

NEVADA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

POST COMMISSION MEETING
1:00 P.M., THURSDAY,
JULY 27, 2023

BRISTLECONE CONVENTION CENTER
150 6TH STREET
ELY, NV

NOTICES

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

JOE LOMBARDO
Governor

MICHAEL D. SHERLOCK
Executive Director

NOTICE OF WORKSHOP TO SOLICIT COMMENTS ON PROPOSED REGULATIONS

The Commission on Peace Officer Standards and Training is proposing the adoption and or amendment of regulations pertaining to Chapter 289 of the Nevada Administrative Code.

A workshop has been scheduled for **1:00 p.m. on Thursday, July 27, 2023, at the Bristlecone Convention Center, 150 6th Street, Ely, NV.** The purpose of the workshop is to solicit comments from interested persons on the following general topic(s) that may be addressed in the proposed regulations:

TOPIC	NAC REGULATION
A. Continued discussion regarding the creation of an Executive Level Basic Certificate and its requirements.	**New Regulation**
B. Continued discussion regarding the establishment of a new regulation pursuant to NRS 289.510 (1)(c)(6) which requires the POST Commission to adopt a regulation establishing **"standards for an annual behavior wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing the conditions that may affect the performance of the duties by the peace officer."**	**New Regulation**
C. Discussion regarding possible revisions to NAC 289.270 to update the requirements to qualify for an Executive Certificate.	**NAC 289.270**

A copy of all materials for the meeting may be obtained by contacting Kathy Floyd, Standards Division Chief, at (775) 687-7678, ext.3335, Commission on Peace Officer Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701. A reasonable fee for copying may be charged.

This Notice of Workshop to Solicit Comments on Proposed Regulations has been sent to all listed meeting locations, all persons on the agency's mailing list for administrative regulations, all Nevada law enforcement agencies, agency single points of contact and posted at the following:

POST Administrative Office, Carson City
Nevada State Library and Archives, Carson City
http://post.nv.gov
http://notice.nv.gov
http://leg.state.nv.us
Electronically Posted pursuant to NRS 241.020(4)

NOTE: We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify the Commission on Peace Officer Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701 or call Kathy Floyd at (775) 687-7678, Ext. 3335, no later than 2 working days prior to the meeting.

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JOE LOMBARDO
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NOTICE OF PUBLIC MEETING (NRS 241)

NOTICE IS HEREBY GIVEN THAT STARTING AT **1:00 P.M. ON THURSDAY, JULY 27, 2023,** THE COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING WILL HOLD A WORKSHOP AND REGULARLY SCHEDULED MEETING AT **THE BRISTLECONE CONVENTION CENTER, 150 6TH STREET, ELY, NV.**

The agenda will include the following items. The Commission, at their discretion, may take items out of order, combine two or more agenda items for consideration, and remove an item from the agenda or delay discussion relating to an item on the agenda at any time. A request to have an item on the agenda heard out of order shall be made to the Commission's secretary prior to the commencement of the meeting. Prior to the commencement or conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual the Commission may refuse to consider public comment. See NRS 233B.126.

I. WORKSHOP

1. Call to Order

2. Roll call of Commission Members

THE PURPOSE OF THE HEARING IS TO SOLICIT COMMENTS FROM INTERESTED PERSONS ON THE FOLLOWING TOPIC THAT MAY BE ADDRESSED IN FUTURE PROPOSED REGULATIONS (THIS WORKSHOP HAS BEEN PREVIOUSLY NOTICED PURSUANT TO THE REQUIREMENTS OF NRS CHAPTER 233B):

TOPIC	NAC
A. Continued discussion regarding the creation of an Executive Level Basic Certificate and its requirements.	**New Regulation**
B. Continued discussion regarding the establishment of a new regulation pursuant to NRS 289.510 (1)(c)(6) which requires the POST Commission to adopt a regulation establishing **"standards for an annual behavior wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing the conditions that may affect the performance of the duties by the peace officer."**	**New Regulation**
C. Discussion regarding possible revisions to NAC 289.270 to update the requirements to qualify for an Executive Certificate.	**NAC 289.270**

3. **PUBLIC COMMENT.** The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

II. REGULARLY SCHEDULED MEETING AGENDA ITEMS

1. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   a. Approval of minutes from the May 4, 2023, workshop and regularly scheduled meeting.

2. **INFORMATION** Executive Director's report.
   b. Training Division
   c. Standards Division – audit stats
   d. Administration-Commissioner Re-Appointment – Deputy Chief Russ Niel, Tiffany Young

3. **FOR DISCUSSION ONLY**
   Update on implementation of SB225

4. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   Continue discussion regarding the creation of an Executive Level Basic Certificate and its requirements. Possible action may include the creation of language.

5. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   Continued discussion regarding the establishment of a new regulation pursuant to NRS 289.510 (1)(c)(6) which requires the POST Commission to adopt a regulation establishing **"standards for an annual behavior wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing the conditions that may affect the performance of the duties by the peace officer."** Possible action may include the creation of language.

6. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   Discussion regarding possible revisions to NAC 289.270 to update the requirements to qualify for an Executive Certificate. Possible action may include the creation of language.

7. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   Request from the Las Vegas Metropolitan Police Department for an Executive Certificate for their employee Captain Gregory Munson. Possible action may include issuance or denial of the requested Executive Certificate.

8. **PUBLIC COMMENTS**
   The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

9. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
   Schedule upcoming Commission Meeting

10. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION**.
    Adjournment.

POSTED AT THE FOLLOWING LOCATIONS:

Commission on POST Administrative Office
Carson City, NV 89701
State Library, Archives and Public Records
100 Stewart Street, Carson City
http://post.nv.gov
http://notice.nv.gov
http://leg.state.nv.us

Pursuant to NRS 241.020(2)(c), a copy of supporting materials for the meeting may be obtained by contacting POST Standards Division, at (775) 687-7678, ext. 3335, Commission on Peace Officer Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701.

NOTE: We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify the Commission on Peace Officer Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701 or call Kathy Floyd at (775) 687-7678, Ext. 3335, no later than 2 working days prior to the meeting.

WORKSHOP TO SOLICIT COMMENTS ON PROPOSED REGULATIONS

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I. WORKSHOP

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2. Roll call of Commission Members

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TOPIC	NAC REGULATION
A. Continued discussion regarding the creation of an Executive Level Basic Certificate and its requirements.	**New Regulation**
B. Continued discussion regarding the establishment of a new regulation pursuant to NRS 289.510 (1)(c)(6) which requires the POST Commission to adopt a regulation establishing **"standards for an annual behavior wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing the conditions that may affect the performance of the duties by the peace officer."**	**New Regulation**
C. Discussion regarding possible revisions to NAC 289.270 to update the requirements to qualify for an Executive Certificate.	**NAC 289.270**

3. PUBLIC COMMENT. *The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.*

A. Continued discussion regarding the creation of an Executive Level Basic Certificate and its requirements.

Executive Level Category I Basic Certificate

NAC 289.xxx–Executive Level Basic Certificate:

1. The Executive Director may award an executive level category I basic certificate to any peace officer who:
   a. Has been elected or appointed to the executive level position (NAC 289.047). No more than two (2) active executive level basic certificates will be permitted per agency.
   b. Has met all standards of NAC 289.110 and hired by a Nevada Law Enforcement Agency; and
   c. Has a history of at least 5 consecutive years of employment as a peace officer; and
   d. The certification of the peace officer has not been revoked or suspended in any state; and
   e. The peace officer has satisfactorily completed, within 1 year of date of appointment, a training course that is approved by the Executive Director which consists of a minimum of 80 hours of training that satisfies the requirements established by the Commission pursuant to subsection 1 of NAC 289.300 in:

(1) Abuse of older persons;
(2) Child abuse and sexual abuse of a child;
(3) Civil liability;
(4) Classification and receiving of offenders;
(5) Constitutional law;
(6) Counter-terrorism and weapons of mass destruction;
(7) Crimes against persons;
(8) Crimes against property;
(9) Cultural awareness;
(10) Domestic violence, stalking and aggravated stalking;
(11) Ethics in law enforcement;
(12) Fire safety and use of emergency equipment;
(13) Games offenders play;
(14) Gangs and cults;
(15) Juvenile law;
(16) Laws relating to arrest;
(17) Laws relating to correctional institutions;
(18) Laws relating to drugs, including, without limitation, current trends in drugs;
(19) Miscellaneous crimes;
(20) Modern correctional philosophy;
(21) Probable cause;
(22) Public and media relations;
(23) Records of offenders in institutions;
(24) Rights of victims;
(25) Search and seizure;
(26) Searches of offender institutions;
(27) Supervision of offenders;
(28) Training concerning active assailants; and
(29) Use of force

SAMPLE

f. The peace officer passes the state certification exam with a score of at least 70 percent; and
g. The peace officer passes the state physical readiness examination for category I or the Cooper Standard for Law Enforcement or a physical readiness test approved by the employing agency.
h. The peace officer must meet all requirements of Chapter 289 to maintain the basic certificate.
i. Executive level basic certificate expires immediately upon separation as an executive with that agency.

SAMPLE

B. Continued discussion regarding the establishment of a new regulation pursuant to NRS 289.510 (1)(c)(6) which requires the POST Commission to adopt a regulation establishing **"standards for an annual behavior wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing the conditions that may affect the performance of the duties by the peace officer."**

NRS 289.510 Peace Officers' Standards and Training Commission: Powers and duties; regulations. [Effective January 1, 2023.]

1. The Commission:

(a) Shall meet at the call of the Chair, who must be elected by a majority vote of the members of the Commission.

(b) Shall provide for and encourage the training and education of persons whose primary duty is law enforcement to ensure the safety of the residents of and visitors to this State.

(c) Shall adopt regulations establishing minimum standards for the certification and decertification, recruitment, selection and training of peace officers. The regulations must establish:

(1) Requirements for evaluations to be conducted during the recruitment and selection of peace officers, which must identify implicit bias on the part of a peace officer on the basis of race, color, religion, national origin, physical or mental disability, sexual orientation or gender identity or expression;

(2) Requirements for basic training for category I, category II and category III peace officers and reserve peace officers;

(3) Standards for programs for the continuing education of peace officers, including minimum courses of study and requirements concerning attendance, which must require that all peace officers annually complete not less than 12 hours of continuing education in courses that address:

(I) Racial profiling;

(II) Mental health, including, without limitation, crisis intervention;

(III) The well being of officers;

(IV) Implicit bias recognition;

(V) De-escalation;

(VI) Human trafficking; and

(VII) Firearms.

(4) Qualifications for instructors of peace officers;

(5) Requirements for the certification of a course of training; and

(6) Standards for an annual behavioral wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing conditions that may affect the performance of duties by the peace officer.

(d) Shall, when necessary, present courses of training and continuing education courses for category I, category II and category III peace officers and reserve peace officers.

(e) May make necessary inquiries to determine whether the agencies of this State and of the local governments are complying with standards set forth in its regulations.

(f) Shall carry out the duties required of the Commission pursuant to NRS 432B.610 and 432B.620.

(g) May perform any other acts that may be necessary and appropriate to the functions of the Commission as set forth in NRS 289.450 to 289.680, inclusive.

(h) May enter into an interlocal agreement with an Indian tribe to provide training to and certification of persons employed as police officers by that Indian tribe.

(i) Shall develop and approve a standard curriculum of certified training programs in crisis intervention, which may be made available in an electronic format, and which address specialized responses to persons with mental illness and train peace officers to identify the signs and symptoms of mental illness, to de-escalate situations involving persons who appear to be experiencing a behavioral health crisis and, if appropriate, to connect such persons to treatment. A peace officer who completes any program developed pursuant to this paragraph must be issued a certificate of completion.

2. Regulations adopted by the Commission:

(a) Apply to all agencies of this State and of local governments in this State that employ persons as peace officers;

(b) Must require that all peace officers receive training in the handling of cases involving abuse or neglect of children or missing children;

(c) Must require that all peace officers receive training in the handling of cases involving abuse, neglect, exploitation, isolation and abandonment of older persons or vulnerable persons; and

(d) May require that training be carried on at institutions which it approves in those regulations.

(Added to NRS by 1999, 2421; A 2001, 1730; 2009, 2449; 2015, 831; 2019, 1009, 3495, 4462; 2021, 551, 574, 950, effective January 1, 2023)

Kathy Floyd

From: Rodriguez, Mariana <Mariana.Rodriguez@lcb.state.nv.us>
Sent: Tuesday, May 2, 2023 3:20 PM
To: Kathy Floyd
Subject: RE: R190-22

Hi Kathy,

I hope you're doing well! Thank you for the language you provided below. Unfortunately, it does not appear that the language you submitted conforms to the intent of NRS 289.510(1)(c)(6). The statute requires that the Commission adopt a regulation that establishes the standards for a behavioral wellness visit for peace officers. However, your language does not establish any standards.

Some examples for such standards may include: (1) how long the visit needs to last; (2) who conducts the visit; (3) the qualifications of the person conducting the visit, such as a psychologist or doctor, etc.; or (4) what subjects the visit will cover, such as suicide prevention or stress management.

If you could please send some language along those lines, that would be great. It might be helpful for you to consult with your AG about what language might conform to the requirements of the statute.

Thank you,

Mariana

ATTENTION
The information contained in this message is a confidential communication from the Nevada Legislative Counsel Bureau. It is intended to be read only by the person or entity to whom it is addressed or by the designee of such person or entity. If the reader of this message is not the intended recipient, you are on notice that distribution of this message in any form is strictly prohibited.

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From: Kathy Floyd <kfloyd@post.state.nv.us>
Sent: Thursday, April 27, 2023 4:07 PM
To: Rodriguez, Mariana <Mariana.Rodriguez@lcb.state.nv.us>
Cc: Michael D. Sherlock <msherlock@post.state.nv.us>
Subject: RE: R190-22

You don't often get email from kfloyd@post.state.nv.us. Learn why this is important

Hi Mariana!

In further discussion, we are thinking language such as this would be a better fit:

The employing agency shall implement an annual behavioral health wellness check in which must include, without limitation, an annual check in for each officer, such as peer support programs, suicide prevention, psychological services, stress management and employee assistance programs to aid in preserving the emotional and mental health of the peace officer and assessing conditions that may affect the performance of duties by the peace officer.

We don't want to put language out there that agencies will misinterpret and think we are mandating these programs. Our goal is to provide these programs as examples to give them options.

“The employing agency shall implement a behavior wellness visit for all POST certified peace officer personnel on staff. Each officer must participate in a visit at least once each calendar year.

The purpose of the visit shall be the providing of support and improving the officer’s overall well-being or a program intended to provide psychoeducational sessions for sworn officers.

The annual visit is defined as a behavior health visit which is virtual or in person, in a group setting or individual setting, while being officer-centric and should be used to:

1) increase the officer’s knowledge about mental health concerns by providing education and

2) reduce concerns about confidentiality by providing opportunities for a confidential setting to discuss mental health and mental health concerns and

3) reduce stigma about mental health issues by providing an opportunity to obtain accurate information and support and

4) increase exposure and comfort to qualified mental health professionals thereby increasing access to appropriate care should the officer need help or support in the future.

A letter confirming attendance for each officer that attended the visit should be kept on file by the agency. This letter shall be made available to both the officer and the Chief Executive of the agency or the officers Commanding Officer upon completion. ADA requirements and confidentiality restrictions shall apply to these visits. Information disclosed by a peace officer shall be privileged and shall not be used against them unless the information is required to be reported under mandatory reporting laws.

The annual visit should not include personal assessment, evaluations or diagnostics or violate peace officer rights in other ways or violate any provision of the ADA”

SAMPLE

Currently, five states have mandated wellness visit legislation: Connecticut, Illinois, Maryland, Missouri, Nevada, and Oregon. It is important to note that the laws vary considerably in terms of who provides the service, how often the service is offered, the intended purpose of the visit, the visit focus (for officer wellness v. agency), and whether or not the visit is evaluative or wellness focused. BUT, in a recent survey of 87 mental health professionals that are actively involved in conducting these types of visits, researchers *(*Panza, Kelly & Walsh) consolidated available evidence and provided a definition and intended purposes of the visits that can be used as a guide.

What is a behavioral health wellness visit?
There are currently two possible definitions:
*A confidential, periodic (often annual), scheduled visit with a qualified mental health professional for the purposes of providing support and improving the officer's overall well-being (*Panza, Kelly & Walsh, in progress)

A program intended to provide individual, private, and confidential periodic psychoeducational sessions for sworn officers, administrators, and/or support personnel (Inwald & Panza, 2022)

What are the barriers to behavioral health treatment for officers?
Researchers (Jetelina et al., 2020; Casas & Benuto, 2021) have shown there are four main barriers that prevent officers from seeking treatment for mental health conditions: *1) lack of knowledge about mental health, 2) concerns about confidentiality of the services, 3) stigma, 4) the idea that mental health professionals will not understand them/the job.*

What are the purposes of a behavioral health wellness visit and how does it reduce barriers to treatment for officers?
A behavioral health wellness visit is an officer-centric service and should be used to 1) increase their knowledge about mental health concerns by providing education, 2) reduce their concerns about confidentiality by providing a confidential setting to discuss mental health and mental health concerns, 3) reduce stigma about mental health issues by providing an opportunity to obtain accurate information and support, 4) increase exposure and comfort to qualified (licensed, culturally competent) mental health professionals thereby increasing access to appropriate care should the officer need help or support in the future.

Who should conduct the visits?
Researchers *(*Panza, Kelly & Walsh) recommend that visits be conducted by a licensed mental health professional (i.e., Psychologists, Licensed master's level clinicians: LPC, LCSW, LMFT) that can demonstrate cultural competency with police and public safety psychology via appropriate education, training, experience, and exposure to the culture. In their survey of providers, over 70% of providers conducting wellness visits were doctoral-level Psychologists due to their unique education, training, experience, and specialization in Police and Public Safety Psychology.

What is the outcome of the visit?
Researchers recommend that the only information reported back from the visit and kept on file for the agency should be a letter confirming attendance for each officer that attends a visit. This will ensure that the visit is officer-oriented and confidential.

What is NOT a behavioral health wellness visit?
Based on available evidence, Psychologists agree that a wellness visit should not be evaluative or targeted. It should not be used as a tool to identify or weed out "problem" officers or make fitness for duty referrals. Wellness visits are more akin to preventative education and should NOT be:

- A broadly focused psychological evaluation with formal testing and findings reported back to the agency.
- A fitness for duty or fitness for duty-esque evaluation with findings that can impact a person's career.
- A clinical intake session focused on diagnostic screening or assessment.
- A therapy session.

Department of Administrative Services

500 S Grand Central Pky 6th Fl • Box 551712 • Las Vegas NV 89155-1712
(702) 455-3530 • Fax (702) 455-3558

Les Lee Shell, Deputy County Manager • Jeanine D'Errico, Director • Daniel Giraldo, Assistant Director

July 18, 2022

Nevada Commission on Peace Officers Standards and Training
5587 Wa Pai Shone Avenue
Carson City, NV 89701
Attention: Chief Kathy Floyd, Standards Division
By email to: kfloyd@post.state.nv.us

Dear Chief Floyd:

Clark County would like to offer the following comments in connection with the Workshop scheduled at the forthcoming Commission meeting to discuss proposed regulations to implement Assembly Bill 336 (2021).

The Commission's proposed language states: *"The employing agency shall implement an annual behavior wellness program for each of its officers to aid in the preserving of the emotional and mental health of its officers and asserting conditions that may affect the performance of duties by its officers."*

Comment 1: Please consider changing the language from "annual behavioral wellness program for each of its offers" to "annual behavioral wellness visit." Assembly Bill 336 mandated POST to establish standards for a "visit", not an entire program. We respectfully request this change to align with the language used throughout Assembly Bill 336.

Comment 2: Please consider adopting specific standards for these visits. During the legislative session, Clark County raised concerns about whether these visits would be considered confidential and what type of visit would be required. It was clear from the AB336 hearings that the bill sponsor believed that these details would be deferred to the regulations to be developed by POST. Specifically, we request that POST consider the following:

- Require the visit to be held confidential and only disclosed to the employing agency's risk management division if the provider finds the employee poses a risk of harm to themselves or to others.
- Define the recordkeeping requirements for each employing agency.
- Set the minimum standards for the visit described in Assembly Bill 336. We request that POST define which types of providers may conduct these visits, may they be conducted

specialized training specific to the mental health needs of peace officers working in multiple law enforcement settings or as first responders.

