



Nevada Commission on Peace Officers'
Standards and Training

PUBLIC COMMENT HEARING

9:00 AM

POST COMMISSION MEETING

10:30 AM

WEDNESDAY, SEPTEMBER 17, 2014

CARSON CITY SHERIFF'S OFFICE

ORMSBY ROOM

911 E MUSSER STREET
CARSON CITY, NEVADA

NOTICE
NOTICE OF PUBLIC MEETING (NRS 241)

Public Comment Hearing



STATE OF NEVADA
COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING

5587 Wa Pai Shone Ave
Carson City, Nevada 89701
(775) 687-7678
Fax (775) 687-4911

Brian Sandoval
Governor

Richard P. Clark
Executive Director

07/31/2014

NOTICE OF INTENT TO ACT UPON A REGULATION

Notice of Hearing for the Adoption, Amendment and Repeal

Of

**Regulations of the Commission on Peace Officers'
Standards and Training**

PUBLIC COMMENT HEARING NOTICE: The Commission on Peace Officers' Standards and Training ("Commission") will hold a public hearing at 9:00 a.m., on September 17, 2014, at the Carson City Sheriff's Office, Ormsby Room, 911 E. Musser Street Carson City, Nevada. The purpose of the hearing is to receive comments from all interested persons regarding the adoption, amendment and repeal of regulations that pertain to Chapter 289 of the Nevada Administrative Code (NAC).

The following information is provided pursuant to the requirements of NRS 233B.0603:

1. A statement of the need for and purpose of the proposed regulations.

NRS Chapter 289 authorizes the Commission to adopt regulations setting the minimum standards for the certification, decertification and selection of peace officers. See, NRS 289.510. The Commission has adopted regulations establishing the minimum standards required to issue a peace officer a Basic Certificate. See, NAC 289.200. The proposed regulation will clarify the language establishing the passing score on the state certification examination, and will replace the old name of the Federal Law Training Center with its current name Federal Law Enforcement Training Centers of the United States Department of Homeland Security. The proposed regulation will repeal the provision that provides an expedited process for a peace officer to upgrade their Category II Basic Certificate to a Category I Basic Certificate. A peace officer who wants to upgrade their Category II Basic Certificate to a Category I Basic Certificate will be required to attend a Category I Training Academy. The repeal of this regulation will provide the peace officer and their agency with the benefits of a full category I basic training course experience.

Additionally, through this proposed regulation, the Commission and law enforcement leaders are attempting to increase professionalism amongst law enforcement officers, and provide clarity and consistency in those regulations.

The proposed regulations, referenced as LCB File No. R079-14, contain the following sections:

Section 1. NAC 289.200(1) establishes the passing score on the state certification examination. The proposed regulation will clarify the language establishing the passing score on the state certification examination from “a score at or above the 70th percentile” to “a score of at least 70 percent.”

Section 2. Under NAC 289.200(2) lists the Federal Law Enforcement Training Center as one of the approved training programs that can be used for the issuance of the basic certificate. The proposed regulation will update the correct organization name to reflect Federal Law Enforcement Training Centers of the United States Department of Homeland Security.

Section 3. NAC 289.200(3) establishes an expedited process for a peace officer to upgrade their Category II Basic Certificate to a Category I Basic Certificate. The proposed regulation will repeal the Category II to I upgrade process. A peace officer who wants to upgrade their Category II Basic Certificate to a Category I Basic Certificate will be required to attend a full Category I Basic Training Course. The repeal of this regulation will provide the peace officer and their agency with the benefits of a full category I basic training course experience.

2. **Either the terms, or the substance of the regulations to be adopted, amended or repealed, or a description of the subjects and issues involved.**

The proposed regulations, referenced as LCB File NO. R079-14, contain the following sections:

Section 1. Amended NAC 289.200(1) which establishes the passing score on the state certification examination. The proposed regulation will clarify the language establishing the passing score on the state certification examination from “a score at or above the 70th percentile” to “a score of at least 70 percent.”

Section 2. Amend NAC 289.200(2) lists the Federal Law Enforcement Training Center as one of the approved training programs that can be used for the issuance of the basic certificate. The proposed change would update the correct organization name to reflect Federal Law Enforcement Training Centers of the United States Department of Homeland Security.

Section 3. Repeal NAC 289.200(3) which establishes an expedited process for a peace officer to upgrade their Category II Basic Certificate to a Category I Basic Certificate. The proposed regulation will repeal the Category II to I upgrade process. A peace officer who wants to upgrade their Category II Basic Certificate to a Category I Basic Certificate will be required to attend a full Category I Basic Training Course. The repeal of this regulation will provide the peace officer and their agency with the benefits of a full category I basic training course experience.

3. **The estimated economic effect of the regulation on the business which it is to regulate and on the public. These must be stated separately and in each case must include:**

- (a) Both adverse and beneficial effects; and

(1) Adverse effects: Under section 3, peace officer who currently holds a Category II Basic Certificate who wants to upgrade to a Category I Basic Certificate would be required to complete a full Category I basic training course.

(2) Beneficial effects:

The amendment to the regulations should lead to an increased level of professionalism among peace officers employed by law enforcement agencies. The proposed regulations will ensure the proper terminology and interpretation of a passing score on the state certification examination, and reflect the proper name for the Federal Law Enforcement Training Center. The repeal of the Category II to I upgrade process will provide the peace officer and their agency with the benefits of a full category I basic training course experience.

(b) Both immediate and long-term effects.

The immediate effects include how to handle students who are currently enrolled in Category II to I upgrade programs. It is anticipated those students will be permitted to complete their training programs and received a Category I Basic Certificate upon successful completion of the requirements. In the long term, peace officers and their agencies will benefit from the full Category I Basic Training experience.

4. The estimated cost to the agency for enforcement of the proposed regulation.

The Commission does not project any extra costs for enforcement the proposed regulations.

5. A description of and citation to any regulations of other states or local governmental agencies which the proposed regulation overlaps or duplicates and a statement explaining why the duplication or overlapping is necessary. If the proposed regulation overlaps or duplicates a federal regulation, the notice must include the name of the regulating federal agency.

The proposed regulation does not overlap or duplicate any regulations of state, local or federal governmental agency regulating the same activity.

6. If the regulation is required pursuant to federal law, a citation and description of the federal law.

The proposed regulation is not required by federal law.

7. If the regulation includes provisions which are more stringent than a federal regulation that regulates the same activity, a summary of such provision.

There are no federal regulations that regulate the same activity.

8. Whether the proposed regulation establishes a new fee or increases an existing fee.

This regulation does not involve or establish fees.

Persons wishing to comment upon the proposed action of the Peace Officers' Standards and Training

Commission may appear at the scheduled public hearing or may address their comments, data, views or arguments, in written form, to Richard Clark, Executive Director, POST Commission, 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701. **Written submissions must be received by the POST Commission on or before 5:00 pm on September 2, 2014.** If no person who is directly affected by the proposed action appears to request time to make an oral presentation, the Peace Officers' Standards and Training Commission may proceed immediately to act upon any written submissions.

A copy of this notice and the regulations to be adopted, amended or repealed will be on file at the State Library, 100 Stewart Street, Carson City, Nevada for inspection by members of the public during business hours. Additional copies of the notice and regulations to be adopted, amended or repealed will be available at the POST Commission Administrative Offices, 5587 Wai Pai Shone Avenue, Carson City, 89701, and in all counties in which an office of the agency is not maintained, at the main public library, for inspection and copying by members of the public during business hours. This notice and the text of the proposed regulations are also available in the State of Nevada Register of Administrative Regulations, which is prepared and published monthly by the Legislative Counsel Bureau pursuant to NRS 233B.0653, and on the Internet at <http://leg.state.nv.us>, the POST web site at <http://post.nv.gov> and at <https://notice.nv.gov>.

Copies of this notice and the proposed regulation will also be mailed to members of the public upon request. A reasonable fee may be charged for copies if it is deemed necessary.

Upon adoption of any regulation, the agency, if requested to do so by an interested person, either before adoption or within 30 days thereafter, will issue a concise statement of the principal reasons for and against its adoption and incorporate therein its reason for overruling the consideration urged against its adoption.

The Notice of Hearing has been mailed to all criminal justice agencies on the Nevada POST mailing list and posted at the following locations:

CARSON CITY

Blasdel Building, 209 East Musser Street
Nevada State Library, 100 Stewart Street
Capitol Building, 101 N. Carson Street
NV POST, 5587 Wa Pai Shone Avenue

LAS VEGAS

Grant Sawyer State Building, 555 Washington Avenue

ELY

White Pine County Sheriff's Office, 1785 Great Basic Blvd

COUNTY LIBRARIES (MAIN BRANCHES)

CARSON CITY LIBRARY
900 NORTH ROOP STREET
CARSON CITY, NEVADA 89702

CHURCHILL COUNTY LIBRARY
553 SOUTH MAINE STREET
FALLON, NEVADA 89406

LAS VEGAS-CLARK COUNTY
833 LAS VEGAS BLVD - NORTH
LAS VEGAS, NEVADA 89101

DOUGLAS COUNTY LIBRARY
1625 LIBRARY LANE
MINDEN, NEVADA 89423

ELKO COUNTY LIBRARY
720 COURT STREET
ELKO, NEVADA 89801

ESMERALDA COUNTY LIBRARY
FOURTH AND CROOK STREETS
GOLDFIELD, NEVADA 89013

EUREKA COUNTY LIBRARY
10190 MONROE STREET
EUREKA, NEVADA 89316

HUMBOLDT COUNTY LIBRARY
85 EAST 5TH STREET
WINNEMUCCA, NEVADA 89445

LANDER COUNTY LIBRARY
625 BROAD STREET
BATTLE MOUNTAIN, NEVADA 89820

LINCOLN COUNTY LIBRARY
93 MAIN STREET
PIOCHE, NEVADA 89043

LYON COUNTY LIBRARY
20 NEVIN WAY
YERINGTON NEVADA 89447

MINERAL COUNTY LIBRARY
FIRST AND A STREETS
HAWTHORNE, NEVADA 89415

TONOPAH LIBRARY DISTRICT
167 CENTRAL STREET
TONOPAH, NEVADA 89048

PERSHING COUNTY LIBRARY
1125 CENTRAL STREET
LOVELOCK, NEVADA 89419

STOREY COUNTY LIBRARY
95 SOUTH R STREET
VIRGINIA CITY, NEVADA

WASHOE COUNTY LIBRARY
301 SOUTH CENTER STREET
RENO, NEVADA 89520

WHITE PINE COUNTY LIBRARY
950 CAMPTON STREET
ELY, NEVADA 89301

NOTE: We are pleased to make reasonable accommodations for members of the public with disabilities who wish to attend the meeting. If special arrangements for the meeting are necessary, please notify the POST Commission, in writing, at 5587 Wai Pai Shone Avenue, Carson City, Nevada 89701, or call Scott Johnston at (775) 687-7678, Extension 3335, no later than five working days prior to the meeting.

SEE ATTACHED COPIES OF THE PROPOSED REGULATIONS

**PROPOSED REGULATION OF THE PEACE OFFICERS’
STANDARDS AND TRAINING COMMISSION**

LCB File No. R079-14

June 10, 2014

EXPLANATION – Matter in *italics* is new; matter in brackets ~~[omitted material]~~ is material to be omitted.

AUTHORITY: §§1 and 2, NRS 289.510.

A REGULATION relating to peace officers; revising provisions relating to the certification and training of peace officers; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

Existing law defines three categories of peace officer, with category I being defined as a peace officer who has unrestricted duties and who is not otherwise listed as a category II or category III peace officer. (NRS 289.460, 289.470, 289.480) The Peace Officers’ Standards and Training Commission is required to adopt regulations establishing minimum standards for the certification and decertification, recruitment, selection and training of peace officers. (NRS 289.510) The Executive Director of the Commission is authorized to certify peace officers who have satisfactorily completed courses of training for peace officers. (NRS 289.530) Existing regulations provide certain criteria for courses to meet the respective minimum standard of training for peace officers in categories I, II and III and for reserve officers. (NAC 289.140, 289.150, 289.160, 289.170)

Existing regulations authorize the Executive Director to award a basic certificate in training category I to a peace officer who holds a basic certificate in training category II issued by the Commission if the peace officer is currently employed as a peace officer by an agency and completes a training course approved by the Executive Director that consists of at least 280 hours of training in certain areas. (NAC 289.200) This regulation removes that authorization.

Section 1. NAC 289.200 is hereby amended to read as follows:

289.200 1. The Executive Director shall award a basic certificate to any peace officer who meets the minimum standards for appointment established pursuant to NAC 289.110 and has:

(a) Satisfactorily completed the basic training course for basic certification;

(b) Passed the state certification examination with a score *of* at ~~{or above the 70th percentile;}~~
least 70 percent; and

(c) Passed the state physical fitness examination for the appropriate category of peace officer as described in NAC 289.205.

2. The Executive Director may award a basic certificate to any peace officer who has been certified by the certifying entity of another state or has successfully completed a Federal Law Enforcement Training ~~{Center}~~ *Centers of the United States Department of Homeland Security* training program approved by the Commission and who meets the minimum standards for appointment established pursuant to NAC 289.110 if:

(a) The Commission or its designee has determined that the course of training required for the certification was at least equivalent to the basic training course for basic certification;

(b) The certification of the peace officer in the other jurisdiction has not been revoked or suspended;

(c) Not more than 60 months have lapsed since the peace officer was employed in the other jurisdiction;

(d) The peace officer has satisfactorily completed a training course that is approved by the Executive Director which consists of a minimum of 80 hours of training that satisfies the requirements established by the Commission pursuant to subsection 1 of NAC 289.300 in:

- (1) Abuse of elderly persons;
- (2) Active assailants;
- (3) Child abuse and sexual abuse of a child;
- (4) Civil liability;
- (5) Constitutional law;

- (6) Counter-terrorism and weapons of mass destruction;
- (7) Crimes against persons;
- (8) Crimes against property;
- (9) Cultural awareness;
- (10) Domestic violence and stalking;
- (11) Ethics in law enforcement or for correctional officers;
- (12) Juvenile law;
- (13) Laws relating to arrest;
- (14) Laws relating to drugs, including, without limitation, current trends in drugs;
- (15) Miscellaneous crimes;
- (16) Probable cause;
- (17) Rights of victims;
- (18) Search and seizure;
- (19) Sexual harassment; and
- (20) Use of force;

(e) The peace officer passes the state certification examination with a score *of* at ~~for or above~~ the 70th percentile; ***least 70 percent***; and

(f) The peace officer passes the state physical fitness examination for the appropriate category of peace officer as described in NAC 289.205.

3. ~~{The Executive Director may award a basic certificate in training category I to a peace officer who holds a basic certificate in training category II issued by the Commission if the peace officer:~~

~~—(a) Is currently employed as a peace officer by an agency;~~

~~—(b) Has satisfactorily completed a training course approved by the Executive Director that consists of a minimum of 280 hours of training in:~~

~~——(1) Law and legal procedures, specifically:~~

~~——(I) Laws governing coroners; and~~

~~——(II) Traffic laws;~~

~~——(2) Patrol operations and investigations, specifically:~~

~~——(I) Accident investigations;~~

~~——(II) Basic patrol procedures;~~

~~——(III) The DWI Detection and Standardized Field Sobriety Testing course approved by the National Highway Traffic Safety Administration; and~~

~~——(IV) Unknown-risk and high-risk vehicle stops;~~

~~——(3) Performance skills, specifically:~~

~~——(I) Operation of emergency vehicles;~~

~~——(II) Searching of buildings;~~

~~——(III) Tactics for the arrest and control of suspects, including, without limitation, methods for arrest and the use of less than lethal weapons; and~~

~~——(IV) Training concerning active assailants; and~~

~~——(4) The functions of a peace officer, specifically relating to counter-terrorism and weapons of mass destruction; and~~

~~—(c) Passes the state certification examination for training category I with a score at or above the 70th percentile.~~

~~—4.] The Executive Director may award a reserve basic certificate to any reserve officer who meets the minimum standards for appointment pursuant to NAC 289.110 and has:~~

- (a) Satisfactorily completed the basic training course for a reserve certificate;
- (b) Passed the state certification examination with a score *of* at ~~{or above the 70th percentile;}~~
least 70 percent; and

(c) Passed the state physical fitness examination described in subsection 1 of NAC 289.205.

~~{5.}~~ 4. Except as otherwise provided in subsection ~~{6}~~ 5 or ~~{7.}~~ 6, an officer must pass the state physical fitness examination:

(a) If the officer is not eligible for certification pursuant to subsection 2, not later than 16 weeks after the first day of the officer's basic training course certified or approved pursuant to NAC 289.300; or

(b) If the officer is eligible for certification pursuant to subsection 2, not later than 16 weeks after the date on which the officer was hired or, if the officer is a reserve officer, the date of activation of his or her reserve status.

~~{6.}~~ 5. If a student enrolled in a basic training course certified or approved pursuant to NAC 289.300 sustains a bona fide physical injury that renders him or her incapable of completing the requirements of the state physical fitness examination, an agency may submit a request for an extension of time for the student to complete the examination. The agency shall submit such a request to the Executive Director. The request must include, without limitation, written verification by a physician that the student is incapable of completing the requirements of the state physical fitness examination. If the Executive Director determines that an extension of time is warranted, the Executive Director shall authorize an extension of time for a period not to exceed 12 months after the date on which the student was hired or, if the student is a reserve officer, the date of activation of his or her reserve status.

~~{7.}~~ 6. If an officer passes the state physical fitness examination:

(a) While not enrolled in a basic training course certified or approved pursuant to NAC 289.300; and

(b) More than 16 weeks, but less than 12 months, after the date on which the officer was hired or, if the officer is a reserve officer, the date of activation of his or her reserve status,
⇒ the employing agency of the officer may submit a request to the Executive Director to waive the requirements of subsection ~~{5-}~~ 4. The request must include, without limitation, the reason the officer was unable to pass the state physical fitness examination within the periods described in subsection ~~{5-}~~ 4. The Executive Director may, for good cause shown, grant a request submitted pursuant to this subsection.

~~{8-}~~ 7. Upon satisfactory completion of the requirements listed in subsection 1, 2 ~~{-}~~ or 3 ,
~~{or 4,}~~ the employing agency shall submit a request for certification to the Executive Director.
The request must include:

(a) The name, social security number and date of hire of the officer or, if the officer is a reserve officer, the date of activation of his or her reserve status;

(b) Documentary evidence that the officer has successfully completed an approved basic training course;

(c) Verification by the administrator of the agency that the officer meets the minimum standards established by this chapter; and

(d) The statement concerning child support prescribed by the Division of Welfare and Supportive Services of the Department of Health and Human Services pursuant to NRS 425.520.

~~{9-}~~ 8. The basic certificate of an officer whose employment is terminated for any reason will be placed on inactive status. If such a person is again employed as a full-time peace officer, the employing agency shall request that the person's basic certificate be returned to active status.

If the certification of such a person is on inactive status for more than 5 consecutive years, the person must renew his or her basic certificate by successfully completing the requirements set forth in subsection 1.

~~{10.}~~ **9.** If a person who successfully completes a basic training course for the purpose of obtaining a basic certificate is not employed by an agency within 24 months after completing the course, the person must repeat all of the requirements for basic certification set forth in subsection 1.

~~{11.}~~ **10.** Except as otherwise provided in this subsection, to satisfactorily complete a basic training course for the purposes of this section, the person must successfully complete all of the requirements in one course. If a person is discharged from a basic training course for any reason that is not disciplinary, the person may complete any remaining requirements in a later course provided by the same entity if the person has not previously been discharged from a course and if:

(a) The administrator of the basic training course recommends that the person complete the requirements in a later course, the administrator of the employing agency of the person requests that the person be allowed to complete the requirements in a later course and the Executive Director gives approval;

(b) The subsequent course is provided in a manner which ensures that the person completes all of the requirements for a basic training course for which the course is certified; and

(c) The subsequent course begins not later than 120 days after the discharge.

Sec. 2. The amendatory provisions of section 1 of this regulation do not apply to a person who was:

1. Eligible to be awarded a basic certificate in training category I pursuant to subsection 3 of NAC 289.200 before the effective date of this regulation; or
2. Employed as a peace officer by an agency before the effective date of this regulation and:
 - (a) Enrolled in a peace officer training course that:
 - (1) Met the qualifications of paragraph (b) of subsection 3 of NAC 289.200; and
 - (2) Began before the effective date of this regulation;
 - (b) Successfully completed the training course; and
 - (c) Passed the state certification examination for training category I with a score of at least a 70 percent.

AGENDA

NOTICE OF PUBLIC MEETING (NRS 241)

Public Comment Hearing
Regularly Schedule Meeting Agenda



STATE OF NEVADA
COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING
5587 Wa Pai Shone Ave
Carson City, Nevada 89701
(775) 687-7678
Fax (775) 687-4911

Brian Sandoval
Governor

Richard P. Clark
Executive Director

3rd AMENDED NOTICE OF PUBLIC MEETING (NRS 241)

NOTICE IS HEREBY GIVEN THAT ON WEDNESDAY SEPTEMBER 17, 2014, THE COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING WILL HOLD A PUBLIC COMMENT HEARING AT 9:00 AM, AND A REGULARLY SCHEDULED COMMISSION MEETING AT 10:30AM, AT THE CARSON CITY SHERIFF'S OFFICE, ORMSBY ROOM, 911 E MUSSEY STREET CARSON CITY, NEVADA.

The agenda will include the following items. The Commission, at their discretion, may take items out of order, combine two or more agenda items for consideration, and remove an item from the agenda or delay discussion relating to an item on the agenda at any time. A request to have an item on the agenda heard out of order shall be made to the Commission's secretary prior to the commencement of the meeting. Prior to the commencement or conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual the Commission may refuse to consider public comment. See NRS 233B.126.

I. PUBLIC COMMENT HEARING

1. Call to order.
2. Roll call of Commission Members.

THE PURPOSE OF THIS PORTION OF THE AGENDA IS TO RECEIVE COMMENTS FROM ALL INTERESTED PERSONS REGARDING THE AMENDMENT OR REPEAL OF REGULATIONS PERTAINING TO THE NEVADA ADMINISTRATIVE CODE AS THEY RELATE TO THE COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING SET OUT MORE FULLY IN LCB FILE R079-14. A COPY OF THE PROPOSED REGULATIONS WILL BE AVAILABLE UPON REQUEST AT THE MEETING OR THEY CAN BE INSPECTED AT THE MAIN PUBLIC LIBRARY IN EACH COUNTY. The Public Comment Hearing has been previously noticed pursuant to the requirements of NRS Chapter 233B.

The proposed regulations, referenced as LCB File No. R079-14, contain the following sections:

Section 1. Amend NAC 289.200(1), the regulation establishing the standards for the Executive Director to award a basic certificate to a peace officer, to revise the language regarding the score required to pass the state certification examination from "a score at or above the 70th percentile" to "a score of at least 70 percent."

Section 2. Amend NAC 289.200(2) which lists the Federal Law Enforcement Training Center as one of

the approved training programs that can be used for the issuance of the basic certificate. The proposed change would update the correct organization name Federal Law Enforcement Training Centers of the United States Department of Homeland Security.

Section 3. Repeal NAC 289.200(3), the regulation establishing an expedited process for a peace officer holding a category II basic certificate to obtain a category I basic certificate upon successful completion of a training course approved by the Executive Director that consists of a minimum of 280 hours in specific course topics. Through the repeal of this regulation, the Commission would no longer provide an expedited process for category II peace officers to upgrade to a category I certificate. Instead, a category II peace officer would be required to attend a category I basic training course to obtain a category I basic certificate.

3. Public Comments.

The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

II. REGULARLY SCHEDULED MEETING AGENDA ITEMS

1. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

Approval of the minutes from the July 24, 2014 Public Comment Hearing, Workshop, and POST Commission meeting.

2. Chairman

Welcome new Commissioner, Chief Dale Liebherr Nevada Attorney General's Office.

3. Executive Directors Report

a. **INFORMATION ITEM** POST Budget.

4. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

The Commission will discuss, receive public comment and possibly take action to adopt, amend or repeal the Commission's regulations as set out in Legislative Counsel Bureau File No. R079-14. The Commission will consider fully all written and oral comments received on the proposed changes to the Commission's regulations.

The proposed changes to the Commission's regulations, referenced as LCB File No. R079-14, contain the following sections:

Section 1. Amend NAC 289.200(1), the regulation establishing the standards for the Executive Director to award a basic certificate to a peace officer, to revise the language regarding the score required to pass the state certification examination from "a score at or above the 70th percentile" to "a score of at least 70 percent."

Section 2. Amend NAC 289.200(2) which lists the Federal Law Enforcement Training Center as one of the approved training programs that can be used for the issuance of the basic certificate. The proposed change would update the correct organization name Federal Law Enforcement Training Centers of the United States Department of Homeland Security.

Section 3. Repeal NAC 289.200(3), the regulation establishing an expedited process for a peace officer holding a category II basic certificate to obtain a category I basic certificate upon successful completion of a training course approved by the Executive Director that consists of a minimum of 280 hours in specific course topics. Through the repeal of this regulation, the Commission would no longer provide an expedited process for category II peace officers to upgrade to a category I certificate. Instead, a category II peace officer would be required to attend a category I basic training course to obtain a category I basic certificate.

5. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

The Commission will discuss, receive public comment and possibly take action on its response to the Governors Executive Order 2014-11 which directs the Commission to determine the feasibility of incorporating an accelerated “bridge program” for certification of former military police officers transitioning to civilian law enforcement in Nevada. POST staff will make a presentation and provide recommendations on the response to the Governor’s Executive Order.

6. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

The Commission will discuss, receive public comment and possibly take action to establish the recruitment, vetting and selection process to be used for the appointment of a new Executive Director of the Commission pursuant to the requirements in NRS 289.520 which provides for the Commission to appoint the Executive Director by a majority vote of the Commission.

7. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

The Commission will discuss, receive public comment and possibly take action on recognition of model canine handler guidelines developed by the state canine working group.

8. **PUBLIC COMMENTS**

The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

9. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

Schedule upcoming Commission meetings.

10. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

Adjournment.

POSTED AT THE FOLLOWING LOCATIONS:

POST Administrative Office, Carson City
Nevada State Capitol, Carson City
Blasdel State Building, Carson City
Nevada State Library and Archives, Carson City
Grant Sawyer Building, Las Vegas
White Pine County Sheriff’s Office, Ely
Carson City Sheriff’s Office
<http://post.nv.gov>
<http://leg.state.nv.us/>
<https://notice.nv.gov>

Electronically Posted pursuant to NRS 241.020(4)

Pursuant to NRS 241.020 (2)(c), a copy of supporting materials for the meeting may be obtained by contacting Scott Johnston at (775) 687-7678, Ext. 3335 Commission on Peace Officers’ Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701.

NOTE: We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify the Commission on Peace Officers’ Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701 or call Scott Johnston at (775) 687-7678, Ext. 3335, no later than 2 working days prior to the meeting.

PUBLIC COMMENT HEARING

I. PUBLIC COMMENT HEARING

1. Call to order.
2. Roll call of Commission Members.

THE PURPOSE OF THIS PORTION OF THE AGENDA IS TO RECEIVE COMMENTS FROM ALL INTERESTED PERSONS REGARDING THE AMENDMENT OR REPEAL OF REGULATIONS PERTAINING TO THE NEVADA ADMINISTRATIVE CODE AS THEY RELATE TO THE COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING SET OUT MORE FULLY IN LCB FILE R079-14. A COPY OF THE PROPOSED REGULATIONS WILL BE AVAILABLE UPON REQUEST AT THE MEETING OR THEY CAN BE INSPECTED AT THE MAIN PUBLIC LIBRARY IN EACH COUNTY. The Public Comment Hearing has been previously noticed pursuant to the requirements of NRS Chapter 233B.

The proposed regulations, referenced as LCB File No. R079-14, contain the following sections:

Section 1. Amend NAC 289.200(1), the regulation establishing the standards for the Executive Director to award a basic certificate to a peace officer, to revise the language regarding the score required to pass the state certification examination from "a score at or above the 70th percentile" to "a score of at least 70 percent."

Section 2. Amend NAC 289.200(2) which lists the Federal Law Enforcement Training Center as one of the approved training programs that can be used for the issuance of the basic certificate. The proposed change would update the correct organization name Federal Law Enforcement Training Centers of the United States Department of Homeland Security.

Section 3. Repeal NAC 289.200(3), the regulation establishing an expedited process for a peace officer holding a category II basic certificate to obtain a category I basic certificate upon successful completion of a training course approved by the Executive Director that consists of a minimum of 280 hours in specific course topics. Through the repeal of this regulation, the Commission would no longer provide an expedited process for category II peace officers to upgrade to a category I certificate. Instead, a category II peace officer would be required to attend a category I basic training course to obtain a category I basic certificate.

3. Public Comments.

The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

Public Comment Hearing

Agenda Items 1-2

**PROPOSED REGULATION OF THE PEACE OFFICERS'
STANDARDS AND TRAINING COMMISSION**

LCB File No. R079-14

June 10, 2014

EXPLANATION – Matter in *italics* is new; matter in brackets ~~omitted material~~ is material to be omitted.

AUTHORITY: §§1 and 2, NRS 289.510.

A REGULATION relating to peace officers; revising provisions relating to the certification and training of peace officers; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law defines three categories of peace officer, with category I being defined as a peace officer who has unrestricted duties and who is not otherwise listed as a category II or category III peace officer. (NRS 289.460, 289.470, 289.480) The Peace Officers' Standards and Training Commission is required to adopt regulations establishing minimum standards for the certification and decertification, recruitment, selection and training of peace officers. (NRS 289.510) The Executive Director of the Commission is authorized to certify peace officers who have satisfactorily completed courses of training for peace officers. (NRS 289.530) Existing regulations provide certain criteria for courses to meet the respective minimum standard of training for peace officers in categories I, II and III and for reserve officers. (NAC 289.140, 289.150, 289.160, 289.170)

Existing regulations authorize the Executive Director to award a basic certificate in training category I to a peace officer who holds a basic certificate in training category II issued by the Commission if the peace officer is currently employed as a peace officer by an agency and completes a training course approved by the Executive Director that consists of at least 280 hours of training in certain areas. (NAC 289.200) This regulation removes that authorization.

Section 1. NAC 289.200 is hereby amended to read as follows:

289.200 1. The Executive Director shall award a basic certificate to any peace officer who meets the minimum standards for appointment established pursuant to NAC 289.110 and has:

(a) Satisfactorily completed the basic training course for basic certification;

(b) Passed the state certification examination with a score *of* at ~~for above the 70th percentile;~~
least 70 percent; and

(c) Passed the state physical fitness examination for the appropriate category of peace officer as described in NAC 289.205.

2. The Executive Director may award a basic certificate to any peace officer who has been certified by the certifying entity of another state or has successfully completed a Federal Law Enforcement Training ~~Center~~ *Centers of the United States Department of Homeland Security* training program approved by the Commission and who meets the minimum standards for appointment established pursuant to NAC 289.110 if:

(a) The Commission or its designee has determined that the course of training required for the certification was at least equivalent to the basic training course for basic certification;

(b) The certification of the peace officer in the other jurisdiction has not been revoked or suspended;

(c) Not more than 60 months have lapsed since the peace officer was employed in the other jurisdiction;

(d) The peace officer has satisfactorily completed a training course that is approved by the Executive Director which consists of a minimum of 80 hours of training that satisfies the requirements established by the Commission pursuant to subsection 1 of NAC 289.300 in:

- (1) Abuse of elderly persons;
- (2) Active assailants;
- (3) Child abuse and sexual abuse of a child;
- (4) Civil liability;
- (5) Constitutional law;

- (6) Counter-terrorism and weapons of mass destruction;
- (7) Crimes against persons;
- (8) Crimes against property;
- (9) Cultural awareness;
- (10) Domestic violence and stalking;
- (11) Ethics in law enforcement or for correctional officers;
- (12) Juvenile law;
- (13) Laws relating to arrest;
- (14) Laws relating to drugs, including, without limitation, current trends in drugs;
- (15) Miscellaneous crimes;
- (16) Probable cause;
- (17) Rights of victims;
- (18) Search and seizure;
- (19) Sexual harassment; and
- (20) Use of force;

(e) The peace officer passes the state certification examination with a score *of* at ~~for above~~ ~~the 70th percentile;~~ *least 70 percent;* and

(f) The peace officer passes the state physical fitness examination for the appropriate category of peace officer as described in NAC 289.205.

3. ~~{The Executive Director may award a basic certificate in training category I to a peace officer who holds a basic certificate in training category II issued by the Commission if the peace officer:~~

~~—(a) Is currently employed as a peace officer by an agency;~~

- ~~—(b) Has satisfactorily completed a training course approved by the Executive Director that consists of a minimum of 280 hours of training in:~~
- ~~——(1) Law and legal procedures, specifically:~~
 - ~~——(I) Laws governing coroners; and~~
 - ~~——(II) Traffic laws;~~
 - ~~——(2) Patrol operations and investigations, specifically:~~
 - ~~——(I) Accident investigations;~~
 - ~~——(II) Basic patrol procedures;~~
 - ~~——(III) The DWI Detection and Standardized Field Sobriety Testing course approved by the National Highway Traffic Safety Administration; and~~
 - ~~——(IV) Unknown-risk and high-risk vehicle stops;~~
 - ~~——(3) Performance skills, specifically:~~
 - ~~——(I) Operation of emergency vehicles;~~
 - ~~——(II) Searching of buildings;~~
 - ~~——(III) Tactics for the arrest and control of suspects, including, without limitation, methods for arrest and the use of less than lethal weapons; and~~
 - ~~——(IV) Training concerning active assailants; and~~
 - ~~——(4) The functions of a peace officer, specifically relating to counter-terrorism and weapons of mass destruction; and~~
- ~~—(c) Passes the state certification examination for training category I with a score at or above the 70th percentile.~~
- ~~—4.] The Executive Director may award a reserve basic certificate to any reserve officer who meets the minimum standards for appointment pursuant to NAC 289.110 and has:~~

- (a) Satisfactorily completed the basic training course for a reserve certificate;
- (b) Passed the state certification examination with a score *of* at ~~for above the 70th percentile;~~
least 70 percent; and

(c) Passed the state physical fitness examination described in subsection 1 of NAC 289.205.

