

The Commission on Peace Officer Standards & Training



Annual Report

July 1, 2019 - June 30, 2020

The Nevada Commission on Peace Officer Standards & Training



Mission Statement

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

Vision Statement

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

Philosophy Statement

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

Executive Director's Message

Fiscal year 2020 was a year of challenges and changing landscapes. The COVID 19 response and restrictions, posed many obstacles. POST is tasked with the delivery of both basic training and advanced training for peace officers across our state. These challenges and restriction continue today. State regulations prohibited face to face contact in most situations. Basic training, though, does not lend itself to distance learning nor is it feasible to present basic training of any value via online. Based on this and the essential nature of fielding new officers to keep our communities safe, POST continued our live in basic training program. To date we have had no issues with COVID in terms of basic training delivery for our cadets. On the other hand, our ability to present in person advanced training has been severely limited due to the lock downs related to COVID.

Our basic training academy continues to evaluate trends and needs, balancing the need of agencies to recruit and fill positions with POST's mission of providing training and standards that ensures an effective, moral, and ethical work force. The basic academy, looking at recent studies and with our own observations, has begun to increase the discipline, structure and stress of the basic academy environment. Studies are showing that today's students lack the ability or have little experience in making decisions under stress that are moral, ethical and legal. Clearly today's society expects peace officers who can make the right decisions, and those decisions very often must be made under stress. Our academy will strive to create an environment where students are challenged, and their abilities measured from this and many other perspectives.

In terms of standards, POST was tasked in the last legislative session with numerous changes and mandates. AB 478 moved annual training requirements from regulation to statute and requires specific subjects. POST developed an initial training objectives document and continues to look at different ways of delivering training in these mandated areas. The legislative session made several changes to criminal definitions and penalties for crimes requiring changes to much of the basic training curriculum. In addition, certain mandates related to training were passed and included training for not only new officers but incumbents in things such as dealing with those with developmental disabilities. With the COVID 19 restrictions, travel is nearly impossible and has directly affected our ability to make on sight inspections of academies or agencies. We continue to do electronic audits of agency training records, but our ability to ensure compliance is difficult at best without the ability to physically visit an agency.

Finally, as we move into the next fiscal year, we are hopeful the COVID restrictions will be lifted. That said we continue to have concerns with our budget and our budget source. Our budget remains stagnant. As an example, staff training budget was reduced to zero some years ago and we have been unable to get that category increased. Our ability to attract outside instructors who are experts in the subject matter being taught is difficult as our instructor budget remains at \$11,500 per year. We are hopeful of someday increasing our budget to allow for expansion of our ability to deliver training. That said we currently are evaluating the effect COVID restrictions are having on the collection of court assessment fees. Moving forward we are hopeful, as the restriction are lifted, we will see an increase in court assessment fees.



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

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History of POST

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

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



POST Overview

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

The Commission's mission and activities are supported by an agency staff composed of an Executive Director, appointed by the Commission, and 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.

