

The Commission on Peace Officer Standards & Training



Annual Report

July 1, 2020 - June 30, 2021

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 2021 was a full year of COVID mandates and restrictions affecting our ability to complete our mission. The restrictions made it difficult if not impossible to conduct on site compliance inspections and audits. That said our basic training program is critical to fulfilling the needs of communities across Nevada in terms of peace officers. We continued to operate our basic training academy with live training and the requirement of live in. During the year we had one positive test for COVID in the Basic Training program. As a result, based on restrictions at the time, the academy shut down for 14 days. This put an undue burden on staff, our program and the communities in need of trained peace officers. After much work, though, the academy was completed, and new peace officers graduated. Except for this one disruption we did not shut down the training program for the rest of the year. Including the 14-day lockdown, we had one positive test for COVID and no symptoms of COVID at any time during the year. No disruption, hospitalizations or delays for students or staff and we were able to graduate two full academy classes for the year. Our ability to present in person advance training was severely curtailed as a result of the COVID restrictions. We are hopeful that moving forward we can once again open and present a full list of advanced training so important to our Nevada peace officers.

This legislative session saw many areas of policing and POST addressed via bills. One area that POST supported was the addition of two civilian commissioners added to our existing nine peace officer commissioners. We believe that having the outside perspective will be beneficial to the Commission while understanding the need for expertise in police training and operations at the same time. This legislative session included over 250 bills directly related to policing. Everything from reducing or changing penalties for specific crimes to changing traffic offenses to civil infractions. These changes require curriculum changes at a minimum and could affect our budget directly on the other extreme. Taking the criminal sanctions out of traffic offenses very possibly could affect the collection of traffic fines which is where much of our budget is derived. In another bill, there is a requirement that POST establish standards for an annual "wellness" visit for peace officers. We continue to review the ability of POST both financially and legally to establish such a standard. This session also saw the passage of a bill directing POST to administer a grant program to assist agencies in creating a multi-discipline response team for calls for service involving behavior health issues. POST's participation is contingent upon funding for such grants. However, it would require us to be prepared. The bill is very specific in the process required and the parties involved in such a grant program. As such POST applied for and received a grant via the Nevada Sentencing Commission to create the policy, procedure, process and parameters of the grant program. Also, the grant provides the funding to establish the partnerships necessary, create the grant application process, peer group of evaluators and training related to behavior health response contracted with a consultant and the project is well underway and scheduled to be completed by October 1, 2021. In another bill, the statutes regarding mandated yearly training for officers was changed or added to. As a result, regulation changes were and are necessary. We continue to evaluate and implement or address legislative mandates coming from this latest session.

In terms of budget, we once again applied for the Capital Improvement Project, the EVOC facility, which again did not make the cut for the funding of that entire project. This project was approved back in 2008 but was stopped due to the economic downturn at the time. There continues to be a critical need for such a facility, and we have proposed and requested the funding every year since the original approval. We did receive some enhancements in this budget process for one-time expenditures but considering the economy with the COVID concerns and our funding source, we essentially remained status quo in terms of total budget biennium to biennium. We continue to apply for federal grants where available as a means of enhancing our ability to meet the needs of the policing community in Nevada. Though budget and COVID continued to present obstacles this fiscal year, I am very proud of our staff's ability to overcome and provide as much as possible towards the professionalism and training of peace officers across our state despite the obstacles. We will continue to fight for a better revenue stream and expand our ability to serve the needs of Nevada law enforcement standards and training.



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.