~~5.1~~ 4. Except as otherwise provided in subsection ~~6.1~~ 5 or ~~7.1~~ 6, an officer must pass the state physical fitness examination:

(a) If the officer is not eligible for certification pursuant to subsection 2, not later than 16 weeks after the first day of the officer's basic training course certified or approved pursuant to NAC 289.300; or

(b) If the officer is eligible for certification pursuant to subsection 2, not later than 16 weeks after the date on which the officer was hired or, if the officer is a reserve officer, the date of activation of his or her reserve status.

~~6.1~~ 5. If a student enrolled in a basic training course certified or approved pursuant to NAC 289.300 sustains a bona fide physical injury that renders him or her incapable of completing the requirements of the state physical fitness examination, an agency may submit a request for an extension of time for the student to complete the examination. The agency shall submit such a request to the Executive Director. The request must include, without limitation, written verification by a physician that the student is incapable of completing the requirements of the state physical fitness examination. If the Executive Director determines that an extension of time is warranted, the Executive Director shall authorize an extension of time for a period not to exceed 12 months after the date on which the student was hired or, if the student is a reserve officer, the date of activation of his or her reserve status.

~~7.1~~ 6. If an officer passes the state physical fitness examination:

(a) While not enrolled in a basic training course certified or approved pursuant to NAC 289.300; and

(b) More than 16 weeks, but less than 12 months, after the date on which the officer was hired or, if the officer is a reserve officer, the date of activation of his or her reserve status,
↳ the employing agency of the officer may submit a request to the Executive Director to waive the requirements of subsection ~~5.1~~ 4. The request must include, without limitation, the reason the officer was unable to pass the state physical fitness examination within the periods described in subsection ~~5.1~~ 4. The Executive Director may, for good cause shown, grant a request submitted pursuant to this subsection.

~~8.1~~ 7. Upon satisfactory completion of the requirements listed in subsection 1, 2 ~~4.1~~ or 3,
~~4.1~~ the employing agency shall submit a request for certification to the Executive Director.

The request must include:

(a) The name, social security number and date of hire of the officer or, if the officer is a reserve officer, the date of activation of his or her reserve status;

(b) Documentary evidence that the officer has successfully completed an approved basic training course;

(c) Verification by the administrator of the agency that the officer meets the minimum standards established by this chapter; and

(d) The statement concerning child support prescribed by the Division of Welfare and Supportive Services of the Department of Health and Human Services pursuant to NRS 425.520.

~~9.1~~ 8. The basic certificate of an officer whose employment is terminated for any reason will be placed on inactive status. If such a person is again employed as a full-time peace officer, the employing agency shall request that the person's basic certificate be returned to active status.

If the certification of such a person is on inactive status for more than 5 consecutive years, the person must renew his or her basic certificate by successfully completing the requirements set forth in subsection 1.

~~10.1~~ **9.** If a person who successfully completes a basic training course for the purpose of obtaining a basic certificate is not employed by an agency within 24 months after completing the course, the person must repeat all of the requirements for basic certification set forth in subsection 1.

~~11.1~~ **10.** Except as otherwise provided in this subsection, to satisfactorily complete a basic training course for the purposes of this section, the person must successfully complete all of the requirements in one course. If a person is discharged from a basic training course for any reason that is not disciplinary, the person may complete any remaining requirements in a later course provided by the same entity if the person has not previously been discharged from a course and if:

(a) The administrator of the basic training course recommends that the person complete the requirements in a later course, the administrator of the employing agency of the person requests that the person be allowed to complete the requirements in a later course and the Executive Director gives approval;

(b) The subsequent course is provided in a manner which ensures that the person completes all of the requirements for a basic training course for which the course is certified; and

(c) The subsequent course begins not later than 120 days after the discharge.

Sec. 2. The amendatory provisions of section 1 of this regulation do not apply to a person who was:

1. Eligible to be awarded a basic certificate in training category I pursuant to subsection 3 of NAC 289.200 before the effective date of this regulation; or
2. Employed as a peace officer by an agency before the effective date of this regulation and:
 - (a) Enrolled in a peace officer training course that:
 - (1) Met the qualifications of paragraph (b) of subsection 3 of NAC 289.200; and
 - (2) Began before the effective date of this regulation;
 - (b) Successfully completed the training course; and
 - (c) Passed the state certification examination for training category I with a score of at least a 70 percent.

Public Comment Hearing

Agenda Item 3

POST COMMISSION MEETING

Agenda Item 1

1. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

Approval of the minutes from the July 24, 2014 Public Comment Hearing, Workshop, and POST Commission meeting.

PEACE OFFICERS' STANDARDS AND TRAINING
WORKSHOP
AND
PUBLIC COMMENT HEARING

July 24, 2014

1:12 p.m.

Peace Officers' Standards And Training
5587 Wa Pai Shone Ave
Carson City, Nevada 89701

MEMBERS PRESENT:

Ronald Pierini, Sheriff - Chairman,
Douglas County Sheriffs' Office

Darin Baalam, Assistant Sheriff
Washoe County Sheriff's Office

Dan Watts, Sheriff
White Pine County Sheriff's Office

Troy Tanner, Chief of Police
City of Mesquite Police Department

Anthony DeMeo, Sheriff
Nye County Sheriff's Office

STAFF PRESENT:

Richard P. Clark, Executive Director,
Commission on Peace Officers'
Standards and Training

Michael Jensen, Senior Deputy
Attorney General
Department of Motor Vehicles and
Department of Public Safety

Scott Johnston, Bureau Chief,
Commission on Peace Officers'
Standards and Training

Elaine Moore-Cerda
Commission Secretary
Commission on Peace Officers'
Standards and Training

1 RONALD PIERINI: Okay, for the record it
2 is now about 10 minutes after 1 o'clock on July 24,
3 2014, and we're here in Ely, Prospector Hotel and
4 Casino. One of the things that we're going to start
5 -- what I would like to do as far as the audience is
6 here, when you came in here, we would like to have
7 your signature. I hope that most of you signed in.
8 We need to have that for our records, so if you
9 haven't done that I'd appreciate that.

10 And for right now we'd like to have Mr.
11 Scott here, Johnston, give us an overview of where
12 this was posted throughout the State of Nevada for
13 our workshop.

14 SCOTT JOHNSTON: Thank you. Thank you,
15 Mr. Chairman. Scott Johnston for the record.

16 The notices for all of today's meetings
17 were posted following pursuant to the NRS. In
18 Carson City it was at Blasdel Building on 209 East
19 Musser, Nevada State Library, 100 Stewart Street,
20 Capital Building, 101 North Carson Street, POST
21 Administration at 5587 Wa Pai Shone, Carson City
22 Sheriff's Office at 911 Musser Street. In Las Vegas
23 it was posted at Grant Sawyer Building at 555
24 Washington Avenue. In Ely at the White Pine County
25 Sheriff's Office at 1785 Great Basin Road. It was

1 also sent electronically to all law enforcement
2 agencies in Nevada and all training academies in
3 Nevada. It was mailed to all of the libraries in
4 Nevada's main branches for posting. It was posted
5 on the POST website at post.nv.gov, the LCB website
6 at leg.state.nv.us and at the state notice website
7 at notice.state.nv.gov.

8 RONALD PIERINI: Thank you, Scott, I
9 appreciate that. We're going to go on to roll call,
10 and I'll start off with you, sir.

11 TROY TANNER: Troy Tanner.

12 DAN WATTS: Dan Watts.

13 RONALD PEIRINI: Ronald Peirini.

14 TONY DEMEO: Tony DeMeo.

15 DARIN BAALAM: Darin Baalam.

16 RICHARD CLARK: Dick Clark, POST.

17 MICHAEL JENSEN: Mike Jensen, AG's office.

18 SCOTT JOHNSTON: Scott Johnston, POST.

19 ELAINE MOORE-CERDA: Elaine Moore-Cerda,
20 POST.

21 RONALD PIERINI: Okay. And for the record
22 we're going to show that James Cox, Jim Wright, and
23 Gary Schofield are not here today.

24 What we're doing today, is we're going to
25 start off with a workshop and then right after that

1 we're going to go with our regular meeting.
2 Workshop is designed just to get input not only from
3 the Commissioners but also from -- anybody from the
4 audience. We encourage people to make comments, and
5 if there's anything here that they'd like to discuss
6 or to bring up during this topic that we're going to
7 be talking about, it would certainly be appreciated.

8 I want to make sure that dealing with our
9 Commissioners here that anything you say amongst
10 each other could be recorded on our recording
11 machine, so be careful of that. And then when we do
12 any kind of a motion, which we will not have a
13 motion on this, but what we like to do is that if
14 you are going to discuss anything be sure to say
15 your name clearly so we can record that.

16 What we're going to do now is we're going
17 to talk about what the workshop is dealing with and
18 it's under Topic A, and it's actually under the NAC
19 289.200. This amendment is a regulation
20 establishing standards of the Executive Director to
21 award a basic certificate to a peace officer, to
22 revise the language regarding the score requirement
23 to pass the state certification exam from "a score
24 at or above the 70th percentile" to "a score of at
25 least 70 percent." Additionally, the proposed

1 amendment of NAC 289.200 is to correctly reflect the
2 name change of the Federal Law Enforcement Training
3 Center to the Federal Law Enforcement Training
4 Centers of the United States Department of Homeland
5 Security.

6 And I would think, Scott, this is your
7 topic and if you could go over this, I'd appreciate
8 it.

9 SCOTT JOHNSTON: Thank you. Scott
10 Johnston, for the record.

11 NAC 289.200 deals with the issuance and
12 awarding of the basic certificate so long as certain
13 requirements have been fulfilled. And as has been
14 read into the record one area that was -- these two
15 areas rather, that were discovered by the LCB draft
16 writers and brought to our attention when they were
17 writing up language for us that we're working on
18 having the Commission adopt, and this is a
19 housekeeping process for discussion.

20 The current wording in there when it
21 refers to the state certification exam it says, "A
22 score at or above the 70th percentile." For the
23 longest time we've always interpreted that as a
24 person scores 70 percent on an examination, the
25 certification examination, that constituted passing.

1 However, that terminology is incorrect to reflect
2 what the intent is. The way it's currently written,
3 the meaning makes reference to a ranking comparison
4 amongst many other people in the same area and
5 that's not what the intent was.

6 The intent was to have it read something
7 -- something like a score of at least 70 percent on
8 the examination would correctly reflect, you know,
9 70 out 100 would be passing. And that's what we're
10 here to discuss, is -- in this workshop, is to make
11 changes on that issue and move forward.

12 The second area makes reference to
13 training that qualifies for the basic certificate
14 that's on our reciprocity list, which includes
15 FLETC, the Federal Law Enforcement Training Center.
16 We've also found out that their name has been
17 changed with an addition to it called Federal Law
18 Enforcement Training Centers of the United States
19 Department of Homeland Security. And before this
20 meeting I called them and verified that that is a
21 correct terminology for their agency. So these two
22 housekeeping issues are up for discussion on -- to
23 the Commission and whoever wants to speak. That's
24 what they're about for -- that's what they're here
25 for.

1 RONALD PIERINI: Thank you, Scott. Any of
2 the Commissioners like to make any comments? Okay.
3 I personally don't think there's any issue with it,
4 it's something we needed to clean up, make sure that
5 we're accurate on all of our regs, so.

6 I'm asking to the public here, is anybody
7 here in a -- would like to make a comment on this
8 particular topic? Okay. Seeing none, we're going
9 to go on to then of a Public Comment Hearing.

10 And this is something, the purpose of the
11 portion of this agenda is to receive comments from
12 all the interested persons regarding the amendment
13 regulations pertaining to Nevada Administrative Code
14 as they are related to the Commission on Peace
15 Officers' Standards and Training to set out more
16 fully in LCB File R051-14. So we have copies here
17 if nobody does have those, we certainly can provide
18 those for you.

19 The proposed regulation referenced to LCB
20 File No. R051-14 contains the following sections.
21 The Section 1 that I'd like to go over and then
22 we're going to have a Section 2 and then we'll have
23 a Section 3.

24 And we're first going to start off with
25 amending it, NAC 289.260(6), which contains the

1 requirements for a Management Certificate to remove
2 the requirement of six units of credit from an
3 accredited college or university. Intermediate and
4 Advanced Certificates already have higher education
5 requirements. The removal of this wording is to
6 need -- to remove a conflict with the two new
7 standards. Making this change will properly align
8 the Management Certificate with the Intermediate and
9 Advanced Certificates. And Scott, would you like to
10 talk about that?

11 SCOTT JOHNSTON: Thank you. Scott
12 Johnston, for the record.

13 This was a workshop back in March of 2014
14 and the way the Intermediate and the Advanced
15 Certificates' requirements read is, it's prorated
16 based on college education and degrees and the
17 amount of years of service and the amount of
18 training that would be required. Since there's
19 already a college requirement and the Intermediate
20 and the Advanced Certificates are required to get
21 the Management Certificate, having an additional six
22 hours sitting in the Management Certificate
23 requirement does create that conflict. And the
24 purpose would be to remove that so that they fall in
25 line and are consistent.

1 RONALD PIERINI: Okay. Good. Any of the
2 Commissioners have any questions or comments? Okay.
3 Not hearing any do I have from the public? Okay.
4 And this will be an action item. The next three of
5 them will be in the next few minutes when we start
6 our regular meeting.

7 Section 2 is amending NAC 289.290(1)(e)
8 and (1)(g) which identify circumstances which
9 constitute causes for the Commission to revoke,
10 refuse, or suspend the certificate of a peace
11 officer. One section here is the section -- change
12 section of (1)(e) is to include having been
13 convicted of, or entry of a plea of guilty, guilty
14 but not mentally ill -- or says guilty but mentally
15 ill or nolo contendere, a gross misdemeanor.
16 Section -- 2 is a change subsection (1)(g) to
17 include having been convicted of, or entry of a plea
18 of guilty, guilty but not (sic) mentally ill or nolo
19 contendere to a felony.

20 Scott?

21 SCOTT JOHNSTON: Thank you. Scott
22 Johnston for the record.

23 This was a section that's -- we were
24 looking at adding it -- actually one of the
25 commissioners had wanted us to look into and was

1 workshop back in March as well. And this is to
2 address situations where an officer is involved in
3 criminal conduct, is charged and later on they plead
4 guilty to it but they have some other circumstances
5 in there, such as, going to rehab or going through a
6 specialized probation or going through something
7 that would allow that offense to be dropped to a
8 lesser offense for which the Commission would not
9 have authority or need to look at it. But what it
10 -- this does is allows the -- gives the Commission
11 another avenue to take action based on the conduct,
12 not necessarily based on what the plea bargain
13 disposition is of the offense.

14 RONALD PIERINI: Yeah, and I think that
15 was a good point that we did bring up with that
16 because it would maybe even after a year they could
17 drop the case completely, you know. So we wanted to
18 make sure that -- that we as commissioners realize
19 that we can take action on somebody that is pleading
20 guilty but regardless of the result at the final end
21 with the judge that we can still revoke that
22 certificate if we wish. So.

23 SCOTT JOHNSTON: That's correct.

24 MR. CHAIRMAN: That's something that I
25 think we really needed to have done. So that's my

1 comment, is there other comments from the
2 Commissioners?

3 TROY TANNER: Sure, I'd like to make a
4 comment. Troy Tanner.

5 Yeah, I agree with it, I was one of the
6 ones that brought it up. We've had a couple
7 officers have plea bargain cases and it's important
8 we are held at a higher standard and we don't want
9 to send that person to another agency, either. So I
10 strongly agree.

11 RONALD PIERINI: Thank you, Chief,
12 appreciate that. Anybody else like to make a
13 comment? All right, let's go to the public.
14 Anybody in the audience would like to make a comment
15 on that particular topic?

16 DAVE LAITY: Yeah, Dave Laity from the
17 Nevada Youth Parole Board.

18 RONALD PIERINI: You'll have to come up
19 here, I'm sorry, sir. I'm sorry. Be sure to say
20 your name and what agency.

21 DAVE LAITY: I'm Officer Dave Laity from
22 the Nevada Youth Parole Board.

23 Just had a question on that. If that goes
24 through, is that retroactive? Will we have to do
25 background checks on them?

1 RONALD PIERINI: To the best of my
2 knowledge, and that would be after Mr. Jensen here
3 with AG's office, but anything that we start from
4 the day now, that only counts from future not from
5 back. Am I correct, Mike?

6 MICHAEL JENSEN: Yeah. Mike Jensen, for
7 the record.

8 That -- that's correct, but we can make
9 that clear as well on the motion that your intent as
10 a commission is that it only apply respectively, or
11 going forward. Might be a good idea to make that
12 clear.

13 Another thing as well, this isn't going to
14 be a change to the minimum standards for
15 appointment. It's only a change to the section that
16 deals with causes for the Commission to take action
17 on an existing peace officer's certificate.

18 DAVE LAITY: Thank you.

19 RONALD PIERINI: Thank you, sir,
20 appreciate your comment. Anybody else in the
21 audience? Okay.

22 We're going to go on to Section 3 then.
23 This is to repeal NAC 289.280 which establishes the
24 standards for an Instruction Certificate. The
25 Commission is repealing this regulation because an

1 Instruction Certificate has been found to be
2 unnecessary to improve the quality of instruction of
3 peace officers.

4 Scott?

5 SCOTT JOHNSTON: Thank you, Mr. Chairman.

6 Scott Johnston, for the record.

7 This stemmed from analysis on staff's part
8 on the validity of the instructor's certificate, how
9 difficult it was or was not for officers to obtain,
10 and how many are actually being issued. And the one
11 thing we found out is that a lot of the lesson plans
12 are canned programs so to speak and one of the
13 requirements in the Instructor's Certificate is you
14 have to be the author of the lesson plan, and that's
15 hard to do in that respect.

16 And secondly we looked at 2013 and there
17 were only two certificates issued for the entire
18 year out of all the peace officers in the state.
19 And in -- in looking at what is already out there
20 that has more validity to help support an
21 instructor's skills and certification, if you will,
22 we have these 40-hour instructor development class,
23 we have the 80-hour advanced instructor development
24 class that teaches trainers how to teach, and almost
25 every topic area out there has some type of an

1 instructor's school associated with it on how to
2 properly teach it. And in the workshop that was
3 explained and what led to here is, there's a lot out
4 there that has more credibility than the old
5 certificate, as evident by only two of them being
6 issued. So that's why the purpose here was to
7 repeal this one.

8 RONALD PIERINI: Thank you, Scott.

9 Commissioners, any comments? Hearing none, I go to
10 the public. Anybody here in the audience would like
11 to make a comment on this topic? Okay.

12 Public comments is the last one here
13 before we start our regular agenda. Is there
14 anybody in the audience would like to make any
15 public comments on anything that hasn't been talked
16 to so far? Okay.

17

18

19

20

21

22

23

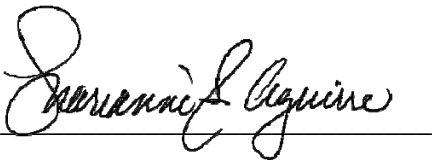
24

25

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

C-E-R-T-I-F-I-C-A-T-I-O-N

I certify that the foregoing is a true and accurate transcript of the electronic audio recording from the meeting in the above-entitled matter.



8-8-2014
DATE

MARIANNE S. AGUIRRE
COURT REPORTING SERVICES

PEACE OFFICERS' STANDARDS AND TRAINING

REGULAR SCHEDULED MEETING

July 24, 2014

1:27 p.m.

Peace Officers' Standards And Training
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701

MEMBERS PRESENT:

Ronald Pierini, Sheriff - Chairman,
Douglas County Sheriffs' Office

Darin Baalam, Assistant Sheriff
Washoe County Sheriff's Office

Dan Watts, Sheriff
White Pine County Sheriff's Office

Troy Tanner, Chief of Police
City of Mesquite Police Department

Anthony DeMeo, Sheriff
Nye County Sheriff's Office

STAFF PRESENT:

Richard P. Clark, Executive Director,
Commission on Peace Officers'
Standards and Training

Michael Jensen, Senior Deputy
Attorney General
Department of Motor Vehicles and
Department of Public Safety

Scott Johnston, Bureau Chief,
Commission on Peace Officers'
Standards and Training

Elaine Moore-Cerda
Commission Secretary
Commission on Peace Officers'
Standards and Training

1 RONALD PIERINI: Okay. We're going to
2 start off with the regularly scheduled meeting. We
3 still, we're not adjourning, so we're going to -- we
4 know everybody is here and that it's been on record
5 as that, nobody's changed on that.

6 And our discussion in public comment and
7 for possible action approval of the minutes for the
8 -- from the May 1, 2014 workshop and POST Commission
9 meeting. Has any of the commissioners had time
10 hopefully that they read that and there's any
11 concerns on any of those minutes that were written
12 down? Do we need to make any changes? I'm not
13 hearing any, how about the public comment, did you
14 have anything on there that maybe you had read that?
15 I doubt it, but if you did --

16 Okay. So I'm looking for a motion.

17 DARIN BAALAM: I'll make a motion to
18 approve the minutes.

19 RONALD PIERINI: Thank you, Mr. Baalam.

20 Okay. Do I have a second?

21 DAN WATTS: Dan Watts, for the record.
22 I'll second.

23 RONALD PIERINI: All right. Any other
24 discussion? All in favor?

25 COMMISSIONERS: Aye.

1 RONALD PIERINI: Anybody oppose? So
2 carried.

3 Now, we go to Mr. Dick Clark, Executive
4 Director's report.

5 RICHARD CLARK: Thank you, Mr. Chairman.
6 Dick Clark, for the record.

7 The first item to discuss, just briefly
8 give you an overview. The Governor issued an
9 Executive Order 2014-11 and it states it's providing
10 for reciprocity for military members and veterans
11 seeking licensure in the State of Nevada. There
12 were different occupations that were listed as far
13 as needing licensure to assist or look at assisting
14 veterans. One of them was law enforcement and so
15 the commission was given some direction from the
16 Governor's office to look at three major issues and
17 I'll go over each one just very quickly.

18 We put out a survey to the sheriffs and
19 chiefs to get an idea and get a good view of what
20 the sheriffs and chiefs executive officers in the
21 state, their -- their view of this request for
22 assisting veterans into civilian law enforcement.
23 The three issues that we looked at, some of the
24 information has already come back from the surveys.

25 The first one that we were required to

1 look at was, are there any unique challenges facing
2 service members coming, or attempting to become
3 certified as peace officers in the State of Nevada.
4 And just briefly, the survey shows that there is
5 really nothing that we've been able to determine,
6 that the Commission could have any effect on that
7 would be barriers for people coming out of the
8 military coming into civilian law enforcement. So
9 there really -- there are no barriers that we were
10 able to find.

11 The only issues are problems that the
12 veterans might have themselves that we would have no
13 effect on. If some agencies require 24 hours of
14 continuing education training -- not continuing
15 education, I'm sorry, formal college credits and
16 that's not anything that we can have any effect on.
17 So that -- that part of that requirement from the
18 Governor's office was satisfied with, you know, no
19 challenges that we could find.

20 The -- also, requirement was that the
21 Governor's office wanted us to develop appropriate
22 measures to be able to tally how many veterans were
23 coming into civilian law enforcement from the
24 military. And we were able to do that because
25 there's a state requirement that anybody that's

1 becoming certified, they have to fill out a form to
2 show that they are in complete compliance with any
3 child support that they might be responsible for.
4 And so we took that form and added on to that the
5 question to the individual so that we could track,
6 and they would know if they're a veteran or not, so
7 they would check that blank in that form and then we
8 actually are able to tally that annually. So we've
9 satisfied that part.

10 The third issue is a little more
11 challenging and that has to do with developing what
12 they call bridge programs. Bridge programs would be
13 taking and giving credit to military police folks,
14 veterans, and give them credit for significant
15 amount of training that they had in their military
16 police basic training curriculum and then supplement
17 that with what would bring that up to the Nevada
18 standard. That's what is considered a bridge
19 program.

20 The surveys were not favorable in support
21 of that and I just -- because I don't have -- don't
22 want to take a lot of time, I'll just say in
23 summary, most of the resistance was that they would
24 have -- they had concern about liability issues of
25 people that they are responsible for but yet are not

1 trained exactly the same as everybody else in their
2 agency. And there's other issues, too, as far as
3 the amount of people, where would they be trained
4 and so forth. But there are -- there were a few
5 agencies that were interested from that standpoint.
6 We've decided that we'll have a special POST
7 Commission meeting around September the 16th to make
8 recommendations to the Commission to meet and
9 discuss and decide what the ultimate recommendations
10 for this issue will be to the Governor and that --
11 because that's required by October the 15th, that
12 the Commission has to report on the potential
13 development of these bridge programs by October
14 15th. So at that meeting we'll go over the details
15 about the survey and what we've been able to look at
16 and offer up.

17 And also looking at potential support for
18 veterans that we may be able to develop in their
19 support an accelerated ability to obtain
20 professional's certifications based on giving them
21 credit for military police service. So those things
22 that we'll take care of that and --

23 RONALD PIERINI: Okay. Dick, if I can
24 just interrupt for a second.

25 RICHARD CLARK: Yeah. Yeah.

1 RONALD PIERINI: I think one of the things
2 that we're going to have to do in September, because
3 what Dick is saying is that in October we have to
4 come up with a product for the Governor.

5 I'm wishing and at least I'm hoping that
6 you'll take some time to read this and to really
7 analyze this. We can make it work if we can. We
8 may not be to do that. I think some of the -- some
9 of the questions that have come up was that maybe we
10 could have a bridge thing where we could put on
11 another academy to lessen the impact of the agencies
12 having to send for a whole 600-hour academy. They
13 can cut it down quite a bit.

14 The question really comes down to is, how
15 many people can we -- are we going to have those
16 kinds of training? Are we going to have a dozen?
17 Are we going to have two? We going to have one?
18 How does this -- does POST being able to create that
19 to have a training or an extra four weeks or
20 whatever -- or excuse me, maybe a month later or
21 something of that nature, how can we afford to do
22 that for one, and how can we really say that we
23 should go forward with that with only maybe a couple
24 of people that have been hired on that particular
25 program?

1 What I've heard a lot of that is, is that
2 people are saying I'd still send them to a full
3 academy, that doesn't matter, at least I know at the
4 end of the -- of that academy, is everything that
5 they should know is there. So it's kind of a
6 complex issue and it's going to be something that we
7 need to work with and we need to try to come up with
8 a solution on this and to present it to the Governor
9 to see if that's what they want to do.

10 So that's what we're going to do in
11 September and that's why we have to have a special
12 meeting and it'll be in Carson. We'll talk about
13 that a little bit later. But there's a lot to this
14 thing that I would like you to really read about and
15 to look at and to certainly call Dick if there are
16 -- or any of us that if you have any questions or
17 things that you'd like to discuss whether -- which
18 way we're going to go, so --

19 RICHARD CLARK: Just --

20 RONALD PIERINI: -- it's going to be
21 difficult.

22 RICHARD CLARK: -- yes, thank you, Mr.
23 Chairman. Just to look at which way we would go and
24 be able to present that to the Commission in
25 September, if the Commission pleases, we would put

1 -- maybe put together options, 1, 2, and 3 options.
2 Being, you know, no bridge program, a bridge program
3 that would -- and how that would be done, so forth,
4 you know, some recommendations about how we would do
5 that. And certainly put forward some of the
6 beneficial things that we think we could do for
7 veterans outside of a bridge program that would
8 entice them and help them out to get started in
9 civilian law enforcement.

10 I did have a conversation with Caleb Cage
11 that made a presentation to this Commission from the
12 Veterans' Affairs. He reiterated that it is not the
13 intention of the Governor's office or Veterans'
14 Affairs to do anything to force the Commission into
15 making decisions that might lessen the quality or
16 professionalism of law enforcement in the State of
17 Nevada. So, I guess, by hearing him say that it
18 sounds like there's not a mandate but we're to look
19 at it and make recommendations. So I think it would
20 be open to the Commission to make whatever
21 recommendation the Commission wants to make. And
22 the staff will make a presentation, a full report
23 and a presentation to help the Commission make those
24 decisions. And we'll try and do it in a format of
25 options, perhaps.

1 TONY DEMEO: Mr. Chair? For the record,
2 Tony DeMeo.

3 Is there any way that we can get lesson
4 plans from the military on topics that they want us
5 to look at as far as bridging these -- having bridge
6 programs within the POST so we can look at to see
7 how identical these programs are? I mean, you know,
8 I -- when I was in the Navy they trained me a
9 certain way and actually in civilian -- when I went
10 to go back to my civilian job, what they taught me,
11 I actually found one, I actually got a promotion
12 within the post office because the way they
13 conducted their -- it was inventory, I was a
14 storekeeper. I went back to the post office and
15 they were looking for someone to do actually their
16 tools and parts and what I learned in the Navy I
17 bridged right into that program. I got a promotion
18 out of that so I understand the importance of having
19 military experience and training and then having
20 that incorporated into civilian -- into a civilian
21 job. But -- so --

22 RICHARD CLARK: Right. The details and
23 the specifics of the curriculum and core courses and
24 so forth, the Commission staff will prepare that.
25 We're already looking at it. Other states have

1 already done a lot of that work as well. They --
2 some of them have developed some bridge programs.
3 Texas, Arizona, Michigan, a couple of states have
4 already done that. So we're comparing, we're
5 looking at that. We'll provide that information to
6 the Commission and you can ask questions about it
7 and get the details about it. But we'll do that
8 preliminary work before September so that that will
9 be presented to the Commission.

10 TONY DEMEO: Okay.

11 RICHARD CLARK: Just -- the survey itself,
12 just to -- there's only a couple of questions I'm
13 just going to quickly summarize them for you.

14 Any unique challenges to the hiring of
15 military veterans, 80 percent of the -- 87 percent
16 of the people participating in the survey said no.
17 The second question, former military police hired in
18 the last 12 months, almost 85 percent of the
19 agencies have hired less than five people. Number
20 3, do military police officers have comparable
21 training and experience? 64 percent of the
22 participants in the survey said no.

23 Is it mandatory that all new hires attend
24 your academy? This is sort of an interesting
25 question because percentage-wise there's only a few

1 agencies that absolutely train their own people.
2 But they hire most of the peace officers in the
3 state and those people said yes, they will make sure
4 that those people are trained only are with their
5 academy. But the way the question was worded, 84
6 percent said that no, new hires don't necessarily
7 attend their own -- their academy because most of
8 the agencies don't have their own academy. So
9 anyway, it was probably a poorly worded question, I
10 think.

11 Do you specifically recruit former
12 military police as opposed to just military
13 veterans? Ninety-seven percent say no, they don't
14 make no distinction between hiring a veteran or
15 hiring a military police veteran. So no distinction
16 there.

17 What concerns do you have with military
18 police vets, basing their academy training on their
19 military police background? Seventy-seven percent
20 said they had concerns, 23 percent said no. I won't
21 read the comments but we will -- I think we did
22 provide you with a copy of the summary and you can
23 read the comments of what their specific concerns
24 are. But I won't go into it for the sake of time
25 and so forth.

1 Anyway, that's where we are with that
2 issue. Do you have any other questions about that
3 -- my answer? If not, we'll move on.

4 RONALD PIERINI: Thank you, Dick,
5 appreciate it.

6 RICHARD CLARK: Okay. Just -- the rest of
7 the issues here is my -- generally give an update on
8 Bureau reports. We have an academy starting on
9 Monday. We have 18 people that are signed to show
10 up, two of which are Category II. They will
11 graduate in November. There are reports, I
12 generally just handle the Professional Development
13 Bureau because they're not here and, I guess, the
14 only thing I'll mention there is, they've got about
15 130 courses that are online and available for use.
16 There's about 199 eLearning students that we've had
17 and the training hours between last meeting was
18 about 1950.

19 POST budget, I won't go into detail on
20 that. I provided a sheet that shows, once again,
21 how we are probably -- close estimates are -- were
22 tracked at about \$250,000 below authorization. We
23 have, you know, a letter into the Governor's office.
24 We're going to be meeting with the Governor's staff
25 on our budget issues and the budget office is trying

1 to make sure that the one main factor that we need
2 to accomplish in this upcoming budget session in the
3 legislature is to make sure that the POST
4 Commission, that our income has some small
5 connection to the general fund, which we do not have
6 at this point. If we have a connection which means,
7 like, \$100 worth of our budget is slated coming from
8 the general fund, that means that when the court
9 assessments don't come in and we're below our
10 authorization, we can go to the general fund and
11 borrow money. That'll happen for sure this next
12 legislative session and that'll be fixed. Up until
13 then we're still operating on not having that
14 ability, so we've got to do this academy and one
15 more to -- and, you know, for our expenses to be
16 able to get there. And so we've made the necessary
17 cuts and so forth. There should be some salary
18 saving, we're losing some employees and we'll
19 probably do salary savings and make it until next
20 July. But after next July, I think, we'll be
21 solvent because we'll have that connection and it'll
22 be okay.

23 D, okay. I won't go into the 4th Quarter
24 Reports and Performance Indicators because I want to
25 point out that we've issued the most recent annual

1 report that I'll just brief over just -- in just a
2 second. So -- but you have the monthly -- the
3 quarterly reports listed, which I always try and
4 include. That gives you an overview of what we've
5 been doing, not only monthly but then summarized
6 quarterly. And then there's also a Performance
7 Indicator sheet which gives you the exact numbers of
8 what we're doing, both quantitatively and
9 qualitatively.

10 On E, since last academy we've issued
11 about -- not last academy, the last meeting, POST
12 Commission meeting, we've issued about 70 Cat I
13 certificates, 21 Cat II certificates, 84 Cat III
14 certificates, 17 Reserve certificates. We've issued
15 86 Intermediates, 65 Advanced, 18 First Line
16 Supervisory certificates, 3 Management, 2 Executive
17 and no Instructor, and we've certified 93 courses.
18 And those are listed, too, if you want to take a
19 look at them there.

20 Just a quick report on the G issue, which
21 is the status of our Cat II position just earlier
22 today. The Sheriffs and Chiefs Association
23 nominated Robert Woolsey Chief of Boulder City
24 Marshal's office to send that recommendation to the
25 Governor's for the Governor's appointment and Robert

1 Woolsey is here. If you'd like to just say howdy
2 and give just folks a little background for us and
3 --

4 ROBERT WOOLSEY: Sure. As I said earlier,
5 for those of you who weren't here to see, Robert
6 Woolsey, I've 16 years law enforcement, I am the
7 Chief Marshal in Boulder City. I've done both sides
8 of the -- leasing side of the house and the
9 specialized law enforcement side in the Cat II.
10 Last three years I've been in an administrative
11 level position in my agency, but I've taught in the
12 State of Nevada both in-service and new hire for
13 years.