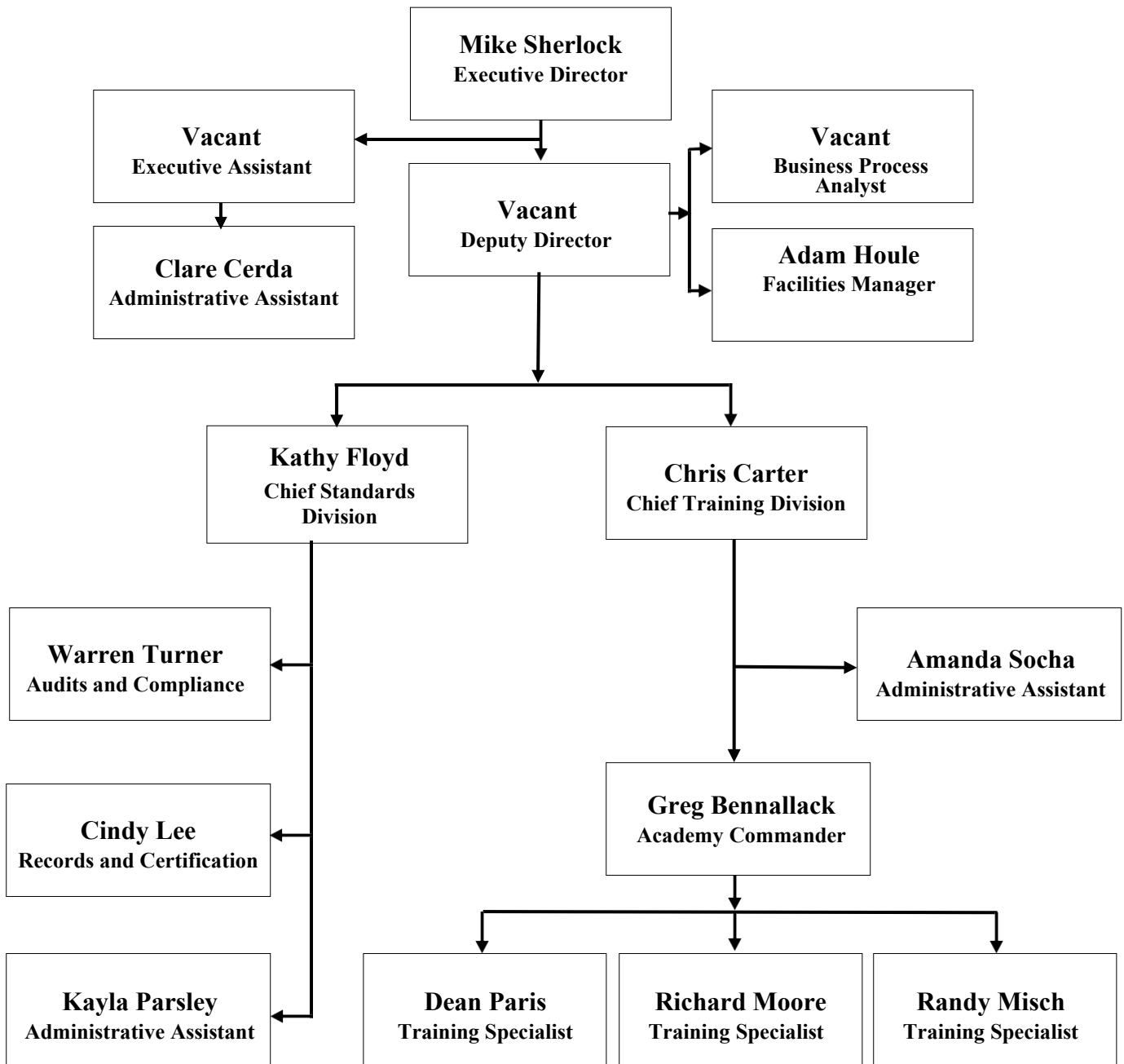
Standards Division

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

POST Organization



Staff Biographies

Administration

Mike Sherlock
Executive Director

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

Vacant
Deputy Director

Vacant
Executive Assistant

Vacant
Business Process Analyst

Adam Houle
Facilities Manager

Adam joined POST in August of 2017. Before joining POST, he worked for Buildings and Grounds for 7 years. Adam's background includes more than 25 years of construction/maintenance experience. He has lived in Carson City for over 30 years, originally from Southern California.

Clare Cerda
Administrative Assistant

Clare joined POST in 2018, with 6 months prior state service in the Department of Corrections and 2 years prior administrative experience in the private construction industry. She was born and raised in Northern Nevada and is working towards her degree in Business Administration.

Staff Biographies

Standards Division

Kathy Floyd
Division Chief

Serving since 2007, Kathy came to POST after serving 15 years in the private and corporate industries as an administrative assistant, office manager, and purchasing assistant. She also has an extensive background in customer relations and customer service. Kathy was promoted to Standards Division Chief in June of 2020.

Warren Turner
Audits and Compliance

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

Cindy Lee
Records and Certifications

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

Kayla Parsley
Administrative Assistant

Kayla joined POST in 2017, with two years of prior state service within the Division of Welfare and Supportive Services as an administrative assistant.

Staff Biographies

Training Division

Chris Carter
Division Chief

Chris joined POST in 2019. He is a decorated 35-year veteran of Law Enforcement, retiring as a Chief of Police in 2015. During his career he served in various roles and assignments including Patrol, FTO, Training, Background Investigations, and SWAT. He is POST certified to instruct in multiple subjects and is a certified Use of Force Analyst through the Force Science Institute. He is also a US Army Veteran with a Bachelor's in Business Administration and is a graduate of the 235th Session of the FBI National Academy.