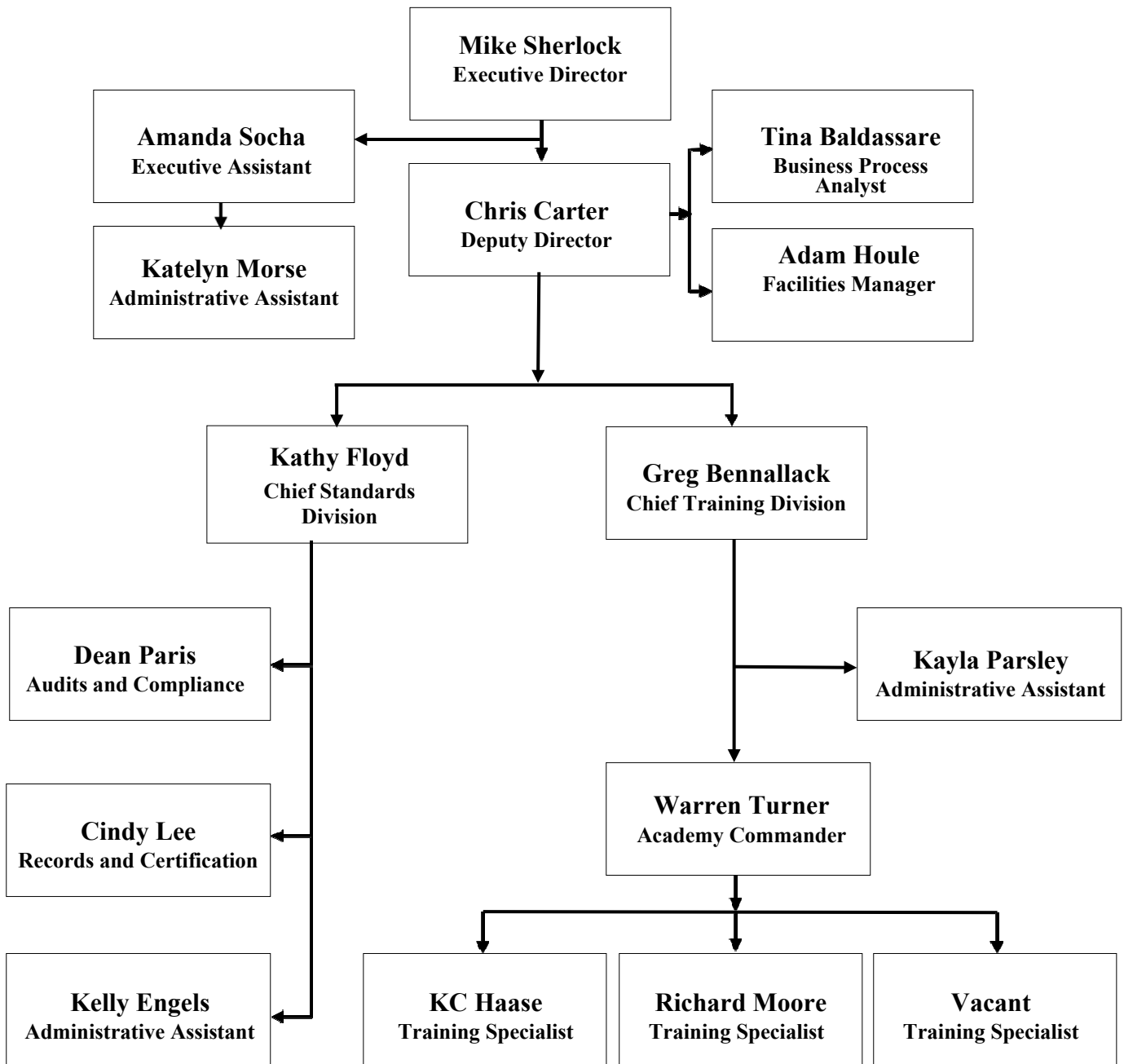
Standards Division

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.

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 started in our Administration Division as an administrative assistant. After 4 years in her assignment in the Training Division she promoted to Executive Assistant. She holds a bachelor's degree in Business Administration and brings a wealth of marketing and business experience.

Tina Baldassare
Business Process Analyst

Tina joined POST in 2020 after serving 25 years in state service wearing many hats throughout the years. Tina works for the Administration Division, in her current position she maintains all IT systems and issues.