14 I currently teach both at CSN, some
15 courses, and again, I keep saying this because I
16 keep getting texts about, I should have been there
17 today, but I missed the academy class the day I had
18 to teach. But I also teach for CSN in-service in
19 the criminal justice program and I teach for the
20 University of Phoenix. And I'm a subject matter
21 expert on a bunch of different things, including
22 criminal courts procedures, et cetera, et cetera.
23 So, I'm excited, I appreciate the opportunity.

24 RICHARD CLARK: Welcome.

25 ROBERT WOOLSEY: Thanks, Dick.

1 RONALD PIERINI: Hopefully, that's going
2 to be approved by the Governor soon and hopefully
3 when that does happen hopefully you can attend the
4 one in September.

5 RICHARD CLARK: I'm sure we'll get a
6 letter from the president of the Chiefs -- Sheriffs
7 Association making that thing so we can forward it.

8 RONALD PIERINI: Here's a piece of paper.

9 RICHARD CLARK: The staff will also get
10 with you because you need to go online and there's
11 a, like, a request for the position, it's like an
12 application, and we'll guide you through that. So
13 that'll all be done and we can get that done
14 quickly. So definitely by November that should be
15 done.

16 The last thing I'll mention is that we
17 did, for this meeting, got together our annual
18 report. There's a copy of it that's in front of you
19 there. I would only, I guess, because I've already
20 made statements to the sheriffs and chiefs and most
21 of the people were there, just for the record, I'll
22 read my closing statement as the Executive Director
23 of a message that I put in every annual report and
24 the closing remark is:

25 "In closing, on a personal note, I want to

1 say thank you for 21 years as the Executive Director
2 of the Nevada Commission on Peace Officers'
3 Standards and Training. It's been an opportunity of
4 a lifetime to enjoy the company of great leaders and
5 dedicated professionals. We've shared a lot of ups
6 and downs, fought the good fight to improve
7 professional standards and quality training to
8 Nevada peace officers" and that's just -- "it's time
9 for me to pursue new challenges. So in a sense of
10 sadness, mixed with excitement for the adventure
11 that lays ahead, I bid you all farewell." And
12 that's just a comment for the record there.

13 And so probably I will not be at the
14 November meeting and I think I would just also
15 mention that the September meeting I think it would
16 be a good idea to include on the agenda for the
17 September meeting how this position, how the
18 Commission wants to move forward and the procedure
19 for replacing the Executive Director.

20 RONALD PIERINI: All I can say, Dick, is
21 that, you know, you got a hurdle to go through, and
22 that's a background check. So I'm hoping you fail.
23 So nothing is down in writing. He hasn't -- he
24 hasn't sent a resignation as yet. But I'm just
25 kidding you and I know he's going to have his --

1 great guy and you'll get that job and we're
2 certainly going to miss you. But, you know, it is
3 what it is for us and we'll struggle on. But, you
4 know, maybe in September you'll still -- not quite
5 there yet and maybe you'll attend that meeting, I
6 don't know.

7 RICHARD CLARK: I might be, yeah. Might
8 be.

9 RONALD PIERINI: But we'll certainly let
10 everybody know what the status is on with Dick.

11 RICHARD CLARK: Great.

12 RONALD PIERINI: We congratulate you with
13 this new job that you're probably going to get.

14 RICHARD CLARK: Thank you.

15 RONALD PIERINI: Certainly will be missed
16 here.

17 All right. We're going to go on to
18 Discussion, Public Comment, and For Possible Action.
19 Again, these are the same things we just talked
20 about a few minutes ago dealing with the workshop.
21 And what we're going to do is we're going to propose
22 changes in the Commission's regulations referenced
23 to the LCB File No. R051-14, contains the following
24 sections. And I think what we should probably do on
25 this, Commissioners, is that we'll start with the

1 first section and go ahead and make a possible
2 action item there.

3 And we're going to go off to Section 1
4 amending NAC 289.260(6) which contains the
5 requirements for the Management Certificate to
6 remove the requirement for the six units of credit
7 from an accredited college or university.
8 Intermediate and Advanced Certificates already have
9 higher education requirements. Removal of this
10 wording is needed to remove a conflict with the new
11 standards. Making the change will properly align
12 the Management Certificate with the Intermediate and
13 Advanced Certificates.

14 I'm going to ask the Commissioners, do you
15 need any more discussion from Scott? Do we need to
16 have anything on the record that you would like to
17 make? Okay. I'm going to ask to the public then.
18 If I could ask, anybody from the public would like
19 to make comments on that or if you have any
20 questions on that particular section?

21 SCOTT JOHNSTON: Mr. Chairman, if I may,
22 just real quick, call the Commissioners' attention
23 behind agenda item number 3 in this section is the
24 actual language from LCB that we're here to adopt.
25 It's -- start from the second page. In case anybody

1 wanted to actually see what the exact wording was.

2 RONALD PIERINI: Oh, okay. Maybe -- maybe

3 you should read that then, do you think we should

4 for the record?

5 SCOTT JOHNSTON: I would be happy to do

6 that.

7 RONALD PIERINI: That would be great. I

8 appreciate that. Thank you.

9 SCOTT JOHNSTON: Okay. Again, going to

10 agenda item number 3, you can see this is the

11 language that LCB wrote for us on 05-1-14. And if

12 you go to page 2 of that, page 2 on this document,

13 you'll see Section 1. This is the one addressing

14 the Management Certificate and if you move down to

15 the bottom of the page at item number 6, that is the

16 six-unit credits college university.

17 RONALD PIERINI: Scott, help me out again.

18 SCOTT JOHNSTON: Yes.

19 RONALD PIERINI: We're having a problem

20 finding that. I know I read it, but where is it at

21 now, under section 3?

22 SCOTT JOHNSTON: Agenda item 3 under the

23 POST Commission meeting.

24 RONALD PIERINI: What am I doing wrong

25 here?

1 SCOTT JOHNSTON: Tab 3.

2 TONY DEMEO: -- agenda 3.

3 RONALD PIERINI: I'm on 3.

4 TONY DEMEO: Okay, go a couple pages in.

5 Just --

6 RONALD PIERINI: Glad I have people that

7 can help me. All right. Okay. Got it.

8 SCOTT JOHNSTON: Okay. And starting on

9 the second page of that document is the actual

10 language for 289.260. At the bottom of the page,

11 item number 6 shows the removal of the college

12 credit requirement and everything else remains as

13 written.

14 RONALD PIERINI: Okay. So do we need to

15 add anything more on that particular topic?

16 SCOTT JOHNSTON: Not on that action item

17 unless you want to move to Section 2.

18 RONALD PIERINI: No, let's go with number

19 1, if you don't mind.

20 SCOTT JOHNSTON: Okay. That would be it

21 for Section 1.

22 RONALD PIERINI: Okay. So why don't we go

23 ahead and do a -- rule on that?

24 MIKE JENSEN: Public comment, did we have

25 public comment?

1 RONALD PIERINI: I think I did once, but
2 I'll ask again. Public comment from anybody here?
3 No. How about the Commissioners, anything that you
4 would like to say on that? No? Okay. I think we
5 got it covered, don't we Mike.

6 MICHAEL JENSEN: Yes.

7 RONALD PIERINI: Great. Good. Thank you.
8 So Tony, are you going to make it a --

9 TONY DEMEO: Tony DeMeo for the record.
10 I'd like to make a motion to adopt the new
11 regulation removing the six college credits from the
12 Management degree certification.

13 RONALD PIERINI: Thank you. Do I have a
14 second?

15 DAN WATTS: Dan Watts for the record.
16 I'll second.

17 RONALD PIERINI: All right. Any other
18 discussion? All in favor?

19 COMMISSIONERS: Aye.

20 RONALD PIERINI: Anybody opposed? So
21 carried. Thank you.

22 Now we'll go with number -- Section 2,
23 which is amending NAC 289.290(1)(e) and (1)(g),
24 which identify circumstances which continue causes
25 -- constitutes causes of the Commission to revoke,

1 review -- refuse or suspend the certificate of a
2 peace officer. And this is under Section 1 which is
3 change subsection (1)(e) to include having been
4 convicted of, or entry of a plea of guilty, guilty
5 but not mentally ill, or nolo contendere to, a gross
6 misdemeanor.

7 So Scott, did you want to go over that
8 one?

9 SCOTT JOHNSTON: Sure.

10 RONALD PIERINI: Thank you.

11 SCOTT JOHNSTON: Scott Johnston for the
12 record.

13 Going back to the LCB document, Section 2
14 begins on page 3 and concludes on page 4. And under
15 that regulation if you look at (1)(e) it now will
16 read, "conviction of or the entry of a plea of
17 guilty, guilty but mentally ill or nolo contendere,
18 to a gross misdemeanor." That's the way the new
19 language will read to add that provision. Yeah,
20 that would be the language that's in italics, is the
21 addition.

22 And then the next page looking at (g)
23 deals with, it will read, "a conviction of or the
24 entry of a plea of guilty, guilty but mentally ill
25 or nolo contendere to a felony." And then

1 continuing with that the portion where it says,
2 "upon conviction or entry of a plea of guilty,
3 guilty but mentally ill or nolo contendere, a
4 certificate will be revoked." And that deals with
5 if the Commission should take action based on an
6 indictment only where they suspend, then upon
7 conviction for this criteria would revoke the
8 certificate.

9 RONALD PIERINI: Right.

10 SCOTT JOHNSTON: And that would be
11 everything for that section.

12 RONALD PIERINI: Okay. So we've done
13 everything on 1 and 2? We covered those? And I ask
14 any discussion from any of the Commissioners? How
15 about to the public, does anybody make any comments
16 on the particular topics?

17 TROY TANNER: Troy Tanner. I'd like to
18 make a motion to amend Section 2, NAC 289.290
19 Section (e) and (g) to amend the language.

20 RONALD PIERINI: Thank you, Chief. Do I
21 have a second?

22 TONY DEMEO: Can I make a second? I'm
23 sorry --

24 DARIN BAALAM: Were we going to add that
25 it's -- it's not retroactive, going backwards

1 (inaudible) --

2 RONALD PIERINI: Yes. Chief, can we put
3 that in there, please?

4 TROY TANNER: Yeah. And also add the
5 language that it doesn't -- it's not retroactive
6 just from this point forward.

7 RONALD PIERINI: Okay, good. Thank you.
8 All right. Do I have a second?

9 DARIN BAALAM: Darin Baalam, second.

10 RONALD PIERINI: Okay. Any other
11 discussion? All in favor?

12 COMMISSIONERS: Aye.

13 RONALD PIERINI: Okay. So carried.

14 Section 3 is repealing NAC 289.280 which
15 establishes the standards for an Instruction
16 Certificate. The Commission is repealing this
17 regulation because an Instruction Certificate has
18 been found to be unnecessary to improve the guilty
19 -- or the quality of instruction of a peace officer.
20 So Scott, did you want to cover that?

21 SCOTT JOHNSTON: Thank you. Scott
22 Johnston for the record.

23 On the LCB language, the bottom of page 6
24 begins Section 3, continues to page 7 and continues
25 to page 8. Simply put, they're just going to remove

1 this part of the NAC out and it will no longer be
2 there.

3 RONALD PIERINI: Okay. Good. Thank you,
4 Scott. Do I have any discussion from any of the
5 Commissioners? How about to the public, anybody
6 here would like to make a comment on that particular
7 section? Looking for a motion.

8 DARIN BAALAM: Darin Baalam. I'll make a
9 motion that we repeal NAC 289.280.

10 RONALD PIERINI: Thank you, sir. Do I
11 have a second?

12 DAN WATTS: Dan Watts for the record.
13 Second.

14 RONALD PIERINI: Any other discussion?
15 All in favor?

16 COMMISSIONERS: Aye.

17 RONALD PIERINI: Okay. Anybody opposed?
18 So carried.

19 Okay. Number 4 is Mike Jensen's thing and
20 this is discussion, public comment and for possible
21 action hearing pursuant to NAC 289.290 (1)(e).
22 Revocation of David Karrer formerly of Humboldt
23 County Sheriff's Office. So Mr. Jensen, if you can
24 do that for us?

25 MICHAEL JENSEN: Thanks, Mr. Chairman.

1 Mike Jensen, for the record. This is the time and
2 place scheduled for the hearing on the proposed
3 revocation of Mr. Karrer's POST certification based
4 on gross misdemeanor conviction, just his background
5 to that. The hearing is proceeding today under NRS
6 289.510 which provides that the Commission is to
7 adopt regulations establishing minimum standards for
8 certification and de-certification of peace
9 officers. Through that authority the Commission has
10 adopted NAC 289.290 which establishes the cause for
11 the Commission to revoke or suspend a peace
12 officer's POST certification.

13 This hearing today is proceeding under
14 subsection (1)(e), which provides for revocation or
15 suspension upon conviction for a gross misdemeanor.
16 Behind agenda item Number 4 you'll see a number of
17 exhibits there. For the most part these are
18 certified copies of either POST Commission documents
19 or court -- or investigative law enforcement
20 documents that I would ask be admitted today for
21 purposes of any action the Commission might take.
22 And to just briefly go through those to talk about
23 the basis and the background for the -- any action
24 the Commission may take today.

25 The first document we're looking at is

1 Exhibit A, which is a Notice of Intent to Revoke per
2 the Commission's regulations and the open meeting
3 law the Commission is required to send a notice to
4 the individual indicating its intent to take action
5 against his certification. That document is that
6 notice provided pursuant to 289 and -- NAC 289 and
7 NRS 241. It provides Mr. Karrer with a notice that
8 the Commission was intending to meet today and have
9 this hearing. That the basis for the intended or
10 potential revocation is a conviction for unlawful
11 discharge of a weapon in violation of NRS 202.290,
12 conviction out of the Sixth Judicial District Court
13 in Humboldt County, Nevada.

14 Mr. Karrer was advised of his right to
15 appear here today to present any witnesses and
16 documents and to cross-examine any witness or
17 document presented. He was informed of the date,
18 time, and place of this hearing today that he -- and
19 did formerly add 15 days from the date of this
20 notice to let the Commission know if he intended to
21 appear. It's my understanding that there was no
22 notice to the Commission that he intended to appear
23 today, and I don't believe he's here at this
24 hearing. He was told that the scope of the hearing
25 would be NAC 289.290(1)(e), a revocation based on a

1 gross misdemeanor conviction.

2 The next document is Exhibit B, which is
3 the proof of service of that notice of intent to
4 revoke which shows that Mr. Karrer was served with
5 that item on May -- it looks like it says delivery
6 shows the item was delivered on May 30th, 2014 to
7 him and it appears that he signed for it.

8 The next document, Exhibit E, is just the
9 personnel action report showing that he retired from
10 his position with Winnemucca. It looks like the
11 effective date of that -- it looks like the
12 Winnemucca Police Department, the effective date
13 being April 13th, 2014. And the agency provided
14 comments indicating that the -- there was a
15 potential for revocation based on his conviction for
16 gross misdemeanor under the comments section of the
17 -- of the personnel action report.

18 The next document is Exhibit D, is his
19 basic certificate. The next documents are the
20 either the investigative or court documents that
21 relate to the criminal case. I put these in here
22 and I'm not going to go through them in detail but I
23 wanted the Commission to have a little more detail
24 on what the facts of the case were. Because it is a
25 gross misdemeanor and not a felony, there's not an

1 automatic revocation in those cases and generally
2 will be based on the underlying facts of the case.
3 And so I want to make sure you had sufficient facts
4 to make a decision in this case.

5 So the first court document is the
6 Application for a Search Warrant, which attached as
7 Exhibit F is the affidavit which contains a pretty
8 good factual statement of the case. For the
9 Commission's benefit I wanted that to be there.
10 Just real briefly, the incident involved a situation
11 where Mr. Karrer was at home in the evening. He had
12 his two children in the house with him. He fired a
13 weapon through a television set in the house with
14 the two children in the house, is essentially what
15 took place in this case. You'll see as you read
16 through there's a little more detail to what
17 happened but that's essentially the facts of what
18 happened.

19 The Exhibit G is a diagram of the house to
20 give you an idea of where the bedroom was and the
21 television set. And where he fired his weapon is
22 pretty much in direct line with the rooms on the
23 other side of the house where his children were
24 located.

25 The next document, Exhibit H, is Mr.

1 Karrer's interview, a synopsis or assembly of his
2 interview where he essentially says that he doesn't
3 remember any of the details of what happened, that
4 he had gone to bed that evening, that prior to going
5 to bed he had had a couple of drinks of alcohol
6 through the afternoon and evening and then had taken
7 a sleeping medication. And he does not recall
8 anything about the incident other than waking up
9 with the gun beside him and seeing a hole in his
10 television set. And seeing that his children had
11 left the house, they had been instructed when they
12 called the -- their mother and grandmother, to leave
13 the house and they did that.

14 The next document is the information,
15 Exhibit J. It shows that Mr. Karrer was charged
16 with the unlawful discharge of a weapon. The basis,
17 again, for that charge being that he did willfully
18 and unlawfully just discharge a firearm in the
19 following manner: a nine-millimeter handgun that
20 such acts of defendant were done in a public place
21 and/or were done in a place where a person might
22 have been endangered thereby, to wit, he fired his
23 weapon in a location which was his residence and
24 potentially in danger to unnamed juveniles.

25 We've -- if you've noticed we've gone

1 through and tried to be sensitive to privacy. We've
2 gone through and redacted out the names of the
3 children and other personal information like that.

4 Finally, Exhibit K is the agreement, the
5 plea agreement essentially where he -- he's agreed
6 to plead guilty to that gross misdemeanor charge.

7 And then the last document is the conviction
8 document, which is Exhibit L, which shows the
9 judgment of conviction. That based on that guilty
10 plea or nolo contendere plea that he made to that.

11 A couple of items of importance on that is a
12 judgment of conviction or one, he was placed and is
13 on a term of 24 months of probation. And in
14 addition to that one of the conditions of probation
15 is that he is not to possess a firearm for a year,
16 which I think is important for his ability to be a
17 peace officer.

18 Till finally, just based on the
19 seriousness of the crime in this particular case and
20 the fact that -- the activity involved is a
21 violation of the trust placed in peace officers, and
22 those -- well, the fact that he's on probation,
23 which is really not compatible with the ability to
24 be a peace officer, including the condition that he
25 can't carry a firearm, the recommendation is that

1 his POST Certification be revoked.

2 RONALD PIERINI: Thank you. And certainly

3 we're accepting the exhibits for the record.

4 MICHAEL JENSEN: Thank you, Mr. Chairman.

5 RONALD PIERINI: And just to make sure Mr.

6 Karrer, is he out here in the audience by chance?

7 Any representative for him? I'm seeing none.

8 Okay. Any questions from the

9 Commissioners? Anybody from the public would like

10 to make a comment on that? All right. Now, we're

11 looking for a motion.

12 TONY DEMEO: Tony DeMeo for the record. I

13 make a motion to revoke, suspend the certifications

14 issued by the POST Commission on David Lee Karrer.

15 MICHAEL JENSEN: Mr. Chairman, just --

16 Mike Jensen for the record, we probably need to make

17 it clear whether it's a revocation or a suspension.

18 TONY DEMEO: Of revocation. Okay. I just

19 wasn't sure if there was a -- okay. Okay. I'm Tony

20 DeMeo, for the record. "Revoke" the POST

21 certification basic certification issued by the POST

22 Commission of Nevada to David Lee Karrer.

23 RONALD PIERINI: Thank you, sir.

24 TONY DEMEO: Is it --

25 MIKE JENSEN: That's right, yeah.

1 TONY DEMEO: Okay. Thank you.

2 DARIN BAALAM: Darin Baalam. Second.

3 RONALD PIERINI: Any other discussion of

4 the Commissioners? All in favor?

5 COMMISSIONERS: Aye.

6 RONALD PIERINI: Anybody opposed? Okay.

7 So carried. Thank you.

8 On to Number 5 is a discussion, public

9 comment and for possible action of the POST

10 Commission to consider a request from the Department

11 of Public Safety for an Executive Certificate for

12 Captain Anne Carpenter. Is that for you, Mr. Clark?

13 RICHARD CLARK: Yes. Thank you, Mr.

14 Chairman, Dick Clark for the record.

15 This is a request for an Executive

16 Certificate for Captain Anne Carpenter, Department

17 of Public Safety. Captain Carpenter has completed

18 all of the necessary training, education, holds a

19 position of authority over two managers, has a

20 letter from Colonel/Chief Dennis Osborn of the

21 Nevada Highway Patrol requesting the issuance of the

22 Executive Certificate. Staff concurs and recommends

23 the awarding issuance of the Executive Certificate.

24 RONALD PIERINI: Okay. Is Captain

25 Carpenter here? No?

1 RICHARD CLARK: We do have the certificate
2 here.

3 RONALD PIERINI: We do? But we don't have
4 the person. Okay. Do we have any discussion from
5 the Commissioners? How about to the public? All
6 right. Looking for a motion.

7 DAN WATTS: Dan Watts for the record. I
8 make the motion to approve the Executive Certificate
9 for Anne K. Carpenter.

10 TROY TANNER: Troy Tanner, a second.

11 RONALD PIERINI: Thank you, Troy, for a
12 second. Any other discussion? All in favor?

13 COMMISSIONERS: Aye.

14 RONALD PIERINI: So approved. Thank you.

15 Number 6 is discussion, public comment,
16 and for possible action POST Commission to consider
17 a request from the Las Vegas Metropolitan Police
18 Department for an Executive Certificate for Captain
19 Christopher Ankeny.

20 RICHARD CLARK: Ankeny. Ankeny.

21 RONALD PIERINI: There we go.

22 RICHARD CLARK: I think, Mr. Chairman,
23 Dick Clark for the record, the request for an
24 Executive Certificate for Captain Christopher Ankeny
25 from the Las Vegas Metropolitan Police Department.

1 Captain Ankeny has satisfied the requirements for
2 training, education, holds a position of authority
3 or experience over two managers for the required
4 year necessary for the issuance. A letter of
5 recommendation or request for the issuance we have
6 on record from Deputy Chief Gary Schofield from Las
7 Vegas Metropolitan Police Department and staff
8 concurs and recommends the issuance of the Executive
9 Certificate.

10 RONALD PIERINI: Thank you, Dick. Are
11 there any questions from the Commissioners? How
12 about to the public? Seeing none, and we're going
13 for a motion.

14 DARIN BAALAM: All right. Darin Baalam.
15 I make a motion that we accept the Executive
16 Certificate for Captain Ankeny.

17 RICHARD CLARK: Ankeny.

18 DARIN BAALAM: Ankeny.

19 RONALD PIERINI: I'm glad I can't say
20 that.

21 RICHARD CLARK: I try.

22 RONALD PIERINI: You know, something about
23 this day because when you leave here I'm going to
24 have names that we can really say what they are.
25 Okay. Do I have a second?

1 DAN WATTS: Dan Watts for the record,
2 second.

3 RONALD PIERINI: All right. Any other
4 discussion? All in favor?

5 COMMISSIONERS: Aye.

6 RONALD PIERINI: Anybody opposed? So
7 carried. Thank you.

8 SCOTT JOHNSTON: Here's the certificate.
9 Nobody here to accept it.

10 RONALD PIERINI: Okay. Now we're going to
11 go to Number 7, discussion, public comment, and for
12 possible action, request from the West Wendover
13 Police Department requesting a six-month extension
14 of time, pursuant to NRS 289.550, for their
15 employee, Chief Welsh's -- has completed the
16 certification process for a peace officer which has
17 not been completed and processed within one year.

18 So do we have somebody from Wendover here?
19 You're it. Okay. Say your name, please.

20 EMILY CARTER: Thank you, Mr. Chairman.
21 Mayor Emily Carter from West Wendover City. And I'm
22 here requesting a six-month extension for our chief.
23 He's had some medical issues which have prevented
24 him from completing that within his first year of
25 employment. But he's been making some improvements

1 and getting some additional medical help, so
2 hopefully he should be able to have that done by, I
3 believe it's December 10th.

4 RONALD PIERINI: Okay. Scott, did you
5 want to go over that at all?

6 SCOTT JOHNSTON: Thank you, Mr. Chairman,
7 Scott Johnston for the record. Yes. Just to lead
8 in to add what the mayor has mentioned.

9 We did receive a written request that's in
10 your Commission book dated June 24th making this
11 request to the Commission for the six-month
12 extension. And the next page in there is the
13 personal action form that does show that the chief's
14 hire date was 6/10 of '13, which means 6/10 of '14
15 was his one-year up pursuant to NRS 289.550,
16 requirement to be certified within one year. A six-
17 month extension would extend that to December 10th
18 of 2014 and allow him to continue performing his law
19 enforcement functions while he prepared to meet all
20 the requirements for certification.

21 RONALD PIERINI: So Scott, no issues?

22 SCOTT JOHNSTON: We don't see any issues
23 and it would be staff recommendation to the
24 Commission for approval if they saw that -- saw it
25 appropriate.

1 RONALD PIERINI: Okay. Thank you, Scott.

2 RICHARD CLARK: Point, the date would be
3 from the date of hire and then that would be six
4 months from -- from whenever that year ended?

5 SCOTT JOHNSTON: That is correct. So the
6 one year ended, just for clarification, on June 10th
7 of 2014. And the six-month extension would take
8 that to December 10th, 2014, if that's clear.

9 RICHARD CLARK: The point is the
10 Commission can't give six months because you can
11 only give 18 months from the date of hire, six
12 months from the -- when that year ended. So when
13 you grant an extension it will be up until where
14 that would be 18 months from the date of hire.

15 RONALD PIERINI: Right. Okay. Thank you,
16 Dick. Any questions from the Commissioners?

17 TONY DEMEO: Tony DeMeo for the record.
18 Apparently from what I see his prior law enforcement
19 he would be able to just do his two week in lieu of
20 -- in order to meet the certifications for Nevada,
21 the only thing he has to do is the physical fitness?

22 RICHARD CLARK: No, it's --

23 SCOTT JOHNSTON: That -- well, that is, if
24 I understood you right, Commissioner DeMeo, that is
25 correct. He's already completed everything

1 including passing the state certification exam and
2 the physical fitness is the last phase needed for
3 certification to be awarded.

4 TONY DEMEO: I appreciate it. That's what
5 I got from the -- from what we were given. I
6 appreciate that. Just my -- for the -- make that
7 clear. Okay. Thank you.

8 RONALD PIERINI: Any other questions from
9 the Commissioners? How about to the public? Okay.
10 Looking for a motion.

11 TROY TANNER: Troy Tanner. I'll make a
12 motion to approve extension 18 months from the hire
13 date for Chief Burdel Welsh.

14 TONY DEMEO: Tony DeMeo for the record.
15 I'll second that.

16 RONALD PIERINI: Any other discussion?
17 All in favor?

18 COMMISSIONERS: Aye.

19 RONALD PIERINI: All right. Approved.
20 Thank you for coming.

21 EMILY CARTER: Thank you.

22 TONY DEMEO: Thank you. Thank you, Mayor.

23 RONALD PIERINI: That's one thing that we
24 do ask as a protocol is that from those agencies
25 that ask those extensions to show up for our

1 meeting, we appreciate you doing that. Thank you.

2 Okay. Public comments, is there anybody
3 in the audience that want to make a public comment
4 that we haven't discussed today that's not on the
5 agenda? Anything for the future items that you'd
6 like to have discussed? Seeing none, we're moving
7 on to Number 9 which is discussion, public comment,
8 and for possible action, schedule upcoming
9 Commission meeting. I know we talked a little bit
10 about that, but Dick, you want to hit that one more
11 time?

12 RICHARD CLARK: Yeah. Yeah, we had at our
13 pre-POST Commission meeting, realized that because
14 of the upcoming responsibility to report to the
15 governor by October 15th what the recommendations
16 would be on that bridge program issue for the
17 military police to civilian peace officer, that we
18 needed a meeting at least a month early for staff to
19 be able to give direction and insights to the
20 Commission so the Commission could formalize and
21 then give direction to the staff to prepare that
22 final report recommendation to the Governor.

23 I think we came up with September 16th and
24 17th with a workshop on the 16th and a meeting --
25 the meeting on the 17th. Also, because of other

1 events the Commission is going to -- will have to
2 add to that agenda how the Commission wants to
3 proceed with the replacing of the Executive
4 Director. So that's what we're looking at time --
5 timing-wise.

6 You can discuss a little bit whether you
7 want a day-and-a-half meeting. You know, come in
8 and work the afternoon or maybe of the first day and
9 then all day the second day or however you want to
10 do that, but that's where we kind of set that up.
11 That would give a full month to finalize that report
12 to the Governor.

13 RONALD PIERINI: I would think that it
14 would be okay, unless everybody thinks differently.
15 Why don't we start then on the 16th at 1 o'clock at
16 the POST Commission office?

17 RICHARD CLARK: Okay.

18 RONALD PIERINI: And we'll do a half-a-day
19 or whatever hours it does take to get that done and
20 then hopefully on the 17th why don't we do 9 o'clock
21 then? And for those that are traveling from Reno,
22 whatever, it'll be a little bit easier. And we
23 really do need to have some good, you know,
24 attendance. We do need that on this time, so
25 hopefully that all the Commissioners will show up

1 for that. If you can do that possibly?

2 RICHARD CLARK: Mr. Chairman, just for the
3 -- or just for information sake, the reason that Jim
4 Wright from the Department of Public Safety Director
5 and Director Cox couldn't be at this meeting is
6 there was a direct conflict with a cabinet meeting
7 with the Governor. We're going to get from the
8 governor's office when those meetings are -- are
9 supposed to come up so that if we know ahead of time
10 we will definitely not schedule a conflict like
11 that. We didn't know about it until later on, but
12 they're going to give us a calendar and we'll try
13 and calendar that to make sure that those two
14 individuals are not tied up at the Governor's office
15 with cabinet meetings.

16 RONALD PIERINI: Okay. So I guess what we
17 -- we do have a thing on here for public comment.
18 Anybody from public comment? None. I guess we're
19 looking for a motion then, because that's what it is
20 directed that, and I'll make the motion that we
21 tentatively until we have maybe a conflict with
22 schedules. But right now we're going to start on
23 September 16th at 1 o'clock in Carson City at the
24 POST Commission and 9 o'clock again on the 17th.
25 And that will be our next meeting. So do I have a

1 second?

2 DARIN BAALAM: Darin Baalam. I'll second.

3 RONALD PIERINI: Any discussion? All in

4 favor?

5 COMMISSIONERS: Aye.

6 RONALD PIERINI: Anybody opposed? So

7 carried.

8 Number 10 is the hardest one. Discussion,

9 public comment, and for possible action,

10 adjournment. Do I have a motion?

11 TROY TANNER: Troy Tanner --

12 UNIDENTIFIED MALE SPEAKER: We all made

13 one.

14 RONALD PIERINI: Ms. Secretary, just pick

15 one of us, we all said we want it. So -- okay.

16 Thank you all very much for coming, we appreciate

17 that.

18 (MEETING ADJOURNED AT 2:19 p.m.)

19

20

21

22

23

24

25

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

C-E-R-T-I-F-I-C-A-T-I-O-N

I certify that the foregoing is a true and accurate transcript of the electronic audio recording from the meeting in the above-entitled matter.

A handwritten signature in cursive script, reading "Marianne S. Aguirre", written over a horizontal line.

8-8-2014
DATE

MARIANNE S. AGUIRRE

COURT REPORTING SERVICES

POST COMMISSION MEETING

Agenda Item 2

2. Chairman

Welcome new Commissioner Chief Dale Liebherr Nevada Attorney General's Office.

ONE HUNDRED ONE NORTH CARSON STREET
CARSON CITY, NEVADA 89701
OFFICE: (775) 684-5670
FAX No.: (775) 684-5683



555 EAST WASHINGTON AVENUE, SUITE 5100
LAS VEGAS, NEVADA 89101
OFFICE: (702) 486-2500
FAX No.: (702) 486-2505

Office of the Governor

August 18, 2014

Chief Dale Liebherr
100 N. Carson Street
Carson City, NV 89701

RE: Appointment to the Peace Officers' Standards and Training Commission
Term: 8/20/2014 to 6/30/2015

Dear Chief Liebherr:

Dale,

Congratulations on your appointment to the Peace Officers' Standards and Training Commission for the State of Nevada. I truly appreciate your commitment to serve Nevada and your fellow citizens.

The official commission, signed by me and Secretary of State Miller, is for your records. Accompanying your commission is an oath of office, which must be executed before a notary public or any other authorized official (as required by NRS 281.030). This oath must be signed and returned to the Governor's office, and a copy to the commission before serving your term.

Also, in the packet you will find a notice which details possible required filings with the Nevada Commission on Ethics and the Secretary of State's office. Failure to file any required documentation may result in fines and/or removal from office.

Please familiarize yourself with Nevada Open Meeting Law. The Open Meeting Law is codified in Chapter 241 of the Nevada Revised Statutes. The Attorney General's office also publishes an Open Meeting Law Manual. That manual can be found at www.ag.state.nv.us.

Should you have any questions regarding the enclosed, please contact Annalyn Carrillo at (702) 486-0625. We wish you the best of luck in your position, and thank you for agreeing to serve the citizens of Nevada.

*Thank you for all
you do for Nevada -*

Sincere regards,

Brian Sandoval

BRIAN SANDOVAL
Governor

Enclosures

cc: Richard Clark, Peace Officers' Standards and Training Commission

POST COMMISSION MEETING

Agenda Item 3

Executive Director's Report.

- a. **INFORMATION ITEM** POST Budget.

POST COMMISSION MEETING

Agenda Item 4

4. DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

The Commission will discuss, receive public comment and possibly take action to adopt, amend or repeal the Commission's regulations as set out in Legislative Counsel Bureau File No. R079-14. The Commission will consider fully all written and oral comments received on the proposed changes to the Commission's regulations.

The proposed changes to the Commission's regulations, referenced as LCB File No. R079-14, contain the following sections:

Section 1. Amend NAC 289.200(1), the regulation establishing the standards for the Executive Director to award a basic certificate to a peace officer, to revise the language regarding the score required to pass the state certification examination from "a score at or above the 70th percentile" to "a score of at least 70 percent."

