

The Commission on Peace Officers' Standards & Training



Annual Report

July 1, 2013 - June 30, 2014

The Nevada Commission on Peace Officers' 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

During the County Sheriff Primary Election races, there were some heated debates, and of course the usual mudslinging. What I was impressed with were the numerous attempts by the various candidates to improve their professional image and credibility, by declaring their POST Certification accomplishments. In some cases, they drew attention to the fact that their opponent had little or no POST certification(s), hence they lacked the qualifications to hold the office.

It is both humbling and inspiring to be reminded that the POST Commission sets the standard of professionalism by which all Peace Officer's are measured i.e. if you really need to assert your professionalism and credibility to run for the CEO position of a law enforcement agency, than your POST Certification level is your verification.

Our mission is not only important, it is vital. Good peace officers become better with quality training and bad peace officers are removed for not maintaining the high standards set by the Commission.

To successfully accomplish our mission, we must be appropriately funded. Over the past 6 years, POST funding has steadily declined causing severe cut backs in personnel training, time and resources. We hope to correct these deficiencies this next biennium. We are preparing to submit our 15-16 budget to the Department of Administration, Budget Office. Fortunately, the Nevada Sheriff's and Chiefs Association delivered a letter to Governor Sandoval requesting his support for the POST 2015-2016 Biennium Budget and we believe this will go a long way in guaranteeing an appropriate budget this next biennium.

Thank you to the Nevada Sheriff's and Chiefs Association and all the Criminal Justice Agencies who have consistently supported us with both personnel and resources.

In closing, on a personal note, I want to say Thank You for 21 great years as the Executive Director of the Nevada Commission on Peace Officer's Standards and Training. This has been the opportunity of a lifetime, to enjoy the company of great leaders and dedicated professionals. We have shared many ups and downs and fought the good fight to improve professional standards and quality training for Nevada peace officers.

Now it is time for me to pursue new challenges. So with a sense of sadness mixed with excitement for the adventures that lay ahead, I bid you all farewell.

Sincerely,

A handwritten signature in black ink, appearing to read "Richard P. Clark". The signature is fluid and cursive, with a large initial "R" and "C".

Richard P. Clark
Executive Director, Commission on POST

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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 Officers' Standards and Training (POST). The Commissioners were appointed by the governor and the Commission 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, 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 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 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.



