

# The Commission on Peace Officer Standards & Training



## Annual Report

July 1, 2016 - June 30, 2017



# The Nevada Commission on Peace Officer Standards & Training



## Mission Statement

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

## Vision Statement

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

## Philosophy Statement

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

# Executive Director's Message

This year has been a year of updating and striving to improve for our staff and organization. POST continues to seek to provide the catalyst to increase the professionalism, ethics, integrity and education of all peace officers in Nevada. Along those lines, POST saw an increase in the demand for our Basic Training Academy. Seeking a fair policy in determining priorities for attendees, we developed a policy to allow officers to register as “alternates” to insure every seat was filled during this time of need in basic training. The addition of a training officer in the Training Division helped us to reduce the impact of back to back full academy classes.

The Training Division has been able to move our basic training program forward by increasing decision based training with the addition of a new use of force training system and a new “shoot house”. With these new training tools, we were able to redefine and focus on providing a structured and disciplined environment designed to help prepare new peace officers for policing in today's world. Additionally, the Training Division has updated and revamped the Basic Instructor Development course and has begun to present that course across the state. The Training Division also completed a new Reserve basic training program that utilizes home agencies for critical skills training, web based academic learning and the POST facility in Carson City for performance based training and testing. This program allows for a more structured and valuable training experience, while reducing time and costs for agencies. The intent is to provide a resource for agencies as a streamlined, cost-free, professional training program for reserve officers and takes into account the often “volunteer” nature of reserve officer programs. With input from agency training programs, POST has completed the updating of all subject titles and performance objectives in the basic training program. Thank you to all the experts across the state who have helped with this project.

Within the Standards Division, the staff continues to fulfill the demands of the NAC; in particular, the requirement that every basic training academy be inspected annually. Each academy was inspected during the year. We believe these frequent visits help each academy understand the minimum requirements and POST staff strives to provide regular and frequent feedback. The Standards Division was also tasked with updating the NAC in regards to training requirements for each category. With help from the Training Division, the NAC's were updated to create consistency across all categories in titles of required subjects. In addition, the NAC's related to training were updated by having all training subjects fall under Category I and all Category III subjects fall under Category II. As a result, once adopted, Category I will be the highest level of training and a person trained under the new Category I training will be eligible for all category positions, a Category II trained person will be trained for both Category II and Category III positions. In addition, the Standards Division is tasked with reviewing NAC sections, updating reciprocity requirements and providing support and management of POST Commission meetings. Finally, staff continues to review course certification issues and National issues related to certification of training. The Standards Division staff continues to meet an increasing demand with efficiency and professionalism.

Administratively, budget remains a concern. The legislative session that just ended resulted in no change in our base budget. As a result we are operating at less than what was budgeted ten years ago. With the changes within policing across the Nation and the focus on training and professionalism, the demands on POST have only increased. We have met those demands due to the dedication of staff and increased efficiency. That said, the need for additional resources gets more critical each year. We will continue to work with the Governor's office, the Legislature and agencies across the State to find ways of increasing and improving our budget.

# Executive Director's Message

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

A handwritten signature in black ink that reads "MSherlock". The signature is written in a cursive, flowing style.

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, and in 2005 the Commission expanded to its present size of nine Commissioners.