Section 2. Amend NAC 289.200(2) which lists the Federal Law Enforcement Training Center as one of the approved training programs that can be used for the issuance of the basic certificate. The proposed change would update the correct organization name Federal Law Enforcement Training Centers of the United States Department of Homeland Security.

Section 3. Repeal NAC 289.200(3), the regulation establishing an expedited process for a peace officer holding a category II basic certificate to obtain a category I basic certificate upon successful completion of a training course approved by the Executive Director that consists of a minimum of 280 hours in specific course topics. Through the repeal of this regulation, the Commission would no longer provide an expedited process for category II peace officers to upgrade to a category I certificate. Instead, a category II peace officer would be required to attend a category I basic training course to obtain a category I basic certificate.

**PROPOSED REGULATION OF THE PEACE OFFICERS'
STANDARDS AND TRAINING COMMISSION**

LCB File No. R079-14

June 10, 2014

EXPLANATION – Matter in *italics* is new; matter in brackets ~~omitted material~~ is material to be omitted.

AUTHORITY: §§1 and 2, NRS 289.510.

A REGULATION relating to peace officers; revising provisions relating to the certification and training of peace officers; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law defines three categories of peace officer, with category I being defined as a peace officer who has unrestricted duties and who is not otherwise listed as a category II or category III peace officer. (NRS 289.460, 289.470, 289.480) The Peace Officers' Standards and Training Commission is required to adopt regulations establishing minimum standards for the certification and decertification, recruitment, selection and training of peace officers. (NRS 289.510) The Executive Director of the Commission is authorized to certify peace officers who have satisfactorily completed courses of training for peace officers. (NRS 289.530) Existing regulations provide certain criteria for courses to meet the respective minimum standard of training for peace officers in categories I, II and III and for reserve officers. (NAC 289.140, 289.150, 289.160, 289.170)

Existing regulations authorize the Executive Director to award a basic certificate in training category I to a peace officer who holds a basic certificate in training category II issued by the Commission if the peace officer is currently employed as a peace officer by an agency and completes a training course approved by the Executive Director that consists of at least 280 hours of training in certain areas. (NAC 289.200) This regulation removes that authorization.

Section 1. NAC 289.200 is hereby amended to read as follows:

289.200 1. The Executive Director shall award a basic certificate to any peace officer who meets the minimum standards for appointment established pursuant to NAC 289.110 and has:

- (a) Satisfactorily completed the basic training course for basic certification;

(b) Passed the state certification examination with a score *of* at ~~for above the 70th percentile;~~
least 70 percent; and

(c) Passed the state physical fitness examination for the appropriate category of peace officer as described in NAC 289.205.

2. The Executive Director may award a basic certificate to any peace officer who has been certified by the certifying entity of another state or has successfully completed a Federal Law Enforcement Training ~~Center~~ *Centers of the United States Department of Homeland Security* training program approved by the Commission and who meets the minimum standards for appointment established pursuant to NAC 289.110 if:

(a) The Commission or its designee has determined that the course of training required for the certification was at least equivalent to the basic training course for basic certification;

(b) The certification of the peace officer in the other jurisdiction has not been revoked or suspended;

(c) Not more than 60 months have lapsed since the peace officer was employed in the other jurisdiction;

(d) The peace officer has satisfactorily completed a training course that is approved by the Executive Director which consists of a minimum of 80 hours of training that satisfies the requirements established by the Commission pursuant to subsection 1 of NAC 289.300 in:

- (1) Abuse of elderly persons;
- (2) Active assailants;
- (3) Child abuse and sexual abuse of a child;
- (4) Civil liability;
- (5) Constitutional law;

- (6) Counter-terrorism and weapons of mass destruction;
- (7) Crimes against persons;
- (8) Crimes against property;
- (9) Cultural awareness;
- (10) Domestic violence and stalking;
- (11) Ethics in law enforcement or for correctional officers;
- (12) Juvenile law;
- (13) Laws relating to arrest;
- (14) Laws relating to drugs, including, without limitation, current trends in drugs;
- (15) Miscellaneous crimes;
- (16) Probable cause;
- (17) Rights of victims;
- (18) Search and seizure;
- (19) Sexual harassment; and
- (20) Use of force;

(e) The peace officer passes the state certification examination with a score *of* at ~~for above~~ ~~the 70th percentile;~~ *least 70 percent;* and

(f) The peace officer passes the state physical fitness examination for the appropriate category of peace officer as described in NAC 289.205.

3. ~~{The Executive Director may award a basic certificate in training category I to a peace officer who holds a basic certificate in training category II issued by the Commission if the peace officer:~~

~~—(a) Is currently employed as a peace officer by an agency;~~

- ~~—(b) Has satisfactorily completed a training course approved by the Executive Director that consists of a minimum of 280 hours of training in:~~
- ~~——(1) Law and legal procedures, specifically:~~
 - ~~——(I) Laws governing coroners; and~~
 - ~~——(II) Traffic laws;~~
 - ~~——(2) Patrol operations and investigations, specifically:~~
 - ~~——(I) Accident investigations;~~
 - ~~——(II) Basic patrol procedures;~~
 - ~~——(III) The DWI Detection and Standardized Field Sobriety Testing course approved by the National Highway Traffic Safety Administration; and~~
 - ~~——(IV) Unknown-risk and high-risk vehicle stops;~~
 - ~~——(3) Performance skills, specifically:~~
 - ~~——(I) Operation of emergency vehicles;~~
 - ~~——(II) Searching of buildings;~~
 - ~~——(III) Tactics for the arrest and control of suspects, including, without limitation, methods for arrest and the use of less than lethal weapons; and~~
 - ~~——(IV) Training concerning active assailants; and~~
 - ~~——(4) The functions of a peace officer, specifically relating to counter-terrorism and weapons of mass destruction; and~~
- ~~—(c) Passes the state certification examination for training category I with a score at or above the 70th percentile.~~
- ~~—4.] The Executive Director may award a reserve basic certificate to any reserve officer who meets the minimum standards for appointment pursuant to NAC 289.110 and has:~~

- (a) Satisfactorily completed the basic training course for a reserve certificate;
- (b) Passed the state certification examination with a score *of* at ~~for above the 70th percentile;~~
least 70 percent; and

(c) Passed the state physical fitness examination described in subsection 1 of NAC 289.205.

~~5.1~~ 4. Except as otherwise provided in subsection ~~6.1~~ 5 or ~~7.1~~ 6, an officer must pass the state physical fitness examination:

(a) If the officer is not eligible for certification pursuant to subsection 2, not later than 16 weeks after the first day of the officer's basic training course certified or approved pursuant to NAC 289.300; or

(b) If the officer is eligible for certification pursuant to subsection 2, not later than 16 weeks after the date on which the officer was hired or, if the officer is a reserve officer, the date of activation of his or her reserve status.

~~6.1~~ 5. If a student enrolled in a basic training course certified or approved pursuant to NAC 289.300 sustains a bona fide physical injury that renders him or her incapable of completing the requirements of the state physical fitness examination, an agency may submit a request for an extension of time for the student to complete the examination. The agency shall submit such a request to the Executive Director. The request must include, without limitation, written verification by a physician that the student is incapable of completing the requirements of the state physical fitness examination. If the Executive Director determines that an extension of time is warranted, the Executive Director shall authorize an extension of time for a period not to exceed 12 months after the date on which the student was hired or, if the student is a reserve officer, the date of activation of his or her reserve status.

~~7.1~~ 6. If an officer passes the state physical fitness examination:

(a) While not enrolled in a basic training course certified or approved pursuant to NAC 289.300; and

(b) More than 16 weeks, but less than 12 months, after the date on which the officer was hired or, if the officer is a reserve officer, the date of activation of his or her reserve status,
↳ the employing agency of the officer may submit a request to the Executive Director to waive the requirements of subsection ~~5.1~~ 4. The request must include, without limitation, the reason the officer was unable to pass the state physical fitness examination within the periods described in subsection ~~5.1~~ 4. The Executive Director may, for good cause shown, grant a request submitted pursuant to this subsection.

~~8.1~~ 7. Upon satisfactory completion of the requirements listed in subsection 1, 2 ~~4.1~~ or 3,
~~4.1~~ the employing agency shall submit a request for certification to the Executive Director.

The request must include:

(a) The name, social security number and date of hire of the officer or, if the officer is a reserve officer, the date of activation of his or her reserve status;

(b) Documentary evidence that the officer has successfully completed an approved basic training course;

(c) Verification by the administrator of the agency that the officer meets the minimum standards established by this chapter; and

(d) The statement concerning child support prescribed by the Division of Welfare and Supportive Services of the Department of Health and Human Services pursuant to NRS 425.520.

~~9.1~~ 8. The basic certificate of an officer whose employment is terminated for any reason will be placed on inactive status. If such a person is again employed as a full-time peace officer, the employing agency shall request that the person's basic certificate be returned to active status.

If the certification of such a person is on inactive status for more than 5 consecutive years, the person must renew his or her basic certificate by successfully completing the requirements set forth in subsection 1.

~~10.1~~ **9.** If a person who successfully completes a basic training course for the purpose of obtaining a basic certificate is not employed by an agency within 24 months after completing the course, the person must repeat all of the requirements for basic certification set forth in subsection 1.

~~11.1~~ **10.** Except as otherwise provided in this subsection, to satisfactorily complete a basic training course for the purposes of this section, the person must successfully complete all of the requirements in one course. If a person is discharged from a basic training course for any reason that is not disciplinary, the person may complete any remaining requirements in a later course provided by the same entity if the person has not previously been discharged from a course and if:

(a) The administrator of the basic training course recommends that the person complete the requirements in a later course, the administrator of the employing agency of the person requests that the person be allowed to complete the requirements in a later course and the Executive Director gives approval;

(b) The subsequent course is provided in a manner which ensures that the person completes all of the requirements for a basic training course for which the course is certified; and

(c) The subsequent course begins not later than 120 days after the discharge.

Sec. 2. The amendatory provisions of section 1 of this regulation do not apply to a person who was:

1. Eligible to be awarded a basic certificate in training category I pursuant to subsection 3 of NAC 289.200 before the effective date of this regulation; or
2. Employed as a peace officer by an agency before the effective date of this regulation and:
 - (a) Enrolled in a peace officer training course that:
 - (1) Met the qualifications of paragraph (b) of subsection 3 of NAC 289.200; and
 - (2) Began before the effective date of this regulation;
 - (b) Successfully completed the training course; and
 - (c) Passed the state certification examination for training category I with a score of at least a 70 percent.

POST COMMISSION MEETING

Agenda Item 5

5. DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

The Commission will discuss, receive public comment and possibly take action on its response to the Governors Executive Order 2014-11 which directs the Commission to determine the feasibility of incorporating an accelerated “bridge program” for certification of former military police officers transitioning to civilian law enforcement in Nevada. POST staff will make a presentation and provide recommendations on the response to the Governor’s Executive Order.



STATE OF NEVADA
COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678
Fax (775) 687-4911

Brian Sandoval
Governor

Richard P. Clark
Executive Director

Memorandum

To: Governor Brian Sandoval
From: Ronald Pierini, Chairman, Commission on Peace Officers' Standards and Training (POST)
Subject: Governors Executive Order Regarding Military Police Reciprocity
Date: September 17, 2014

In response to the Executive Order, POST makes the below recommendation;

Executive Order Summary

Executive Order 2014-11 specifies a desire to assist military police officers who are transitioning from the military into civilian positions. Specifically the order directed POST to

1. Identify any unique challenges facing service members and veterans seeking civilian law enforcement positions;
2. Examine existing bridge programs from other states and provide recommendations for developing appropriate programs in Nevada to the Governor by October 15, 2014; and
3. Work with the Governor's office in developing appropriate questions to add to applications administered by POST to better capture the number of service members and veterans seeking certification.

Staff Actions

1. Conducted a statewide survey of law enforcement agencies. The results indicated that there are no unique challenges for service members/veterans obtaining civilian positions.
2. Reviewed information from several other states regarding their implementation and success of providing a "bridge" program.
3. Updated an existing POST form required for peace officer certification to capture veteran data.

POST Recommendation

Based on the results of the agency survey, and a thorough review of information gathered, POST recommends that the most appropriate response to provide the most benefit to the service member/veteran is to make no revisions to the regulations related to training, appointment and certification. The requirement that a service member/veteran receive the same training as any other peace officer candidate would remain unchanged and provide the most benefit to the service member/veteran.

- **Advantages**

The survey revealed that a majority of agencies prefer full basic training as they believe there would be less of a liability risk than with any “bridge” program. The survey further revealed that those agencies that hire the greatest number of peace officers would not utilize a “bridge” program even if available. The survey also showed that relatively few military police officers are transitioning to civilian policing in Nevada. Based on this it appears there would be little if any utilization of a “bridge” program and the cost of creating and maintaining such a program would not be justified. Requiring full academy training also provides the best or most likelihood of employment and, in most cases, would result in no cost to the individual. By requiring full basic training, the necessary skills, education, retention, and understanding of Nevada law and enforcement procedures would be instrumental in ensuring a successful transition to civilian policing.

Other State Programs Reviewed

In reaching this recommendation, POST reviewed several other states that have created “bridge” programs. In each program it was concluded that a similar program in Nevada would not meet the needs of Nevada law enforcement agencies nor would it provide any substantial benefit to the individual service member/veteran. Should one of the other state programs be implemented here in Nevada it would require not only a regulation change, but also would reduce or change the minimum standards currently in place to become certified as a peace officer in Nevada. At the time of the executive order, POST was aware of and reviewed the following state programs;

- * **Arizona Regional Military Police Transition Training program plus reciprocity**
The program is presented once yearly in northern Arizona. Graduates are then required to take the states certification exam. The Arizona program is eight weeks in length. Attendees must pay their own tuition and there is no guarantee of employment.
- **Texas Reciprocity for Military Police**
Texas is somewhat unique in that peace officers are “licensed”. Texas provides assistance to specific military MOS assignments in taking the licensing examination
- **Michigan Military Basic Police Training Program**
A seven week reciprocity program for specific military police veterans. Michigan also uses a “licensing” system and recruits are not eligible for hire unless they pass the licensing test. The training consists of 280 hours and is administered through two colleges in the state. Per MCLOSE personnel this program is under utilized as the wait time in having a minimum number of students to attend is not in the best interest of a

service member/veteran seeking employment.

- Illinois
Illinois has an “intern” program in which service members/veterans are allowed to attend a 400 hour basic academy. The individuals must pay their own tuition and there is no guarantee of employment. Graduation does make the individual eligible to take the state certification exam. Here in Nevada, under current regulations, this opportunity already exists. Individuals may attend a POST certified academy at Western Nevada College or the College of Southern Nevada, Henderson. Both are a minimum of 480 hrs. As in Illinois the individual must pay their own tuition (or utilize GI bill etc) and if they successfully graduate, they are eligible to take the state certification exam upon hire.

Attachments

- A. Executive Order
- B. POST survey of law enforcement agencies across the state
- C. Michigan Police Basic Training Program Evaluation
- D. Arizona Military Police Transition Program
- E. Texas Military Police Eligibility Requirements

ATTACHMENT A



Executive Order 2014-11

**PROVIDING RECIPROCITY FOR MILITARY MEMBERS AND VETERANS
SEEKING LICENSURE IN THIS STATE**

WHEREAS, Nevada was born during wartime and its citizens have served their nation courageously and proudly in uniform for 150 years since;

WHEREAS, on March 4, 1865, mere months after Nevada became a state, President Abraham Lincoln affirmed the nation's commitment to serve its veterans and their families in his second inaugural address, obligating the nation "to care for him who shall have borne the battle and for his widow, and his orphan;"

WHEREAS, with countless service members, veterans, and their families transitioning out of the military in the coming years, President Lincoln's words are as appropriate today as they were when he first said them;

WHEREAS, America's transitioning service members are highly trained, experienced, and credentialed and should be welcome additions to workplaces and communities throughout the state; however, they often face barriers when seeking civilian licensure equivalent to their military training and experience;

WHEREAS, my office has received a grant from the National Governors Association to address licensure reciprocity issues facing transitioning service members and veterans, especially in the fields of emergency medical services, licensed practical nurses, and law enforcement; and

WHEREAS, Article 5, Section 1 of the Nevada Constitution provides that, "The supreme executive power of this State, shall be vested in a Chief Magistrate who shall be Governor of the State of Nevada."

NOW, THEREFORE, by the authority vested in me as Governor by the Constitution and laws of the State of Nevada, I hereby direct and order that the following licensure bodies overseeing emergency medical services, licensed practical nurses, and law enforcement professionals develop specific bridge and reciprocity programs, as follows:

For Licensed Practical Nurses:

1. The Nevada State Board of Nursing (NSBN) shall work with the College of Southern Nevada to develop a specific bridge training program to expedite education for service members and veterans;
2. The Nevada Department of Veterans Services (NDVS) shall provide funding support in a sum not to exceed \$50,000.00 for the development of this program, with additional funding to be determined by the Director; and
3. The NSBN shall work with my office to develop appropriate questions to add to applications for licensure to better capture the number of service members and veterans holding licenses or seeking licensure in Nevada,

For Emergency Medical Services:

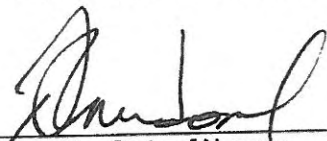
1. The Department of Health and Human Services (HHS) shall work with emergency medical service educational programs to develop a bridge training program to expedite education for service members and veterans;
2. NDVS shall provide funding support in a sum not to exceed \$10,000.00 for the development of this program, with additional funding to be determined by the Director; and
3. HHS shall work with my office to develop appropriate questions to add to renewal and licensure applications to better capture the number of service members and veterans holding licenses or seeking licensure in Nevada.

For Law Enforcement:

1. The Nevada Commission on Peace Officers' Standards and Training (POST) shall identify any unique challenges facing service members and veterans seeking civilian law enforcement licensure;
2. POST shall examine existing bridge programs from other states and make recommendations to develop appropriate programs in Nevada by October 15, 2014; and
3. POST shall work with my office to develop appropriate questions to add to licensure applications to better capture the number of service members and veterans holding licenses or seeking licensure in Nevada.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Nevada to be affixed at the State Capitol in Carson City, this 12th day of May, in the year two thousand fourteen.



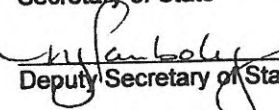


Governor of the State of Nevada

By the Governor:



Secretary of State



Deputy Secretary of State

ATTACHMENT B

OVERALL SURVEY RESULTS as of 6-30-2014

RESPONSE SUMMARY

30

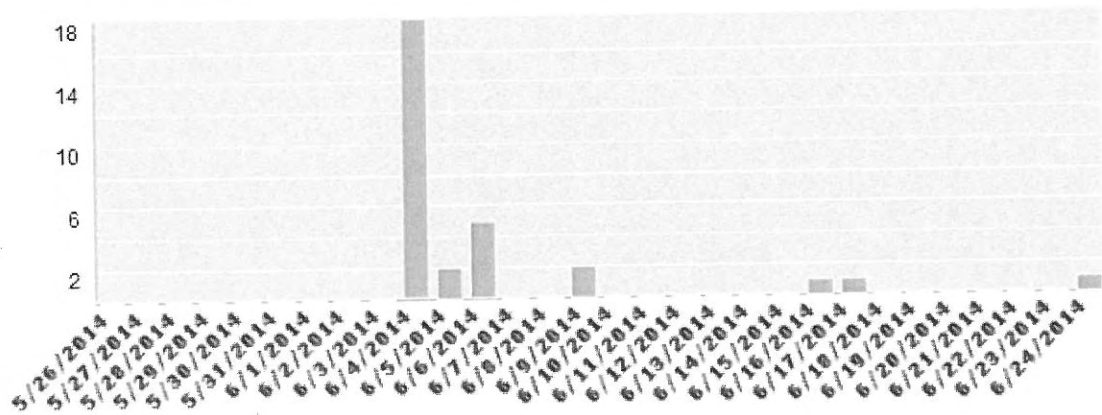
Total
Responses

OPEN

Overall Survey
Status

Responses Volume

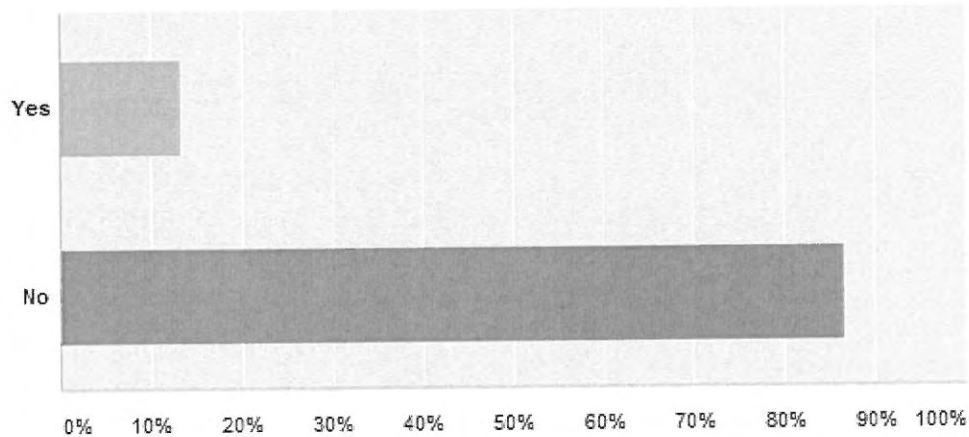
5/26/2014 - 6/24/2014



OVERALL SURVEY RESULTS as of 6-30-2014

Do you know of any unique challenges to hiring military veterans in your agency?

Answered: 30 Skipped: 0



Answer Choices	Responses
Yes	13.33% 4
No	86.67% 26
Total	30

Comments (4)

Showing 4 responses

Training may not be fully consistent with civilian law enforcement training and certification, the agency would still be responsible to ferret out inconsistencies. In reality it is better just to place the applicant in the Academy for POST Certification.

6/24/2014 12:55 PM [View respondent's answers](#)

Getting them to meet our minimum educational requirements of 24 college credits. Also getting them into the interview

6/6/2014 8:44 AM [View respondent's answers](#)

Coordinating timeframes reference testing dates compared to testing instruments for being hired. Scheduling dates to accomodate operational agendas

6/4/2014 12:34 PM [View respondent's answers](#)

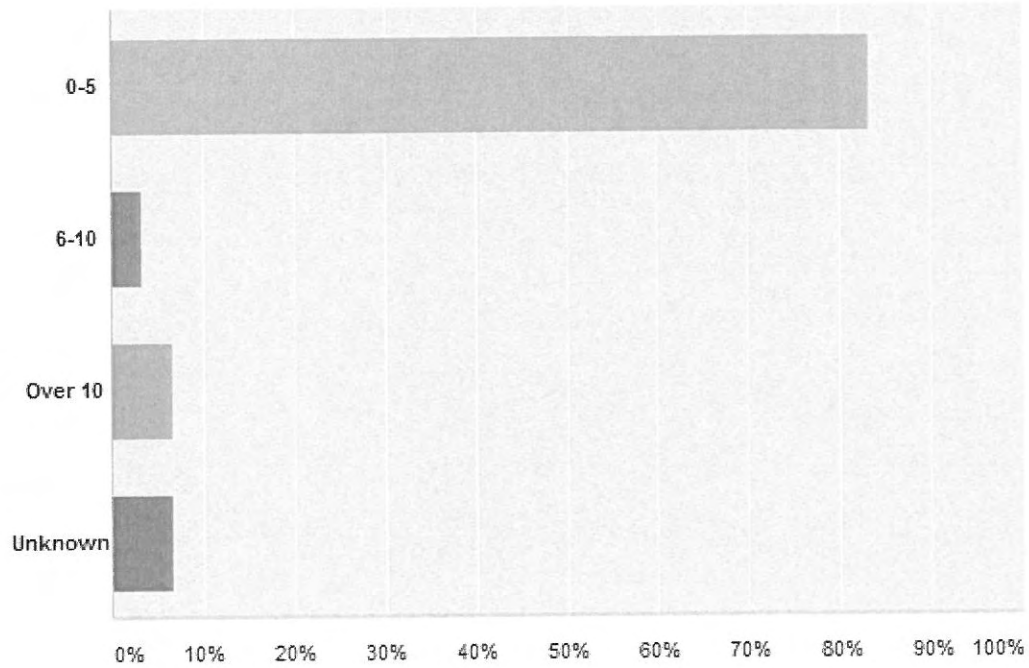
Pre-existing PTSD and alcoholism

6/4/2014 10:23 AM [View respondent's answers](#)

OVERALL SURVEY RESULTS as of 6-30-2014

**How many former military police officers
have you hired in the last 12 months?**

Answered: 30 Skipped: 0

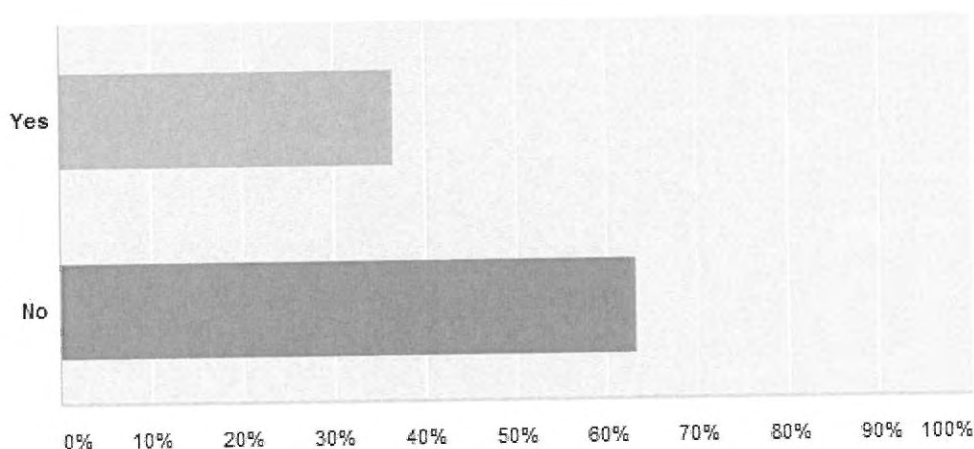


Answer Choices	Responses
0-5	83.33% 25
6-10	3.33% 1
Over 10	6.67% 2
Unknown	6.67% 2
Total	30

OVERALL SURVEY RESULTS as of 6-30-2014

Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Answered: 30 Skipped: 0



Answer Choices	Responses
Yes	36.67% 11
No	63.33% 19
Total	30

Comments (15)

No-while some incidents mirror civilian law enforcement challenges – use of force procedures, civilian law, etc, and lack of consistency with the civilian law enforcement component would incur liability issues in addition to not everyone being on same page of the Certification process' and public - officer safety concerns.

6/24/2014 12:55 PM [View respondent's answers](#)

This depends on the assignment. There are military police that work strictly security or corrections. The MP's that have Patrol duties due have similar experience and training as the civilian police officer.

6/6/2014 1:51 PM [View respondent's answers](#)

I was a cop in the service and think they get some training but not enough to begin a career in law enforcement in Nevada

6/6/2014 9:54 AM [View respondent's answers](#)

Military and civilian law enforcement have different fundamental functions

6/6/2014 8:44 AM [View respondent's answers](#)

OVERALL SURVEY RESULTS as of 6-30-2014

I beleive the bridge academy could provide a curriculum designed to meet POST requiremnets for a CAT 1,2 or 3 Peace Officer.

6/4/2014 3:38 PM [View respondent's answers](#)

While I do not want to discount the training the Military provides, as an executive of a larger urban organization, i am concerned that military training will not meet the needs of officers who work in an urban environment. Further, I fear that a bridge approach puts an urban police officer at a disadvantage in terms of likelihood to succeed in the field training process

6/4/2014 2:35 PM [View respondent's answers](#)

They do; however, we tend to be cautious. Even if not legally required, we would send a military police officer to a police academy. We commonly do this with people who have attended a police academy if it has been a long time since they attended, or we are not comfortable with what they were taught. Attending another academy gives the new officer a better chance of succeeding in field training which tends to be very challenging.

6/4/2014 12:44 PM [View respondent's answers](#)

Mostly no, because of tactics, laws, and department procedures. Mindsets and work ethics would be a yes.

6/4/2014 12:34 PM [View respondent's answers](#)

In some instances

6/4/2014 11:18 AM [View respondent's answers](#)

Having worked with MP's and such for years, I believe their training and standards are significantly different than for civilians LEOs. There's also a significant difference in accountability for actions and less ability for scrutiny from the outside.

6/4/2014 10:23 AM [View respondent's answers](#)

Constiutional law and State law severly lacking

6/4/2014 10:23 AM [View respondent's answers](#)

Military officers are not taught the same topics required of local officers

6/4/2014 9:54 AM [View respondent's answers](#)

Only in consideration of academy completion beyond the "basic" course completion

6/4/2014 9:53 AM [View respondent's answers](#)

Although understand the basics of law enforcement, need to fit the criteria and philosophy of new agency

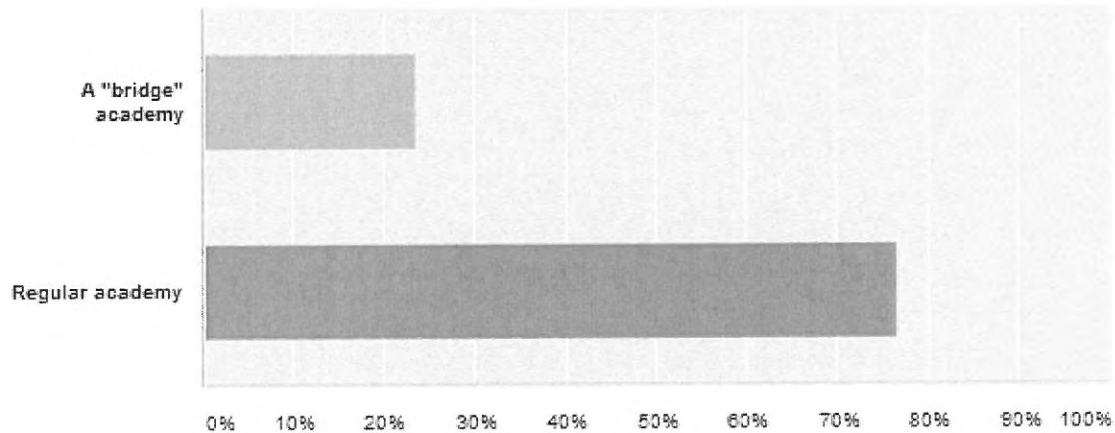
Military policing is similar to security of corrections work.

6/4/2014 9:44 AM [View respondent's answers](#)

OVERALL SURVEY RESULTS as of 6-30-2014

If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Answered: 30 Skipped: 0



Answer Choices	Responses	
▼ A "bridge" academy	23.33%	7
▼ Regular academy	76.67%	23
Total		30

Showing 11 responses

Full Academy to ensure no training gaps and to ensure consistency.

6/24/2014 12:55 PM [View respondent's answers](#)

Exception for CID Officers

6/6/2014 10:42 PM [View respondent's answers](#)

Bridge academy if the applicant could demonstrate that their experience in the military was patrol work.

6/6/2014 1:51 PM [View respondent's answers](#)

Depends on full picture, would like to have the choice or ability to qualify for shortened academy.

6/6/2014 9:51 AM [View respondent's answers](#)

I like sending our officers through our NNLEA academy

6/6/2014 8:44 AM [View respondent's answers](#)

I would want them to be armed with all the necessary skills that all other officers receive.

6/4/2014 2:25 PM [View respondent's answers](#)

OVERALL SURVEY RESULTS as of 6-30-2014

The few weeks difference in duration is secondary to making sure they learn all they need to learn.

6/4/2014 12:44 PM [View respondent's answers](#)

It depends on the Military Police Academy they attended

6/4/2014 11:18 AM [View respondent's answers](#)

It's only fair to them and to the agency that they are required to train the same as regular cadets. Then they KNOW they've got the right training and the agency KNOWS they've got the right training.

6/4/2014 10:23 AM [View respondent's answers](#)

I would want to assume that they already know all of the skills required of a civilian officer

6/4/2014 9:54 AM [View respondent's answers](#)

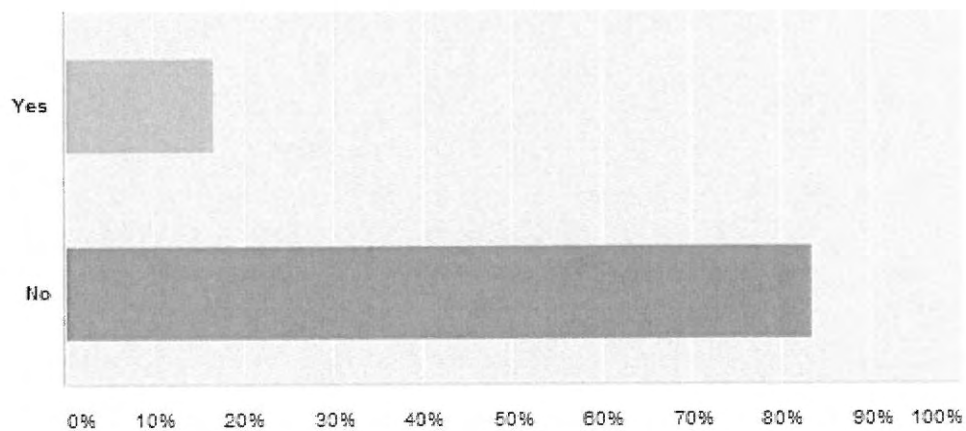
Bridge Academy if shown completion of certain law enforcement academies

6/4/2014 8:52 AM [View respondent's answers](#)

OVERALL SURVEY RESULTS as of 6-30-2014

In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

Answered: 30 Skipped: 0



Answer Choices	Responses
Yes	16.67% 5
No	83.33% 25
Total	30

Comments (5)

Showing 5 responses

Depends upon their certification, and if valid in Nevada for the position they are being hired for. They would still be placed in training and FTO to ensure that they comply with our training, policy and standards. Even officers who have a valid Nevada POST Certification, require either a full Academy or additional Academy if they want to upgrade to a Category I full Peace Officer Authority.

6/24/2014 12:55 PM View respondent's answers

At least a specifics (advanced) academy.