- Define whether the visit is mandatory, whether the peace officer may refuse to attend the examination, and if so, the employing agency's responsibilities upon receipt of that refusal.

We appreciate POST's attempt to accommodate for variance in local government programs statewide. However, setting specific yet minimum standards in the areas noted above will help to promote consistency across all of our programs and insure against different levels of implementation across the State. We strongly encourage POST to consider addressing these issues and are willing to participate in further discussion along with our local government colleagues.

Please do not hesitate to contact me directly with any further questions. I may be reached via email to Joanna.Jacob@ClarkCountyNV.gov or by phone at (702) 455-2739.

Very truly yours,

Joanna Jacob
Government Affairs Manager

Nevada Association of Counties
304 South Minnesota Street
Carson City, NV 89703
(775) 883-7863

www.nvnaco.org

July 19, 2022

Nevada Commission on Peace Officers Standards and Training
5587 Wa Pai Shone Avenue
Carson City, NV 89701

RE: NAC Regulation 289.190

Dear Commission Members,

The Nevada Association of Counties (NACO), the statewide association representing Nevada's Counties would like to provide input on the proposed regulations to implement Assembly Bill (AB) 336, from the 2021 session of the Nevada Legislature. We thank the Commission for the opportunity to provide perspective, sharing the goal of the commission members to implement the intent, and spirit of AB 336.

NACO would like to bring to the Commission's attention a letter submitted by Clark County and offer our support. NACO echoes the comments outlined in the letter they submitted, specifically around the language that mandates an "annual behavioral wellness *program.*" NACO believes the intent of this legislation is to establish standards for wellness and behavioral health *visits* and we concur with Clark County's recommendation that language in the regulation be changed to reflect that.

We also encourage the commission to review the suggestions submitted by Clark County, especially around confidentiality, the setting of minimum standards and clarifying if a visit can be refused by a peace officer and any subsequent responsibility that an employing agency would have as a result.

Thank you, again, for the opportunity to provide input. We encourage Commission members to fully review the language and intent of AB 336 as they craft and adopt the corresponding regulation.

Should any Commission members have additional questions, or follow up, please do not hesitate to contact me directly.

Sincerely,

Vinson W. Guthreau

Vinson W. Guthreau
Executive Director

Table 1. Continuum of law enforcement mental health and wellness programs

Components	BPD	CMPD	DPD	IMPD	LVMPD	LASD	MNPD	MPD	SAPD	TPD	Cop2Cop
Recruitment, hiring, and screening for mental wellness			X	X			X	X	X	X	
Training academy resiliency and self-care			X	X	X	X	X	X	X	X	
In-service training on mental wellness topics	X	X	X	X	X	X	X	X	X	X	X
• Suicide prevention	X	X	X	X	X	X	X	X	X	X	X
• Resilience and self-care	X	X	X	X	X	X	X	X	X		X
• Supervisor training as front-line mental health first aid				X	X					X	X
Mentorship programs				X							
Early warning systems				X	X	X		X		X	
Critical incident response teams	X	X	X	X	X	X	X	X	X	X	X
• Debriefing protocol	X	X	X	X	X	X	X	X	X		X
Peer support programs	X	X		X	X	X	X	X	X	X	X
Behavioral health and wellness units				X	X	X	X	X	X	X	
• Counseling (finances, family, career)	X	X	X	X	X	X	X	X	X	X	X
• Referrals for services	X	X	X	X	X	X	X	X	X	X	X
• Domestic violence				X	X	X	X	X		X	X
• Substance abuse	X	X	X	X	X	X	X	X	X	X	X
Chaplaincy role	X	X	X		X	X	X	X	X		
Psychological counseling (internal)	X		X		X	X	X	X	X	X	X
Psychological counseling (external)		X	X	X	X	X		X		X	X
• Employee assistance program		X		X	X	X		X		X	X
• Treatment (residential and nonresidential)		X	X		X	X	X	X	X	X	X
• Recurring mental health checks		X	X				X		X		X
• Mandatory counseling following critical incident	X	X	X	X	X	X	X	X	X	X	X
• Eye movement desensitization and reprocessing therapy					X	X				X	X
• Officer crisis care and support (injury, illness, line-of-duty deaths, etc.)	X	X	X	X	X	X	X	X	X	X	X
• Military support—deployment and reintegration		X		X	X	X					X
• Retired officers		X	X	X			X	X	X	X	X
• Spousal support, healthy families, or Family Day	X	X	X	X	X	X	X		X	X	
• Therapy animals (dogs, cats, horses, goats)					X						

STATE OF CONNECTICUT

DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION

Police Officer Standards and Training Council
Connecticut Police Academy

GENERAL NOTICE 20-11

To: Chief Law Enforcement Officers
Training Officers
Protective Services
Resident Troopers

From: Karen Boisvert
Academy Administrator

Date: November 23, 2020

Subject: Guidance Document regarding periodic mental health wellness checks pursuant to the Legislative July Special Session, Public Act No. 20 – 1 (House Bill No. 6004).

At the November 12, 2020 regular meeting, the Police Officer Standards and Training Council adopted written guidance language to assist Law Enforcement Units concerning periodic mental health wellness checks pursuant to the Legislative July Special Session, Public Act No. 20 – 1 (House Bill No. 6004).

The attached guidance document concerning periodic mental health wellness checks will provide:

Section 1: Scope
Section 2: Purpose
Section 3: Procedure
Section 4: Definitions
Section 5: Confidentiality

Questions or comments may be directed to my attention either by e-mail Karen.boisvert@ct.gov or phone 203 – 427 – 2601.

KB/kb

Police Officer Standards and Training Council Guidance Policy
Mental Health Wellness Checks
In accordance with July Special Session, Public Act No. 20-1
Revised 3/2/2021

Section 1. Scope

The scope of this policy is in accordance with the provisions of (HB6004), the Police Officer Standards and Training Council, and in partnership with Connecticut's municipal and state law enforcement agencies, supporting initiatives aimed at maintaining and improving mental, physical and the spiritual health of Connecticut sworn law enforcement officers. This policy seeks to implement the aforementioned mandate while removing the stigma associated with treatment for the impacts of critical incidents, acutely stressful events, and adverse experiences associated with the duties of police officers. POSTC or (your Department) values its officers and has a vested interest in assisting officers in maintaining their health and wellness.

Section 2. Purpose

Periodic mental health wellness checks have existed for law enforcement officers for many years. In accordance with Section 16 of the Police Accountability Bill, (HB6004), it is recommended that a broad scope of officer wellness, not exclusive to PTSD be part of a mental health wellness check performed every (5) years of P.O.ST.C. certified law enforcement officers. While P.T.S.D. is a concern for law enforcement officers, prevalent data suggest that issues such as substance abuse, depression, family issues, and suicide are also impactful on an officer's life and are mental health concerns that need to be assessed in the wellness checks.

Section 3. Procedure

Every (5) years, and under the direction of the Chief Executive Officer or Chief of Police, of each respective department, shall ensure that sworn officers must participate in a mental health wellness check. Individual respective departments may determine the number of officers to participate in the wellness checks each year, ensuring that officers are screened every (5) years. (It is recommended that the departments cycle through their officers at a rate of 20% of their personnel each year, accomplishing a rolling (5) year cycle).

The mental health checks shall consist of an approximately 45 minute scheduled meeting that would explore an officers overall "mental health wellness". This assessment shall identify, if any, issues that may require further treatment and/or evaluation. If so appropriate referrals shall be made to relevant resources. These wellness checks shall be performed by a Board Certified Psychiatrist or Psychologist.

A final report prepared by the evaluator shall include information pertaining to an officer's attendance and participation in the wellness check, and shall be made available to both the Officer and the Chief of Police upon completion. These reports shall contain no clinical information, A.D.A requirements and confidentiality restrictions shall apply to these visits. It is essential that officers feel confident that the process is confidential and their well-being is of a paramount concern for the evaluation.

In the event that an evaluator determines that an officer is a danger to themselves or the public, a report will be immediately sent to the Chief of Police delineating those concerns. In those instances, the Chief of Police shall make a determination as to whether a comprehensive fitness for duty evaluation shall be performed and what measures will be taken to place the officer in a modified duty assignment. The subject of confidentiality limits are outweighed by a concern for a danger to one's self, a danger to others, elder and child abuse, involvement with criminal activity, or where information is divulged that would require a mandatory fitness for duty evaluation.

Section 4. Definitions

P.O.S.T.C. - Police Officer Standards and Training Council

P.T.S.D. - Post Traumatic Stress Disorder

Board Certified Psychologist/Psychiatrist - A licensed professional certified by the American Board of Psychology.

Section 5. Confidentiality

Mental health services are normally confidential, and the agency will not normally be notified if an employee seeks voluntary treatment beyond the scope of the mental health checks, but some exceptions to confidentiality exist. These exceptions include, but are not limited to expressions of an intent to hurt one's self, expression of an intent to hurt others, elder or child abuse, or involvement in criminal activity, or other information divulged that would require a fitness for duty evaluation.

Illinois Law Enforcement Training and Standards Board

JB Pritzker, Governor
Keith Calloway, Interim Executive Director

Phone: 217/782-4540
Fax: 217/524-5350
TDD: 866-740-3933

MENTAL HEALTH SCREENING RECOMMENDATIONS

Public Act 101-652 requires the Board to establish statewide standards for minimum standards regarding regular mental health screenings for probationary and permanent police officers, ensuring that counseling sessions and screenings remain confidential. In response, the Board has approved the following recommendations:

A. All law enforcement agencies should perform a psychological evaluation on newly hired recruit officers. This evaluation should contain a battery examination of several characteristics. This evaluation should focus on personality traits that support resiliency to the adverse environment that law enforcement responds to. Assessment protocols will focus on assessment tools to assess the overall resiliency of officers so as to take a proactive response to the psychological health of the law enforcement community. It is a well-documented reality that law enforcement are up to 4 times more likely to die by suicide then in the line of duty. While there are many options that serve this purpose, agencies should conduct this examination to the extent of their available resources.

B. Agencies should screen new recruit officers while they attend the basic academy, specifically at the beginning and end of their training. This screening should identify the general growth and development of the recruit. If concerns are raised as to the health of the recruit, more specific testing and education on officer resiliency is recommended. These screening tools are a natural process to the development of systems within law enforcement to reduce the negative impact of lateral trauma and chronic hypervigilance.

C. Agencies should screen all officers at least once annually to evaluate the overall health of the agency. These annual screenings should be general and brief but allow for more detailed questions to be asked if certain metrics are displayed, such as a majority or substantial number of responses indicating the negative impact of lateral trauma, signs of depression/PTSD, or other negative outcomes related to the officer's career.

D. Knowing the well documented negative impact of the stress of law enforcement are exposed to, instances where the overall health of the agency is a concern, programs, training, and in more intense situations; Critical Incident Stress Management (CISM)/counselors or counseling options should made available to the officers. All officers should be encouraged to attend sessions with a CISM/counselor and there should be no stigma, negative outcome, financial burden, socially, or professionally, for attending a counseling session.

E. In the course of any mental health screening, confidentially is to remain paramount. Responses to all screening questions shall remain anonymous/confidential when conducted internally by the employing agency. These screenings should not be used for any fitness or promotional matters. In the event that the screening of any single officer reveals items of serious concern, the agency may not attempt to ascertain the identity of the responding officer.

F. Agencies should consider partnering with a third-party to conduct these screenings. Agencies should also consider partnering with a third-party vendor to provide overall follow up of trends that may be identified by the screening outcomes to improve officer wellness and wellness of the agency. The role of a third-party screening entity allows for greater confidentiality and trust, therefore increasing the likelihood of accurate and thorough responses.

The Board believes that these screening measures will better allow police agencies to understand the health of their new and experienced officers as they move through their career and will help identify trends and concerns that are present within an agency. These recommendations will also allow specific officer concerns to be identified and addressed by third-party screeners who can preserve the highest degree of confidentiality and assist officers to better serve their communities.

(Initial Draft – September 2021)

Title XXXVIII CRIMES AND PUNISHMENT; PEACE OFFICERS AND PUBLIC DEFENDERS

Chapter 590

<> Effective - 28 Aug 2021

590.192. Critical incident stress management program, purpose — services to be provided — requirements — confidentiality of information — fund created, use of moneys. — 1. There is hereby established the "Critical Incident Stress Management Program" within the department of public safety. The program shall provide services for peace officers to assist in coping with stress and potential psychological trauma resulting from a response to a critical incident or emotionally difficult event. Such services may include consultation, risk assessment, education, intervention, and other crisis intervention services provided by the department to peace officers affected by a critical incident. For purposes of this section, a "critical incident" shall mean any event outside the usual realm of human experience that is markedly distressing or evokes reactions of intense fear, helplessness, or horror and involves the perceived threat to a person's physical integrity or the physical integrity of someone else.

2. All peace officers shall be required to meet with a program service provider once every three to five years for a mental health check-in. The program service provider shall send a notification to the peace officer's commanding officer that he or she completed such check-in.

3. Any information disclosed by a peace officer shall be privileged and shall not be used as evidence in criminal, administrative, or civil proceedings against the peace officer unless:

(1) A program representative reasonably believes the disclosure is necessary to prevent harm to a person who received services or to prevent harm to another person;

(2) The person who received the services provides written consent to the disclosure; or

(3) The person receiving services discloses information that is required to be reported under mandatory reporting laws.

4. (1) There is hereby created in the state treasury the "988 Public Safety Fund", which shall consist of moneys appropriated by the general assembly. The state treasurer shall be custodian of the fund. In accordance with sections 30.170 and 30.180, the state treasurer may approve disbursements. The fund shall be a dedicated fund and moneys in the fund shall be used solely by the department of public safety for the purposes of providing services for peace officers to assist in coping with stress and potential psychological trauma resulting from a response to a critical incident or emotionally difficult event pursuant to subsection 1 of this section. Such services may include consultation, risk assessment, education, intervention, and other crisis intervention services provided by the department to peace officers affected by a critical incident. The director of public safety may prescribe rules and regulations necessary to carry out the provisions of this section. Any rule or portion of a rule, as that term is defined in section 536.010, that is created under the authority delegated in this section shall become effective only

if it complies with and is subject to all of the provisions of chapter 536 and, if applicable, section 536.028. This section and chapter 536 are nonseverable and if any of the powers vested with the general assembly pursuant to chapter 536 to review, to delay the effective date, or to disapprove and annul a rule are subsequently held unconstitutional, then the grant of rulemaking authority and any rule proposed or adopted after August 28, 2021, shall be invalid and void.

(2) Notwithstanding the provisions of section 33.080 to the contrary, any moneys remaining in the fund at the end of the biennium shall not revert to the credit of the general revenue fund.

(3) The state treasurer shall invest moneys in the fund in the same manner as other funds are invested. Any interest and moneys earned on such investments shall be credited to the fund.

(L. 2021 S.B. 26 merged with S.B. 53 & 60 merged with S.B. 57)

Enrolled
Senate Bill 424

Sponsored by Senator FREDERICK, Representatives LEWIS, NOBLE, PILUSO; Senators MANNING JR, STEINER HAYWARD, Representatives GORSEK, KENY-GUYER, MARSH, SMITH DB, SOLLMAN, WILLIAMSON (Presession filed.)

CHAPTER .....

AN ACT

Relating to mental health wellness policies.

Be It Enacted by the People of the State of Oregon:

SECTION 1. (1) As used in this section, "law enforcement agency" means:
(a) A city or municipal police department.
(b) A county sheriff's office.
(c) The Oregon State Police.
(d) A police department established by a university under ORS 352.121 or 353.125.
(2) A law enforcement agency shall establish a mental health wellness policy for addressing issues related to the mental health wellness of law enforcement officers employed by the agency.

Passed by Senate March 14, 2019

.....
Lori L. Brocker, Secretary of Senate

.....
Peter Courtney, President of Senate

Passed by House April 25, 2019

.....
Tina Kotek, Speaker of House

Received by Governor:

.....M.,....., 2019

Approved:

.....M.,....., 2019

.....
Kate Brown, Governor

Filed in Office of Secretary of State:

.....M.,....., 2019

.....
Bev Clarno, Secretary of State

Police Bureau

Sworn to protect. Dedicated to serve.

Phone: 503-823-0000 Non-Emergency: 503-823-3333 1111 S.W. 2nd Avenue, Portland, OR 97204
More Contact Info (http://www.portlandoregon.gov//police/article/492458)

0500.00 Portland Police Bureau Wellness Program

0500.00 Portland Police Bureau Wellness Program

Refer:

ORS 181A.832, Mental health wellness policies for law enforcement agencies
DIR 0240.00, Employee Assistance Program
DIR 0280.00, Fitness Room
DIR 0305.00, Active Bystandership, Intervention, and Anti-Retaliation
DIR 0316.00, Drug, Alcohol, and Tobacco-Free Workplace
DIR 0410.00, Injuries/Occupational Illness/Disability/LOS
Definitions:

Wellness: A state of being physically, mentally, emotionally, socially, and financially healthy.
Wellness Training: Activities include, but are not limited to, physical exercise, meditation, mental health services, and wellness-related educational opportunities.
Policy:

1. The Portland Police Bureau recognizes that the wellness of its members is essential and is committed to fostering a culture of wellness to best serve its members, their families, and the community. Increased member wellness can lead to better decision-making, community interactions, and safety, which leads to increased wellness in the community.

2. This Directive establishes the Portland Police Bureau Wellness Program. The goal of the program is to enhance the physical, mental, emotional, social, and financial health for all Bureau members while increasing organizational wellness, excellence, and efficiency.

3. The Wellness Program strives to increase readiness and resiliency, enhance morale, increase productivity, reduce sick leave use, and increase job and life satisfaction. The Bureau is committed to providing wellness-related training, resources, and opportunities for members, and paid Wellness Time in accordance with this directive.

Procedure:

1. The Wellness Program.

1.1. The Bureau shall maintain a Wellness Program and designate, at minimum, a sworn officer as Wellness Program Coordinator to develop wellness-related training, refer members to wellness resources, and provide wellness-related educational opportunities. The Bureau shall strive to build a Wellness Unit staffed with both sworn and professional staff to optimize wellness for all members.

1.2. The Wellness Program Coordinator shall oversee the Wellness Time program and Wellness Training, review, document, and approve organized wellness initiatives, and coordinate with RU Wellness Committees and the Employee Assistance Program (EAP) to offer services to all Bureau members.

1.3. The Wellness Program shall periodically submit a report to the Chief of Police outlining Wellness Program project goals and measurable outcomes to evaluate efficacy.

1.4. Wellness Committees.

1.4.1. Each RU shall establish and maintain a Wellness Committee to represent all of its sworn and professional staff to coordinate with the Wellness Program and develop a Standard Operating Procedure (SOP) regarding scheduling and approving Wellness Time.

1.5. Wellness Program Objectives.

1.5.1. The Wellness Program aims to increase member and community wellness by:

1.5.1.1. Increasing member resilience in response to physical injury and potentially reducing injury-related leave.

1.5.1.2. Increasing member resilience in response to emotional injury, stress, and trauma.

1.5.1.3. Improving member morale and building a culture of community and wellness within the Bureau and within the larger Portland community.

1.5.1.4. Increasing safety and trust in the community through improving member decision-making, communication, and community interactions.

2. Wellness Time.

2.1. General Guidelines.

2.1.1. Members shall be granted 4 hours per week, in any combination of 60 or 90 minute sessions, (Wellness Time) for Bureau-approved wellness activities during the member's workweek during paid work hours.

2.1.1.1. RU managers or their designee may approve sessions longer than 90 minutes at their discretion.

2.1.2. Wellness Time is not accrued and unused hours cannot be banked or carried over to the following week.

2.1.3. The Wellness Time allotted includes time for changing clothes, showering, and the wellness activity.

2.1.4. Wellness Time shall only be used for activities that directly impact member wellness and is available pursuant to the operational needs of the Bureau and is subject to cancellation and/or rescheduling.

2.2. Cancellation.

2.2.1. Any supervisor may cancel Wellness Time at their discretion based on the operational needs of the Bureau and shall communicate both the beginning and the end of the cancellation period to the members they supervise and to the Wellness Coordinator.

2.3. Participation.

2.3.1. All Bureau members, both professional staff and sworn members, are encouraged to participate in Wellness Time.

2.3.2. Member participation is voluntary.

2.3.3. Participating members should consult their doctor regarding any prior or existing medical conditions or limitations that put them at risk for injury or illness while participating in the program.

