

# The Commission on Peace Officers' Standards and Training



## Annual Report

July 1, 2010 - June 30, 2011

# The Nevada Commission on Peace Officers' Standards and 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

# Table of Contents

Executive Director's Message	1
The POST Commission	3
The History of POST	4
Farewells	6
POST Staff	7
Basic Training Bureau	8
Professional Standards Bureau	10
Professional Development Bureau	12
Staff Photos	13
Organization Chart	14
Staff Biography	15
Contact Information	19
Contact Commissioners	20

# Executive Director's Message

Well, it looks like it will be a while before we start to see an improvement in the economy.

We survived the 76th Legislative session with some funding reductions. However, we emerged in fairly good shape considering the alternatives.

The POST Basic Academy is still filling up without any drop in enrollment requests. It looks like we will be accepting cadets from other academies which have closed.

The Professional Development Bureau staff are working hard to develop and roll out courses to help peace officers complete their training requirements for their professional certificates. They are developing over 100 on-line, free, six hour courses, 20 of which are currently live. The Management Certification 200 hour course has three of the five modules on-line and available to complete. The classroom modules are scheduled to be held October 10—14, 2011. In addition, two Ethical Use of Force courses have been scheduled and filled for July.

Considering how hard law enforcement agencies training budgets have suffered, it will be our ongoing objective to continue to develop and provide low cost, easily accessed, training opportunities.

The following is the list of 2011 accomplishments:

POST Academy graduated cadets (November 2010 –14) (May 2011 –27 )

Granted POST Basic and Professional Certificates: Basic 411 Professionals 339

Conducted, facilitated and/or managed 43,357 student hours of continuing education training.

Provided 24,123 student hours of basic training.

All provided training received a 4.6 evaluation on a 1 to 5 scale.

Administered 527 POST certification exams.

Processed approximately 1,683 personnel action reports.

State academies audited: 14

Law enforcement agencies audited: 33

## **POST Commission Action on NAC's and Peace Officer Revocations:**

The Commission adopted NAC changes to the minimum standards for pre-employment background investigations for peace officers to include lie detector evaluation. The Commission adopted amendments to the Management and Executive Certificates to require the Supervisor Certificate as a pre-requisite. Additionally they established definitions for first line supervisor, management level position and executive level position.

The POST Commission revoked four officers for criminal conduct.

In January 2011, Commissioner Ron Skinner of the Pershing County Sheriff's Office retired after a long, successful career in Nevada law enforcement and serving on the Commission. Congratulations to our newly appointed Commissioners: Mike Haley-Washoe County Sheriff's Office, Chris Perry-Department of Public Safety, James Cox-Department of Corrections and Dan Watts-White Pine County Sheriff's Office.

During the last year POST staff assumed responsibility to manage the Lexipol program that will assist all participating law enforcement agencies in updating and training their personnel with the latest policies and best practices. This will raise the level of professionalism of peace officers in the state and reduce the cost of liability.

We were also proud to coordinate another successful 12<sup>th</sup> Annual Law Enforcement Memorial Relay Run from Las Vegas to Carson City, where 117 fallen peace officers were honored and 4 peace officers were added to the wall. Hundreds of peace officers participated and most all law enforcement agencies were actively involved.