6/6/2014 1:51 PM View respondent's answers

Depending on the circumstances we will have a POST certified person attend the academy again. We have hired several with POST; however, that we did accept their certification.

6/4/2014 12:44 PM View respondent's answers

Those with Nevada POST do not have to re-attend NV POST. Those without NV POST must complete either Cat III (in-house) and/or NV POST.

6/4/2014 10:23 AM View respondent's answers

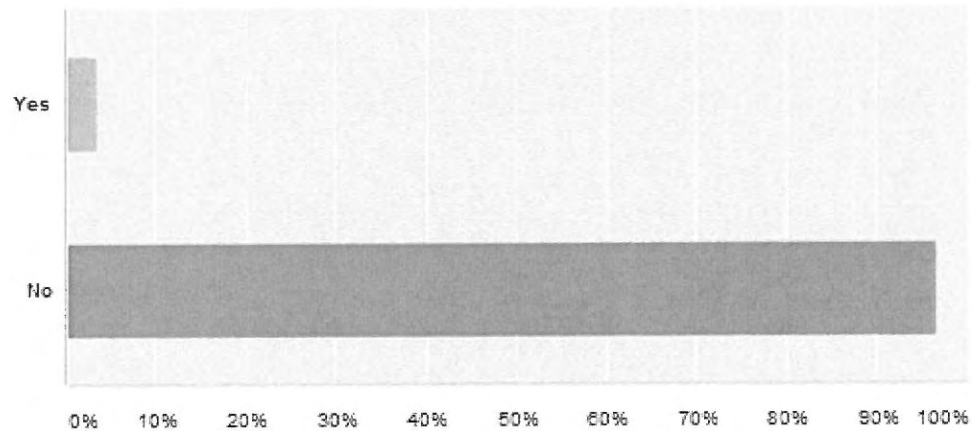
Most new hires are required to have Cat I and III certifications; we do have exceptions

6/4/2014 9:53 AM View respondent's answers

OVERALL SURVEY RESULTS as of 6-30-2014

Do you specifically recruit former military police as opposed to just military veterans?

Answered: 30 Skipped: 0



Answer Choices	Responses
Yes	3.33% 1
No	96.67% 29
Total	30

Showing 3 responses

We recruit all who are qualified, we do have a veterans preference policy and give veterans points advantage. We hired 3 with previous Military Police Experience who met all Hiring standards and all 3 went through full Academy. I asked the question several times over the years to those who have served as Military Police, they state many aspects of their training is different compared to our Academy.

6/24/2014 12:55 PM [View respondent's answers](#)

But they would be given preference.

6/4/2014 1:26 PM [View respondent's answers](#)

We do not specifically recruit anyone. They apply and enter the process of their own volition.

6/4/2014 10:23 AM [View respondent's answers](#)

OVERALL SURVEY RESULTS as of 6-30-2014

What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

Answered: 30 Skipped: 0

● Responses (30)

■ Text Analysis

■ My Categories

PRO FEATURE

Use text analysis to search and categorize responses; see frequently-used words and phrases. To use Text Analysis, upgrade to a GOLD or PLATINUM plan.

[Upgrade](#)

[Learn more »](#)

Categorize as...

Filter by Category

Showing 30 responses

Consistency in training, types of training, hours etc. Even military bases are turning their law enforcement mission over to civilian members trained as police officers. Even other certified Federal law enforcement agencies i.e. FBI, Secret Service, DEA, etc. would have to attend a full Academy if they wanted to work in local law enforcement in Nevada and other states as well. While there is a mirroring of duties, there are differences as well. As the head of the agency and the one responsible to the public I serve and the men and women of the agency. It is imperative that all training is consistent and that there are no gaps or inconsistencies in training, procedures or jurisdictional authority, that may not be apparent until a critical incident occurs and the training gap becomes exposed and creates a negative result.

5/24/2014 12:55 PM [View respondent's answers](#)

None

6/17/2014 8:30 AM [View respondent's answers](#)

The challenges that may be experienced when transitioning from the military world to the civilian sworn world of policing regarding understanding jurisdiction and the difference between the commander or other ranking official having some responsibility for the subjects that the MP's come in contact with on a military installation.

6/16/2014 2:10 PM [View respondent's answers](#)

As Undersheriff I would not participate in the bridge academy. I do not believe an MP rating from the military is adequate training for civilian police work.

6/9/2014 9:27 AM [View respondent's answers](#)

none

6/5/2014 4:44 AM [View respondent's answers](#)

Military police background is not equivalent to civilian law enforcement.

6/6/2014 10:42 PM [View respondent's answers](#)

See comments under question three.

6/6/2014 1:51 PM [View respondent's answers](#)

OVERALL SURVEY RESULTS as of 6-30-2014

We just don't know what that training consisted of and how long ago the training was given. I do not like to take training at face value.

6/6/2014 8:54 AM [View respondent's answers](#)

We promote the hiring of veterans regardless of there particular background in law enforcement.

6/6/2014 8:51 AM [View respondent's answers](#)

Based on their training, none. Getting them to score high enough and qualify are bigger concerns

6/6/2014 8:44 AM [View respondent's answers](#)

We do not have any specific concerns as long as they receive training on Nevada law and any other Cat I required training not covered by the military.

6/5/2014 7:24 AM [View respondent's answers](#)

none

6/5/2014 6:57 AM [View respondent's answers](#)

No concerns. These individuals compliment our operation and mission.

6/4/2014 3:38 PM [View respondent's answers](#)

As described above, i want to make certain they are have all the skills needed to succeed. By shortening the training, in a building block format as provided by my agency, i fear that they will miss essential skills needed for success.

6/4/2014 2:35 PM [View respondent's answers](#)

I have none

6/4/2014 2:15 PM [View respondent's answers](#)

Just knowing what their exact training in the academy consisted of. We know what they receive in the State Academy.

6/4/2014 1:25 PM [View respondent's answers](#)

I believe that we respond to a larger verity of incidents, I do not know how broad of training Military Police receive.

6/4/2014 1:04 PM [View respondent's answers](#)

All aspects. DV Training, traffic stops, NV law. All training provided by POST or filed training by each Dept.

6/4/2014 12:58 PM [View respondent's answers](#)

There is an enculturation process that needs to occur to civilian policing. A police academy is a good place to begin acclimating. Our main goal is to do everything we can to ensure they are successful in field training. We do not like to get people that far and then lose them. It is very expensive.

6/4/2014 12:44 PM [View respondent's answers](#)

Their mindsets, physical fitness, and mental discipline would be factors associated with military police veterans being successful in city/county police academies. However, tactics, criminal law, department policies, and operating procedures will need to be trained and tested for proficiency. When considering what would be streamlined with these significant components influencing decisions, there is very minimal amounts of material that could be removed. Therefore, consistency and uniformity should be applied for all recruits to ensure correct and accurate standards are instructed and learning objectives can be confirmed through various testing instruments.

6/4/2014 12:34 PM [View respondent's answers](#)

The content of thier academy, would be a major concern.

6/4/2014 11:18 AM [View respondent's answers](#)

None

6/4/2014 11:17 AM [View respondent's answers](#)

OVERALL SURVEY RESULTS as of 6-30-2014

Based on my personal experience, I have concerns about motivation and drive, the potential for difficulty teaching them and a different attitude about our true task as public servants. Military versus civilian law enforcement is quite different.

6/4/2014 10:23 AM [View respondent's answers](#)

There is no way to judge or compare consistency between different branches of military let alone with civilian law enforcement.

6/4/2014 10:23 AM [View respondent's answers](#)

I don't know what the current curriculum is for their training, but a number of years ago it was not on the same level as what is required by POST

6/4/2014 10:09 AM [View respondent's answers](#)

Liability to my agency for failure to properly training. We will get slaughtered in court cases where the officer's training is at issue.

6/4/2014 9:54 AM [View respondent's answers](#)

The term Military Police can have several different meanings between branches of the service. I have experienced many military police and federal officers that are well qualified to take on a role in my law enforcement agency; however, that should not be a concrete rule. Recognizing the authority of their certification and the availability of in-lieu courses are an option.

6/4/2014 9:53 AM [View respondent's answers](#)

General overall skills but NV state requirements and specific agency requirements need to be addressed

6/4/2014 9:49 AM [View respondent's answers](#)

I think that all new hires should be required to complete the standard Nevada POST curriculum to ensure continuity of training throughout the state.

6/4/2014 9:47 AM [View respondent's answers](#)

Military policing is similar to security of corrections work. This training does not bleed over well into a civilian workforce.

6/4/2014 9:44 AM [View respondent's answers](#)

OVERALL SURVEY RESULTS as of 6-30-2014

Do you have any other comments?

Answered: 19 Skipped: 11

● Responses (19)

● Text Analysis

● My Categories

PRO FEATURE

Use text analysis to search and categorize responses; see frequently-used words and phrases. To use Text Analysis, upgrade to a GOLD or PLATINUM plan.

Upgrade

Learn more »

Categorize as...

Filter by Category

Showing 19 responses

I am a Veteran I have seen and familiar with the responsibilities of our Military Police. I commend them for the job and mission. I have made sure we support those who serve and have received on many occasions, awards from the Employer Support of the Guard and Reserve (ESGR). If a civilian police officer joined the service and applied and accepted into the Military Police program they would have to go through the entire training process, that information was provided to me by members who are Military Police Officers. There are similarities – there are differences, which is why all should attend a full academy for both Military Police and Civilian Law Enforcement.

6/24/2014 12:55 PM View respondent's answers

The idea of creating a bridge academy for former police military veterans is a brilliant idea. Many military members exit the service with many characteristics(discipline, fitness, respect) that are essential in successful policing.

6/16/2014 2:10 PM View respondent's answers

I have discussed this matter with Sheriff Pierini and we both agree that we would require former military to attend the full academy.

6/9/2014 9:27 AM View respondent's answers

none

6/9/2014 4:44 AM View respondent's answers

None at this time

6/6/2014 9:54 AM View respondent's answers

I would like to see the opportunity for these veterans to attend the academy and receive certification eligibility without the benefit of being sponsored by an agency so that if successful, can be recruited at that point.

6/6/2014 8:51 AM View respondent's answers

Military and veterans are a great resource. Getting them to apply and qualify are bigger concerns. If we can get them hired, the academy should not be a problem as they are employed and working towards their goal. I don't want to shortcut the system and not have them prepared for civilian law enforcement.

6/6/2014 8:44 AM View respondent's answers

We support this effort to establish a shortened training program for military police veterans.

6/5/2014 7:24 AM View respondent's answers

OVERALL SURVEY RESULTS as of 6-30-2014

NDOC has taken proactive steps in hiring our veterans. We have tasked our Humane Resource staff attend military hiring fairs and programs. NDOC has just recently identified that 18% of our employees are veterans.
6/4/2014 3:38 PM [View respondent's answers](#)

I think hiring Military Police Veteran is a great idea.
6/4/2014 1:26 PM [View respondent's answers](#)

POST be attended by Military Police.
6/4/2014 12:56 PM [View respondent's answers](#)

Our use of a "bridge" academy will be dependent on how comprehensive the academy is. If there are gaps in training, we likely will not utilize it. Unfortunately, the more comprehensive the "bridge" academy is, the less cost/benefit exists compared to a regular police academy. Thank you.
6/4/2014 12:44 PM [View respondent's answers](#)

In an era of accountability for law enforcement agencies, it becomes critically important for consistency and uniformity to be implemented into every training perspective involving the operations of a police department. This professional endeavor starts with the training that is provided in the academy.
6/4/2014 12:34 PM [View respondent's answers](#)

none
6/4/2014 11:18 AM [View respondent's answers](#)

I believe we currently have a quality POST Academy and the way things are done now gives the agency and the cadet (military or otherwise) a fair shake at a successful and productive relationship. I believe changing this requirement may be convenient for agencies and/or cadets but what's the cost in quality?
6/4/2014 10:23 AM [View respondent's answers](#)


We would not support the "bridge" academy as explained.
6/4/2014 10:23 AM [View respondent's answers](#)

I understand the purpose of wanting to do this, but short cuts in an officer's training usually end up in court at some point and I as a chief wouldn't want to be in a position to explain why I didn't training an officer to the level as his/her peers.
6/4/2014 9:54 AM [View respondent's answers](#)

Active duty and veteran status past training is well worth the time to examine for acceptance. Veterans should not be given automatic exemption, yet many of the academies offered nationwide provide excellent foundation for recognition.
6/4/2014 9:53 AM [View respondent's answers](#)

Think there is opportunity. Believe military offers good foundation but not all can make transition to civilian LE. Some agencies could make a small bridge to get them up to speed while others like seeing full academy to totally retrain and get doing things your way. Have seen bad habits formed in past law enforcement that need to be corrected
6/4/2014 9:49 AM [View respondent's answers](#)

Survey Individual Results as of 6-30-14

#30 	COMPLETE	Edit	Delete	Export
	Collector: Web Link (Web Link)			
	Started: Tuesday, June 24, 2014 8:39:52 AM			
	Last Modified: Tuesday, June 24, 2014 12:54:51 PM			
	Time Spent: 04:14:59			

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

Yes

If yes, describe

Training may not be fully consistent with civilian law enforcement training and certification, the agency would still be responsible to ferret out inconsistencies. In reality it is better just to place the applicant in the Academy for POST Certification.

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Comment

No-while some incidents mirror civilian law enforcement challenges – use of force procedures, civilian law, etc, and lack of consistency with the civilian law enforcement component would incur liability issues in addition to not everyone being on same page of the Certification process' and public - officer safety concerns.

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Comment

Full Academy to ensure no training gaps and to ensure consistency.

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Comment

Depends upon their certification, and if valid in Nevada for the position they are being hired for. They would still be placed in training and FTO to ensure that they comply with our training, policy and standards. Even officers who have a valid Nevada POST Certification, require either a full Academy or additional Academy if they want to upgrade to a Category I full Peace Officer Authority.

Survey Individual Results as of 6-30-14

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Comment

We recruit all who are qualified, we do have a veterans preference policy and give veterans points advantage. We hired 3 with previous Military Police Experience who met all Hiring standards and all 3 went through full Academy. I asked the question several times over the years to those who have served as Military Police, they state many aspects of their training is different compared to our Academy.

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

Consistency in training, types of training, hours etc. Even military bases are turning their law enforcement mission over to civilian members trained as police officers. Even other certified Federal law enforcement agencies i.e. FBI, Secret Service, DEA, etc. would have to attend a full Academy if they wanted to work in local law enforcement in Nevada and other states as well. While there is a mirroring of duties, there are differences as well. As the head of the agency and the one responsible to the public I serve and the men and women of the agency. It is imperative that all training is consistent and that there are no gaps or inconsistencies in training, procedures or jurisdictional authority, that may not be apparent until a critical incident occurs and the training gap becomes exposed and creates a negative result.

Q8: Do you have any other comments?

I am a Veteran I have seen and familiar with the responsibilities of our Military Police. I commend them for the job and mission. I have made sure we support those who serve and have received on many occasions, awards from the Employer Support of the Guard and Reserve (ESGR). If a civilian police officer joined the service and applied and accepted into the Military Police program they would have to go through the entire training process, that information was provided to me by members who are Military Police Officers. There are similarities – there are differences, which is why all should attend a full academy for both Military Police and Civilian Law Enforcement.

Survey Individual Results as of 6-30-14

#29



COMPLETE

Collector: Web Link (Web Link)

Started: Tuesday, June 17, 2014 8:29:01 AM

Last Modified: Tuesday, June 17, 2014 8:29:49 AM

Time Spent: 00:00:48

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

A "bridge" academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

None

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#28



COMPLETE

Collector: Web Link (Web Link)

Started: Monday, June 16, 2014 2:04:09 PM

Last Modified: Monday, June 16, 2014 2:10:13 PM

Time Spent: 00:06:04

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

A "bridge" academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

The challenges that may be experienced when transitioning from the military world to the civilian sworn world of policing regarding understanding jurisdiction and the difference between the commander or other ranking official having some responsibility for the subjects that the MP's come in contact with on a military installation.

Q8: Do you have any other comments?

The idea of creating a bridge academy for former police military veterans is a brilliant idea. Many military members exit the service with many characteristics(discipline, fitness, respect) that are essential in successful policing.

Survey Individual Results as of 6-30-14

#27



COMPLETE

Collector: Web Link (Web Link)

Started: Monday, June 09, 2014 9:24:42 AM

Last Modified: Monday, June 09, 2014 9:26:45 AM

Time Spent: 00:02:03

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

6-10

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

As Undersheriff I would not participate in the bridge academy. I do not believe an MP rating from the military is adequate training for civilian police work.

Q8: Do you have any other comments?

I have discussed this matter with Sheriff Pierini and we both agree that we would require former military to attend the full academy.

Survey Individual Results as of 6-30-14

#26



COMPLETE

Collector: Web Link (Web Link)

Started: Monday, June 09, 2014 4:42:28 AM

Last Modified: Monday, June 09, 2014 4:43:36 AM

Time Spent: 00:01:08

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

Yes

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

none

Q8: Do you have any other comments?

none

Survey Individual Results as of 6-30-14

#25



COMPLETE

Collector: Web Link (Web Link)

Started: Friday, June 06, 2014 10:40:46 PM

Last Modified: Friday, June 06, 2014 10:41:59 PM

Time Spent: 00:01:13

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Comment

Exception for CID Officers

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

Military police background is not equivalent to civilian law enforcement.

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#24



COMPLETE

Edit

Delete

Export

Collector: Web Link (Web Link)

Started: Friday, June 06, 2014 1:47:01 PM

Last Modified: Friday, June 06, 2014 1:50:47 PM

Time Spent: 00:03:46

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

Unknown

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Comment

This depends on the assignment. There are military police that work strictly security or corrections. The MPs that have Patrol duties due have similar experience and training as the civilian police officer.

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Comment

Bridge academy if the applicant could demonstrate that their experience in the military was patrol work.

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

Yes

Comment

At least a specifics (advanced) academy.

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No


Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

See comments under question three.

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#23 	COMPLETE	Edit	Delete	Export
	Collector: Web Link (Web Link)			
	Started: Friday, June 06, 2014 9:46:33 AM			
	Last Modified: Friday, June 06, 2014 9:53:36 AM			
	Time Spent: 00:07:03			

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Comment

I was a cop in the service and think they get some training but not enough to begin a career in law enforcement in Nevada

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

We just don't know what that training consisted of and how long ago the training was given. I do not like to take training at face value.

Q8: Do you have any other comments?

None at this time

Survey Individual Results as of 6-30-14

#22



COMPLETE

Collector: Web Link (Web Link)

Started: Friday, June 06, 2014 8:47:58 AM

Last Modified: Friday, June 06, 2014 8:51:20 AM

Time Spent: 00:03:22

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Comment

Depends on full picture, would like to have the choice or ability to qualify for shortened academy.

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

We promote the hiring of veterans regardless of there particular background in law enforcement.

Q8: Do you have any other comments?

I would like to see the opportunity for these veterans to attend the academy and receive certification eligibility without the benefit of being sponsored by an agency so that if successful, can be recruited at that point.

Survey Individual Results as of 6-30-14

#21



COMPLETE

Edit

Delete

Export

Collector: Web Link (Web Link)

Started: Friday, June 06, 2014 8:34:11 AM

Last Modified: Friday, June 06, 2014 8:43:55 AM

Time Spent: 00:09:44

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

Yes

If yes, describe

Getting them to meet our minimum educational requirements of 24 college credits.
Also getting them into the interview

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Comment

Military and civilian law enforcement have different fundamental functions

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Comment

I like sending our officers through our NNLEA academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No


Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

Based on their training, none. Getting them to score high enough and qualify are bigger concerns

Q8: Do you have any other comments?

Military and veterans are a great resource. Getting them to apply and qualify are bigger concerns. If we can get them hired, the academy should not be a problem as they are employed and working towards their goal. I don't want to shortcut the system and not have them prepared for civilian law enforcement.

Survey Individual Results as of 6-30-14

#20		COMPLETE Collector: Web Link (Web Link) Started: Thursday, June 05, 2014 7:18:48 AM Last Modified: Thursday, June 05, 2014 7:24:24 AM Time Spent: 00:05:36	Edit	Delete	Export
-----	---	---	----------------------	------------------------	------------------------

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

A "bridge" academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

We do not have any specific concerns as long as they receive training on Nevada law and any other Cat I required training not covered by the military.

Q8: Do you have any other comments?

We support this effort to establish a shortened training program for military police veterans.

Survey Individual Results as of 6-30-14

#19



COMPLETE

Collector: Web Link (Web Link)

Started: Thursday, June 05, 2014 6:55:51 AM

Last Modified: Thursday, June 05, 2014 6:57:26 AM

Time Spent: 00:01:35

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

none

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#18



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 3:29:23 PM

Last Modified: Wednesday, June 04, 2014 3:37:56 PM

Time Spent: 00:08:33

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

Over 10

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Comment

I beleive the bridge academy could provide a curriculum designed to meet POST requiremnets for a CAT 1,2 or 3 Peace Officer.

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

A "bridge" academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

Yes

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

No concerns. These individuals compliment our operation and mission.

Q8: Do you have any other comments?

NDOC has taken proactive steps in hiring our veterans. We have tasked our Humane Resource staff attend military hiring fairs and programs. NDOC has just recently identified that 18% of our employees are veterans.

Survey Individual Results as of 6-30-14

#17



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 2:28:32 PM

Last Modified: Wednesday, June 04, 2014 2:34:34 PM

Time Spent: 00:06:02

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Comment

While I do not want to discount the training the Military provides, as an executive of a larger urban organization, I am concerned that military training will not meet the needs of officers who work in an urban environment. Further, I fear that a bridge approach puts an urban police officer at a disadvantage in terms of likelihood to succeed in the field training process

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Comment

I would want them to be armed with all the necessary skills that all other officers receive.

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

As described above, I want to make certain they have all the skills needed to succeed. By shortening the training, in a building block format as provided by my agency, I fear that they will miss essential skills needed for success.

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#16



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 2:13:51 PM

Last Modified: Wednesday, June 04, 2014 2:15:13 PM

Time Spent: 00:01:22

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

I have none

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#15



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 1:22:17 PM

Last Modified: Wednesday, June 04, 2014 1:26:03 PM

Time Spent: 00:03:46

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

A "bridge" academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Comment

But they would be given preference.


Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

Just knowing what their exact training in the academy consisted of. We know what they receive in the State Academy.

Q8: Do you have any other comments?

I think hiring Military Police Veteran is a great idea.

Survey Individual Results as of 6-30-14

#14		COMPLETE	Edit	Delete	Export
Collector: Web Link (Web Link)					
Started: Wednesday, June 04, 2014 12:53:26 PM					
Last Modified: Wednesday, June 04, 2014 1:04:25 PM					
Time Spent: 00:10:59					

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

A "bridge" academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

I believe that we respond to a larger verity of incidents, I do not know how broad of training Military Police receive.

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#13



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 12:51:50 PM

Last Modified: Wednesday, June 04, 2014 12:55:35 PM

Time Spent: 00:03:45

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

Yes

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

All aspects. DV Training, traffic stops, NV law. All training provided by POST or filed training by each Dept.

Q8: Do you have any other comments?

POST be attended by Military Police.

Survey Individual Results as of 6-30-14

#12	COMPLETE	<div style="display: flex; justify-content: space-between;"> Edit Delete Export </div>
<div style="display: flex; align-items: center;"> <div> <p><small>Collector: Web Link (Web Link)</small></p> <p><small>Started: Wednesday, June 04, 2014 12:28:32 PM</small></p> <p><small>Last Modified: Wednesday, June 04, 2014 12:44:25 PM</small></p> <p><small>Time Spent: 00:15:53</small></p> </div> </div>		
<p>Q1: Do you know of any unique challenges to hiring military veterans in your agency?</p> <hr/> <p>No</p>		
<p>Q2: How many former military police officers have you hired in the last 12 months?</p> <hr/> <p>0-5</p>		
<p>Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?</p> <hr/> <p>Yes</p> <div style="margin-top: 10px;"> <p>Comment</p> <p>They do; however, we tend to be cautious. Even if not legally required, we would send a military police officer to a police academy. We commonly do this with people who have attended a police academy if it has been a long time since they attended, or we are not comfortable with what they were taught. Attending another academy gives the new officer a better chance of succeeding in field training which tends to be very challenging.</p> </div>		
<p>Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?</p> <hr/> <p>Regular academy</p> <div style="margin-top: 10px;"> <p>Comment</p> <p>The few weeks difference in duration is secondary to making sure they learn all they need to learn.</p> </div>		
<p>Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?</p> <hr/> <p>No</p> <div style="margin-top: 10px;"> <p>Comment</p> <p>Depending on the circumstances we will have a POST certified person attend the academy again. We have hired several with POST; however, that we did accept their certification.</p> </div>		
<p>Q6: Do you specifically recruit former military police as opposed to just military veterans?</p> <hr/> <p>No</p>		
<p>Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?</p> <hr/> <p>There is an enculturation process that needs to occur to civilian policing. A police academy is a good place to begin acclimating. Our main goal is to do everything we can to ensure they are successful in field training. We do not like to get people that far and then lose them. It is very expensive.</p>		
<p>Q8: Do you have any other comments?</p> <hr/> <p>Our use of a "bridge" academy will be dependent on how comprehensive the academy is. If there are gaps in training, we likely will not utilize it. Unfortunately, the more comprehensive the "bridge" academy is, the less cost/benefit exists compared to a regular police academy. Thank you.</p>		

Survey Individual Results as of 6-30-14

#11

COMPLETE

Edit

Delete

Export



Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 10:15:54 AM

Last Modified: Wednesday, June 04, 2014 12:34:29 PM

Time Spent: 02:18:35

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

Yes

If yes, describe

Coordinating timeframes reference testing dates compared to testing instruments for being hired. Scheduling dates to accomodate operational agendas

Q2: How many former military police officers have you hired in the last 12 months?

Unknown

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jursidictions?

No

Comment

Mostly no, because of tactics, laws, and department procedures. Mindsets and work ethics would be a yes.

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

Yes

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No


Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

Their mindsets, physical fitness, and mental discipline would be factors associated with military police veterans being successful in city/county police academies. However, tactics, criminal law, department policies, and operating procedures will need to be trained and tested for proficiency. When considering what would be streamlined with these significant components influencing decisions, there is very minimal amounts of material that could be removed. Therefore, consistency and uniformity should be applied for all recruits to ensure correct and accurate standards are instructed and learning objectives can be confirmed through various testing instruments.

Q8: Do you have any other comments?

In an era of accountability for law enforcement agencies, it becomes critically important for consistency and uniformity to be implemented into every training perspective involving the operations of a police department. This professional endeavor starts with the training that is provided in the academy.

Survey Individual Results as of 6-30-14

#10		COMPLETE Collector: Web Link (Web Link) Started: Wednesday, June 04, 2014 11:10:34 AM Last Modified: Wednesday, June 04, 2014 11:18:11 AM Time Spent: 00:07:37	<div style="display: flex; justify-content: space-between;"> Edit Delete Export </div>
------------	---	---	---

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Comment

In some instances

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Comment

It depends on the Military Police Academy they attended

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

The content of thier academy, would be a major concern.

Q8: Do you have any other comments?

none

Survey Individual Results as of 6-30-14

#9



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 11:16:29 AM

Last Modified: Wednesday, June 04, 2014 11:17:05 AM

Time Spent: 00:00:36

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

Over 10

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

Yes

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No


Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

None

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#8		COMPLETE	Edit	Delete	Export
Collector: Web Link (Web Link)					
Started: Wednesday, June 04, 2014 10:18:41 AM					
Last Modified: Wednesday, June 04, 2014 10:23:07 AM					
Time Spent: 00:04:26					

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

Yes

If yes, describe

Pre-existing PTSD and alcoholism

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Comment

Constitutional law and State law severely lacking

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No


Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

There is no way to judge or compare consistency between different branches of military let alone with civilian law enforcement.

Q8: Do you have any other comments?

We would not support the "bridge" academy as explained.

Survey Individual Results as of 6-30-14

#7	 COMPLETE Collector: Web Link (Web Link) Started: Wednesday, June 04, 2014 10:12:58 AM Last Modified: Wednesday, June 04, 2014 10:22:45 AM Time Spent: 00:09:47	Edit Delete Export
----	---	--

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?	
No	
Q2: How many former military police officers have you hired in the last 12 months?	
0-5	
Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?	
No	
Comment	Having worked with MPs and such for years, I believe their training and standards are significantly different than for civilians LEOs. There's also a significant difference in accountability for actions and less ability for scrutiny from the outside.

Survey Individual Results as of 6-30-14

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Comment

It's only fair to them and to the agency that they are required to train the same as regular cadets. Then they KNOW they've got the right training and the agency KNOWS they've got the right training.

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Comment

Those with Nevada POST do not have to re-attend NV POST. Those without NV POST must complete either Cat III (in-house) and/or NV POST.

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Comment

We do not specifically recruit anyone. They apply and enter the process of their own volition.

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

Based on my personal experience, I have concerns about motivation and drive, the potential for difficulty teaching them and a different attitude about our true task as public servants. Military versus civilian law enforcement is quite different.

Q8: Do you have any other comments?

I believe we currently have a quality POST Academy and the way things are done now gives the agency and the cadet (military or otherwise) a fair shake at a successful and productive relationship. I believe changing this requirement may be convenient for agencies and/or cadets but what's the cost in quality?

Survey Individual Results as of 6-30-14

#6



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 9:57:39 AM

Last Modified: Wednesday, June 04, 2014 10:09:09 AM

Time Spent: 00:11:30

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

I don't know what the current curriculum is for their training, but a number of years ago it was not on the same level as what is required by POST

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#5

COMPLETE



Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 9:42:57 AM

Last Modified: Wednesday, June 04, 2014 9:54:00 AM

Time Spent: 00:11:03

Edit

Delete

Export

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Comment

Military officers are not taught the same topics required of local officers

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Comment

I would want to assume that they already know all of the skills required of a civilian officer

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

Liability to my agency for failure to properly training. We will get slaughtered in court cases where the officer's training is at issue.

Q8: Do you have any other comments?

I understand the purpose of wanting to do this, but short cuts in an officer's training usually end up in court at some point and I as a chief wouldn't want to be in a position to explain why I didn't training an officer to the level as his/her peers.

Survey Individual Results as of 6-30-14

#4



COMPLETE

Edit

Delete

Export

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 9:41:50 AM

Last Modified: Wednesday, June 04, 2014 9:52:59 AM

Time Spent: 00:11:09

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Comment

Only in consideration of academy completion beyond the "basic" course completion

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

A "bridge" academy

Comment

Bridge Academy if shown completion of certain law enforcement academies

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Comment

Most new hires are required to have Cat I and III certifications; we do have exceptions

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

The term Military Police can have several different meanings between branches of the service. I have experienced many military police and federal officers that are well qualified to take on a role in my law enforcement agency; however, that should not be a concrete rule. Recognizing the authority of their certification and the availability of in-lieu courses are an option.

Q8: Do you have any other comments?

Active duty and veteran status past training is well worth the time to examine for acceptance. Veterans should not be given automatic exemption, yet many of the academies offered nationwide provide excellent foundation for recognition.

Survey Individual Results as of 6-30-14

#3



COMPLETE

Edit

Delete

Export

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 9:41:09 AM

Last Modified: Wednesday, June 04, 2014 9:48:45 AM

Time Spent: 00:07:36

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Comment

Although understand the basics of law enforcement, need to fit the criteria and philosophy of new agency

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

General overall skills but NV state requirements and specific agency requirements need to be addressed

Q8: Do you have any other comments?

Think there is opportunity. Believe military offers good foundation but not all can make transition to civilian LE. Some agencies could make a small bridge to get them up to speed while others like seeing full academy to totally retrain and get doing things your way. Have seen bad habits formed in past law enforcement that need to be corrected

Survey Individual Results as of 6-30-14

#2



COMPLETE

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 9:44:36 AM

Last Modified: Wednesday, June 04, 2014 9:46:47 AM

Time Spent: 00:02:11

Edit

Delete

Export

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

Yes

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

I think that all new hires should be required to complete the standard Nevada POST curriculum to ensure continuity of training throughout the state.

Q8: Do you have any other comments?

Respondent skipped this question

Survey Individual Results as of 6-30-14

#1



COMPLETE

Edit

Delete

Export

Collector: Web Link (Web Link)

Started: Wednesday, June 04, 2014 9:36:39 AM

Last Modified: Wednesday, June 04, 2014 9:43:42 AM

Time Spent: 00:07:03

PAGE 1

Q1: Do you know of any unique challenges to hiring military veterans in your agency?

No

Q2: How many former military police officers have you hired in the last 12 months?

0-5

Q3: Do you feel that a military police officer has similar training and comparable experience as reciprocity peace officers from other jurisdictions?

No

Comment

Military policing is similar to security of corrections work.

Q4: If you had the choice, would you send a former military police officer through a shortened "bridge" academy or a regular academy?

Regular academy

Q5: In your agency, is it mandatory that all new hires (regardless if certified or not) attend your academy?

No

Q6: Do you specifically recruit former military police as opposed to just military veterans?

No

Q7: What concerns do you have, if any, with hiring military police veterans and basing their academy training on their military police background?

Military policing is similar to security of corrections work. This training does not bleed over well into a civilian workforce.

Q8: Do you have any other comments?

Respondent skipped this question

ATTACHMENT C

Michigan Commission on Law Enforcement Standards



Military Police Basic Training Program Program Evaluation

2013

Table of Contents

Executive Summary	2
Introduction	3
Training Sites	4
Evaluation Process	6
GVSU	8
Kirtland/Northwestern Michigan	12
Statistics	15
Recommendations	20
Conclusion	22

Executive Summary

The Military Police Basic Training Program (MPBTP) recently completed two training sessions. Seven individuals graduated from Grand Valley State University and fifteen from Kirtland Community College/Northwestern Michigan College at Camp Grayling. All passed the MCOLES licensing examination and their scores were consistent with what we see statewide in the larger recruit population. We have completed our formal evaluation of the program and recommend making a few modifications. See the full program evaluation.

The program evaluation consisted of: a) observing classroom instruction, b) monitoring scenario training, c) obtaining feedback from students, d) talking with administrators and instructors and, e) analyzing licensing exam results. We narrowed our assessment to those areas that differed slightly from recruit training or addressed unique civilian transition issues.