2.4. Scheduling, Approving, and Documenting Wellness Time.

2.4.1. Wellness Time shall be scheduled and approved following the member's RU's Wellness Time SOP.

2.4.2. Wellness Time shall be documented following Wellness Program guidelines.

2.4.3. Organized wellness initiatives (e.g., a running club, group fitness class, or other group wellness activity) require prior approval and documentation by the Wellness Program Coordinator.

2.5. Telework.

2.5.1. Members are authorized to participate in Wellness Time on days they are in a telework status and shall comply with all scheduling, approval, and documentation requirements.

3. Illness and Injury Reporting.

3.1. Members shall report injuries incurred while participating in Wellness Time to a supervisor as soon as practicable and shall comply with Directive 0410.00, Injuries/Occupational Illness/Disability/LOS.

History:

Originating Directive Date: 02/27/2022
Signed: 01/28/2022
Effective Date: 02/27/2022
Next Review Date: 02/27/2023

C. Discussion regarding possible revisions to NAC 289.270 to update the requirements to qualify for an Executive Certificate.

CURRENT LANGUAGE:

NAC 289.270 Executive certificate. (NRS 289.510)

1. The Commission will grant an executive certificate to an officer upon submission of proof satisfactory to the Commission that the officer meets the following minimum requirements:

(a) A current basic certificate.

(b) A current intermediate certificate.

(c) A current advanced certificate.

(d) A current supervisor certificate.

(e) A current management certificate.

(f) Six years of experience as a peace officer, including at least 1 year of experience in an executive level position and a current assignment in an executive level position.

(g) Two hundred hours of training in advanced management in addition to the training completed for the basic, intermediate, advanced, supervisor and management certificates.

(h) The applicant must present proof that the current assignment meets the criteria for an executive level position as set forth in NAC 289.047 by submitting a letter of recommendation with the application which is signed by the administrator of the agency. The letter must include an organizational chart which demonstrates the applicant's position within the agency and must describe the manner in which the applicant's current assignment meets the criteria for an executive level position as set forth in NAC 289.047.

2. In making a determination pursuant to subsection 1, the Commission will review and consider each applicant individually.

PROPOSED LANGUAGE

NAC 289.270 Executive certificate. (NRS 289.510)

1. ***Except as otherwise provided in subsection 2, the*** Commission ***may*** grant an executive certificate to an officer upon submission of proof satisfactory to the Commission that the officer meets the following minimum requirements:

(a) A current basic certificate.

(b) A current intermediate certificate.

(c) A current advanced certificate.

(d) A current supervisor certificate.

(e) A current management certificate.

(f) Six years of experience as a peace officer, including at least 1 year of experience in an executive level position and a current assignment in an executive level position.

(g) Two hundred hours of training in advanced management in addition to the training completed for the basic, intermediate, advanced, supervisor and management certificates.

(h) The applicant must present proof that the current assignment meets the criteria for an executive level position as set forth in NAC 289.047 by submitting a letter of recommendation with the application which is signed by the administrator of the agency. The letter must describe the manner in which the applicant's current assignment meets the criteria for an executive level position as set forth in NAC 289.047 ***or***

2. Where the applicant is eligible for reciprocity and meets sections 1. (f), (g) and (h) above and possesses a basic, intermediate, advanced, supervisor and management certificate from that state or federal agency recognized for reciprocity. Should the reciprocity state not issue such certificates, proof from the applicant that they have the training and experience in that reciprocity state that would meet Nevada POST requirement for such certificate had the applicant been a Nevada peace officer ***or***

3. The applicant has been appointed or elected to the executive level position and has 5 consecutive years in the position.

4. 4 In making a determination, the Commission will review and consider each applicant individually.

SAMPLE

3. **PUBLIC COMMENT.** *The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.*

REGULARLY SCHEDULED MEETING

STATE OF NEVADA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
(775) 687-7678 FAX (775) 687-4911

JOE LOMBARDO
Governor

MICHAEL D. SHERLOCK
Executive Director

NOTICE OF PUBLIC MEETING (NRS 241)

NOTICE IS HEREBY GIVEN THAT STARTING AT **1:00 P.M. ON THURSDAY, JULY 27, 2023,** THE COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING WILL HOLD A WORKSHOP AND REGULARLY SCHEDULED MEETING AT **THE BRISTLECONE CONVENTION CENTER, 150 6TH STREET, ELY, NV.**

The agenda will include the following items. The Commission, at their discretion, may take items out of order, combine two or more agenda items for consideration, and remove an item from the agenda or delay discussion relating to an item on the agenda at any time. A request to have an item on the agenda heard out of order shall be made to the Commission's secretary prior to the commencement of the meeting. Prior to the commencement or conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual the Commission may refuse to consider public comment. See NRS 233B.126.

I. WORKSHOP

1. Call to Order

2. Roll call of Commission Members

THE PURPOSE OF THE HEARING IS TO SOLICIT COMMENTS FROM INTERESTED PERSONS ON THE FOLLOWING TOPIC THAT MAY BE ADDRESSED IN FUTURE PROPOSED REGULATIONS (THIS WORKSHOP HAS BEEN PREVIOUSLY NOTICED PURSUANT TO THE REQUIREMENTS OF NRS CHAPTER 233B):

TOPIC	NAC
A. Continued discussion regarding the creation of an Executive Level Basic Certificate and its requirements.	**New Regulation**
B. Continued discussion regarding the establishment of a new regulation pursuant to NRS 289.510 (1)(c)(6) which requires the POST Commission to adopt a regulation establishing **"standards for an annual behavior wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing the conditions that may affect the performance of the duties by the peace officer."**	**New Regulation**
C. Discussion regarding possible revisions to NAC 289.270 to update the requirements to qualify for an Executive Certificate.	**NAC 289.270**

3. **PUBLIC COMMENT.** The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

II. REGULARLY SCHEDULED MEETING AGENDA ITEMS

1. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   a. Approval of minutes from the May 4, 2023, workshop and regularly scheduled meeting.

2. **INFORMATION** Executive Director's report.
   b. Training Division
   c. Standards Division – audit stats
   d. Administration-Commissioner Re-Appointment

3. **FOR DISCUSSION ONLY**
   Update on implementation of SB225

4. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   Continue discussion regarding the creation of an Executive Level Basic Certificate and its requirements. Possible action may include the creation of language.

5. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   Continued discussion regarding the establishment of a new regulation pursuant to NRS 289.510 (1)(c)(6) which requires the POST Commission to adopt a regulation establishing **"standards for an annual behavior wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing the conditions that may affect the performance of the duties by the peace officer."** Possible action may include the creation of language.

6. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   Discussion regarding possible revisions to NAC 289.270 to update the requirements to qualify for an Executive Certificate. Possible action may include the creation of language.

7. **DISCUSSION, PUBLIC COMMENT AND FOR POSSIBLE ACTION.**
   Request from the Las Vegas Metropolitan Police Department for an Executive Certificate for their employee Captain Gregory Munson. Possible action may include issuance or denial of the requested Executive Certificate.

8. **PUBLIC COMMENTS**
   The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

9. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**
   Schedule upcoming Commission Meeting

10. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION**.
    Adjournment.

POSTED AT THE FOLLOWING LOCATIONS:

Commission on POST Administrative Office
Carson City, NV 89701
State Library, Archives and Public Records
100 Stewart Street, Carson City
http://post.nv.gov
http://notice.nv.gov
http://leg.state.nv.us

Pursuant to NRS 241.020(2)(c), a copy of supporting materials for the meeting may be obtained by contacting POST Standards Division, at (775) 687-7678, ext. 3335, Commission on Peace Officer Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701.

NOTE: We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify the Commission on Peace Officer Standards and Training at 5587 Wa Pai Shone Avenue, Carson City, Nevada 89701 or call Kathy Floyd at (775) 687-7678, Ext. 3335, no later than 2 working days prior to the meeting.

1. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

    a. Approval of minutes from the May 4, 2023 regularly scheduled meeting.

STATE OF NEVADA

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

A Workshop and Regularly Scheduled Meeting of the Commission on Peace Officer Standards and Training was held on May 4, 2023 commencing at 9:00 a.m. at 5587 Wa Pai Shone Avenue, Carson City, Nevada.

COMMISSIONERS:

Tyler Trouten, Chairman
Dan Coverley
Oliver Miller
Kevin McKinney
Jamie Prosser
Russ Niel
Tiffany Young
Tim Shea
Rob Straube
George Togliatti

STAFF:

Kathy Floyd, POST F
Nathan Hastings, Attorney General's Office
Mike Sherlock, POST F

TRANSCRIBED BY: Marsha Steverman-Meech

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4. The Commission to decide whether to continue the rulemaking process to revise NAC 289.110(4) (b) to update or make changes as it relates to marijuana offenses, sample language included in this book.	45
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proposed language, sample language included in this book. 47

6. The Commission to decide whether to continue the rulemaking process to revise NAC 289.200(4) (a) and (8), sample language included in this book. 55

7. Request from the North Las Vegas Police Department for an Executive Certificate for their employee Captain Adam L. Hyde. Possible action may include issuance or denial of the requested Executive Certificate. 57

8. Hearing pursuant to NAC 290.290(1) (g) on the revocation of Destini D. Woodruff's (formerly with the Las Vegas Metropolitan Police Department) Category I basic certificate based on a conviction of, or entry of a plea of guilty, guilty but mentally ill or nolo contendere to a felony. The conviction(s) which have led to this action are: COUNT I: Child Abuse, Neglect, or Endangerment (Category B Felony-NRS 200.508.1 - NOC 55226) 58

9. Hearing pursuant to NAC 289.290 (1) (g) on the revocation of John W. Woodruff's (formerly of the Las Vegas Metropolitan Police Department) Category I basic certificate based on a conviction of, or entry of a plea of guilty, guilty but mentally ill or nolo contender to a felony. The conviction(s) which have led to this action are: COUNT I: Child Abuse, Neglect or

Endangerment (Category B Felony - NRS 200.508.1 - NOC 552266) and COUNT II: Child Abuse, Neglect, or Endangerment (Gross Misdemeanor - NRS 200.508.1 - NOC 55239) 62

10. Hearing pursuant to NAC 289.290 (1) (e) on the revocation of Richard B. Bogue's (currently employed with the Nevada Department of Corrections) Category III basic certificate based on a conviction of, or entry of a plea of guilty, guilty but mentally ill or nolo contendere to a gross misdemeanor. The conviction(s) which have led to this action are: COUNT I: Inhumanity to a prisoner (Gross Misdemeanor in violation of NRS 212.020(1) (b). 64

11. Discussion and possible action to restart the rulemaking process regarding the language change to NAC 289.270, revising the requirements to qualify for an Executive Certificate. 66

12. Public Comments 69

13. Schedule upcoming Commission Meeting -- July 69

14. Adjournment 73

PROCEEDINGS

TROUTEN: Good morning everyone. We'll go ahead and call this workshop to order. It is 9:00 AM on Thursday, May 4th, 2023. There's a lot of activities this afternoon I know we want to get to, so we'll try to be expeditious in this. Kathy, could you provide the posted and open meeting law compliance information please?

FLOYD: The workshop notice and meeting agenda have been posted in compliance with NRS 241.020. These agendas were physically posted at the POST Administrative Building and the Nevada State Library in Carson City, and electronically posted at: post.nv.gov; State of Nevada website at notice.nv.gov; legislative website at leg.state.nv.gov; and emailed to all SPOC's and admins on the POST serve list.

TROUTEN: Great, thank you very much. I will start off with roll call. I'll start with myself. Ty Trouten, Elko PD. Jamie?

PROSSER: Jamie Prosser from LVMPD.

TOGLIATTI: George Togliatti, Nevada Department of Public Safety.

MCKINNEY: Kevin McKinney, Carlin Police Department.

NIEL: Russ Niel, Nevada Gaming Control Board.

STRAUBE: Rob Straube, City of Las Vegas DPS.

YOUNG: Tiffany Young, community member.

SHEA: Tim Shea, Boulder City Police.

SHERLOCK: Kathy, go ahead.

FLOYD: Oh, Kathy Floyd, POST, sorry.

SHERLOCK: Mike Sherlock from POST.

HASTINGS: Nathan Hastings, Attorney General's Office.

MILLER: Oliver Miller, Reno Police Department.

TROUTEN: All right. Thank you. And with that, we'll start the workshop. The purpose of the workshop is to solicit comments from interested persons on the following topics that may be addressed in future proposed regulations. Workshop has been previously noticed pursuant to the requirements of NRS Chapter 233(b), and it is intended to solicit a discussion regarding the addition of a new regulation regarding the creation of an executive level basic certificate and its requirements. Mike, can you provide some background information, please?

SHERLOCK: Certainly. Mike Sherlock for the record. So, as the Commission may recall, last meeting we had an agenda item related to agencies looking to hire executive level positions and to make it, for lack of a better word, easier to bring them on board, especially those either from out of state or those who may have been in Nevada as a peace officer, but have had more than five year's lapse since they were a peace officer. You know, staff recognize these positions

are somewhat unique in terms of job tasks and duties. Staff's concern has always been we have one basic certificate so if you water down that or make exceptions, we could see someone receive a basic certificate, say in an executive level scenario, who then could leave and go work uniform patrol somewhere so you got to be careful with the standards under our current configuration. The Commission agreed to continue the process to look at the concept of an executive level basic certificate. This workshop is to invite ideas from interested parties. We have included some sample language that addresses some of the concerns that were already recognized. So if you look at that language in your book, we do address things such as the physical requirements, which has come up quite often with the Commission. This language would allow the agency for this particular certificate to either use the POST Physical Readiness Test or the Cooper Law Enforcement Physical Test. We've heard the concerns about the PT tests for this category of peace officer as it relates to gender or age and that kind of thing, so as most of you know, the Cooper test is scaled for those classes. It is a fitness test rather than a job task test, which is the POST readiness test. This language also would include an 80-hour online basic training academy with an emphasis on Nevada basic training competencies, but with management and executive level duties in mind. To address other concerns about misuse or expansion of this concept, the executive level basic would be

limited to the highest level of executive within an organization, but leaves that sort of discretion to the executive officer of that agency or chief executive, I should say, and the current language, as you see in there as an idea, the certificate is limited to two active executive level basic certificates within an agency and as you might recall, there was discussion not only about agencies recruiting for executive level openings, but also from staff's perspective to address the elected executive and say that person's Undersheriff, for example. This would help us to focus more on that single executive level, one time certification need instead of creating a full basic academy for that elected official who'd been a peace officer in the past. This would help kind of expedite that process also. So with that, staff would recommend you open further discussion within this workshop for any interested party in the audience.

TROUTEN: So I'll open it up first to comments from the public, or questions or concerns. Please come forward and state your name so we can get it on the record.

RESHAW: Albert Reshaw. Sit, stand?

TROUTEN: Yeah, sit, whatever's most comfortable for you, please.

RESHAW: Yep. Very briefly. My name's Al Reshaw. I'm a 35-year veteran of California law enforcement. I served as Chief of police at two different agencies. I have

worked in a municipality. My career, which started in 1975 and earned certificates in California at the basic, intermediate, advanced, supervisory, management level. I have survived instances where others have not. So now that I'm retired, I wanted to give back. So I took a job at Douglas County Department of Alternative Sentencing as an adult probation officer, but the current NAC mandates of my attendance to a basic academy is required to keep my job. So I just completed the Category II academy that's currently in progress and I have written a letter to the Board offering -- asking a request. I'm here today just so you can put a face with the name and to reinforce the fact that I would like to be part of a solution. If you need the help, if you have questions, I'd like you to take a look at the NAC. It's all there in the letter. There's a large untapped resource pool of people like me that would like to continue to serve. I'm fortunate that my on-duty injuries throughout the years allowed me to barely get through the physical side of the academy. It was fun meeting some of the instructors who were former officers of mine as a chief and as I currently teach here in Nevada, I also ran into students that I've taught not only here at POST, but at the regional training center and at Department of Public Safety. So I ask, when you get the letter, you just read it, please take it under consideration, and if I can help in any way, I'm here. It's kind of the opposite of what you're talking about now, where

someone at the executive level wants to be at the basic but because I had a lapse in service, mandated my requirement. The last thing I'd like to share with you, having done well over several thousand pushups over the last several months, the academy here and the training staff is some of the finest that I've ever been involved with, and I shared those thoughts with the director. You're lucky to have 'em. So thank you for your time.

TROUTEN: Thank you, sir. I will note, I believe we've all received a copy of your letter as well.

RESHAW: Thank you. Be careful.

FURLONG: I'll chit chat.

TROUTEN: Come on up, Sheriff.

FURLONG: For the record, Ken Furlong, Sheriff of Carson City. Thank you, Mr. Sherlock, I appreciate the introduction. I'm going to try and stay on track. There's just two issues that I would like to address or suggest to the Commission that agencies not be restricted to just two. That is agency specific. We all are designed differently. Our rank structures, while the titles may be similar, they're not always the same, and I appreciate Mr. Sherlock's comments that the chief of the agency have a substantial amount of say in who should be awarded those executive certificates even at the basic level. I strongly suggest that we do not limit our agencies to just two. Second thing, and I'll just bring it up, the physical

fitness performance test. I use that in my agency as a promotion requirement. However, I don't know that as it comes to executive level that that is necessarily -- should necessarily be a requirement of the position. Most of our executive level positions are not out on the front line doing much of what the officers are doing on a regular basis. They're administrating executive authorities over the agencies. I would suggest and encourage that that issue be dropped. Thank you.

TROUTEN: So I have a quick question for you, Sheriff Furlong. When you talk about not limited to only two certificates per agency, and I seem to recall we had a discussion about limiting it to two levels, the top two levels within an agency. Is that --

SHERLOCK: Mike Sherlock for the record. I want to make sure -- I think we're starting to see confusion between the professional development executive certificate. This what we're talking about is a basic POST certificate. So what you're talking about is we talked about that with, I believe that's true, right, Sheriff, that with the executive certificate, professional certificate, it was limited. This is about a basic POST certificate that gives someone the authority to exercise peace officer powers in the state but also recognizes that they're in an executive level position, and that's what we're trying to create, which is two different things.

FURLONG: So when you said limited to two, what exactly are you meaning?

SHERLOCK: So again, Mike Sherlock for the record. I think staff's concern is once we start issuing executive basic certificates, there may be a tendency to issue more than and create a two-tiered system within the state and, you know, cause an issue for us in terms of tracking an executive basic POST certificate as opposed to a regular basic POST certificate. And I'm not sure it's in the best interest to have an agency that is comprised wholly of executive basic POST certificates, if that makes sense. So our thought on having that different standard is specific to those two highest, you know, the sheriff and the undersheriff who gets elected, instead of creating a whole new academy for them, for one person or two persons, they can use this process to get a basic POST certificate, or in the case of Reno, hire someone from out of town, out of the state that has a lot of experience in another state instead of going through, you know, a normal basic POST certificate. And at the same time, we're confident that that person is not going to be a line level, you know, two years from now and use that certificate to -- you know, to move to a line level where it's a different standard than those other line level positions and that's why we are looking at suggesting that perhaps you limit that to two executive level positions because it is specific to that executive level.

FURLONG: Again, for the record, Furlong. I just would recommend and suggest that agencies not be limited to two.

TROUTEN: Thank you --

FURLONG: Thank you.

TROUTEN: -- Sheriff.

BECHT: Bill Becht, I'm the undersheriff with Nye County. I see some disparities in the way this is being handled and written. I worked for 24 years in the state of Nevada. I'm now the undersheriff, small agency. As much as I hate sitting behind the desk and do that, I also have to answer on the street. But my question is a out-of-state officer come in with less than five years break in service and obtain a in-lieu certificate or a lateral certificate. Ten years in Nye County -- or 24 years of Nye County ten years prior and I have to attend the full academy in order to get a basic certificate. I just -- I don't see where the parity is in that in how that is being handled. And it's not a matter of going through the PPFT, not a matter of going through getting a basic training, it's a matter of time away from my agency. Our current academy is 700-some odd hours, basic Nevada POST, I believe is 500 and change, and that's a long time to be away from where you're trying to rebuild an agency and be part of a new administration. So I just think there should be some considerations to the fact of I retired, I obtained the record of Captain before I retired, and

all I'm trying to do is get back in the game to help out the community. So thank you very much.

SHERLOCK: Mr. Chairman, if I could just clarify. Mike Sherlock for the record. So this is exactly for a person in your position that would help you not have to go through a full basic academy, one. Two, I think in the sample language that we're presenting is when you're talking about the out-of-state people, they have to have at least five years of service, much like the election law is written for Clark County, so it kind of matches that requirement. So it's not an -- you know, for a basic POST certificate, someone who has one year in California, yes, they could get a basic POST, but for this executive level basic certificate, the current sample language includes that time requirement that you're suggesting in there.

