

The Commission on Peace Officer Standards & Training



Annual Report

July 1, 2015 - June 30, 2016

The Nevada Commission on Peace Officer Standards & Training



Mission Statement

To Develop and Deliver Professional Training, Ensuring That All Peace Officers and Their Agencies Comply with Established Statutes and Regulations

Vision Statement

To Continually Raise Professional Standards and Training Excellence for All Nevada Peace Officers

Philosophy Statement

POST is Committed to the Principles of Professionalism, Integrity and Leadership in Attaining the Highest Standards for Public Safety as the Cornerstone of a Free and Safe Society

Executive Director's Message

This year has been a year of transition for our staff and organization. With the appointment of a new executive director, structural changes internally and revamping of services and support we provide to law enforcement agencies and peace officers across the state, POST continues to strive to provide the catalyst to increase the professionalism, ethics, integrity and education of all peace officers in Nevada. Along those lines, we were able to fill our vacant positions and convert one position (budget analyst) to a training specialist. This allowed us to increase the number of training officers in the Training Division from one to three, increasing our ability to deliver training for an increasing number of Nevada peace officers.

Organizationally, POST has restructured to consolidate and concentrate our limited resources where needed most. POST moved from three bureaus (Basic Training, Professional Development and Professional Standards) to two divisions (Training and Standards) under Administration. By combining Professional Development and Basic Training, we were able to increase the staff who can focus on all aspects of peace officer training.

With the restructure, the Training Division has been able to move our basic training program forward. Some changes include adding about 40 hours to our academy, which is increasing decision based training, and redefining and focusing on a structured and disciplined environment designed to help prepare new peace officers for policing in today's world. Additionally, the Training Division has presented and hosted new management training, instructor training and the nationally recognized Blue Courage program. The Training Division now has a training specialist who is certified in the delivery of the Blue Courage program. In addition, the training staff is nearing the completion of a Reserve Training program that combines individual agency training staff, an online component, and a POST training component. The intent is to provide a resource for agencies as a streamlined, cost-free, professional training program for reserve officers. This program takes into account the often "volunteer" nature of reserve officer programs and should be available beginning in September, 2016. The Training Division staff was also tasked with creating standardized instructor and student material for all basic training programs across the state. With input from agency training programs, we are nearing the completion of this exciting resource. This material will serve to provide an understanding of the minimum requirements for basic training, including what must be taught in relationship to what is tested. Reviewing and re-writing the entire basic training programs is a labor intensive endeavor and should be completed by January, 2017. The staff within the Training Division is dedicated, enthusiastic and their embrace of change and the work associated is to be commended.

Executive Director's Message

Within the Standards Division, the staff has been tasked with meeting the demands of the NAC; in particular, the requirement that every basic training academy be inspected annually. Though this demand was new and came in half-way through the year, staff was able to inspect and provide feedback to every academy in the state. Standards Division has been dealing with a significant increase in hiring and basic certificate applications from across the state. Additionally, they have seen an increase in requests for professional certificates. Beyond processing these increases, they have been tasked with reviewing NAC sections, updating reciprocity requirements and providing support and management of POST Commission meetings. Staff continues to review course certification and national issues related to certification of training. Standards Division staff continues to meet an increasing demand with efficiency and professionalism.

Administratively, budget remains a concern. Our annual budget, at \$2.4 million, is significantly less than it was ten years ago. With the changes within policing across the nation and the focus on training and professionalism, the demands on POST have increased. We have met those demands due to the dedication of staff and increased efficiency. That said, the need for additional resources becomes more critical each year. We will continue to work with the Governor's office, the Legislature and agencies across the state to find ways of increasing and improving our budget.

As we move forward into the future, POST will continue to improve our "customer service" and strive to work with agencies across the state to create an environment where the training and standards of peace officers and policing in the state of Nevada is the envy and model for the rest of the nation.