Although our evaluation demonstrates the overall program is a success, we identified areas in the curriculum that needed attention. We made minor edits to the content in first aid, interpersonal skills, and health/wellness. We also added time in specific areas, primarily to allow for more scenario training and performance exercises. We therefore recommend increasing the program from 240 hours to 280 hours by adding time and modifications in the following areas:

Topic	Current Hrs.	Revised
Subject control	20	32
Vehicle stops	8	16
Motor vehicle code	6	10
Domestic violence	4	8
Patrol operations	3	5
Narcotics	4	6
Interpersonal skills	4	8
Licensing exam	0	4

Introduction

The creation of the Military Police Basic Training Program (MPBTP) began in 2012 when MCOLES Executive Director Harvey assigned staff to research and develop a basic police training program for military police veterans from the five branches of the armed forces. The goal was to create a process whereby those with military police experience could transition more quickly and effectively into civilian policing by recognizing the applicable training and skills qualified veterans had previously acquired. The first two MPBTP sessions have been administered. The purpose of this report is to provide an overview of these two sessions, document curriculum effectiveness, and make recommendations for improvement, where necessary. The process we used to examine the curriculum will be explained, and justification for program modification recommendations will be provided.

It is important to note each branch of the United States Armed Forces uses a unique title for service members performing law enforcement functions. In order to easily understand this report, the term “military police” refers to any military police veteran who has completed their service branch specific police training and functioned as a military police officer.

The MPBTP structure was developed by studying similar programs from other states, site visits to military police training locations, conducting a comparison study of military police training for each branch of service to the MCOLES basic curriculum, and hosting subject matter expert meetings. A detailed accounting of this process can be found in the MPBTP Validation Report, *A Training Program for Military Police Veterans* (MCOLES, 2012). The 240 hour MPBTP structure was approved by the Commission on December 12, 2012.

With this framework in place and using the existing basic training curriculum as a foundation, we developed the program curriculum, that is, the actual content of the training. This was an important process as participants in the MPBTP, as with all recruits statewide, were required to successfully complete the MCOLES licensing examination and all other pre-employment standards, in order to be eligible for hire as a Michigan law enforcement officer.

As a first step, it was necessary to link the MPBTP curriculum to essential job functions required of active duty law enforcement officers as they appear in Michigan's Job Task Analysis (JTA) (MCOLES, 2006). In creating training specifications for basic recruit training, the essential job functions in the JTA were first turned into worker requirements, then into behaviorally-based training objectives subject to both written and performance testing. The 459 job tasks on the inventory were categorized into six functional areas, which include Investigations, Patrol Procedures, Detention & Prosecution, Police Skills, Traffic and Special Operations. The MPBTP curriculum was blueprinted to these functional areas.

Training Sites

In early 2013 the Commission selected Grand Valley State University (GVSU) and Kirtland Community College (KLCC), in association with Northwestern Michigan (NWC) as training delivery sites for the MPBTP. The curriculum content was the same for each training delivery site, but administrators were allowed to develop and deliver that content using methods consistent with each site's style.

GVSU Design

Grand Valley State University's program took place in Allendale on an open college campus. The academy was operated under the direction of Julie Yunker, Director of Criminal Justice Training. Director Yunker created a 4 day a week, ten hours per day, training program. The

students attended between the hours of 11 am and 10 pm, Monday through Thursday, with one hour scheduled for dinner each day. This schedule was created to enhance students' abilities to travel to and from the academy as well as potentially maintain outside employment.

Dormitory style housing was available to participants, and each of the dorms had basic kitchen facilities provided. The recruits had access to all campus facilities, including dining halls, the library, and study areas. Director Yunker sought out military veterans with proper credentials to participate as instructors for the MPBTP. She also designed a mentor program in which each academy recruit was partnered with an instructor to assist in their transition from military to civilian policing. Recruits were given the opportunity to interact with local law enforcement agency leaders and assistance was provided in coordinating ride-a-long opportunities if desired.

The academy session began June 24, 2013 and completed on August 6, 2013 with seven recruits enrolled. All seven successfully completed the program and passed the MCOLES licensing exam. As of November 13, 2013, one of the candidates has gained employment as a law enforcement officer in Michigan.

Kirtland/Northwestern Michigan Design

This program took place at the Camp Grayling Military Installation in Grayling. The recruits were offered food service and all training was conducted on the military base. The lodging at Camp Grayling was an open barracks style, with male and female students on different floors.

The academy was operated under the direction of Director Tom Grace, Kirtland Police Academy (KLCC) and Director Alan Hart of Northwestern Michigan College (NWMC). Ret. General Jerry Cannon assisted the directors with base logistics. The program began at 8 am and concluded at 5 pm, Monday through Friday, with one hour scheduled for lunch each day. The

recruits were offered full use of the military base, including the dining hall with three meals offered five days a week. Also offered were 24 hour laundry and physical training facilities, as well as a general store open during the day. Recruits were allowed to leave the base outside of mandated training hours. The directors also hosted agency recruiting sessions for representatives from various law enforcement organizations. These voluntary sessions allowed recruits to interact with agency personnel and gain insight into agency specific hiring practices.

The academy session began August 19, 2013 and concluded on October 1, 2013 with 15 recruits enrolled. All 15 successfully completed the program and passed the MCOLES licensing exam. As of November 13, 2013, three of the graduates have gained employment as licensed law enforcement officers in Michigan.

Evaluation Process

MCOLES staff was tasked with evaluating the overall MPBTP program as well as the effectiveness of each individual training site. It was important to gather information regarding the design and delivery of the overall curriculum to ensure the recruits were being adequately prepared for civilian policing. During the development of the program we anticipated previous MP training and experience would allow for a reduced curriculum. Therefore, it was critical to determine if our analysis was valid.

Additionally, we needed to evaluate each training site. The overall management, organization, and effectiveness of each location needed to be considered. There are significant design differences between the two locations, and we needed to determine if one environment provided for a more effective learning opportunity. Instructional methods vary between any two full basic training academies, so it was anticipated there would be similar differences between

GVSU and Kirtland/Northwestern. However, the overall effectiveness of the instructors and acquisition of knowledge by the recruits needed to be evaluated.

In order to achieve these objectives MCOLES staff used a multifaceted approach. The evaluation process consisted of on-site observations, feedback from recruits, meetings with administration and instructors, and a statistical analysis of the MPBTP recruit licensing exam performance. Subject area evaluations were completed by the recruits at each training site. These evaluations were used to gain an understanding of a particular subject matter area from the recruit's point of view. As detailed in the validation report, portions of the basic police training curriculum were modified based on anticipated knowledge and time constraints (MCOLES, 2012). The subject area evaluations provided valuable insight into the accuracy of these modifications.

The on-site evaluations consisted of staff observing various portions of classroom instruction. Effort was made to monitor the curriculum areas and instruction at both GVSU and KLCC/NWMC, thereby allowing staff to determine if any identified issues were related to the curriculum or the training environment. Further, instructor de-briefs were held, and valuable feedback was gathered from the individuals teaching the subject matters. These evaluations did not replace the regular inspections conducted by MCOLES Standards Compliance Section field representatives. Each academy close-out process was conducted by a field representative and included a written evaluation report.

The directors of both sessions and their support staff interacted with MCOLES staff frequently. This accessibility was beneficial in creating an environment that fostered input and partnership. Each member of the academy administration was welcome to provide feedback regarding any aspect of the MPBTP. Additionally, we met with the directors after both MPBTP

sessions concluded for the year. The purpose was to review each training session, discuss recommended curriculum adjustments, and address any outstanding concerns.

Evaluation - GVSU

The first day of the GVSU training session was June 24, 2013. Director Yunker and MCOLES staff welcomed the recruits and provided them with a brief overview of the academy program. Director Yunker established herself as the primary contact for academy operations and provided each recruit with written rules and regulations. Expectations for recruit participation, attendance, and performance were clearly defined.

The facilities at GVSU were the same as the regular basic police training program. The classroom size was adequate, with fully operational audiovisual equipment available. Portions of the training were conducted outdoors. The campus design offered a variety of terrain and environmental considerations, thereby affording recruits versatile training opportunities. We observed scenario based training take place in large outdoor common areas, remote wooded spaces, parking lots, and inside campus housing units, which allowed an opportunity to see training specifications in real world settings. Student evaluations of the academy and facilities reflected overall satisfaction. The recruits expressed the academy operation was smooth and the facilities met their needs.

When reviewing curriculum it is important to note the differences between instruction and content. Instruction refers to the delivery of material while content is the actual message. For this purpose, content refers to the curriculum objectives, or the platform provided for instructors to bring the content into the training environment. A primary focus of the curriculum review was to ensure the content was accurate, thereby offering to each recruit the best opportunity for success.

Instruction review was also important because instructors bring life to the written word. An engaging instructor who utilizes innovative teaching methods can make complex concepts easy to understand. Conversely, an instructor who does not interact effectively or who is unfamiliar with the material can inhibit learning. Instruction review is individual and therefore associated with one training academy. But the curriculum and training specifications did not change between sites.

As noted previously, portions of this curriculum were modified to fit previous MP experience and time considerations. We anticipated Child Abuse, Crime Scene Investigation, Emergency Vehicle Operations, Juveniles, Motor Vehicle Code, Operating While Intoxicated (OWI), and Search Warrant Procedures would be curriculum areas in need of the most attention. Recruit evaluations at GVSU supported these findings.

Recruits advised they received very little child abuse training in either the Army or Navy, the two branches of the armed forces represented in the GVSU session. The recruits expressed the training was useful for transitioning to civilian law enforcement and brought a better understanding of how to approach child victims. They felt the instruction was superior, and sensed scenario based exercises would have been helpful to incorporate into this module. Scenario exercises allow the participant to transition from learning to performance, thereby ensuring true acquisition of knowledge.

The Crime Scene Investigation module was also new to the recruits. Feedback revealed the training was similar to battlefield forensics, but the actual content was all new. The recruits felt the subject matter was not overly technical, and they could grasp the core concepts in the allotted time. A few of the comments revealed the recruits were not sure how the information presented would apply in real life situations. The incorporation of scenario based or table top exercises

would allow the recruit to demonstrate the learned skills and assist in understanding those applications. The recruits also felt they gained more from interactive communication with the instructor rather than from a power point presentation.

The Emergency Vehicle Operations portion of the MPBTP curriculum was designed to maximize decision making while reinforcing mechanical skill. The GVSU recruits felt the proportion of classroom and range time was ideal. They expressed all of the information presented was new, and they all gained new insight into the complexities involved in operating a motor vehicle safely. The recruits specifically noted the instructors provided helpful information regarding pursuits, and demonstrated new styles of steering. A suggestion was made to incorporate the use of emergency lights and sirens while driving to enhance the scenario training.

The juvenile training modules were also all new to the GVSU recruits. They felt the incorporation of verbal scenarios in the classroom was very helpful in cementing the concepts presented. The instructor stressed the differences between juveniles and adults and the responsibilities patrol officers face when dealing with them individually and together. The recruits also stated the juvenile law portion of the training was clearly explained and fairly easy to understand.

Motor vehicle law was difficult for the recruits because of the motor vehicle code book design. The consensus among the GVSU recruits was additional time is needed to fully develop the concepts and assist in the transition to civilian policing. The motor vehicle code used in the military is different and they felt more emphasis should be placed on understanding the code book itself. The recruits stated the instructor incorporated exercises to assist them in learning the code book, and these were very helpful in providing a useful framework.

The Operating While Intoxicated module evaluations revealed the curriculum was new to the recruits, and the focus on applicable laws was helpful. They expressed the instruction would have been enhanced by incorporating scenarios or exercises. A few of the recruits felt the time dedicated to this block of training was too long, and that either reducing the time or adding scenarios would be ideal.

The recruits noted the Search Warrant Procedures module was new training, and the instructors effectively combined classroom learning with real world situations. The curriculum was taught from a police officer point of view which the recruits found particularly helpful. Also, scenarios were incorporated and offered recruits the opportunity to demonstrate an understanding of the material. The evaluations also revealed that civilian law enforcement search warrant procedures have more restrictions than the military equivalent.

We were also interested in the skill areas. Officers encounter dynamic, quickly changing situations that can require instant decision making and the application of various levels of force. It is important to provide skill area training that lays the proper educational foundation and allows for demonstration of the acquired knowledge. For several skill areas, we used the standards for active duty officers, rather than basic recruit objectives. The EVO portion of the training, as summarized above, was found to be effective as designed.

It was anticipated military police personnel would be familiar with firearms and qualification would likely not be an issue. The GVSU recruits proved this to be true. The sixteen hours of firearms training were spent primarily on the range, and focused on proper tactics, civilian law enforcement equipment, and tactical reloading and movement. Feedback from the recruits showed the amount of firearms training time was appropriate and very useful.

It was also anticipated military police personnel would be familiar with subject control tactics. According to the evaluations, the majority of the Subject Control curriculum was new information. The recruits advised it was excellent training that exceeded their expectations. Further, they expressed the instructional staff was very helpful and responsive to questions. The recruits advised there were numerous scenarios incorporated into the training which were helpful. The recruits felt more time should be dedicated to this subject matter. The instructors also felt additional time should be allocated for this training module. The consensus was the recruits did not have an extensive pre-existing knowledge of subject control, and therefore the training outcomes took longer to achieve.

Evaluation – Kirtland/Northwestern

The KLCC/NWMC administrative structure was different than Grand Valley in that Director Grace and Director Hart, training directors from two different colleges, jointly conducted the training. The training took place at Camp Grayling Military Installation with Ret. General Cannon available to coordinate the needs of the MPBTP while on base. Based on staff observations and student evaluations, the school would have run more effectively by having one primary administrator. Recruits reported some confusion regarding each administrator's area of responsibility and felt academy communication sometimes suffered as a result. Recruits were provided rules and regulations for both the academy and the military base, with expectations for participation and conduct clearly defined.

The facilities consisted of several different classroom environments that were utilized for different types of instruction. The primary classroom was set up with the necessary audiovisual equipment, including a projector, screen, and computer. A secondary classroom was available which offered a larger meeting space with round tables. This classroom was used for the Health

and Wellness portion of the training. The Subject Control curriculum was taught in the base Armory, where mats were brought in for safety measures. EVO and Firearms training took place in remote designated locations on base. Recruit evaluations of the academy and facilities reflected a mix of sentiments, with the majority identifying the training as a positive experience. Some recruits expressed a lack of appreciation for the barracks style housing, while others felt it enhanced the overall team spirit.

The recruit evaluations of the Child Abuse, Crime Scene Investigation, Emergency Vehicle Operations, Juveniles, Motor Vehicle Code, OWI, and Search Warrant Procedures curriculum areas were similar to those noted above by GVSU students. The KLCC/NWMC recruits agreed the military did not offer any child abuse training, and the most useful information provided involved how to interact with children while investigating such calls for service. One recruit expressed additional time should be added to this block of instruction based on its importance, however they also noted the curriculum was covered satisfactorily in the time allocated.

The KLCC/NWMC recruits felt the Crime Scene Investigation module was well done and they noted they participated in fingerprinting exercises, used various tools and equipment, and that interaction helped them assimilate the techniques shown. They expressed the EVO training was highly successful, and the incorporation of the skid car into the training provided great insight in how to maintain control of a vehicle. The recruits noted they were afforded the opportunity to apply what they learned through practical application of the skills and scenario based responses.

The Juvenile training was all new to the KLCC/NWMC recruits, and they felt the most useful part of the module was learning how to interact with the parents as law enforcement officers. They noted scenario type exercises would be beneficial to incorporate into this curriculum. The

Motor Vehicle Code portion of training was found to be helpful, however additional training time was requested as all the information presented was new. A few recruits mentioned the training felt rushed.

The Operating While Intoxicated portion of training was reported to be all new material, and the recruits felt it was quality instruction. They liked the combination of conducting scenario based traffic stops with potentially intoxicated occupants and felt it assisted them in understanding the material. The KLCC/NWMC recruits reviewed the Search Warrant Procedures portion of training as outstanding. The instructor was reported to be outstanding, and the group appreciated a classroom search warrant preparation exercise. The skill areas evaluations were similar to those at GVSU, and suggestions were made to increase the module times in Subject Control and Vehicle Stops. The KLCC/NWMC instructional cadre also expressed the need to increase these curriculum areas if possible.

The majority of our on-site observations mirror those noted above. Based on our assessment, we identified the Domestic Violence, Narcotics and Dangerous Drugs, Interpersonal Skills, and Patrol modules as important to review. The Domestic Violence curriculum was well instructed at each site, however the amount of information to be presented left little time for the incorporation of scenario training. Similarly, the Patrol curriculum covers a lot of material and the ability to demonstrate these acquired skills is lacking based on existing time constraints.

The Narcotics and Dangerous Drugs module was updated by subject matter experts prior to the MPBTP starting, and the updated curriculum was incorporated into this portion of training. This module is current and relevant to law enforcement practices today, but the volume of material was difficult to cover in the time allotted. The Interpersonal Skills module was well

presented at both sites, however recruits felt the allotted time was too short for the information presented.

Statistics

Once the curriculum review was finished we completed a statistical analysis of the recruits' performances on the MCOLES licensing examination. Passing this exam is required of all basic training graduates pursuant to administrative rule (R 28.14203 (j)). The military academy graduates are not exempt from this requirement and all must pass the test to be eligible for licensure as law enforcement officers. The licensing examination provided an opportunity to conduct a quantitative analysis of graduate preparedness based on the military basic training experience. Specifically, we examined the aggregate pass-fail rate of the students, the average percent correct on the total exam, and the average percent correct on the test per functional area of the curriculum. Then, we compared the military graduate performances to the larger graduate population in the full basic academies across the state. The data were taken from initial test administrations, using test form 20, starting January 1, 2013 and ending September 30, 2013 (N=466). Consistency between the two groups, in addition to the other program evaluation components, helps us determine the extent to which certain components of the program are successful and which are in need of improvement.

The MCOLES licensing examination is an application level, multiple choice exam. The items produce measures of minimum cognitive competency for entry into the law enforcement profession in Michigan. The exam has been in place since the early 1980s and we continually document its ability to produce measures that can be validly interpreted. The examination questions are blueprinted to the basic training curriculum, and in turn to the military curriculum, and each item is scored as either right or wrong. Candidates must attain a minimum converted

score of 700 to pass the test and those who fail the initial administration are allowed one retest. The statewide pass rate for recruits is 95% for the first administration. Interestingly, with a 5% initial failure rate statewide, we would expect at least one military student would fail the first administration of the test, yet this did not occur.

We first examined the overall performance on the test using the Statistical Package for Social Sciences (SPSS). The average percent correct for the military students ($n=22$) is 74.7 ($SD=3.8$) and the average percent correct for the academy recruits ($n=444$) is slightly higher at 76.3 ($SD=5.3$). Although the numbers for both groups were very close, we wanted to determine if there was a statistically significant difference between these averages. In statistical terms, our null hypothesis states there is no significant difference between the numbers and, ideally, we wished to retain the null. We used the independent samples t-test for equality of means as the analytical method, established the significance level at .05, and assumed unequal variances between the two groups (military v. recruit). Although our analyses may not be perfect insofar as we have unequal group representation, we nevertheless believe such a statistical comparison has merit, particularly in conjunction with other qualitative evaluation methods. As the program continues into the future, more complete data sets can be explored.

The computed t-statistic is -1.8 , which allowed us to retain the null hypothesis. That is, on average there is no statistically significant difference between the two groups based on their overall average performances on the licensing examination. This finding helps support our conclusion that the military curriculum is working as intended and the classroom teaching and performance exercises are adequately preparing the students for future employment as law enforcement officers.

We also examined performances on the licensing examination per functional area of the curriculum for each of the two sessions. See Table 1. The functional areas in the military curriculum are blueprinted to the basic training curriculum and the essential functions of the job, although the number of hours was reduced to reflect the training and experience of military police veterans. The comparisons here need to be clearly understood in context. Not all functional areas are the same size since there are a differing number of essential job functions in each area mount. For example, Investigations, Traffic, and Police Skills are the largest functional areas, which is consistent with the basic training blueprint and therefore the license exam blueprint. In examining Table 1, it may seem the military students performed quite poorly in the Special Operations section as compared to the statewide averages, yet the relatively small number of items needed to evaluate this section skews the true percentages and should be interpreted with caution. Overall, we are satisfied the functional areas are operating as intended based on the examination results.

Table 1
Percent Correct per Functional Area per Session

Area	GVSU	Grayling	Statewide 2013
Investigation	80.4	79.6	78.8
Patrol procedures	81.4	79.6	86.5
Detention/prosecution	80.3	86.6	89.5
Police skills	62.0	71.0	67.7
Traffic	65.7	69.3	68.6
Special operations	60.0	64.0	73.3
Overall	72.9	75.5	76.3

We also compared the results on the licensing examination for both groups using the Rasch Measurement Model, which is the methodology we use to create and validate parallel forms of the examination. The advantage in using the Rasch model is its ability to transform non-linear test data into linear data, which is more suitable for valid interpretation. The model enables us to determine which items on the test are working as intended, the quality and suitability of the items, and how each validly contributes to our understanding and interpretability of the measures (scores). We wanted to be sure the pattern of responses of the military students reasonably matched the responses of academy students in general. Specifically, we examined item reliability, item separation, and item fit to ensure the examination worked equally well with the military students as compared to the larger pool of test takers statewide. See Table 2.

Table 2
Summary Rasch Statistics for the Licensing Examination

Analysis	Military	Statewide	Threshold
Item reliability	0.77	0.99	near 1.0
Item separation	1.85	9.81	>2
Item fit	0.98	0.98	0.8-1.2

Item reliability refers to the ability of a question to work as intended regardless of the group taking the examination. A reliable car, for example, starts every time. Similarly, a reliable question works the same for all those taking the test. Here, item reliability for the military test takers is 0.77, which is acceptable. Item separation measures the spread of items in terms of difficulty and indicates how closely they are to one another as to their contribution to an understanding of the competency being tested. The item separation of the military group could be higher than 1.85, but with such a small sample, the statistic is acceptable. Item fit refers to

how well the item is measuring what it is intended to measure and its consistency with how others have responded to the item. A perfect data-to-model fit statistic would be 1.00. Here we see an acceptable fit of 0.98.

The Rasch analyses also demonstrated how individual items worked in direct comparison to student abilities. High ability students, on average, should get almost all of the easy items correct and those with lesser ability should struggle with the more difficult items. For the military group we observe that certain expected items differentiate well among the students with higher ability, and expected items target the average ability level, as well as, the items that were expected to differentiate best among the poorer students did also. Overall, the analyses demonstrated a good spread of items and a good spread of person ability around the average ability level, although there was some redundancy of items within one standard deviation of the mean. The licensing examination is not above the students' abilities to succeed and, after running the same analyses for the larger recruit group, we know the exam works in a similar manner for both the military basic group and the regular basic group.

In general, these quantitative findings demonstrate the test is working the same for both groups, which lends support to the belief that the curriculum, training, and performance scenarios in the military school are positioning the students for success on the test and on the job. The Rasch analyses helped confirm both the SPSS analyses and the qualitative evaluation of the program as a whole.

Recommendations

The MPBTP was created to assist military police veterans in their pursuit of Michigan law enforcement careers. While the program has operated successfully, we believe the training should be enhanced to offer military recruits a stronger skills platform. Based on the student evaluations, instructor recommendations, and MCOLES staff observations, the following adjustments to the existing 240 hour MPBTP curriculum are recommended:

- **Increase the Domestic Violence module from 4 hours to 8 hours**

The additional hours should include an interactive learning component such as scenarios or table top exercises.

- **Increase the Motor Vehicle Code module from 6 hours to 10 hours**

The additional hours would be divided between further developing the module content and incorporating interactive learning, such as table top exercises.

- **Increase the Patrol module from 3 hours to 5 hours**

The additional hours would be used by the instructor to enhance the existing curriculum. Patrol functions are a core part of the foundation we are providing for those entering Michigan law enforcement. The opportunity to demonstrate patrol skills through scenario based training is important.

- **Increase the Subject Control module 20 hours to 32 hours**

The initial assessment in this area overestimated the connection between the MP's skills and civilian law enforcement expected performance. Variances in equipment, uniforms, and practical skill application require additional instructional time in Subject Control. The additional hours would be spent

enhancing their performance through hands-on training situations and demonstration of skill.

- **Increase the Vehicle Stops module from 8 hours to 16 hours**

The understanding and demonstration of proper vehicle stop technique is critical to civilian law enforcement job performance. The additional time would be spent conducting scenario based training, thereby creating more opportunity for the recruits to demonstrate their skill in this area.

- **Increase the Narcotics and Dangerous Drugs module from 4 to 6 hours**

Narcotics and dangerous drug investigations have a huge role in Michigan law enforcement. Understanding how narcotics related crimes connect to many other crimes, the proper investigation and reporting of such incidents is vital for patrol officers. The additional time would allow the instructor the ability to incorporate hands-on scenarios, such as vehicle searches, that would allow recruits to demonstrate the information presented.

- **Increase Interpersonal Skills module from 4 to 8 hours**

This module contains information regarding verbal, non-verbal, and written communication skills. It goes beyond what types of questions to ask and focuses on core communication and officer awareness building blocks. In order to allow recruits the opportunity to incorporate and demonstrate these skills, additional time is necessary.

- **Increase the MCOLES Administrative Time from 3 to 7 hours**

Currently the MCOLES close-out and licensing exam are not part of the 240 hour structure. By making the modifications noted above and incorporating the close-out and exam, the MPBTP becomes 280 hours, or seven weeks in length.

Conclusion

The MPBTP program has proven to be successful by creating a foundation from which qualified military police veterans can more quickly enter into the Michigan law enforcement community. While the program is still being modified, we believe it will enable many veterans the opportunity to pursue law enforcement as a career when they would not have otherwise been able to do so. By adding the 40 hours recommended above, we feel the MPBTP will be best aligned to provide exemplary training for these military police veterans.

ATTACHMENT D

ARIZONA PEACE OFFICER STANDARDS AND TRAINING BOARD



MILITARY POLICE TRANSITION TRAINING PROGRAM

2013

**Arizona Peace Officer Standards and Training Board
(AZ POST)
Military Police Transition Training Program
(MPTTP)**

General Program Overview

- * Designed to provide Military Police personnel who have served in an “*actual law enforcement assignment*” while in the military, a pathway to a Local, County or State Law Enforcement Career.**
- * Applicants must meet a specific set of criteria in order to be admitted to the program.**
- * Applicants must also meet all of the normal AZ POST Minimum Qualifications for Appointment.**
- * Applicants must successfully complete an eight week, 320 - hour Military Police Transition Training Program (MPTTP).**
- * The MPTTP Curriculum is comprised of those courses which have been identified, when compared with the AZ POST Basic Training Curriculum, as not having been covered sufficiently during the various Military Police Training Programs throughout all Branches of the Military.**
- * Applicants must successfully pass the Comprehensive Final Exam (CFE) and satisfactorily perform the practical demonstrations of proficiency; Peace Officer Physical Aptitude Test (POPAT), vehicle operations, pursuit operations and firearms qualifications.**
- * The Western Arizona Law Enforcement Training Academy (WALETA) has offered to conduct the initial Military Police Transition Training Program (MPTTP) during the Summer of 2014.**

Arizona Peace Officer Standards and Training Board (AZ POST) Military Police Transition Training Program (MPTTP)

Applicant Entry Criteria

The purpose of this guide is to assist applicants and the training delivery site personnel in identifying the supporting documentation necessary for the application process. These criteria are in addition to meeting all of the AZ POST Minimum Qualifications for Appointment standards required of any applicant. Each applicant is responsible for providing complete documentation substantiating their qualifications.

In order to be eligible for the Military Police Transition Training Program (MPTTP) the applicant must meet the following:

- 1. Have performed as a military police officer for a minimum of 2080 hours in a specified law enforcement occupational specialty (MOS).**

AZ POST uses the term “military police” in a general sense, as a way to describe military law enforcement personnel associated with The United States Armed Forces. Each branch of the military has their own unique verbiage when describing military police personnel and/or programs. Care should be taken to ensure the information presented by a candidate does in fact document actual time served in a law enforcement assignment.

- 2. Have satisfactorily completed military police training at a federal service school.**

Federal Service Schools:

Air Force	U.S. Air Force Security Forces Center/Academy, Lackland Air Force Base, Texas
Army	U.S. Army Military Police School, Ft. Leonard Wood, Missouri
Coast Guard	U.S. Coast Guard Maritime Law Enforcement Academy, Federal Law Enforcement Training Center, Charleston, South Carolina
Marines	U.S. Military Police Basic Officers Course, Ft. Leonard Wood, Missouri
Navy	Law Enforcement/Master-at-Arms at the Naval Technical Training Center, Lackland AFB, San Antonio, Texas

- 3. Their basic training and in-service training records must demonstrate substantial comparability to Arizona’s full-authority peace officer basic training course.**
- 4. Either possess an honorable discharge form, or be currently serving.**

5. Have discontinued employment in the specified law enforcement MOS for no more than five years before the start of the program.

The “DD214” is the most commonly known Department of Defense verification of discharge form. Information regarding this form is available on the internet from a variety of websites (<http://dd214.us/> for example). This form contains the following information:

- Date and place of entry into active duty
- Home address at time of entry
- Date and place of release from active duty
- Home address after separation
- Last duty assignment and rank
- Military job specialty
- Military education
- Decorations, medals, badges, citations, and campaign awards
- Total creditable service
- Foreign service credited
- Separation information (type of separation, character of service, authority and reason for separation, separation and reenlistment eligibility codes)

AZ POST recognizes the DD214 as a valid form of proof of the above detailed information.

In the event an applicant has not separated from the military and cannot supply a DD214 form, that applicant shall be required to provide a letter of support from their Commanding Officer (CO) detailing the following:

- The military occupational specialty (MOS) the applicant is performing
- The length of time assigned to that MOS
- Current rank
- Decorations, medals, badges, citations, and campaign awards
- If the applicant is recommended by the CO to attend the MPTTP

Encourage applicants to provide copies of any diplomas, awards, and Verification of Military Experience and Training (VMET) documents.

6. They must pass each block of the Comprehensive Final Exam (CFE) with a minimum of 70%.

7. In addition to the examination required in item #6 above, the applicant must satisfactorily perform the practical demonstrations of proficiency; Peace Officer Physical Aptitude Test (POPAT), vehicle operations, pursuit operations and firearms qualifications.

ATTACHMENT E

MILITARY POLICE TRAINING ELIGIBILITY REQUIREMENTS

IMPORTANT! PLEASE READ!

Under TCOLE Rule 219.2- "Reciprocity for Out-of-State Peace Officers, Federal Criminal Investigators and **Military Police**," certain persons may be eligible to take the State Licensing Exam based on service as Military Police Officer.

This document is a preliminary application- its purpose is to determine if you have the proper training and service under your branch of the military to be eligible for reciprocity under TCOLE Rule 219.2. If you are eligible, further instructions will be sent to you. It is highly recommended that you do not make any career or life decisions before completing the entire application process.

Incomplete forms or documentation will be returned.
Questions about this form or your qualifications please call (512) 936-7700.

Before submitting this preliminary application it is highly recommended that you review TCOLE Rule 217.1- "Minimum Standards for Initial Licensure" on our website at www.tcleose.state.tx.us. All applicants must meet all requirements, regardless of past service.

Qualifying Military Police must:

Have successfully completed the basic military police course for the branch of military served;

Have served as a military policeman in the United States Army, United States Marine Corps, United States Air Force or United States Navy; **(United States Coast Guard and DOD Police do not meet occupation requirements).**

Have successfully completed basic military police course for the branch of military served;

U.S. Army	after 9.1.2003
U.S. Marine Corps	after 9.1.2003
U.S. Air Force	after 9.1.2005
U.S. Navy	after 9.1.2005

Individuals serving in the armed forces who completed a basic military police course prior to the above dates but have had continuous military service in an approved MOS/AFC since completion of the military basic, along with continuing education courses may be considered.

U.S. Army	95B or 31 B
U.S. Marine Corps	5811
U.S. Air Force	3PO51, 3PO71 or 3PO91
U.S. Navy	Master at Arms or a combination of NEC 9545 and successfully completed NAVEDTRA 14137

Have a military occupation specialty (MOS) or air force career (AFC) classification;

Have active duty service for 2 continuous years within the 4 years prior to application. Service time applied to this section must have been obtained following completion of an approved basic military police course. **(Reserve or National Guard duty status will not meet active duty requirements).**

Note: If currently on active duty, applicant must forward any DD 214s from prior service, and letter from applicants commanding officer stating the applicant holds the MOS/AFS for military police, have at least 24 months active duty service in the military police MOS/AFS, and they have not received any disciplinary action resulting in suspension, reduction in rank, or formal reprimands and would currently be eligible for an general/honorable discharge. Reserve duty status will not meet active duty requirement.

Required Documents to Accompany the Application:

1. A certified or notarized copy of the military police basic training certificate
2. A certified or notarized copy of Master at Arms Nonresident Training Course (NAVEDTRA 14137, U.S. Navy)
3. A certified or notarized copy of your valid state-issued driver's license
4. If you do not have a Texas drivers license a passport-sized color photograph (head and shoulders with a plain background), signed with your full signature on the back of the photograph must be included.
5. A copy of ALL military discharge(s) (DD 214); or a letter from your commanding officer meeting the requirements noted above.
6. TCOLE PID Assignment (C-1).
7. A copy of your fingerprint form submitted to FAST with a TCN listed.

POST COMMISSION MEETING

Agenda Item 6

6. DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

The Commission will discuss, receive public comment and possibly take action to establish the recruitment, vetting and selection process to be used for the appointment of a new Executive Director of the Commission pursuant to the requirements in NRS 289.520 which provides for the Commission to appoint the Executive Director by a majority vote of the Commission.

NRS 289.520 Executive Director: Appointment; qualifications; classification; restrictions on other employment; removal. The Commission, by majority vote of its members, shall appoint an Executive Director of the Commission. The Executive Director:

1. Must be selected with special reference to the person's training, experience, capacity and interest in the field of administering laws and regulations relating to the training of peace officers.
2. Is in the unclassified service of the State.
3. Shall not pursue any other business or occupation, or perform any other duties of any other office of profit without the prior approval of the Commission.
4. May be removed by the Commission, by a majority vote of its members, at any time for cause.

(Added to NRS by [1999, 2422](#))

POST COMMISSION MEETING

Agenda Item 7

7. DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

The Commission will discuss, receive public comment and possibly take action on recognition of model canine handler guidelines developed by the state canine working group.