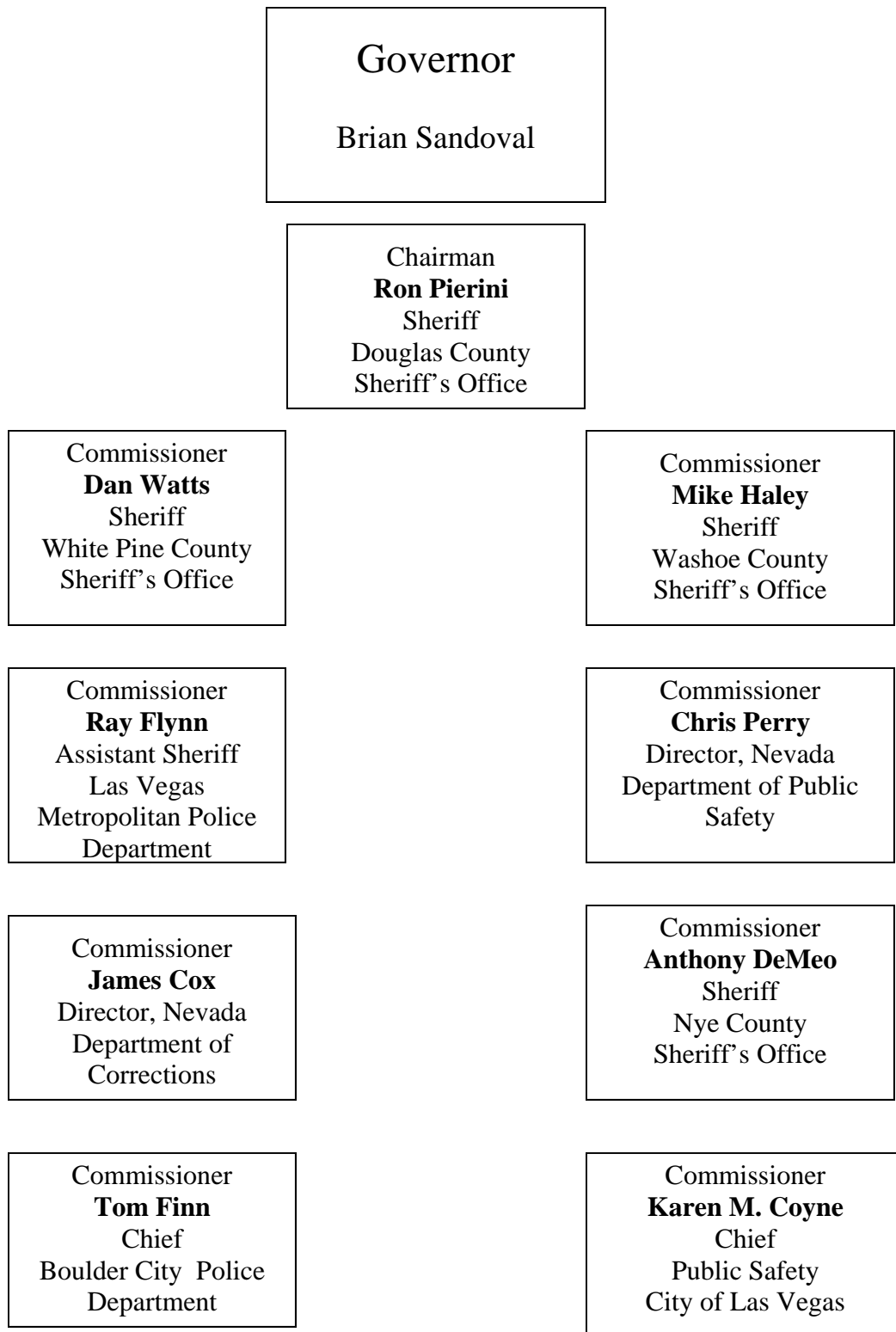
Again, special thanks to Nevada Sheriffs' and Chiefs' Association for their continued support and assistance to the POST Commission.

Sincerely,



Richard P. Clark  
Executive Director  
Commission on Peace Officers' Standards and Training

# The POST Commission



# 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 Officers' Standards and Training. The commissioners were appointed by the governor and the commission 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 move 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 effecting 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 hour annual continuing education requirement for all categories of peace officer. 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 attendance at an academy is mandatory was changed from 24 to 60 months.

Nevada POST continues to provide quality service to the law enforcement community even in these tough economic time. The three bureaus are looking at innovative training using technology to reach out to agency personnel instead of personnel coming to POST. The Professional Development Bureau has completed the 80 hour In-Lieu Academy on line. This will provide a way for out of state certified peace officers to become prequalified before seeking employment in Nevada. This also means that those officers hired that need in-lieu can become qualified from their home agency to reduce cost to the agency. The Professional Development Bureau has also started self study courses on line, this is another way to help agencies reduce their training budget. The Professional Standards Bureau continues to update regulations to reduce redundancy and improve professionalism for all peace officers. The Basic Training Bureau is updating training methodology and changing the curriculum to reflect the needs of the agencies that they train.