Mike Sherlock
Executive Director
Nevada Commission on Peace Officer Standards and Training

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History of POST

In 1965, the 53rd session of the Nevada State Legislature passed Assembly Bill 390, which established a five-member Commission on Peace Officer Standards and Training (POST). The Commissioners were appointed by the governor and the Commission placed under the Attorney General's Office. The bill declared the purpose of POST: "...to raise the level of competence of state and local law enforcement officers by adopting rules, establishing minimum standards relating to the physical, mental and moral fitness, which shall govern the recruitment of a city, county or state agency employing peace officers." This was the beginning of what POST has become today. In 1969, it became the POST Committee under the Crime Commission, and in 1981 it was moved to the Department of Motor Vehicles and Public Safety. In 1999 the Commission became a stand alone agency under the Office of the Governor, and in 2005 the Commission expanded to its present size of nine Commissioners.

Throughout the years there have been many changes affecting criminal justice agencies in Nevada. In 1987, peace officers were placed in three categories: Category I encompassing general law enforcement officers; Category II for specialized limited enforcement duties; and, Category III for correction and confinement officers. Also in 1987, POST established the 24-hours annual continuing education requirement for all categories of peace officer; which has been recently amended to requiring each officer to demonstrate proficiency in five critical skill areas. Over the years reciprocity with other states has made it easier to certify officers wishing to transfer to Nevada, and the maximum number of months that an officer can be out of law enforcement before being mandated to attend an academy was changed from 24 to 60 months.



POST Overview

The Nevada Commission on Peace Officer Standards and Training is the regulatory agency that establishes and maintains the laws, regulations, and acts as the governing authority for the behavior, hiring, basic and professional certification, course certification, and training requirements for all law enforcement officers in the state. The nine member Commission is composed of law enforcement officials that are appointed by the Governor. The Commission holds regularly scheduled public workshops and meetings in various locations around the state to discuss and revise laws and regulations, hear issues addressing the law enforcement community, and render judgment regarding officer behavior; which may result in suspension or revocation of POST certification. The activities and functions of the Commission are instrumental in providing Nevada's citizenry with highly qualified law enforcement officers as well as providing the foundation for the state's law enforcement agencies to maintain the highest standards of public safety. With these important factors at the forefront, POST continues to oversee and administrate Nevada's minimum law enforcement standards with the aim of reducing the risk of liability, law suits, and community dissatisfaction.

The Commission's mission and activities are supported by an agency staff composed of an Executive Director, appointed by the Commission, and 15 employees. The staff of the POST agency is organized into three functions consisting of Administration Division, Standards Division, and Training Division.



POST Divisions

Administration Division

The Administration staff is charged with the overall operation and management of the POST agency. Primary duties include: fiscal responsibility, personnel functions, policy and procedures, technology improvements, facility oversight and vehicle maintenance. In addition to the day-to-day activities, Administration staff serves as a liaison to the Governor's office, other state agency officials, all criminal justice executives, and supports all the activities of the Commission and the other divisions within the agency.

