

# The Commission on Peace Officer Standards & Training



## Annual Report

July 1, 2022 - June 30, 2023

# 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

FY 23 ended with a new governor and a major change in our budget. After years of advocating for a more reliable and predictable funding mechanism, we are finally able to use general fund monies in our budgeting with FY24. We were able to make headway in increasing certain budget line items and enhancements, but most importantly the governor's budget allows for stability in our planning and availability of funds. Moving forward, we are hopeful that we are successful in getting increased investments in the training and standards of peace officers in Nevada.

One area which we were targeting in terms of expansion and effectiveness is our advanced training and professional development delivery. During fiscal year 2022 we trained 91 students with 5,072 hours in advanced training. FY2023 saw the number of students increase to 255 and training hours increase to 7,744. Our training division updated the supervisor course, management course and regulation changes to professional certificates to allow and encourage more advanced training. Training Division created a predictable schedule for delivery of advanced training to allow agencies an opportunity to plan advanced training for their peace officer staff. We were able to develop a new leadership program titled the POST Leadership Institute. This is an intensive and new course which is facilitated over a 4-month period with students coming together for 3 days each month over the 4 months. This is a new delivery method for Nevada and we look forward to rolling out this course. On the basic training side, we conducted a study as to best practices in terms of how and what, specifically, is the best sequence to deliver basic training curriculum in terms of required subject matter. These best practices are not only being used in the POST basic academy but being rolled out for basic academies across the state.

On the standards issue, staff saw an increase in concern about the ability of agencies to recruit and retain peace officer staff. POST began to look at regulations as to whether there was room to update regulations that would allow for better recruiting while maintaining standards. We also made regulatory changes based on legislation. Everything from marijuana usage to physical standards for entry were reviewed and updated. In addition, we continued the rule making process on a behavior health mandate from the prior legislative session. This session saw changes to reporting requirements from agencies related to officer discipline and backgrounds and we continue to update regulatory and policy language to meet those legislative mandates. Our Standards Division continues to ensure those who do not meet our minimum standards or fail to uphold those standards are denied certification or revoked. Nevada POST was one of the first to utilize the National Decertification Index (NDI) to ensure that those who should not be employed in policing could not travel from state to state avoiding detection of their bad behavior. Nevada was and is a leader in this area as the NDI becomes a national mandate and here in Nevada the use of NDI is legislatively mandated (though it has been our policy for years).

POST has weathered as best we can, so far, the anti-police political sentiment from some and the "defunding" rhetoric while seeing increases in crime and criminal statute changes that affect the ability to enforce criminal behavior. POST looks at these issues from both a training and standards perspective. How Nevada peace officers can best serve their communities considering these issues is always the focus. We look forward to seeing both an increased fiscal investment in peace officer training and regulatory support through the budgetary process, but also legislative support in those areas of policing, including statutes. We strive to do our part to help make Nevada policing effective and meeting the needs of our communities, residents and visitors by keeping them safe and secure from criminal behavior through training and minimum standards for peace officer staff.



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 stand alone agency under the Office of the Governor. In 2005 the Commission expanded to nine Commissioners and the 2021 Legislative session added 2 non-peace officer members to the commission bringing the total commission membership to 11.

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 require 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 11 member Commission is composed of 9 law enforcement officials that are appointed by the Governor and 2 civilian members appointed by the Legislature. 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.