BECHT: Oh.

SHERLOCK: If that helps.

BECHT: So somebody from within the state? Cause as I also understand, the other problem to executive, basic, or basic executive is that good Lord willing -- I'm sorry, Sheriff McGill, lasts eight years, and then I'm done. But otherwise, if I decide I want to continue in that position or any position, he's gone, I'm gone, I'm no longer undersheriff, and my POST certificate expires, the day I am no longer undersheriff. Is that correct?

SHERLOCK: Mike Sherlock for the record. In the current language, and again, this is about developing the language, but in the sample that we provided, yes.

BECHT: Yes. Okay.

SHERLOCK: That immediately is inactive when you leave that executive level position, and obviously the reasons that staff wanted that in there.

BECHT: Correct. The standards are pretty much the same for the executive and the lateral as far as POST standards are being proposed?

SHERLOCK: Again, Mike Sherlock for the record. So again, it goes back to what you were talking about. They have to have a certain amount of time before they're eligible for that executive level position if they're coming from out of state.

BECHT: But I mean, as far as the PPFTs --

SHERLOCK: Cooper test.

BECHT: -- (inaudible) training and things like that is the same?

SHERLOCK: Yes.

BECHT: Or comparable?

SHERLOCK: Yes.

BECHT: Yes. Okay. All right. Thank you.

TROUTEN: Any questions from the Board? Clarifications?

SHEA: I'm sorry, I'm confused. Tim Shea. I'm confused by this, Mike. I don't understand. You come this isn't meant for somebody who has not been out of police work for five years or more, is that what this is designed for? Because otherwise, if you're coming here as a lateral entry officer, you don't have to have five years experience, you can only have one. The testing, the classes here are the online course that any lateral would take, right? The physical agility for the Cooper test is harder than our physical fitness test. So we're telling them you have to do what any lateral officer does coming to this state but because you hold an executive level position, it's only good for when you're an executive level but yet it's no different than any other lateral coming to the state. So why is there a restriction? In fact, why do we even have it? We already have lateral entry. What does this accomplish unless it's designed for people who have been out of police work for five or more years, which then requires you to go to the academy, there is no way around it, but this doesn't say anything about that. It doesn't reference anything about five years, you know, over five years, current service, it just says you have to have five years. Well, if Mr. Togliatti decides to hire somebody at an executive level who has two years experience, we're telling them, well, tough, your requirements aren't good enough, you have to have five years but yet he can bring him on as a lateral entry officer and put him anywhere he

wants. There's no requirement that I say well, yes, you just came to me from Orange, California and you were there for two years and I'm going to make you a deputy chief cause you're going to have a basic certificate just like I have. So I don't understand this and I don't understand why we have a physical test assigned to it that's harder than our physical test that we give. The newest guy coming in is going to be a patrol officer. I'm just confused by this.

SHERLOCK: Again, Mike Sherlock for the record. So a couple things. One, you're right. What was brought to us is for those areas where they've been gone for five years or more and they have to go to a full academy, that was what was brought to staff in terms of this. So was there a way that we could bring someone in as an executive, who has years of experience but they've been gone for five years or more, without having to go through a full basic academy, one. Two was also the same thing with the physical fitness requirements that we have a physical readiness test that is tied to job tasks that an executive does not do. So what would we do in terms of physical fitness? And again, this is just you -- the Commission will design a language. We're throwing this out there. The Cooper test is used, it's scaled by gender and age, which has been a concern that's been brought to us in the past and that's why that was there. The big issue was that five years have lapsed and they have all this experience, but have to go to a full

academy. That's what was brought to us that, you know, an agency hires an executive level, and yet they're in a basic academy with their own line-level recruits and how can we fix that, and this was some sample language that staff brought forward to address that issue and also the election issue, right, where we have a lot of new sheriffs that have been out for five years or more that are looking to POST to create a full, basic academy because of the current regulation. And this would address that issue also, and that's why the sample language was developed.

TROUTEN: Ty Trouten for the record. I apologize. I should have reminded the Board again. We'll have this as a discussion item for ourselves, so if we have questions or clarifications from the public on this, that's the purpose of the workshop cause I want to make sure we give the public time to speak on this. Are there any other comments from the audience here today?

MCGILL: Sheriff Joe McGill, Nye County. I just want to address mostly the issue of more the physical fitness or physical readiness or however you want to address that. Oftentimes, the whole point in my undersheriff being in the position that he's in is I tried to get metro people that I knew that were retired and still had their basic certificates or whatever. I couldn't match their retirement pay so I had to go somewhere else and you can go to the retired pool and simply

because under undersheriff Becht has been out of the force for more than five years, we have to bring him back into, as the standard is now a basic full academy. The fact is is he did 26 years in law enforcement, he has that knowledge, he has those skills, he has that experience that can be a great value to any agency here, but I challenge a lot of us, when we've come to the point in our careers where we are in an executive position, God knows I'm not going to be able to pass physical fitness tests, the physical readiness. We have been injured over our lives, we broke a bone at home and we're just not there anymore, but our minds are still there, our experience is still there. Those years are of value to any agency that you can name and I think that maybe even eliminating altogether the physical aspect of this, yes, that executive member is going to be in the office 90 percent of his day. Is he able to go out and do a traffic stop? Is he able to go out and do even a foot pursuit? I'll jump into a foot pursuit just like any of us. Am I at that physical point or physical agility in my life anymore? No, I'm not and I'm going to be honest with that. None of us are when we get to this age and this time in our careers. So if we eliminate the physical aspect, capitalize on the knowledge and the skills and the abilities that we have or that our executive level has and tailor it to that, that's what we're looking for. That's the reason why we hire an outside person who has maybe been retired a long time to be our undersheriff or our deputy chief or our

assistant sheriff or whatever you -- or assistant director or whatever you may want to call it. You're hiring him or her for their experience and their skills, you're not hiring them to go out and do a full (inaudible) week.

TROUTEN: (Inaudible.) Questions from the Board for Sheriff McGill?

MCKINNEY: Kevin McKinney. I had a question. Sheriff, I appreciate your comments. I have a clarifying question though. Are you -- you discussed the physical fitness readiness test. Are you challenging the validity of the test or are you trying to say that your undersheriff should not be physically ready to perform the duties of the job?

MCGILL: No, I'm not doubting -- I'm not saying that he shouldn't be physically ready to do the job.

MCKINNEY: Okay.

MCGILL: You or I now, once you've started your job, do you have to perform annually? Some departments may have a requirement for that, but the state requirement for your physical ability is a physical annually, and that's it. We aren't required to go out and perform pushups and sit ups and a mile-and-a-half run anymore. Once you're hired, it's no longer a standard. So I'm just saying again, like I said earlier, in this position, you're not expected to go out and work the street all day every day, you're expected to be in the office making managerial decisions, writing policy, addressing disciplinary

actions, things like that. You're not expected to be at the level of your typical street cop. If that answers your question.

MCKINNEY: It does to some degree. My follow-up question, do you have a suggested alternative to ensure that a peace officer would be physically able to perform the duties of the job that would fulfill a requirement for certification?

MCGILL: I think -- and you're talking about the executive level --

MCKINNEY: Yes.

MCGILL: -- basic. I think that the physical, what do you call it, a clinical physical, medical physical, the seeing a doctor and doing the treadmill and doing a chest x-ray and doing the pulmonary, I think should be sufficient at this level. At this level.

MCKINNEY: Okay. Thank you.

MCGILL: So to make that be the standard that you're able to pass and get a medical professional to say that you are physically fit to do this job.

MCKINNEY: Thank you.

TROUTEN: Any other questions? Thank you, Sheriff.

MCGILL: Thank you.

TROUTEN: Do we have any other comments from the public? All right. Hearing no further comments, we'll close

the workshop and we'll now transition over to our regular Commission meeting. We'll be coming back this topic, but for the moment we'll start with Item 1, approval of minutes from February 9th, 2023, regular POST Commission meeting. Has everyone had a chance to review those? Are there any additions or corrections to be made? Any from the public? All right, hearing none, I'd entertain a motion to approve minutes for the February 9th, 2023 meeting.

MCKINNEY: Kevin McKinney, I so move.

TROUTEN: Thank you. Is there a second?

PROSSER: Prosser. Second.

TROUTEN: Thank you. All those on the Commission in favor of approving the minutes, signify by saying aye.

MEMBERS: Aye.

TROUTEN: Any opposed? And I also vote aye. Item Number 2, go over to Mike Sherlock for some comments and updates on POST activities.

SHERLOCK: Thank you, Mr. Chairman. Mike Sherlock for the record. Just a quick update, I hope, from POST staff. We have graduation is the 18th of this month. Everybody's invited. Anybody who would like to show up for that is welcome. It's at 1:00 on the 18th. In your book, there's a summary of audits performed by our audit person. You may recall, we've talked about it a lot, part of our audit from the Governor's Finance Office Division of Internal Audits, one of the areas

that they would that they suggested we change or make improvements on was reporting back to the Commission those deficiencies that we commonly see, or those major deficiencies, to just be sure that there's not some action that the Commission wants to take on trying to correct some common issues but. So we've created a report that we can report to the Commission each meeting that summarizes that and that's in your book, and I won't read the, the audit report completely, but if you look at that, you can see some of the common deficiencies that our people find when they're doing audits and each level of those audits, whether it's an agency background audit, training audit, that type of thing, some of the common things that we find are in there. So we wanted to make sure we report that to you. One of the other areas from that audit, interestingly enough -- well, a big part of that audit was our budget, was budget issues. One of the things that they asked of us recently in terms of the audit was what are we doing to sort of look for other avenues of revenue and funding and that kind of thing. You know, staff's kind of caught in the middle of that. We rely on the governor and we're within the executive branch and that kind of thing. I will say that we just finished our last budget hearing and passed out a committee, and at this point over at the legislature, we are in the general fund, which we have fought for the entire time I've been here. Pretty encouraging that we were able to do that. It just stabilizes our funding.

We're cash poor right now, we can't pay our bills, not enough court assessments coming in, we don't have enough cash on hand to, you know, make payroll even, we have to borrow, so in the end, this would be huge for us and so we've worked at it that way. The other issue was what have we done to continue soliciting for our EVOC (phonetic) course? We have property over here for that. It is still over at CIP It hasn't officially been denied. We're not real confident, but there's not many avenues for us in terms of developing on our own, some sort of funding source for EVOC and that kind of thing, but we'll keep pushing to do that. Some of the other things going on, litigation, we've got a few going -- we did, as the Commission may recall, that staff denied the certification of a person who was revoked out of state, revoked for life. That agency appealed to the Commission on that decision. The Commission agreed with the denial. That agency filed litigation basically alleging that the Commission didn't act within their authority improperly (SIC) and district court found in, in our favor that the Commission did in fact have the authority discretion to deny that certificate. That agency has appealed that decision so we continue with that litigation right now. I will say that the district court wrote a fairly lengthy opinion that I thought was well written and supportive of the Commission's actions. We're still -- yeah, and everybody knows what's going on with the legislature, a lot of bills out there.

We are particularly interested in AB 225 that addresses some of those issues dealing with certification and the National Decertification Index. We'll see where that one goes. I think everybody is aware of AB 336 from the previous session on the behavioral health, behavioral wellness issues. The Commission agreed and moved forward some language that we sent to LCB. They have responded back to us and their legal feels that the language doesn't fully meet the intent of that particular bill so we will be bringing that back at the next Commission meeting and looking at rulemaking in a workshop. Basically the issue is legal believes that the bill requires a visit and a standard for that visit, but we are in conflict or trying to walk the line. IACP just finished a big study on this. Only one other state even attempts this. The Supreme Court is clear that you cannot arbitrarily demand a fitness-for-duty exam and so our problem is with the language is, and this is from those that we've talked to, that that language cannot include an evaluation or assessment of the individual because then it becomes a fitness-for-duty exam, and you can't arbitrarily order a fitness-for-duty exam. So our difficulty is creating sample language for the Commission to approve that fits the intent of the bill without getting us into that issue with fitness for duty arbitrarily, and so we'll be looking at that and we'll be able to bring forward some ideas for the Commission at the next meeting but, in terms of that behavioral wellness visit, so

we're working on that. It didn't -- we tried to make it as generic as possible to give agencies flexibility, and it just -- the LCB just is just not going for it. So we'll see what happens there. The only other thing I would add is we are in transition. We were funded last session for a new database. We're getting close hopefully to getting that done. We'll be getting rid of our, those of you that know, current method of reporting training and that kind of thing to us will be much more user friendly and efficient so hopefully we'll get that going very soon and get that out, and I think that's about it for POST right now.

TROUTEN: All right. Thank you, Director Sherlock. One question: location of the POST graduation, is it here?

SHERLOCK: It's at -- Mike Sherlock for the record, it's at Brewery Arts Center, which is downtown Carson Center.

YOUNG: Hi, this is Commissioner Young. I have a question on the audits. Earlier you stated there we're cash poor, I think that's what you said and so we've obviously spent some time and money on conducting this, and I just want to know what then will be the purpose of moving forward. I see recommendations, do we hold that? What happens with the audit on here?

SHERLOCK: So -- Mike Sherlock for the record. So it wasn't our budget --

YOUNG: Okay.

SHERLOCK: -- that the audit was done. This is from Governor's Finance Office.

YOUNG: Okay.

SHERLOCK: And they've made recommendations, which we've implemented, those that we can. Some of those recommendations deal with securing new funding and it's just really -- there's -- we don't have a lot of discretion in that area. I --

YOUNG: Okay.

SHERLOCK: You know, staff, we can't go out and solicit money. We have made inquiries with the, you know, legislative branch on some ideas. That being said, the budget has moved us into general fund, which is huge. If everybody understands that, one, we're funded July 1, and so we don't have that issue with cash flow, but also gives us access to the contingency fund and that kind of thing if things go bad. Just to let everybody know, what that does is we've -- I've spent years building up our reserve, so we had a very large reserve that was wiped out during the pandemic but one of the questions that is posed to us is how are you going to operate without that huge reserve? The fact of the matter is we are authorized a particular budget. It doesn't change. So our issue has never been that we go over budget. We never do. Our issue has been there's not enough court assessments coming in to pay our bills

and so that reserve was used to pay our bills. Moving into general fund, we don't need that reserve because we don't overspend and we're funded up front and so we should be in a much better position as far as that goes. The other issues with the governor's audits were dealing with procedure, for instance, reporting, providing the Commission with the report of our audits and that kind of thing, which we've done here today. If that helps.

TROUTEN: Further questions? The public? All right. Oh, go ahead.

MCGILL: Just in reference -- Sheriff McGill, Nye County. Just in reference to the report and the revocation of the POST, the deputy that we had from out of state, you mentioned that the agency is -- that we are appealing that court decision?

HASTINGS: Notice of appeal's been filed with the Nevada Supreme Court by counsel for the account -- the agency.

MCGILL: Okay. Just for the record, that is not on behalf of the agency, that's on behalf of the individual.

HASTINGS: That’s not our understanding.

MCGILL: It's news to me. We need to talk.

HASTINGS: Sounds good. Thank you.

TROUTEN: Thank you, Sheriff. Okay. We'll move on to Item Number 3, discussion, public comment, for possible action. This is discussion with the Commission to decide

whether to continue the rulemaking process to create an executive level basic certificate and the requirements for that certificate. We've just recently run down this. Is there any further, I guess, details from you, Director Sherlock?

SHERLOCK: Mike Sherlock for the record. Again, we just had a workshop on this issue. You know, if the Commission decides to continue, we will bring back draft language again based on the comments that you make today and then once that -- you know, if there's a motion to accept that language that you develop that language then goes to LCB, LCB massages it, it comes back, and there's public comment and for final approval. So you'll have every step of the way to make changes or not approve it, or not continue. Today it's up to the Commission, but that's where we're at.

TROUTEN: Okay. Thank you. Open it up to the Board first for questions and discussion.

PROSSER: Jamie Prosser. When we talk about physical fitness, I really -- I do believe we have to have something, some type of standard. However, this is too much for an executive level. I still believe that it should be up to the agency, but if we put a standard in there that the recipient of this has to run a mile and a half within the standard set by the agency or something to that effect, and reason being is my fear would be you put on this uniform and you walk out in public, and if you're not physically able to handle a situation that you

might encounter, then that's bad on us for allowing somebody to put on a uniform and go out there. So that would just be my suggestion. I don't know what that looks like. I think it's something we need to talk about, but I don't believe that an executive level needs to complete the physical standard as a, you know, 21-year-old recruit.

SHERLOCK: Yeah, Mike Sherlock for the record. You know, we've had lots of discussion on PT and fitness levels and that kind of thing. We did discuss, and I think it was discussed here, about some sort of language that allows the agency to create a job-related physical requirement for that, and we're just worried about the language of that, you know, and how you do it. The other issue, if you might imagine from staff's perspective, is we certify that the moment we give you that certificate, you have the physical ability to complete the critical physical tasks of that job, based on a validation study, the moment we give that to you. So it's hard for staff to wrap their mind around that if we're going to give a basic certificate to someone that isn't required to demonstrate, and in the case of executive, I understand there's a different job task category, right, but to say that that person doesn't have to meet that, it's tough for us from the big picture, right, that we're certifying that at that moment you have the physical ability to complete those tasks, and that's the only reason we suggest keeping it in there. And again, from our perspective,

if you have an executive level position that is not going to exercise peace officer powers, they're never going to chase someone. They're never -- you know, why would POST certify them? So it's that constant for us is we're certifying someone because they're going to perform the duties of a peace officer, and we have no jurisdiction over other people that aren't going to perform the duties of a peace officer. So the question for us becomes if they're not going to perform the duties of a peace officer, and so there is no physical requirement, why is there a requirement that POST certifies 'em? That's just kind of the -- you see what I'm saying? From our perspective, but we'll just throw that out just from staff, who we serve.

YOUNG: Commissioner Young for the record. I'm still confused on the five consecutive years. So I heard what Commissioner Shea was saying, and is it five consecutive years here, away, lateral move? Can you -- it's just five consecutive years.

SHERLOCK: Yeah. Mike Sherlock for the record. Again, that's up to the Commission. We looked at Clark County's requirements to become the chief executive, the sheriff, and that's the language they used. But again, that up to the Commission. We are looking at this: the reason you get this basic certificate, and you don't have to go through the full academy as a basic recruit is because you are being appointed to an executive level position and you have at least some basic

background that justifies you getting that POST certificate and being appointed in that executive level position. So that five years was just -- I'm not saying it's arbitrary because it did come from the election law, and that's why we use that. And it's five years anywhere, certified. California, New York, it doesn't matter, federal.

SHEA: Tim Shea again. Sorry, I jumped the gun. Sorry. So I understand a requirement for so many years if you're looking at somebody who no longer is a peace officer somewhere, someplace. If you are one now, and you could lateral here as a line-level officer, but yet to be the undersheriff, you have to -- you're saying you have to have five years for this certificate. I don't even know why the certificate's necessary. I don't understand what it accomplishes because I can get a basic certificate now meeting all the criteria in here except for the five years. The other thing is when it comes to the physical fitness for executive position, we give people a physical -- according to the NAC, we don't have a physical readiness test, we have a physical fitness test we must give. We've never changed the name, the body's never changed it. The physical redness test does not exist except in terminology but there's nothing that defines what that is. The assumption is, ah, that's the test in the NAC. So anyway, I take that test 25 -- well, I didn't take it 25 years ago because prior to 2010, this test didn't exist. So I took this test back then, I now

promote through the ranks. There is no physical fitness test I have to take to get promoted to the rank of undersheriff, I have to do the heart and lung. If I get injured during the course of my tenure and my department sends me to a fitness-for-duty examination, it is not the physical fitness test, it is a medical doctor saying yes, you can do this job. But what we're saying is that that same doctor doing that same standard is not applicable unless you can run around a field in a mile and a half, but we don't require that in the same circumstances for a serving officer. It makes no sense to me to have these two separate standards and I don't understand what we're trying to accomplish. Because if I can come back to duty after an injury because the doctor says I'm fit to go, why can't that same doctor not say I'm fit to do this job at an executive level because 15 years ago I did a physical fitness test at another agency that was much harder than this one. And that's where I kind of -- I don't understand why we're doing this and in some cases, PPFT test, that (inaudible) test, in some cases, I don't have to do anything. I'm exempt. So there is no physical fitness test for some people, depending on your age, some things you don't have to do anymore, and if you're a younger age, you have to perform more than the lateral officer coming here as an entry level police officer. So again, I don't know what we're trying to accomplish. I agree with having a system in place that allows us to give people an executive level without putting

standards of performance on them that we would not put on people internally for the same position. I don't understand why we would do that. And that's where my rub comes. And also, like I've talked before, we have a physical job. We have a physical fitness standard test we put into place. Fire service has a physical job. They have no physical standards. There is no state requirement for anywhere for firefighters, none, and yet we doggedly hold this thing, and I don't know anywhere, any place where this test says this makes for a better cop. Because again, you only have to do it once in your career and we have many, many serving officers now doing a fine job every day that could not pass the physical fitness test.