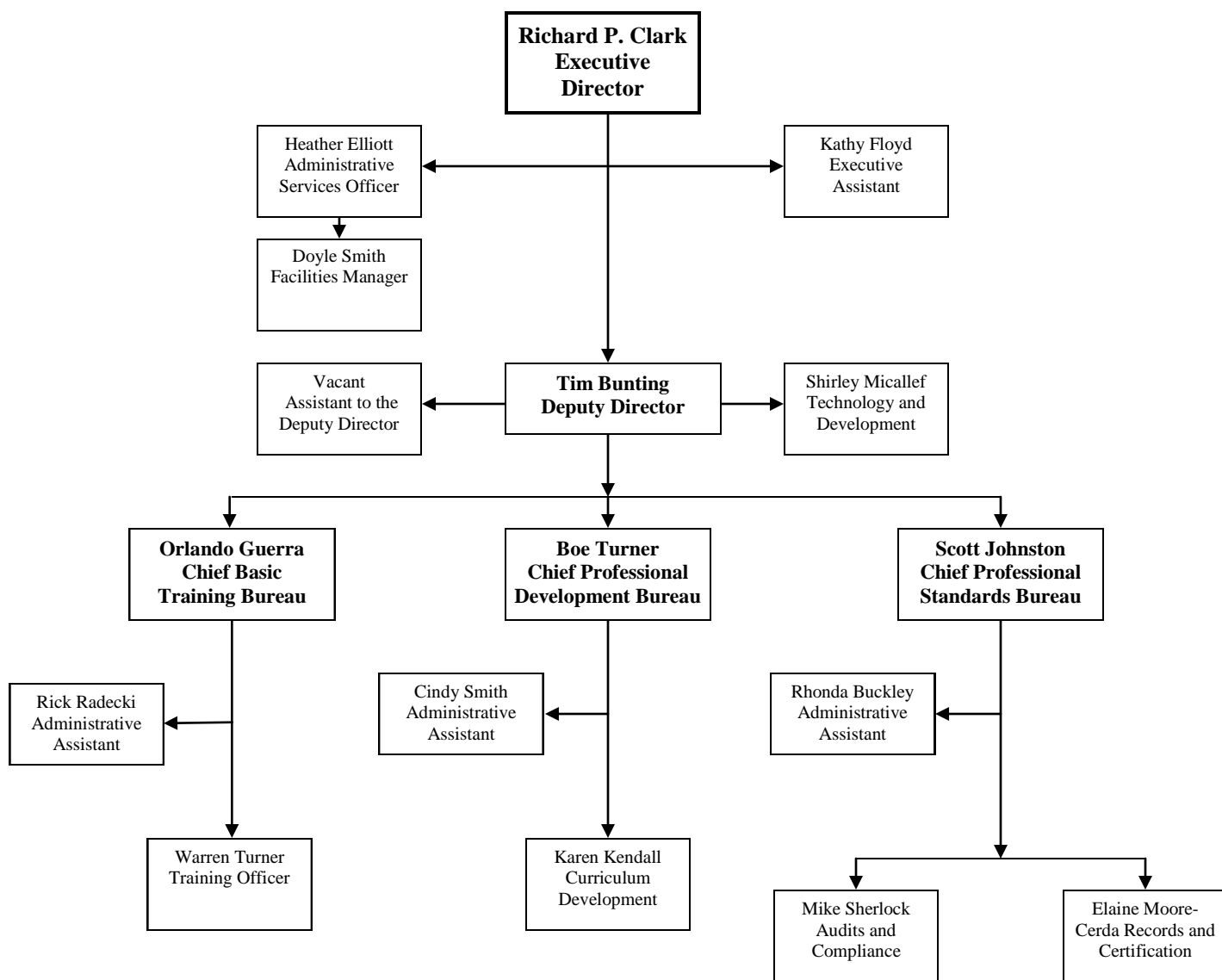
POST Overview

The Nevada Commission on Peace Officers' 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 that 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 four functions consisting of Administration, Professional Standards Bureau, Professional Development Bureau, and the Basic Training Bureau.



Staff Organization



POST Staff

Administration

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 bureaus within the agency.



Richard P. Clark,
Executive Director



Tim Bunting,
Deputy Director



Kathy Floyd,
Executive Assistant



Shirley Micallef,
Technology and Development



Heather Elliott,
Administrative Services Officer



Doyle Smith,
Facilities Manager

POST Staff

Professional Standards Bureau

The Professional Standards Bureau 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 bureau 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 administers the state examination, tracks the 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. Audits of all criminal justice agencies, basic training academies, and individual courses are randomly conducted to verify quality and compliance with requirements.



Scott Johnston, Chief,
Professional Standards
Bureau



Mike Sherlock,
Audits and Compliance



Rhonda Buckley,
Administrative Assistant



Elaine Moore-Cerda,
Records and Certification

POST Staff

Professional Development Bureau

The Professional Development Bureau's primary mission is to provide the means of raising the professionalism and overall knowledge of law enforcement officers beyond the basic standards and requirements. This bureau develops objectives and delivers professional training that is offered online as well as through traditional classroom methods. In addition to developing and delivering training, the staff is also charged with reviewing and approving applications and class materials from other training providers seeking POST course certification. The bureau's responsibilities also 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 Advanced, Intermediate, Supervisor, Management, or Executive certification.



Boe Turner, Chief
Professional Development
Bureau



Cindy Smith,
Administrative Assistant



Karen Kendall,
Curriculum Development

POST Staff

Basic Training Bureau

The Basic Training Bureau conducts two basic law enforcement classes each fiscal year for Category I and II 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 bureau 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.



