

The Commission on Peace Officer Standards & Training



Annual Report

July 1, 2023 - June 30, 2024

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

During Fiscal year 2024, though recruiting remained a concern, we now are beginning to see an increase in the number of basic training academy attendees as the fiscal year ends. In the area of basic training, we were able to complete the academy integration study and implement the experts' national recommendations in terms of training delivery sequence we will fully implement for academy class 2024-02. We continue to evaluate and make changes to our basic training delivery and created a stand-alone Category II basic training program that concentrates on the category II discipline.

In the advanced training area, we secured a grant to present a two-day advanced peer support class. We continue to support and present training to increase officer well-being and support behavior health. POST presented some twenty advanced officer training courses. This resulted in about 5084 more training hours for Nevada peace officers than the previous year. Many of those hours were instructor level courses. We continue to deliver the POST Leadership Institute (PLI) and interest continues to grow.

On the regulation side, the Commission sought to address the continued shortages and recruitment problems seen by many agencies. As a result, a Command Level Basic Certificate program was created, changes were made to the requirements for Executive Certificates and changes were made to reciprocity requirements. In addition, the Commission approved a recertification program for Nevada officers out of law enforcement for more than 5 years but less than 10.

On the administrative/ staffing side, we were able to increase our staff training budget slightly (it was zero), allowing us to send staff to training to maintain their skills and expertise in critical areas. We were also successful in reclassifying a business process analyst position to an IT technician position. With the increase in the reliance on technology this was a critical need and has been of significant benefit to our operations.

As we move into another fiscal year, we are hopeful the increase in recruitment numbers will continue to allow agencies to get more coverage for their communities. As we project our category I basic training numbers to increase, we have strived to increase our class size to meet the needs of agencies. We currently deliver two 18-week academies per year and have increased the allowable size of the academy to accommodate all that need it. Should the numbers get beyond our classroom and allowable instructor/student ratio, we have a contingency plan to add a third academy annually. Budget issues would be addressed should that need occur.



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.