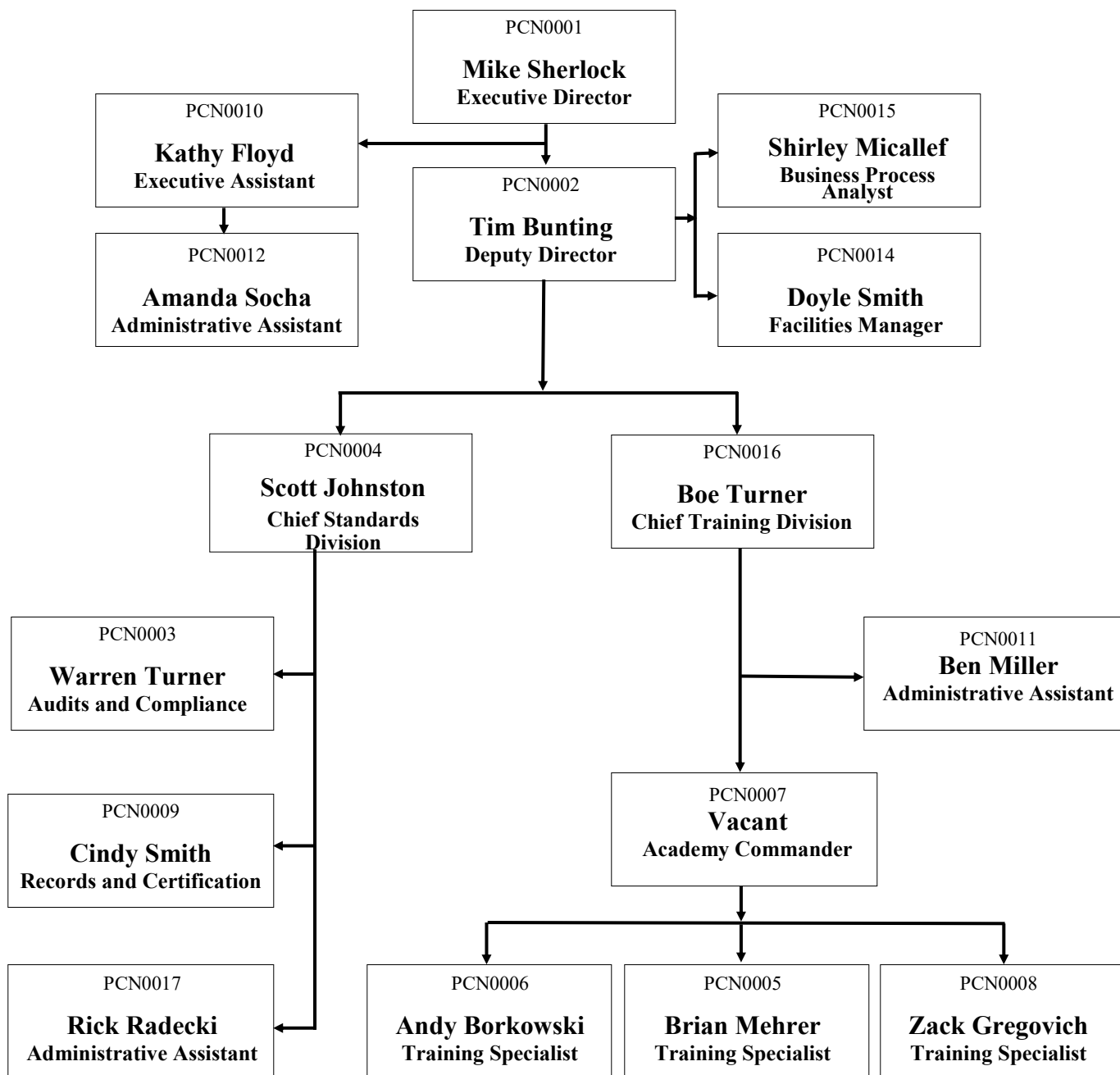
Standards Division

The Standards Division acts as the action arm of the Commission providing investigatory services for questionable issues, scheduling and supporting all public meetings, and completing any action items as directed by the Commission. As the primary support staff of the Commission, this division is also responsible for all tasks involving the legislative rulemaking processes that apply to any regulatory or statutory changes as directed by the Commission or resulting from enacted legislation. In addition to these primary responsibilities, the staff tracks completion of the online state certification exams, employment and certification of every officer in the state, and verifies that Nevada's peace officers comply with all POST requirements including annual mandatory training. This division reviews and approves applications and class materials from training providers seeking POST course certification. Other responsibilities involve specifying the criteria, approving, and issuing POST professional certificates based on a specific level of achievement. The staff analyzes and reviews each officer's application in order to award the appropriate level of Intermediate, Advanced, Supervisor, Management, or Executive certification. Audits of all criminal justice agencies, basic training academies, and individual courses are randomly conducted to verify quality and compliance with requirements.

Training Division

The Training Division conducts two basic law enforcement classes each fiscal year for Category I and II peace officers that are hired by various law enforcement agencies throughout Nevada. The cadets that are accepted into the academy are from rural agencies, tribal agencies, as well as many state agencies such as State Parks, Gaming Control, Department of Wildlife, Attorney General's office, etc. In addition to providing this vital training for the law enforcement community, this division serves as the model and a resource for other certified academies throughout the state in such areas as curriculum development, lesson plan creation, training techniques, and advice in achieving compliance with POST objectives and standards. This division also develops and delivers professional training that is offered online as well as through traditional classroom methods.