Orlando Guerra, Chief
Basic Training Bureau



Rick Radecki,
Administrative Assistant



Warren Turner,
Training Officer

Fiscal Year 2014 Accomplishments

Statistical Achievements

- Nevada Criminal Justice Agencies: 139
- Nevada Peace Officers: 17,541
- Nevada Basic Training Academies: 20
- Training Providers (POST certified courses): 222

- Criminal Justice Agency Audits Conducted: 10
- Academy Audits Conducted: 4
- Professional Courses Certified: 1,099
- E-learning Courses on nvelearn.nv.gov website: 48
- State Certification Exams Administered: 680
- Personnel Action Reports processed: 3,408
- Revoked or Suspended Basic Certificates: 8

- Basic Certificates Issued: 820
- Intermediate Certificates Issued: 393
- Advanced Certificates Issued: 320
- Supervisor Certificates Issued: 84
- Management Certificates Issued: 8
- Executive Certificates Issued: 7

- E-learning Students: 1,140
- E-learning Training Hours: 8,994
- Professional Development Classroom Students: 264
- Professional Development Classroom Training Hours: 11,066

- POST Academy Graduates: 52
 - Category I officers: 46
 - Category II officers: 6
- POST Academy Training Hours: 30,128
 - Category I training hours: 28,164
 - Category II training hours: 1,964

Fiscal Year 2014 Accomplishments

Regulation Revisions

NAC 289.230

Revised the annual compliance training required to maintain a basic or reserve certificate.

- ◆ Changed the 24 hour training requirement to 12 hours of agency in-service training. The 12 hour requirement is in addition to demonstrating proficiency of the five critical skills (biannual firearms, arrest control/defensive tactics, less lethal weapons, use of force policy review). Prescribed by the agency, the 12 hours of annual training may include subjects such as legal issues, policies and procedures of the agency, driving, first aid, cardiopulmonary resuscitation, blood-borne pathogens, etc.;
- ◆ Removed the requirement that the Executive Director of POST must approve the 12 hours of training provided by a law enforcement agency;
- ◆ Changed the due date for agencies to report their officers' annual compliance from before January 31st following the year in which training was required to on or before December 31st of the year in which the training is required; and
- ◆ Changed the course topic title of "defensive tactics" to "arrest and control tactics."
- ◆ When an officer is suspended for non-compliance with the annual training requirements, the POST Executive Director may temporarily re-instate the officers' certification once proof of compliance is shown and the officer may then return to full duty. The Commission, at the next available Commission Meeting may then permanently reinstate the certification of the officer.

NAC 289.240 and NAC 289.250

The requirements for an officer to be awarded with Intermediate and Advanced Certification were revised to recognize and credit career longevity, professional training hours, and higher education achievements.

NAC 289.280

This NAC was repealed. Instructor Certificates are no longer issued.

NAC 289.290

This NAC was revised to allow the Commission to suspend or revoke a basic certificate in cases of criminal charges, and during a plea bargain, the officer enters into a guilty plea agreement to a gross misdemeanor or felony, and the Judgment of Conviction is deferred.

NAC 289.310

Revised to require providers of POST certified courses to maintain on file, subject to inspection. course documents as specified. Course providers must issue certificates of completion to all officers who successfully complete the course of training and each certificate must contain the POST course certification number, the name of the course, course hours, and the course date.

Fiscal Year 2014 Accomplishments

Enhancements and Advancements

➤ **Additional Electronic Forms for Agency Submission**

Throughout FY 2014, POST stepped-up it's plans involving the streamlining and improvement of the services provided for Nevada's law enforcement community. For the past year, POST continued to aggressively embrace computer and networking technology. In addition to the electronic forms previously developed that allowed agencies to submit information to POST regarding personnel changes, officer training, and course certification, new forms have been added to facilitate the processing of new employment records as well as basic and professional certification. This implementation of direct information collection and application processing has streamlined the procedures and has proven to be expedient, efficient, and beneficial to the law enforcement agencies and POST; realizing a marked improvement in maintaining accurate officer and training information.

➤ **Basic Training Performance Objectives Updated**

All of the basic training performance objectives for Category I, Category II, Category III, and Reserve officers were reviewed and updated to incorporate the most recent changes in Nevada law and law enforcement techniques.