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



# POST Overview

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

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



# POST Divisions

## **Administration Division**

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

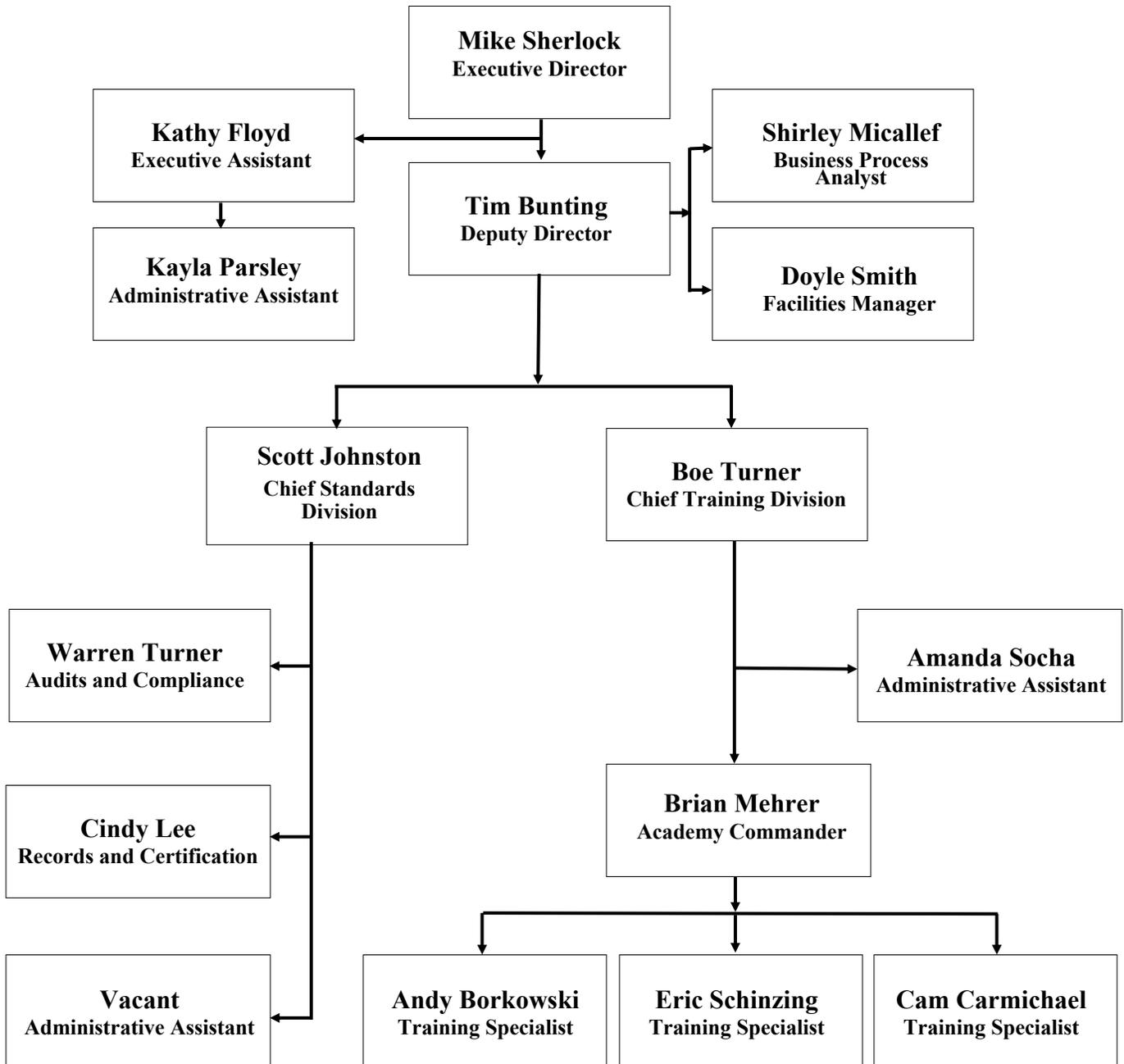
## **Standards Division**

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

## **Training Division**

The Training Division conducts two basic law enforcement 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.

**Tim Bunting**  
Deputy Director

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

**Kathy Floyd**  
Executive Assistant

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

**Shirley Micallef**  
Business Process Analyst

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

**Doyle Smith**  
Facilities Manager

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

**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

## Standards Division

**Scott Johnston**  
Division Chief

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

**Warren Turner**  
Audits and Compliance

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

**Cindy 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.

# Staff Biographies

## Training Division

**Boe Turner**  
Division Chief

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

**Brian Mehrer**  
Academy Commander

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

**Andy Borkowski**  
Training Specialist

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

**Eric Schinzing**  
Training Specialist

Eric started with POST in December of 2016. Eric's law enforcement career started at the Douglas County Sheriff's Office where he served in the jail and on patrol. His law enforcement experience includes being a field training officer and instructor in ASP and TASER. He was a coroner investigator and worked closely with the Washoe County Medical Examiner's Office. He was also a negotiator on the Crisis Negotiation Team. In addition to his Basic Certificate, he holds both an Intermediate and an Advanced POST Certificate.

**Cam Carmichael**  
Training Specialist

Cam started at POST in February of 2017. 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.

