



Nevada Commission on Peace Officers'  
Standards and Training

**POST COMMISSION MEETING**

MONDAY, OCTOBER 6, 2014 – 10:00AM

CARSON CITY SHERIFF'S OFFICE  
ORMSBY ROOM  
911 E MUSSER STREET  
CARSON CITY, NEVADA





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

**NOTICE OF PUBLIC MEETING (NRS 241)**

NOTICE IS HEREBY GIVEN THAT ON MONDAY OCTOBER 6, 2014, THE COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING WILL HOLD A REGULARLY SCHEDULED COMMISSION MEETING AT 10:00AM, AT THE CARSON CITY SHERIFF'S OFFICE, ORMSBY ROOM, 911 E MUSSER 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.

**REGULARLY SCHEDULED MEETING AGENDA ITEMS**

1. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**  
Approval of the minutes from the September 17, 2014 Public Comment Hearing and POST Commission meeting.
2. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**  
POST Commission to consider a request from the Mesquite Police Department for an Executive Certificate for Captain Scott M. Taylor.
3. **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.
4. **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.*
5. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**  
Schedule upcoming Commission meetings.

6. **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.*

## **AGENDA ITEM 1**

### **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION**

1. Approval of the minutes from the September 17, 2014 Public Comment Hearing and POST Commission meeting.



**PEACE OFFICERS' STANDARDS AND TRAINING**

**PUBLIC COMMENT HEARING**

September 17, 2014

9:08 a.m.

Carson City Sheriff's Office  
911 East Musser Street  
Carson City, Nevada

**MEMBERS PRESENT:**

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

**Darin Baalam**, Assistant Sheriff  
Washoe County Sheriff's Office

**Anthony DeMeo**, Sheriff  
Nye County Sheriff's Office

**Dan Watts**, Sheriff  
White Pine County Sheriff's Office

**James Wright**, Director  
Department of Public Safety

**James G. "Greg" Cox**, Director  
Department of Corrections

**Troy Tanner**, Chief of Police  
City of Mesquite Police Department

**Dale Lieber**, Chief  
Investigation Division  
Attorney General'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:  -- for our POST  
2 Commission meeting.  Today is Wednesday, September  
3 17, 2014.  We're at 911 East Musser Street, Carson  
4 City Sheriff's Office, in Carson City, Nevada.  
5 We're going to have roll call, if we could, first.  
6 And if we could start with Tony.  
7                   ANTHONY DEMEO:  Tony DeMeo, Sheriff, Nye  
8 County.  
9                   JAMES WRIGHT:  Jim Wright with DPS.  
10                  DAN WATTS:  Dan Watts, White Pine County.  
11                  TROY TANNER:  Troy Tanner, Mesquite PD.  
12                  RONALD PIERINI:  Ron -- I'm sorry.  My  
13 apology.  Ron Pierini, Douglas County Sheriff.  
14                  DARIN BAALAM:  Darin Baalam, Washoe County  
15 Sheriff's Office.  
16                  RICHARD CLARK:  Dick Clark, POST.  
17                  MICHAEL JENSEN:  Mike Jensen, Office of  
18 the Attorney General.  
19                  SCOTT JOHNSTON:  Scott Johnston, POST.  
20                  ELAINE MOORE-CERDA:  Elaine Moore-Cerda,  
21 POST.  
22                  RONALD PIERINI:  Thank you.  And then we  
23 have a couple of people on by telephone.  And if you  
24 could announce your name, please?  
25                  GREG COX:  Greg Cox, Department of

1 Corrections.

2 RONALD PIERINI: Thank you, Greg.

3 DALE LIEBER: And Dale Lieber with the  
4 Attorney General's Office.

5 RONALD PIERINI: All right. Thank you.  
6 And I guess the only one that we have missing right  
7 now is Assistant Sheriff Schofield, Metro in Las  
8 Vegas.

9 SCOTT JOHNSTON: That's correct.

10 RONALD PIERINI: Okay. Thank you. Just  
11 so we know, this is a public comment issue that  
12 right now that I'm asking you, if you haven't signed  
13 in, we'd appreciate you in the back over there doing  
14 so. We have a little bit of a problem and that is  
15 that we're going to only ask for public comment of  
16 any agenda items that have not been listed here  
17 today. But we're going to have to have a break for  
18 about an hour and a half. There were some issues  
19 dealing with a couple of our Commissioners that  
20 could not attend it on time at 9:00 and we had to  
21 void an hour and a half (inaudible) for them to come  
22 in here. Long story short is that we're going to  
23 have to take a break for an hour and a half. So,  
24 what I'm asking right now is in the public, is there  
25 anybody that would like to make any comments on

1 something that hasn't been agendized in this  
2 meeting? Okay. Seeing none, we're going to have to  
3 take a break until 10:30 and we're going to start  
4 then. All right. Thank you. Yes. Don't we have  
5 public comment on --

6 MICHAEL JENSEN: No, this would be the  
7 public comment about the reg change (inaudible).

8 RONALD PIERINI: Oh, you want to do that  
9 then? Okay. Okay. All right. So, erase  
10 everything I just said. What I understood was that  
11 we were going to go ahead and just do a public  
12 comment on agenda items that were not listed here.  
13 But then, on the other hand of it, it does show that  
14 at 9:00 we're going to start with a public meeting  
15 with a couple of the regs, so we're going to go  
16 forward with that. And then at that point, Mr.  
17 Jensen, we'll have to take a break until the final  
18 one or not?

19 MICHAEL JENSEN: For the -- yes, Mr.  
20 Chairman. My understanding is that the previously  
21 noticed meeting was the 9:00 meeting for the  
22 rulemaking and so that needs to start at 9:00 and  
23 then the regularly scheduled meeting was agendized  
24 and posted to start at 10:30.

25 RONALD PIERINI: Okay. Thank you. I'm

1 sorry for my mistake then. All right. I just want  
2 to go ahead and to make sure that -- again, that the  
3 attendance roster is if you've come in here, we  
4 would appreciate your name on that. Remind the  
5 public to state their name, if they do make a  
6 comment on any of these topics, and come up to the  
7 front table. Courtesy to others, we would  
8 appreciate it if you would take your cell phones or  
9 any pagers on being quiet or turned off. That would  
10 be the best thing. And remind the Commissioners to  
11 state their name before speaking. Remind the  
12 Commissioners that the microphones are very  
13 sensitive and, also, that when we make a motion, we  
14 appreciate your name. I'll start with Mr. Johnson  
15 here, if we could go ahead and to outline and  
16 mention all the locations with where this meeting  
17 was posted.

18           SCOTT JOHNSTON: Thank you, Mr. Chairman.  
19 Scott Johnston for the record. For the public  
20 comment hearing, the public notice was sent  
21 electronically to all law enforcement agencies in  
22 Nevada as well as all of the certified academies.  
23 It was also posted at the Peace Officers' Standards  
24 and Training Administrative Office in Carson City,  
25 the Nevada State Capitol Building in Carson City,

1 Blasdel State Building in Carson City, Nevada State  
2 Library and Archives in Carson City, Grant Sawyer  
3 Building in Las Vegas, White Pine County Sheriff's  
4 Office in Ely, Nevada, Carson City Sheriff's Office,  
5 the POST website at post.nv.gov, legislative website  
6 at leg.state.nv.gov, the state notice website at  
7 notice.nv.gov and it was electronically posted in  
8 conformance to NRS as well as it was sent to all of  
9 the main branches of the libraries in the state.

10           RONALD PIERINI: Thank you, Scott. I  
11 appreciate that. Mr. Jensen, can you go over the  
12 issues as far as why we're doing a workshop, why  
13 we're having this ability to talk about these  
14 different topics.

15           MICHAEL JENSEN: Yes, Mr. Chairman. Just  
16 real briefly. This is a public comment hearing  
17 that's been noticed pursuant to Chapter 233B. Any  
18 time the Commission changes its regulations, it's  
19 required that you have a public comment hearing,  
20 that that be noticed 30 days prior to the meeting,  
21 that attached to that notice is a copy of the LCB  
22 version of the regulation change. And so that's  
23 what has occurred and that's the postings that Scott  
24 just -- Mr. Johnston just mentioned on the record.

25           This is an opportunity for members of the

1 public and those interested to come and provide  
2 comment on the proposed regulation changes as  
3 they're set out in that LCB version of the language.

4           RONALD PIERINI: Okay. Thank you, Mike.  
5 Okay. Proposed regulations, referenced to LCB File  
6 No. R079-14, contains the following sections. And  
7 we'll take one at a time. Talking about Section 1.  
8 Amend NAC 289.200(1), the regulation establishing  
9 the standards of the Executive Director to award a  
10 basic certificate to a peace officer, to revise the  
11 language regarding the score required to pass the  
12 state certification examination from "a score at or  
13 above the 70th percentile" to "a score of at least  
14 70 percent." And I think, Scott, you want to talk  
15 about that?

16           SCOTT JOHNSTON: Yeah, this language that  
17 we're discussing has already been workshopped  
18 several times back in March, May and again in July,  
19 dealing with these revisions. These revisions came  
20 recommended by LCB and this is the language that  
21 they brought forth. And this is to clean up some  
22 confusion that is confusion as to what the  
23 terminology means relative to a passing score on the  
24 state certification exam.

25           RONALD PIERINI: Okay. Thank you. Any

1 questions from the Commissioners? Seeing none, I  
2 ask to the public. Is there anybody in the public  
3 like to make a comment on this particular Section 1?  
4 Thank you. We'll go to Section 2. Amend NAC  
5 289.200(2) which lists the Federal Law Enforcement  
6 Training Center as one of the approved training  
7 programs that can be used for the issuance of the  
8 basic certificate. The proposed change would update  
9 the correct organization name of Federal Law  
10 Enforcement Training Centers of the United States  
11 Department of Homeland Security. Scott?

12 SCOTT JOHNSTON: Okay. Thank you. Scott  
13 Johnston for the record. Again, along with what was  
14 just discussed under Section 1, this change is kind  
15 of a housekeeping, a cleanup, so that it accurately  
16 reflects one of the federal programs or agencies  
17 that we recognize for training and certification of  
18 peace officers.

19 RONALD PIERINI: Thank you, Scott. Any of  
20 the Commissioners make any comments? Questions?

21 ANTHONY DEMEO: I was there. I was up at  
22 that meeting, so.

23 RONALD PIERINI: Okay.

24 ANTHONY DEMEO: Well, I have a question.  
25 Tony DeMeo for the record. This one includes anyone

1 for any law -- any like BLM, U.S. Forestry Service  
2 so on and so forth (inaudible) would be recognized  
3 under 280 -- under our statute being a category I  
4 peace officer. Is that correct?

5 SCOTT JOHNSTON: Correct. What it does is  
6 under FLETC and their new name, we have looked at  
7 the different programs that FLETC provides and we  
8 have identified quite a few of them that do meet our  
9 reciprocity, yes. This is just a change to the name  
10 of FLETC, not the programs that are provided by  
11 FLETC.

12 ANTHONY DEMEO: Okay. Thank you.

13 RONALD PIERINI: Thank you, Tony. Anyone  
14 else like to make a comment? Asking to the public,  
15 is there anybody who would like to address this  
16 issue? All right. Thank you. We'll go to Section  
17 3. Repeal the NAC 289.200(3), the regulation  
18 establishing an expedited process for a peace  
19 officer holding a category II basic certificate to  
20 obtain a category I basic certificate upon  
21 successful completion of a training course approved  
22 by the Executive Director that consists of a minimum  
23 of 280 hours in specific course topics. Through the  
24 repeal of this regulation, the Commission would no  
25 longer provide an expedited process for category II



1 peace officers to upgrade to a category I  
2 certificate. Instead, category II peace officers  
3 would be required to attend a category I basic  
4 training course to obtain a category I basic  
5 certificate. Scott?

6           SCOTT JOHNSTON: Thank you, Mr. Chairman.  
7 Scott Johnston for the record. This repealing of  
8 this regulation started back at the March Commission  
9 meeting, where it was workshopped, where at that  
10 time, the history behind where the II-to-I program  
11 was discussed and brought in as part of the history  
12 data. Basically, it stemmed around the Department  
13 of Public Safety having a great need of bringing  
14 their category II people up to category I, which is  
15 the statutory designation for that agency as a  
16 category I agency. So, with that said, there were  
17 quite a few people other than DPS that were trained  
18 in it and the numbers kept dropping off, fewer and  
19 fewer and fewer. And the academy programs that were  
20 providing this service stopped providing the service  
21 with the exception of one and it's (inaudible). I  
22 don't know if we want to take that. It might be  
23 Commissioner --

24           RONALD PIERINI: Yeah, it would --

25           TONY DEMEO: That's Schofield, I'm sure.

1 SCOTT JOHNSTON: Okay.

2 UNIDENTIFIED MALE SPEAKER: Hello? Did we  
3 lose the call?

4 GREG COX: I had a dropped call.

5 SCOTT JOHNSTON: It sounds like it.  
6 Thanks.

7 UNIDENTIFIED MALE SPEAKER: Guess it  
8 wasn't my phone ringing.

9 SCOTT JOHNSTON: And so at the meeting,  
10 the March meeting workshop, that was discussed and  
11 the Commission wanted to move forward to continue  
12 rulemaking to gather more information and some  
13 proposed language change. The May meeting, the  
14 issue was brought up again. There was public  
15 comment at the March meeting, but not anything at  
16 the May meeting. And, again, this was discussed and  
17 to continue the rulemaking to provide language.  
18 This was not discussed at the July meeting and we  
19 are here today with the LCB draft language  
20 recommendation on the repealing of this. That's  
21 where we stand today.

22 RONALD PIERINI: Okay, Scott. Do any of  
23 the Commissioners have any questions? Not to beat  
24 this thing up, but I just wanted a couple of  
25 questions so we can again have this on the record.

1 How many -- when's the last time that we've had a  
2 certificate given to a person that went from  
3 category II to a category I and paid for their own  
4 education to upgrade their certificate? When is the  
5 last time that we've actually had that?

6 SCOTT JOHNSTON: I believe we had issued  
7 several certificates this year, most of them  
8 stemming from completion of the program at Silver  
9 State Law Enforcement Academy in Clark County.  
10 They're the only provider. And they have an academy  
11 in session now that will be completed, I believe, in  
12 December of this year.

13 RONALD PIERINI: On this particular topic?

14 SCOTT JOHNSTON: Correct. And their  
15 regular category I as well.

16 RONALD PIERINI: And how many people are  
17 going for that certificate?

18 SCOTT JOHNSTON: I don't have that  
19 information at this time.

20 RONALD PIERINI: All right. Does anybody  
21 else have any questions? All right. To the public.  
22 Is there anybody here? Please.

23 DAVID LAITY: Good morning. I'm David  
24 Laity, from the Nevada Youth Parole Bureau for the  
25 record. I did have some copies of my testimony here

1 today if people would like that I've set out, well  
2 afterwards. I just wanted to start off with that I  
3 received my POST Category II Certificate in Carson  
4 City on December 17th of 2003. Completed a ten-week  
5 course, category II course, which included 396  
6 hours. And that is not including running with Mr.  
7 Clark, which probably added another 30 onto those.  
8 But so, again, according to NRS 289.150, a Category  
9 -- like to get that?

10 UNIDENTIFIED MALE SPEAKER: See if it's  
11 going to drop the call or not.

12 SCOTT JOHNSTON: Hello. Are you there?

13 GREG COX: Yes.

14 SCOTT JOHNSTON: Is this Commissioner  
15 Schofield?

16 GREG COX: No, it's Director Cox.

17 SCOTT JOHNSTON: Okay. Apparently, we  
18 keep losing one of the callers. Okay.

19 DAVID LAITY: So, your category II police  
20 officers are required to complete a minimum standard  
21 of 200 hours. And according to NRS 289.140, a  
22 category I police officer is required to complete a  
23 minimum of 480 hours.

24 So, I tendered my category II police  
25 officer, well, POST, because I wanted to work for

1 the Nevada Youth Parole Bureau, which has a  
2 requirement to have a category II certificate.  
3 During my time there, I did ask my administration to  
4 stay on for the category I full training. I believe  
5 it was 16 weeks at that time. And due to costs and  
6 needing to get on the job, I was denied that, but  
7 certainly would have liked to have done that.

8           And so, as I understand today, the  
9 proposal is to discontinue the category II upgrade  
10 to a category I and not -- no longer have that  
11 option. So, the way that affects me and the people  
12 that I work with in other agencies are a category  
13 II, so without this option, if I wanted to move up  
14 into another agency that requires a category I, I  
15 would need to go to a complete POST academy, which  
16 includes lots of time, lots of money, lots of  
17 effort, which I think people may be willing to do.  
18 But on the other hand, I may end up not being chosen  
19 for positions because of the time and financial  
20 burden to go to a category I police academy.