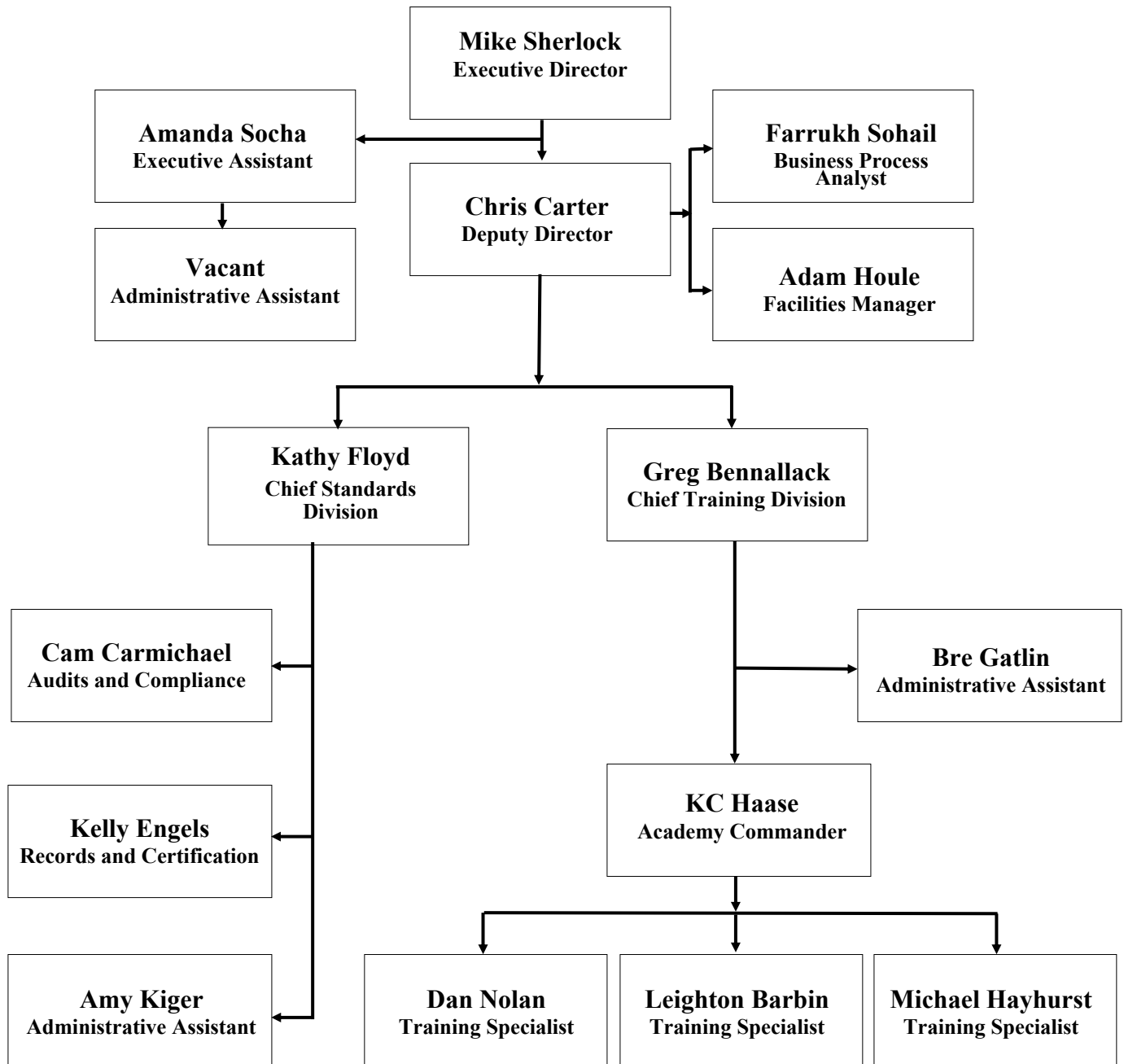
## **Standards Division**

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.

# 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.

**Chris Carter**  
Deputy Director

Chris joined POST in 2019 as Training Division Chief. He was promoted to Deputy Director in 2020. 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 235<sup>th</sup> Session of the FBI National Academy.

**Amanda Socha**  
Executive 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. Amanda was promoted to Executive Assistant after 5 years serving in both the Administration and Training Divisions'.