POST continues to lead the way in innovative ideas to save the State and agencies money.  
Some of things we have implemented are:

- Changed from traditional work week to 4 -10's
  - Saves approximately \$30,000 per year
  - Reduces overtime
  - No effect on service

- Changed resident reciprocity academy to on line
  - Aids recruiting
  - Eliminates all instructional cost
  - Greatly reduces cost to state law enforcement agencies

- Converted over 120 hrs. of instruction to self study/on line
  - Reduces cost to state law enforcement agencies
  - Reduces instructional cost

- Creating on line forms
  - Agencies responsible to update information
  - Less paper
  - Increases efficiency

- Added Executive Level Training
  - New Sheriff's Training
  - Manager Level Training



# Farewell from POST

## POST Commissioners



SHERIFF SKINNER



CHIEF POEHLMAN



CHIEF INVESTIGATOR  
WYETT



DIRECTOR SKOLNIK



DIRECTOR HAFEN

## POST Staff



Greg Bennallack

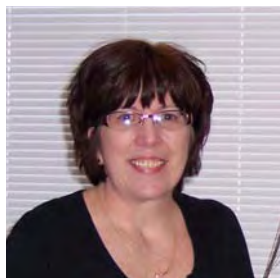
## POST Staff



Richard P. Clark  
Executive Director



Tim Bunting



Sally Cardinal



Rhonda Costa



Sharon Daniels



Kathy Floyd



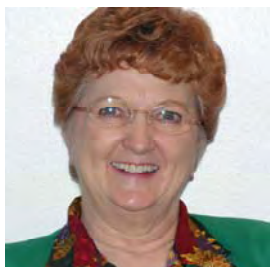
Orlando Guerra



Heather Elliott



Scott Johnston



Karen Kendall



Marilyn McElhany



Shirley Micallif



Mike Sherlock



Doyle Smith



Cindy Smith



Boe Turner



Ben West

# Basic Training Bureau

The Basic Training Bureau (BTB) has the responsibility to train Category I and Category II peace officers, along with the development of curriculum for all basic training academies in Nevada. Category I peace officers attend a 17 week residential academy and Category II attends a 11 week, training takes place concurrently for the first 11 weeks of the academy.

The bureau conducted two Category I, 17 week (700+ hours) and two Category II, 11 week (400+ hours) basic training sessions. 41 officers from 23 different city, county, state and tribal agencies attended. The hours of training have increased over the years with the addition of court security, counter-terrorism, weapons of mass destruction, active assailant and a transition to experiential and scenario based training. The curriculum has been updated to include new firearms training that includes familiarization with the AR-15, new building search training and all use of force training put in one block. The academy also now uses set blocks of instruction to aid in recycling cadets due to injury.



The bureau has the only residential academy in the state. This residential setting adds to the learning process, team orientation and developing friendships that last throughout their careers. A spouse orientation on the first day of the academy acquaints the cadet's family with the rigors of the training and familiarizes them with the living and learning environment.



Cadets are administered the first of three POST Physical Fitness Tests (PPFT) upon arrival the first day of the academy. They will also participate in the mid-term PPFT and the final PPFT. The overall fitness award at graduation is based on: PPFT score, participation in the POST physical training program and exhibiting a healthy life style.

The training bureau is also responsible for training PPFT administrators in other agencies and they conduct a PPFT every quarter for agencies that need to have personnel tested.

All cadets participate in the basic boxing program as part of their physical fitness improvement program.

The bureau continually strives to improve on the previous basic training results both physically and academically. Cadets must maintain an 80% or better overall academic average and all cadets must pass the PPFT to graduate.



The use of force trainer continues to reinforce classroom training. A mobile trainer is available, upon request, to agencies for in service training. Simmunitions and air soft weapons continues to enhance the training of cadets in building searches, vehicle stops and patrol procedures. Active Assailant training was added to the basic curriculum this past year. The bureau staff also continues to set the example in fitness by leading the fitness improvement program. Cadets improve their strength, endurance and overall wellness and are also taught fitness and wellness skills to use throughout their careers.