21           And, also, in reality, I already have a  
22 certificate for many of those hours. There's nine  
23 separate -- when I did my research, there's nine  
24 separate categories that I do not -- that I wasn't  
25 trained in, which I've listed here and I'll pass

1 out. And that's the difference between the category  
2 I and category II.

3 Off the POST website, I did print out the  
4 mission vision and philosophy of POST, which all  
5 encapsulates professional growth, doing the best for  
6 police officers, making sure we have solid police  
7 officers for the state of Nevada.

8 There's also seven levels of certification  
9 for the state of Nevada, none of which in my  
10 research require a peace officer to go through the  
11 same trainings that they've already got in order to  
12 advance. It's all -- you have to do extra, but you  
13 don't have to go back. Much like if I wanted to go  
14 get my master's in a university, I wouldn't have to  
15 go back to get my bachelor's degree.

16 During a previous POST Commission meeting,  
17 there was a testimony in the form of a letter that  
18 was in favor of this change. And that from my  
19 understanding, the information in the letter  
20 indicated that there was a comradery and friendships  
21 and relationships that are made during POST  
22 academies and there certainly are.

23 And it was indicated with category II  
24 police officers going through a shorter academy or  
25 at the end of an academy that they don't necessarily

1 gain those relationships. And I guess what I would  
2 say to that is we've all done the ten weeks. I have  
3 friendships and relationships from my academy back  
4 in 2003 that are there.

5 My guess is the -- it might be a financial  
6 burden for the POST academy to continue to run a  
7 category II upgrade to a category I. I'm just  
8 speculating on that. But I do believe that there's  
9 enough officers in the state and which I believe  
10 that they're still running academies that this is an  
11 important upgrade so that police can further their  
12 career, further their education, without -- I guess  
13 I would just call it wasting time going through a  
14 complete academy.

15 The other part of this is in the north --  
16 and I don't have -- I haven't been able to find a  
17 category II upgrade for the north in years, so even  
18 if I wanted to go, I would have to go into Las Vegas  
19 and take all that, which is, again, a burden -- cost  
20 and time burden.

21 So, we're proposing that the category II  
22 upgrade system still be intact and this will allow  
23 for the categories of police officers the ability to  
24 professionally grow by obtaining quality training in  
25 order to progress in job status and become well-

1 trained officers for the state. And it would not  
2 burden the perspective employers or the current  
3 employees with excessive cost and loss due to not  
4 having this ability. Thank you.

5 RONALD PIERINI: All right. Does any  
6 Commissioners have any questions for him? Okay.  
7 Thank you very much.

8 DAVID LAITY: Would you guys like copies?

9 RONALD PIERINI: Sure. Thank you, sir.  
10 Anybody else in the public who'd like to talk about  
11 this? Okay. Thank you very much. Is there anybody  
12 else in the audience again dealing with public  
13 comments that's not on this agenda? Seeing none,  
14 we're going to take a break. All right, sir, go  
15 ahead.

16 RICHARD CLARK: Mr. Chairman, Dick Clark  
17 for the record. I just wanted to clarify one thing  
18 about the hours about the category II and category I  
19 academy classes. It does say in the regs -- 270, I  
20 believe for cat II and 480 for category I. The  
21 Commission looked at that a long time back and the  
22 hours weren't adjusted up to where they are in  
23 reality. But the reality is there are no category I  
24 academies in the state that are below about 650 to  
25 700 hours in reality because the Commission chose to



1 switch over to emphasis on performance objectives.  
2 And those performance objectives for core courses  
3 that must be met, you can't do it in 480 hours.  
4 It's -- it really -- it's not realistic, in other  
5 words. The realistic number is in advance of six to  
6 700 hours of training.

7           RONALD PIERINI: Thank you. All right.  
8 Again, going back to public comment. Okay. Seeing  
9 none, we're going to take a break then and we're  
10 going to start at 10:00 or about one hour from now.  
11 Thank you.

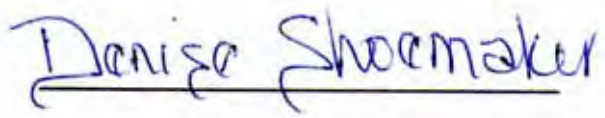
12                   (MEETING ADJOURNED AT 10:35 a.m.)

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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.



**Denise Shoemaker**  
**Court Reporting Services**

9/26/2014

**DATE**

**PEACE OFFICERS' STANDARDS AND TRAINING**

**COMMISSION MEETING**

September 17, 2014

10:35 a.m.

Carson City Sheriff's Office  
911 East Musser Street  
Carson City, Nevada

**MEMBERS PRESENT:**

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

**Darin Baalam**, Assistant Sheriff  
Washoe County Sheriff's Office

**Gary Schofield**, Deputy Chief  
Las Vegas Metropolitan Police Dept.

**Anthony DeMeo**, Sheriff  
Nye County Sheriff's Office

**Dan Watts**, Sheriff  
White Pine County Sheriff's Office

**James Wright**, Director  
Department of Public Safety

**James G. "Greg" Cox**, Director  
Department of Corrections

**Troy Tanner**, Chief of Police  
City of Mesquite Police Department

**Dale Lieber**, Chief  
Investigation Division  
Attorney General'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

**Mike Sherlock**, Supervisor  
Audits and Compliance  
Commission on Peace Officers'  
Standards and Training

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

1                   RONALD PIERINI: Why don't we start off  
2 again because of about an hour's delay from the last  
3 meeting we just had. So, why don't we go with roll  
4 call again? If we could start with you, Tony?

5                   ANTHONY DEMEO: Tony DeMeo, Sheriff, Nye  
6 County.

7                   JAMES WRIGHT: Jim Wright with DPS.

8                   DAN WATTS: Dan Watts, White Pine County  
9 Sheriff.

10                  TROY TANNER: Troy Tanner, Mesquite PD.

11                  RON PIERINI: Ron Pierini, Douglas County  
12 Sheriff.

13                  DARIN BAALAM: Darin Baalam, Washoe County  
14 Sheriff's Office.

15                  RICHARD CLARK: Dick Clark, POST still.

16                  MICHAEL JENSEN: Mike Jensen, Office of  
17 the Attorney General.

18                  MIKE SHERLOCK: Mike Sherlock, POST.

19                  SCOTT JOHNSTON: Scott Johnston, POST.

20                  ELAINE MOORE-CERDA: POST. And then we  
21 have a couple people on the phone.

22                  RONALD PIERINI: We have a couple of  
23 people who called in.

24                  GREG COX: Hello?

25                  UNIDENTIFIED MALE SPEAKER: Yes.

1 RONALD PIERINI: Can you state your name,  
2 please?

3 GREG COX: Greg Cox, Director, Department  
4 of Corrections.

5 RONALD PIERINI: Thanks, Greg.

6 GARY SCHOFIELD: Gary Schofield, Las Vegas  
7 Metropolitan Police Department.

8 RONALD PIERINI: Thank you, Gary.

9 DALE LIEBHERR: Dale Liebherr with the  
10 Attorney General's Office.

11 RONALD PIERINI: Thank you very much.  
12 Okay. So, that means everybody is in attendance.  
13 We're going to start with the regularly scheduled  
14 meeting and the agenda items and that is discuss,  
15 public comment and for possible action, approval of  
16 the minutes of the July 24, 2014 Public Comment  
17 Hearing, Workshop, and POST Commission meeting. Do  
18 we have any of the Commissioners have read that? Is  
19 there any mistakes on there, any additions? All  
20 right. And to the public. Did anybody read those,  
21 have any issues with that? Seeing none, then I'm  
22 looking for a motion.

23 ANTHONY DEMEO: Tony DeMeo. Make a motion  
24 to approve.

25 RONALD PIERINI: Thank you, Tony.

1 DAN WATTS: Dan Watts, second.

2 RONALD PIERINI: Second by Dan. Any other  
3 discussion? All in favor?

4 COMMISSIONERS: Aye.

5 RONALD PIERINI: Anybody opposed? So  
6 carried. Thank you. Would like to welcome our new  
7 Commissioner, Chief Dale Liebherr, Nevada Attorney  
8 General's Office. And, Dale, I'm glad you've --  
9 you're part of our Commission. We appreciate that  
10 very much. Can you hear me okay?

11 DALE LIEBHERR: Thank you. I appreciate  
12 it. I look forward to working with everybody.

13 RONALD PIERINI: Where are you located  
14 right now?

15 DALE LIEBHERR: I am in the middle of Iowa  
16 in a truck stop.

17 RONALD PIERINI: Oh, you made a -- you  
18 might have made in the first history in the world to  
19 do that. I'm not sure. But, anyway, we want to  
20 thank you for joining us and we appreciate your hard  
21 work.

22 DALE LIEBHERR: Thank you.

23 RONALD PIERINI: All right. We're going  
24 to go on to Executive Director's Report and that is  
25 Mr. Clark.

1           RICHARD CLARK: All right. Thank you, Mr.  
2 Chairman. Dick Clark for the record. Actually,  
3 just very briefly. For my report this time, I just  
4 thought because of the extent of the meeting and the  
5 other things needed to be covered, that I just  
6 wanted to comment on the budgetary issue. We -- my  
7 -- Tim Bunting and I, or my Deputy Director and I,  
8 we appeared before the Budget Office and the Budget  
9 Director, Chief of Staff for the Governor and people  
10 from Legislative Counsel Bureau Fiscal Division and  
11 presented our budget. We're sort of restricted in  
12 being able to, I guess, give any real details  
13 because the Governor's budget is something -- when  
14 that comes out, then that's for public consumption.  
15 But since that's not been published yet, we're sort  
16 of restricted.

17           I will only say, because I've mentioned it  
18 before, the biggest problem we've had with our  
19 budget in the last several years has been declining  
20 court assessments and the fact that we have not been  
21 able to get the court assessment authorization, the  
22 amount of money that we are actually authorized to  
23 get. And that's been a problem even to the extent  
24 we've had to cut back on our training and cut back  
25 on our resources and it's been a real hardship.



1           That I believe is -- will be rectified  
2 because the number one priority is to have the  
3 Executive Director's salary come directly out of the  
4 general fund instead of being court assessment  
5 funded. And that would tie this -- the Commission  
6 to the general fund, which opens up the opportunity  
7 when we don't get our authorization to be able to go  
8 back and dip into the general fund and get that  
9 authorization solidified. So, I'd say that's the  
10 main thing I would mention.

11           And, you know, we're certainly looking to  
12 improve on our technology as far as computers that  
13 we're kind of way behind on and certainly staffing  
14 as well. So, we're looking forward to the final  
15 decision on that, what the Governor's recommended  
16 budget will be and that will be presented probably -  
17 - I'm sure by November meeting, we'll be able to  
18 clarify that.

19           The only other thing we had was October  
20 the 30th. That will be my last official overseeing  
21 that -- the graduation of this POST academy on  
22 October the 30th. We've got 16 Nevada peace  
23 officers that will be graduating from about 13  
24 criminal justice agencies. We're actually looking  
25 to have Congressman Amodei as the commencement

1 speaker, so we're looking forward to that. That's  
2 my report, sir.

3 RONALD PIERINI: Thank you, Dick.  
4 Appreciate that. Any questions from the  
5 Commissioners? Okay. We're going to move onto  
6 Number 4 and discussion, public comment, and for  
7 possible action. The Commission will discuss,  
8 receive public comment and possibly take action to  
9 adopt, amend or repeal the Commission's regulations  
10 as set out in Legislative Counsel Bureau File No.  
11 R079-14. The Commission will consider fully all  
12 written and oral comments received on the proposed  
13 changes to the Commission's regulations.

14 The proposed changes to the Commission's  
15 regulations, referenced to LCB R079-14, are as  
16 follows:

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

24 So, Scott, would you want to talk about  
25 that?

1           SCOTT JOHNSTON:  Yes.  Thank you, Mr.  
2  Chairman.  Scott Johnston for the record.  This  
3  revision to the NAC stems from multiple workshops  
4  that the Commission has done throughout this year  
5  from March, May and in July of which staff was  
6  directed to have LCB language drafted as part of the  
7  rulemaking to bring forward for adoption by the  
8  Commission and that's what today's meeting is about  
9  on this issue.

10           On item number one there under this,  
11  changing the score to read of at least 70 percent,  
12  we have noticed that the verbiage that was used  
13  prior above the 70th percentile actually was the  
14  wrong terminology that was needed to correctly  
15  reflect what we wanted the passing score to actually  
16  reflect, which is obtaining the 70 percent on a  
17  test.  And so, this is needed in order to correct  
18  that, so the proper language.

19           And in tab four of your Commission book,  
20  starting with the second page, is the actual  
21  language of the LCB draft.  And there's several  
22  places in there where this is made reference to and  
23  if the Commission chooses to make that change, it  
24  will be changed accordingly in all areas of this  
25  regulation.

1                   RONALD PIERINI: Okay. Thank you, Scott.  
2 Do I have any questions from the Commissioners?  
3 Seeing none, ask the public. Would anybody like to  
4 make comment on this particular topic? Okay.  
5 Looking for somebody to agree or disagree.

6                   ANTHONY DEMEO: Tony Demeo for the record.  
7 I recommend that the POST Commission makes the  
8 changes recommended and -- under Section 1 and  
9 correct that NAC 289.200(1) that specifies  
10 regulation examination from a score of above 70  
11 percentile to at least 70 percent.

12                   RONALD PIERINI: Thank you, Tony. Do I  
13 have a second?

14                   TROY TANNER: Troy Tanner. I second.

15                   RONALD PIERINI: Thanks, Chief. Any other  
16 comments? All in favor?

17                   COMMISSIONERS: Aye.

18                   RONALD PIERINI: Anybody opposed? Thank  
19 you. So carried.

20                   Section 2. Amend NAC 289.200(2) which  
21 lists the Federal Law Enforcement Training Center as  
22 one of the approved training programs -- excuse me --  
23 - that can be used for the issuance of a basic  
24 certificate. The proposed change would update the  
25 correct organization name Federal Law Enforcement

1 Training Centers of the United States Department of  
2 Homeland Security. Scott?

3 SCOTT JOHNSTON: Thank you. As mentioned,  
4 the purpose of this is to correct the name of the  
5 organization to reflect the Federal Law Enforcement  
6 Training Centers of the United States Department of  
7 Homeland Security. As the Commission is aware, we  
8 do recognize many of the different programs that are  
9 facilitated by this entity for reciprocity  
10 certification for officers who have completed that  
11 that may belong to other state or federal law  
12 enforcement agencies. So, this just correctly  
13 reflects the name of the organization.

14 RONALD PIERINI: Okay. Thank you, Scott.  
15 Any questions from the Commission?

16 ANTHONY DEMEO: I have a question or more  
17 of a comment, if you don't mind. I mean, I have a  
18 question why -- I noticed a correcting under FLETC  
19 to now the Department of Homeland Security. Is that  
20 correct, Scott?

21 SCOTT JOHNSTON: Correct.

22 ANTHONY DEMEO: Okay.

23 SCOTT JOHNSTON: Their name is actually  
24 inclusive of that now.

25 ANTHONY DEMEO: Right.

1                   SCOTT JOHNSTON: That's the only change.

2                   ANTHONY DEMEO: I know. I remember back  
3 in the 70s when I was a police officer when Ted  
4 Kennedy came to speak for the Jersey State College,  
5 where he mentioned a federal law enforcement agency.  
6 And I remember all the cops saying, what color will  
7 our uniforms be then. Because he mentioned about  
8 how many federal law enforcement agencies there were  
9 in the world and he mentioned those specifically at  
10 this -- at where he was giving the lecture at Jersey  
11 State College, back, I think, '76 or whatever.

12                   And I feel that's the way we're going now,  
13 you know. And I know that FLETC, now they're  
14 calling them Homeland Security and stuff like that,  
15 I just -- I have concerns even though I noticed a  
16 change. But what entities Homeland Security's  
17 bringing into that is now giving them, you know, the  
18 authority under 289 as being -- basically being  
19 accepted as category I peace officers. Is that  
20 correct? Where they can go on our highways and  
21 byways of Nevada and make car stops, so on and so  
22 forth. I'm just asking, is that the extent of the -  
23 - with our --

24                   SCOTT JOHNSTON: That's -- Scott Johnston  
25 for the record.

1                   ANTHONY DEMEO:  And the reason I bring  
2  that up is because that was brought to my attention  
3  by some constituents, so that's why I'm bringing it  
4  up, Scott.