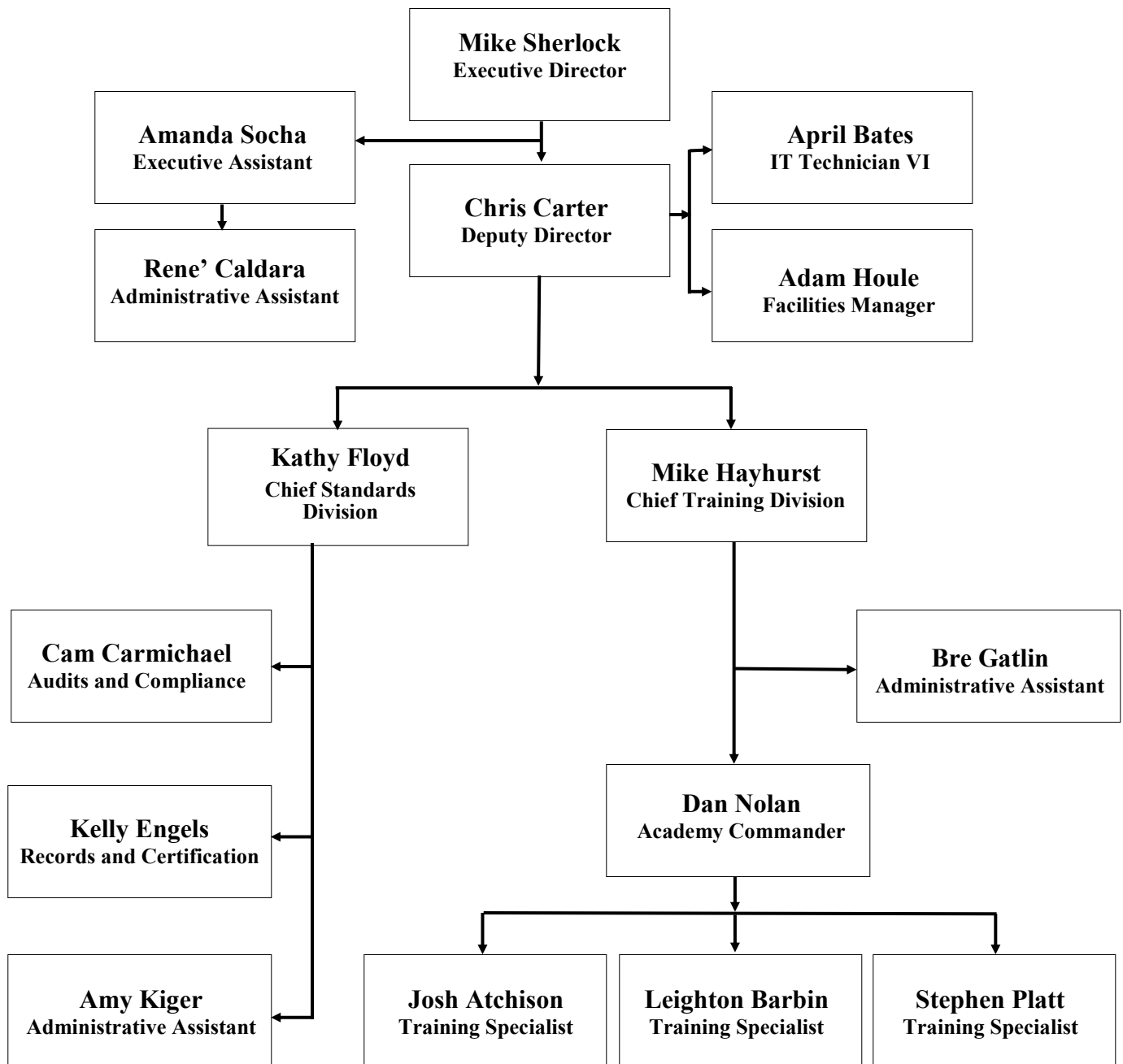
Standards Division

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 235th 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'.

April Bates
Information Technology
Technician VI

April began her career in customer service working in technology sales before earning an associate's degree in Computer Information Technology specializing in Networking and Server Technologies. She joined POST in 2024 as a skilled IT technician with 8 years of extensive experience in both on-site and remote support.

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.

Rene' Caldara
Administrative Assistant

Rene' joined POST in 2024 after serving 10 years at Lyon County Utilities. She has over 14 years of customer service experience. She likes to think outside of the box, ready to learn anything new to expand her knowledge to be more helpful.

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 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

Mike Hayhurst
Division Chief

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. Mike was promoted to Training Division Chief in October of 2023.

Dan Nolan
Academy
Commander

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 fire-arms, 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. He was promoted to POST Academy Commander in November 2023.

**Leighton
Barbin**
Training
Specialist

Leighton 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, where he initially contributed to the Basic Academy Training Division until 2023. Since 2023, he has been assigned to advanced officer Training within the training division. Leighton is currently pursuing a master's degree in clinical social work to further enhance his expertise in law enforcement and mental health.

Josh Atchison
Training
Specialist

Josh joined POST in 2023 with over a decade of experience in law enforcement. Throughout his career, he has served in key roles, including Field Training Officer (FTO) and member of the Special Response Unit (SRU). In addition to his operational expertise, Josh is a certified instructor in less-than-lethal tactics and defensive tactics, demonstrating his commitment to training and equipping fellow officers with essential skills. His wealth of knowledge and dedication to excellence makes him a valuable addition to the POST team.

Stephen Platt
Training
Specialist

Stephen started at POST in December 2023 after serving 23 years with the San Mateo County Sheriff's Office. His experience includes patrol, corrections, courts, transit, and transportation. He received an award from Mothers Against Drunk Driving for the most DUIs in his division. In addition, as a deputy sheriff, he had auxiliary duties working in the Marine Unit, Extradition Team, and as an EVOC Instructor. After decades of service, he is an advocate for officers to receive mental health training, on and off duty, to facilitate a long, healthy career and happy families.