SHERLOCK: Mike Sherlock. I just want to make sure we clarify here. You're talking two different things, right? We're talking about certifications, so --

SHEA: Mm-hmm.

SHERLOCK: -- POST doesn't get involved in promotions. We're saying at the moment you get that certification, you've met this certain standard or whatever you decide the standard is, that that's the difference between a promotion and a POST certificate.

PROSSER: Jamie Prosser for the record. Sorry (inaudible). As Commission, would it suit us just to change letter G to say that the peace officer passes a physical readiness examination as determined by their agency? Because

then it takes it off of POST, we're not telling them what it has to be, and therefore if they put on a uniform and get their butt beat, it's not on us. But -- and it could be, like, your agency could say can you walk a mile?

SHEA: I agree. I think it should be up to the individual agency to determine what they need for their personnel. I don't think it's up to the state with a blanket thing that says -- and the thing about the certification I understand, which we -- the POST certificate means you met our standards and qualifications. This group, this Commission, decides what those are. So if we say this is the conditions under which we want the certificate issued, that's what's being issued. So as long as it's meeting the standards of the statute, we're good.

SHERLOCK: Yeah. Mike Sherlock for the record. Absolutely, you decide the standards. There's no doubt about that. I would just give some perspective on the physical fitness test. We've been successful in litigation and across the country been successful because it's a physical readiness test, because our test is tied to job tasks. That's what you see across the country. That's how it's been successful. We personally, here in Nevada, POST has been successful because of that. But that's a litigation issue.

TOGLIATTI: George Togliatti for the record. Just listening to the testimony of the sheriff's. I'm definitely in

support of the idea that it has to be flexible enough to leave it up to the agencies. I think these, whether it's a major metropolitan area, rural area, whether you're talking state, I have positions that are deputy positions that the biggest fear is a paper cut and you have to have people who are so really adapt -- adept, rather, at dealing with the legislature, dealing with budgets and so on and so forth, but happen to be a police officer and maybe worked their way up through the ranks, and you could find a keeper like this gentleman who give us a letter that your agency may have an opening for someone like this who may not, because of their career and the service to the country, may have an injury or whatever, they can't pass a physical fitness test or a readiness test or whatever name you want to put on it. I think it's important that we have enough latitude in whatever we decide to leave it up to the heads of agencies to decide who they should hire as far as that physical-fitness part.

MILLER: Ollie Miller for the record, I too am in agreement with giving the individual agencies the latitude, the ability to decide what the physical fitness testing would look like and, you know, I think perhaps there's space to look at Subsection A, which talks about the actual number of executive level posts that we would allow for this basic, and I think this speaks to Sheriff Furlong's point. Different agencies need different things that -- you know, we at the Reno Police

Department have four executive chief, assistant chief, deputy chief levels that we could plug individuals like this into. So perhaps there's another methodology for selecting what that number is, whether you go with agency -- you know, a percentage of what the agency is, you know, no more than 2 percent, or you limit it to certain ranks within an agency. And I know that we're all different, but I think that perhaps there's space to, I don't know, create more latitude for the individual agencies with regard to that.

SHEA: Tim Shea for record again. There's another trend that's going on. I look at trends. You'll see agencies across the country begging for retired guys to come back to work. It's going on all over the place. I employ several retired officers from other agencies from around the country in jobs that are commissioned. We, of course, can't -- if they're in state and, you know, they're still been there five years, I don't have to put 'em through anything other than to meet the requirements of 289, short physical fitness test. If they're one day over, then basically have start all over. And I would just like to have this also loosened up. So we're talking about wellness for our folks into the future and taking care of our people that are severing services and allow them to come in and work some part-time positions and things like -- my guys like this are all part-time. Couple are metro, I got some from out of state, and other agencies. And to make this whole system

work a little bit, and we can do things like this and we can bring people in like this gentleman here, or like the sheriff's looking for, I think it's absolutely critical. I know from one of my prior agencies, they're searching the country now trying to get deputy chiefs and I can guarantee you if people going to be deputy chiefs at Seattle Police Department are not going to be going to the basic law enforcement academy. The chief they brought in from out state, he didn't go to the basic law enforcement academy. You know, they didn't make him run around the field down at the academy, but you could get those positions. So I really think we need to take a look at what's going on around the country and why it's going on, and realizing that we're going to fall into that same basket and we need to have a system in place to allow us to bring the people in to do the jobs we need. Otherwise, we're going to have critical vacancies, or we're going to put people in the positions just because we need somebody there.

TROUTEN: Other comments from the Board?

MILLER: Yeah. Ollie Miller for the record one more time, and I didn't want it to go unsaid. I thought you made a very good point earlier, staff that with regard to not having an agency comprise 100 percent, even 50 percent of these executive basic certificates, right? So, you know, I do think that, I believe that there should be, you know, a cap on it. Just how we get to that number should be more tailored and give

the individual agencies more opportunity to fit what their needs are.

SHEA: Tim Shea again. Could I make that suggestion that perhaps this whole ball of wax is something that we could ask to put together a comprehensive workgroup from around the state, from different agencies, and have them come out and get together. We've done this before. Some other things. I know Sheriff Furlong, he volunteered to be involved before and get some folks sit down, put together something that they could then bring to y'all that you can put into a draft of what the ordinance would look like and then we could take a look at that because this is very difficult to do in this kind of a format and, you know, have them bring us something by the next Commission meeting or the fall Commission meeting and give them some time to work on this and put this together and do a lot of research so we don't do something haphazard or end up with something that's going to cause us grief in the future or end up with too many people in one agency with something we really didn't intend for, something like that.

TROUTEN: So Ty Trouten for the record. A couple points I'd like to make is this is a very difficult state to work in because sometimes your number two is a line-level officer as far as their duties are concerned. Other agencies, there are multiple layers of folks who it would be a very rare circumstance they would be doing anything related to a frontline

type of duty. So I believe that may not be a bad suggestion at all if we tried to get something put together. The other thing that strikes me is that this validation test, the PPRT (phonetic), the (inaudible), however we want to characterize it, was set up for that front-line patrol-officer job description and it only becomes less applicable as you move up in ranks, depending on, again, like I said, the size of your agency. So I also like the idea of leaving it somewhat to the discretion of the agencies. Of course, the concern always is that you have some agencies that will then just devolve to the lowest common denominator and try to push this. So I think it's critical that when we do come up with some good language, it is restricted to the executive levels, you know, be that the top level or the top two levels as we've discussed: sheriff, undersheriff, chief, you know, deputy chief, whatever that looks like and again, I think the best way to get there is a workshop or excuse me, a working group or something that can come up with some ideas and get some wide input. I don't see this as working now. The other thing that strikes me is as much as we've talked about the physical test, the POST test that we use now, the PPRT, PPFT, if you compare that and look at this Cooper standard, our test is pretty pathetic. It's pretty low, and you've seen that in -- you know, you've been a member of the military, different things. They have some much higher standards. So I really question too of -- you know, if that's the basic job duties, it

is not a high threshold for even that, you know, brand new patrol officer on the street. So I just want to be careful that we don't just water this down so far that we're not keeping an eye out for the safety of our people. While, yes, it's on the agency in some regard, it also is going to hit us when it's medical retirements or something else, or you lose an officer because they cannot run, they literally are not in physical health. Speaking to the physical test that we take yearly for the heart lung bill, I have asked the doctor specifically, what would it take to fail that stress EKG, what would that person look like and he goes if you were a couch potato and you had no exercise, you will pass that test. So that too is not a high standard. I just -- I'm leery of getting too easy here when, in my opinion, we already have a reasonable standard for the line level. The trick is how do we match that to the job description, how do we validate a test for the job description of the executive levels?

SHEA: Mm-hmm. I agree with you absolutely.

HASTINGS: So Nathan Hastings, Attorney General's Office for the record. Not trying to be the stick-in-the mud lawyer in the room, but I just want to be cautious in terms of the way that this is agendized as an action is a decision by the Commission whether to continue the rule-making process. And so I ask staff, because I'm not familiar with this history, if and when there have been a working group functionality that's been

utilized to try to move something to a more user-friendly place in the process, has that been done separately agendized as a decision whether to create a working group, or has that been done administratively by staff as a way of "continuing the rule making process?"

SHERLOCK: Mike Sherlock for the record. Historically it's been done administratively.

HASTINGS: Okay.

SHERLOCK: After this level in the agenda.

HASTINGS: Okay. Again, my intention here is not to cause problems. I just want to advise you guys and, you know, you can evaluate the conservative approach, or -- which is anytime you're going to do anything, it should say specifically on your agenda, you're going to do that thing in terms of giving public notice of your action as a public body, but I'm also not saying I'm uncomfortable with the prospect of moving forward to create a working group administratively. I would suggest that you not make a motion to do something like that cause that's not on your agenda.

TROUTEN: Are there any further comments from the Board?

MCKINNEY: Kevin McKinney. I'd like to make a comment. While I understand pretty much, I don't disagree with everything. However, I do believe that with the exception of couple states, I believe Louisiana's one, perhaps Texas, very

few states don't set a minimum standard for physical fitness for officer certification and I believe that -- I mean, I think it's our obligation to set a minimum standard. I'm not sure what that is, but I don't believe leaving it entirely up to the individual agencies is the proper way to do it, and so I would tend to disagree with a couple of Board members here on that point specifically, but again, I'm not sure what that statement is, but I do think we need to set a minimum standard for physical readiness to perform the functions of the job.

TROUTEN: So Ty Trouten for the record. So if I understand, and I guess for clarification, we're not talking about a basic Category I certificate that is obtained through this academy for rank and file officers, but when it comes to the topic of the physical readiness test, whatever that may look like for an executive level, that that part would be left up to some agency discretion. Is that as you understand it?

MCKINNEY: That's -- Kevin McKinney. I understand it, what we're discussing is for that executive certificate solely of allowing the agencies to have that discretion. I still believe that, my opinion is that the state should set a minimum standard, whatever that be but, you know, again, we're in the business of setting the minimum standards. That doesn't mean the agency can't set higher standards, but we should set a minimum standard.

PROSSER: Jamie Prosser for the record. Can we just have the heads of every agency do the physical fitness and take the average? Just a suggestion. We don't really know what the standard is.

SHERLOCK: Mike Sherlock, for the record. That is essentially what a validation study is. I mean, but again, you know, can we do it here today? I don't know. You know, but again, that's, you know, something we're not budgeted for, to do a validation study at the executive level, what their job tasks are, and what physical tests relate to those job tasks, even if it is just sitting behind a desk that would cost a significant amount of money. I will say as far as the Nevada minimum standard, it continues to be adopted across the country. We hear about the portability studies constantly, and there's quite a few states that do use our test. Not that that changes anything, but they are using it.

TROUTEN: Thank you. Ty Trouten for the record. So I think what we're at is we can have a motion to continue the process because I do not believe we have arrived. So if anybody has a motion to continue that, I would entertain that motion.

PROSSER: Jamie Prosser so moves.

UNIDENTIFIED: Second.

TROUTEN: Thank you. All Board members in favor, please signify by saying aye.

MEMBERS: Aye.

TROUTEN: Any opposed? I also will vote aye. Moving on to Item Number 4, discussion, public comment, and for possible action, discussion with the Commission to decide whether to continue the rule making process to revise NAC 289.110(4)(b) to update or make changes as it relates to marijuana offenses. Director, if you could provide us some background again?

SHERLOCK: Certainly. So again, Mike Sherlock for the record. As the Commission may recall, this change was or is about criminal convictions. I want to make sure nobody's confused. This is not about last use, background, anything like that. This is simply an attempt to change our current minimum standards for appointment that carves out an exception. Currently, if you're convicted of drug offenses or felonies, you're prohibited. This carves out those marijuana offenses are not automatic disqualifiers. It's always within the discretion of the agency, are not automatic disqualifiers that are specific marijuana convictions that today would not be a crime. And so this language attempts to carve out that exception to, again, give agencies some flexibility in those specific areas. Certainly it doesn't change what an agency can do, it's just not an automatic disqualifier in terms of minimum standards. We know there are some bills out there dealing with last use of marijuana and our regulations but this particular change simply addresses those specific convictions.

TROUTEN: Thank you. We'll open it up to discussion by the Board. No one has any comments?

MILLER: Ollie Miller for the record. I was in favor of having more ability to have applicants, additional applicants, for the Reno Police Department is specifically those individuals that, you know, made a mistake in their lives. We talked about, I think at our last meeting, barriers for individuals seeking employment in policing and I think this is a good avenue to provide opportunity to applicants, members of our community.

SHERLOCK: Mr. Chairman, Mike Sherlock for the record. Just to clarify, you know, we've already had a workshop on this. You continued the rulemaking. This is the language that you see in your book that was developed out of that workshop and comments from the Commissioners. And so at this point, if you continue the rulemaking, this will be sent over to LCB for final draft, which will then come back to you and you can adopt or not adopt at that point but that's where we're at in the process.

TROUTEN: Are there any comments from the public on this matter? All right, on this one we may have arrived so I would entertain a motion to continue with the process.

MCKINNEY: Kevin McKinney, I so move.

YOUNG: Second.

TROUTEN: Thank you. All in favor please signify by saying aye.

MEMBERS: Aye.

TROUTEN: Any opposed? I also vote aye. We'll move on to Item Number 5, discussion with the Commission to decide whether to continue the rule making process revising NAC 289.300 (1)(b) to update the requirement that a person must pass the POST Physical Readiness Test Academy entrance test. Mike, once again, sir?

SHERLOCK: Mike Sherlock for the record. So again, this is a reg change that we've already had a workshop on. After the workshop, the Commission continued the rulemaking, language was developed. In this particular case, it's specifically looking at the requirement for academy entrance, and this allows some discretion, or full discretion, really to the academies to decide whether or not to use our physical requirements as a screening for the academy. It allows 'em to do so but it's no longer shall; simply changes it to may use our PPRT as a gauge on whether or not they'll complete the academy, and it just puts the discretion back on the agencies. This was not a certification issue, it's an entrance into the academy issue. So again, this language changing that to a may, allowing the academy some discretion, would go over to LCB, and they'll come back with language hopefully at the next meeting.

TROUTEN: The board for comments, discussion?

PROSSER: Jamie Prosser for the record. So clarifying that this basically says that they have to complete this physical test no later than 14 days after they start the basic academy? So within 14 days of starting my academy, I have to pass this test?

SHERLOCK: So Mike Sherlock for the record. Under the current regulation, you must pass our current physical requirement at 80 percent, not certification level, either 30 days before the academy or up to 14 days into the academy. This changes that and says you don't have to do it at all, you may use this as a gauge. In the validation study, it was determined that if someone on day one passes at 80 percent, in a 16 week academy would be able to -- with a physical fitness requirement in the academy, would be able to pass the certification test by the end of the academy. This recognizes that one, most academies are a lot longer than 16 weeks now and so it's not a fair tool because what's happening with Metro, DPS, some of these -- and even our academy is you're stuck with this requirement even though you know your academy's longer than what it's based on. So this just gives the academies discretion to use it or not use it as a screening tool.

PROSSER: Correct. I just think the verbiage is confusing cause the way I read it is that they may be required to pass the physical examination not sooner than 30 days before and not later than 14 days after. Can't we just get rid of all

of the numbers and just say that you may be required to pass a physical examination prior to completion of the academy?

SHERLOCK: I think the reason staff left that in there is because the validation study, it's a valid tool if those dates are in there and if an academy wants to use that tool, this is what that tool is. They can, they don't have to, but they can't. Does that make sense?

PROSSER: Is anyone else confused by this verbiage?

SHEA: This is Tim Shea. So I understand that this is the 80 percentile, so this was the 80 percentile you used to -- you required to give for someone to go to the academy basically right now and we're saying we're going to take the 80 percentile away. You can do it if you feel like it, but you don't have to, but it has nothing to do with the physical fitness test you must complete to become certified, which is completely different verbiage farther on in this section.

SHERLOCK: Yes, Mike Sherlock for the record. I wouldn't say it's -- it is related. That's why those numbers are left in there. It is related to the certification test as a tool should you choose to use it.

SHEA: I understand. If I choose to use this, this test is validated that if the person passes this, it's shown that they will more than likely pass the state certification requirement by the end of the academy. If I

choose not to do it, I'm rolling the dice and the person may not be able to pass the state certification exam at the end of the six-month academy.

SHERLOCK: Yes. Mike Sherlock for the record. Yes, exactly what you guys asked of us.

SHEA: Yeah. So if this was completely gone, didn't even exist, it really wouldn't matter towards certification because you still have to take certification tests within a year of being hired as a peace officer in Nevada.

SHERLOCK: Yeah. Mike Sherlock for the record. Yeah, you're correct. Yep, that's true.

SHEA: Yeah, you don't have to take the physical -- the certification test is not a requirement to complete the academy unless the agency chooses that cause the certification process, you have a year, unless you're a lateral. Then you must take the physical agility test within 12 weeks or 16 weeks.

SHERLOCK: Sixteen weeks, yeah.

SHEA: Yeah, but even though you have a year to get certified. So I --

SHERLOCK: Well, Mike Sherlock for the record, understand you have a year to go to an academy too, so that -- so it's both a year under the current regulations scheme, and this is the entrance -- was the entrance requirement.

SHEA: So the pre-physical test becomes an elective.

SHERLOCK: Yes.

TROUTEN: So Ty Trouten for the record. I guess I see a different window here. So you have a year to become certified, which does entail passing a POST PPRT within that year. So the problem would be, and we've seen this before where we have agencies due to staffing levels or wherever else comes up where they have that year, we have to grant them a specific extension. If they're in such horrible shape coming into it that there is no way by the end of the academy where they could be certified or whatever, it still allows for the proctors to say look, this isn't going to work. We don't have a sufficient window to take you from say the 70th percentile and in the length of our academy, get them to that, you know, 100th percentile of passing the test. So I think it is still a valuable liability reduction in allowing that discretion so that we have some means of evaluating. It just means that hey, if they're in the ballpark close enough, knowing that the academies are a little bit longer if we have a little bit longer window because when they were hired to when they have to be certified, we have that availability to work with them.

SHEA: Tim Shea. I agree with this. So for me, part of my hiring process is candidates have to take the physical fitness test. If they don't pass at 80 percent, they

don't move on. I'm not going to roll the dice, and I had this happen to me before where I had to come before this Commission before I was on it and ask for an extension and I said I'll never do that again. So what all they're saying is that agencies are -- I believe many agencies are using this as part of their hiring process. They then take the test again. Frequently, cause the hiring process occurred three months ago, they take the PPFT again to go into the academy and pass at 80 percent or, you know, a hundred percent and then they take it again at the end of the academy as part of the certification process. All we're taking out is the middle one. You don't have to do the middle one if you don't want to. That's all.

SHERLOCK: Yeah. Mike Sherlock for the record. Just to be clear though, there's no regulatory requirement in the hiring. I know why you do it.

SHEA: There isn't.

SHERLOCK: There's no requirement that you do that but.

TROUTEN: Ty Trouten for the record. I think that's really an issue here is you're doing what I would consider right: you're screening your folks, making sure they can meet that. There's no requirement of agencies to do it in that manner, to do it right, so they can send what they want here. We end up wasting staff time, resources, everything else on somebody who just isn't in that position to get the end the

academy with that standard. So I think leaving it in as a may is a useful tool and provides some insulation for the POST staff to do their jobs.

NIEL: Russ Niel for the record. Mike, talking about the academy, right? That's what this is addressing is the academies.

SHERLOCK: Yes.

NIEL: So, like, Nevada POST, I sent one of my agents to your academy, then you may or may not have an entrance physical fitness screening cause I know a lot of people have been dropped over the years on day one cause they missed it by a pushup, sit up, you know.

SHERLOCK: So --

NIEL: This gives the academy discretion --

SHERLOCK: Yes.

NIEL: -- to administer that entrance PFT (SIC) or not and (inaudible) has some parameters as far as that goes.