5                   SCOTT JOHNSTON:  Okay.  About that, I'm  
6  not sure what -- what we support under 200 under the  
7  reciprocity or in lieu process for an officer coming  
8  from out of state.  If -- and it also includes  
9  officers who have been trained by certain programs  
10 that we've reviewed and approved that are  
11 facilitated by FLETC.  Doesn't mean there's a  
12 separate uniform and then they're coming over here.  
13 What it means is that officer has gone through this  
14 training program that we recognized as meeting an  
15 equivalent and then they come here, they're employed  
16 by any department in Nevada and when approved for  
17 reciprocity, they take the reciprocity training and  
18 then they can become certified here by that  
19 mechanism.  It's not giving specific authority of  
20 another agency to come over in this state or  
21 anything like that.

22                   ANTHONY DEMEO:  The reason I bring that up  
23 is that the issue keeps coming to my attention about  
24 how many times my citizens in Nye County are being  
25 stopped by BLM on a state highway, on 159,

1 specifically. And, you know, that was a concern  
2 when it's brought up is that that's their fear is  
3 that extension of the federal authorities making --  
4 then pulling them over on state highways and local  
5 byways and so on and so forth. I just wanted to  
6 make sure that question was answered, you know, to  
7 address that in reference to what's happening in  
8 Clark County on 159, where they're being pulled over  
9 by BLM for a traffic violation on a state highway.  
10 So, I mean, that was --

11 SCOTT JOHNSTON: That wouldn't -- I don't  
12 -- my understanding is that doesn't apply to --

13 ANTHONY DEMEO: Okay.

14 SCOTT JOHNSTON: -- agencies for which  
15 this state does not have jurisdiction over to  
16 regulate.

17 ANTHONY DEMEO: Okay. And I appreciate  
18 it, Scott. Thanks for answering it. I appreciate  
19 it. Thank you, Mr. Chair.

20 RONALD PIERINI: You're welcome. Anyone  
21 else would like to make a comment? How about to the  
22 public? Anybody on this particular topic they would  
23 like to discuss? Looking for a motion.

24 DARIN BAALAM: Darin Baalam. I'll make a  
25 motion that we accept the change to NAC 289.200(2)



1 to change the current Federal Law Enforcement  
2 Training Center to the new name of the Federal Law  
3 Enforcement Training Centers of the United States  
4 Department of Homeland Security.

5 RONALD PIERINI: Thank you, sir. Do I  
6 have a second?

7 DAN WATTS: Dan Watts, second.

8 RONALD PIERINI: Thank you, Dan. Any  
9 other discussion? All in favor?

10 COMMISSIONERS: Aye.

11 RONALD PIERINI: Anybody opposed? So  
12 carried.

13 ANTHONY DEMEO: Nay.

14 RONALD PIERINI: Oh, we got one. Tony.

15 ANTHONY DEMEO: One.

16 RONALD PIERINI: Okay.

17 ANTHONY DEMEO: Thank you.

18 RONALD PIERINI: Number 3, Section 3.

19 Repeal NAC 289.200(3), the regulation establishing  
20 an expedited process of a peace officer holding a  
21 category II basic certificate to obtain a category I  
22 basic certificate upon successful completion of the  
23 training course approved by the Executive Director  
24 that consists of a minimum of 280 hours in specific  
25 course topics. Through the repeal of this

1 regulation, the Commission would no longer provide  
2 an expedited process of a category II peace officer  
3 to an upgrade to a category I certificate. Instead,  
4 a category II peace officer would be required to  
5 attend a category I basic training course to obtain  
6 a category I basic certificate. Scott?

7           SCOTT JOHNSTON: Thank you. Scott  
8 Johnston for the record. Again, this is part of  
9 what's been -- what was started back in March where  
10 a workshop was held. In May, there was a workshop  
11 held on this topic to consider the repealing of this  
12 section. And each time the Commission was directed  
13 to move forward to continue the rulemaking process  
14 to gather information and gather language. And we  
15 have before you today the language created by the  
16 Legislative Counsel Bureau as the recommended  
17 language for adoption to repeal this section.

18           RONALD PIERINI: Okay. Thank you, Scott.  
19 Any questions? One thing I'd like to say, if this  
20 motion goes one way -- to go ahead and approve this  
21 particular one, I would suggest that in the motion,  
22 if you wish, is to have a certain set time on that.  
23 So, some people might be already into that process  
24 going from a II to a I. I think it would be only  
25 fair that they would have at least a year to

1 accomplish that, but that's a suggestion.

2 SCOTT JOHNSTON: Mr. Chairman, if I may  
3 address that? I believe that is already -- if you  
4 look on the back page --

5 RONALD PIERINI: Oh, is it on there?

6 SCOTT JOHNSTON: -- where it says, at the  
7 bottom of page seven onto page eight it says, "The  
8 amendatory provisions of Section 1 of this  
9 regulation do not apply to persons who were eligible  
10 to be awarded the certificate in category 1 pursuant  
11 to the Subsection 3 of 289.200 before the effective  
12 date of this regulation or employed as a police  
13 officer by an agency before the effective date of  
14 this regulation and enrolled in a peace officer  
15 training course that met the qualifications as in  
16 paragraph B of Subsection 3 of 289.200 and began  
17 before the effective date of this regulation and  
18 successfully completes a course and passes a state  
19 certification exam for category I."

20 RONALD PIERINI: We got it covered, is  
21 what you --

22 SCOTT JOHNSTON: So, there's a provision  
23 in there for -- in other words, if they have already  
24 entered into that training program before this is  
25 filed with the Secretary of State's Office, they can

1 -- they are allowed to complete that program and be  
2 awarded their certification.

3 RONALD PIERINI: Thank you, Scott. All  
4 right. Any other questions?

5 ANTHONY DEMEO: Mr. Chair? Tony DeMeo for  
6 the record. I understand that one of the people  
7 commenting during the comment period mentioned the  
8 fact that -- thought it was unfair that he couldn't  
9 upgrade to a category I because of -- if he wanted  
10 to in the future. The fact of the matter is, we  
11 already know that if you're a category I, if you  
12 wanted to be a category III, you would have to go  
13 through that category III academy and you'd have to  
14 retake the physical fitness test. So, we already  
15 recognize that there's some issues within the  
16 different levels of our categories that require  
17 retraining. And even though if you're a category I,  
18 you still would have to go to -- (inaudible)  
19 category III, you'd have to take that academy class  
20 and retake the physical fitness examination. So, we  
21 already have that, so I don't understand his  
22 objection to that. But we already have those types  
23 of separations and recognitions in our categories as  
24 it is, so.

25 RONALD PIERINI: Okay. Thank you, Tony.

1 Chief?

2 TROY TANNER: Yeah, Troy Tanner. I just  
3 want to make a quick comment to -- yeah, I agree  
4 with what Tony said. The eight weeks academy that  
5 they have originally for Corrections or ten could  
6 have been years ago, too, of course, and then now  
7 they're entering something. The training's  
8 completely different, we all know, to constant  
9 change of law enforcement training. There's new  
10 things brought to the table constantly. And so, we  
11 don't know how many years ago that was and, on top  
12 of that, the training's completely different. I  
13 just want to -- you know, I'd like people, if they  
14 want send them to cat I, then send them to cat I  
15 from the start, you know. And we have standards for  
16 a reason. I just want to hold to those standards  
17 and I agree with the change.

18 RONALD PIERINI: Okay. Thank you. Anyone  
19 else?

20 UNIDENTIFIED MALE SPEAKER: I'd like to  
21 make a comment. I believe -- didn't we also do a  
22 survey earlier that throughout the state that most  
23 departments -- when we hire somebody, we want to  
24 send them to cat I, even if they do have a cat II?  
25 Wasn't there a survey done that, basically, the

1 majority of the departments across the state,  
2 whether it's us or whoever it is, hires and then we  
3 send them to a cat I? If I remember doing that  
4 survey?

5 SCOTT JOHNSTON: Yes.

6 RICHARD CLARK: Yeah, that was a -- Mr.  
7 Chairman, Dick Clark for the record. Yeah, that was  
8 a survey we just did which showed the same results  
9 with the same attitude. But that was the one for  
10 the peace officer, military police -- the civilian  
11 police transition. But the question is very similar  
12 and the response is what you had stated.

13 RONALD PIERINI: Thank you, Dick. Anybody  
14 else? Going to public. Is there anybody in the  
15 public who would like address this issue? All  
16 right. Seeing none. Looking for a motion.

17 ANTHONY DEMEO: Tony DeMeo for the record.  
18 I recommend that we repeal NAC 289.200(3),  
19 regulation establishing a expedited peace officer  
20 category II training for a category I certificate.

21 RONALD PIERINI: Thank you, Tony. Do I  
22 have a second?

23 TROY TANNER: Troy Tanner. I'll second.

24 RONALD PIERINI: Any other discussion?  
25 All in favor?

1 COMMISSIONERS: Aye.

2 RONALD PIERINI: Anybody opposed? Okay.

3 So carried. Thank you. All right. Number 5.

4 Discussion, public comment, and for possible action.

5 The Commission will discuss, receive public comment

6 and possibly take action on its response to the

7 Governor's Executive Order 2014-11 which directs the

8 Commission to determine the feasibility of

9 incorporating an accelerated "bridge program" for

10 the certification of former military police officers

11 transitioning to civilian law enforcement in Nevada.

12 POST staff will make a presentation and provide

13 recommendations on the response to the Governor's

14 Executive Order. Mr. Clark?

15 RICHARD CLARK: Thank you, Mr. Chairman.

16 Dick Clark for the record. Just to kind of bring

17 this up to where this started. We were contacted by

18 the Department of Veterans Affairs and asked myself

19 and for us, the staff, to be involved in this

20 project where the National Governors Association

21 took on a project to assist veterans with

22 transitioning to civilian employment.

23 Nevada was interested specifically in

24 helping people transition and, specifically, into

25 areas that needed certification. And the areas that

1 Nevada took on were nursing, EMTs and law  
2 enforcement were the three areas. So, that brought  
3 us into it.

4           Since then, the Governor issued an  
5 Executive Order specifically for the Commission to  
6 take a look at three different areas were dictated  
7 by this Executive Order 2014-11 and they were, one,  
8 to find out if there were any barriers or  
9 difficulties for veterans to transition into --  
10 from, specifically military police, which would be  
11 the area that would be connected, closely connected,  
12 to civilian law enforcement.

13           Secondarily, to look at the possibility of  
14 giving them credit for their military police  
15 training and, therefore, looking at these what they  
16 call "bridge programs," which are abbreviated  
17 programs recognizing the military training and then  
18 reducing the amount of normal basic training that  
19 they would get in the state.

20           And then the third item was that we would  
21 establish some sort of a way to annually keep track  
22 of how many military police would be -- or military  
23 veterans would be transitioning into law  
24 enforcement.

25           We satisfied that third one -- third



1 pretty easily by connecting it to the child --  
2 there's a requirement that anybody that gains a  
3 certificate in the state, by law, has to sign a  
4 document that says that they are up with child  
5 support, that there's no child support issues and so  
6 forth. Anyway, that particular document was very  
7 easy to just add a box in there so that when the  
8 individual fills it out, that box is checked. We  
9 can track that. That was done.

10 We also believe that the most significant  
11 part of this is -- when the purpose is to try and  
12 make sure that military veterans have an opportunity  
13 for being hired into, you know, quality law  
14 enforcement jobs and have those opportunities, that  
15 the real purpose is to help them to be the best  
16 candidates possible.

17 So, what we thought would be the best  
18 approach to this to get an idea of if there are  
19 barriers in some of the side issues and the  
20 potential for hiring is to ask those -- the agencies  
21 and the agency heads, Nevada sheriffs and chiefs  
22 throughout the state, in a survey to see how they  
23 felt about these various issues that we were  
24 interested in. And we got a really good response  
25 from that and some really good insights.

1           That actually, I can just say from -- on  
2 the first part of the Governor's Executive Order, as  
3 far as barriers, we could find no barriers for  
4 people transitioning from military police. The only  
5 barriers that the Commission would have no effect on  
6 would be hiring standards for individual agencies.

7           For instance, if they have a requirement  
8 that they have 24 hours of college credit, that's  
9 not anything that we could have anything to do with.  
10 Also, maybe problems that they had within the  
11 military, you know, just various issues that really  
12 have nothing to do with the agency or the  
13 commission. So, through the survey, we, and through  
14 research, we determined that we could find no  
15 barriers.

16           Also, on the other categories for nursing  
17 and for EMTs, there were barriers as far as personal  
18 responsibility to accumulate training, cost for  
19 training and cost for certification. There is no  
20 cost for training for law enforcement officers.  
21 There is no cost for certification and those  
22 officers are actually collecting a salary at the  
23 same time they're going through the academy. And  
24 our experience is that our cadets who are military  
25 also are able to get GI bill benefits while they're

1 going through the academy to the tune of about 12 to  
2 \$1,500 for each month of the months that they're in  
3 the academy.

4           So, that pretty much settled the issue of  
5 the barriers and the annual recording of who's --  
6 how the -- these veterans are transitioning into law  
7 enforcement, but it left open certainly still the  
8 issue of these bridge academies.

9           And we have a responsibility to report the  
10 recommendations on that particular issue to the  
11 Governor by October the 15th. And that's why it was  
12 important to schedule this meeting this month to be  
13 able to get that done.

14           So, what you'll see in front of you and  
15 what our staff has and will provide through  
16 testimony is the details of what we gained,  
17 garnered, from the survey that we put out from the  
18 state, researched to other states and also looking  
19 at out ancillary issues of cost factors and numbers  
20 and that sort of thing that -- things that we  
21 calculated into a recommendation to the Commission.

22           And the Commission will, you know, take a  
23 look at the recommendation because they -- actually,  
24 they'll -- the Commission does have to make a final  
25 report and make that recommendation, whatever that

1 recommendation is, specifically on that bridge  
2 program issued to the Governor's Office. So, we can  
3 go into detail, more detail, about that. But that's  
4 just kind of like how we got started and what we're  
5 --

6 RONALD PIERINI: Right.

7 RICHARD CLARK: -- where we're at now.

8 RONALD PIERINI: Okay. So, who would you  
9 like to have?

10 RICHARD CLARK: I have --

11 SCOTT JOHNSTON: Mike.

12 RICHARD CLARK: Mike. Mike Sherlock.

13 MIKE SHERLOCK: Yeah. And I'm not here a  
14 lot.

15 RICHARD CLARK: Yeah, Mike Sherlock, who's  
16 a supervisor for Audits and Compliance Section of  
17 Professional Standards Bureau will make the  
18 presentation.

19 MIKE SHERLOCK: Okay. Mike Sherlock from  
20 POST. And I'll go directly to -- and Mr. Clark  
21 spoke about the requirement that we researched  
22 existing bridge programs in other states and make a  
23 recommendation as to what appropriate program would  
24 apply here in Nevada.

25 So, the first thing we did, as Mr. Clark

1 spoke, was the survey. What we found in the survey,  
2 one, is most agencies already provide some sort of  
3 incentive to service members or veterans in the  
4 hiring process right now. Either it's points at the  
5 oral or that type of thing. So, we know that  
6 agencies indicated for sure that they have a desire  
7 to hire those with a military background. That's  
8 not the issue.

9           But that being said, most agencies felt  
10 there was no advantage to a bridge program or  
11 creating some sort of bridge program here in Nevada.  
12 And those that were not in favor of a reduced  
13 training program or a bridge program felt that it  
14 would increase their liability. And that was their  
15 problem with that.

16           The other thing that we found in the  
17 survey is that those agencies that are the largest  
18 in the state, thus, hire the most new officers,  
19 would not utilize a bridge program even if the  
20 Commission created one. And, you know, that becomes  
21 a fiscal issue. But what it does look like, at  
22 least by the survey, that reducing the civilian  
23 training requirements would really end up being more  
24 of a barrier to a service member coming out because  
25 those agencies would not recognize a bridge program

1 even if we created one.

2           In looking at -- as we were tasked with  
3 looking at other states that do have bridge  
4 programs, we looked at Michigan, Arizona, Texas and  
5 Illinois, who all have a bridge program for  
6 military. One common feeling -- and speaking to  
7 those -- POST staff and those that run the  
8 academies, they really felt that those programs in  
9 those states were underutilized and was much less of  
10 an advantage than was intended when they created the  
11 program.