**Farrukh Sohail**  
Business Process Analyst

Farrukh joined POST in 2023 as our Business Process Analyst with over 13 years of experience in Consumer Services Industry as well as 5 years in Information Technology.

**Adam Houle**  
Facilities Manager

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

**Vacant**  
Administrative Assistant

# 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 2020 after serving 8 years at the Executive Assistant

**Cam Carmichael**  
Audits and Compliance

Cam returned to POST in November 2022. He served over 29 years in California law enforcement. Cam began his career in San Diego County, retired as a Sergeant with South Lake Tahoe police department. While in South Lake Tahoe he held team leader positions in Special Weapons and Tactics team, Crisis Negotiation Team, and Bike Patrol. He possesses a Bachelors of Science degree from San Diego State and a Masters of Science degree from Amberton University.

**Kelly Engels**  
Records and Certifications

Kelly started with the state in 2000, working at Central Payroll as a payroll liaison for many agencies in the State of Nevada. She has also worked at the Supreme Court. She joined us with a wealth of customer service experience in 2020 and was promoted to Program Officer in 2023.

**Amy Kiger**  
Administrative Assistant

Amy Kiger joined POST in 2022 after working dispatch for both Douglas County 911 and private sector emergency restoration. She volunteers her time dispatching for the Red Cross and has numerous years of office-related experience. After starting in the Administration Division, she was promoted to the Standards Division in 2023.

# Staff Biographies

## Training Division

**Greg Bennallack**  
Division Chief

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.

**KC Haase**  
Academy Commander

KC Haase started working for POST in February 2021 after over 20 years of law enforcement experience. His law enforcement career includes working for the Sacramento County Sheriff's Department, Elk Grove Police Department and the Department of Defense. KC has been a Federal Investigator, Detective, SWAT Operator, Field Training Officer, Police Officer, Deputy Sheriff, Firearms Instructor and Defensive Tactics Instructor. He promoted to Academy Commander in December of 2021.

**Leighton Barbin**  
Training Specialist

Leighton Barbin is a law enforcement professional with extensive experience in various roles across multiple departments. He earned his bachelor's degree in criminal justice and began his career with the Charleston Police Department in South Carolina in 2013. From 2015 to 2021, Leighton lateraled the Issaquah Police Department in Washington State, where he held positions including Field Training Officer, CIT Officer, Major Crimes Detective, and a member of the Secret Service Electronic Crimes Task Force. In 2021, Leighton joined Nevada POST in the Training Division.

**Dan Nolan**  
Training Specialist

Dan started at POST in January of 2022 after serving 28 years in Law enforcement. Dan's years of Law Enforcement were shared between the Bishop Police Department and Mono County Sheriff's Department. His Law Enforcement experience career included being a firearms, chemical agents, electronic weapons, and defensive tactics instructor for twenty years, and was the Team Leader of a regional Swat Team. Dan was retired at the rank of Sergeant after serving 23 years at that rank. Dan has taught at a Regional Police Academy for 22 years where he had taught almost every learning domain and had held the position of Assistant Academy Coordinator. Dan is a graduate of the National Academy, (class #254), and the Sherman Block Leadership Institute.

**Mike Hayhurst**  
Training Specialist

Mike started at POST in July 2022 after serving 15 years in law enforcement at the Barstow, CA Police Department and 17 years in public education. Mike holds a Master of Arts in Teaching and a Bachelor of Arts in Social Science from Chapman University. His law enforcement experience includes Patrol, K-9, Field Training Officer, Drug Influence Recognition, Investigations, Internal Affairs, Background Investigations, Training, and Administration. Mike finished his law enforcement career as a Sergeant in the Patrol Division as a Watch Commander.

**Bre Gatlin**  
Administrative Assistant

Bre comes to POST after 15 years in the dental field. After a career change and working for the Investigation Division at Department of Public Safety, Bre found what she wanted to do after leaving the dental field. Always ready to accept a task or challenge, she brings a positive and fresh perspective ready to improve and help wherever is needed.