Staff Organization



Staff Biographies

Administration

Mike Sherlock
Executive Director

Mike has his Juris Doctorate degree and is a licensed attorney. His law enforcement career spans 30 years and has included assignments as a canine officer, field training officer, patrol supervisor, detective bureau supervisor, Operations Commander, robbery/homicide detective and detective sergeant, narcotics detective and narcotics supervisor. He teaches a wide variety of law enforcement subjects.

Tim Bunting
Deputy Director

Serving since 2001, Tim retired from the U.S. Army as a Lieutenant Colonel of Infantry after 22 years of active federal service. During his career he served around the globe in a wide variety of challenging assignments. He is a 1978 graduate of Central Michigan University with a degree in physical education. He is also a graduate of numerous Army courses to include the U.S. Army Command and General Staff College.

Kathy Floyd
Executive Assistant

Serving since 2007, Kathy came to POST after serving 15 years in the private and corporate industries as an administrative assistant, officer manager, and purchasing assistant. She also has an extensive background in customer relations and customer service.

Shirley Micallef
Business Process Analyst

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

Doyle Smith
Facilities Manager

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

Amanda Socha
Administrative Assistant

Amanda joined POST in 2015, after serving 11 years in the private and corporate industries as an administrative assistant, e-commerce purchasing and logistics manager, and account manager. She holds a Bachelors Degree in Business Administration and brings a wealth of marketing and business experience.

Staff Biographies

Standards Division

Scott Johnston
Division Chief

Serving since 1992, Scott became the Division Chief June 2006. He began his law enforcement career in Oregon in 1978, and was his agency's FTO coordinator, training coordinator and an adjunct instructor at the Oregon Police Academy. Scott has BS degrees in Criminology and Psychology from Southern Oregon State College.

Warren Turner
Audits and Compliance

Warren started at POST April, 2012, and came from Department of Energy where he was the firearms and in-service training instructor. Warren's law enforcement experience is from the Las Vegas Metropolitan Police Department. His military experience was as an airborne infantryman with the 82nd Airborne Division where he served in Gulf War I. He also served full time with the California National Guard. In all these fields, Warren was actively involved with training.

Cindy Smith
Records and Certifications

Serving since 2006, Cindy joined POST working in Records and Certification and was quickly promoted to help establish the Professional Development Bureau. Since that time Cindy has once again returned to Records and Certifications heading up that function. Cindy is from Hawaii and has held numerous positions from legal secretary to a collections officer for the credit union.

Rick Radecki
Administrative Assistant

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

Staff Biographies

Training Division

Boe Turner
Division Chief

Serving since 2006, Boe served 29 years in California law enforcement. He served in progressive positions of responsibility, culminating as the Administrative Lieutenant for Mono County Sheriff's Office. He earned a BA degree from California State University. He holds a California POST Management Certificate.

Andy Borkowski
Training Specialist

Andrew started at POST August, 2015, and came from Department of Wildlife where he worked as Game Warden. He was a POST Academy graduate in 2013. Andrew's law enforcement experience includes instructor training in arrest and control tactics and standard field sobriety testing. He has a BA in Criminology and Criminal Justice from Southern Illinois University.

Brian Mehrer
Training Specialist

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

Zack Gregovich
Training Specialist

Zack started at POST in January of 2016, and came from the Truckee Meadows Community College Police department where he spent time in patrol and as the department's training officer. His law enforcement experience includes teaching firearms, defensive tactics, active assailant response, and serving as a field training officer. He holds a degree in Criminal Justice.

Ben Miller
Administrative Assistant

Ben joined the POST staff in September of 2015. He has a background in firearms instruction, spent several years in the Army, and is knowledgeable in computers. He also volunteers for the Douglas County Sheriff's Office Search and Rescue.