➤ **All State Certification Examinations Available Online**

In conjunction with updating the training objectives, the state certification examinations for all officer categories were also updated. In keeping with POST's goal of improving procedures, the newly updated examinations are available online. Each exam is now easily scheduled by an academy, taken at a convenient time at their location anywhere in the state, the exam results immediately displayed to the officer upon completion, and the certificate of completion made available after successfully passing the exam.

➤ **Additional Online Professional Courses Offered**

Nevada POST continues to provide quality service to the law enforcement community even in these tough economic times by continuing to provide innovative online training. By taking advantage of today's technology to reach out to agency personnel, POST continues to offer POST certified, professional courses that can be easily taken as another way to help Nevada's peace officers enhance their skills as many agencies have had to reduce their training budgets. An officer may use the successful completion of any of these courses toward his achievement of obtaining POST Professional Certification. In addition, an online Reciprocity Academy is also available for out of state certified peace officers to become prequalified before seeking employment in Nevada or if hired, the officer can be easily trained and qualify to take the state certification examination.

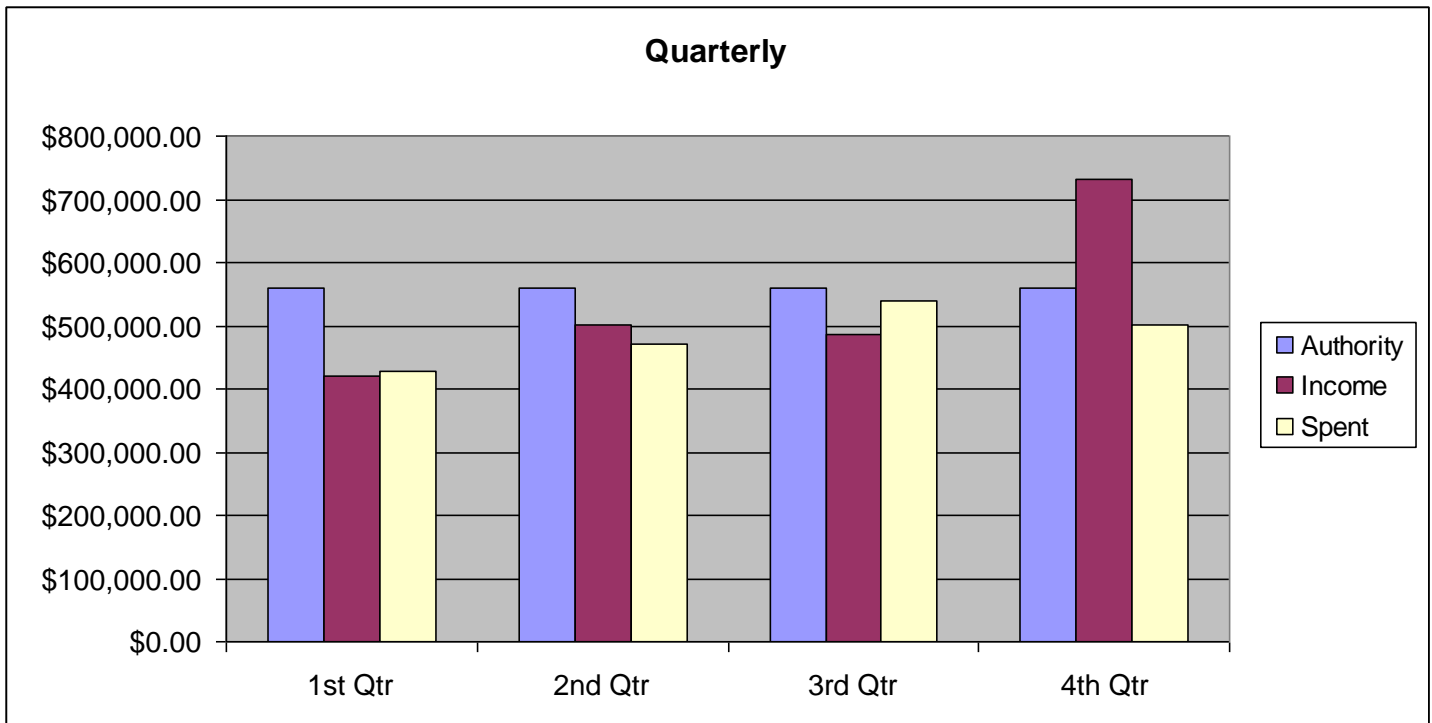
➤ **Wireless Network Implemented**

Leveraging the latest in wireless technology, POST was able to secure additional funding to install a wireless network that is independent from the state's proprietary network backbone. This new capability has provided students and cadets access to the internet using their own devices; which has improved the ability to deliver training in an effective manner and has tremendously enhanced POST's learning environment.