Setting the example in professionalism, integrity and leadership for cadets and peace officers is an expectation that the basic training staff must adhere to. This is put forth every day as the Commission and academy staff lead from the front, either in the classroom or during physical training. The academy instructors come from 70 different agencies and are all dedicated to teaching new peace officers.



# Professional Standards Bureau

The Professional Standards Bureau (PSB) is responsible for regulatory and certification functions of POST. The certification function involves the application and review process for approval and certification of continuing education course, Basic Academy programs, peace officer Basic, Intermediate, Advanced, Supervisor, Management, Executive and Instructor certificates.

The regulatory function includes the audit and compliance review of Basic Academy curriculum, certified continuing education courses and the annual continuing education mandates. PSB provides support for the nine member commission. This includes Commission research, travel, meeting preparation and post meeting follow up.

PSB is responsible for the development of all regulation changes that go before the POST Commission for approval, the legal process associated with the regulation and the filing of regulation with the State of Nevada Legislative Counsel Bureau and Nevada Secretary of State Office. During FY 2011, the POST Commission adopted regulation changes in the following areas: Strengthened the minimum standards for pre-employment background investigations to include lie detector evaluations and added the Supervisor Certificate as a pre-requisite for the Management and Executive Certificates. Additionally, created definitions for first line supervisor, management level position and executive level position.

The Professional Standards Bureau Audits and Compliance section conducted compliance audit reviews of thirty-three Nevada criminal justice agencies, fourteen audits of basic academy programs, and twelve courses. This section also awarded certification of two new basic training programs, ninety five in-service training programs and one hundred sixty nine professional courses.

In FY 2011, the POST Commission revoked the Basic Certificates of four Nevada peace officers for criminal conduct. The POST Commission continues to strive for the highest degree of professionalism in Nevada law enforcement.

The Records and Certification section of the Professional Standards Bureau is responsible for all peace officer records and certification. During FY 2011 this section processed and awarded the following:

Personnel Action Forms processed: 1,683  
State Certification Examinations administered: 527  
Basic Certificates: 411  
Professional Certificates: 339



# Professional Development Bureau

The Professional Development Bureau's (PDB) mission is to develop instructional courses for supervisor, management, and executive level training. All courses developed by the Professional Development Bureau are designed to assist Nevada law enforcement officers in the acquisition of POST professional certificates. PDB is also in charge of overseeing e-learning and self study courses that assist Nevada law enforcement officers in obtaining continuing education hours as prescribed in NAC 289.230.

We have created a self study course program for Peace Officers that meets the requirement for NAC 289.260 Management certificate. PDB has created an 80 hour In-Lieu course and placed it on line for Peace Officers.

In FY 2011, the POST First-Line Supervisor course has had 151 students state wide complete the course. PDB has taught Basic Instructor Development with 26 students, an Intermediate Instructor Development with 22 students, self study courses with 216 students, and an Executive course for Newly Elected Sheriff's with 19 students.

FY 2011, was also a productive year for curricula development. During FY 2011, PDB began our first Executive training course for Newly Elected Sheriffs. POST Management Program Modules 1-5 are currently available and will be offered in FY 2012.