12           One of the reasons is that the minimum  
13 number of people needed to conduct an academy caused  
14 a delay in those service members coming out of the  
15 military. They couldn't start right away because  
16 those states have to wait until they had whatever  
17 their minimum was, ten, 15 or 20 people to start an  
18 academy, when in reality, they could have just gone  
19 to, you know, Detroit PD and started the academy  
20 right away. So, it ended up being, in their minds  
21 anyway, somewhat of a disadvantage for the  
22 servicemen.

23           Michigan's runs two bridge academies for a  
24 total of 22 people. And, again, that was their  
25 feeling that it was underutilized. Arizona kind of

1 mentioned the same issue for them. They run one  
2 bridge academy per year. It's only conducted in  
3 northern Arizona. And so a service member would  
4 have to hope that he's coming out of the military at  
5 that moment that they're going to run that academy.  
6 Otherwise, it's no advantage to them to do that.

7           Illinois has what they call a system where  
8 they allow service members to attend their  
9 academies. They have no provision to allow non-  
10 affiliates, but they make exceptions for service  
11 members. And what that is is service members can go  
12 to their academy. They're all associated with  
13 colleges. The service member has to pay for the  
14 academy himself or, you know, GI bill or what have  
15 you. What it does is it makes them eligible to take  
16 the state certification test upon graduation;  
17 however, there's no guarantee of employment when  
18 they're done.

19           And the only thing we would say about that  
20 is we currently have that in Nevada, right? Both  
21 CSN down in southern Nevada and WNC up north will  
22 allow non-affiliates. They have to pay for  
23 themselves. It is one step in the process allowing  
24 them to -- or making them eligible to take the state  
25 certification test and there is no guarantee of

1 employment. So, we already do what Illinois does  
2 now.

3           And Texas is a little hard to compare.  
4 Texas is a state that does licensing. They provide  
5 support to military people, specific MOS's, on  
6 helping them take the state licensing test and  
7 that's how they deal with this issue.

8           So, after reviewing all these, looking at  
9 the survey, POST staff would recommend no changes to  
10 the current regulations as it relates to training.  
11 There just doesn't appear to be any benefit or  
12 advantage to the service member if we do that from  
13 the perspective of what we were able to determine  
14 through our research.

15           RONALD PIERINI: Okay. Thank you. Anyone  
16 else from your staff would like to say anything?

17           SCOTT JOHNSTON: I don't think so.

18           RONALD PIERINI: Okay. Do we have any --

19           SCOTT JOHNSTON: We'll answer any  
20 questions, though.

21           RONALD PIERINI: Yeah. Have any questions  
22 from the Commission?

23           ANTHONY DEMEO: I have a question. Mr.  
24 Chair, Tony DeMeo for the record. How would that  
25 have worked for the state POST academy with the



1 bridge program because wouldn't you have to like you  
2 plug in -- what you basically is you plug in the  
3 service member into certain components of the POST,  
4 you know, the POST curriculum, but then you'd be  
5 taking them out of certain areas where they -- that  
6 that would be covered.

7           Because one of the questions we had -- I  
8 mean, we run a smaller academy than the POST does in  
9 Nye County, but when we looked at it -- and I agree.  
10 I'm a veteran. I agree that, you know, giving our  
11 veterans who, you know, who volunteer to put their  
12 life on the line for defense of the country is  
13 something that we should -- you look forward to  
14 doing what we can to assist them into civilian life,  
15 you know. Vietnam vets, we had, you know, there was  
16 jobs out there. Okay. And we're not -- we don't  
17 find the same type of employment opportunities, so.

18           But, we looked at it as in putting  
19 somebody into a program, this phase of the POST of  
20 our academy, then taking them out, putting them back  
21 out on the street, then pulling them back out of the  
22 street and putting them back in the academy for  
23 these things, actually we looked at it. It was more  
24 of a fiscal -- you know, it would be some kind of a  
25 fiscal impact. We didn't -- I didn't believe it,

1 but when we started looking at it, it was more of --  
2 it would impact our academy fiscally because we'd  
3 have to then take that person out from the street  
4 again, fill that position and then put them in the  
5 academy for those components.

6           You know, there's nothing that we saw that  
7 is across the country that was something that was a  
8 little bit -- that was, you know, I mean, I hate to  
9 say this, but, plug and play?

10           MIKE SHERLOCK: Well, it's -- Mike  
11 Sherlock for POST. Yeah, it is extremely difficult  
12 in trying to compare curriculum with the military.  
13 In 2003, the marines and army changed their military  
14 police academies to try to conform more with state  
15 POST requirements, you know, nationally. And then  
16 the navy upgraded in 2005.

17           The problem is when you try to compare the  
18 components. If you look at what Arizona has had to  
19 do and Michigan also had to go in and change theirs,  
20 you know, not everybody follows the federal rules of  
21 evidence. And not, you know, -- we in Nevada don't  
22 and neither does, you know, military police. So,  
23 they are constantly trying to update and bring them  
24 their own programs to match in trying to do that.

25           It's not just subject. For instance,

1 Arizona had to add hours to search and seizure, the  
2 constitutional law, probable cause, even things like  
3 use of force, to get their program -- to try to get  
4 those military police officers up to speed for state  
5 requirements. And it's real hard to try to compare  
6 those.

7 ANTHONY DEMEO: Mr. Chairman. Let me ask  
8 you a question because we just covered that in  
9 reference to the FLETC academy in (inaudible). They  
10 do follow the same rules pretty much. If we're  
11 looking at -- we recognize that academy. They seem  
12 to be following -- the curriculum seems to be very  
13 closely to our curriculum in the state. Is that  
14 correct?

15 MIKE SHERLOCK: Are you talking about  
16 FLETC?

17 ANTHONY DEMEO: Yeah, FLETC.

18 RONALD PIERINI: I'd just like for --

19 ANTHONY DEMEO: What I'm saying, what I  
20 meant - let me get to the point, maybe the problem  
21 is that we're looking at this thing wrong. Maybe we  
22 should look at maybe FLETC academy going to the  
23 military saying this is our curriculum which is  
24 pretty much recognized in certain states would be a  
25 better fit for that type of -- for that type of a

1 program where that's recognized because that's  
2 already a proven curriculum that we have.

3           And maybe what we should be doing -- I  
4 mean, this is recommendation. Of course, maybe what  
5 we should do is FLETC to reach out to the military  
6 services and their military police program and  
7 making that program conform to that type of program  
8 since that seems to be more how we do business in  
9 the states anyway. Am I making sense with that?

10           MIKE SHERLOCK: Well, Mike Sherlock. So,  
11 if we could get FLETC to do that and work with the  
12 military, that may, you know, be an advantage to  
13 them, but --

14           ANTHONY DEMEO: But I think if the  
15 governors would be -- if the governors are behind  
16 this -- I mean, I know a lot of governors would love  
17 to see something like this, they -- you know, what  
18 it is is basically the military looking at the FLETC  
19 program and just adopting their curriculum instead  
20 of having to -- I mean, I know in the service that  
21 everybody wants to take ownership in the different  
22 processes. But if there's -- if that's the holdup  
23 and that's affecting the ability of military  
24 servicemen and women getting engaged in a law  
25 enforced curriculum, I think the military owes it to

1 their members as well to start adapted something  
2 that's a formatted, acceptable program.

3 I mean, I don't know -- I don't know -- I  
4 haven't looked at the FLETC program, but I know that  
5 we accept a lot of that and that would -- and the  
6 regulations we have in the state of Nevada. Thank  
7 you, Mike. I appreciate it.

8 RICHARD CLARK: Dick Clark for the record.  
9 I guess just for some clarification. The FLETC  
10 program that we obviously have looked at and  
11 reviewed for reciprocity, they are the same or  
12 advanced as law enforce -- basic law enforcement  
13 academy. This is separate from the military  
14 approach or military training. So, that is just the  
15 reciprocity issue that FLETC is doing.

16 I think the important thing to look at is  
17 that what is the benefit of the reduced training for  
18 the individual? More training is not bad, only if  
19 it's much more costly and time consuming and that  
20 sort of thing. But the benefit to the individual  
21 who is getting a partial academy -- partial training  
22 is that of benefit to the community, to the agency  
23 and according to the survey, not to the comfort  
24 level of the agency heads that are overseeing the  
25 liability issues of people that are transitioning.

1           I guess there's a concern that exists with  
2 what is the benefit that we're trying to give to the  
3 individual? We're going to give them less training  
4 and that's a benefit? It's not a benefit to give  
5 less training and less opportunity to train with the  
6 people in the environment that they're going to be  
7 required to work in during their career.

8           I can speak to this as from experience  
9 because I transitioned from military police many  
10 years ago into law enforcement. I would not have  
11 wanted to miss one day of training with the people I  
12 was going to be working with. To me, that would not  
13 have been a benefit to go through half of training  
14 academy in that environment.

15           It's not a detriment to an individual  
16 financially as far as law enforcement goes, because  
17 they're collecting a salary, they're not paying for  
18 training and they're not paying for their  
19 certification. And for the military people, they're  
20 also collecting their veteran's benefits while  
21 they're going through training.

22           So, I guess the main focus is where is the  
23 benefit to the individual to say you don't -- you're  
24 not going to go through the regular academy or go  
25 through training. And some of the problem is if we

1 have to wait to put those people into training,  
2 they're going to be sitting there waiting to go into  
3 a training where other people are going to be  
4 transitioning directly into the job going through  
5 training.

6           And what we found from the survey is most  
7 -- certainly, all the larger agencies, well-paying  
8 agencies in the state, are going to put them through  
9 their academy anyway. So, I guess, we're struggling  
10 for where is the benefit to the individual, to the  
11 community, to the agency to try and put together a  
12 program that's not going to be a regular academy.

13           ANTHONY DEMEO: I agree, Director Clark.

14           RICHARD CLARK: Yeah.

15           ANTHONY DEMEO: But I think that, you  
16 know, when we were -- the Commission was told to  
17 look at this from the Governor.

18           RICHARD CLARK: Right.

19           ANTHONY DEMEO: And I think it's -- you  
20 know, if we're going to find a solution for it, I  
21 think the solution is you're right. I mean, the  
22 military, the army, navy, marines, coastguard and  
23 air force all have different programs. I think that  
24 is the problem where -- because administrator -- a  
25 little bit of a discomfort level.

1           But I think that, in my opinion, we're all  
2 part of the same constitution. I mean, FLETC and  
3 the military are the same part as in the  
4 constitution. I think that if there was going to be  
5 any benefit for the future of anybody working in the  
6 military police and then maybe having -- stepping  
7 into looking at that as a future in law enforcement,  
8 I believe that it should be on the military  
9 themselves to look at a standardized curriculum and  
10 maybe in the future giving the states and giving  
11 administrators a feeling of confidence that what  
12 they're being trained in is uniform and it's already  
13 accepted as a recognized -- or recognized for  
14 reciprocity.

15           Right now, we don't have that. I mean,  
16 we're looking at it from -- when I looked at -- and  
17 I looked at the different training curriculum in the  
18 marines, air force, the navy and air force. Some is  
19 -- very, very few is different. Everything is  
20 different procedures how they're going to do  
21 something. And it didn't give me a comfort level.  
22 And, you know, -- and, of course, we're looking at  
23 the plug and play.

24           I agree that from my experience, it would  
25 be better everybody works for the same academy gets



1 the same the training. But if we're looking at from  
2 the Governor's standpoint of looking at a way of  
3 having a bridge program, I think that's the -- I  
4 think that the emphasis should be more on the  
5 military looking at a training program that's very  
6 standardized and we look at reciprocity rather than  
7 us accepting reciprocity from training programs from  
8 the different military branches and then having some  
9 kind of a comfort level with that.

10           So, I think that my opinion is that the  
11 military has to do a better job in training their  
12 people for standardized -- looking at standardized  
13 curriculum to make their engagement in law  
14 enforcement a much better and easier transition.  
15 And that's just my opinion, Director.

16           RONALD PIERINI: Thank you.

17           ANTHONY DEMEO: I understand. I  
18 understand everything you said, but we were tasked  
19 by looking at a bridge program and I think that the  
20 emphasis was on this Commission. I think the  
21 emphasis should be the other way around. I think  
22 the emphasis should be on the military looking at  
23 ways they can make a better transition for their  
24 people by accepting an already standardized training  
25 procedure which has a reciprocity component to it

1 already. And thank you so much. Thank you, Mr.  
2 Chair, for your time -- for the time.

3 RONALD PIERINI: Oh, you're welcome.

4 Anybody else who would like to make a comment? I  
5 just want to say I applaud governors throughout the  
6 USA that are trying to help the military, that those  
7 individuals are having a rough time and they want to  
8 have a job. But I don't think that what we've  
9 listened to today and what you've read about is the  
10 fact it doesn't fit for Nevada. And it's not like  
11 we're against that. It's just that it's not  
12 probable that we can accomplish the task.

13 I think one of the things that you  
14 mentioned, Mike, that was really good is the fact is  
15 that how many people would really have that academy.  
16 Could they attend it? Would it fit their whole time  
17 period? And then I think one of the biggest things  
18 is that the two community colleges allow that and  
19 they do have the ability to use the monies from the  
20 federal government to go forward with. So, I think  
21 that it's all there for them.

22 And probably one of the most important  
23 things is that you have the sheriffs and chiefs in  
24 the state of Nevada saying I don't care what they do  
25 there, we're still going to send them to the academy

1 to be part of what our organization wants and what  
2 we want as a training that's necessary for them to  
3 do their job.

4           So, I guess what I'm looking is that I  
5 think I appreciate the job that staff did, they did  
6 a lot of hard work on that and I think that it's  
7 very realistic what you're suggesting.

8           So, I'm asking anybody from the public if  
9 there's anyone here that would like to make a  
10 comment. Looks like Kenny Furlong is.

11           UNIDENTIFIED MALE SPEAKER: Morning,  
12 Sheriff.

13           KENNY FURLONG: Hey, how are you doing?  
14 For the record, Sheriff Kenny Furlong, Carson City.  
15 Topic near and dear to my heart. And I do want to  
16 give you just a little bit of background real brief  
17 because I did graduate from the military after a 20-  
18 year career. And I came out of the military with  
19 certain perspectives, things that I believed that  
20 Nevada should honor and they were somewhat contrary  
21 to what I was being challenged with.

22           Beautiful, Mike, presentation. I could  
23 not agree with you more. I entered the military in  
24 1978 and I became a security policeman. I fit that  
25 target thing. Shortly thereafter, I -- well, I went

1 through the boot camp, went through the academy back  
2 in 1978. I'm dating myself, I guess. By midpoint  
3 in my career, I changed my career field, if you  
4 will, and went to the Air Force Office, Special  
5 Investigations. Went to another academy. And  
6 before finishing up, I attended another advanced  
7 academy for law enforcement.

8           And I came out with this -- of the  
9 military in -- what '98, whatever. I think I'm  
10 getting my dates all screwed up, but that's okay. I  
11 didn't feel like I was -- that my past was being  
12 acknowledged. Okay. But I was fortunate. Parole  
13 and Probation picked me up and sent me to the  
14 academy.

15           And Mr. Clark, I could not agree with you  
16 more. I would not give up a single day that the  
17 academy gave to me. And that's not because Parole  
18 and Probation was paying me, it's because of the  
19 value of the training for the officers that we have  
20 here in this state. And I think it's okay to say,  
21 yes, we understand the bridge program, but we are  
22 accommodating all of those in tents currently today.  
23 We are putting these folks through POST and in many  
24 cases paying for their salaries and taking care of  
25 their families and their needs along that path.

1           Conversely, you have the opportunity in  
2 several places here in the state to use those GI  
3 benefits, go to school, such as the POST academy at  
4 Western Nevada Community College, where you can  
5 prepare yourself for your career on your own and  
6 raise yourself in that probability of being  
7 employed, making yourself a better candidate.

8           But the military does not operate the same  
9 as the civilians do and we have to acknowledge that.  
10 That is absolutely critical. The reason I said I  
11 came in the military as a security policeman up  
12 front was because, yes, by name, it fits, but at the  
13 time that I came in, the security policeman was a  
14 combat force. He was not a law enforcement force.  
15 And so the challenge -- and this is why I applaud  
16 your research for very, very well, the challenge is  
17 what is a security -- or what is a policeman in the  
18 military?

19           Certainly, they don't always do the same  
20 things that we do, have the same standards of  
21 performance, have the same education, but they have  
22 those opportunities. And the military is  
23 progressing and Mr. Clark has been gracious enough  
24 to get me to see the FLETC environment. And I see  
25 that progress being made. But for us to lower our

1 standards is to take away opportunities from the  
2 military.