Financial Report FY14

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 carry forward money into the budget to give us operating funds at the beginning of each fiscal year. We also must borrow money from the general fund to make it through the first month or so of the fiscal year. In the last fiscal year, income was unreliable resulting in a reduction in training hours, equipment purchases and staff training. Below is a break down by quarter for the fiscal year.



	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Annual Total
Authority	\$560,159.50	\$560,159.50	\$560,159.50	\$560,159.50	\$2,240,638.00
Income	\$421,441.85	\$500,515.24	\$486,910.50	\$732,718.35	\$2,141,585.94
Spent	\$427,356.36	\$469,963.26	\$539,771.73	\$501,845.55	\$1,938,936.90
% rec	0.75	0.89	0.87	1.31	0.96
% spent	0.76	0.84	0.96	0.90	0.87

The first quarter income reflects \$44,444 carried over from the previous fiscal year and \$153,584 loan from the general fund that was paid back in the 4th quarter. \$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 then the others. This year we received \$333,881 in court assessments in June-July.

Financial Report FY14

Revenue FY-14

	Revenue	Authority	Income	Difference	% Received
47	Balance forward	\$44,444.00	\$44,444.00	\$0.00	100.00%
42	Advance	\$0.00	\$0.00	\$0.00	#DIV/0!
3700	Registration	\$30,962.00	\$30,962.00	\$0.00	100.00%
3701	Testing	\$1,800.00	\$1,325.00	\$475.00	73.61%
3749	Court Assessment	\$2,134,671.00	\$2,045,061.06	\$89,609.94	95.80%
4254	Miscellaneous	\$1,191.00	\$1,191.59	-\$0.59	100.05%
4355	Reimbursement	\$8,600.00	\$1,000.00	\$7,600.00	11.63%
4705	Grant	\$18,970.00	\$17,602.29	\$1,367.71	92.79%
	TOTAL	\$2,240,638.00	\$2,141,585.94	\$99,052.06	95.58%

Expenditures FY-14

CAT	Description	Authority	Expended	Difference	% Spent
01	Personnel	\$1,355,490.00	\$1,303,072.55	\$52,417.45	96.13%
02	Out-of-state		\$0.00	\$0.00	0.00%
03	In-state	\$15,883.00	\$7,169.14	\$8,713.86	45.14%
04	Operation	\$519,590.00	\$470,545.70	\$49,044.30	90.56%
05	Equipment	\$13,400.00	\$114.97	\$13,285.03	0.86%
06	Instructor	\$12,908.00	\$11,375.50	\$1,532.50	88.13%
07	Volunteer	\$3,748.00	\$3,639.50	\$108.50	97.11%
10	Commission	\$4,967.00	\$1,810.47	\$3,156.53	36.45%
15	Cadet Uniform	\$9,331.00	\$1,000.00	\$8,331.00	10.72%
21	Grant	\$18,970.00	\$17,602.29	\$1,367.71	92.79%
26	DoIT	\$34,386.00	\$33,536.12	\$849.88	97.53%
29	Staff uniform	\$4,891.00	\$90.00	\$4,801.00	1.84%
30	Training	\$419.00	\$0.00	\$419.00	0.00%
59	Utilities	\$1,296.00	\$1,195.66	\$100.34	92.26%
86	Reserve	\$156,448.00	\$0.00	\$156,448.00	0.00%
87	Purchasing	\$567.00	\$567.00	\$0.00	100.00%
88	State wide	\$71,366.00	\$70,240.00	\$1,126.00	98.42%
89	AG	\$16,978.00	\$16,978.00	\$0.00	100.00%
90	Repay Advance	\$0.00	\$0.00	\$0.00	0.00%
	Total	\$2,240,638.00	\$1,938,936.90	\$301,701.10	86.54%

The POST Staff

Administration

Richard P. Clark
Executive Director

Serving since 1993, Dick's law enforcement experience includes four years as a military police officer and 26 years with Los Angeles Police Department. He retired from LAPD in 1991 as sergeant and watch commander. His education includes an AA degree in pre-veterinary science, BA degree in biology and a MA degree in psychology. He is also a graduate of the Northwestern University Law Enforcement Staff and Command College.