## New Hires in FY23

- Mike Hayhurst, Training Specialist
- Cam Carmichael, Training Specialist
- Amy Kiger, Administrative Assistant
- Farrukh Sohail, Business Process Analyst
- Bre Gatlin, Administrative Assistant

## Promotions in FY23

- Kelly Engels, Program Officer
- Amy Kiger, Administrative Assistant

## Retirements in FY23

- Cindy Smith, Program Officer

## Departures in FY23

- Kayla Parsley, Administrative Assistant

# 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 2023 Accomplishments

## Statistical Achievements

- Nevada Criminal Justice Agencies: 135
- Nevada Active Peace Officers: 13,559
- Nevada Basic Training Academies: 28
- Training Providers (POST certified courses): 61
- Criminal Justice Agency Audits Conducted: 55
- Academy Audits Conducted: 23
- Course Audits Conducted: 157
- Courses Certified: 250
- Certification Exams Administered: 636
- Revoked or Suspended Basic Certificates: 7
- Dispatcher Certificates issued: 48
- Basic Certificates Issued: 1,385
- Intermediate Certificates Issued: 408
- Advanced Certificates Issued: 334
- Supervisor Certificates Issued: 147
- Management Certificates Issued: 6
- Executive Certificates Issued: 3
- E-learning Courses on nvelearn.nv.gov website: 52
- E-learning Students enrolled: 1,327
- E-learning Training Hours: 7,838
- POST Campus Advanced Officer Training Classroom Students: 255
- POST Campus Advanced Officer Training Classroom Training Hours: 7,744
- Statewide First Line Supervisor Classroom Students: 246
- Statewide First Line Supervisor Classroom Training Hours: 19,680
- POST Academy Graduates:
  - Category I officers: 44
  - Category II officers: 3
  - Reserve officers: 5
  - Reciprocity: 34
  - Dispatcher: 48
- POST Academy Training Hours:
  - Category I training hours: 28,866
  - Category II training hours: 1,054
  - Reserve training hours: 600
  - Reciprocity training hours: 2,720
  - Dispatcher training hours: 5,760

# Fiscal Year 2023 Accomplishments

- Academy class 2022-02 graduated November 10, 2022 with 26 graduates which included 25 CAT I and 1 CAT II
- Academy class 2023-01 graduated May 18, 2023 with 21 graduates which included 19 CAT I and 2 CAT II
- Additional Advanced Officer Training courses were provided to Nevada law enforcement personnel resulting in an increase of 2,360 training hours completed over those in the prior fiscal year. New courses included Background Investigations, Internal Affairs Investigations, Firearms Instructor, and Basic Investigations.
- The P.O.S.T. Commission approved:
  - The language to create a CAT III Reciprocity Program
  - The language to create the Annual Behavioral Wellness Visit
  - The language to revise the hiring standards to account for current marijuana laws
  - The language to revise the physical fitness requirements for academies

Thanks to Grants received from the Department of Public Safety, Office of Criminal Justice Assistance in FY 23, we were able to:

- Contract with subject matter expert instructors to provide instructor development training to law enforcement personnel across the state of Nevada at various regional locations to enable them to provide annual compliance training to officers at their respective agencies. Training participants were certified to provide training on the topics required by NAC 289.230 (1)(b) (1-7).
- Contract with a subject matter expert consultant to review basic academy training curriculum, advise Training Division staff on best practices for scaffolding curriculum, and create a basic training schedule in which classes are presented in a specific order with integrated practical scenario-based training activities, leading to increased learning.