Adam Houle
Facilities Manager

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

Katelyn Morse
Administrative Assistant

Katelyn joined POST in 2021, with 2 years of prior state service in the Department of Public Safety. She brings with her several years of experience with customer service.

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.

Dean Paris
Audits and Compliance

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.

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.

Kelly Engels
Administrative Assistant

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.

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 Orange County Sheriff's Department, West Covina Police Department, El Dorado County Sheriff's Office, Orange County District Attorney's Office Bureau of Investigation, 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.

Warren Turner
Academy Commander

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.

KC Haase
Training Specialist

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.

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.

Vacant
Training Specialist

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. Kayla transferred to the Training Division in 2021 after serving 3 years in the Standards Division.

New Hires in FY21

- Tina Baldassare, Business Process Analyst
- Kelly Engels, Administrative Assistant
- Katelyn Morse, Administrative Assistant
- KC Haase, Training Specialist

Promotions and Transfers in FY21

- Chris Carter promoted to Deputy Director
- Greg Bennallack promoted to Chief of Training
- Warren Turner promoted to Academy Commander
- Amanda Socha promoted Executive Assistant
- Dean Paris transferred from Training Division
Training Specialist to Audits and Compliance
Training Specialist
- Kayla Parsley transferred from Standards Division
Administrative Assistant to Training Division
Administrative Assistant

Departed employees in FY21

- Clare Cerda
- Randy Misch

Contact Us

Commission on Peace Officer Standards and Training

5587 Wa Pai Shone Avenue

Carson City, Nevada 89701

PHONE: (775) 687-7678 - FAX: (775) 687-4911

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

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

Phone Numbers and Email Addresses

Executive Director, Mike Sherlock	ext 3318	msherlock@post.state.nv.us
Deputy Director, Chris Carter	ext 3325	c.carter@post.state.nv.us
Business Process Analyst, Tina Baldassare	ext 3313	t.baldassare@post.state.nv.us
Executive Assistant, Amanda Socha	ext 3320	asocha@post.state.nv.us
Facilities Manager, Adam Houle	ext. 3314	ahoule@post.state.nv.us
Administrative Assistant, Katelyn Morse	ext 3326	k.morse@post.state.nv.us
Chief, Standards Division, Kathy Floyd	ext 3335	kfloyd@post.state.nv.us
Records and Certification, Cindy Lee	ext 3312	clee@post.state.nv.us
Audits and Compliance, Dean Paris	ext 3348	dparis@post.state.nv.us
Administrative Assistant, Kelly Engels	ext 3331	k.engels@post.state.nv.us
Chief, Training Division, Greg Bennallack	ext 3311	gbennallack@post.state.nv.us
Academy Commander, Warren Turner	ext 3359	wturner@post.state.nv.us
Training Specialist, Richard Moore	ext 3308	rmoore@post.state.nv.us
Training Specialist, KC Haase	ext 3304	khaase@post.state.nv.us
Training Specialist, Vacant	ext 3350	
Administrative Assistant, Kayla Parsley	ext 3310	kparsley@post.state.nv.us

Fiscal Year 2021 Accomplishments

Statistical Achievements

- Nevada Criminal Justice Agencies: 138
- Nevada Active Peace Officers: 10,062
- Nevada Basic Training Academies: 31
- Training Providers (POST certified courses): 90

- Criminal Justice Agency Audits Conducted: 42
- Academy Audits Conducted: 6
- Course Audits Conducted: 47
- Courses Certified: 142
- Certification Exams Administered: 741
- Revoked or Suspended Basic Certificates: 7

- Basic Certificates Issued: 801
- Intermediate Certificates Issued: 315
- Advanced Certificates Issued: 294
- Supervisor Certificates Issued: 107
- Management Certificates Issued: 23
- Executive Certificates Issued: 11