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
Assistant to the
Director

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.

Heather Elliott
Administrative
Services Officer

Serving POST since 2003, Heather has worked for the State of Nevada in grants, the budget office and fiscal management. Prior to that she worked extensively in the non-profit sector. She has a BS in education from the University of Arizona and her MPA from the University of Nevada, Reno.

Shirley Micallef
Technology and
Development

Shirley joined POST in June of 2008, after working at the Supreme Court of Nevada since 2004. Prior to her employment with the State of Nevada, she was employed with IBM in various technical, managerial, training, and business related positions. Shirley holds a BA degree from Oakland University in Rochester, Michigan; is a SATE certified trainer, and a certified high school English teacher in the State of Florida.

Doyle Smith
Facilities Manager

Serving since 2004, Doyle retired from the U.S. Air Force after 20 years of service. His education includes a BS in criminal justice from the University of Nebraska.

The POST Staff

Professional Standards Bureau

Scott Johnston
Bureau Chief

Serving since 1992, Scott became the Bureau 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.

Elaine Moore-Cerda
Records & Certification

Elaine began working at POST in May of 2013. She is a long-time Nevadan, almost 50 years, having moved here in 1964. She's worked for the State of Nevada for nearly 30 years and has a background of database administration, loan underwriting and an accumulation of statistical, secretarial and customer service skills.

Mike Sherlock
Audits & Compliance

Mike has his Juris Doctorate degree and is a licensed attorney. His law enforcement career spans 26 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.

Rhonda Buckley
Administrative
Assistant

Rhonda began working with the Nevada Commission on POST in Feb. 2010. Prior to that she was employed 15-plus years with the Nevada Appeal newspaper as a feature writer covering many areas of the Carson City community. Rhonda also volunteers time with area non-profits, such as Advocates to End Domestic Violence, Food For Thought, Carson City Raiders Booster Club and the Supermodified Racing Association.

The POST Staff

Professional Development Bureau

Boe Turner
Bureau 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.

Karen Kendall
Curriculum
Development

Karen Kendall has been a professional trainer/facilitator for over 30 years with emphasis on law enforcement. She currently develops and delivers over 100 law enforcement, management, leadership, supervisor, motivation, self improvement, and career development topics. She has a Bachelor of Science Degree in Business Management and Associate Degree in Criminal Justice. She is a certified trainer for Homeland Security, Covey Seven Habits of Highly Successful People, and the National Safety Council/Defensive Driving.

Cindy Smith
Administrative
Assistant

Serving since 2006, Cindy is a native of Hawaii and has held numerous positions from legal secretary to a collections officer for the credit union.

The POST Staff

Basic Training Bureau

Orlando Guerra
Bureau Chief

Orlando returned to POST in July of 2009. He is a retired Marine Corps Sergeant Major and a certified peace officer in Nevada. Orlando has a very extensive background in training and prior to POST, trained law enforcement personnel through Homeland Security.

Warren Turner
Training Officer

Warren started at POST April, 2012 and came from 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.

Rick Radecki
Administrative
Assistant

Rick joined POST in May of 2013. He is a native of Southern California and a graduate of Cal Poly, Pomona, with a Bachelor's Degree in Communication Arts and a minor in Public Administration. He's been a database analyst, claims adjuster, purchasing assistant, radio deejay, and operates Lion's Roar Media Entertainment.