3 I honestly believe we are a leader here.  
4 I did not believe it and I did not feel it coming  
5 out of the military. Okay. I strongly support what  
6 this Commission is doing today.

7 RONALD PIERINI: Can I ask you a question?

8 KENNY FURLONG: Sure.

9 RONALD PIERINI: Kenny, I -- if an  
10 applicant from the military that is now -- did their  
11 four years or whatever and they went through all  
12 this stuff, what would your position be as far as  
13 the possibility of hiring that person versus  
14 somebody that didn't have that background?

15 KENNY FURLONG: We would look very, very  
16 strongly at the person. I understand that I may  
17 look very favorably upon a veteran and I think that  
18 most agencies do. And that's not unique to law  
19 enforcement. Most agencies do. We have this very  
20 strong preference for our veterans. But the  
21 individual must still sell himself. Because you sat  
22 in an occupation does not qualify you to perform the  
23 job. It's certainly admirable that you have this  
24 background. But --

25 RONALD PIERINI: I think it would be fair,

1 too, Kenny -- if I can interrupt for a second. One  
2 of the things that you do is that you look at their  
3 past. One of the things that we certainly look at  
4 is the military background does help us out as an  
5 organization. Why? You have leadership. They  
6 understand a lot of things that maybe if somebody  
7 didn't have those kinds of activities. I think  
8 we've got a good product there for the most part.

9 KENNY FURLONG: I think we have an  
10 excellent product in this state.

11 RONALD PIERINI: I just want to be on the  
12 record with that, Kenny, because I think that we're  
13 moving towards this and then the reasons why. And I  
14 appreciate you doing that.

15 KENNY FURLONG: And I would close this --  
16 my comments down with this, because it did strike my  
17 mind as you all were speaking. To sit back and say  
18 we're wanting a bridge program for this specific  
19 group of people and maybe we can identify a specific  
20 group of people and I emphasize maybe, because I  
21 don't think that that is a true statement. I don't  
22 think that you can.

23 And so, we're going to get them fast  
24 tracked into an abbreviated program. Are you going  
25 to ask, does that, as a sheriff -- should I say,

1 well, then he doesn't have to go through our field  
2 training program because, obviously, he's military.  
3 That makes zero sense.

4           So, if you exaggerate the challenge out to  
5 a full-status law enforcement officer operating in  
6 this state, if you exaggerate it out, it becomes  
7 ridiculous. I would never field an officer without  
8 going through our full program. And so the  
9 entitlement -- and I'm glad you hit on that -- the  
10 entitlement of that training, this is an entitlement  
11 and would not short it, whatsoever. I think that we  
12 have a model program, though I did feel differently  
13 coming out of the military.

14           RONALD PIERINI: Thank you, sir.

15           ANTHONY DEMEO: Mr. Chair, may I ask you -  
16 -

17           KENNY FURLONG: Sure.

18           ANTHONY DEMEO: And it was -- something I  
19 was going bring up before is that -- and you brought  
20 it out, Sheriff, the fact that you had this training  
21 and then you figured that it had to have some kind  
22 of an impact during the training as you were going  
23 to go into that same field, law enforcement, and,  
24 basically, found out it was -- didn't mean anything.  
25 How did you feel about that?



1                   KENNY FURLONG:  You know, I was very  
2  frustrated then because my -- for the most part of  
3  my career, I was a major crimes investigator in the  
4  military and major crimes was no different than --  
5  as a matter of fact, it prepped me very well for  
6  working out at NDI for awhile.  Major crimes was my  
7  forte, narcotics investigations, things of the such.  
8  I felt insulted, but I'm standing before and I would  
9  publicly say this, that's an immature statement  
10 based on lack of knowledge of what our training  
11 programs do, not only for our civilians, but for the  
12 officers themselves.

13                   I look in this organization and Sharon  
14 Daniels, she's sitting in the back, she does our  
15 work here, I look at that experience and I look at  
16 that training and that tenure to serve the public.  
17 The highest quality officer we can put in front of  
18 the public is what is absolutely critical.  And you  
19 cannot, in this economy and I'm dating it back many,  
20 many years, all of our organizations have suffered  
21 through it, in this economy the one thing you cannot  
22 short is training for any reason.

23                   ANTHONY DEMEO:  All right.  That's the --  
24 and Sheriff Tony DeMeo for the record.  And that's  
25 the -- that's what we're faced with because we have

1 somebody that comes to the police department and  
2 saying I got this military police background and  
3 then we have to come back and say, yeah, but it  
4 doesn't mean anything. Well, we don't say it in  
5 those terms, but you always see that frustration,  
6 the look of disappoint, that they were working in a  
7 field for the military and then, all of a sudden,  
8 realizing that all the investment they made in that  
9 career -- because you know yourself, that's tough.  
10 It's tough in regular law enforcement being in the  
11 military and engaged in military policing and all  
12 that.

13           So, I mean, that's the -- that's why I  
14 wondered how you handled it because that's pretty  
15 much what we face when we deal with somebody that  
16 has the experience and training --

17           KENNY FURLONG: Yeah.

18           ANTHONY DEMEO: -- that the disappointment  
19 or the frustration that what they invested in and  
20 then in the long run doesn't really mean anything.  
21 And I think that --

22           KENNY FURLONG: Well.

23           ANTHONY DEMEO: Yeah.

24           KENNY FURLONG: In hindsight, it means a  
25 lot. It means a lot.

1 ANTHONY DEMEO: Yeah.

2 KENNY FURLONG: That is -- that's  
3 experience that I'm investing in a potential  
4 employee. That's experience that I can count on.  
5 That's training that he has in his pocket. Those  
6 are all great things. But if -- I got to go back to  
7 it.

8 I agree with Mr. Clark so much that I  
9 stand here a little embarrassed about my attitude  
10 coming out of the military. I would not have given  
11 up a single hour of the training that I received.  
12 And the only difference that Parole and Probation  
13 made for me was the environmental training. POST  
14 offers a very regimented basic training style of  
15 you're going to do the physical part and so on and  
16 so forth.

17 But in this state, we also offer the  
18 environment of our colleges. And I recall the  
19 gentleman who was hiring me saying, you know, we're  
20 confident you can run and jump and get up at six  
21 o'clock in the morning and make your bed. Okay?  
22 But do you have the training to be a police officer  
23 on the streets in the state of Nevada?

24 ANTHONY DEMEO: Thank you for your  
25 insight, Sheriff. Appreciate it.

1 RONALD PIERINI: Thank you, Kenny.

2 KENNY FURLONG: Thank you.

3 ANTHONY DEMEO: Thank you.

4 RONALD PIERINI: Anyone else out in the  
5 public who'd like to make a comment?

6 RICHARD CLARK: Mr. Chairman?

7 RONALD PIERINI: Yes, Dick.

8 RICHARD CLARK: Yeah. Mr. Chairman, Dick  
9 Clark for the record. Just to make a quick comment  
10 about the desire to try and give respect for and  
11 some sort of recognition for the expertise and the  
12 extensive training that some folks might have in the  
13 military police.

14 You know, at the pleasure of the  
15 Commission, there are some things that staff has  
16 also kind of looked at that are separate from the  
17 basic training aspect, but looking more at the  
18 potential of maybe accelerating the opportunity to  
19 accumulate professional certifications based on  
20 giving credit to people in military police for their  
21 training. And those sort of things we could look at  
22 as a benefit to recognize the extensive experience  
23 and training that they've had, but that would be  
24 separate from the basic environment. That would be  
25 more maybe accelerating their opportunity to

1 accumulate the professional certificates by maybe  
2 reducing the time limit based on their training and  
3 experience in the military.

4 RONALD PIERINI: Okay. Any other  
5 comments? Seeing none, we have to make a motion.  
6 And what I'm suggesting is whoever is going to make  
7 the motion, if you agree with this, is that we  
8 accept the information that POST staff has put  
9 together to submit that, then to the Governor.

10 RICHARD CLARK: Mr. Chair, I think it  
11 probably would be better if I tried to clarify that  
12 the staff has prepared a memorandum --

13 RONALD PIERINI: Right.

14 RICHARD CLARK: -- and the Commission  
15 should be aware that that is the document that we're  
16 looking to submit that we could modify it if the  
17 Commission wants to, but that's -- that is the  
18 document that we're looking to forward to the  
19 Governor's Office.

20 RONALD PIERINI: Yeah.

21 RICHARD CLARK: And it reflects the  
22 presentation of the staff.

23 RONALD PIERINI: Right. And I think  
24 that's why I was trying to say, if I was not clear,  
25 is that if we accept this or not. So, I am looking

1 for a motion.

2           DARIN BAALAM: Darin Baalam, for the  
3 record. I'll make a motion that we accept the  
4 memorandum from the staff of POST to send it to the  
5 Governor.

6           RONALD PIERINI: Okay. Thank you. Do I  
7 have a second?

8           DAN WATTS: Dan Watts. Second.

9           RONALD PIERINI: Thank you, Dan. Any  
10 other discussion? All in favor?

11           COMMISSIONERS: Aye.

12           RONALD PIERINI: Anybody opposed? Okay.  
13 So carried. Thank you. All right. We're going to  
14 go onto Number 6 and it's discussion, public  
15 comment, and for possible action. The Commission  
16 will discuss, receive public comment and possibly  
17 take action to establish the recruitment, vetting  
18 and selection process to be used for the appointment  
19 of a new Executive Director of the Commission  
20 pursuant to the requirements NRS 289.520 which  
21 provides the Commission to appoint an Executive  
22 Director by a majority vote of the Commission. So,  
23 I'm going to turn this over to Mr. Jensen.

24           MICHAEL JENSEN: Thank you, Mr. Chairman.  
25 I guess I can start the initial discussion on this.

1 A couple of things in regard to this particular  
2 agenda item that I think are important is that the  
3 Commission today is going to be looking at a couple  
4 of things.

5           The first is that any process put in place  
6 has to comply with the open meeting law, which has  
7 some restrictions on the ability to do the  
8 recruitment and selection process that you should  
9 probably be aware of. Part of that is if the  
10 Commission were to establish any kind of a what  
11 could be termed a subcommittee to do the vetting  
12 process of potential applicants, that would be  
13 subject the open meeting law, which would mean that  
14 if there was a group selected by the Commission to  
15 do that, that they would have to agendize and do  
16 that vetting process in a public forum.

17           With that in mind, I've been able to  
18 contact a number of different folks who deal with  
19 open meeting law issues and selection for boards and  
20 commissions. And a piece of the advice that was  
21 given or recommendation that I got from them was  
22 that in doing the selection and vetting process, it  
23 makes sense if you have the ability to use a  
24 independent entity or some group that is not  
25 selected as a subcommittee to kind of do the

1 recruitment and in the vetting process.

2           Specifically, if the Commission wanted to  
3 have individuals who were subject matter experts to  
4 do the vetting of resumes that came in for that  
5 position, one of the ways to deal with the open  
6 meeting law issue would be to have that independent  
7 entity and consultation with subject matter experts  
8 who could be selected in consultation with a member  
9 of the Commission, the chairperson, however you  
10 decided.

11           Or they could get together and do the  
12 initial vetting of the resumes and then bring a  
13 certain number of resumes to the Commission for what  
14 has to be done in public, which is the interviewing  
15 of those last candidates and the deliberations in  
16 the selection process at that stage has to be a  
17 public meeting.

18           And so, my understanding with that kind of  
19 a structure in mind that the Human Resource Division  
20 for the State of Nevada has been asked to come and  
21 maybe talk about a way that that process could work  
22 through an independent entity.

23           RONALD PIERINI: And if we could have HR  
24 people come on up, that'd be great.

25           PETER LONG: Good morning. My name is



1 Peter Long. I'm the Deputy Administrator in the  
2 Division of Human Resource Management and we can  
3 conduct the recruitment for the Commission. We can  
4 accept the applications based on the instructions  
5 that you give as to -- you know. We've prepared  
6 some template or draft job announcements for your  
7 review. And we've kind of just threw a kitchen sink  
8 there, as far as minimum qualifications and that  
9 kind of thing, so we were hoping that you could pick  
10 and choose what you did or didn't want or need.

11 But we could accept the applications and  
12 then with the help of the Commission, if we could  
13 work with some subject matter experts to evaluate  
14 the applications and kind of rank and determine how  
15 many, you know, which ones would be forwarded for  
16 the open meeting, whether it'd be five or ten or  
17 whatever number you want to consider. That's what  
18 we would be happy to do.

19 RONALD PIERINI: If I could, Peter, for a  
20 second, I'm going to first thank you very much for  
21 all your hard work on that so far. We appreciate  
22 that.

23 PETER LONG: You're more than welcome.

24 RONALD PIERINI: And you certainly have  
25 the experience to do so. But I also want to say to

1 the public out here, if anybody would like to have a  
2 copy of this, we have that here, if you wish to  
3 have. We can -- maybe Sharon or somebody can make  
4 some copies if we needed that. Is there anybody who  
5 would like a copy of the actual job announcement?  
6 Okay. So, anyway, it is available if you wish. I'm  
7 sorry, Peter, is there anything else you'd like to  
8 mention? I think one of things -- the Commissioners  
9 have this in hand and, you know, I think some of the  
10 things that we're looking at, so I can talk maybe  
11 out of turn a little bit, is that Dick Clark will be  
12 leaving the end of October. And that means then  
13 because of financial issues dealing with POST is  
14 that we probably won't be able to select somebody  
15 somewhere in or about March. So, we've got a lot of  
16 time to do this, but we need to move forward.

17           Some of the questions that I want you to  
18 think about a little bit is not only with the topic  
19 that we have here or this piece of paper explaining  
20 what maybe the credentials these people have to have  
21 to submit that application is that we have to look  
22 at that do we go just in the state of Nevada or do  
23 we go nationwide for one? Do we look at all of  
24 these different minimum qualifications? Do they  
25 need to be adjusted? Should they be tougher or

1 less?

2 I think one of the things that we would  
3 like to do is just what we had mentioned is those  
4 applications come in, how much time do we really  
5 give somebody to submit that application? I  
6 personally think that 30 days is probably enough.  
7 If that's true, then, at that point, what do we with  
8 all those applications, as Peter had mentioned?

9 I would like to see at least is that we  
10 select the subject matter experts and, if you wish,  
11 I would work with them and they would bless that if  
12 those are the three that we select. I think it'd be  
13 better than having the Commissioners doing this.  
14 And we would look at people that maybe have been  
15 past Commissioners that have a lot of experience in  
16 this particular issue and then select maybe five or  
17 ten or three or four. Just whatever we wish that  
18 they really feel that would be to doing that.

19 The other things I want you to think about  
20 a little bit is that fact is that will we worry  
21 about background checks? I think that once we look  
22 at maybe a X amount of applicants that we think that  
23 would -- or they would be up against, saying that  
24 this would be a good number, I think we ought to ask  
25 DPS and Mr. Wright would -- Director Wright would

1 maybe allow us to do that, is to do a simple  
2 background on it and not a real in-depth, at least-  
3 wise we're looking at that we have five here look  
4 good on the surface, they look good as far as their  
5 background. And then once we as Commissioners then  
6 interview maybe one or two of them, if we could  
7 narrow it even more it would be easier, then at that  
8 point what we do is ask Mr. Wright again to do an  
9 in-depth investigation.

10           The question then comes down to is that  
11 this director is not a peace officer. The question  
12 to the HR folks, Peter, is I don't know to what we  
13 can look into their background, because it doesn't  
14 follow 289, 288, so -- under NRS. So, you know, how  
15 far do we go? That's something we can spend time  
16 with and we can look at in the future because, in  
17 theory, being redundant a little bit, if we could  
18 get this thing posted by the 1st of October, then in  
19 November we have 30 days for somebody to do that.

20           Then we have another month with the  
21 experts that are selected to look at that for  
22 another 30 days. At that point, in January, we  
23 would probably have to have a POST meeting to  
24 solidify what we're doing. What kind of grounds do  
25 we want to have? What is the guidelines? How are

1 we going to select? How are we going to do the  
2 backgrounds? Have we selected the right people?  
3 And what kind of questions are we going to ask these  
4 people when they're in front of here, not only from  
5 the public giving that kind of a question, but it  
6 would be us?

7           So, we're looking at somewhere in January  
8 as maybe selecting or we have the background thing,  
9 too. So, probably more realistically, it would  
10 probably be in February that we would then select  
11 somebody and then give them enough notice that they  
12 could leave their position, wherever they may be at,  
13 and then in March would fit with the finances.