SHERLOCK: Correct. Mike Sherlock for the record. So just to give you a perspective, it will be a requirement for our academy for the reasons that --

NIEL: Eighty percent, right?

SHERLOCK: Yes. Because for us it is an issue, right, and staff time and we have mandatory live-in and to give people a dorm room and knowing that they're not going to, you know, complete the academy is just, you know, not something that

we're -- we're not going to roll the dice on. On the other hand, I agree with Chief Prosser. You know, you look at this and go why don't we just get rid of all that other stuff and leave what that 80 percent is. I think the only issue we have with that is these numbers for the 80 percentile need to be done in that time zone around the beginning of the academy or they're not valid as a screening tool. I think that's the only reason we left -- even though it's confusing, that's the only reason we left that in there and just made it discretionary, if that makes sense.

MCKINNEY: Kevin McKinney just to again maybe clarify, expand on what Commissioner Niel said, but this would give an academy the -- say a person does miss the sit-ups by one, it allows them to have that discretion to continue on in the academy or not?

SHERLOCK: Yes, Mike Sherlock for the record. So if you recall, Metro's exact issue was that, that they have a person that doesn't meet the screening criteria yet they know they have a 22-week academy and they can get them up to speed up to -- even though they didn't make the 80 percent, they know they can get 'em up to a hundred and this addresses that issue for sure.

TROUTEN: Other comments from the Board? Comments from the public? Hearing none, is there a motion?

MCKINNEY: Kevin McKinney, I'll move to move forward in the process.

TROUTEN: Do I have a second?

NIEL: I'll second.

TROUTEN: Thank you. All members in favor, please say aye.

MEMBERS: Aye.

TROUTEN: Any opposed? I also vote aye. All right. Item Number 6, discussion, public comment, and for possible action, discussion with the Commission to decide whether to continue the rule making process, revise NAC 289.200 (4) (a) and (8) to update or modify the requirement time -- excuse me, modify the time requirement for a person to pass the physical readiness test at certification level and modification of the requirement to maintain a basic certificate. All right, sir?

SHERLOCK: Mike Sherlock for the record. So if you all recall, we did have workshop on these issues under this single regulation. Two different things going on. This changes the language to allow, again, academy's flexibility on the PPRT to complete that at certification level by the end of the academy and removing the 16-week requirement. So again, we're addressing the issue where most academies are longer than 16 weeks, it allows the academies more time to get someone up to speed and physically ready, and this addresses that and allows

it -- removes the 16 weeks. So, you know, that will address that issue. Now the second requirement or change is dealing with the certificate itself that currently states that to maintain your basic certificate, you must work full-time. Chief Shea already copped out to his crime that you have part-time reserves. This addresses those issues where you bring back veteran officers to be reserves or part-time employees and their certificate remains active as long as they meet the continuing education. So this just addresses that full-time statement and allows that flexibility with the part-time officers. Again, this will go over -- if approved by the Commission, will go over to LCB, final language will come back for final approval by the Commission.

TROUTEN: Questions, comments, discussions from the Board?

MCKINNEY: Kevin McKinney. Looking through the book, I don't see a change. It still says on here that the highlighted portion says that the officer's not eligible for certification not later than six -- pursuant to Subsection 2, not later than 16 weeks after the first day of the officer's basic training court. It doesn't show a change.

SHEA: Page 150.

YOUNG: Page 150, struck out no later than 16 weeks after the first --

MCKINNEY: Okay, maybe I'm looking -- I'm not far enough down.

SHERLOCK: Yeah, just on the backside of that one, Chief.

MCKINNEY: Oh, okay. I'm sorry. My apologies.

TROUTEN: Any other comments from the Board? Any from the public? Hearing no comments from the Board or the public, I would entertain a motion to continue with the process.

NIEL: Russ Niel, so moved.

TROUTEN: Second.

PROSSER: Jamie Prosser, second.

TROUTEN: Thank you. All members in favor, please say aye.

MEMBERS: Aye.

TROUTEN: Any opposed? I also vote aye. Motion carries. Item Number 7, discussion, public comment, for possible action, request from North Las Vegas Police Department for an executive certificate for their employee Captain Adam L. Hyde. Possible action may include issuance or denial of the executive certificate. Mike, can you give us the background on this?

SHERLOCK: Sure. Mike Sherlock for the record. So staff has received and reviewed the executive certificate application for Captain Hyde. Staff finds he meets the

requirements of that certificate, and staff would recommend the Commission approve and grant the executive certificate.

TROUTEN: Thank you. Is Captain Hyde here?

FLOYD: I don't believe he was going to be able to make it.

TROUTEN: All right. Any questions or comments from the Board? Anyone from the public or from his agency who'd like to speak? All right. Would entertain a motion.

NIEL: Russ Niel, motion to approve.

TROUTEN: Do I have a second?

STRAUBE: Rob Straube, second.

TROUTEN: Thank you. All members in favor, please say aye.

MEMBERS: Aye.

TROUTEN: Any opposed? I also vote aye. Motion carries. Item number 8, discussion, public comment, and for possible action, hearing pursuant to NAC 289.290 (1) (g) on the revocation of Destini D. Woodruff's Category I basic certificate. Woodruff is a former employee of Las Vegas Metro Police Department. Hearing based on the conviction or entry of a plea of guilty, guilty but mentally ill, or nolo contendere to a felony. The convictions that led to this action are count 1, child abuse, neglect, or endangerment, a Category B felony -- excuse me, B conviction. Nate, sir, if you could lead us off, please?

HASTINGS: Yes. So what I thought I would do is just preliminarily, for purposes of agenda items 8, 9, and 10, I'm going to ask from Staff Chief Floyd, can you verify that the materials that are contained in the meeting materials for each of these offenses that include court documents, for example minutes, indictment information, conviction documentation, that you obtained those directly from the courts?

FLOYD: That is correct.

HASTINGS: And have you maintained those documents in the ordinary course of your record keeping since you obtained them from the courts?

FLOYD: Yes.

HASTINGS: And are the versions of those documents that are obtained in the meeting materials for the Commission members true and accurate copies of those materials?

FLOYD: Yes.

HASTINGS: Okay. Based on that, preliminarily, I advise the members of the Commission that the materials in your meeting binder of materials for agenda items 8, 9, and 10 constitute valid, public records of charges and convictions that uphold the regulatory standards for revocation in these three matters, so that we wouldn't have to do that each time for each agenda item. All right. Having said that, now is time set for the Commission to consider the potential revocation for Destini D Woodruff's peace Officer Certification. This hearing is

conducted pursuant to NRS 289.510, under which the Commission adopted regulations and established standards for certification and decertification of officers and NAC 289.290, which establishes the causes for the Commission to revoke or suspend a certificate of a peace officer. Specifically in this matter, as referenced in the title heading, we are looking at NAC 289.290(1)(g), which provides that conviction of entry of a guilty plea and describing other, in this case non-applicable types of pleas, for a felony constitutes cause for the Commission to revoke the certificate of a peace officer. So if you in your materials, I'll refer you to under item 8 exhibit A, this is the notice that was sent, you'll note -- you'll see it's dated March 9th was sent by Commission staff to Ms. Woodruff. It described the offense and conviction and gave her the notice required by the regulation of the date and time that would be set for a hearing for the revocation. She had 15 days to respond, indicate whether she intended to dispute the revocation or appear here at the meeting and did not do either of those things. I'll refer you to within the exhibits to item 8 Exhibit E. If you scroll to Exhibit E, this is the amended indictment and in that indictment, the conduct that that was involved here is described by the charging district attorney. I'm not going to read the whole thing, but just to point out the relevant conduct that was pled to -- let me change, not use that term, which was charged by the district attorney for the crime of

child abuse, neglect, or endangerment as a Category B felony, physical injury of a non-accidental nature, and/or negligent treatment or maltreatment of a child and/or causing victim to be placed in a situation where he or she might have suffered unjustifiable physical pain or mental suffering as a result of abuse or neglect to wit; physical injury of a non-accidental nature and/or negligent treatment or maltreatment by punishing the victim, a boy, by purchasing girls' clothing and making victim wear said clothing to school and/or to McDonald's wearing girls' clothing; and or/by beating victim and/or by striking the bare bottom legs and/or back of victim with their hands and or belts and/or unknown objects; and/or by co-defendant grabbing victim by the neck and/or throat and lifting him off the ground. That was the charge conduct and I'll then refer you within the materials to Exhibit G. The very last page of Exhibit G is court minutes dated January 31, 2023, under which the court adjudged defendant Destini Woodruff guilty of child abuse, neglect, or endangerment felony. Based on the foregoing and the language of NAC 289.290(1) (g), I submit to the Commission that all requirements for the Commission's discretionary revocation of this certificate are met, and the conduct satisfying the underlying rationale for those regulations that this person's unfit for duty and would support these -- staff's recommendations to the Commission that the certificate be revoked.

TROUTEN: Thank you, Mr. Hastings. Are there any comments from the Board? Questions as to the exhibits or anything else? I --

(end of recording 1)

(start of recording 2)

MILLER: -- will make a motion that we revoke Ms. Woodruff's basic certificate.

TROUTEN: Is there a second?

NIEL: So moved.

TROUTEN: We have a motion to revoke Category I basic certificate for Destini D. Woodruff. All in favor, please state aye.

MEMBERS: Aye.

TROUTEN: Any opposed? And I also vote aye. Motion carries. Item number 9, hearing pursuant to NAC 289.290 (1)(g) on the revocation of John W. Woodruff's Category I basic certificate. Mr. Woodruff's a former employee of Las Vegas Metro Police Department, hearing based on the conviction of or entry of a plea of guilty, guilty but mentally ill, or nolo contendere to a felony. The conviction that led to this action are, or is Count 1, child abuse, neglect, or endangerment, a Category B felony, Category 2, child abuse, gross misdemeanor. Mr. Hastings again, sir?

HASTINGS: Thank you. We'll bypass the discussion of the regulation again, and just point you Commissioners to

Exhibit A under Item 9 in your materials. This is the notice. It was documented to you that Mr. Woodruff received proper and required notice and documentation of the intent to revoke and also did not provide any response to staff within 15 days of any intent to appear or dispute the intent to revoke. Referring you to Exhibit E within the materials, this is the indictment under which the prosecutor brought charges of child abuse, neglect, or endangerment, Category B felony. The conduct described as exactly the same as what was described in the last matter as they were co-defendants so I'm not going to read that again on the record, but then referring you Commissioners to the 11th page of Exhibit F within these materials, that is the judgment of conviction under which the court adjudged Mr. Woodruff upon his plea of guilty to be guilty of the crime of Count 1, child abuse, neglect or endangerment, Category B felony; Count 2, child abuse, neglect, or endangerment gross misdemeanor, both of which qualify as causes for the Commission to revoke the certificate under NAC 289.290(1)(g) and (e), and based on those matters being matters of public record, a valid conviction entered into in a court of the state of Nevada, I advise the Commission that Mr. Woodruff's Commission (SIC) can properly be revoked and that his conduct constitutes actions that are inconsistent with the nature of serving as a peace officer and again, the Commission is legally justified in revoking his certificate at this time.

TROUTEN: Thank you Mr. Hastings. Is Mr. John Woodruff or any of his representatives present? Is there any public comment on this matter? Hearing none, I'll bring it up to the Board if there's any questions, concerns, or statements? Again, hearing none, I would entertain a motion then.

TOGLIATTI: George Togliatti, I make a motion to revoke.

TROUTEN: Thank you, sir. Do I have a second?

YOUNG: Second.

TROUTEN: Thank you ma'am. All those in favor of revoking Mr. Woodruff's Category I basic certificate, please signify by saying aye.

MEMBERS: Aye.

TROUTEN: Any opposed? I also vote aye. Item Number 10, again, discussion, public comment, possible action on hearing pursuant to NAC 289.290(1) (g) on the revocation of Richard B. Bogue's Category III basic certificate. Bogue is a current employee with the Nevada Department of Corrections. Hearing based on the conviction of or entry of a plea of guilty, guilty but mentally ill, or nolo contendere to a gross misdemeanor. The conviction that led to this action is Count 1, inhumanity to a prisoner, a gross misdemeanor. And to you, Mr. Hastings.

HASTINGS: Thank you, Chief Trouten. Commissioners, I refer you within your reading materials under

this agenda item, Exhibit A is the notice dated March 21, 2023 that provided Mr. Bogue with the legally required notice of the intent to revoke describing all the requirements under the regulation to give him proper notice of the intent to revoke and the cause there -- the cause for that, and Mr. Bogue did also not provide any notice to staff of any intent to dispute the notice of intent or to appear today. I would then refer you within your materials to Exhibit E, which was the third amended information filed by the charging prosecutor in this case, which was the attorney general's office, charging Mr. Bogue with a gross misdemeanor offense of inhumanity to a prisoner, specifically alleging/charging that while a correctional officer employed by the Nevada Department of Correct Corrections, Mr. Bogue willfully and unlawfully subjected the victim, a prisoner under the defendant's care of custody, to inhumanity or oppression by using deadly weapon and force of violence upon the victim by applying pressure to his neck area with the use of a baton; and/or by pulling the hair of inmate victim; and/or by shoving inmate victim; and/or by dragging inmate victim by his hair; and/or by causing the head of inmate victim to strike a door and/or door frame; and/or wall. That's the charging conduct. I'd refer you Commissioners to the 11th page of Exhibit F in the materials, which is the judgment of conviction, where in December of last year Mr. Bogue pled guilty to the offense of inhumanity to a prisoner as a gross misdemeanor and

was adjudged guilty of that offense pursuant to NAC 289.290(1)(e), conviction of an entry of plea of guilty to a gross misdemeanor constitutes cause for revocation of certificate based on the conduct charged and Mr. Bogue having pled guilty to the offense and to acknowledge that conduct. As counsel for the Commission, I advise you that the legal basis for revocation is satisfied and that Mr. Bogue's conduct is inconsistent with the nature of serving as a peace officer and that you have good cause to revoke his certificate.

TROUTEN: Thank you, sir. Is Mr. Bogue or any of his representatives present to speak? Any members of the public who would like to speak? Any comments or discussion by the Board? Hearing none, I would entertain a motion.

PROSSER: So moved.

TROUTEN: Is there a second?

TOGLIATTI: Second.

TROUTEN: Thank you. On the motion to revoke Mr. Bogue's Category III basic certificate, all in favor, please state aye.

MEMBERS: Aye.

TROUTEN: Are there any opposed? I also vote aye. Carries. Item Number 11, discussion, public comment, and for possible action, discussion and possible action to restart the rule making regarding the language change to NAC 289.270,

revising the requirements to qualify for an executive certificate. Mike, can you give us the details?

SHERLOCK: Sure, Mike Sherlock for the record. So as the Commission recalls, we addressed this and some proposed language went to the Commission and did not receive a motion to continue. It's sort of an unusual situation for us staff, but at that point the issued died without being brought back, Chief Shea and I talked, he asked that this issue be brought back up as the desire to make changes still exist, and it's still there. So in your books are some sample language that we had used previously. It includes some language where we recognize the out-of-state people coming in where they've got their executive and their management and that kind of thing, and I think we changed that already. So we already do that. That part of the Commission's intent was done, so those out-of-state executive type levels or anyone for that matter that achieve with equivalent requirements in that other state, Nevada POST will now recognize. And we dealt with that so that part of it was taken care of but that being said, there's a desire to continue this. So here we'd be looking at the Commission to restart the rule making, which would bring us back to another workshop and the Commission could decide what language they would want to see with this particular issue, and so we're just looking for whether the Commission wants to reopen that and restart that

whole process again and look at the changes for the executive certificate.

TROUTEN: Thank you Mr. Sherlock. As I recall, there was still some pretty good consternation and conversations going on about how to define this and to get us there. So are there any I guess comments from the Board or discussion about whether we should or should not restart this process?

SHEA: Yeah. Tim Shea for the record. I was a little confused about what we did in July and so I went back and read the notes. At first I went to the NAC to see if we made changes, then I went to the LCB to see what had happened and it had been removed. And I figured well, how in the world did that happen? And then when I read the notes, I realized that instead of making a motion to continue the rulemaking, it just died, and I thought that was not really the majority of the intent and I think it just got kind of away from us. So I asked to bring it back so we could go back over this again and either put it to bed for sure forever or continue to go back with the workshop and revisit this and see if we can make some meaningful changes if those in fact are necessary.

TROUTEN: Thank you Chief Shea and also for your diligence on the matter. Are there any other comments or questions from the Board? Do we have any comments from the public on this item? So hearing none, I would entertain a motion, if it pleasure the Board.

SHEA: I'll make a motion since I did the (inaudible).

TROUTEN: So we have a motion to continue the rulemaking process. Do we have a second?

NIEL: I'll second.

TROUTEN: With a motion and a second, all in favor of continuing the rulemaking process, please say aye.

MEMBERS: Aye.

TROUTEN: Any opposed? And I also vote aye. We are down to Item Number 12, public comments. The Commission may not act on any matter considered under this item until the matter is specifically included on an agenda as an action item. This is the time set aside for public comments. Any comments from the public? Going once, going twice, all right. We shall move on then with no public comment. Item 13, discussion, public comment and for possible action schedule our upcoming Commission meeting. I know we are meeting in July, in Ely I believe, on the 26th now is set for the Sheriff's and Chiefs meeting, which we usually try to meet somewhere in that area. What do you have for us, Mike?

SHERLOCK: So Mike Sherlock for the record. So again, trying to continue with our theme of two in the north, two in the south, and nothing against Elko or Ely, but avoid that because it's hard for us to get witnesses and all that there. We're still looking at dates so as not to conflict with

Ely and we'll get that out to you here, hopefully next week. I was talking to Pam yesterday about it, so we'll get something out very soon on a date in July that doesn't conflict with sheriffs and chiefs.

TROUTEN: Okay, so I presume we need a motion to have a meeting in July, probably somewhere other than Ely?

SHERLOCK: In Carson City --

TROUTEN: In Carson City.

SHERLOCK: -- is what we've --

TROUTEN: That's not --

SHERLOCK: -- previously (inaudible).

TOGLIATTI: Quick question. You're going to try to make it where can still go from here to Ely or part of -- any idea?

SHERLOCK: Yeah, Mike Sherlock for the record. That's -- you know, that's a difficult thing. You know, I don't know how many of the Commissioners are going to Ely. Usually what happens is only half go to Ely and so it's an issue trying to figure that out and I don't know, is it easier to come from Carson City than go to Ely or just do a different week completely?

TOGLIATTI: For me I just assumed scheduled travel and paid for travel with all the one fell swoop.

SHERLOCK: Fell swoop. Okay.

TOGLIATTI: (Inaudible) to say for everybody else.

SHERLOCK: Yeah. Yeah.

TOGLIATTI: Otherwise I'll just pick one.

SHERLOCK: Yeah, July is always an issue for us trying to get everybody, you know, but we'll put some dates out and we'll run it through the chair.

TOGLIATTI: I don't have metro's money in my (inaudible).

TROUTEN: Ty Trouten for the record. I guess I would just prefer if we could have the meeting, the POST Commission meeting before that meeting there because we usually are done by noon, which gives us time to get to Ely and --

SHERLOCK: Sure.

TROUTEN: -- so forth rather than try to rush and get out of there to get here.

SHEA: So my question is we don't want to have it at the same location during the same timeframes as the Nevada Sheriff's and Chief meetings going. We're -- you know, we're talking about people coming and witnessing. Well, the reason we have so many people here today is cause they're here because of the other events that are going on so I would think we'd actually have less people here if we did it here at a different time than if we did it in Ely.

SHERLOCK: Yeah. Mike Sherlock for the record. It's really more -- was more about revocation hearings and some issues with witnesses and defendants traveling to Ely, and some

years ago we changed that, moved away from Ely for specific issue, but we can certainly look at going back to Ely. I can work with Pam on that to get a room there, but that was the issue in the past.

SHEA: I just -- in all the revocations we've done, I don't remember one of the people who we were looking at the revocation on ever being here.

SHERLOCK: Mike Sherlock for the record. We have -- unfortunately we have. It makes it a much longer process, but yeah, we have in the past.

TROUTEN: So Ty Trouten for the record. Well, I do realize that we had one three years ago in Las Vegas, quite lengthy hearing (inaudible). Yeah, but with the thought that -- and again, not trying to discourage any agency or anything, the greatest number of officers we have are going to be down in the south, which is a high likelihood of where we see most revocations, I guess. Ely isn't that far from Vegas as compared to Carson City. So if there is appetite for the Board to have the meeting in Ely, I'm good with that too. It's less traveling for me.

PROSSER: I've never been to Ely.

TROUTEN: It's beautiful.