New Hires in FY16

- Andrew Borkowski, Training Specialist
- Brian Mehrer, Training Specialist
- Zack Gregovich, Training Specialist
- Amanda Socha, Administrative Assistant

Retirements in FY16

- Orlando Guerra, Academy Commander

Contact Us

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

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Fiscal Year 2016 Accomplishments

Statistical Achievements

- Nevada Criminal Justice Agencies: 136
- Nevada Active Peace Officers: 10,277
- Nevada Basic Training Academies: 32
- Training Providers (POST certified courses): 101

- Criminal Justice Agency Audits Conducted: 19
- Academy Audits Conducted: 19
- Course Audits Conducted: 0
- Courses Certified: 146
- E-learning Courses on nvelearn.nv.gov website: 52
- Certification Exams Administered: 1078
- Personnel Action Reports processed: 2288
- Revoked or Suspended Basic Certificates: 10

- Basic Certificates Issued: 771
- Intermediate Certificates Issued: 356
- Advanced Certificates Issued: 276
- Supervisor Certificates Issued: 121
- Management Certificates Issued: 5
- Executive Certificates Issued: 6

- E-learning Students: 4954
- E-learning Training Hours: 29,724
- Professional Development Classroom Students: 21
- Professional Development Classroom Training Hours: 840

- POST Academy Graduates:
 - Category I officers: 45
 - Category II officers: 9

- POST Academy Training Hours:
 - Category I training hours: 1258
 - Category II training hours: 764

Fiscal Year 2016 Accomplishments

- Michael Sherlock was appointed Executive Director of POST. Mr. Sherlock has over 30 years of law enforcement experience serving in Nevada and California where he held various positions including Canine Officer, Field Training Officer, Detective, and Commander. Mike began his law enforcement career as a Deputy Sheriff with Lyon County. In 2004, he graduated with his Juris Doctor degree from Lincoln Law School of Sacramento, CA, and his undergraduate studies focused on criminal justice and administration of justice. Mike has been a member of the POST staff since 2010 serving as a Training Specialist and the Supervisor of Audits and Compliance.
- Academy class 51/52 graduated November 19, 2015 with 25 graduates
- Academy class 2016-01 graduated May 12, 2016 with 29 graduates
- Training Specialist, Brian Mehrer, attended and received instructor certification at the Blue Courage Instructors Academy in Phoenix, Arizona. Blue Courage is a nationally certified training, recognized by the International Association of Directors of Law Enforcement Standards and Training. Blue Courage is a way of being, a philosophy that inspires one to embody the noblest of character and unquestioned devotion. It is to flourish all aspects of life, to act with practical wisdom, to exude vitality, and to hearten the human connections (Blue Courage Website).
- Adopted the LCB proposed language for Senate Bill 147 R065-15 regarding the standards for training in effective responses involving dogs or where dogs are present.

Fiscal Year 2016 Accomplishments

POST was awarded OCJA grant funding to purchase several types of training equipment. First was 75 high performance, impact absorbing mats to provide a high quality training area where officers can safely engage in extreme physically intensive training. The 50' x 40' cushioned area is made up of state-of-the-art mats that are designed to reduce impact, reduce stress on the joints, and reduce the risk of injury – all important factors when training Nevada's peace officers. The mat area has been dedicated to the memory of three defensive tactics instructors; Mike Biagini, Charlie Michael, and John Hamilton. They had a combined 30 plus years of instruction experience and provided exemplary training to over 1000 Nevada Peace Officers at the POST basic academy, their own agencies, as well as others from around the state.

POST also utilized the grant to purchase two types of training dummies; 30 dedicated sparring dummies to enhance defensive tactics skills and 4 survivor and agility dummies to allow officers to participate in simulated survivor rescue and physical agility exercises.