14           So, that's what we're kind of looking at  
15 or at leastwise in my -- my feeling is that I think  
16 that's our schedule. And I hope that if you wish  
17 that we could do this subject matter experts, so we  
18 could move forward with this if you would give me  
19 that authority. Along more importantly is with HR  
20 solidifying that these are the experts that we wish  
21 to have, then we don't have to have to worry about  
22 the open meeting law and we can go forward with it  
23 and we can start moving with this.

24           So, I'm suggesting that. It's up to you  
25 to make that kind of decision. So, I asked the

1 Commissioners today if you look at this thing.  
2 Again, this job announcement I think is pretty good.  
3 One of the questions, for example, that I may have  
4 is in the minimum qualifications, we have how many  
5 years experienced in executive level management or  
6 administration and law enforcement. I mean, how  
7 many years do you want somebody as a peace officer,  
8 which I think would fit pretty well as a director  
9 because they can't relate to the same thing.

10 I mean, we have been blessed with Mr.  
11 Clark who has been in law enforcement for a long  
12 time. He understands what administrators want, what  
13 they need to have, what the good and bad is. I  
14 mean, those are the things that because of past  
15 history that he has, allows us to carry on the way  
16 we do. So, some of these things here what I'm  
17 asking for is if there's something in here that you  
18 would like to have changed or added, this is maybe  
19 an opportunity to give Peter and his staff, where do  
20 they go. So, does anybody have any suggestions?  
21 And maybe -- I don't know.

22 TROY TANNER: Troy Tanner. I'd like to  
23 make a comment. Just -- I'd like to see a lot of  
24 what you said. Have three prior Commissioners look  
25 at the applications and whittle it down to five and

1 maybe have the five -- I don't know if this is  
2 feasible or not, but have our attorney maybe can  
3 say, is have the five top applicants sent to us so  
4 we can do a point system. We just did this with the  
5 fire chief. He's a civilian for our city.

6           They put me in charge of it and we  
7 basically did the top five and then we had a point  
8 system for our city council, so we each put one to  
9 five, whatever the point might be, one to ten, one  
10 to five, whatever, grade them with points and then  
11 turn that back into whoever we designate to turn it  
12 back into. And then those top applicants, they can  
13 sign a release. There's a paper in place where they  
14 did a release on the civilian and we filled out, you  
15 know, a background, whether it's a civilian or a  
16 peace officer. It's easier on a peace officer, but  
17 either way, they did a release on the top two to do  
18 -- if those are the two top candidates, why do five  
19 and waste their time? I'm sure DPS has better  
20 things to do. It would make sense if they did the  
21 background, since it's a state employment.

22           So, all those points are good, but I think  
23 we should have an option as Commissioners to do a  
24 point one through five and not discuss those people  
25 in the open public. You know, their information and

1 so on, I don't think that would be right. So, I  
2 think it would be good if we just did a point system  
3 and turned it back into whoever we designated.

4 ANTHONY DEMEO: And, Mr. Chair, I have a  
5 question for HR. And I agree, Mr. Chairman, I agree  
6 those are steps that should take place. The  
7 question I have is in the preamble, I guess that  
8 would be is the -- it basically says in the first  
9 paragraph there, "Qualified candidates should submit  
10 resumes first full details on how -- are below.  
11 Resumes will be accepted until the position is  
12 filled and will be accepted on a first-come, first-  
13 serve, basis. Hiring may occur at anytime during  
14 the recruitment process?"

15 All your steps, if -- I -- would this  
16 cause a problem because those steps are there and  
17 what I'm saying is that if we get a candidate from  
18 the get-go that seems to be pretty good, we'll just  
19 take that person and then forego every -- all the  
20 other steps that were going to take place. Would  
21 that cause a conflict?

22 PETER LONG: Well, I -- this was just some  
23 standard rules we put in there.

24 ANTHONY DEMEO: Oh, okay. All right.

25 PETER LONG: So, that -- again, that's



1 totally up to you if you want to do it that way or  
2 if you want to have the 30-day, you know,  
3 recruitment period, that's -- again, we just put  
4 something for you to work on.

5 ANTHONY DEMEO: Oh, I apologize. Because  
6 when I saw this and if this is going to out like  
7 that and then we're going to have this process that  
8 he's saying and all of a sudden -- because this  
9 gives the Commission -- say, oh, we'll just take  
10 this guy or this woman, you know. A guy, I mean,  
11 from -- it's everyone. Then -- and the other  
12 question is, could you actually do a fiscal, a  
13 financial background on these individuals, would you  
14 do --

15 PETER LONG: We would not do the  
16 background check, no.

17 ANTHONY DEMEO: There you go. Okay. All  
18 right. I don't know if that's a possibility with a  
19 position. Because I know under 288, they don't fall  
20 in the same -- this would not be a position that  
21 would fall under the same requirement as 288.

22 RONALD PIERINI: They don't fall under  
23 that, yeah, the NRS. But like I mentioned before is  
24 that Director Wright said he would do that, so that  
25 would be a good way to (inaudible).

1                   ANTHONY DEMEO:  And the only reason I  
2  asked that question, I didn't know if this is the  
3  one going out and then we're going to do all these  
4  steps.  I'd rather have all those steps that were  
5  mentioned by the Chair and I agree with him being  
6  part of that basic requirement that this is the way  
7  you're going to go through them.

8                   MICHAEL JENSEN:  Mr. Chairman.  Mike  
9  Jensen for the record.  Just to input a little bit  
10 of a legal piece into this.  And in terms of when it  
11 comes -- when you're at a point where a certain  
12 number of applicants are ready to come to the  
13 Commission, I don't believe it would be appropriate  
14 to have the Commission do scoring individually or  
15 anything like that because you're essentially  
16 deliberating kind of towards a decision.  Those  
17 kinds of things really ought to be happening in  
18 public.

19                   I know it's uncomfortable and unusual to  
20 do that interview process in public, but that --  
21 because you're a public body, that piece of the  
22 process really needs to happen in public.  I think  
23 the way that I, in talking with some of the folks  
24 who have done this on the state level with boards  
25 and commissions that they did it, was there was a

1 set of questions that were developed for the open  
2 meeting that each applicant would have to answer and  
3 you could set up whether you wanted to do scoring on  
4 those or how you wanted to do that.

5           But the process itself when it finally  
6 comes to you guys, it's important that that happens  
7 in public. That's why when it comes to selecting  
8 subject matter experts as well, it's important that  
9 you not -- that if the Commission selects people,  
10 then you've probably created a subcommittee. And so  
11 in order to avoid that process, that's where you  
12 would have to -- one of the things you could do is  
13 have a member like the Chairman who's selected to  
14 work in consultation with HR to come up with that  
15 group of subject matter experts without identifying  
16 those folks, because that's where you run into the  
17 problem with the open meeting law.

18           TROY TANNER: Troy Tanner. I want to  
19 clarify one thing. So, could HR screen the top five  
20 people and then send them to us and we can openly  
21 ask some questions and score them and turn the score  
22 cards in, if we wanted to do a scorecard kind of  
23 system, like make notes and send that back to them,  
24 if it's open?

25           MICHAEL JENSEN: So, you would receive the

1 top five out of their group --

2 TROY TANNER: Yeah.

3 MICHAEL JENSEN: -- and do individually as  
4 board members?

5 TROY TANNER: Yeah, or groups of three  
6 like our counsel does. Only would be so many that  
7 were in front of all of us like you said in the  
8 public forum ask them the questions and then we  
9 score whatever we score and then give that back to  
10 HR, to add those points up. Is that something  
11 that's feasible?

12 MICHAEL JENSEN: I think if it was just  
13 adding points up that where it wasn't them taking on  
14 the deliberation process --

15 TROY TANNER: Uh-huh (affirmative).

16 MICHAEL JENSEN: -- that would be  
17 acceptable, I believe.

18 PETER LONG: I guess I would just point  
19 out that typically the points would be -- in our  
20 process would be to determine who the top five or  
21 top ten are. If you want to limit yourself to  
22 hiring the person who scored the highest, sometimes  
23 that's good, sometimes it isn't. It depends on what  
24 your questions are, what your criteria is. So, I  
25 guess my recommendation would be that you -- the

1 group of subject matter experts could forward to you  
2 and my suggestion would be a list of those they deem  
3 most qualified and not put a number on it.

4           Because if you say five and then it's  
5 actually two that are just really close and they  
6 have to decide, you may be limiting yourself. Or if  
7 they have maybe two that they deem most qualified  
8 and then you could ask the questions and then  
9 informally rank them based on whatever criteria you  
10 had and then have, you know, your discussion.  
11 Because, you know, you may rank someone number four,  
12 you may give him three points and then, you know, as  
13 a consensus, you decide who's the best rather than  
14 just hiring based on who scored the highest points  
15 that might be better.

16           RONALD PIERINI: Okay. So, at this point,  
17 what I'd like to see is that -- I don't know, Mr.  
18 Jensen, if I could ask you this question, is do we  
19 want to have this job announcement -- maybe  
20 suggestions from the Commissioners that say that  
21 there's other points that they want to have more  
22 time to talk about, what they should be adding on  
23 this thing or should they change or do you want to  
24 give anything else that you would like to have  
25 listed on here or change now and then I can, if it

1 would be all right, I could work with Peter and  
2 staff and we could say that we've got these changes  
3 and then we could start following out, at least  
4 sending away or advertising the job announcements?

5           What is your pleasure about it or  
6 discussion at leastwise what you want to do at this  
7 point? Do you need more time to do this? In other  
8 words, what I'm saying is do you want to suggest  
9 some things that you consented directly to me, if  
10 you wish? I'm not trying to take the power of this.  
11 What I'm trying to do is to get this thing to work  
12 and to make sure that we can fall within the  
13 guidelines of time periods. And what I'm thinking  
14 is that if you want to think about this, then submit  
15 them to me and then I can meet with HR and we can  
16 redo some of the things that maybe you don't feel  
17 comfortable with. If you want that, we can do that.

18           You know, somebody hasn't brought up the  
19 fact about nationwide. I personally think that  
20 nationwide ought to be solicited because of the PERS  
21 issue that we have here in Nevada. Somebody that's  
22 already retired that would be very, very good at  
23 doing this, then has to maybe -- why would he start  
24 a new job without having his retirement come in?  
25 Does that make sense? So, you know, that's why I

1 want to see it across the United States, because I  
2 think there's a lot of people that could do a really  
3 good job and that's what I'm thinking.

4 GARY SCHOFIELD: Chairman? Can you hear  
5 me?

6 RONALD PIERINI: Sir, go ahead.

7 GARY SCHOFIELD: Gary Schofield for the  
8 record. Chairman, I think that your point  
9 concerning having a little bit of time to evaluate  
10 what's been put together so far and my concern is  
11 from afar sitting on a telephone is, and I apologize  
12 for that, is making sure that we get the best  
13 applicant that will be the best director for the  
14 entire state of Nevada long after most of us are off  
15 these positions.

16 Because if we look at the honorable  
17 service of Mr. Clark, he's been there for an  
18 extended period of time. I've seen a lot of  
19 Commissioners come and go, but it's very important  
20 for that position to continue moving our profession  
21 and our standards within the state of Nevada  
22 forward. And I don't know how you can do that. I  
23 agree with you without taking a look at nationwide  
24 figure out who would be the best applicants that  
25 come in. I'm not comfortable with scoring anything

1 right now without taking a look at how that would be  
2 done. And as far as a - subject matter experts, who  
3 would those people be? Would it be all  
4 Commissioners or would it be the Chairman and, you  
5 know, we got to make sure that we're doing this out  
6 in the open as much as possible.

7 RONALD PIERINI: I appreciate that, Gary,  
8 but I think I want to do is that -- select -- look  
9 at some of the past individuals that spent some time  
10 not only in law enforcement but as Commissioners and  
11 try to select them and not I be part of that  
12 process. And that's why --

13 GARY SCHOFIELD: I agree with that too.

14 RONALD PIERINI: And so, you know, --

15 GARY SCHOFIELD: Just, you know, making  
16 sure that we figure out a way that -- that the best  
17 applicants come forward because I know some people  
18 have already expressed, well, wait a minute, I'm  
19 retired Nevada law enforcement, how does that affect  
20 my PERS. And I can't even answer that question  
21 because I have no knowledge what would happen on  
22 that anyway.

23 RONALD PIERINI: What do you think then as  
24 Commissioners in whole is do you want us to go on  
25 what I had mentioned about what may be the time



1 periods that we're trying to do? Secondly, is what  
2 I think --

3 GARY SCHOFIELD: I --

4 RONALD PIERINI: -- I think I'm hearing at  
5 least -- I'm sorry. Did you want to make a comment?

6 GARY SCHOFIELD: No, I agree with that,  
7 Mr. Chairman.

8 RONALD PIERINI: And then what I'm saying  
9 is also is that do you want to submit to me directly  
10 and then I will share that with HR to look at that  
11 job announcement and see what kind of things that  
12 you didn't like or liked and I would ask --

13 GARY SCHOFIELD: I think that is a smart  
14 way to go. You know, without being able to have the  
15 document digested over a period of time and then  
16 send comments back to you, I have full confidence  
17 that you can take a look at all the comments from  
18 the different Commissioners to make sure that what  
19 the essence is, what we're looking forward, goes  
20 forward to the HR Department at the State.

21 RONALD PIERINI: Okay. Thank you.

22 MICHAEL JENSEN: Mr. Chairman. Mike  
23 Jensen. I again have to jump in on the open meeting  
24 law side, I think. Having the different members of  
25 the Commission sending on comments on what the

1 position announcement is supposed to look like,  
2 potentially, without having the Commission  
3 deliberate and vote on that in public could be a  
4 problem. And so, it may be, from what I'm hearing,  
5 that you're going to need to have another meeting  
6 here in the near future to solidify these things.

7 RONALD PIERINI: Okay. With that in mind  
8 then -- don't you love the NRSs and what they make  
9 us do sometimes? But, regardless of that, I  
10 certainly don't want to be in trouble. I know you  
11 don't either. So, what I'm suggesting is then is  
12 that maybe for those who can attend here again, we  
13 can do it be phone, we can whatever is the easiest  
14 way to go. If Kenny doesn't have the space here, we  
15 can do it at the POST Commission meeting location.  
16 And, Scott, what would you take as far as a posting  
17 that -- and having another -- just a meeting just  
18 dealing with this particular issue?

19 SCOTT JOHNSTON: I would ask legal if that  
20 would fit the three-day or the 30-day notice.

21 MICHAEL JENSEN: Now, for purposes of an  
22 agenda, it's just three working days' notice is all  
23 you need to hold a meeting.

24 RONALD PIERINI: Okay, Mike. Well, maybe  
25 what we could do is we're looking at right now is

1 the 17th of September. Would it fair enough for you  
2 folks at the end of this month that we could do  
3 that? And we could, again, do it by phone. I'd  
4 hate to see you travel all the way here for a five-  
5 minute or a ten-minute or even an hour talk. So, I  
6 will leave that up to Scott and to Dick Clark to  
7 pick a point and a time and we'll see what we can do  
8 on that end. Is that fair enough?

9 GARY SCHOFIELD: That's fair.

10 RICHARD CLARK: Mr. Chairman?

11 RONALD PIERINI: Sorry.

12 RICHARD CLARK: Dick Clark for the record.

13 Just a couple of quick things. One, the  
14 announcement that you have in front of you, there's  
15 actually two of them. There's two different  
16 versions. You can tell the difference to start off  
17 with when you go down to the second paragraph under  
18 where it says position. The second line, one of  
19 them will say Nevada Peace Officers' Standards and  
20 Training Academy and the other one says Nevada Peace  
21 Officers' Standards and Training Commission and  
22 there's more verbiage there that lends itself more  
23 to the regulatory aspect of the position. The only  
24 other thing I was -- mention is that through  
25 IADLEST, as soon as the announcement is ready and

1 you decide what you want to do with that, we can put  
2 that put out to IADLEST, which will go to all the  
3 POST organizations in the United States, 700 law  
4 enforcement academies and over 1,600 training and  
5 executives in -- for training management in the  
6 country. So, when you -- that -- we will be able to  
7 put that out nationally through IADLEST.

8 GARY SCHOFIELD: Great.

9 RONALD PIERINI: Yeah -- I'm sorry. I  
10 just want to again to be redundant on this thing  
11 dealing with the position is that we do have to have  
12 regulations listed in there. It's not just the  
13 training officer issue, it's doing the whole  
14 Commission of what Dick Clark does, so that has to  
15 be revised. So, I think what -- I don't know what  
16 else to offer at this point. But what I do think  
17 is, Mike, is that maybe do we need to even do a --  
18 some kind of a motion on this or do we -- I think  
19 we've discussed that. I think that's good and it  
20 goes away. Is there anything else, Peter, that you  
21 folks would like to bring up?

