant and was awarded Reserve Deputy of the Year twice and was awarded the Life Saving Medal of Honor.

Vacant
Training Specialist

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.

Cam Carmichael
Training Specialist

Cam started at POST in February of 2017. He served over 29 years in California law enforcement. Cam began his career in San Diego County, retired as a Sergeant with South Lake Tahoe police department. While in South Lake Tahoe he held team leader positions in Special Weapons and Tactics team, Crisis Negotiation Team, and Bike Patrol. He possesses a Bachelor of Science degree from San Diego State and a Master of Science degree from Amberton 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 Bachelors Degree in Business Administration and brings a wealth of marketing and business experience.

New Hires in FY18

- Adam Houle, Facility Supervisor
- Susie Russell, Business Process Analyst
- Clare Cerda, Administrative Assistant

Promotions in FY18

- Kayla Parsley, Administrative Assistant

Retirements and Departed employees in FY18

- Andy Borkowski
- Doyle Smith
- Shirley Micallef

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Fiscal Year 2018 Accomplishments

Statistical Achievements

- Nevada Criminal Justice Agencies: 136
- Nevada Active Peace Officers: 11,055
- Nevada Basic Training Academies: 28
- Training Providers (POST certified courses): 120

- Criminal Justice Agency Audits Conducted: 24
- Academy Audits Conducted: 19
- Course Audits Conducted: 1
- Courses Certified: 232
- Certification Exams Administered: 1260
- Revoked or Suspended Basic Certificates: 4

- Basic Certificates Issued: 1134
- Intermediate Certificates Issued: 360
- Advanced Certificates Issued: 313
- Supervisor Certificates Issued: 130
- Management Certificates Issued: 15
- Executive Certificates Issued: 8

- E-learning Courses on nvelearn.nv.gov website: 50
- E-learning Students enrolled: 3284
- E-learning FY18 Training Hours: 19704
- Professional Development Classroom Students: 131
- Professional Development Classroom Training Hours: 6056

- POST Academy Graduates:
 - Category I officers: 44
 - Category II officers: 3
 - Category III officers: 0
 - Reserve officers: 8

- POST Academy Training Hours:
 - Category I training hours: 28589
 - Category II training hours: 1148
 - Category III training hours: 0
 - Reserve training hours: 960

Fiscal Year 2018 Accomplishments

- Academy class 2017-02 graduated November 10, 2017 with 19 graduates which included 18 CAT I and 1 CAT II
- Academy class 2018-01 graduated May 18, 2018 with 28 graduates which included 26 CAT I and 2 CAT II
- Entered into a program with Rio Salado College, a Maricopa County Community College in Tempe, Arizona, which has announced its Credit by Examination program in Law Enforcement Technology. This program is for individuals who are interested in receiving college credits for graduating from one of the NV POST certified category I (minimum 560 hrs. since January 2017) basic academies.
- Created regulation which integrates Categories I, II, III and reserve basic training standards so a peace officer successfully completing a basic training course for one category will also be certified in each category below category of the basic training course he successfully completed. This will make it possible for a peace officer attending one academy to become certified in multiple training categories covering a broader scope of job tasks. For example, a peace officer who successfully completes a Category I basic training course will also be certified in Category II and Category III minimum training standards
- Established a Instructor/Subject Matter expert position within the agency. This position allows POST to hire newly retired peace officers to assist with the instruction during the academy

Commission Retirement



Douglas County Sheriff Ron Pierini retired May 16 as the POST Commission Chairman. Sheriff Pierini was a member of the POST Commission starting in 2002 and became the Commission Chairman in 2006. Sheriff Pierini's support of POST over the years has been instrumental in the implementation of the increased standards and training regulations in Nevada.