**Amanda Socha**  
Administrative Assistant

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

## New Hires in FY17

- Eric Schinzing, Training Specialist
- Cam Carmichael, Training Specialist
- Kayla Parsley, Administrative Assistant

## Promotions in FY17

- Amanda Socha, Administrative Assistant
- Brian Mehrer, Academy Commander

## In remembrance of Rick Radecki

It was with deep sadness we reported the passing of our friend and colleague Rick Radecki. Rick joined POST more than four years ago with his last position held in the Standards Division. Previous to his appointment in Standards, he was the POST Academy Administrative Assistant. He may be most remembered for his talent in the singing of the National Anthem and acting as the emcee for the POST Academy graduation ceremonies. His unexpected passing has created a hole in our hearts and we will miss his crazy personality, his laugh, big smile, and warm heart.



*Our Deepest  
Sympathy*





# Contact Us

## Commission on Peace Officer Standards and Training

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

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Training Specialist, Cam Carmichael	ext 3350	ccarmichael@post.state.nv.us
Administrative Assistant, Amanda Socha	ext 3310	asocha@post.state.nv.us

# Fiscal Year 2017 Accomplishments

## Statistical Achievements

- Nevada Criminal Justice Agencies: 137
- Nevada Active Peace Officers: 10,718
- Nevada Basic Training Academies: 25
- Training Providers (POST certified courses): 117
  
- Criminal Justice Agency Audits Conducted: 21
- Academy Audits Conducted: 18
- Course Audits Conducted: 27
- Courses Certified: 124
- Certification Exams Administered: 1251
- Revoked or Suspended Basic Certificates: 7
  
- Basic Certificates Issued: 1134
- Intermediate Certificates Issued: 360
- Advanced Certificates Issued: 313
- Supervisor Certificates Issued: 130
- Management Certificates Issued: 15
- Executive Certificates Issued: 8
  
- E-learning Courses on nvelearn.nv.gov website: 51
- E-learning Students enrolled: 41,341
- E-learning FY17 Training Hours: 17,220
- Professional Development Classroom Students: 136
- Professional Development Classroom Training Hours: 7,792
  
- POST Academy Graduates:
  - Category I officers: 45
  - Category II officers: 5
  - Category III officers: 1
  - Reserve officers: 2
  
- POST Academy Training Hours:
  - Category I training hours: 28,710
  - Category II training hours: 2,040
  - Category III training hours: 160
  - Reserve training hours: 240

# Fiscal Year 2017 Accomplishments

- Academy class 2016-02 graduated November 10, 2016 with 25 graduates which included 20 CAT I and 5 CAT II
- Academy class 2017-01 graduated May 18, 2017 with 26 graduates which included 25 CAT I and 1 CAT III
- Hired two additional Training Specialists, Eric Schinzing and Cam Carmichael
- Created and certified Online Reserve Academy
- Created CAT III Academy which we have incorporated into our basic academy
- Created and published POST Administrative Manual which you can find on our website
- Shoot House 93 x 22 simulation training area. Non-ballistic shoot house which allows walls to be moved to create a variety of training environments, offering officers a realistic environment to improve their skills. The shoot house can be used for anything from new officer training to tactical training. It also allows for a variety of K9-training scenarios. The SIMS house also has walls with windows which officers can use to train for realistic building maneuvers. Law enforcement may also have use of the shoot house for crime scene processing training. Camera surveillance system allows for shoot house participants to be watched live remotely, on sight or to be saved for future training