Contact Us

Commission on Peace Officers' Standards and Training

5587 Wa Pai Shone Avenue

Carson City, Nevada 89701

PHONE: (775) 687-7678 - FAX: (775) 687-4911

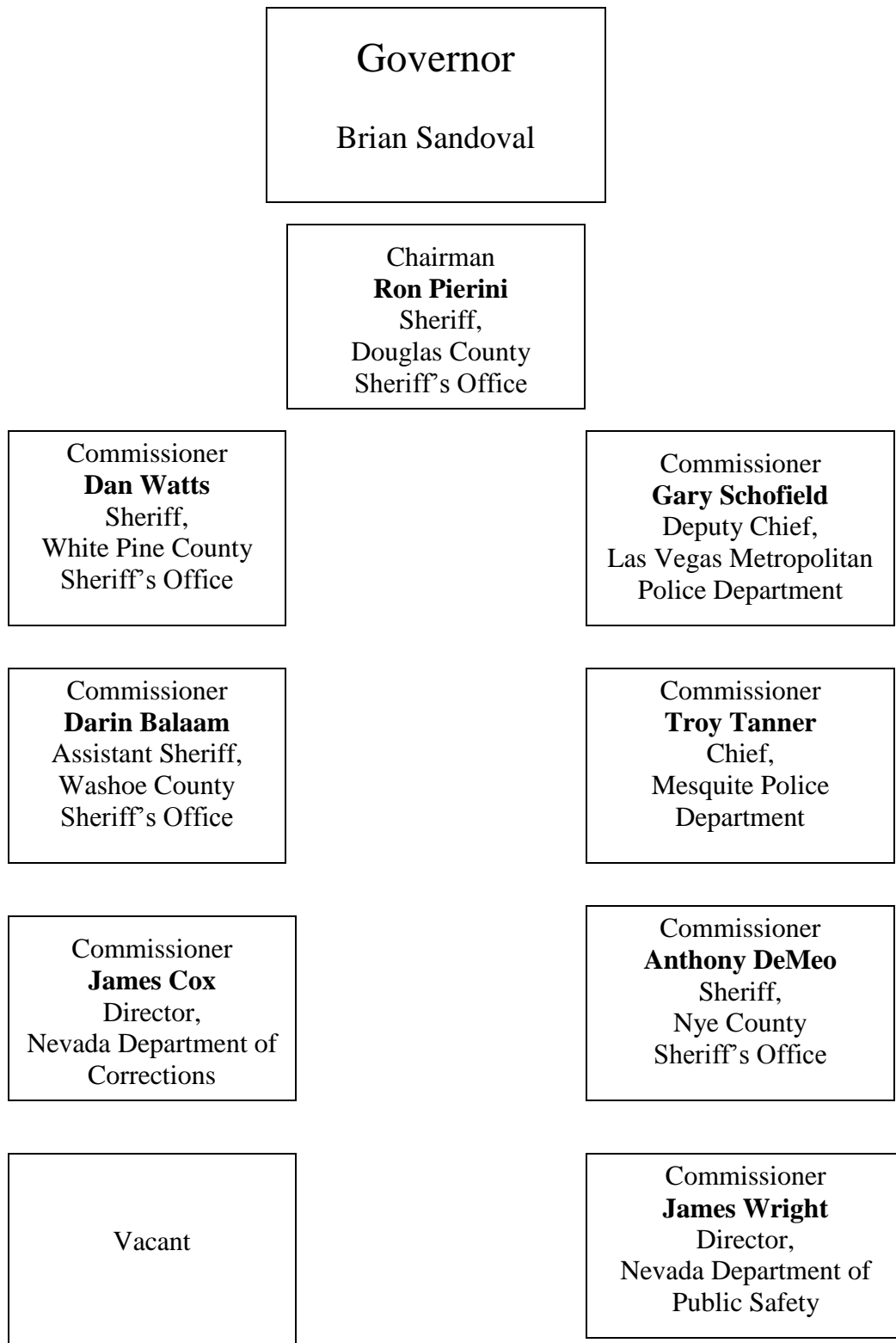
Visit our website: <http://www.post.nv.gov>