Nevada POST K-9 Guidelines

Table of Contents

Best Practices.....	Page 3
Handler Selection and Training.....	Page 6
Evaluator Qualifications.....	Page 8
Maintenance / Proficiency Training.....	Page 9
Record Keeping.....	Page 9
Obedience Standards.....	Page 11
Patrol Standards.....	Page 12
Apprehension without Contact.....	Page 13
Gunfire Neutralization.....	Page 14
Apprehension with Contact.....	Page 15
Handler Protection.....	Page 16
Outdoor Area Search.....	Page 17
Building Search.....	Page 18
Narcotics.....	Page 19-21
Phase 1 Explosive O.R.T.....	Page 22-24
Phase 2 Explosive Operational Test.....	Page 25-28
Article / Evidence.....	Page 29
Human Remains Detection.....	Page 30-33
Area / Wilderness.....	Page 34-35
Avalanche.....	Page 36-38
Water Recovery.....	Page 39-42
Hot Track.....	Page 43-44
Aged Track.....	Page 45-46
Definitions / Terminology.....	Page 47-48
Acknowledgments.....	Page 49

K-9 BEST PRACTICES & GUIDELINES

PURPOSE:

To establish best practices and training guidelines for Police Service Dog (PSD) and Search and Rescue Dog (SAR) teams within the state of Nevada. The K-9 STANDARDS have been written to meet or exceed nationally recognized industry standards. Our goals are:

To provide a forum for the sharing of knowledge, skills, and training ideas through presentations, written materials, and personal contacts.

Promote and facilitate education among handlers, trainers, and supervisors about the best practice guidelines.

To bring together individuals and agencies within the State of Nevada, utilizing recognized K-9 industry standards and best practices.

Compile and disseminate suggestions and training ideas from industry leaders to the Law Enforcement K-9 communities within the State of Nevada.

To develop a set of standards for all K-9 team disciplines working within the State of Nevada, thus benefitting the communities they serve.

BEST PRACTICES:

It is recommended that all K-9 units within the state of Nevada should adopt an accepted “industry standard” approach when developing their training guidelines.

It is recommended that all K-9 units within the state of Nevada should incorporate basic levels of obedience and control into their training programs to ensure the safety of their dogs, fellow officers, and the public.

It is recommended that all K-9 units within the state of Nevada should train a minimum of 16 hours monthly or develop a monthly task based training criteria for all K-9 teams certified under POST certified training.

At a minimum, Patrol and HRD certified K-9 teams are required to undergo a basic obedience evaluation in order to complete the evaluation process for those disciplines. It will be left to individual agencies to determine whether or not their single purpose teams require obedience certifications.

All K-9 units should maintain at a minimum: training, deployment, and veterinary records for each K-9 team.

All K-9 units shall have a K-9 policy and procedure manual in place and reviewed by individual agency legal representatives (every other year).

All K-9's completing the evaluations will be allowed to wear authorized "on duty" equipment. For example, if it is authorized by the individual agency for their daily use, they may wear it for certification.

E-Collar activation or use on a K-9 to correct behavior **during** the **evaluation process** will not be allowed.

Efforts will be made by all Evaluators to make the evaluations fair and reasonable, yet designed to challenge the team's abilities.

Explosive and Human Remains Detection K-9's must be trained to respond passively (Sit or Down), alerting the handler that the odor(s) they are trained to detect have been located. Any aggression toward a placed training aid (Bite, Bark, Retrieve, or Scratch / Digging) should be noted by the Evaluator and can be used to disqualify the testing team.

All certifications will be valid for twelve (12) months not to exceed fifteen (15) months from date of issue. (Exception is Explosive Odor Recognition Test, which is twenty four (24) months).

Agencies adopting this certification standard will agree to it in whole, not in part.

SAR / HRD: In addition to the above, the following are recommended for Search and Rescue disciplines (Aged Track/Trail, Area/Wilderness, Avalanche, Human Remains Detection, and Water):

Handler has completed the following coursework

- minimum of ICS 100, ICS200, and ICS700 classes
- minimum of First Aid and CPR
- Crime scene preservation
- HAZMAT awareness
- Blood borne pathogens
- Helicopter orientation
- Track awareness

It is recommended that the handler be proficient using Global Positioning System (GPS) units and land navigation tools.

It is recommended that the handler and K-9 are comfortable and safe in various modes of transport such as helicopters, ATVs, snow machines, among others.

It is recommended that the handler documents training using both blind and double-blind protocols to include zero possible hides or finds as applicable.

It is recommended that the handler have training in K-9 First Aid.

It is recommended that the handler and K-9 maintain a level of fitness appropriate for the certification discipline and typical search environment.

Human Remains Detection:

It is recommended that the HRD K-9 be trained on the full range of human remains, from recently deceased to skeletonized remains.

Area/Wilderness:

It is recommended that the K-9 has documented training on or simulating an intact decedent subject.

Avalanche:

It is recommended that the handler can perform self-supported travel over the snow (e.g., skis or snowshoes).

It is recommended that the handler have completed at a minimum a Level I Avalanche Training course such as the National Avalanche School or American Institute for Avalanche Research and Education (AIARE) to include both classroom and field training.

It is recommended that the handler has demonstrated to their Agency's satisfaction proficiency with an avalanche beacon, shovel, and probe poles.

Water Recovery:

It is recommended both handler and K-9 can swim.

It is recommended that the handler has completed a minimum of a swift water awareness course and boating safety.

It is recommended that the following training is documented:

- The K-9 has trained on divers and cadaver odor
- The K-9 does not indiscriminately go to final response on buoys
- The handler can correctly identify negative areas based on the K-9's behavior

EXPLOSIVES: No detonating devices will ever be placed with explosive aids or used in testing.

TATP / HMTD – Should only be handled / prepared by trained and or certified personnel. Due to the instability of this explosive, it is typically provided in smaller quantities (5 grams) for training and certification.

Transportation of explosives should be accomplished IAW OSHA:

- **Part Number:** 1926
- **Part Title:** Safety and Health Regulations for Construction
- **Subpart:** U
- **Subpart Title:** Blasting and the Use of Explosives
- **Standard Number:** 1926.902
- **Title:** Surface transportation of explosives.
- **Applicable Standards:** 1910.109(a)(12); 1910.109(e)(3)(iii); 1910.109(g)(2); 1910.109(h)(3)(ii)

TARGET ODOR / AID PLACEMENT: Evaluations should replicate real scenarios e.g. engine compartments, trunks, furniture, buildings, public areas, and outdoor areas that simulate the team's actual working environments.

HRD evaluations should exclude using areas that would typically include target odor sources due to their designed use, such as restrooms or medical facilities.

If an odor source has to be moved to a new location, the previously utilized area must be removed as an evaluation site for the remainder of the evaluation.

DISTRACTION ODORS: A distraction odor is any odor that a K-9 may encounter during training and deployments. Distraction odors will be chosen at the discretion of the Evaluator. (Examples)

- Leather products
- Cotton products
- Paper products
- Food products
- Plastic products
- Styrofoam etc.

All distraction odors should be free of cross-contamination with target odor sources. Gloves should be changed between handling of target sources, distraction sources, and discarded after each use.

TERMINATION OF EVALUATIONS: Evaluators may terminate the certification process at their discretion at any time based upon observed control, training deficiencies, safety concerns, and odor recognition issues.

HANDLER SELECTION AND TRAINING: The agency K-9 supervisor is probably best suited to verify a candidate's qualifications. Whenever possible an interview / oral board should be held to determine the best possible candidate. The following are considered to be characteristics of an individual who desires to become a K-9 handler:

Personality Traits:

- Integrity – must possess sound morals and be of good character
- Work Ethics – should be a hard worker, requiring little or no supervision
- Teamwork – must be able to work in small team environments or as part of a larger effort involving multiple resources
- Flexibility – must be willing to work various shifts, long hours, and be able to adapt to sometimes unpredictable working environments
- Trainability – must possess the potential ability and motivation to learn the skills necessary to become a certified handler

- Confidence – must be comfortable speaking in and dealing with the public / groups of people
- Responsibility – must have a track record of fulfilling their obligations and duties
- Judgment – must possess the ability to assess and make sound tactical decisions
- Dedication – must be focused and committed to the training and success of the team
- Initiative – must possess the ability to act upon and make decisions on their own
- Physical Requirements – must meet or exceed the physical requirements determined by the individual agency
- Officer Safety – must have a history of good officer safety skills along with a basic understanding of departmental tactics
- SWAT K-9 – K-9 teams that are utilized during high risk deployments with specialty teams, should train with these teams at least once quarterly and demonstrating individual firearms proficiency with K-9 partner present
- Must understand the rigorous requirements of being a K-9 handler

Special Considerations:

The K-9 Supervisor should verify the candidate's residence has the capability of housing a Police Service Dog. Considerations should be given to the handler's family and home environments during testing and selection.

Handler Training: The handler should receive training in accordance with recommended K-9 industry standards. Training should include at a minimum the following areas:

- Safety
- Care of the K-9
- Kenneling
- Obedience
- K-9 Emergencies and Veterinary Care
- Legal Issues & Case Law
- Search Techniques
- Proficiency & Maintenance Training

- Training Aid Storage, Maintenance, and Accountability
- Concealment Techniques
- Record Keeping
- K-9 Health and Conditioning
- Drives & Traits
- Odor Theory and Properties of Scent

EVALUATORS: A person who meets the below listed qualifications and has been delegated the authority by NV POST to conduct a K-9 team evaluation and sign certificates, recognizing a team to be trained and certified to the particular standards within the state of Nevada.

Qualifications:

- The evaluator shall have demonstrated current knowledge, skills, and abilities required by POST to evaluate law enforcement and search and rescue K-9 teams by completing a NV POST K-9 Team Evaluator Course.
- Have at least 5 years of prior experience as a law enforcement / military handler, SAR handler, trainer, or evaluator.
- Should only evaluate K-9 teams in the areas they have been trained or certified in.
- Should actively participate in re-occurring safety training in all pertinent disciplines, ensuring up to date knowledge of proper training aid handling techniques.
- Be a sworn law enforcement member from an agency within the State of Nevada or a current member of a Search and Rescue unit under the direction of an agency within the State of Nevada.
- Must not have a monetary interest or be responsible for the day to day training of the K-9 teams that they are evaluating.
- Verification of training, certificates, and agency references will be verified prior to completion of Evaluators course.
- Evaluators that retire from active service may continue in their capacity providing they stay current with industry standards and safety training.

MAINTENANCE / PROFICIENCY TRAINING: The team shall conduct regular objective-oriented training to maintain and enhance operational proficiency. Training should be supervised by an agency approved trainer / instructor to monitor and improve proficiency, identify training deficiencies, provide corrections, and proficiency assessments. It will include but is not limited to the following:

- Correcting deficiencies or operational concerns
- Variety of search and environmental conditions
- Varied durations of searches
- Varied times of day / night
- Varieties of distractions within the working areas
- Varied set times of training aids
- Varied weights and quantities of target odors
- Variety of concealment methods
- It is recommended that all K-9 units within the state of Nevada should train a minimum of 16 hours monthly or develop a monthly task based training criteria for all K-9 teams certified under NV POST Standards.

RECORD KEEPING / DOCUMENT MANAGEMENT:

- The handler and / or department shall document training, certification, and proficiency evaluations.
- Agencies will develop a standardized record keeping system based upon their operational needs.
- Certification / Evaluation records shall be maintained by the handler and certifying evaluator.
- Evaluation sheets will be completed for every K-9 team certifying under the NV POST K-9 Team Standards. The evaluation sheet and a POST Certificate will be provided to the handler and their agency upon successful completion of the evaluation, and a copy will be kept by the evaluator.
- Evaluation sheets will be standardized in format and adapted to the individual disciplines.
- Training and Evaluation records can be discoverable in court proceedings and may become evidence of a K-9 team's reliability. Record retention policies shall be determined by the individual agencies.

TRAINING AID RECORDS / ACCOUNTABILITY:

- Agencies should have a policy in place clearly stating how they manage / store their training aids.
- Training aids should be clearly labeled or identifiable in a manner that supports accountability.
- Appropriate records shall be maintained by the agencies in accordance with federal, state, and local requirements.

VETERINARY RECORDS:

- Veterinary records should be maintained in a manner that they are easily accessible to the handler or respective agency.
- Vaccinations required by state or local laws should be documented and copies placed in the records of each K-9 team.

OBEDIENCE STANDARDS

PURPOSE:

This evaluation is designated for K-9 teams to show proficiency in obedience and control. It is a basic evaluation of the levels of control and obedience a K-9 handler should have while working their K-9 in varied working environments. It will be left up to the individual departments as to whether or not their single purpose detection teams require an obedience certification; however it is a recommended training discipline.

PROCEDURE:

- The K-9 team will heel at different directions and at all times remain under control at the handler's side.
- The evaluation should simulate the K-9 team's working environment and include associated distractions.
- During the evaluation the K-9 will be deployed wearing authorized "on duty" equipment only

The evaluation consists of the following exercises with the dog ON and OFF Lead:

- The team will heel on a course with a minimum of two left turns, two right turns, and two about turns.
- The K-9 will be commanded to sit, stand, or down in motion. The handler will continue walking, leaving the dog in the last position commanded. The handler will turn and face the K-9 and at the direction of the evaluator recall the K-9 to a finish position.
- The Evaluator may waive the on lead portion of the test if the team successfully passes the off lead requirement.

This evaluation will be judged Pass / Fail.

Certification shall be valid for a twelve (12) month period from the date of issue, not to exceed fifteen (15) months.

A SUCCESSFUL EVALUATION WILL BE:

The K-9 staying under control at the handler's side and performing the sit, stand, or down without breaking. A minimal amount of forging or lagging will not be considered a failure.

PATROL STANDARDS

The Nevada POST Canine Patrol Certification will consist of the following three phases:

- Obedience Phase:
- Apprehension Phase – Includes Apprehension without contact (Call Off), Apprehension with contact (Bite), gunfire neutralization test, and Handler Protection
- Search Phase – Includes Building and / or Outside Area

The K-9 team must pass the obedience phase before continuing on to the other phases of evaluation. The evaluation may be terminated at any time for performance and safety deficiencies. The K-9 team must pass at a minimum the obedience and apprehension phases to receive a basic patrol certification.

It is important that all patrol disciplined K-9's be neutral to gunfire. A gunfire neutralization test will be conducted during the apprehension sequence of testing. The Evaluator may choose the order of the testing sequence to ensure fluidity of the evaluation based upon agency needs.

During the evaluation the K-9 will be deployed wearing authorized "on duty" equipment only.

Decoys will be provided a bite suit, bite sleeve, or hidden sleeve.

Distractions on the field will be at the discretion of the Evaluator.

Certification shall be valid for a twelve (12) month period from the date of issue, not to exceed fifteen (15) months.

APPREHENSION WITHOUT CONTACT (CALL OFF)

PURPOSE:

This evaluation is to simulate the apprehension of a suspect where the situation requires the handler to stop the K-9 from biting the suspect. The evaluation will be conducted on lead until such time the handler deems it necessary to release the K-9 for the apprehension, and should simulate the K-9 teams working environment. The K-9 will be evaluated on pursuit and control.

PROCEDURE:

Prior to the evaluation the handler will advise the evaluator on which of the following methods will be demonstrated:

- Disengage: On command from the handler, the K-9 will stop the pursuit and remain at the point of termination. The handler will be allowed to move to the K-9 and take control.
- Recall: On command from the handler, the K-9 will stop the pursuit and return to the handler.
- Detain: On command from the handler, the K-9 will approach the decoy and detain by holding and barking. After successful demonstration the handler will be allowed to move to the K-9 and take control or recall.

Aggressive contact with the decoy will be considered a failure, non-aggressive incidental contact is acceptable.

During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment only

The evaluation ends when the handler takes control of the K-9 and is dismissed by the evaluator.

The evaluation will be judged PASS / FAIL.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The K-9 remains under control of the handler
- The K-9 shows obvious pursuit of the decoy
- The K-9 makes no aggressive contact with the decoy when called off or detaining

GUNFIRE NEUTRALIZATION

PURPOSE:

This evaluation is designed to show the K-9's ability to remain neutral to gunfire. This is an important part of the patrol based certification to help ensure the K-9 does not break (run away) or show aggression towards the handler, fellow officers, or the suspect during gunfire.

PROCEDURE:

- The K-9 will be deployed per agency policy
- The handler will maintain verbal control of the K-9 at the starting position designated by the evaluator
- During the evaluation the K-9 will be deployed wearing authorized "on duty" equipment only
- With the decoy at a safe and reasonable distance, the handler will command the K-9 to a sit or down stay position
- The decoy will then fire one blank from a caliber not smaller than a .22 blank gun and no larger than a .38
- The decoy will not aim the blank gun at or show aggressive movements towards the K-9 team
- Barking and lunging towards the decoy is acceptable as long as the handler can control the K-9 with the use of verbal commands
- The evaluation ends when the Evaluator allows the handler to take physical control of their K-9
- This evaluation will be judged PASS / FAIL

A SUCCESSFUL EVALUATION WILL BE:

- The K-9 remains neutral to gunfire; does not show aggression towards handler, evaluator, or decoy
- The handler does not have to provide a physical correction to K-9

APPREHENSION WITH CONTACT (BITE)

PURPOSE:

This evaluation is designed to show the K-9's ability to apprehend a suspect by biting and holding until released by **VERBAL COMMAND** from the handler. The evaluation will begin with the K-9 on lead until the handler deems it necessary to release the K-9 for the apprehension. The K-9 team will be evaluated on pursuit, bite, verbal release, and control. The evaluation should simulate the K9 teams working environment.

PROCEDURE:

- The K-9 will deploy per agency policy
- The handler will control the K-9 at the starting position designated by the evaluator
- During the evaluation the K-9 will be deployed wearing authorized "on duty" equipment only
- With the decoy at a reasonable distance, the handler will issue announcements per agency policy
- Upon command from the handler the K-9 will pursue and engage the decoy
- Upon command from the handler the K-9 will release the bite and remain under control
- The evaluation ends when the handler takes control of the K-9 and is dismissed by the evaluator
- The evaluation will be judged PASS / FAIL

VERBAL RELEASE:

When the handler verbally commands the K-9 to release, the K-9 shall:

- Respond to the command of the handler in a reasonable amount of time
- Release the bite
- Remain under verbal control of the handler

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The K-9 remains on the bite until verbally commanded to release by the handler
- The K-9 must release the bite within a reasonable amount of time
- The K-9 must not re-engage the decoy prior to the handler taking control
- The handler must not have physical contact with dog prior to the release of bite

HANDLER PROTECTION

PURPOSE:

This evaluation demonstrates the K-9's ability to engage a suspect who is attacking the handler. The K-9 team is evaluated on the K-9's response to the attack, verbal release from the bite, and control.

PROCEDURE:

- The K-9 will deploy per agency policy (conditioned response or verbal command)
- During the evaluation the K-9 will be deployed wearing authorized "on duty" equipment only
- The K-9 will engage by biting the suspect, remaining on the bite until verbally commanded to release by the handler
- The K-9 remains under control of the handler upon release from the bite.
- The evaluation will be judged PASS / FAIL

The evaluation ends when the handler takes control of the K-9 and is dismissed by the evaluator.

VERBAL RELEASE: When the handler verbally commands the K-9 to release, the K-9 shall:

- Respond to the command of the handler in a reasonable amount of time
- Release the bite
- Remain under verbal control of the handler

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The K-9 Deploys from a vehicle (car retention) or from a down stay per agency policies
- K-9 engages decoy and **NOT THE HANDLER**
- The K-9 remains on the bite
- The K-9 releases the bite upon verbal command from the handler
- The K-9 remains under control of the handler

OUTDOOR AREA SEARCH

PURPOSE:

This evaluation simulates a suspect fleeing into an open area with a number of places that could be used to avoid detection. The decoy will be concealed in a location out of view of the K-9 and handler.

AREA TYPE:

The evaluator will make the final determination of which area type will be utilized and where the decoy will be hidden. An effort will be made to make all the searches fair and reasonable, yet designed to challenge the team's ability.

- Open fields, warehouse complexes, fenced in storage lots, etc.
- The area selected should simulate K-9 team's working environment

PROCEDURE:

- The decoy will be hidden for a minimum of 10 minutes prior to evaluation
- The evaluation can be either bite or no bite scenario
- The evaluation may be conducted on or off lead
- During the evaluation the K-9 will be deployed wearing authorized "on duty" equipment only
- The team must demonstrate the ability to locate the hidden suspect
- The handler must be able to identify the alert to the presence of the suspect to the evaluator
- The handler will act in compliance to their department policies regarding announcements
- Tactics will not be evaluated, however they should be employed as appropriate
- The evaluation will be judged PASS / FAIL

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The K-9's indication of the decoy location must be obvious
- The handler will call the alert to the location of the decoy
- The handler will demonstrate control of their K-9

BUILDING SEARCH

PURPOSE:

This evaluation simulates a working environment where a suspect is avoiding apprehension by hiding within a building.

BUILDING TYPES: The evaluator will make the final determination of which building type will be utilized and where the decoy will be hidden. An effort will be made to make all the searches fair and reasonable, yet designed to challenge the team's ability.

- Residential dwelling, warehouse, barn, open garage / shop, office building, school, hotel / motel, etc.
- Building selected should simulate the K-9 teams working environment

PROCEDURE:

- The decoy will be concealed in a location out of view from the K-9 and handler.
- Decoy will be hidden for a minimum of 10 minutes prior to the test
- The evaluation may be conducted on or off lead
- During the evaluation the K-9 will be deployed wearing authorized "on duty" equipment only.
- The team will demonstrate the ability to locate a hidden suspect
- The handler will be able to identify the response of the K-9 to the evaluator
- The handler will act in compliance with their department policies regarding announcements
- Tactics will not be evaluated, however should be employed
- The evaluation will be judged PASS / FAIL

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The K-9's indication of the decoy location must be obvious
- The handler will call the alert to the location of the decoy
- The handler will demonstrate control of their K-9

NARCOTICS DETECTION K-9 TEAM STANDARDS

PURPOSE:

This evaluation is to demonstrate that the K-9 team can successfully identify target odors in a typical environmental and operational setting. The area to be used will be at the discretion of the evaluator.

PROCEDURE:

The handler will receive no information regarding the source locations, blank areas, distractions, or any other aspect of the sets prior to or during the search. All reasonable efforts will be made to assure the evaluation is conducted at a minimum of a single blind standard.

- Evaluations shall be conducted in environments that have naturally occurring distraction odors.
- During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment only
- The certification may be terminated at any time for performance and safety deficiencies.
- At a minimum phase I and phase II must be completed including one of the options from phase III. If areas and time permits, it would be suggested that canine teams challenge all five areas of the narcotics detection certifications, (Vehicle, Building, Large Vehicle, Parcel/Luggage, and Open Area).
- Failures will be considered as - Any false responses by the K-9 to any areas in which the narcotics odor could not be present, which is called positive by the handler.
- If a handler recognizes a false response by his/her K-9 and called the alert as such, the false response will not be considered as a failure.
- One missed odor is allowed for entire evaluation sequence.
- Any one area failed during the evaluation period may be subsequently remediated to a pass within a 24-hour window.
- All efforts made to bring the canine team up to certification standards must be documented and handed to the originating evaluator or their designee at the time of remediation. The handler must return to the originating evaluator or their designee to prove proficiency.
- Basic odors for certification:
- Marijuana, Methamphetamines, Cocaine, Heroin, additional odors can be added to accommodate K-9 team / agency requirements.
- All odors for which the K-9 will be certified should come from a certified source (DEA, crime labs, etc.) Pseudo-narcotics shall not be used during certifications.

- In order to assure the narcotics odor is available for the K-9 to detect, all substances must be planted a minimum of 30 minutes prior to testing. In colder temperatures, a greater plant time is recommended.
- Odor source will be a minimum of five (5) grams.
- **Type of K-9 Response:** Prior to the start of the evaluation, the handler must provide the evaluator information on the type of response, whether passive or aggressive.
- **Start and Finish:** The evaluator will signal the start and finish of each evaluation.
- **K-9 Response:** The handler must indicate to the evaluator that they have a positive response from their K-9 and they believe the odor source has been located in the immediate vicinity.
- Certification shall be valid for a twelve (12) month period from the date of issue, not to exceed fifteen (15) months.
- Certification testing will be judged as PASS / FAIL

NARCOTICS DETECTION K-9 TEAM CERTIFICATION:

Phase I:

Vehicle search (interior/exterior)

(4) Vehicles (1-2) hides (1-3) blank 30 min. max

- Handler identifies which vehicle(s) contain the source odor(s)
- Sources will not be visible to handler or canine
- K-9 teams may sniff interior and exterior of every vehicle

Phase II:

Building search

Approx. 1500 Sq. Ft structure (2-3) hides (1) blank area 30 min. max

- No more than one odor source per room
- At least one blank area must be used
- Sources will not be visible to handler or K-9

Phase III: A third area of narcotics certification shall resemble searches within the normal operational environment of the canine team.

Large Vehicle search (interior) (Bus, airplane, commercial truck, etc.)

(2) Large vehicles (1) hide (1) blank 30 min. max

Parcel/Luggage search (Line drill)

(4) parcel/luggage (1) hide (3) blank 10 min. max

Open Area search

100 ft. by 100 ft. area (1) hide 30 min. max

EXPLOSIVE DETECTION STANDARDS (PHASE I)

ODOR RECOGNITION TEST

PURPOSE:

This evaluation is to demonstrate that the K-9 can successfully identify target odors in a controlled setting and to provide a standardized method for assessing a K-9's ability to recognize explosive odors.

- Successful completion of this evaluation does not indicate proficiency in operational environments.
- Successful completion of this evaluation is required prior to attempting an operational evaluation.
- This odor recognition evaluation is established to determine whether or not a K-9 can successfully recognize explosive odors.
- This evaluation will be valid for a period of two (2) years and only needs to be completed for initial certification and every other year after.

PROCEDURE:

The evaluation is to determine that the K-9 is trained to recognize explosive odors and will be conducted as a single blind to the handler.

- Evaluations can be conducted on or off lead.
- During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment only.
- All explosive aids should be from uncontaminated sources.
- All distraction odors should be from uncontaminated sources.
- The K-9 shall have a passive final response.
- The quantity of explosives used for each test sample will be between ten (10) and twenty five (25) grams. The exception is TATP / HTMD, as little as five (5) grams.
- Each odor sample (Explosive or Distraction) should be placed in a clean, unused container.
- All containers used for the evaluation shall be identical and un-contaminated.
- In order to pass the odor recognition test the K-9 must demonstrate 100% accuracy.
- Remediation will be at the discretion of the Evaluator conducting the test.
- The K-9 should be trained to disregard distraction odors.
- The K-9 shall have a passive final response.

- Each container should have a perforated top (wood, cardboard, metal etc.) and will be absent of external markings and perforations will be small enough to eliminate the presence of visual cues.
- The eight (8) mandatory explosive odors will be utilized.
- Four (4) total elective odors may be added to the testing. The four (4) elective odors may be chosen by the team being tested based upon operational needs or availability of the aids.
- Total evaluated odors should not exceed twelve (12).

MANDATORY EXPLOSIVE ODORS:

The K-9 shall be capable of recognizing the scent of the following mandatory explosive odors:

- Black Powder
- Double base smokeless powder
- Commercial Dynamites
- RDX
- TNT or Military Dynamite
- PETN
- Slurries (Water-Gel)
- Ammonium Nitrate

ELECTIVE ODORS: (Example)

- Black powder substitutes
- Blasting agents
- Cast boosters
- Composition B
- Emulsions
- Nitro-methane
- Photoflash, fireworks, and pyrotechnic powders
- Plastic explosives (unmarked and marked with detection agent)
- SEMTEX
- Single based smokeless powder
- Slurries
- Tetryl
- Water gels
- Homemade explosives (HME) that include:

- Chlorate based mixtures (e.g., potassium chlorate)
- Nitrate based mixtures (e.g., ANFO)
- Perchlorate based mixtures (e.g., potassium perchlorate)
- Urea nitrate
- Peroxide based explosives
- Hexamethylene Triperoxidediamine (HMTD)
- Tri-acetone tri-peroxide (TATP)

CONTAINERS:

A minimum of three (3) to six (6) containers per odor will be utilized for this evaluation. Examples of the containers can be:

- Single or double hole cinder blocks or a drop in container with a perforated top
- Wood boxes with a drop-in container with a perforated top
- Small cardboard box with a drop-in container with a perforated top
- Sterile paint cans of like size

The containers should be placed three (3) to four (4) feet apart. The twelve (12) explosive aids will be placed randomly inside the containers. The Evaluator will select the overall arrangement of the containers. Examples of arrangement include two individual lines, two circles, or one large circle. Containers should be numbered to allow for documentation of aid placement, starting, and stopping points during the evaluation.

Care should be taken to avoid cross-contamination of one explosive aid with the prevalent odor of another.

To allow for sufficient odor availability, the explosive training aids should be in place for a minimum of thirty (30) minutes prior to testing.

Prior to conducting the evaluation it is recommended that the Evaluator walk the handlers through the evaluation process to ensure they understand the procedures:

- This is an odor recognition test only
- The K-9 should get their noses deep into the container (handler presented)
- The search can be conducted on or off lead
- This is not a timed event
- Evaluators may terminate the certification process at their discretion at any time

The handler will notify the Evaluator each time the K-9 has made a positive response. The Evaluator will record the placement of the container where each final response is identified.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The K-9 must make correct final responses on all explosive odors used in the test.
- The K-9 is allowed two false responses on non-explosive samples.

EXPLOSIVE DETECTION EVALUATION (PHASE II)

OPERATIONAL EVALUATION

PURPOSE:

This evaluation is to demonstrate that the K-9 team can successfully identify target odors in an operational setting and should be conducted within their typical working environment.

PROCEDURE:

The handler will receive no information regarding the source locations, blank areas, distractions, or any other aspect of the sets prior to or during the evaluation. All reasonable efforts will be made to ensure the evaluation is conducted at a minimum of a single blind standard.

Team must have passed a Phase I Odor Recognition Evaluation prior to conducting Phase II

It should be noted that all aids might not be pinpointed to source due to the height, air movement, or placement of the aids.

During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment only.

The evaluation will be judged PASS / FAIL

Any one area failed during the evaluation period may be subsequently remediated to a pass within a 24 hour window.

If two (2) failures occur, the team will be required to undergo the entire evaluation at a later date.

A maximum of two false responses will be allowed during the entire evaluation process. The K-9 team will be allowed one miss (no find).

All aids will be placed at least thirty (30) minutes prior to testing.

Each handler shall brief the Evaluator as to the K-9’s final response to an aid prior to testing.

The Evaluator shall explain prior to the testing phase a minimum of the following:

- Area boundaries
- Safety concerns
- Starting location
- Areas / items to be searched

THE TEST:

The Evaluator should exercise reasonable judgment during the course of the evaluation. Any aggression towards a placed training aid (Bite, Bark or Scratch) can be used to disqualify the testing team.

Each certification shall be valid for a twelve (12) month period from the date of issue, not to exceed fifteen (15) months.

All aids used in testing should be of recent manufacture and in separate containers.

MANDATORY ODORS: All canines must be tested on all basic odors.

- Black Powder
- Double base smokeless powder
- Commercial Dynamites
- RDX
- TNT or Military Dynamite
- PETN
- Slurries (Water-Gel)
- Ammonium Nitrate

ELECTIVE ODORS: (Example)

- Black powder substitutes
- Blasting agents
- Cast boosters
- Composition B
- Emulsions
- Nitro-methane
- Photoflash, fireworks, and pyrotechnic powders
- Plastic explosives (unmarked and marked with detection agent)
- SEMTEX
- Single based smokeless powder
- Slurries
- Tetryl
- Water gels
- Homemade explosives (HME) that include:
 - Chlorate based mixtures (e.g., potassium chlorate)
 - Nitrate based mixtures (e.g., ANFO)
 - Perchlorate based mixtures (e.g., potassium perchlorate)
 - Urea nitrate
 - Peroxide based explosives
 - Hexamethylene Triperoxidediamine (HMTD)
 - Tri-acetone tri-peroxide (TATP)

The maximum weight of the explosive used shall be unlimited; however, a minimum weight of one quarter (1/4) pound shall be used for testing. Each area tested will contain a minimum of two (2) and a maximum of four (4) aids, where each aid is a different explosive. The handler will not be told the number or type of explosives they are searching for.

Areas Tested:

The K-9 team will be tested in four (4) of the six (6) following areas based upon operational needs. The areas will be selected by the Evaluator based upon availability.

- Buildings
- Vehicles
- Open Area
- Aircraft
- Baggage
- Mass Transit Vehicle

Building Search:

The building search will consist of a minimum of (4) four rooms and a maximum of six (6) rooms. Each room will be at least 400 square feet and have some type of furniture in it. Only one (1) aid may be placed per room. One (1) or more rooms should be blank (no target odors). One (1) aid must be placed high, not to exceed eight (8) feet in height. The aids will be placed so the K-9 cannot retrieve it. Search tactics will be considered during the evaluation. The handler may not open cabinet doors, desk drawers, closet doors, etc.

Vehicle Search:

Eight (8) vehicles minimum with a maximum of sixteen (16) of any type or model may be used. The vehicles will be parked in a configuration so as to allow the team to have access to each vehicle. The aids will be placed so the K-9 cannot retrieve them. Only one (1) aid may be placed per vehicle. All detection will be done from outside the vehicle. Aid placement should simulate realistic target substance placement.

Open Area Search:

Areas selected should simulate the team's working environment, no larger than 100 X 100 yards, and no smaller than 50 X 50 yards or any configuration thereof. Aids will be placed a minimum of one (1) foot below the surface level to a maximum of eight (8) feet above surface level where the K-9 cannot retrieve them.

An open area may be defined as:

- Exterior of buildings
- Open Fields
- Wooded Area
- Any area outside not covered

Aircraft Search:

The size of aircraft to be used will be at the discretion of the Evaluator. Availability will be the ruling factor in the testing. The entire search shall include the interior and exterior of the aircraft. One (1) aid must be placed inside the aircraft, with additional aids placed outside. All aids will be placed so the K-9 cannot retrieve them. TSA rules relating to contamination will be strictly adhered to regarding the placement of aids inside any aircraft.