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 FY24

- Josh Atchison, Training Specialist
- Stephen Platt, Training Specialist
- Rene' Caldara, Administrative Assistant
- April Bates, IT Technician VI

Promotions in FY24

- Mike Hayhurst, Training Division Chief
- Dan Nolan, Academy Commander

Retirements in FY24

- Gregory Bennallack, Training Division Chief

Departures in FY24

- KC Haase, Academy Commander
- Farrukh Sohail, Business Process Analyst

Contact Us

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

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Fiscal Year 2024 Accomplishments

Statistical Achievements

- Nevada Criminal Justice Agencies: 132
- Nevada Active Peace Officers: 14,832
- Nevada Basic Training Academies: 32
- Training Providers (POST certified courses): 61
- Criminal Justice Agency Audits Conducted: 54
- Academy Audits Conducted: 25
- Course Audits Conducted: 193
- Courses Certified: 193
- Certification Exams Administered: 865
- Revoked or Suspended Basic Certificates: 1 1
- Dispatcher Certificates Issued: 53
- Basic Certificates Issued: 1,547
- Intermediate Certificates Issued: 300
- Advanced Certificates Issued: 330
- Supervisor Certificates Issued: 143
- Management Certificates Issued: 11
- Executive Certificates Issued: 4
- E-learning Courses on nvelearn.nv.gov website: 52
- E-learning Students enrolled: 1,250
- E-learning Training Hours: 7,348
- POST Campus Advanced Officer Training Classroom Students: 331
- POST Campus Advanced Officer Training Classroom Training Hours: 12,828
- Statewide First Line Supervisor Classroom Students: 199
- Statewide First Line Supervisor Classroom Training Hours: 15,920
- POST Academy Graduates:
 - Category I officers: 46
 - Category II officers: 7
 - Reserve officers: 13
 - Reciprocity: 37
 - Dispatcher: 41
- POST Academy Training Hours:
 - Category I training hours: 30,015
 - Category II training hours: 2,450
 - Reserve training hours: 1,560
 - Reciprocity: 2,960
 - Dispatcher: 6,360

Fiscal Year 2024 Accomplishments

- Academy class 2023-02 graduated November 9, 2023 with 30 graduates which included 23 CAT I and 7 CAT II
- Academy class 2024-01 graduated May 9, 2024 with 23 CAT I graduates.
- Academy class 2024-03 graduated June 27, 2024 with 9 CAT II graduates.
- Twenty Advanced Officer Training courses were provided to Nevada law enforcement personnel in FY 24. This resulted in an increase of 5084 training hours over those in the prior fiscal year. In total, POST provided 12,828 hours of in-seat Advanced Officer Training to Nevada law enforcement officers and support personnel. New courses included Pistol Instructor, Rifle Instructor, Shotgun Instructor, Tactical Pistol, Field Training Officer, Advanced Peer Support, and the POST Leadership Institute program.
- We secured increased funding in our staff training and development budget which allowed POST personnel to attend training courses for instructor certifications in Defensive Tactics and Firearms. These certifications will allow our training staff to better serve our customer agencies and their basic trainees by being able to provide training in these subject areas using the latest techniques and employing best practices.in accordance with national norms.
- The P.O.S.T. Commission approved:
 - The language to create a Command Level Basic Certificate/program
 - The language to revise/expand the requirements for the Executive Certificate
 - The language to revise the physical fitness requirements for reciprocity hires
- The P.O.S.T. Commission created a recertification program for officers out of law enforcement more than 5 years but less than 10.

Fiscal Year 2024 Accomplishments

Peer Support JAG Grant

Nevada POST was awarded \$11,500 in grant funding to host a 2-day Advanced Peer Support Training presented by The Counseling Team International (CTI).

CTI is a nationwide organization comprised of trained First Responders and certified mental health professionals specializing in wellness programs for military and first responders.

A total of 23 students representing Law Enforcement Agencies from across the State attended the training. This grant was designed to further the efforts of the Nevada Legislature in addressing officer wellness and the intent of SB225.