22 PETER LONG: Just for your consideration  
23 since you're going to be looking at the entire  
24 announcement. We threw, like I said, anything and  
25 everything in here as possible experience because we

1 didn't know. So, obviously, feel free to strike,  
2 add, and some of it may be encompassed in with, you  
3 know, if you have experience in executive level and  
4 management or administration, it may be redundant to  
5 say some of these things. It can be inferred that  
6 if you've a manager, you've done this. And so, if  
7 you're too specific and they don't include it in  
8 their resume, you - the screeners may screen them  
9 out because they haven't specifically said I have  
10 contract administration whereas executive level  
11 management, that may -- they may have that  
12 automatically.

13                 RONALD PIERINI: Thank you. All right.  
14 I'm going to ask to the public. Is there anybody  
15 who would like to make a comment on this particular  
16 one? All right. Thank you again for your hard  
17 work.

18                 PETER LONG: Thank you.

19                 RONALD PIERINI: Both of you. I  
20 appreciate it and we'll try to make our schedule. I  
21 think the first thing that we need to do, make sure  
22 you're available.

23                 PETER LONG: Okay. One of us will be.

24                 RONALD PIERINI: And then we'll reach out  
25 to the Commissioners and we'll get this going.

1 Okay? Thank you very much.

2 PETER LONG: Thank you.

3 UNIDENTIFIED MALE SPEAKER: Thank you.

4 UNIDENTIFIED MALE SPEAKER: Thank you.

5 RONALD PIERINI: And now we're going to go  
6 onto Number 7. This is discussion, public comment  
7 and for possible action. The Commission will  
8 discuss, receive public comment and possibly take  
9 action on recognition of model canine handler  
10 guidelines developed by the state canine working  
11 group. Mr. Turner?

12 BOE TURNER: Hello. Boe Turner from POST.  
13 Before you in your booklets, you should have a  
14 document titled "Canine Guidelines." In 2013, the  
15 Commission directed POST staff to get together with  
16 an informal canine working group and attempt to get  
17 together some guidelines for the profession. First  
18 of all, I would like to acknowledge that we have two  
19 existing canine handlers that deserve some  
20 recognition who actually directed the group and did  
21 the majority of the work and that would be Sergeant  
22 Jim McNeil from Washoe County Sheriff's Department  
23 and Sergeant Dave Stanley from the Douglas County  
24 Sheriff's Department. They're also --

25 RONALD PIERINI: I think we have one more

1 back here. Is that true? Any of you folks in that?  
2 You are?

3 UNIDENTIFIED MALE SPEAKER: (Inaudible).

4 BOE TURNER: Yeah. Deb Sofino (ph).

5 RONALD PIERINI: Thank you.

6 BOE TURNER: They're in the audience to  
7 answer any questions that the Commission members may  
8 have. Directing you to this draft document here,  
9 this is a document that the purpose of the document  
10 explains it very correctly. It is recommended best  
11 practice guidelines for training of police service  
12 dogs and search and rescue.

13 The group got together. They met over a  
14 long period of time. They worked out some  
15 differences. They actually looked at similar  
16 guidelines within other states. They would like to  
17 have their own. We don't want to follow California,  
18 Utah, any of those that we looked at. And as a  
19 resource in law enforcement, I think this is vital  
20 that we come up with sort of guideline standards so  
21 that as an officer who requests canine assistance,  
22 he knows their capabilities. When they work  
23 together as canine teams, they have the exact same  
24 goals in mind.

25 So, that's what we have before you today

1 along with the committee members here to ask -- or  
2 answer any questions that you may ask.

3           RONALD PIERINI: I just want to make a  
4 comment and I appreciate the folks, Sergeant  
5 Stanley, for his great job and putting this amount  
6 of work. I think you're the one that actually went  
7 forward and tried to get everything done originally.  
8 I'm not -- could be wrong, or you. Anyway, it  
9 doesn't matter. The point of it is is this needed  
10 to be done for a long time. And it seemed kind of  
11 really strange that we would follow what California  
12 did where we didn't really have the information that  
13 we should have here in Nevada. So, you know, I  
14 applaud you guys for doing a great job on that. It  
15 took a long time. I bet you almost a year. Maybe  
16 I'm wrong. Seems like a year to me.

17           ANTHONY DEMEO: It's a long time.

18           RONALD PIERINI: Yeah. So, a long time.  
19 And I've looked it over and I don't have any  
20 problems with. But, anyway, I would like to ask the  
21 Commissioners if you have any questions about that.

22           ANTHONY DEMEO: Tony DeMeo for the record.  
23 Thank you for all the work you've done on this very  
24 good document.

25           TROY TANNER: Troy Tanner for the record.



1 I just want to applaud you, too. I was canine years  
2 ago and we've been sending guys back and forth to  
3 California since our inception of canine since '95,  
4 so I appreciate it, too. It's been long needed, so  
5 thank you.

6 DAN WATTS: Dan Watts. I agree. When I  
7 started the canine program back in the mid 90s we  
8 had nothing. And right now we send our guys to the  
9 Utah one just because they're closest and we've gone  
10 all the way back to Illinois, you know, Indiana, but  
11 appreciate everything you guys have done putting  
12 this together.

13 RONALD PIERINI: Okay. I'd like to ask  
14 the public. Is there anybody that would like to  
15 make a comment? Okay. Thank you, sir. All right.  
16 Looking for a motion.

17 ANTHONY DEMEO: Tony DeMeo for the record.  
18 I make a motion to accept the certification of  
19 canine.

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

22 TROY TANNER: Troy Tanner. I'll second.

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

25 COMMISSIONERS: Aye.

1                   RONALD PIERINI:  Anybody opposed?  So  
2  carried.  Thank you again.

3                   RONALD PIERINI:  All right.  We're going  
4  onto Number 8.  We're getting almost to a closure  
5  here and that is public comment.  Is there anybody  
6  in the audience who would like to make a comment  
7  that wasn't discussed about these topics we have  
8  today?  Seeing none, we're going to move it on, Dan,  
9  as that our scheduling for upcoming Commission  
10 meeting.

11                  DAN WATTS:  (Inaudible).

12                  RONALD PIERINI:  You know what?  I got to  
13 go backwards.  Time out a minute.  And I appreciate  
14 that, Sheriff Watts.  Is that he has a presentation  
15 as a public comment to our Executive Director.

16                  DAN WATTS:  Yeah.  On behalf of the Nevada  
17 Sheriffs and Chiefs Association, we want to thank  
18 Dick Clark for everything he's done over all these  
19 years and what I'd like right now is give him a  
20 lifetime certificate and membership to the Nevada  
21 Sheriffs and Chiefs.  And, also, I'll give this to  
22 you here.

23                  RICHARD CLARK:  Oh, thank you, sir.

24                  DAN WATTS:  Congratulations.  I'll get  
25 this opened here, so it won't scratch it all up.

1 Got your knife on you. Then we've had this plaque  
2 made up. "State Executive Director, Richard P.  
3 Clark, Nevada POST. The Nevada Sheriffs and Chiefs  
4 Association extends its sincerest thanks and  
5 appreciation for your 21 years of service to the  
6 Nevada law enforcement. You will always be  
7 remembered for your untiring efforts to enhance the  
8 professionalism of the Nevada law enforcement  
9 community. We wish you the best of luck in your  
10 future endeavors."

11           RICHARD CLARK: Wow. Thank you very much.  
12 This is quite a surprise and quite an honor. I know  
13 I mentioned this at the meeting, but I'll mention  
14 this again. I think the greatest honor that I have  
15 had as the Executive Director of the POST Commission  
16 is when POST had moved out from under DPS, this  
17 position was no longer a peace officer position and  
18 so I was still chairing a couple of committees and  
19 it made it awkward with the Nevada Sheriffs and  
20 Chiefs Association.

21           But the Sheriffs and Chief Association did  
22 something that they've never done before and honored  
23 this position by actually voting and putting it --  
24 this position specifically into the bylaws. And I  
25 can't think of a bigger honor that I've ever had in

1 my law enforcement career than to be honored by the  
2 leadership and the professionals that run law  
3 enforcement criminal justice in the state to be  
4 recognized to be specifically included. And that  
5 was quite an honor and I really appreciate that.  
6 You guys have been fantastic.

7 DAN WATTS: Well, thank you. We  
8 appreciate everything.

9 RICHARD CLARK: Thank you very much.

10 RONALD PIERINI: Congratulations, Dick.

11 RICHARD CLARK: Thank you.

12 UNIDENTIFIED MALE SPEAKER:

13 Congratulations.

14 RICHARD CLARK: Thank you, sir. I  
15 appreciate that.

16 UNIDENTIFIED MALE SPEAKER: I'll miss you  
17 man.

18 RICHARD CLARK: I'll miss you, too.

19 UNIDENTIFIED MALE SPEAKER: Keep in touch.

20 RONALD PIERINI: But it doesn't really  
21 matter, Dick, that if you change your mind, you can  
22 put an application in.

23 RICHARD CLARK: You know, if you guys talk  
24 about raising the salary, I might do that.

25 RONALD PIERINI: Congratulations, Dick.

1 And thanks, Dan, for doing this.

2 RICHARD CLARK: Yes, thank you.

3 RONALD PIERINI: Okay. What are we going  
4 to do about the scheduling of upcoming Commission  
5 meeting? Do we -- I don't know. I think at this  
6 time, we could discuss that and see what kind of a  
7 date would be good and where -- what time would fit  
8 for your schedule. So, maybe in the last week of  
9 this month, maybe we can look and see what's open  
10 for you? Feel comfortable with it?

11 ANTHONY DEMEO: Mr. Chair, the only -- if  
12 it's going to be the 29th, I can make it in the  
13 afternoon, but that's the only hiccup in my schedule  
14 because I have a pre-disciplinary hearing in the  
15 morning.

16 RONALD PIERINI: Okay. So, the 29th is  
17 the day you said, which is a Monday?

18 ANTHONY DEMEO: Yeah, if it's going to be  
19 the 29th, it would be -- I hope to make to it in the  
20 afternoon, if that's possible.

21 RONALD PIERINI: Is that enough time, Mike  
22 and Scott? Are you okay with that?

23 MICHAEL JENSEN: Mr. Chairman, Mike Jensen  
24 for the record. I think it's just going to be  
25 incumbent on the members of the Commission to really

1 look at these and be ready to narrow them down and  
2 revise the MQs at that meeting. So, it's not really  
3 time for me, it's going to be work for you guys.

4 RONALD PIERINI: So, am I hearing that  
5 maybe what we should do is maybe another week after  
6 that or do you think that's enough time in a couple  
7 of weeks? I mean, what do you folks think?

8 ANTHONY DEMEO: Mr. Chair, as you  
9 mentioned, there's some aspects of that presentation  
10 for the job description that's missing certain  
11 components. I'd have to ask if Dick Clark can fill  
12 some of those in, I mean, because I don't know  
13 components at all, but that's a good question that  
14 you brought up. Because there's some things that  
15 are missing if we're going to make this application.

16 RONALD PIERINI: Absolutely. Absolutely.

17 ANTHONY DEMEO: I would hope that Director  
18 Clark could make recommendations for that position.

19 RICHARD CLARK: Sure. You bet.

20 TROY TANNER: Troy Tanner for the record.

21 I was going to ask the same thing. He beat me to  
22 the punch. I was going to say, can Dick look at it  
23 and modify it and tweak it and then give it back to  
24 us and we can add notes to it, since it seems so  
25 difficult to go around and that'd be great. He

1 knows the position better than anyone.

2 RICHARD CLARK: You bet.

3 RONALD PIERINI: Okay. So, we can  
4 accomplish by this 29th, on or before?

5 RICHARD CLARK: By the 29th? Oh, yes. I  
6 can do that. I can do my part, but as far as the --  
7 your meeting goes, though. I do have one trip back  
8 to Florida for IADLEST about a week before or during  
9 that week of the 20th or something like that. But I  
10 wouldn't necessarily have to be at your meeting, but  
11 I could get whatever preliminary things written up  
12 for recommendation.

13 ANTHONY DEMEO: I (inaudible). Would it  
14 be okay for them to make those changes to a document  
15 and send it to all the Commissioners? Would that be  
16 a violation of open meeting?

17 MICHAEL JENSEN: No, absolutely not.

18 ANTHONY DEMEO: Okay.

19 MICHAEL JENSEN: It's just if you start  
20 communicating between each other about this.

21 ANTHONY DEMEO: Right. Yeah. Okay.

22 Thank you.

23 RONALD PIERINI: Well, with that in mind,  
24 Dick, do you want to -- you know, it would be nice  
25 if you were at the meeting because, again, you have

1 a lot of background on that.

2 RICHARD CLARK: Okay. Sure.

3 RONALD PIERINI: Even though then you're  
4 going to submit the paperwork, sometimes we couldn't  
5 maybe understand exactly what you're saying. And  
6 I'm not saying that -- anything negative, but I'm  
7 just saying is there a -- how about the first week  
8 of October? Does anybody have problems with that?  
9 Are you going to like Maui or something or no?

10 RICHARD CLARK: That's no problem. Can I  
11 (inaudible) --

12 RONALD PIERINI: So, would that be better,  
13 so you have more time?

14 RICHARD CLARK: Yeah, the 6th.

15 RONALD PIERINI: Is that okay? Please  
16 help me with this on the 1st, 2nd, 3rd of October?

17 UNIDENTIFIED MALE SPEAKER: That's a week  
18 --

19 RICHARD CLARK: The first is a Crime  
20 Commission meeting and I think Director Wright is  
21 also in --

22 TONY DEMEO: What about Monday the 6th?

23 UNIDENTIFIED MALE SPEAKER: That would be  
24 fine?

25 UNIDENTIFIED MALE SPEAKER: Time?



1                   ANTHONY DEMEO: That's fine with me. Tony  
2 DeMeo for the record. That was the only hiccup in  
3 my schedule from now until I think the 17th of  
4 October, so.

5                   RONALD PIERINI: Okay. Well, maybe what  
6 we ought to do is try for -- just a suggestion again  
7 is Monday, October 6th at ten o'clock? How that?

8                   TONY DEMEO: Looks good.

9                   RONALD PIERINI: And then what we'll have  
10 to do, too, is that, Scott, you'll help us by  
11 getting that information, how to call and because,  
12 again, they're not going to be all personally  
13 attending. They're going to probably use a phone  
14 more than anything. So, where would -- Scott, do  
15 you have this thing at your --

16                   SCOTT JOHNSTON: No, we would have to beg  
17 at the mercy of the sheriff's office to let us use  
18 it again.

19                   RONALD PIERINI: Sharon, is there a way to  
20 look and see if this is booked on that date?

21                   SHARON DANIELS: (Inaudible). So, 10/6 at  
22 10:00 a.m.?

23                   RONALD PIERINI: Yeah.

24                   GARY SCHOFIELD: Monday the 6th works for  
25 me. Gary Schofield.

1                   RONALD PIERINI:  Okay.  Good.  Thanks,  
2 Gary.  Just wait for a second.  Make sure this is  
3 available.

4                   RICHARD CLARK:  Mr. Chairman, while we're  
5 waiting, would it possible if maybe Elaine got a  
6 picture of you guys and me with the -- for  
7 posterity?

8                   RONALD PIERINI:  Sure.

9                   RICHARD CLARK:  Oh, you got a camera on  
10 that?

11                  ELAINE MOORE-CERDA:  Sure.  (Inaudible).  
12 Oh, you guys can get closer than that.

13                  ANTHONY DEMEO:  We're cops.  We don't get  
14 that close.

15                  RICHARD CLARK:  Thank you.  Thank you very  
16 much.  Yeah.  Great.  Thank you.  Just wanted to  
17 record that because my wife won't believe it.

18                  RONALD PIERINI:  And, also, we're going to  
19 have to make sure that Peter and HR can do that on  
20 that date, too.  That's another issue.  So,  
21 tentatively, we can maybe do that.  Well, why don't  
22 we go ahead and go forward and just say that -- is  
23 there -- anybody have a motion on that and if it  
24 changes, we'll notify you?

25                  DAN WATTS:  I make a motion to go forward.

1                   RONALD PIERINI: All right. Thank you,  
2 Dan. Do we have a second?

3                   DARIN BAALAM: Darin Baalam for the  
4 record. I second.

5                   RONALD PIERINI: Thank you. Any  
6 discussion? All in favor?

7                   COMMISSIONERS: Aye.

8                   RONALD PIERINI: Okay. And is there  
9 anybody in here that would like to have a motion to  
10 end this meeting?