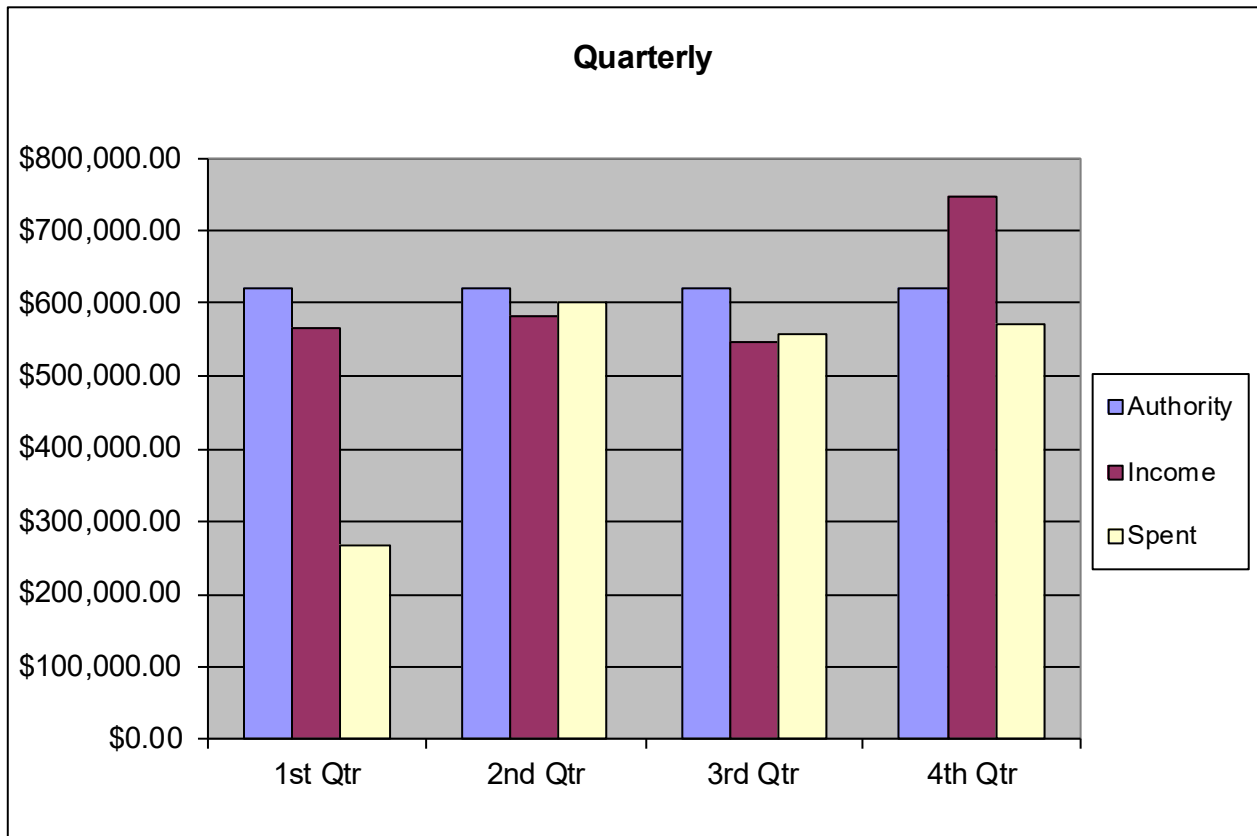
Lastly, was the purchase of classroom furniture in order to increase POST's training capacity to accommodate more events and classes.



Financial Report FY16

Funding Overview

POST uses a fee based budget, which means that we start the year at \$0 dollars and receive our income from court assessments throughout the year. We must build carry forward money into the budget to give us operating funds at the beginning of each fiscal year. We can also borrow money from the general fund, if we need to, to make it through the first month or so of the fiscal year. In the last fiscal year, our income fell just below our authorization. Below is a break down by quarter for the fiscal year.



The first quarter income reflects \$226,835.00 carried over from the previous fiscal year. \$0 in court assessment was received in the first month of the last fiscal year. POST also receives money after the end of the fiscal year. The income of the last quarter of each fiscal year has been historically higher than the others. This year we received over \$369,000 in court assessments in June-July. POST also has applied for and received a Department of Justice grant through the Nevada Department of Public Safety. This grant purchased replacement mats for our mat room, new dummies for impact weapons training and new drag dummies. We also purchased new classroom furniture for our professional development classroom. The grant amount was \$33,844.