- E-learning Courses on nvelearn.nv.gov website: 52
- E-learning Students enrolled: 2,467
- E-learning FY21 Training Hours: 17,196
- Professional Development Classroom Students: 114
- Professional Development Classroom Training Hours: 7,056

- POST Academy Graduates:
 - Category I officers: 40
 - Category II officers: 5
 - Category III officers: 0
 - Reserve officers: 7
 - Reciprocity: 28

- POST Academy Training Hours:
 - Category I training hours: 25,681
 - Category II training hours: 1,931.5
 - Category III training hours: 0
 - Reserve training hours: 840
 - Reciprocity: 2,240

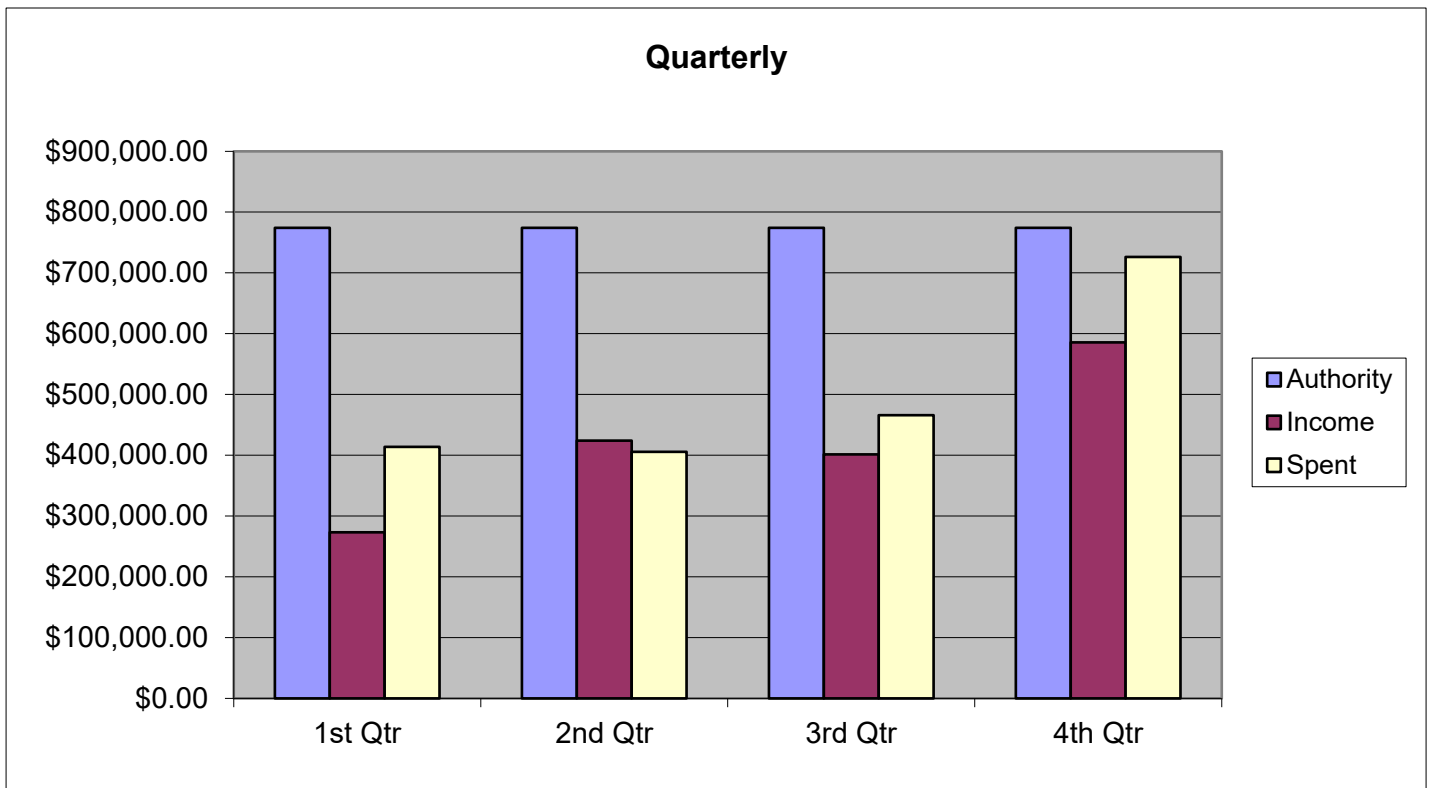
Fiscal Year 2021 Accomplishments

- Academy class 2020-02 graduated November 12, 2020 with 20 graduates which included 17 CAT I and 3 CAT II
- Academy class 2021-01 graduated May 20, 2021 with 25 graduates which included 23 CAT I and 2 CAT II
- Regulations adding federal law enforcement and POST employment to the list of those eligible to maintain the active status of their currently held POST certificate and adding the annual training requirement legislative mandate in the NRS to the NAC were both adopted by the commission. Several other NAC changes were approved by the Commission this fiscal year, however LCB has yet to return the final language for adoption..
- The POST Management program was reviewed and updated as of 1/1/2021.
- SWAT working group was formed in order to develop “best practices” recommendations and standards for Nevada Tactical Teams. These “model policies” were vetted and approved and published on the POST website.
- Further of the implementation of the Justice Assistance Grant equipment in the Basic Academy training. The Grant ended 12/31/2020.
- Nevada Sentencing Commission-Community Assistance Grant- AB236. Awarded \$29,000 in January of 2021 to develop framework for Mental Health Response Team Grant outlined in AB236