11                  ANTHONY DEMEO: Tony DeMeo for the record.  
12 I make a motion to end the meeting.

13                  RONALD PIERINI: Thank you, Tony. And a  
14 second.

15                  TROY TANNER: Second.

16                  DAN WATTS: Second.

17                  RONALD PIERINI: All right.

18                  SHARON DANIELS: October 6th is available.

19                  RONALD PIERINI: Okay. Good. Thank you  
20 very much.

21                  SHARON DANIELS: You're welcome.

22                  RONALD PIERINI: All right. Thanks have a  
23 good day.

24                                 (MEETING ADJOURNED AT 12:19 P.M.)

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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.



Denise Shoemaker

Court Reporting Services

9/26/2014

DATE

## **AGENDA ITEM 2**

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

2. POST Commission to consider a request from the Mesquite Police Department for an Executive Certificate for Captain Scott M. Taylor.



# State of Nevada - POST

## Professional Certificate Application

Officer's Name

POST ID#

12156

Taylor Scott M.

**Select the Professional Certificate and choose the applicant's qualifications for the certificate.**

All officer's hours of POST training used to meet the requirements must be entered into the POST database (use the POST Training & Compliance Report).

Exceptions are the proof of 200 hours training required when applying for the Management Certificate per Sec. 4 of R066-12 (this option expires 9-14-15)\* and the 200 hours Advanced Management Training that is required for Executive Certificates.

**Meets the following requirements:**

Intermediate (NAC 289.240)

**Has an Intermediate Certificate and meets the following requirements:**

Advanced (NAC 289.250)

**Meets the following requirements:**

Supervisor (NAC 289.255)

**Has Advanced and Supervisor Certificates and meets the following:**

Management (NAC 289.260)

**Has a Management Certificate and meets the following:**

Executive (NAC 289.270)

6 yrs (1 Exec) exp., supervise 2 mgrs, head of agency/div./bureau, 200 hrs Adv Mgmt Trn

**Click the Attachments button to submit the documents that are REQUIRED:**

- > Intermediate & Advanced - copy of degree or proof of required credits (if no degree)
- > Management - a letter confirming job level, org. chart, proof of 6 credits (if none previous), 200 hrs. training\*
- > Executive - a letter confirming job level, org. chart, and proof of 200 hrs. Adv Mgmt training

**Additional Information or comments:**

By electronically signing and submitting this form, you attest that the applicant meets the requirements for the certificate applied for as set out in the Nevada Administrative Code that is referenced next to the certificate selected.

**Submitters Name:**

Scott Taylor

**Submitters Phone:**

(702) 346-5262

**Submitters E-Mail:**

staylor@mesquitenv.gov

Submission number: 104013

**\*\*\*\* This Section is for POST Approval ONLY \*\*\*\* Do NOT Enter in this Section \*\*\*\***

**Education**

**Credit Hours**

**Date Achieved**

**Approved By:**

**Comments:**

Meets NAC requirements Boe

**Certification Date:**

//



*City of Mesquite*

**Troy Tanner**  
Chief of Police

---

July 31, 2014

State of Nevada  
Commission on Peace Officers' Standards and Training  
Records and Certificate Section  
5587 Wa Pai Shone Avenue  
Carson City, Nevada 898701

Re: Executive Certificate recommendation for Captain Scott Taylor

Please consider this verification and endorsement of Captain Scott Taylor as meeting the requirements to be awarded the Nevada POST Executive Certificate as set forth in NAC 289.270 and NAC 289.047. Captain Taylor was promoted to the rank of Captain on August 29, 2012 in which he is currently filling an Executive level position within the Mesquite Police Department. His duties and responsibilities include executive management oversight of the Patrol Division, and the supervision of Sergeant Rowley, Sergeant Fails, Sergeant Woods, and Sergeant Stepp; the Special Assignment Division to include Traffic, K-9, and Special Events, and the supervision of Sergeant Van Houten. In addition, he has executive management oversight over the Training, Policy and Procedures and the Crisis Response Unit to include the SWAT and Negotiator Teams.

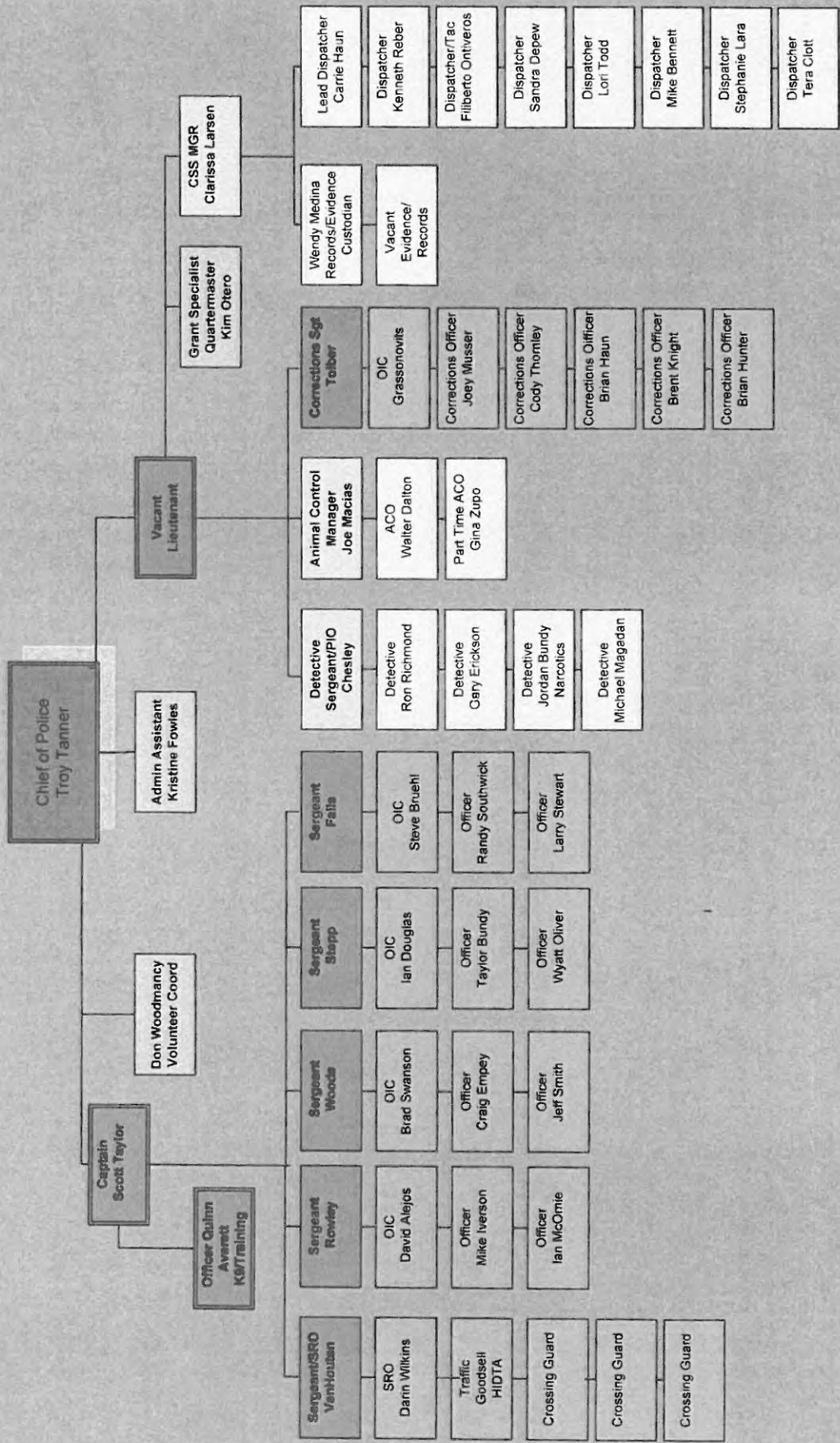
Furthermore, Captain Taylor is an active member of the command staff in which he assists in the review of proposals, development, and implementation of policy and directives for the Department.

Please accept this letter as my recommendation for Captain Scott Taylor to be granted an Executive Certificate.

Respectfully,

Troy T Tanner  
Chief of Police







UNIVERSITY OF VIRGINIA  
 OFFICE OF THE UNIVERSITY REGISTRAR  
 P.O. BOX 400203  
 CHARLOTTESVILLE, VA 22904-4203  
 www.virginia.edu/registrar

**Scott Taylor**

Date Printed **07/15/2014**

COURSE NUMBER	COURSE TITLE	GRADE	CREDITS	COURSE NUMBER	COURSE TITLE	GRADE	CREDITS
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**Issued / Mailed To:**

SCOTT TAYLOR

National Id: \*\*\*\*\*2567  
 Birthdate:

**Degrees Conferred**

Confer Date: 06/13/2014  
 Degree: Certificate  
 Certificate: Criminal Justice Education

**Beginning of Undergraduate Record**

2014 Spring					
School:	Continuing & Prof Studies				
Certificate:	Criminal Justice Education				
CJ 3240	Strategies Statement Analysis	A+			3.0
CJ 3360	Lgl Issues Command-Level Ofcrs	A+			3.0
CJ 3400	Fitness in Law Enforcement	A			2.0
CJ 3740	Computer Crimes: Police Super	A+			3.0
CJ 3770	Sem:Investigative Interviewing	A			3.0
CJ 4730	Forensic Sci for Admin & Mgrs	A			3.0
Curr Credits	17.0	Grd Pts	68.000	GPA	4.000
Cuml Credits	17.0	Grd Pts	68.000	GPA	4.000

End of Undergraduate Record

**RAISED SEAL NOT REQUIRED  
 OFFICIAL IF DELIVERED IN SEALED ENVELOPE**

This official university transcript is printed on secured paper and does not require a raised seal.



*Carol A. J. Farley*  
 UNIVERSITY REGISTRAR



NORTHWESTERN UNIVERSITY

School of Continuing Studies
NORTHWESTERN UNIVERSITY
339 East Chicago Avenue
Chicago, Illinois 60611-3008
(312) 503-6951

ACADEMIC TRANSCRIPT

Name (Last, First, Middle)

F M

SOC. SEC. #

Taylor, Scott M

☐ ☐

Center for Public Safety

DEGREE GRANTED:

YEAR:

MAJOR FIELD:

Minor Field:

Table with 10 columns: Dept., Course No., Title of Course, Sem. Hrs., Grade, Dept., Course No., Title of Course, Sem. Hrs., Grade. Includes course list with titles like 'Managerial Accounting', 'Organizational Behavior', etc.

Charlene Thomas
Registrar

OFFICIAL TRANSCRIPT
ISSUED TO STUDENT





### **AGENDA ITEM 3**

#### **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION**

3. 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



## STATE OF NEVADA



### UNCLASSIFIED JOB ANNOUNCEMENT

#### P.O.S.T. DIRECTOR

The Nevada Commission on Peace Officers' Standards and Training (P.O.S.T.) is seeking highly qualified candidates to interview for the position of Director of P.O.S.T. Qualified candidates should submit resumes. Full details on how to apply are below. Resumes will be accepted until the position is filled and will be accepted on a first come, first served basis. Hiring may occur at any time during the recruitment process.

#### **The position:**

This position is responsible for leadership, operations and administrative oversight of the Nevada Peace Officers' Standards and Training Commission which has the authority to set professional standards for the hiring, training, ethical conduct, certification and decertification of all Nevada peace officers. Further, the Commission provides basic law enforcement training on a statewide basis to State and local criminal justice agencies. The Commission also has the responsibility to ensure that all Nevada peace officers and their agencies comply with established statutes and regulations. This position plans, organizes and directs the statewide law enforcement education and employee development programs for law enforcement personnel.

With the advice of the POST Commission, this position is responsible for appointing employees, agents, consultants and other staff of the Commission and prescribe their duties; administer and direct the daily operation of the staff and resources of the Commission; inspect academies for training peace officers, and issue and revoke certificates of approval to such academies; certify qualified instructors for approved courses of training for peace officers and issue appropriate certificates to instructors; certify peace officers who have satisfactorily completed courses of training for peace officers and issue basic, intermediate, advanced and management professional certificates to peace officers; make recommendations to the Commission concerning the issuance of executive certificates; cause annual audits to be made relating to the operation of academies for training peace officers; consult and cooperate with academies for training peace officers concerning the development of the basic and advanced training programs for peace officers; consult and cooperate with academies for training peace officers concerning the development of specialized courses of study in this State for peace officers in the areas of police science, police administration, corrections, probation, the social sciences and other related areas; consult and cooperate with other departments and agencies of this State and of local governments concerning the training of peace officers; report to the Commission at the regular

meetings of the Commission and at such other times as the Commission may require, and recommend the denial, suspension or revocation of certification of a peace officer to the Commission as deemed necessary; execute contracts on behalf of the Commission; and perform any other acts necessary and appropriate to the carrying out of the duties of the Executive Director of the Commission.

**Position location:**

The position is located in Carson City, NV. Historic Carson City is nestled at the foot of the Sierras and beautiful Lake Tahoe is minutes away! While Nevada is best known for the glamorous excitement of its 24-hour cities, other recreational opportunities abound. You will find countless uncrowded places to enjoy camping, boating, fishing, and hiking with stunning mountain scenery and picturesque high desert splendor.

**Approximate Annual Salary:**

Up to \$95, 453 plus benefits. Salary range reflects retirement (PERS) contributions by both the employee and employer. An employer paid contribution plan is also available with a reduced salary.

\*Please Note: Furlough Leave is mandatory for Nevada State employees and will result in a reduction of income of approximately 2.3% starting July 1, 2013 through June 30, 2015. The salary listed above does not reflect the reduction from the required furlough.

**Minimum Qualifications:**

At least 2 years experience in mid-level management or administration in a law enforcement, peace officer and/or POST agency with responsibility for budget preparation, personnel management, training, and related areas. The experience must have included:

- Experience in oversight of auditing for program compliance
- Experience developing peace officer curriculum
- Experience conducting formal adult training
- Experience in contract development
- Experience in budget oversight
- Experience providing testimony in front of a legislative committee, public board or commission
- Experience in federal and state laws pertaining to peace officer standards
- Experience in law enforcement and criminal procedures
- Experience working with the state legislature, local political officials, including police chiefs, fire chiefs, sheriffs, court and corrections officials
- Experience in policy development
- Experience in the principles and practices of management, including planning, organizing, directing, motivating, controlling and decision making
- Experience in public speaking
- 10 years experience as a sworn law enforcement/peace officer

**The ideal candidate will also possess:**

- A Bachelor's or Master's degree from an accredited college or university in Criminal Justice, Business Administration, Public Administration, Education, or closely related field.



- Preference will be given to those applicants with Category I Peace Officer Certification or equivalent from a P.O.S.T. approved law enforcement academy.

**Skill in:**

- Written communications to prepare reports, proposals, action plans, policies, procedures Commission communications, etc.
- Oral communications to make group presentations or effectively communicate one-on-one to inform and to build consensus
- Time and resource management in order to plan and organize, handle multiple priorities and meet deadlines.

**Ability to:**

- Model integrity to all components of the Nevada POST stakeholders
- Identify problems, analyze alternatives, draw valid conclusions, make recommendations to the Commission and implement Commission directive.
- Perform the functions of the job in a professional manner under highly stressful or critical conditions, occasionally against the popular will.
- Read, interpret and apply written information.
- Use computerized equipment having hardware, software, peripherals, etc.
- Establish effective working relationships with law enforcement administrator and officers

**Application Selection Process:**

The P.O.S.T. Commission will make selections based on a weighting of the Criteria for Selection, as it sees fit, and interviews of the most qualified candidates will be conducted during an open meeting.

Job offer is contingent upon successful completion of a background investigation.

Applicants must possess a valid Nevada driver's license.

Applicants must comply with minimum background requirements for Nevada peace officers certification.

All interview-related expenses are the responsibility of the applicant. There is no stipend available for moving expenses for candidates.

**Benefits:**

The State benefits package includes paid health, vision, dental, life and disability insurance, 11 paid holidays, paid sick and annual leave and an excellent state retirement plan. An explanation of retirement options and information regarding state retirement benefits may be accessed at [www.nvpers.org](http://www.nvpers.org). A description of current health and dental benefits provided to state employees is available at [www.pebp.state.nv.us](http://www.pebp.state.nv.us). Other optional benefits such as a deferred compensation plan are also available.

**Submit Resumes to:**



## **AGENDA ITEM 4**

### **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION**

*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.*



**AGENDA ITEM 5**

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

Schedule upcoming Commission Meetings.



**AGENDA ITEM 6**

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

Adjournment.