Financial Report FY16

Revenue FY-16

Revenue	Authority	Income	Difference
Balance forward	\$226,835.00	\$226,835.00	\$0.00
Advance	\$0.00	\$0.00	\$0.00
Registration	\$30,962.00	\$27,775.00	\$3,187.00
Court Assessment	\$2,192,665.00	\$2,149,231.25	\$43,433.75
Miscellaneous	\$1,192.00	\$696.75	\$495.25
Reimbursement	\$1,000.00	\$0.00	\$1,000.00
Grant	\$33,844.00	\$33,844.00	\$0.00
Prior Year Refund	136.09	\$136.09	
TOTAL	\$2,486,634.09	\$2,438,518.09	\$48,116.00

Expenditures FY-16

Description	Authority	Expended	Difference
Personnel	\$1,384,885.00	\$1,206,730.62	\$178,154.38
Out-of-state	\$7,466.00	\$5,954.03	\$1,511.97
In-state	\$8,634.00	\$8,608.69	\$25.31
Operation	\$490,117.00	\$490,116.57	\$0.43
Equipment	\$8,647.00	\$8,636.00	\$11.00
Instructor	\$11,376.00	\$11,375.40	\$0.60
Volunteer	\$3,640.00	\$3,639.95	\$0.05
Commission	\$1,810.00	\$1,776.06	\$33.94
Cadet Education	\$1,000.00	\$0.00	\$1,000.00
Grant	\$33,844.00	\$33,844.00	\$0.00
DoIT	\$102,263.00	\$81,582.97	\$20,680.03
Staff uniform	\$5,628.00	\$4,213.75	\$1,414.25
Training	\$0.00	\$0.00	\$0.00
Utilities	\$1,196.00	\$1,195.34	\$0.66
Admin Services	\$17,775.00	\$15,681.51	\$2,093.49
Reserve	\$286,513.00	\$0.00	\$286,513.00
Purchasing	\$459.00	\$459.00	\$0.00
State wide	\$86,429.00	\$86,429.00	\$0.00
AG	\$34,816.00	\$34,816.00	\$0.00
Repay Advance	\$0.00	\$0.00	\$0.00
Total	\$2,486,498.00	\$1,995,058.89	\$491,439.11

The POST Commission

Governor
Brian Sandoval

Chairman
Ron Pierini
Sheriff
Douglas County
Sheriff's Office

Commissioner
Dan Watts
Sheriff
White Pine County
Sheriff's Office

Commissioner
Gary Schofield
Deputy Chief
Las Vegas Metropolitan
Police Department

Commissioner
Russell Pedersen
Chief Deputy
Washoe County
Sheriff's Office

Commissioner
Troy Tanner
Chief
Mesquite Police
Department

Commissioner
Kevin McKinney
Undersheriff
Elko County
Sheriff's Office

Commissioner
James Wright
Director
Nevada Department of
Public Safety

Commissioner
Michele Freeman
Chief
City of Las Vegas Department
of Detention and Enforcement

Commissioner
James Ketsaa
Chief
Clark County School District
Police Department

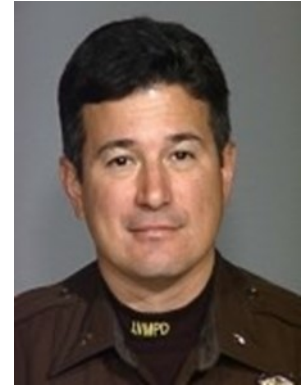
The POST Commissioners



SHERIFF WATTS



SHERIFF PIERINI
CHAIRMAN



DEPUTY CHIEF
SCHOFIELD



CHIEF DEPUTY
PEDERSEN



CHIEF TANNER



UNDERSHERIFF
MCKINNEY



DIRECTOR WRIGHT



CHIEF FREEMAN



CHIEF KETSAA

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