Financial Report FY21

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 FY21

Revenue FY-21

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	\$29,866.00	\$5,901.00	83.50%
Court Assessment	\$2,261,007.00	\$1,653,635.96	\$607,371.04	73.14%
Miscellaneous	\$597.00	\$317.08	\$279.92	53.11%
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	\$2,952,120.00	\$1,683,819.04	\$1,268,300.96	57.04%

Expenditures FY-21

Description	Authority	Expended	Difference	% Spent
Personnel	\$1,530,748.00	\$1,249,671.99	\$281,076.01	81.64%
Out-of-state	\$6,428.00	\$0.00	\$6,428.00	0.00%
In-state	\$12,196.00	\$3,430.39	\$8,765.61	28.13%
Operating	\$534,012.00	\$411,605.84	\$122,406.16	77.08%
Equipment	\$26,450.00	\$22,598.08	\$3,851.92	85.44%
Instructor	\$9,533.00	\$7,102.38	\$2,430.62	74.50%
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	\$214.90	\$2,696.10	7.38%
Comm. Asst. Grant	\$29,945.00	\$15,795.98	\$14,149.02	52.75%
Cadet Education	\$0.00	\$0.00	\$0.00	0.00%
Grant	\$101,540.00	\$81,258.00	\$20,282.00	80.03%
Information Services	\$57,803.00	\$47,923.83	\$9,879.17	82.91%
Staff uniform	\$5,716.00	\$3,071.76	\$2,644.24	53.74%
Training	\$0.00	\$0.00	\$0.00	0.00%
Utilities	\$1,315.00	\$1,005.96	\$309.04	76.50%
Admin Services	\$51,428.00	\$51,428.00	\$0.00	100.00%
Reserve	\$618,822.00	\$0.00	\$618,822.00	0.00%
Purchasing	\$1,128.00	\$1,128.00	\$0.00	100.00%
State wide	\$58,072.00	\$58,072.00	\$0.00	100.00%
AG	\$44,718.00	\$44,718.00	\$0.00	100.00%
Repay Advance	\$0.00	\$0.00	\$0.00	0.00%
Total	\$3,096,405.00	\$2,002,665.11	\$1,093,739.89	64.68%

The POST Commission

New Commissioner in FY21

- Kelly McMahon, Deputy Chief of Las Vegas Metropolitan Police Department
- Rhonda Adams, Deputy Director of City of Las Vegas Department of Public Safety
- Russ Niel, Deputy Chief of Nevada Gaming Control Board