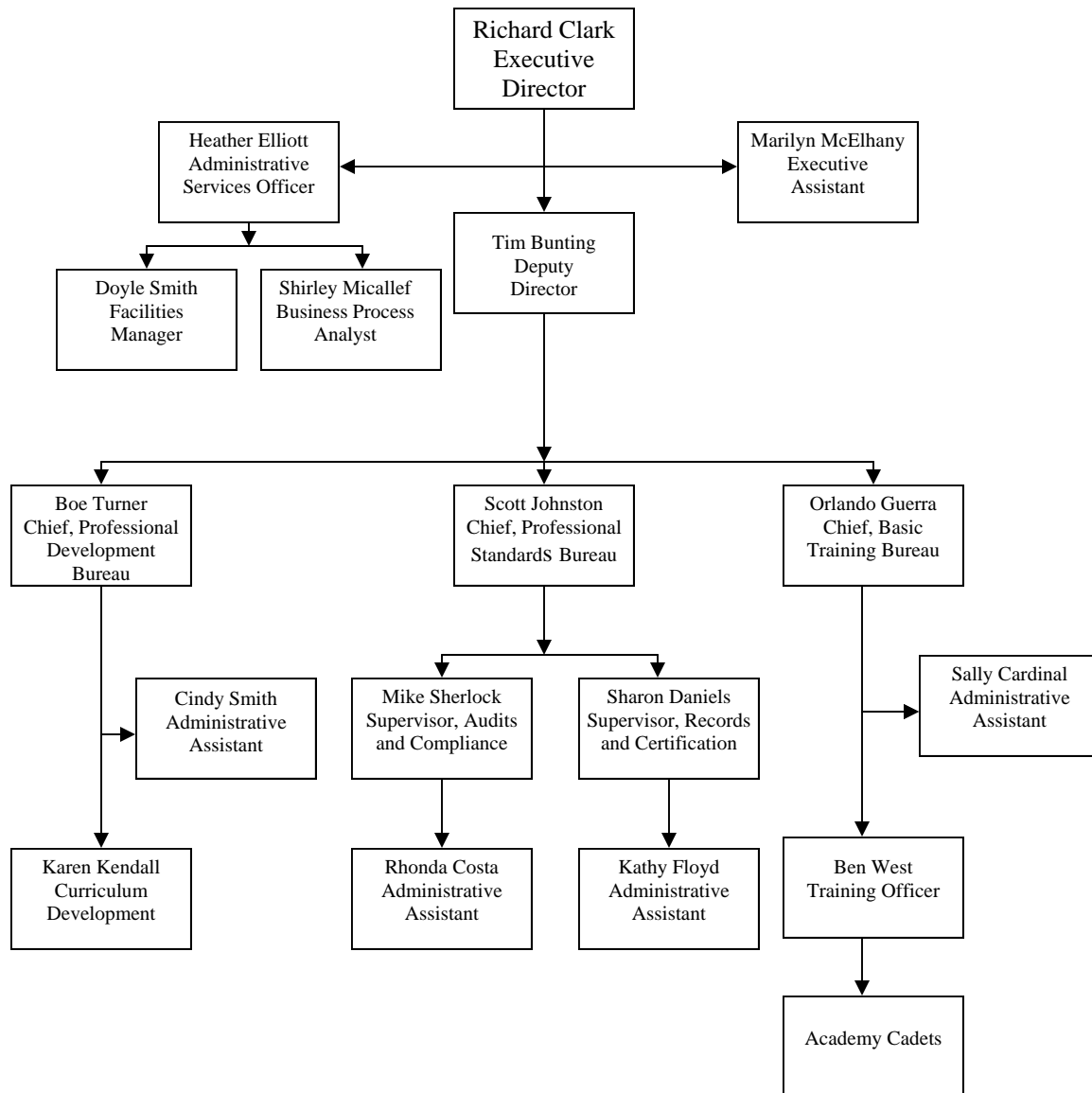
Self study courses include topics that will meet the requirements for the Intermediate and Advanced certificates.



# POST Staff



# Organization



As of July 2011

# The POST Staff

## Administration

**Richard P. Clark**  
Executive Director

Serving since 1993, Dick's law enforcement experience includes four years as a military police officer and 26 years with Los Angeles Police Department. He retired from LAPD in 1991 as sergeant and watch commander. His education includes an AA degree in pre-veterinary science, BA degree in biology and a MA degree in psychology. He is also a graduate of the Northwestern University Law Enforcement Staff and Command College.

**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.

**Marilyn McElhany**  
Executive Assistant

Marilyn began working at POST in August, 2008. She has had a long and varied career with the State of Nevada, holding positions on Governor Guinn's staff, Health and Human Services, Secretary of State, and the Legislature. Her background in law enforcement has been beneficial in assisting the Director and other POST staff members.

**Heather Elliott**  
Administrative  
Services Officer

Serving since 2003, Heather has worked for the State of Nevada for 9 years in grants, the budget office and fiscal management. She has a BS in education from the University of Arizona and her MPA from the University of Nevada , Reno.