Ron Pierini was the 2018 Graduation Ceremony keynote speaker for Academy 2018-01

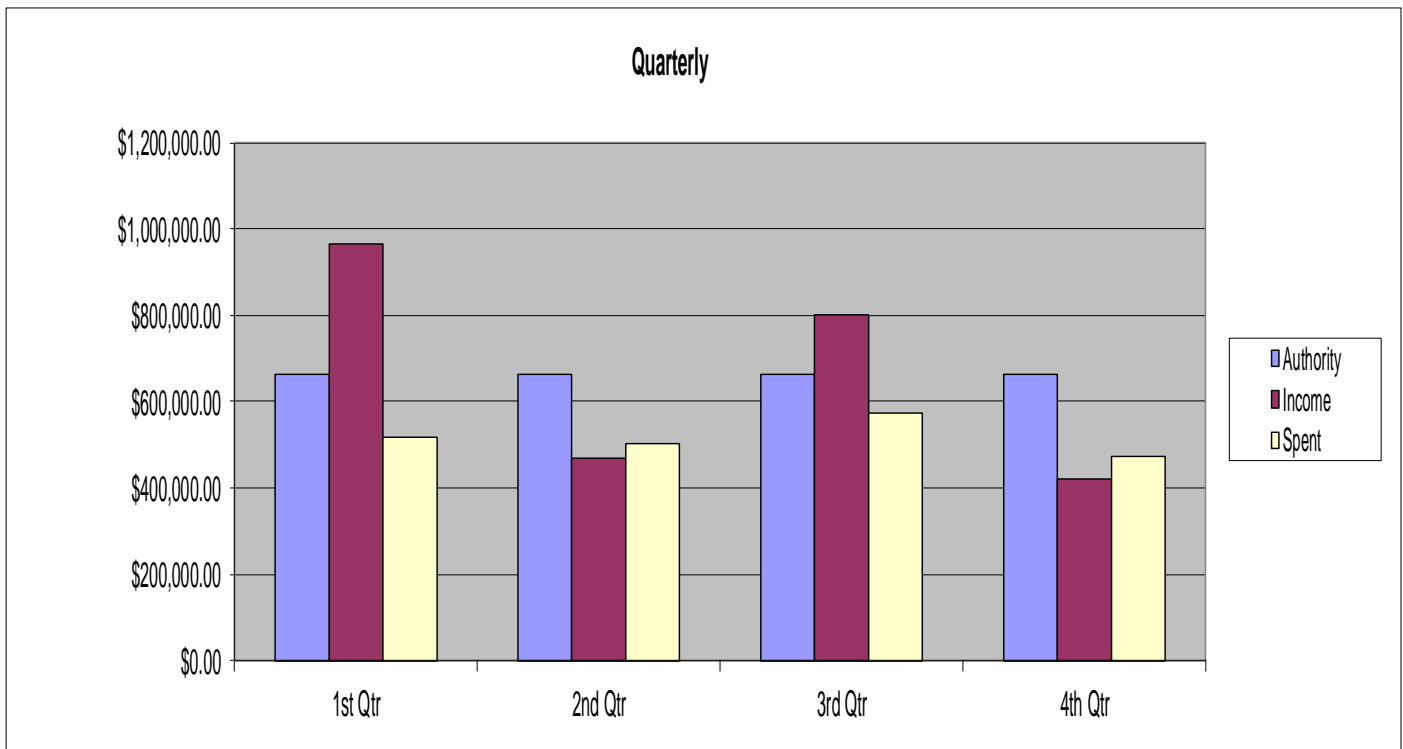


Governor Sandoval Proclaimed May 16, 2018, as Ron Pierini Day. He noted that through Pierini's unwavering commitment to public safety and leadership, he helped shape the training and standards of Nevada law enforcement officers today and into the future.

Financial Report FY18

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 \$625,216.00 carried over from the previous fiscal year. \$0 in court assessment was received in the first month of the last fiscal year. For the first time in 12 years, POST reached authority.

Financial Report FY18

Revenue FY-18

Revenue	Authority	Income	Difference	% Received
Balance forward	\$625,216.00	\$625,216.00	\$0.00	100.00%
Advance	\$0.00	\$0.00	\$0.00	\$0.00
Registration	\$27,775.00	\$35,767.00	-\$7,992.00	128.77%
Court Assessment	\$1,993,261.00	\$1,993,261.00	\$0.00	100%
Miscellaneous	\$708.00	\$597.38	\$110.62	84.38%
Reimbursement	\$1,000.00	\$0.00	\$1,000.00	0.00%
Grant	\$0.00	\$0.00	\$0.00	0.00%
Prior year refund	\$136.00			
TOTAL	\$2,648,096.00	\$2,654,841.38	-\$6,881.38	100.25%

Expenditures FY-18

Description	Authority	Expended	Difference	% Spent
Personnel	\$1,398,225.00	\$1,309,374.52	\$88,880.48	93.64%
Out-of-state	\$9,563.00	\$7,779.78	\$1,783.22	81.35%
In-state	\$13,337.00	\$12,196.04	\$1,140.96	91.45%
Operation	\$512,187.00	\$512,183.05	\$3.95	100.00%
Equipment	\$17,482.00	\$8,799.60	\$8,682.40	50.34%
Instructor	\$10,356.00	\$9,505.75	\$850.25	91.79%
Role Player	\$3,640.00	\$3,640.00	\$0.00	100.00%
Commission	\$5,319.00	\$3,952.68	\$1,366.32	74.31%
Cadet Education	\$1,000.00	\$0.00	\$1,000.00	0.00%
Grant	\$0.00	\$0.00	\$0.00	0.00%
EITS	\$73,615.00	\$67,918.17	\$5,696.83	92.26%
Staff uniform	\$5,628.00	\$5,524.46	\$103.54	98.16%
Training	\$0.00	\$0.00	\$0.00	0.00%
Utilities	\$1,395.00	\$1,314.65	\$80.35	94.24%
Admin Services	\$37,570.00	\$37,570.00	\$0.00	100.00%
Reserve	\$474,855.00	\$0.00	\$474,855.00	0.00%
Purchasing	\$383.00	\$383.00	\$0.00	100.00%
State wide	\$45,069.00	\$45,069.00	\$0.00	100.00%
AG	\$38,442.00	\$38,442.00	\$0.00	100.00%
Total	\$2,648,096.00	\$2,063,652.70	\$584,443.30	77.93%

The POST Commission

Governor
Brian Sandoval

Chairman
Troy Tanner
Chief
Mequite Police Department

Commissioner
Michael Allen
Sheriff
Humboldt County
Sheriff's Office

Commissioner
John McGrath
Deputy Chief
Las Vegas Metropolitan
Police Department

Commissioner
Jason Soto
Chief
Reno Police Department

Commissioner
Ben Reed Jr.
Chief
Elko Police Department

Commissioner
Kevin McKinney
Lieutenant
Elko County
Sheriff's Office

Commissioner
James Wright
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
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The POST Commissioners



SHERIFF ALLEN



CHIEF TANNER
CHAIRMAN



DEPUTY CHIEF
MCGRATH



CHIEF SOTO



CHIEF REED



LIEUTENANT
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DIRECTOR WRIGHT



CHIEF FREEMAN



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