Retirements in FY21

- Michelle Freeman, Chief of City of Las Vegas Department of Public Safety
- James Ketsaa, Chief of Boulder City Police Department
- John McGrath, Deputy Chief of Las Vegas Metropolitan 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
Kelly McMahon
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
Chief
Carlin Police
Department

Commissioner
George Togliatti
Director
Nevada Department
of Public Safety

Commissioner
Rhonda Adams
Deputy Director
City of Las Vegas
Department of Public Safety

Commissioner
Russ Niel
Deputy Chief
Nevada Gaming Control
Board

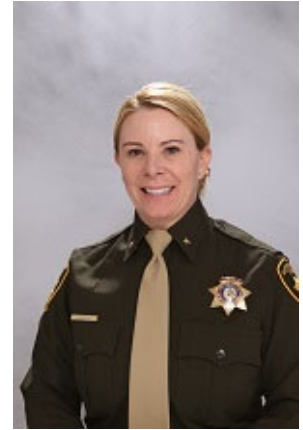
The POST Commissioners



SHERIFF ALLEN



CHIEF SOTO
CHAIRMAN



DEPUTY CHIEF
MCMAHILL



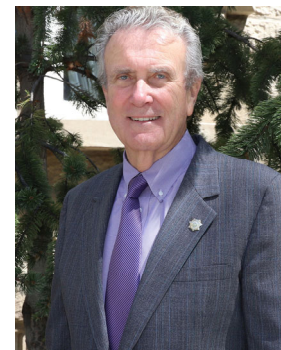
CHIEF SHEA



CHIEF TROUTEN



CHIEF MCKINNEY



DIRECTOR TOGLIATTI



DEPUTY DIRECTOR
ADAMS



DEPUTY CHIEF
NIEL

Contact the Commissioners

JASON SOTO, CHIEF - CHAIRMAN

Reno Police Department
455 E. 2nd Street
Reno, NV 89502

E-Mail: sotoj@reno.gov
Website: renopd.com

MICHAEL ALLEN, SHERIFF

Humboldt County Sheriff's Office
50 W. 5th Street
Winnemucca, NV 89445

E-Mail: mallen@hconsv.com
Website: www.hconsv.com

RHONDA ADAMS, DEPUTY DIRECTOR

City of LV Department of Public Safety
3300 Stewart Ave
Las Vegas, NV 89101

E-mail: radams@lasvegasnevada.gov
Website: <http://www.lasvegasnevada.gov>

RUSS NIEL, DEPUTY CHIEF

Nevada Gaming Control Board
555 E. Washington Ave., Ste. 2600
Las Vegas, NV 89101

E-mail: rniel@gcb.nv.gov
Website: <https://gaming.nv.gov/>

KELLY MCMAHILL, DEPUTY CHIEF

Las Vegas Metropolitan Police Department
400 S. Martin Luther King Boulevard
Las Vegas, Nevada 89106

E-Mail: K5307M@lvmpd.com
Website: www.lvmpd.com

KEVIN MCKINNEY, CHIEF

Carlin Police Department
PO Box 969
Carlin, NV 89822

E-Mail: kmckinney@cityofcarlin.com
Website: www.explorecarlingnv.com

TY TROUTEN, CHIEF

Elko Police Department
1448 Silver Street
Elko, NV 89801

E-Mail: ttrouten@elkocitynv.gov
Website: www.elkocity.com

TIMOTHY SHEA, CHIEF

Boulder City Police Department
1005 Arizona Street
Boulder City, NV 89005

E-Mail: tshea@bcnv.org
Website: www.bcnv.org

GEORGE TOGLIATTI, DIRECTOR

Department of Public Safety
555 Wright Way
Carson City, Nevada 89701

E-Mail: gtogliatti@dps.state.nv.us
Website: www.dps.nv.gov