**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.

## Basic Training Bureau

**Orlando Guerra**  
Bureau Chief

Orlando returned to POST in July of 2009. He is a retired Marine Corps Sergeant Major and a certified category I peace officer in Nevada. Orlando has a very extensive background in training and prior to POST, trained law enforcement personnel through Homeland Security and was a contractor with Navy intelligence in Naples, Italy.

**Ben West**  
Training Officer

Ben has an Associates Degree in Criminal Justice and a Bachelor of Public Administration Degree. He started his law enforcement career in 1994 in the State of Florida and retired from the Pinellas County (FL) Sheriff's Office in 2007. During his law enforcement career he served in Patrol, Traffic Enforcement, Community Policing, FTO and Training. He was also a SWAT sniper and Traffic Homicide Investigator. His leadership roles included Agency Training Coordinator and Chairman of Pinellas County Community Safety Traffic Team. His background as an instructor includes RADAR & LASER Speed Measurement, Standardized Field Sobriety Testing, Standardized Child Passenger Safety Technician, Range master and Simulation/Role Playing. Ben came to POST in 2007 as the Audits & Compliance Supervisor, and joined the Basic Training Bureau as an academy Training Officer in 2011.

**Sally Cardinal**  
Administrative  
Assistant

Serving since 2004, Sally worked 6 years in the educational field as a para-professional in special education with the Humboldt and Carson City School districts.

## Professional Standards Bureau

**Scott Johnston**  
Bureau Chief

Serving since 1992, Scott became the Bureau 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.

**Sharon Daniels**  
Supervisor, Records  
and Certification/  
Commission Secretary

Serving as the POST Commission Secretary since 1999. Sharon graduated from Heald Business College earning her secretarial certification with honors. She also holds an AA degree from Western Nevada College. Sharon was with the Department of Motor Vehicles and Public Safety before joining POST.

**Kathy Floyd**  
Records and Certification  
Administrative 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.

**Mike Sherlock**  
Supervisor, Audits  
and Compliance

Mike has his juris doctor degree and is a licensed attorney. His law enforcement career spans 26 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 in a wide variety of law enforcement subjects.

**Rhonda Costa**  
Audits and Compliance  
Administrative Assistant

Rhonda began working with the Nevada Commission on POST on Feb. 8, 2010. Prior to that she was employed 15+ years with the Nevada Appeal newspaper as a feature writer covering many areas of the Carson City community. Rhonda also volunteers time with area non-profits, such as Advocates to End Domestic Violence, Food For Thought, Carson City Raiders Booster Club and the Supermodified Racing Association.

## **Professional Development Bureau**

**Boe Turner**  
Bureau 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.

**Karen Kendall**  
Curriculum  
Development

Karen Kendall has been a professional trainer/facilitator for over 30 years with emphasis on law enforcement. She currently develops and delivers over 100 law enforcement, management, leadership, supervisor, motivation, self improvement, and career development topics. She has a Bachelor of Science Degree in Business Management and Associate Degree in Criminal Justice. She is a certified trainer for Homeland Security, Covey Seven Habits of Highly Successful People, and the National Safety Council/Defensive Driving.

**Cindy Smith**  
Administrative  
Assistant

Serving since 2006, Cindy is a native of Hawaii and has held numerous positions from legal secretary to a collections officer for the credit union. She was assigned September 11, 2006.

# Contact Us

## Commission on Peace Officers' Standards and Training

5587 Wa Pai Shone Avenue

Carson City, Nevada 89701

(775) 687-7678 (voice) (775) 687-4911 (FAX)