# Financial Report FY23

## Revenue FY23

Revenue	Authority	Income	Difference	% Received
Balance forward	\$527,921.00		\$527,921.00	0.00%
Registration	\$35,729.00	\$41,440.00	-\$5,711.00	115.98%
Court Assessment	\$2,125,319.00	\$1,424,603.99	\$700,715.01	67.03%
Miscellaneous	\$233.00	\$88.81	\$144.19	38.12%
TOTAL	\$2,689,202.00	\$1,466,132.80	\$344,980.10	54.52%

## Expenditures FY23

Description	Authority	Expended	Difference	% Spent
Personnel	\$1,541,750.00	\$1,432,767.30	\$108,982.70	92.93%
Out-of-state	\$4,497.00	\$3,028.76	\$1,468.24	67.35%
In-state	\$11,455.00	\$9,298.16	\$2,156.84	81.17%
Operating	\$502,677.00	\$482,060.45	\$20,616.55	95.90%
Equipment	\$84,032.00	\$200.00	\$83,832.00	0.24%
Instructor	\$9,533.00	\$8,442.48	\$1,090.52	88.56%
Role Player	\$3,640.00	\$3,640.00	\$0.00	100.00%
ACS-1 shot	\$120,500.00	\$0.00	\$120,500.00	0.00%
Commission	\$7,617.00	\$3,184.16	\$4,432.84	41.80%
Information Services	\$17,454.00	\$17,076.83	\$377.17	97.84%
Staff uniform	\$5,716.00	\$4,991.20	\$724.80	87.32%
OnBase	\$8,300.00	\$7,598.75	\$701.25	91.55%
Utilities	\$1,124.00	\$1,026.81	\$97.19	91.35%
Admin Services	\$44,039.00	\$44,039.00	\$0.00	100.00%
Purchasing	\$601.00	\$601.00	\$0.00	100.00%
State wide	\$46,057.00	\$46,057.00	\$0.00	100.00%
AG	\$44,173.00	\$44,173.00	\$0.00	100.00%
TOTAL	\$2,453,165.00	\$2,108,184.90	\$344,980.10	85.94%

## New Commissioners in FY23

- Daniel Coverley, Sheriff, Douglas County Sheriff's Office
- Oliver Miller, Deputy Chief, Reno Police Department

## Retirements in FY23

- Jason Soto, Chief, Reno Police Department
- Michael Allen, Sheriff, Humboldt County Sheriff's Office

# The POST Commission

**Governor**

Joe Lombardo

Chairman

**Ty Trouten**

Chief

Elko Police Department

Commissioner

**Daniel Coverley**

Sheriff

Douglas County Sheriff's  
Office

Commissioner

**Jamie Prosser**

Deputy Chief

Las Vegas Metropolitan  
Police Department

Commissioner

**Tiffany Young**

Community Member  
Assembly Appointed

Commissioner

**Kevin McKinney**

Chief

Carlin Police Department

Commissioner

**Timothy Shea**

Chief

Boulder City Police  
Department

Commissioner

**Oliver Miller**

Deputy Chief

Reno Police Department

Commissioner

**Robert Straube**

Assistant Chief

City of Las Vegas Department  
of Public Safety

Commissioner

**Russ Niel**

Deputy Chief

Nevada Gaming  
Control Board

Commissioner

**George Togliatti**

Director

Nevada Department of  
Public Safety

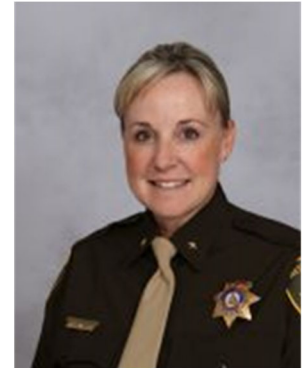




SHERIFF COVERLEY



CHIEF TROUTEN  
CHAIRMAN



DEPUTY CHIEF  
PROSSER



CHIEF MCKINNEY



CHIEF SHEA



DEPUTY CHIEF MILLER



TIFFANY YOUNG



ASSISTANT CHIEF  
STRAUBE



DEPUTY CHIEF NIEL



DIRECTOR TOGLIATTI

# Contact the Commissioners

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