Baggage Search:

Baggage shall be defined as hard and soft-shell suitcases, attaché cases, clothing bags, brief cases, golf bags, sea bags, duffel bags, etc. A minimum of twelve (12) bags with a maximum of twenty (20) bags may be used. Bags should contain some type of clothing or filler materials. All aids will be placed inside the bags in a manner so the K-9 cannot retrieve it. Bags should be placed in two (2) to three (3) rows with enough space between each bag to allow the K-9 to search. A maximum of two (2) odors will be placed.

Mass Transit Vehicles:

The Evaluator will select the number and type of mass transit vehicles based on availability. Consideration should be given to the types of mass transit vehicles typically encountered in their operational environments. These vehicles may include buses, trains, watercraft etc. Aids will be placed so that the K-9 cannot retrieve them. A maximum of one (1) odor will be placed on each vehicle.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The K-9 remains under control of the handler
- The K-9 shows obvious signs of working
- The K-9 shows a positive passive response to target odor and handler calls alert

ARTICLE / EVIDENCE DETECTION STANDARDS

PURPOSE:

This evaluation is to demonstrate that the K-9 team can successfully identify target odors in a typical environmental and operational setting, demonstrating the team's ability to locate articles / evidence bearing human odor in a simulated working environment.

AREA TYPE:

The area selected by evaluator should simulate the K-9 teams working environment. Weather conditions during evaluation should permit for a fair and reasonable deployment setting.

ARTICLE / EVIDENCE SELECTION:

Items used should be of different materials e.g. metal, plastic, wood, leather, cloth, etc. They should be well saturated with human odor by the person hiding / placing the items.

PROCEDURE:

- The evaluation area will be determined by the evaluator with consideration given to the K-9 teams working environment.
- The area should not exceed 100 ft x 100 ft.
- Four (4) well scented articles will be utilized.
- Set time of items should be no less than 20 minutes.
- During the evaluation the K-9 will be deployed wearing authorized "on duty" equipment only.
- The handler will demonstrate control of the K-9 during the evaluation.
- The K-9 will successfully locate / retrieve 3 of the 4 items within 30 minutes.
- Any one area failed during the evaluation period may be subsequently remediated to a pass.

Prior to the evaluation, the handler will inform the evaluator what the K-9's final response will be.

The evaluation will be judged PASS / FAIL

Certification shall be valid for a twelve (12) month period from the date of issue, not to exceed fifteen (15) months.

A SUCCESSFUL EVALUATION WILL BE:

- K-9 actively searches and remains under control of the handler
- K-9 team successfully locates / retrieves 3 out of the 4 items hidden
- K-9 team does not exceed 30 minute time limit

Human Remains Detection Certification

The Canine Human Remains Detection certification will consist of two phases:

- Obedience Phase
- Search Phase – Includes vehicle, shallow water, building and outside areas

The K-9 team must first pass the obedience phase before attempting the search phase. Successful completion of both phases is required to receive certification in Human Remains Detection.

Evaluators may terminate the certification process at their discretion at any time.

Certification shall be valid for a twelve (12) month period from the date of issue, not to exceed fifteen (15) months.

The evaluation will be judged as PASS / FAIL.

HUMAN REMAINS DETECTION CANINE CERTIFICATION SEARCH PHASE

PURPOSE:

This evaluation is to demonstrate that the canine can successfully identify target odors in a typical environmental setting.

PROCEDURE:

The handler will receive no information regarding source location(s), blank areas, distractions, or any other aspect of the sets prior to or during the search. All reasonable efforts will be made to assure the evaluation is conducted at a minimum of a single blind standard.

The team has completed and passed the obedience phase prior to attempting the search phase.

During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment only.

The three odor sources include human bone, human blood, and decomposing human remains (“decomposition”). Each odor source will be used at least once over the course of the evaluation.

Evaluation areas include: vehicle, building, shallow water, open shrub land, and forest.

Search areas will be at the discretion of the evaluator. Areas may be attempted in any order at the discretion of the evaluator.

Evaluators may terminate the certification process at their discretion at any time.

The area to be searched will be clearly identified to the handler prior to the start of the evaluation and may include flagging or other means to mark boundaries.

Three source configurations will be presented: elevated (level at which a dog can no longer sniff and have four paws on the floor and no higher than 6’), buried (~12”), and surface.

Final responses are determined by the handler. A false response is a handler stating that a source is present where it is not.

It is preferred that only one team be evaluated in a given area per day.

Only one team may be evaluated in a given area per day.

The evaluator will signal the start and finish of each test.

In order to assure the human remains odor is available for the canine to detect, a buried source will set a minimum of four (4) hours prior to testing. All other sources will be set no less than twenty (20) minutes prior to the start of the evaluation.

The evaluation will be judged PASS / FAIL.

Odor Sources:

All sources will be used in accordance with Nevada Revised Statutes and local regulations.

The following are not considered valid sources: hair, fingernail, pseudo scent, soil.

Blood will be contained on a material such as gauze or in a vial or similar containers.

All sources used in the search phase must be tested by a certified human remains detector K-9 prior to placement.

Sources should be reasonable representations of the variability that would be encountered during deployments.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- All odor sources must be located.
- Exactly one false response is allowed for the entire evaluation sequence.
- The handler will verbally indicate to the evaluator that he/she has a positive alert from his/her K-9 and believes that the odor source is in the immediate vicinity. The evaluator will not comment or provide feedback until the entire area has been completed.
- Final response is passive. A recall re-find is not considered passive.
- Failure of an area will also include:
 - Eating, retrieving, defecating or urinating on a source.
 - Any other behavior by the K-9 that cannot be stopped by the handler that would compromise a source.

Area 1: Vehicle search

This element demonstrates that a K-9 team can locate human remains odor on or in a vehicle.

(4) Vehicles (1) source (3) blanks 20 min. max

- K-9 teams may sniff the interior and exterior of every vehicle.
- Handler identifies which vehicle contains the source.
- The source will not be visible to handler or K-9.

Area 2: Building search

This element demonstrates that a K-9 team can locate human remains odor inside of a building.

Approx. 1500 square-foot structure (1-2) sources 60 min. max

- A coin toss will be used to determine the number of sources (1 or 2).
- Location of sources is at evaluator discretion.
- The source(s) will not be visible to handler or K-9.

Area 3: Shoreline search

This element demonstrates that a K-9 team can locate the odor of human remains in shallow water from shore that does not require deployment of divers or a technical swift water recovery team to recover the source.

A shoreline of water 75-100 yards in length (1) source 30 min. max

- Decomposition will be the source for this area.
- The water depth at placement will be no greater than 18" and no farther than 5' from shore.
- The source will not be visible to the handler or K-9.

Areas 4 and 5: Open area / wild-land interface search

These two areas demonstrate that a K-9 team can locate human remains in natural and urban wild-land interface environments, and that a canine team can correctly clear an area that is blank.

½-acre area that is predominantly shrub cover (0-2) sources 30 min. max

½-acre area that is forest or predominantly treed (0-2) sources 30 min. max

- A coin toss will be used to determine which one of these two areas will be blank.
- For the area that is not blank, a coin toss will determine whether 1 or 2 sources are set.
- At least one source will be a 12" burial and the buried source will be decomposition. Bone and blood may be buried with a decomposition source.
- Every effort shall be made to disguise the location of the burial.
- The source(s) will not be visible to handler or K-9.
- Any tree cover is valid (e.g., native conifer, Joshua trees, landscaped).

Area/Wilderness Certification

The Area/Wilderness K-9 Team certification will consist of three phases:

- Obedience Phase
- Final Response Demonstration Phase
- Search Phase

The K-9 team must pass the Obedience and Final Response Demonstration Phases before attempting the Search Phase. Successful completion of all three phases is required to receive certification in Area/Wilderness.

Evaluators may terminate the certification process at their discretion at any time.

Certification shall be valid for a twelve (12) month period from the date of issue, not to exceed fifteen (15) months.

This evaluation will be judged as PASS/FAIL.

Area/Wilderness Canine Certification

Search Phase

PURPOSE:

This evaluation simulates a typical area/wilderness working environment where a person is missing.

PROCEDURE:

The handler will receive no information regarding the number of subject(s), subject location(s), or any other aspect of the set prior to or during the search. All reasonable efforts will be made to assure the evaluation is conducted at a minimum of a single blind standard.

There will be a minimum of one (1) live human placed in the search area.

The area to be used will be at the discretion of the evaluator.

Evaluators may terminate the certification process at their discretion at any time.

Evaluations will be conducted in environments that have natural distracter odors.

The area will be approximately 40 acres of mixed terrain that can be searched to a reasonable Probability of Detection (POD).

There will be a two (2) hour time limit for the team to complete the test, including breaks.

The search area will be clearly identified to the handler prior to the start of the evaluation on a master map.

The evaluator will signal the start and finish of the test.

During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment only.

It is preferred that only one team be tested in a given area per day.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The team shall demonstrate the stamina to search the entire area.
- The K-9 shall independently search for and locate all subjects in the allotted time.

FAILURE OF THE EVALUATION WILL INCLUDE

- The team fails to locate all subject(s).
- Handler does not recognize inadequate coverage of their assigned area.

Avalanche Certification

The Avalanche K-9 team certification will consist of two phases:

1. Obedience Phase
2. Search Phase

The K-9 team must pass the obedience before attempting the search phase. Both phases are required to receive certification in Avalanche.

Evaluators may terminate the certification process at their discretion at any time.

Certification shall be valid for a twelve (12) month period from the date of issue, not to exceed fifteen (15) months.

The evaluation will be judged PASS / FAIL.

Avalanche Canine Certification - Search Phase

PURPOSE:

This evaluation is to demonstrate that the canine can successfully locate a person buried under snow in a typical environmental setting.

PROCEDURE:

The team has completed and passed the obedience phase prior to attempting the search phase.

The subject(s) shall be live human(s).

The handler will receive no information regarding the number of subjects or their location(s), distractions, or any other aspect of the set prior to or during the search. All reasonable efforts will be made to assure the evaluation is conducted at a minimum of a single blind standard.

The test area will be approximately 50 X 50 yards (1/2 acre) and the specific area to be used will be at the discretion of the evaluator.

There will be a thirty (30) minute time limit to complete the test.

The area will be clearly identified to the handler prior to the start of the evaluation and may include flagging or other means to mark boundaries.

In order to assure that human odor is available for the K-9 to detect there will be a thirty (30) minute burial time before beginning the search.

There will be one (1) or two (2) subjects buried and their location shall not be obvious.

Surface distractions include people, articles and audible distractions.

The evaluator will signal the start and finish of the test.

Evaluators may terminate the certification process at their discretion at any time.

The final response is focused digging to the subject. Barking or other vocalizing is allowed so long as the K-9 is exhibiting focused digging at the subject.

It is preferred that only one team be tested in a given area per day.

Safety protocols will be in force in accordance with NV POST guidelines. Safety of buried subjects and surface personnel takes priority over completion of the test.

A false alert is a handler requesting shovellers where no person is buried or stating they have located a subject where there are only buried articles.

SAFETY PROCEDURES:

The following safety protocols shall be in place during the test:

- Snow caves for subject burials will be constructed such that they do not readily collapse and can provide a relatively safe burial environment.
- Subjects will be buried in snow caves with an insulating pad underneath them and a tarp over top of them while buried.
- One 2-way radio will be with each buried subject and with a safety officer on the surface who maintains radio contact with buried subject(s) at all times.
- Each buried subject will wear an avalanche transceiver actively transmitting. At a minimum the safety officer will also wear an avalanche transceiver turned “on”.
- At any point if a buried person requests un-burial or does not respond to a radio check the test will immediately stop and the subject will be un-buried.
- Each person on the surface will have a shovel and a radio. There will be two surface people for every one person buried. A minimum of three surface people including the evaluator will be present at all times a subject is buried.
- The head area of every buried subject must be marked in some manner to allow for quick access if needed. The marking shall be disguised so as to not be obvious to the team testing.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The K-9 shall locate all subjects in the allotted time.
- Final response is focused dig to subject(s).
- The handler recognizes the K-9’s final response and verbally indicates this by calling for shovelers/probers at that location.
- Failure will include:
 - A final response other than a focused dig.
 - A false alert.
 - Not locating all subjects within the allotted time frame.

Certification - Water Recovery

The Water Recovery K-9 Team certification will consist of three phases:

- Obedience Phase
- Boat Phase
- Shoreline Phase

The K-9 team must pass the Obedience Phase before attempting the Search Phase. Successful completion of all three phases is required to receive certification in Water Recovery.

Evaluators may terminate the certification process at their discretion at any time.

Certification shall be valid for a twelve (12) month period from the date of issue, not to exceed fifteen (15) months.

The evaluation will be judged PASS / FAIL.

Water Recovery Canine Certification

Search Phase

PURPOSE:

This evaluation is to demonstrate that the K-9 team can successfully locate a submerged subject.

PROCEDURE:

The handler will receive no information regarding the odor source location, or any other aspect of the set prior to or during the search. All reasonable efforts will be made to assure the evaluation is conducted at a minimum of a single blind standard.

All personnel will wear a minimum of U.S. Coast Guard (USCG) type III personal flotation device (PFD) in the water craft and when working along the shore.

The area(s) to be used will be at the discretion of the evaluator. The search phases will be conducted when conditions allow the test to be solved within test parameters.

The evaluator will signal the start and finish of the test.

Evaluators may terminate the certification process at their discretion at any time.

Evaluations will be conducted in environments that have natural distracter odors and where it is reasonably expected that there is not a submerged decedent.

During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment.

The K-9 should have a final response that provides a definitive location from which follow up focal searches using divers, side scan sonar or other methods to locate the body.

Barking as a sole final response is not allowed.

The K-9 may enter the water where conditions allow at the handler’s discretion.

Odor Sources:

Human decomposition is the source type and may include human blood, but human blood alone is not a sufficient source. All sources will be used in accordance with Nevada Revised Statutes and local regulations.

The following are not considered valid sources: hair, fingernail, pseudo scent, soil.

All sources used in the search phases must be tested by a certified human remains detector canine prior to placement.

Scent pumps will have sufficient tube length such that the location of the odor outflow relative to the scent pump location on shore can be disguised.

Boat Phase:

From a boat, the K-9 team will locate and mark the location of the simulated drowned subject in a lake, reservoir or similar body of water.

A gas engine may be used if a trolling motor is not available. The handler will be told the type of engine used prior to starting the test.

The boat driver will not know the solution to the test. The boat driver will be experienced to the degree that he/she can maneuver the boat safely and execute the handler's directions.

Boats must have an approved capacity to accommodate the number of people who will be on board. The K-9 counts as one person.

The search area size should simulate a typical working environment, no less than ½ acre (e.g., 50 yards by 50 yards), yet reasonably sized to be solved within test parameters.

The search area to be covered should be clearly defined and may include buoys.

There will be a forty-five (45) minute time limit to complete this phase.

Water depth should be at least three feet deep.

The odor source should be no deeper than approximately ten (10) feet.

The test should be set (odor reaching the water surface) prior to the team beginning deployment.

Bubbles will not be apparent to personnel or K-9 in the boat.

The handler will mark the location of the odor source with a final buoy based on the K-9's response to odor and will tell the evaluator where divers should be deployed.

Shoreline Phase:

From shore the team will locate and mark the location of the simulated drowned subject.

The designated search area should be approximately, but no more than, one hundred (100) yards in length with endpoints clearly marked.

Water depth should be at least eighteen (18) inches deep.

The shoreline should be accessible to the team from land.

There will be a forty-five (45) minute time limit to complete this phase.

The simulated drowned subject should not be visible (e.g., bubbles) to the K-9 or handler and should be within ten (10) feet of the shoreline.

The test should be set so that odor reaches the water surface prior to the team beginning deployment.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- From a boat, the odor source is located within approximately twenty (20) feet from source.
- From shore, the odor source is located within thirty-five (35) feet.
- Sources are located within the allotted time.

FAILURE OF THE EVALUATION WILL INCLUDE

- The team fails to locate all sources within the allotted time.
- A handler marking a source where there is none.
- Marking outside of the distance requirements stated above.

Tracking/Trailing Hot Track Certification

The Nevada POST K-9 Tracking/Trailing Hot Track Certification will consist of one phase.

PURPOSE:

This evaluation is to demonstrate that the K-9 team can successfully follow a target odor from the last known point (LKP) to the subject.

PROCEDURE:

The handler will receive no information regarding the source locations, blank areas, distractions, or any other aspect of the sets prior to or during the search. All reasonable efforts will be made to assure the evaluation is conducted at a minimum of a single blind standard.

This exercise will consist of a track not less than 440 yard (1/4 mile) and no more than 880 yards (1/2 mile).

During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment only.

Search areas to be used will be at the discretion of the evaluator.

Whenever possible, the tracklayer will be an unfamiliar person to the K-9.

The track will begin from a vehicle, evidence article, or by casting the K-9 in the area.

The track will conclude where the tracklayer will be concealed from the K-9 team’s sight.

The directions and travels of the tracklayer will simulate the actions of a lost or fleeing subject.

To show that the K-9 can follow a track across multiple surfaces, the surfaces types of the track will consist of a variation of grass, weeds, dirt, gravel, etc. The combination of surfaces types should represent the handler’s potential area of deployments.

The track will contain naturally occurring cross tracks and distractions.

The track will be aged a minimum of twenty (20) minutes and not more than one (1) hour.

Evaluators may terminate the certification process at their discretion at any time.

There will be no evidence articles between the starting and ending points.

It will be the responsibility of the K-9 team to determine the direction of travel.

The only direction eliminated will be the path taken by the team to arrive at the starting point.

The team must successfully complete the track by locating the tracklayer within thirty (30) minutes.

The evaluation will be judged PASS / FAIL.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- It is obvious to the evaluator that the K-9 team is on track.
- The K-9 team must find the subject within thirty (30) minutes.

Tracking / Trailing Aged Track Certification

PURPOSE:

This evaluation is to demonstrate that the K-9 team can successfully identify and follow a target odor from a scented article and locate the target subject. This evaluation will consist of one phase.

PROCEDURE:

The handler will receive no information regarding the source locations, blank areas, distractions, or any other aspect of the sets prior to or during the search. All reasonable efforts will be made to assure the evaluation is conducted at a minimum of a single blind standard.

This exercise will consist of a track not less than one (1) mile and no more than one and one-half (1½) miles.

During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment only.

Search areas to be used will be at the discretion of the evaluator.

Whenever possible the tracklayer will be an unfamiliar person to the K-9.

The evaluation begins when the K-9 is scented on an article that contains only the scent of the tracklayer in the area of where the track begins.

It will be the responsibility of the K-9 team to determine the direction of travel.

The only direction eliminated will be the path taken by the team to arrive at the starting point.

The tracklayer will return to the end of the track for the K-9 to find, taking a route that does not coincide with or cross the original track.

The track will conclude where the tracklayer will be concealed from the K-9 team’s sight.

The directions and travels of the tracklayer will simulate the actions of a lost or fleeing subject.

To show that the K-9 can follow a track across multiple surfaces, the surface types of the track will consist of a variation of grass, weeds, dirt, gravel, etc. The combination of surface types should represent the K-9 team’s typical area of deployments.

The track will contain naturally occurring cross tracks and distractions.

The track will be aged a minimum of four (4) hours and not more than six (6) hours.

There will be no evidence articles between the starting and ending points.

Evaluators may terminate the certification process at their discretion at any time.

The team must successfully complete the track by locating the tracklayer within ninety (90) minutes.

This evaluation will be judged PASS / FAIL.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The handler is correctly reading / interpreting their K-9 (teamwork)
- The K-9 team must find the subject within ninety (90) minutes.

DEFINITIONS and TERMINOLOGY:

AID or TRAINING AID: Target odor source used for training and evaluations of K-9 teams.

ALERT: The term used to describe the final response of the K-9, coupled with an outward change of behavior that indicates to the handler the K-9 has reached the strongest source of target odor

CASTING: A K-9 moving back and forth while attempting to locate the target odor.

CHANGE OF BEHAVIOR: A noticeable change from existing posture to an increased state of inquisitiveness. The change of behavior is the K-9's natural response to stimulus odor that it is trained to detect.

CONDITIONED RESPONSE: The response that occurs from a stimulus after conditioning has taken place.

DISTRACTION ODORS: Non target odors that K-9's will show an outward change of behavior to.

DISTURBED AREA / EARTH: A change in the normal scent picture of an area as the K-9 might see it.

FINAL RESPONSE DEMONSTRATION: Required during the Area / Wilderness Search for Search and Rescue K-9 teams. The team demonstrates to the evaluator how the K-9 shows a final response alerting the handler to the subject hidden.

FINAL RESPONSE: A trained response from the K-9, alerting the handler that the K-9 has reached its closest physical position to the source of odor. Can be either an aggressive response (barking, biting, scratching) or passive response (sitting, downing, or locking out).

IMPRINTING: To imprint firmly on the mind or fix in the memory, a specific odor or odors.

MASKING AGENT / ODOR: A foreign scent introduced into the scent cone in an attempt to throw off the K-9 from the odor sought. Examples – soap, perfumes, animal odors, etc.

ODOR: A quality of something that stimulates or affects the olfactory organ

ODOR RECOGNITION: K-9 shows outward change of behavior to a stimulus odor that they are trained to detect (varies between K-9's) and is not limited to: head snap, tail carriage, body posturing, salivating, licking and tasting, etc.

PROOF OF REMEDIATION: Can either be individual team training log or trainers / supervisor's report of remediation training conducted showing re-training in deficient areas.

REWARD: As it pertains to K-9 training; it is the procedure of presenting a reinforcing stimulus such as food, praise, toys, etc. when the K-9 has shown the appropriate response.

SCENT CONE: A term used to describe the shape of an area where the K-9 is working an odor. Typically odor travels outward from the source (aid) on the air currents in a cone shape and expands or widens the farther it gets from the source.

SOURCE: The item or group of items giving off a particular odor. If the K-9 cannot physically get to the source of odor, they may indicate “source” as the highest concentration of odor they are able to locate.

STIMULUS: Something that causes a response, technically it is physical energy that excites the receptor and produces an effect on the organism (K-9).

UNCONDITIONED RESPONSE: The response to a stimulus that occurs with no conditioning.

ACKNOWLEDGEMENTS:

Washoe County Sheriff's Office:

- Sergeant Michael Wright
- Sergeant James McNeill

Elko County Sheriff's Office:

- Sergeant Doug Fisher
- Cheryl Cuthbertson (SAR)

Douglas County Sheriff's Office:

- Deputy Dave Stanley

Reno Police Department

- Officer Steve Mayfield
- Detective Tyler Clarke
- Officer Jason Morgan

Sparks Police Department

- Officer Glenn Marsh

Nevada Highway Patrol

- Trooper Jason Phillips
- Trooper Tim Raabe

Las Vegas Metro Police Department

- Officer Mel English

Lyon County Sheriff's Office (SAR)

- Mary Cablk
- Chris Salisbury

University of Nevada / Reno Police Department

- Officer Tom Emmons

OBEDIENCE EVALUATION FORM

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location(s): _____

On lead obedience:

Comments: _____

Pass: ☐ Fail: ☐

Off lead obedience:

Comments: _____

Distracters: _____

Pass: ☐ Fail: ☐ Evaluator: _____

Remediated Areas: Not applicable: ☐

Termination of Evaluation: Not applicable: ☐

K-9 Team has failed to demonstrate proficiency for the following reason(s) and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to original evaluator or their designee at the time of re-test.

Comments: _____

Fail: ☐ Evaluator: _____

PATROL K-9 EVALUATION FORM

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location(s): _____

Apprehension without contact (Call Off)

- The K-9 remains under control of the handler
- The K-9 shows obvious pursuit of the decoy
- The K-9 makes no aggressive contact with the decoy when called off or detaining

Comments: _____

Pass: ☐ Fail: ☐ Evaluator: _____

Apprehension with contact (Bite)

- The K-9 remains on the bite until verbally commanded to release by the handler
- The K-9 must release the bite within a reasonable amount of time
- The K-9 must not re-engage the decoy prior to the handler taking control
- The handler must not have physical contact with K-9 prior to the release of bite

Comments: _____

Pass: ☐ Fail: ☐ Evaluator: _____

Handler protection

- K-9 engages decoy and **NOT THE HANDLER**
- The K-9 remains on the bite
- The K-9 releases the bite upon verbal command from the handler
- The K-9 remains under control of the handler

Comments: _____

Pass: ☐ Fail: ☐ Evaluator: _____

Outdoor area search

- The K-9's indication of the decoy location must be obvious
- The handler will call the alert to the location of the decoy and maintain control of their K-9

Comments: _____

Pass: ☐ Fail: ☐ Evaluator: _____

Building search

- The K-9's indication of the decoy location must be obvious
- The handler will call the alert to the location of the decoy and maintain control of their K-9

Comments: _____

Pass: ☐ Fail: ☐ Evaluator: _____

Remediated Areas: Not applicable: ☐

Termination of Evaluation: Not applicable: ☐

K-9 Team has failed to demonstrate proficiency for the following reasons and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to original evaluator or their designee at the time of re-test.

Comments: _____

Fail: ☐ Evaluator: _____

K-9 Narcotics Score Sheet

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location(s): _____

Vehicle search (interior/exterior) 30 min. max

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

#2: _____ Pass: ☐ Fail: ☐

#3: _____ Pass: ☐ Fail: ☐

#4: _____ Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Building search 30 min. max

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

#2: _____ Pass: ☐ Fail: ☐

#3: _____ Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Large Vehicle search (interior) 30 min. max

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

#2: _____ Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Parcel/Luggage search 10 min. max

Substance/Amount

#1: _____ Pass: ☐ Fail: ☐#2: _____ Pass: ☐ Fail: ☐#3: _____ Pass: ☐ Fail: ☐#4: _____ Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Open Area search 30 min. max

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Remediated Area: Not applicable: ☐

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

Comments: _____

Evaluator: _____

Termination of Evaluation: Not applicable: ☐

K9 team has failed to demonstrate proficiency for the following reasons and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to the original evaluator or their designee at time of re-test.

Comments:

_____Fail: ☐

Evaluator: _____

Phase 1 Odor Recognition Test Evaluation Sheet

Handler: _____ Canine: _____ Date: _____

Agency: _____ Test Location: _____

Explosive odors used:

Elective odors used:

Distraction odors used:

Pass: ☐ Fail: ☐ Evaluator: _____

Remediated Areas: Not applicable: ☐

Substance/Amount and hide location

#1: _____

Evaluator: _____

Termination of Evaluation: Not applicable: ☐

K9 team has failed to demonstrate proficiency for the following reasons and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to original evaluator or their designee at time of re-test.

Comments: _____

Fail: ☐ Evaluator: _____

Explosive Operational Evaluation Form

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location(s): _____

Vehicles:

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

#2: _____ Pass: ☐ Fail: ☐

#3: _____ Pass: ☐ Fail: ☐

#4: _____ Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Buildings:

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

#2: _____ Pass: ☐ Fail: ☐

#3: _____ Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Aircraft:

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

#2: _____ Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Parcel/Luggage:

Substance/Amount

#1: _____

Pass: ☐ Fail: ☐

#2: _____

Pass: ☐ Fail: ☐

#3: _____

Pass: ☐ Fail: ☐

#4: _____

Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Open Area:

Substance/Amount and hide location

#1: _____

Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Mass Transit:

Substance/Amount and hide location

#1: _____

#2: _____

Pass: ☐ Fail: ☐

Comments: _____ Evaluator: _____

Remediated Areas: Not applicable: ☐_____
_____**Termination of Evaluation:** Not applicable: ☐

K-9 team has failed to demonstrate proficiency and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be presented to the evaluator or their designee at re-test.

Comments: _____

Fail: ☐

Evaluator: _____

ARTICLE / EVIDENCE SEARCH Evaluation Form

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location(s): _____

Article search – 30 min max

K-9 actively searches and remains under control of the handler

K-9 team successfully locates / retrieves 3 out of the 4 items hidden

K-9 team does not exceed 30 minute time limit

Articles used: _____

Comments: _____

Pass: ☐

Fail: ☐

Evaluator: _____

Remediated Areas: Not applicable: ☐

Termination of Evaluation: Not applicable: ☐

K-9 Team has failed to demonstrate proficiency for the following reason(s) and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to original evaluator or their designee at the time of retest.

Comments:

Fail: ☐

Evaluator: _____

Human Remains Detection Evaluation Form

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location(s): _____

Vehicle search 20 min. max

#1: Blood: ☐ Decomposition: ☐ Pass: ☐ Fail: ☐

Comments: _____

No. of false responses: _____ Evaluator: _____

Building search 60 min. max (*indicate source*)

#1: _____ Surface: ☐ Elevated: ☐ Buried: ☐ Pass: ☐ Fail: ☐

#2: _____ Surface: ☐ Elevated: ☐ Buried: ☐ Pass: ☐ Fail: ☐

Comments: _____

No. of false responses: _____ Evaluator: _____

Shallow water 30 min. max

#1: Decomposition: ☐ Pass: ☐ Fail: ☐

Comments: _____

No. of false responses: _____ Evaluator: _____

Shrub land search 30 min. max (*indicate source*)

#1: _____ Surface: ☐ Elevated: ☐ Buried: ☐ Pass: ☐ Fail: ☐

#2: _____ Surface: ☐ Elevated: ☐ Buried: ☐ Pass: ☐ Fail: ☐

Comments: _____

No. of false responses: _____ Evaluator: _____

Forested area search 30 min. max (*indicate source*)

#1: _____ Surface: ☐ Elevated: ☐ Buried: ☐ Pass: ☐ Fail: ☐

#2: _____ Surface: ☐ Elevated: ☐ Buried: ☐ Pass: ☐ Fail: ☐

Comments: _____

No. of false responses: _____

Evaluator: _____

Remediated Area: Not applicable: ☐

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

Comments: _____

Evaluator: _____

Termination of Evaluation: Not applicable: ☐

K9 team has failed to demonstrate proficiency for the following reasons and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to the original evaluator or their designee at time of re-test.

Comments:

Fail: ☐

Evaluator: _____

Area/Wilderness K-9 Final Response Demonstration EVALUATION FORM

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location(s): _____

PURPOSE:

This evaluation is to demonstrate that the K-9 will independently perform the trained final response as articulated by the handler.

PROCEDURE:

This demonstration can be done in conjunction with the obedience evaluation.

Successful completion of this test does not indicate proficiency in operational environments.

During the evaluation the K-9 will be deployed wearing authorized “on duty” equipment only.

Evaluators may terminate the certification process at their discretion at any time.

The handler will state what the K-9’s final response is.

A live person will be placed in a location not visible to the K-9 and at a location where the K-9 can get odor and follow it to the subject quickly.

Evaluations will be conducted in environments that have natural distracter odors.

A SUCCESSFUL EVALUATION WILL INCLUDE:

- The handler will start the K-9 with its search command.
- The K-9 will locate the subject and perform its final response without cues or assistance from its handler.
- The final response should be what the handler described.

A FAILURE WILL INCLUDE:

- The K-9 not performing its final response independently;
- The K-9 not performing the final response indicated by its handler.

Pass: ☐ Fail: ☐ Evaluator: _____

Comments: _____

Termination of evaluation: Not applicable: ☐

The K9 team has failed to demonstrate proficiency for the following reason(s) and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be presented to the original evaluator or their designee at time of re-test.

Comments: _____

Fail: ☐

Evaluator: _____

Area/Wilderness K-9 Certification - Evaluation form

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location: _____

Area/Wilderness 2 hours max

Start time: _____ End time: _____

Number of subjects placed: _____

Number of subjects located: _____

Comments:

Evaluator: _____

Pass: ☐

Fail: ☐

Termination of evaluation:

Not applicable: ☐

The K-9 team has failed to demonstrate proficiency for the following reason(s) and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be presented to the original evaluator or their designee at time of re-test.

Comments: _____

Fail: ☐

Evaluator: _____

Avalanche Evaluation Form

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location: _____

Avalanche search 30 min. max

Evaluator: _____ Pass: ☐ Fail: ☐

Termination of evaluation: Not applicable: ☐

K-9 team has failed to demonstrate proficiency for the following reasons and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to the original evaluator or their designee at time of re-test.

Comments:

Fail: ☐

Evaluator: _____

WATER RECOVERY EVALUATION FORM

BOAT PHASE

The K-9 team demonstrates the ability to locate a submerged subject from a boat.

Handler Name: _____ Canine: _____ Date: _____

Test Location: _____ Type of water craft: _____

Result: ☐ **Pass** ☐ **Fail** Evaluator: _____

Comments:

SHORELINE PHASE

The K-9 team demonstrates the ability to locate a submerged subject from shore.

Handler Name: _____ Canine: _____ Date: _____

Test Location: _____

Result: ☐ **Pass** ☐ **Fail** Evaluator: _____

Comments:

Remediated Area: Not applicable: ☐ Boat: ☐ Shoreline: ☐

The K-9 team has failed to demonstrate proficiency for the following reason(s) and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to the original evaluator or their designee at time of re-test.

Comments: Evaluator: _____

Tracking / Trailing Hot Track Evaluation Form

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location: _____

Diagram:

Pass: ☐ Fail: ☐ Evaluator: _____

Remediated Areas: Not applicable: ☐

Termination of evaluation: Not applicable: ☐

K-9 team has failed to demonstrate proficiency for the following reasons and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to the original evaluator or their designee at time of re-test.

Comments: _____

Fail: ☐ Evaluator: _____

Tracking / Trailing Aged Track Score Sheet

Handler Name: _____ Canine: _____ Date: _____

Agency: _____ Testing location: _____

Diagram

Pass: ☐ Fail: ☐ Evaluator: _____

Remediated Area: Not applicable: ☐

Substance/Amount and hide location

#1: _____ Pass: ☐ Fail: ☐

Comments: _____

Evaluator: _____

Termination of Evaluation: Not applicable: ☐

K9 team has failed to demonstrate proficiency for the following reasons and it is recommended that the team undergo remediation training and a re-evaluation at a later date. Proof of remediation should be returned to the original evaluator or their designee at time of re-test.

Comments:

Fail: ☐ Evaluator: _____

POST COMMISSION MEETING

Agenda Item 8

8. PUBLIC COMMENTS

The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

POST COMMISSION MEETING

Agenda Item 9

- 9. DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
Schedule upcoming Commission meetings.

POST COMMISSION MEETING

Agenda Item 10

10. DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Adjournment.