# Fiscal Year 2017 Accomplishments

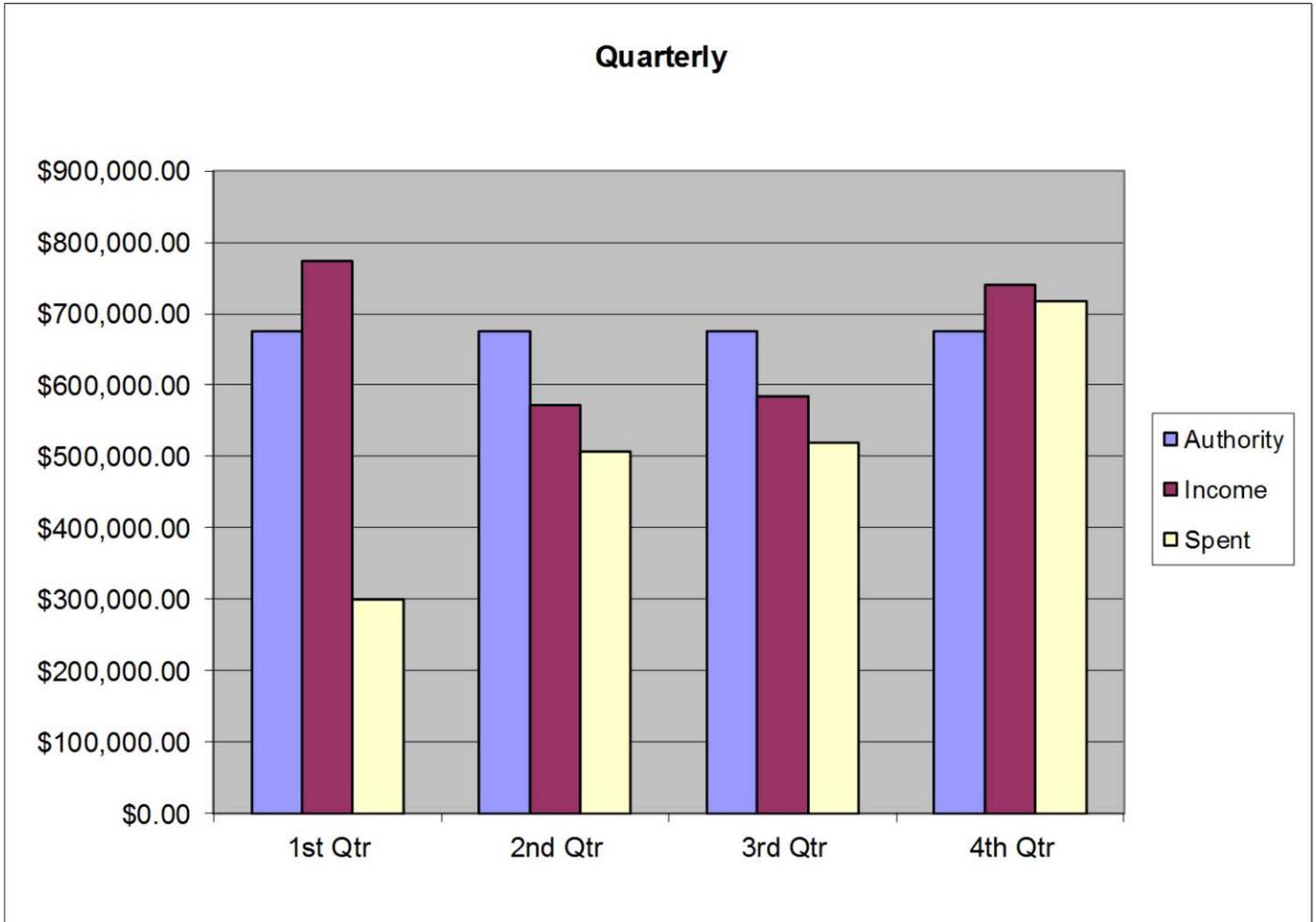
Thanks to Grants received from the Department of Public Safety, Office of Criminal Justice Assistance in FY 17, we were able to purchase:

- ◆ Milo— This new use of force training simulator has up to 400 plus scenarios which offers officers the ability to make quick choices and decisions in regards to appropriate use of force. The simulator has force options including Taser, OC and Lethal. Each scenario can be controlled by the operator depending on the reactions of the officers in the scenario.
- ◆ Monitors in Kollar Hall These new monitors allow instructors to use up-to-date technology to enhance the learning process for the new POST Academy cadets as well as for Professional Development classes.
- ◆ Additional Simulation Safety Equipment - to include body cameras, handcuff dummy, ECD training jacket, fight suit, safety helmet, and television monitors needed to provide for effective law enforcement training that will improve decision making skills, increase officer safety, reduce liabilities and reduce injuries. In addition to usage by POST for various training courses, the realty based scenario equipment can also be used by law enforcement agencies from around the state of Nevada to fulfill their training needs.

# Financial Report FY17

## Funding Overview

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



The first quarter income reflects \$443,460.00 carried over from the previous fiscal year. \$0 in court assessment was received in the first month of the last fiscal year. POST also receives money after the end of the fiscal year. The income of the last quarter of each fiscal year has been historically higher than the others. This year we received over \$353,000 in court assessments in June-July. POST also has applied for and received a Department of Justice grant through the Nevada Department of Public Safety. This grant purchased body cameras, a Taser dummy, training equipment and new monitors for our main classroom.