Greg Bennallack
Academy Commander

Greg started at POST in January 2019 after serving 32 years in law enforcement. His law enforcement career includes experience working for the Orange County Sheriff's Department, the West Covina Police Department, the El Dorado County Sheriff's Office, the Orange County District Attorney's Office Bureau of Investigation, the University of Nevada Reno Police Department. Greg earned a Master of Science Degree in Emergency Services Administration and a Bachelor of Science Degree in Administration of Justice, both from California State University Long Beach.

Dean Paris
Training Specialist

Serving since 2018, Dean retired from the United States Marine Corps as a Gunnery Sergeant after 20 years of honorable service. During his career he served 10 years in the infantry with 3 combat tours and 10 years as a Military Police Officer. His law enforcement experience includes serving as a watch commander, platoon sergeant, training chief, military police investigator and Provost Sergeant. Currently he is 6 credit hours away from completing his bachelor's in criminal justice from Columbia Southern University.

Richard Moore
Training Specialist

Richard joined POST in April of 2020. He spent 25 years as a Law Enforcement Ranger with the National Park Service. During his career, Richard served in National Parks throughout the U.S. and is well versed in a variety of topics and experiences. Richard's last posting before retirement was as Chief Ranger at Yellowstone National Park.

Randy Misch
Training Specialist

Randy joined POST in November of 2018. Randy started his law enforcement career in 2008 with the Los Angeles County Sheriff's Department. In 2013 he was hired with Truckee PD where he worked as a Field Training Officer, Boating Officer, Volunteer Coordinator, and was named Officer of the Year in 2014. Randy earned his master's degree in Organizational Leadership from Woodbury University and his bachelor's degree in Criminal Justice from San Diego State University.

Amanda Socha
Administrative Assistant

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

New Hires in FY20

- Chris Carter, Training Division Chief
- Adam Houle, Facilities Supervisor
- Richard Moore, Training Specialist

Promotions in FY20

- Kathy Floyd, Chief of Standards Division

Retirements and Departed employees in FY20

- Tim Bunting
- Scott Johnston
- Boe Turner
- Susie Russell
- Eric Schinzing

Contact Us

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

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

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Fiscal Year 2020 Accomplishments

Statistical Achievements

- Nevada Criminal Justice Agencies: 138
- Nevada Active Peace Officers: 9,239
- Nevada Basic Training Academies: 29
- Training Providers (POST certified courses): 102

- Criminal Justice Agency Audits Conducted: 15
- Academy Audits Conducted: 1
- Course Audits Conducted: 0
- Courses Certified: 193
- Certification Exams Administered: 962
- Revoked or Suspended Basic Certificates: 7

- Basic Certificates Issued: 914
- Intermediate Certificates Issued: 480
- Advanced Certificates Issued: 432
- Supervisor Certificates Issued: 145
- Management Certificates Issued: 10
- Executive Certificates Issued: 8

- E-learning Courses on nvelearn.nv.gov website: 43
- E-learning Students enrolled: 4,437
- E-learning FY20 Training Hours: 37,452
- Professional Development Classroom Students: 103
- Professional Development Classroom Training Hours: 3,760

- POST Academy Graduates:
 - Category I officers: 51
 - Category II officers: 6
 - Category III officers: 2
 - Reserve officers: 7
 - Reciprocity: 36

- POST Academy Training Hours:
 - Category I training hours: 28,124
 - Category II training hours: 2,308
 - Category III training hours: 628
 - Reserve training hours: 840
 - Reciprocity: 2,880