**Or visit our website:** <http://www.post.state.nv.us>

### Phone Numbers and Email Address

Executive Director, Richard P. Clark	ext 3320	rclark@post.state.nv.us
Deputy Director, Tim Bunting	ext 3325	tbunting@post.state.nv.us
Administrative Services Officer, Heather Elliott	ext 3317	helliott@post.state.nv.us
Business Process Analysis Shirley Micallef	ext 3313	smicallef@post.state.nv.us
Executive Assistant, Marilyn McElhany	ext 3320	mcelhany@post.state.nv.us
Facilities Manager, Doyle Smith	ext 3314	dbsmith@post.state.nv.us
Chief, Professional Standards Bureau Scott Johnston	ext 3335	johnston@post.state.nv.us
Supervisor, Records and Certification Sharon Daniels	ext 3331	sdaniels@post.state.nv.us
Records and Certification, Kathy Floyd	ext 3328	kfloyd@post.state.nv.us
Supervisor, Audits and Compliance, Mike Sherlock	ext 3348	msherlock@post.state.nv.us
Audits and Compliance, Rhonda Costa	ext 3349	rcosta@post.state.nv.us
Chief, Basic Training Bureau, Orlando Guerra	ext 3308	oguerra@post.state.nv.us
Training Officer, Ben West	ext 3304	bwest@post.state.nv.us
Administrative Assistant, Sally Cardinal	ext 3310	scardinal@post.state.nv.us
Chief, Professional Development Bureau, Boe Turner	ext 3311	bturner@post.state.nv.us
Curriculum Development, Karen Kendall	ext 3326	kkendall@post.state.nv.us
Administrative Assistant Cindy Smith	ext 3312	csmith@post.state.nv.us

# Contact the Commissioners

**RON PIERINI, SHERIFF - CHAIRMAN**

Douglas County Sheriff's Office  
P. O. Box 218  
Minden, NV 89423

PHONE: (775) 782-9903

E-Mail: [rpierini@co.douglas.nv.us](mailto:rpierini@co.douglas.nv.us)

FAX: (775) 783-6401

**ANTHONY DeMEO, SHERIFF**

Nye County Sheriff's Office  
1520 E. Basin Road  
Pahrump, Nevada 89060

PHONE: (775) 751-7012

E-Mail: [ademio@nyecounty.net](mailto:ademio@nyecounty.net)

FAX: (775) 751-4232

**RAYMOND FLYNN, ASSISTANT SHERIFF**

Las Vegas Metropolitan Police Department  
400 East Stewart Avenue  
Las Vegas, Nevada 89101

PHONE: (702) 828-8380

E-Mail: [r2201f@lvmpd.com](mailto:r2201f@lvmpd.com)

FAX: (702) 828-0145

**THOMAS FINN, CHIEF**

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

PHONE: (702) 293-9271

E-Mail: [tfinn@bcnv.org](mailto:tfinn@bcnv.org)

FAX: (702) 293-9434

**JAMES (GREG) COX**

Department of Corrections-NSP  
5500 Snyder Ave., Stewart Complex,  
Bldg. 17

Carson City, Nevada 89701

PHONE: (775) 887-3216

E-Mail: [gcox@doc.nv.gov](mailto:gcox@doc.nv.gov)

FAX: (775) 887-3253

**KAREN COYNE, CHIEF**

Public Safety, City of Las Vegas  
3300 East Stewart  
Las Vegas, Nevada 89101

PHONE: (702) 229-6177

E-Mail: [kcoyne@lasvegasnevada.gov](mailto:kcoyne@lasvegasnevada.gov)

FAX: (775) 887-3253

**MICHAEL HALEY, SHERIFF**

Washoe County Sheriff's Office  
911 Parr Boulevard  
Reno, Nevada 89519

PHONE: (775) 328-3010

E-Mail: [mhaley@washoecounty.us](mailto:mhaley@washoecounty.us)

FAX: (775) 328-6308

**CHRIS PERRY, DIRECTOR**

Department of Public Safety  
555 Wright Way  
Carson City, Nevada 89711

PHONE: (775) 684-4556

E-Mail: [cperry@dps.state.nv.us](mailto:cperry@dps.state.nv.us)

FAX: (775) 684-4809

**DAN WATTS, SHERIFF**

White Pine County Sheriff's Office  
1987 Great Basin Boulevard  
Ely, Nevada 89301

PHONE: (775) 289-8808

E-Mail: [sheriffwatts@mwpower.net](mailto:sheriffwatts@mwpower.net)

FAX: (775) 289-1468



CHIEF FINN



SHERIFF PIERINI  
CHAIRMAN



ASSISTANT SHERIFF  
FLYNN



CHIEF COYNE



SHERIFF HALEY



SHERIFF DeMEO



DIRECTOR COX



SHERIFF WATTS



DIRECTOR PERRY