# Financial Report FY17

## Revenue FY-17

Revenue	Authority	Income	Difference	% Received
Balance forward	\$443,460.00	\$443,460.00	\$0.00	100.00%
Advance	\$0.00	\$0.00	\$0.00	\$0.00
Registration	\$30,962.00	\$30,538.00	\$424.00	98.63%
Court Assessment	\$2,157,632.00	\$2,127,168.53	\$30,463.47	98.59%
Miscellaneous	\$1,192.00	\$1,041.52	\$150.48	87.38%
Reimbursement	\$1,000.00	\$0.00	\$1,000.00	0.00%
Grant	\$65,280.00	\$65,280.00	\$0.00	100.00%
Prior year refund	0	\$1,158.44		
<b>TOTAL</b>	<b>\$2,699,526.00</b>	<b>\$2,668,646.49</b>	<b>\$32,037.95</b>	<b>98.86%</b>

## Expenditures FY-17

Description	Authority	Expended	Difference	% Spent
Personnel	\$1,401,816.00	\$1,258,200.93	\$143,615.07	89.76%
Out-of-state	\$4,760.00	\$4,493.27	\$266.73	94.40%
In-state	\$9,339.00	\$8,862.63	\$476.37	94.90%
Operation	\$511,961.00	\$509,816.70	\$2,144.30	99.58%
Equipment	\$8,647.00	\$5,493.25	\$3,153.75	63.53%
Instructor	\$11,376.00	\$7,719.46	\$3,656.54	67.86%
Role Player	\$3,640.00	\$3,640.00	\$0.00	100.00%
Commission	\$1,810.00	\$1,720.47	\$89.53	95.05%
Cadet Education	\$1,000.00	\$0.00	\$1,000.00	0.00%
Grant	\$65,280.00	\$65,280.00	\$0.00	100.00%
DoIT	\$70,015.00	\$56,024.35	\$13,990.65	80.02%
Staff uniform	\$5,628.00	\$5,141.99	\$486.01	91.36%
Training	\$0.00	\$0.00	\$0.00	0.00%
Utilities	\$1,196.00	\$1,052.46	\$143.54	88.00%
Admin Services	\$17,775.00	\$17,600.00	\$175.00	99.02%
Reserve	\$486,898.00	\$0.00	\$486,898.00	0.00%
Purchasing	\$521.00	\$521.00	\$0.00	100.00%
State wide	\$67,544.00	\$67,544.00	\$0.00	100.00%
AG	\$30,320.00	\$30,320.00	\$0.00	100.00%
<b>Total</b>	<b>\$2,699,526.00</b>	<b>\$2,043,430.51</b>	<b>\$656,095.49</b>	<b>75.70%</b>

# The POST Commission

**Governor**  
Brian Sandoval

Chairman  
**Ron Pierini**  
Sheriff  
Douglas County  
Sheriff's Office

Commissioner  
**Dan Watts**  
Sheriff  
White Pine County  
Sheriff's Office

Commissioner  
**Gary Schofield**  
Deputy Chief  
Las Vegas Metropolitan  
Police Department

Commissioner  
**Russell Pedersen**  
Chief Deputy  
Washoe County  
Sheriff's Office

Commissioner  
**Troy Tanner**  
Chief  
Mesquite Police  
Department

Commissioner  
**Kevin McKinney**  
Lieutenant  
Elko County  
Sheriff's Office

Commissioner  
**James Wright**  
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 WATTS



CHIEF DEPUTY  
PEDERSEN



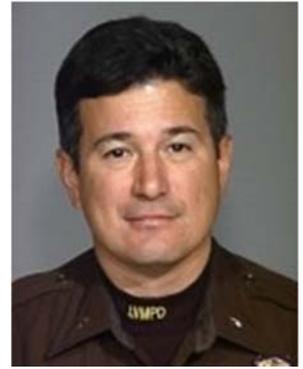
UNDERSHERIFF  
MCKINNEY



CHIEF FREEMAN



SHERIFF PIERINI  
CHAIRMAN



DEPUTY CHIEF  
SCHOFIELD



CHIEF TANNER



DIRECTOR WRIGHT



CHIEF KETSAA

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