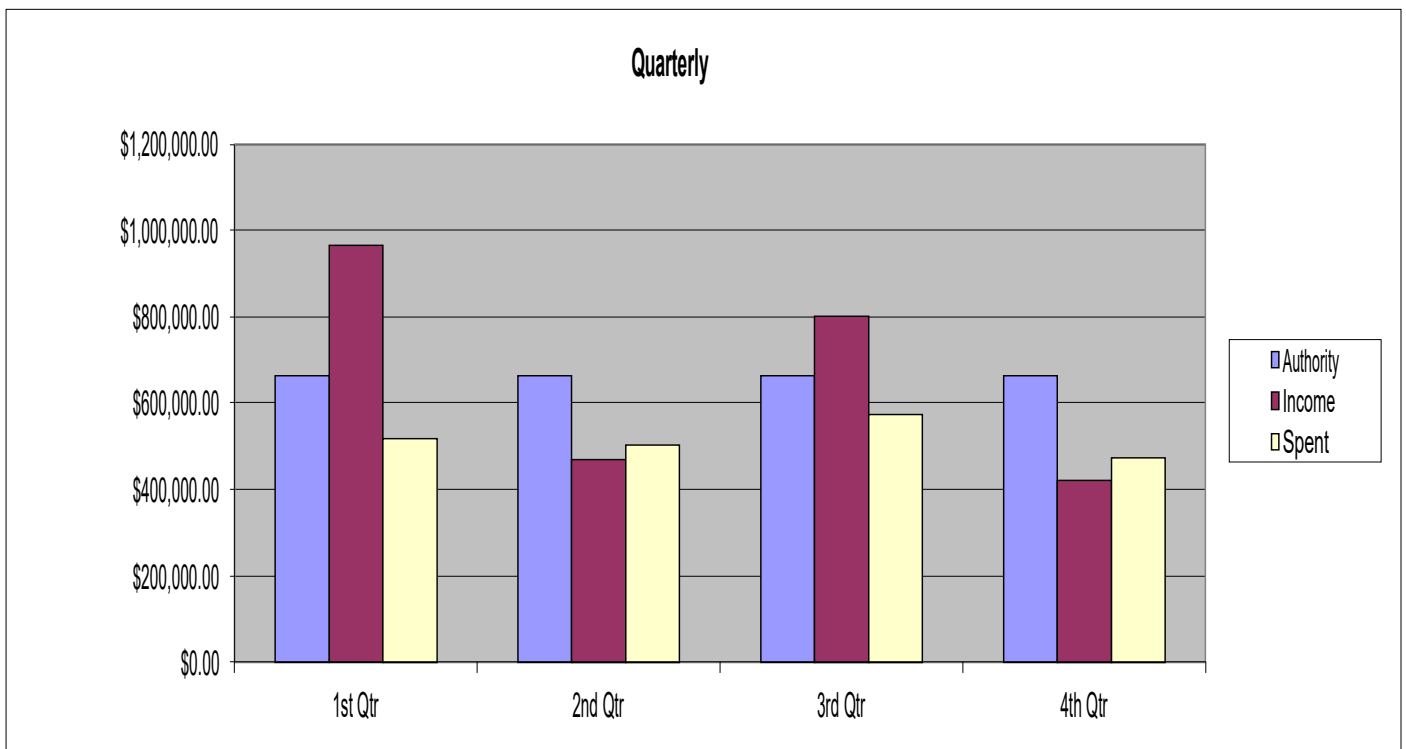
Fiscal Year 2020 Accomplishments

- Academy class 2019-02 graduated November 14, 2019 with 23 graduates which included 19 CAT I, 2 CAT II, and 2 CAT III's
- Academy class 2020-01 graduated May 21, 2020 with 28 graduates which included 24 CAT I and 4 CAT II
- AB 478 took effect 10/1/2019. This bill moved mandated training from regulation to statute. It also mandated specific training subjects that must be included in annual training to maintain certification. POST developed recommended objectives for each subject and continues to work on curriculum to expand on those subjects.
- The POST commission approved amending NAC 289.230 for the 12-hour statutory education/training
- The POST First Line Supervisor program was reviewed and updated January 1, 2020.
- Justice Assistance Grant Application was filed October of 2019. POST was awarded \$101,000 January of 2020. This grant authorized the purchase of new technology for Basic Academy cadets, including new laptop computers, body cameras, and force training vests. Also authorized were the procurement of Management Program course materials for use by any/all Nevada Law Enforcement Agencies

Financial Report FY20

Funding Overview

POST uses a fee-based budget, which means that we start the year at \$0, zero dollars, and receive our income from court assessments throughout the year. We must build carry-forward money into the budget to give us operating funds at the beginning of each fiscal year. In the last fiscal year, our income met authorization. Below is a breakdown by quarter for the fiscal year.