SHERLOCK: And Mike Sherlock for the record. As you know, the usual complaints we get about Ely is you're not

flying there, so, you know, but you're going to be there. So it's certainly up to you guys.

TOGLIATTI: Mm-hmm. Plus I think it's just convenient, scheduling to know that you have all your meetings kind of the same week, schedule all kinds of other ancillary meetings along with that.

SHERLOCK: And we'll be in the general fund by then so we should be able to go. All right. We'll work on getting a room in Ely.

TROUTEN: Do we need a motion on that, just this direction?

HASTINGS: I think that can be administrative.

TROUTEN: All right. Thank you, sir. All right, we're down to item number 14. Looking for a motion for adjournment.

YOUNG: So moved.

PROSSER: Second.

TROUTEN: All in favor, please say aye.

MEMBERS: Aye.

TROUTEN: Thank you, all.

2. **<u>INFORMATION</u>** Executive Director's report.

a. Training Division
b. Standards Division – Audit Stats
c. Administration- Commissioner Re-appointment Russ Neil and Tiffany Young

2nd Quarterly Audit Report (Apr-June)

Number of Agencies: 30 **Number of Agencies with Deficiencies: 10**
Number of Academies: 2 **Number of Academies with Deficiencies:0**
Courses Certified: 96

AGENCIES:

Agency training deficiency and recommended corrective action:

1. **Agency Name/Date:** Eureka Justice Court, 4/10/23
   Findings: Major finding: EE needed update on Taser training
   Recommendation: Attend Taser re-certification course prior to carrying Taser. (Completed 5/15/23)

Corrections made:

1. Eureka Justice Court – Taser Re-certification completed 5/15/23 - **AUDIT CLOSED**
2.
3.

Significant or repeated deficiencies found:

Agency background deficiency and recommended corrective action

1. **Agency Name/Date:** Eureka Justice Court, 4/10/23
   Findings: Critical Finding: Insufficient BG. Inter County transfer made them think no BG required. Advised that it did require a new BG
   Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires
   AUDIT CLOSED

2. **Agency Name/Date:** Eureka County Sheriff, 4/10/23
   Findings: Critical Finding: Multiple required documents missing from BG files. Advised
   Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires.
   AUDIT CLOSED

3. **Agency Name/Date:** LV Municipal Ct Marshals, 4/17/23
   Findings: Critical Finding: Multiple documents, requirements missing, not performed on laterals. Advised
   Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires
   AUDIT CLOSED

4. **Agency Name/Date:** Henderson Marshal Service, 4/19/23
   Findings: Critical Finding: Many medical related docs missing, resolved by visiting HR
   Recommendation: Have HR send email advising applicant cleared med, psych, drug, poly

5. **Agency Name/Date:** Mineral County Sheriff's Dept, 5/1/2023
   Findings: Critical Finding: Backgrounds differed with different investigators. Documents missing dependent on investigator.
   Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires. Send BG Investigators to POST Approved BGI course. **AUDIT CLOSED**

6. **Agency Name/Date:** NV DMV Compliance Division, 5/2/2023
   Findings: Critical Finding: Agency head never saw completed BG. All handled via HR. Missing many required documents and investigation was superficial at best. Spoke with HR person and she was not aware of NAC 289.110.
   Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires. Send in house ee's to POST approved BGI course and do a supplemental BG to cover areas HR is not covering. **AUDIT CLOSED**

7. **Agency Name/Date:** NV Supreme Court Marshals, 5/15/2023
   Findings: Critical Finding: BG's were all missing the DMV driving history printout. More educational for the new LT over BG's.
   Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires
   AUDIT CLOSED

8. **Agency Name/Date:** 5th Judicial Court, 5/22/2023
   Findings: Critical Finding: A new bailiff was hired with no BG done. He had been separated from his prior LE employment for over 10 months. A complete BG should have been completed. This is one of the counties in which they allow persons from one dept to another w/o a BG or even modified BG. All not acceptable. They were advised of such.
   Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires
   AUDIT CLOSED

9. **Agency Name/Date:** Clark Co. Fire Department, 5/24/2023
   Findings: Critical Finding: Agency has relied upon Clark County HR for BG's. They are superficial, do not meet requirements of NAC 289.110 and leave agency open for liability for mediocre BG and possibly hiring non-qualified personnel.

Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires. Send an investigator to attend a POST approved BGI school in order to supplement the BG done by HR. **AUDIT CLOSED**

10. **Agency Name/Date:** LV City Attorney's Office, 6/14/2023
    Findings: Critical Finding: An employee was hired from another City of LV agency without a BG being done. This employee had a BG done 5 plus years earlier and the City thought that was sufficient. They were advised NAC 289.110 requires a complete and thorough BG be done prior to appointment and does not specify any exclusions for time. A new BG should have been completed. The agency was advised.
    Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires
    AUDIT CLOSED

11. **Agency Name/Date:** Carlin Police Department, 6/21/2023
    Findings: Critical Finding: There were many documents missing from the BG file which are required by NAC 289.110. In talking to the Chief it was revealed he did in fact submit the documents to the City Mgr but they were not in the file upon my review. City Mgr said everything she had received was within the envelope. Chief advised to maintain the BG and allow HR to maintain Med docs and other files deemed necessary to avoid this issue in the future.
    Recommendation: Adhere to NAC 289.110 and do complete, thorough BG's on new hires
    AUDIT CLOSED

Corrections made:

1.

Significant or repeated deficiencies found:

ACADEMIES:

Academy training deficiency and recommended corrective action:

1.

Corrections Made:

1.

Significant or repeated deficiencies found:

ONE HUNDRED ONE NORTH CARSON STREET
CARSON CITY, NEVADA 89701
OFFICE: (775) 684-5670
FAX NO.: (775) 684-5683

555 EAST WASHINGTON AVENUE, SUITE 5100
LAS VEGAS, NEVADA 89101
OFFICE: (702) 486-2500
FAX NO.: (702) 486-2505

Office of the Governor

May 22, 2023

Mr. Russell Niel
9790 Gateway Drive #100
Reno, NV 89521

RE: **Appointment to the Peace Officers' Standards and Training Commission**
Term: 7/1/2023 to 6/30/2025

Dear Mr. Niel,

Congratulations on your appointment to the Peace Officers' Standards and Training Commission for the State of Nevada. I truly appreciate your commitment to serve Nevada and your fellow citizens.

The official commission, signed by me and Secretary of State Aguilar, is for your records. Accompanying your commission is an oath of office, which must be executed before a notary public or any other authorized official (as required by NRS 281.030). This oath must be signed and returned to the Secretary of State's Carson City office and a copy to the Governor's office before serving your term.

Please visit our website at https://ethics.nv.gov/Forms/Home/, print the "Ethical Standards for Public Officers" form and submit the signed form to the Nevada Commission on Ethics. While on our website, I encourage you to review the Nevada Ethics in Government law NRS 281A and NAC 281A. Failure to file any required documentation may result in fines and/or removal from office.

In addition, please familiarize yourself with Nevada Open Meeting Law. The Open Meeting Law is codified in Chapter 241 of the Nevada Revised Statutes. The Attorney General's office also publishes an Open Meeting Law Manual and can be found at www.ag.state.nv.us.

Should you have any questions regarding the enclosed, please contact our office at (775) 684-5670. We wish you the best of luck in your position and thank you for agreeing to serve the citizens of Nevada.

Sincere regards,

JOE LOMBARDO
Governor

Enclosures

ONE HUNDRED ONE NORTH CARSON STREET
CARSON CITY, NEVADA 89701
OFFICE: (775) 684-5670
FAX NO.: (775) 684-5683

555 EAST WASHINGTON AVENUE, SUITE 5100
LAS VEGAS, NEVADA 89101
OFFICE: (702) 486-2500
FAX NO.: (702) 486-2505

Office of the Governor

May 22, 2023

Ms. Tiffany Young
5362 Siltstone Way
Sparks, NV 89436

RE: **Appointment to the Peace Officers' Standards and Training Commission**
Term: 7/1/2023 to 6/30/2025

Dear Ms. Young,

Congratulations on your appointment to the Peace Officers' Standards and Training Commission for the State of Nevada. I truly appreciate your commitment to serve Nevada and your fellow citizens.

The official commission, signed by me and Secretary of State Aguilar, is for your records. Accompanying your commission is an oath of office, which must be executed before a notary public or any other authorized official (as required by NRS 281.030). This oath must be signed and returned to the Secretary of State's Carson City office and a copy to the Governor's office before serving your term.

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Should you have any questions regarding the enclosed, please contact our office at (775) 684-5670. We wish you the best of luck in your position and thank you for agreeing to serve the citizens of Nevada.

Sincere regards,

JOE LOMBARDO
Governor

Enclosures

3. FOR DISCUSSION ONLY

Update on implementation of SB225.

Senate Bill No. 225–Senator D. Harris

Joint Sponsor: Assemblywoman Summers-Armstrong

CHAPTER.....

AN ACT relating to peace officers; revising provisions relating to the required contents of an application for certification as a peace officer; requiring a law enforcement agency to provide to the Peace Officers' Standards and Training Commission certain notice and information concerning peace officers employed by the agency; prohibiting a law enforcement agency from requiring a peace officer to make certain attestations concerning cannabis as a condition precedent to employment; prescribing requirements for certain standards adopted by regulation of the Commission; disqualifying certain persons from serving as peace officers; requiring the Executive Director of the Commission to report certain information to the National Decertification Index of the International Association of Directors of Law Enforcement Standards and Training or an equivalent database; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law sets forth provisions governing peace officers and creates the Peace Officers' Standards and Training Commission, which generally provides for the training, education and certification of peace officers. (Chapter 289 of NRS) Existing law requires an application for certification as a peace officer to include the social security number of the applicant and a statement regarding the payment of child support. (NRS 289.560, 289.570) **Section 2** of this bill additionally requires an application for certification as a peace officer to include an affidavit stating that the applicant: (1) is not disqualified from serving as a peace officer; (2) has not been discharged, disciplined or asked to resign from employment with a law enforcement agency for certain conduct; and (3) has not resigned from employment or otherwise separated from employment with a law enforcement agency while an investigation concerning certain alleged conduct was pending. **Section 2** also requires the Commission to: (1) deny an application for certification that does not include the required affidavit; and (2) search the National Decertification Index of the International Association of Directors of Law Enforcement Standards and Training, or an equivalent database, to ensure that the name of the applicant does not appear in any such index or database. **Section 6** of this bill makes a conforming change to indicate the proper placement of **sections 2 and 3** of this bill in the Nevada Revised Statutes.

Section 3 requires a law enforcement agency to immediately notify the Commission if a peace officer employed by the agency: (1) is charged with certain crimes; or (2) resigns from employment or otherwise separates from employment with the agency while an investigation concerning alleged misconduct is pending. **Section 3** also requires a law enforcement agency to provide certain information to the Commission concerning a peace officer who resigns or otherwise separates

from employment with the agency while an investigation concerning alleged misconduct is pending.

With certain exceptions, existing law prohibits a law enforcement agency from requiring a peace officer to disclose certain information as a condition precedent to a promotion, job assignment or other personnel action. (NRS 289.030) **Section 5** of this bill additionally prohibits a law enforcement agency from requiring a peace officer to provide an oral or written attestation concerning any use of cannabis by the peace officer that occurred before the peace officer submitted his or her application for employment with the law enforcement agency as a condition precedent to employment as a peace officer.

Existing law requires the Commission to adopt regulations establishing minimum standards for the certification and decertification, recruitment, selection and training of peace officers. (NRS 289.510) **Section 7** of this bill provides that the standards prescribed by regulations adopted by the Commission: (1) must not prohibit the certification of an applicant solely on the basis that the applicant has engaged in the adult use of cannabis or the medical use of cannabis; (2) must not require the decertification of a peace officer solely on the basis that the peace officer has engaged in the adult use of cannabis or the medical use of cannabis; and (3) must require the decertification of a peace officer upon a determination by the Commission that the peace officer knowingly provided false or misleading information in his or her application for certification. **Section 7** also makes conforming changes to reorganize certain provisions relating to regulations adopted by the Commission. **Section 4** of this bill defines certain terms for the purposes of certain requirements relating to cannabis prescribed by **sections 5 and 7**.

Existing law provides that a person who has been convicted of a felony in this State or any other state is not qualified to serve as a peace officer. (NRS 289.555) **Section 9** of this bill makes this prohibition applicable regardless of whether the person has had the conviction expunged or sealed. **Section 9** also provides that a person is not qualified to serve as a peace officer if the person has been: (1) convicted of domestic violence in this State or any other state, regardless of whether such a conviction was sealed or expunged; (2) reported to the National Decertification Index or an equivalent database; or (3) decertified or has had his or her certificate or license to practice or serve as a peace officer revoked or annulled by the Commission or a certifying or licensing authority in any other state.

Existing law requires the Commission to appoint an Executive Director of the Commission and authorizes the Executive Director to perform certain acts relating to the certification of peace officers. (NRS 289.520, 289.530) **Section 8** of this bill requires the Executive Director to report to the National Decertification Index or an equivalent database: (1) the name of each decertified peace officer; and (2) any other information required by the Index or database, as applicable.

EXPLANATION – Matter in ***bolded italics*** is new; matter between brackets **[**~~omitted material~~**]** is material to be omitted.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. Chapter 289 of NRS is hereby amended by adding thereto the provisions set forth as sections 2 and 3 of this act.

Sec. 2. ***1. An application for certification as a peace officer must include an affidavit stating that the applicant:***

(a) Is not disqualified from serving as a peace officer pursuant to NRS 289.555;

(b) Has not been discharged, disciplined or asked to resign from employment with a law enforcement agency in this State or any other state for conduct which would, under the regulations adopted by the Commission pursuant to NRS 289.510, constitute grounds for denying certification or revoking the certificate of a peace officer; and

(c) Has not resigned from employment or otherwise separated from employment with a law enforcement agency in this State or any other state while an investigation concerning allegations of conduct which would, under the regulations adopted by the Commission pursuant to NRS 289.510, constitute grounds for denying certification or revoking the certificate of a peace officer, was pending.

2. The Commission shall summarily deny any application for certification as a peace officer if the application does not include the affidavit required by subsection 1.

3. The Commission shall, for each applicant for certification as a peace officer, search the National Decertification Index of the International Association of Directors of Law Enforcement Standards and Training, or an equivalent database maintained for the purpose of serving as a national registry of certificate or license revocation actions relating to peace officer misconduct, to ensure that the name of the applicant does not appear in any such index or database.

Sec. 3. *A law enforcement agency shall:*

1. Immediately notify the Commission if a peace officer employed by the agency:

(a) Is charged with a crime for which the regulations adopted by the Commission pursuant to NRS 289.510 authorize the Commission to revoke or suspend the certificate of the peace officer; or

(b) Resigns from employment or otherwise separates from employment with the agency while an investigation concerning alleged misconduct is pending; and

2. If a peace officer resigns or otherwise separates from employment while an investigation concerning alleged misconduct is pending, provide to the Commission a written summary of the outcome of the investigation as soon as practicable after completing the investigation.

Sec. 4. NRS 289.010 is hereby amended to read as follows:

289.010 As used in this chapter, unless the context otherwise requires:

1. "Administrative file" means any file of a peace officer containing information, comments or documents about the peace officer. The term does not include any file relating to an investigation conducted pursuant to NRS 289.057 or a criminal investigation of a peace officer.

2. ***"Adult use of cannabis" has the meaning ascribed to it in NRS 678A.075.***

3. "Law enforcement agency" means any agency, office, bureau, department, unit or division created by any statute, ordinance or rule which:

(a) Has a duty to enforce the law; and

(b) Employs any person upon whom some or all of the powers of a peace officer are conferred pursuant to NRS 289.150 to 289.360, inclusive.

~~[3.]~~ ***4. "Medical use of cannabis" has the meaning ascribed to it in NRS 678A.215.***

5. "Peace officer" means any person upon whom some or all of the powers of a peace officer are conferred pursuant to NRS 289.150 to 289.360, inclusive.

~~[4.]~~ ***6.*** "Punitive action" means any action which may lead to dismissal, demotion, suspension, reduction in salary, written reprimand or transfer of a peace officer for purposes of punishment.

7. "Screening test" means a test of a person's blood, urine, hair or saliva to detect the general presence of a controlled substance or other drug.

Sec. 5. NRS 289.030 is hereby amended to read as follows:

289.030 ***1.*** A law enforcement agency shall not require any peace officer to ~~[disclose]~~ ***:***

(a) Disclose the peace officer's assets, debts, sources of income or other financial information or make such a disclosure a condition precedent to a promotion, job assignment or other personnel action unless that information is necessary to:

~~[1.]~~ ***(1)*** Determine the peace officer's credentials for transfer to a specialized unit;

~~[2.]~~ ***(2)*** Prevent any conflict of interest which may result in any new assignment; or

~~[3.]~~ ***(3)*** Determine whether the peace officer is engaged in unlawful activity.

(b) Provide an oral or written attestation concerning any use of cannabis by the peace officer that occurred before the peace

officer submitted his or her application for employment with the law enforcement agency as a condition precedent to employment with the agency as a peace officer.

2. Nothing in this section shall be construed to prohibit a law enforcement agency from:

(a) Requiring a peace officer to provide an oral or written attestation concerning any use of cannabis by the peace officer that has occurred after the submission of his or her application for employment with the law enforcement agency as a condition precedent to employment with the agency as a peace officer; or

(b) Adopting a policy that requires a peace officer to submit to a screening test as:

(1) A condition precedent to employment; or

(2) A condition for continued employment.

3. As used in this section, "use of cannabis" includes the adult use of cannabis and the medical use of cannabis.

Sec. 6. NRS 289.450 is hereby amended to read as follows:

289.450 As used in NRS 289.450 to 289.680, inclusive, ***and sections 2 and 3 of this act,*** unless the context otherwise requires, the words and terms defined in NRS 289.460 to 289.490, inclusive, have the meanings ascribed to them in those sections.

Sec. 7. NRS 289.510 is hereby amended to read as follows:

289.510 1. The Commission:

(a) Shall meet at the call of the Chair, who must be elected by a majority vote of the members of the Commission.

(b) Shall provide for and encourage the training and education of persons whose primary duty is law enforcement to ensure the safety of the residents of and visitors to this State.

(c) ~~[Shall adopt regulations establishing minimum standards for the certification and decertification, recruitment, selection and training of peace officers. The regulations must establish:~~

~~(1) Requirements for evaluations to be conducted during the recruitment and selection of peace officers, which must identify implicit bias on the part of a peace officer on the basis of race, color, religion, national origin, physical or mental disability, sexual orientation or gender identity or expression;~~

~~(2) Requirements for basic training for category I, category II and category III peace officers and reserve peace officers;~~

~~(3) Standards for programs for the continuing education of peace officers, including minimum courses of study and requirements concerning attendance, which must require that all peace officers annually complete not less than 12 hours of continuing education in courses that address:~~

~~(I) Racial profiling;~~

~~(II) Mental health, including, without limitation, crisis intervention;~~

~~(III) The well-being of officers;~~

~~(IV) Implicit bias recognition;~~

~~(V) De-escalation;~~

~~(VI) Human trafficking; and~~

~~(VII) Firearms.~~

~~(4) Qualifications for instructors of peace officers;~~

~~(5) Requirements for the certification of a course of training; and~~

~~(6) Standards for an annual behavioral wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing conditions that may affect the performance of duties by the peace officer.~~

~~(d) Shall, when necessary, present courses of training and continuing education courses for category I, category II and category III peace officers and reserve peace officers.~~

~~(e)~~] May make necessary inquiries to determine whether the agencies of this State and of the local governments are complying with standards set forth in ~~[its]~~ ***the*** regulations ~~[.]~~ ***adopted pursuant to subsection 2.***

~~[(f)]~~ ***(d)*** Shall carry out the duties required of the Commission pursuant to NRS 432B.610 and 432B.620.

~~[(g)]~~ ***(e)*** May perform any other acts that may be necessary and appropriate to the functions of the Commission as set forth in NRS 289.450 to 289.680, inclusive ~~[.]~~ ***, and sections 2 and 3 of this act.***

~~[(h)]~~ ***(f)*** May enter into an interlocal agreement with an Indian tribe to provide training to and certification of persons employed as police officers by that Indian tribe.

~~[(i)]~~ ***(g)*** Shall develop and approve a standard curriculum of certified training programs in crisis intervention, which may be made available in an electronic format, and which address specialized responses to persons with mental illness and train peace officers to identify the signs and symptoms of mental illness, to de-escalate situations involving persons who appear to be experiencing a behavioral health crisis and, if appropriate, to connect such persons to treatment. A peace officer who completes any program developed pursuant to this paragraph must be issued a certificate of completion.