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

Phone Numbers and Email Addresses

Executive Director, Richard P. Clark	ext 3320	rclark@post.state.nv.us
Deputy Director, Tim Bunting	ext 3325	tbunting@post.state.nv.us
Administrative Services Officer, Heather Elliott	ext 3317	helliott@post.state.nv.us
Executive Assistant, Kathy Floyd	ext 3320	kfloyd@post.state.nv.us
Technology & Dev., Shirley Micallef	ext 3313	smicallef@post.state.nv.us
Facilities Manager, Doyle Smith	ext 3314	dbsmith@post.state.nv.us
Chief, Professional Standards Bureau, Scott Johnston	ext 3335	johnston@post.state.nv.us
Records and Certification, Elaine Moore-Cerda	ext 3331	emoorecerda@post.state.nv.us
Audits and Compliance, Mike Sherlock	ext 3348	msherlock@post.state.nv.us
Administrative Assistant, Rhonda Buckley	ext 3349	rbuckley@post.state.nv.us
Chief, Basic Training Bureau, Orlando Guerra	ext 3308	oguerra@post.state.nv.us
Training Officer, Warren Turner	ext 3304	wturner@post.state.nv.us
Administrative Assistant, Rick Radecki	ext 3310	rradecki@post.state.nv.us
Chief, Professional Development Bureau, Boe Turner	ext 3311	bturner@post.state.nv.us
Curriculum Development, Karen Kendall	ext 3326	kkendall@post.state.nv.us
Administrative Assistant, Cindy Smith	ext 3312	csmith@post.state.nv.us

The POST Commission



The POST Commissioners



SHERIFF WATTS



SHERIFF PIERINI
CHAIRMAN



DEPUTY CHIEF
SCHOFIELD



ASSISTANT SHERIFF
BALAAM



DIRECTOR WRIGHT



CHIEF TANNER



DIRECTOR COX



SHERIFF DeMEO

Contact the Commissioners

RON PIERINI, SHERIFF - CHAIRMAN

Douglas County Sheriff's Office
P. O. Box 218
Minden, Nevada 89423
PHONE: (775) 782-9903 - FAX: (775) 783-6401

E-Mail: rpierini@co.douglas.nv.us
Website: www.douglasconvsheriff.com

ANTHONY DeMEO, SHERIFF

Nye County Sheriff's Office
1520 E. Basin Road
Pahrump, Nevada 89060
PHONE: (775) 751-7012 - FAX: (775) 751-4232

E-Mail: ademeo@nyecounty.net
Website: www.nyecountysheriff.net

JAMES (GREG) COX, DIRECTOR

Department of Corrections-NSP
5500 Snyder Ave., Stewart Complex,
Bldg. 17
Carson City, Nevada 89701
PHONE: (775) 887-3216 - FAX: (775) 684-4809

E-Mail: gcox@doc.nv.gov
Website: www.doc.nv.gov

JAMES WRIGHT, DIRECTOR

Department of Public Safety
555 Wright Way
Carson City, Nevada 89701
PHONE: (775) 684-4556 - FAX: (702) 388-1807

E-Mail: jwright@dps.state.nv.us
Website: www.dps.nv.gov

DAN WATTS, SHERIFF

White Pine County Sheriff's Office
1987 Great Basin Boulevard
Ely, Nevada 89301
PHONE: (775) 289-8808 - FAX: (775) 289-1468

E-Mail: sheriffwatts@mwpower.net
Website: www.whitepinecounty.net

GARY SCHOFIELD, DEPUTY CHIEF

Las Vegas Metropolitan Police Department
400 S. Martin Luther King Boulevard
Las Vegas, Nevada 89106
PHONE: (702) 828-5850 - FAX: (702) 828-1504

E-Mail: G2930S@lvmpd.com
Website: www.lvmpd.com

DARIN BALAAM, ASST. SHERIFF

Washoe County Sheriff's Office
911 Par Boulevard
Reno, Nevada 89512
PHONE: (775) 328-3004 - FAX: (775) 328-6308

E-Mail: dbalaam@washoecounty.us
Website: www.washoesheriff.com

TROY TANNER, CHIEF

Mesquite Police Department
695 Mayan Circle
Mesquite, Nevada 89027
PHONE: (702) 346-2840 - FAX: (702) 346-5537

E-Mail: ttanner@mesquitenv.gov
Website: www.mesquitenv.gov/city-government/departments/police