Financial Report FY20

Revenue FY-20

Revenue	Authority	Income	Difference	% Received
Balance forward	\$654,749.00	\$0.00	\$654,749.00	0.00%
Advance	\$0.00	\$0.00	\$0.00	0.00%
Registration	\$35,767.00	\$38,170.00	-\$2,403.00	106.72%
Court Assessment	\$2,231,653.00	\$2,131,048.04	\$100,604.96	95.49%
Miscellaneous	\$597.00	\$233.12	\$363.88	39.05%
Reimbursement	\$0.00	\$0.00	\$0.00	0.00%
Grant	\$0.00	\$0.00	\$0.00	0.00%
Prior year refund	\$0.00	\$0.00		
TOTAL	\$2,922,766.00	\$2,169,451.16	\$753,314.84	74.23%

Expenditures FY-20

Description	Authority	Expended	Difference	% Spent
Personnel	\$1,510,542.00	\$1,417,612.10	\$92,929.90	93.85%
Out-of-state	\$6,428.00	\$2,334.36	\$4,093.64	36.32%
In-state	\$12,196.00	\$6,198.51	\$5,997.49	50.82%
Operating	\$528,015.00	\$520,196.02	\$7,818.98	98.52%
Equipment	\$45,244.00	\$36,244.00	\$9,000.00	80.11%
Instructor	\$9,533.00	\$6,071.50	\$3,461.50	63.69%
Role Player	\$3,640.00	\$3,640.00	\$0.00	100.00%
Academy Instructor	\$0.00	\$0.00	\$0.00	0.00%
Commission	\$2,911.00	\$2,904.73	\$6.27	99.78%
Comm. Asst. Grant		\$0.00	\$0.00	0.00%
Cadet Education	\$0.00	\$0.00	\$0.00	0.00%
Grant		\$0.00	\$0.00	0.00%
Information Services	\$57,860.00	\$43,431.21	\$14,428.79	75.06%
Staff uniform	\$5,716.00	\$3,386.91	\$2,329.09	59.25%
Training	\$0.00	\$0.00	\$0.00	0.00%
Utilities	\$1,315.00	\$1,124.16	\$190.84	85.49%
Admin Services	\$46,205.00	\$46,205.00	\$0.00	100.00%
Reserve		\$0.00	\$0.00	0.00%
Purchasing	\$706.00	\$706.00	\$0.00	100.00%
State wide	\$41,940.00	\$41,940.00	\$0.00	100.00%
AG	\$39,427.00	\$39,427.00	\$0.00	100.00%
Repay Advance	\$0.00	\$0.00	\$0.00	0.00%
Total	\$2,311,678.00	\$2,171,421.50	\$140,256.50	93.93%

The POST Commission

New Commissioner in FY20

- Ty Trouten, Chief of Elko Police Department

Retirements in FY20

- Ben Reed, Chief of Elko Police Department

The POST Commission

Governor

Steve Sisolak

Chairman

Jason Soto

Chief

Reno Police Department

Commissioner

Michael Allen

Sheriff

Humboldt County

Sheriff's Office

Commissioner

John McGrath

Deputy Chief

Las Vegas Metropolitan

Police Department

Commissioner

Timothy Shea

Chief

Boulder City

Police Department

Commissioner

Ty Trouten

Chief

Elko Police Department

Commissioner

Kevin McKinney

Lieutenant

Elko County

Sheriff's Office

Commissioner

George Togliatti

Director

Nevada Department

of Public Safety

Commissioner

Michele Freeman

Chief

City of Las Vegas

Department of Public Safety

Commissioner

James Ketsaa

Chief

Clark County School District

Police Department

The POST Commissioners



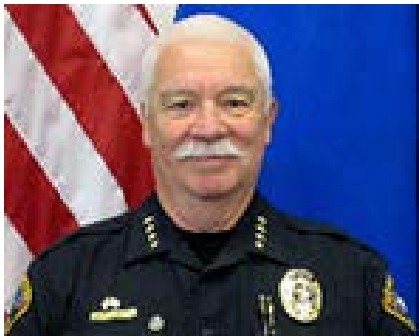
SHERIFF ALLEN



CHIEF SOTO
CHAIRMAN



DEPUTY CHIEF
MCGRATH



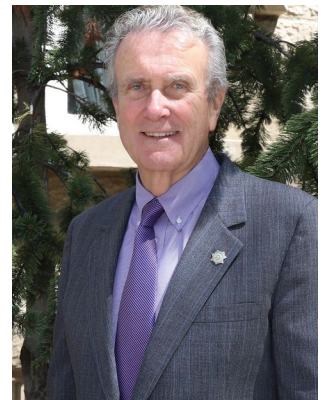
CHIEF SHEA



CHIEF TROUTEN



LIEUTENANT
MCKINNEY



DIRECTOR TOGLIATTI



CHIEF FREEMAN



CHIEF KETSAA

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