Academy Integration Grant Implementation

During FY24, Nevada POST was able to partially implement the recommendations and changes derived from the grant funded study undertaken in FY23 which was intended to improve and update Basic Academy Curriculum. The curriculum for class 2024-01 was used as a test platform for the recommendations from the integration study. POST was aware that there would be unintended consequences from implanting the recommendations. One of the resulting consequences of implementing the curriculum changes was the inability to “front-load” the Category III/Category II curriculum in the first 10 weeks of the academy. POST has derived several options to address this issue and those options will be fully implemented in FY25. The recommended and implemented changes included integrated and scaffolded curriculum in a more precise and logical order of presentation and additional practical exercises/reality-based training to improve comprehension, application and retention of academy instruction. Initial results indicate that these changes have had the desired effect and significant improvements were noted on both cadet examination scores and performance scores on graded scenario training. Minor adjustments were made as necessary, but the recommendations will be fully implemented in FY25.

Information Technology (IT) Technician on POST Staff

During FY24, Nevada POST petitioned to convert an existing support staff analyst position to an IT Technician position. With the increasing use of technology in furtherance of the agency mission, POST recognized that the lack of an in-house IT professional was hampering our efforts. Our petition was granted and POST was able to add on-site IT support to existing staff and thereby able to improve our efficiency, effectiveness and responsiveness to the needs of stakeholders.

Financial Report FY24

Revenue FY-24

Revenue	Authority	Income	Difference	% Received
Registration	\$35,729.00	\$54,570.00	\$18,841.00	152.73%
Miscellaneous	\$233.00	\$7,226.35	\$6,993.35	3101.44%
TOTAL	\$35,962.00	\$61,796.35	\$25,834.35	171.84%

Expenditures FY-24

Description	Authority	Expended	Difference	% Spent
Personnel	\$1,606,356.00	\$1,606,355.03	\$0.97	100.00%
Out-of-state	\$3,921.00	\$1,757.17	\$2,163.83	44.81%
In-state	\$14,923.00	\$10,072.39	\$4,850.61	67.50%
Operating	\$519,212.00	\$496,097.38	\$23,114.62	95.55%
Equipment	\$75,032.00	\$56,751.77	\$18,280.23	75.64%
Instructor	\$14,471.00	\$13,743.88	\$727.12	94.98%
Role Player	\$3,640.00	\$2,929.00	\$711.00	80.47%
ACS-ADT	\$120,500.00	\$94,348.49	\$26,151.51	78.30%
Commission	\$6,003.00	\$5,179.81	\$823.19	86.29%
Recording-1 shot	\$2,079.00	\$1,558.96	\$520.04	74.99%
Information Services	\$42,813.00	\$41,596.73	\$1,216.27	97.16%
Staff uniform	\$5,716.00	\$4,949.85	\$766.15	86.60%
Staff Training	\$15,906.00	\$13,513.25	\$2,392.75	84.96%
Utilities	\$1,096.00	\$990.44	\$105.56	90.37%
Admin Services	\$64,299.00	\$64,299.00	\$0.00	100.00%
Purchasing	\$305.00	\$305.00	\$0.00	100.00%
State wide	\$874.00	\$874.00	\$0.00	100.00%
AG	\$31,500.00	\$31,500.00	\$0.00	100.00%
TOTAL	\$2,528,646.00	\$2,446,822.15	\$81,823.85	96.76%

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
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Commissioner

Russ Niel

Deputy Chief

Nevada Gaming
Control Board

Commissioner

George Togliatti

Director

Nevada Department of
Public Safety



SHERIFF COVERLEY



CHIEF TROUTEN
CHAIRMAN



ASSISTANT SHERIFF
PROSSER



CHIEF MCKINNEY



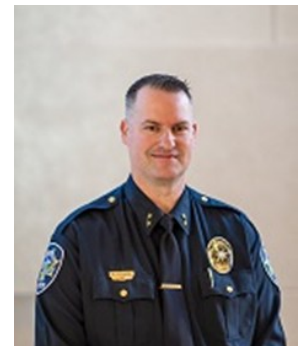
CHIEF SHEA



DEPUTY CHIEF MILLER



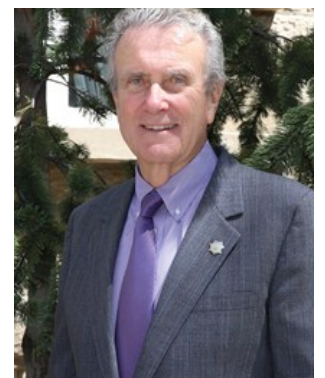
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