2. ~~[Regulations]~~ ***The Commission shall adopt regulations establishing minimum standards for:***

(a) The certification and decertification, recruitment, selection and training of peace officers. The standards adopted pursuant to this paragraph must:

(1) Establish requirements for evaluations to be conducted during the recruitment and selection of peace officers, which must identify implicit bias on the part of a peace officer on the basis of race, color, religion, national origin, physical or mental disability, sexual orientation or gender identity or expression;

(2) Establish requirements for basic training for category I, category II and category III peace officers and reserve peace officers;

(3) Establish standards for programs for the continuing education of peace officers, including minimum courses of study and requirements concerning attendance, which must require that all peace officers annually complete not less than 12 hours of continuing education in courses that address:

(I) Racial profiling;

(II) Mental health, including, without limitation, crisis intervention;

(III) The well-being of officers;

(IV) Implicit bias recognition;

(V) De-escalation;

(VI) Human trafficking; and

(VII) Firearms;

(4) Establish qualifications for instructors of peace officers;

(5) Establish requirements for the certification of a course of training;

(6) Require all peace officers to receive training in the handling of cases involving abuse or neglect of children or missing children;

(7) Require all peace officers to receive training in the handling of cases involving abuse, neglect, exploitation, isolation and abandonment of older persons or vulnerable persons;

(8) Not prohibit the certification of an applicant solely on the basis that the applicant has engaged in the adult use of cannabis or the medical use of cannabis;

(9) Not require the decertification of a peace officer solely on the basis that the peace officer has engaged in the adult use of cannabis or the medical use of cannabis; and

(10) Require the decertification of a peace officer upon a determination by the Commission that the peace officer knowingly

provided false or misleading information in his or her application for certification.

(b) An annual behavioral wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing any conditions that may affect the performance of duties by the peace officer.

3. The regulations adopted by the Commission ~~[:]~~ ***pursuant to subsection 2:***

(a) Apply to all agencies of this State and of local governments in this State that employ persons as peace officers; ***and***

(b) ~~[Must require that all peace officers receive training in the handling of cases involving abuse or neglect of children or missing children;~~

~~(c) Must require that all peace officers receive training in the handling of cases involving abuse, neglect, exploitation, isolation and abandonment of older persons or vulnerable persons; and~~

~~(d)]~~ May require that training be carried on at institutions which it approves in those regulations.

4. Nothing in this section shall be construed to prohibit a law enforcement agency from adopting a policy that requires a peace officer to submit to a screening test as:

(a) A condition precedent to employment; or

(b) A condition for continued employment.

Sec. 8. NRS 289.530 is hereby amended to read as follows:

289.530 ***1.*** With the advice of the Commission, the Executive Director of the Commission may:

~~[1.]~~ ***(a)*** Appoint employees, agents, consultants and other staff of the Commission and prescribe their duties;

~~[2.]~~ ***(b)*** Administer and direct the daily operation of the staff and resources of the Commission;

~~[3.]~~ ***(c)*** Inspect academies for training peace officers, and issue and revoke certificates of approval to such academies;

~~[4.]~~ ***(d)*** Certify qualified instructors for approved courses of training for peace officers and issue appropriate certificates to instructors;

~~[5.]~~ ***(e)*** Certify peace officers who have satisfactorily completed courses of training for peace officers and issue basic, intermediate, advanced and management professional certificates to peace officers;

~~[6.]~~ ***(f)*** Make recommendations to the Commission concerning the issuance of executive certificates;

~~[7.]~~ ***(g)*** Cause annual audits to be made relating to the operation of academies for training peace officers;

~~[8.]~~ ***(h)*** Consult and cooperate with academies for training peace officers concerning the development of the basic and advanced training programs for peace officers;

~~[9.]~~ ***(i)*** Consult and cooperate with academies for training peace officers concerning the development of specialized courses of study in this State for peace officers in the areas of police science, police administration, corrections, probation, the social sciences and other related areas;

~~[10.]~~ ***(j)*** Consult and cooperate with other departments and agencies of this State and of local governments concerning the training of peace officers;

~~[11.]~~ ***(k)*** Report to the Commission at the regular meetings of the Commission and at such other times as the Commission may require, and recommend the denial, suspension or revocation of certification of a peace officer to the Commission as deemed necessary;

~~[12.]~~ ***(l)*** Execute contracts on behalf of the Commission; and

~~[13.]~~ ***(m)*** Perform any other acts necessary and appropriate to the carrying out of the duties of the Executive Director of the Commission.

2. The Executive Director of the Commission shall, as soon as reasonably practicable after revoking the certification of a peace officer, report to the National Decertification Index of the International Association of Directors of Law Enforcement Standards and Training or an equivalent database maintained for the purpose of serving as a national registry of certificate or license revocation actions relating to peace officer misconduct:

(a) The name of the decertified peace officer; and

(b) Any other information possessed by the Commission and required by the Index or database, as applicable.

Sec. 9. NRS 289.555 is hereby amended to read as follows:

289.555 A person ~~[who has been convicted of a felony in this State or any other state]~~ is not qualified to serve as a category I peace officer, category II peace officer or category III peace officer ***,*** regardless of whether the person has ~~[been]~~ ***had his or her civil rights*** restored ~~[to]~~ ***, if*** the ~~[person's civil rights.]~~ ***person has been:***

1. Convicted of:

(a) A felony in this State or any other state, regardless of whether such a conviction was expunged or sealed;

(b) A battery which constitutes domestic violence pursuant to NRS 200.485, regardless of whether such a conviction was expunged or sealed; or

(c) A misdemeanor crime of domestic violence, as defined in 18 U.S.C. § 921(a)(33), in any other state, regardless of whether such a conviction was expunged or sealed.

2. Reported to the National Decertification Index of the International Association of Directors of Law Enforcement and Training or an equivalent database maintained for the purpose of serving as a national registry of certificate or license revocation actions relating to peace officer misconduct.

3. Decertified or has had his or her certificate or license to practice or serve as a peace officer revoked or annulled by:

(a) The Commission; or

(b) A certifying or licensing authority in any other state.

Sec. 10. 1. This section becomes effective upon passage and approval.

2. Sections 1 to 9, inclusive, of this act become effective:

(a) Upon passage and approval for the purpose of adopting any regulations and performing any other preparatory administrative tasks that are necessary to carry out the provisions of this act; and

(b) On October 1, 2023, for all other purposes.

4. DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Continue discussion regarding the creation of an Executive Level Basic Certificate and its requirements. Possible action may include the creation of language.

Executive Level Category I Basic Certificate

NAC 289.xxx–Executive Level Basic Certificate:

1. The Executive Director may award an executive level category I basic certificate to any peace officer who:
   a. Has been elected or appointed to the executive level position (NAC 289.047). No more than two (2) active executive level basic certificates will be permitted per agency.
   b. Has met all standards of NAC 289.110 and hired by a Nevada Law Enforcement Agency; and
   c. Has a history of at least 5 consecutive years of employment as a peace officer; and
   d. The certification of the peace officer has not been revoked or suspended in any state; and
   e. The peace officer has satisfactorily completed, within 1 year of date of appointment, a training course that is approved by the Executive Director which consists of a minimum of 80 hours of training that satisfies the requirements established by the Commission pursuant to subsection 1 of NAC 289.300 in:

(1) Abuse of older persons;
(2) Child abuse and sexual abuse of a child;
(3) Civil liability;
(4) Classification and receiving of offenders;
(5) Constitutional law;
(6) Counter-terrorism and weapons of mass destruction;
(7) Crimes against persons;
(8) Crimes against property;
(9) Cultural awareness;
(10) Domestic violence, stalking and aggravated stalking;
(11) Ethics in law enforcement;
(12) Fire safety and use of emergency equipment;
(13) Games offenders play;
(14) Gangs and cults;
(15) Juvenile law;
(16) Laws relating to arrest;
(17) Laws relating to correctional institutions;
(18) Laws relating to drugs, including, without limitation, current trends in drugs;
(19) Miscellaneous crimes;
(20) Modern correctional philosophy;
(21) Probable cause;
(22) Public and media relations;
(23) Records of offenders in institutions;
(24) Rights of victims;
(25) Search and seizure;
(26) Searches of offender institutions;
(27) Supervision of offenders;
(28) Training concerning active assailants; and
(29) Use of force

SAMPLE

f. The peace officer passes the state certification exam with a score of at least 70 percent; and
g. The peace officer passes the state physical readiness examination for category I or the Cooper Standard for Law Enforcement or a physical readiness test approved by the employing agency.
h. The peace officer must meet all requirements of Chapter 289 to maintain the basic certificate.
i. Executive level basic certificate expires immediately upon separation as an executive with that agency.

SAMPLE

5. <u>DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.</u>

Continued discussion regarding the establishment of a new regulation pursuant to NRS 289.510 (1)(c)(6) which requires the POST Commission to adopt a regulation establishing **"standards for an annual behavior wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing the conditions that may affect the performance of the duties by the peace officer."** Possible action may include the creation of language.

NRS 289.510 Peace Officers' Standards and Training Commission: Powers and duties; regulations. [Effective January 1, 2023.]

1. The Commission:

(a) Shall meet at the call of the Chair, who must be elected by a majority vote of the members of the Commission.

(b) Shall provide for and encourage the training and education of persons whose primary duty is law enforcement to ensure the safety of the residents of and visitors to this State.

(c) Shall adopt regulations establishing minimum standards for the certification and decertification, recruitment, selection and training of peace officers. The regulations must establish:

(1) Requirements for evaluations to be conducted during the recruitment and selection of peace officers, which must identify implicit bias on the part of a peace officer on the basis of race, color, religion, national origin, physical or mental disability, sexual orientation or gender identity or expression;

(2) Requirements for basic training for category I, category II and category III peace officers and reserve peace officers;

(3) Standards for programs for the continuing education of peace officers, including minimum courses of study and requirements concerning attendance, which must require that all peace officers annually complete not less than 12 hours of continuing education in courses that address:

(I) Racial profiling;

(II) Mental health, including, without limitation, crisis intervention;

(III) The well being of officers;

(IV) Implicit bias recognition;

(V) De-escalation;

(VI) Human trafficking; and

(VII) Firearms.

(4) Qualifications for instructors of peace officers;

(5) Requirements for the certification of a course of training; and

(6) Standards for an annual behavioral wellness visit for peace officers to aid in preserving the emotional and mental health of the peace officer and assessing conditions that may affect the performance of duties by the peace officer.

(d) Shall, when necessary, present courses of training and continuing education courses for category I, category II and category III peace officers and reserve peace officers.

(e) May make necessary inquiries to determine whether the agencies of this State and of the local governments are complying with standards set forth in its regulations.

(f) Shall carry out the duties required of the Commission pursuant to NRS 432B.610 and 432B.620.

(g) May perform any other acts that may be necessary and appropriate to the functions of the Commission as set forth in NRS 289.450 to 289.680, inclusive.

(h) May enter into an interlocal agreement with an Indian tribe to provide training to and certification of persons employed as police officers by that Indian tribe.

(i) Shall develop and approve a standard curriculum of certified training programs in crisis intervention, which may be made available in an electronic format, and which address specialized responses to persons with mental illness and train peace officers to identify the signs and symptoms of mental illness, to de-escalate situations involving persons who appear to be experiencing a behavioral health crisis and, if appropriate, to connect such persons to treatment. A peace officer who completes any program developed pursuant to this paragraph must be issued a certificate of completion.

2. Regulations adopted by the Commission:

(a) Apply to all agencies of this State and of local governments in this State that employ persons as peace officers;

(b) Must require that all peace officers receive training in the handling of cases involving abuse or neglect of children or missing children;

(c) Must require that all peace officers receive training in the handling of cases involving abuse, neglect, exploitation, isolation and abandonment of older persons or vulnerable persons; and

(d) May require that training be carried on at institutions which it approves in those regulations.

(Added to NRS by 1999, 2421; A 2001, 1730; 2009, 2449; 2015, 831; 2019, 1009, 3495, 4462; 2021, 551, 574, 950, effective January 1, 2023)

Kathy Floyd

From: Rodriguez, Mariana <Mariana.Rodriguez@lcb.state.nv.us>
Sent: Tuesday, May 2, 2023 3:20 PM
To: Kathy Floyd
Subject: RE: R190-22

Hi Kathy,

I hope you're doing well! Thank you for the language you provided below. Unfortunately, it does not appear that the language you submitted conforms to the intent of NRS 289.510(1)(c)(6). The statute requires that the Commission adopt a regulation that establishes the standards for a behavioral wellness visit for peace officers. However, your language does not establish any standards.

Some examples for such standards may include: (1) how long the visit needs to last; (2) who conducts the visit; (3) the qualifications of the person conducting the visit, such as a psychologist or doctor, etc.; or (4) what subjects the visit will cover, such as suicide prevention or stress management.

If you could please send some language along those lines, that would be great. It might be helpful for you to consult with your AG about what language might conform to the requirements of the statute.

Thank you,

Mariana

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From: Kathy Floyd <kfloyd@post.state.nv.us>
Sent: Thursday, April 27, 2023 4:07 PM
To: Rodriguez, Mariana <Mariana.Rodriguez@lcb.state.nv.us>
Cc: Michael D. Sherlock <msherlock@post.state.nv.us>
Subject: RE: R190-22

You don't often get email from kfloyd@post.state.nv.us. Learn why this is important

Hi Mariana!

In further discussion, we are thinking language such as this would be a better fit:

The employing agency shall implement an annual behavioral health wellness check in which must include, without limitation, an annual check in for each officer, such as peer support programs, suicide prevention, psychological services, stress management and employee assistance programs to aid in preserving the emotional and mental health of the peace officer and assessing conditions that may affect the performance of duties by the peace officer.

We don't want to put language out there that agencies will misinterpret and think we are mandating these programs. Our goal is to provide these programs as examples to give them options.

“The employing agency shall implement a behavior wellness visit for all POST certified peace officer personnel on staff. Each officer must participate in a visit at least once each calendar year.

The purpose of the visit shall be the providing of support and improving the officer’s overall well-being or a program intended to provide psychoeducational sessions for sworn officers.

The annual visit is defined as a behavior health visit which is virtual or in person, in a group setting or individual setting, while being officer-centric and should be used to:

1) increase the officer’s knowledge about mental health concerns by providing education and

2) reduce concerns about confidentiality by providing opportunities for a confidential setting to discuss mental health and mental health concerns and

3) reduce stigma about mental health issues by providing an opportunity to obtain accurate information and support and

4) increase exposure and comfort to qualified mental health professionals thereby increasing access to appropriate care should the officer need help or support in the future.

A letter confirming attendance for each officer that attended the visit should be kept on file by the agency. This letter shall be made available to both the officer and the Chief Executive of the agency or the officers Commanding Officer upon completion. ADA requirements and confidentiality restrictions shall apply to these visits. Information disclosed by a peace officer shall be privileged and shall not be used against them unless the information is required to be reported under mandatory reporting laws.

The annual visit should not include personal assessment, evaluations or diagnostics or violate peace officer rights in other ways or violate any provision of the ADA”

SAMPLE

Currently, five states have mandated wellness visit legislation: Connecticut, Illinois, Maryland, Missouri, Nevada, and Oregon. It is important to note that the laws vary considerably in terms of who provides the service, how often the service is offered, the intended purpose of the visit, the visit focus (for officer wellness v. agency), and whether or not the visit is evaluative or wellness focused. BUT, in a recent survey of 87 mental health professionals that are actively involved in conducting these types of visits, researchers *(*Panza, Kelly & Walsh) consolidated available evidence and provided a definition and intended purposes of the visits that can be used as a guide.

What is a behavioral health wellness visit?
There are currently two possible definitions:
*A confidential, periodic (often annual), scheduled visit with a qualified mental health professional for the purposes of providing support and improving the officer's overall well-being (*Panza, Kelly & Walsh, in progress)

A program intended to provide individual, private, and confidential periodic psychoeducational sessions for sworn officers, administrators, and/or support personnel (Inwald & Panza, 2022)

What are the barriers to behavioral health treatment for officers?
Researchers (Jetelina et al., 2020; Casas & Benuto, 2021) have shown there are four main barriers that prevent officers from seeking treatment for mental health conditions: *1) lack of knowledge about mental health, 2) concerns about confidentiality of the services, 3) stigma, 4) the idea that mental health professionals will not understand them/the job.*

What are the purposes of a behavioral health wellness visit and how does it reduce barriers to treatment for officers?
A behavioral health wellness visit is an officer-centric service and should be used to 1) increase their knowledge about mental health concerns by providing education, 2) reduce their concerns about confidentiality by providing a confidential setting to discuss mental health and mental health concerns, 3) reduce stigma about mental health issues by providing an opportunity to obtain accurate information and support, 4) increase exposure and comfort to qualified (licensed, culturally competent) mental health professionals thereby increasing access to appropriate care should the officer need help or support in the future.

Who should conduct the visits?
Researchers *(*Panza, Kelly & Walsh) recommend that visits be conducted by a licensed mental health professional (i.e., Psychologists, Licensed master's level clinicians: LPC, LCSW, LMFT) that can demonstrate cultural competency with police and public safety psychology via appropriate education, training, experience, and exposure to the culture. In their survey of providers, over 70% of providers conducting wellness visits were doctoral-level Psychologists due to their unique education, training, experience, and specialization in Police and Public Safety Psychology.

What is the outcome of the visit?
Researchers recommend that the only information reported back from the visit and kept on file for the agency should be a letter confirming attendance for each officer that attends a visit. This will ensure that the visit is officer-oriented and confidential.

What is NOT a behavioral health wellness visit?
Based on available evidence, Psychologists agree that a wellness visit should not be evaluative or targeted. It should not be used as a tool to identify or weed out "problem" officers or make fitness for duty referrals. Wellness visits are more akin to preventative education and should NOT be:

- A broadly focused psychological evaluation with formal testing and findings reported back to the agency.
- A fitness for duty or fitness for duty-esque evaluation with findings that can impact a person's career.
- A clinical intake session focused on diagnostic screening or assessment.
- A therapy session.

Department of Administrative Services

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Les Lee Shell, Deputy County Manager • Jeanine D'Errico, Director • Daniel Giraldo, Assistant Director

July 18, 2022

Nevada Commission on Peace Officers Standards and Training
5587 Wa Pai Shone Avenue
Carson City, NV 89701
Attention: Chief Kathy Floyd, Standards Division
By email to: kfloyd@post.state.nv.us

Dear Chief Floyd:

Clark County would like to offer the following comments in connection with the Workshop scheduled at the forthcoming Commission meeting to discuss proposed regulations to implement Assembly Bill 336 (2021).

The Commission's proposed language states: *"The employing agency shall implement an annual behavior wellness program for each of its officers to aid in the preserving of the emotional and mental health of its officers and asserting conditions that may affect the performance of duties by its officers."*

Comment 1: Please consider changing the language from "annual behavioral wellness program for each of its offers" to "annual behavioral wellness visit." Assembly Bill 336 mandated POST to establish standards for a "visit", not an entire program. We respectfully request this change to align with the language used throughout Assembly Bill 336.

Comment 2: Please consider adopting specific standards for these visits. During the legislative session, Clark County raised concerns about whether these visits would be considered confidential and what type of visit would be required. It was clear from the AB336 hearings that the bill sponsor believed that these details would be deferred to the regulations to be developed by POST. Specifically, we request that POST consider the following:

- Require the visit to be held confidential and only disclosed to the employing agency's risk management division if the provider finds the employee poses a risk of harm to themselves or to others.
- Define the recordkeeping requirements for each employing agency.
- Set the minimum standards for the visit described in Assembly Bill 336. We request that POST define which types of providers may conduct these visits, may they be conducted

specialized training specific to the mental health needs of peace officers working in multiple law enforcement settings or as first responders.

- Define whether the visit is mandatory, whether the peace officer may refuse to attend the examination, and if so, the employing agency's responsibilities upon receipt of that refusal.

We appreciate POST's attempt to accommodate for variance in local government programs statewide. However, setting specific yet minimum standards in the areas noted above will help to promote consistency across all of our programs and insure against different levels of implementation across the State. We strongly encourage POST to consider addressing these issues and are willing to participate in further discussion along with our local government colleagues.

Please do not hesitate to contact me directly with any further questions. I may be reached via email to Joanna.Jacob@ClarkCountyNV.gov or by phone at (702) 455-2739.

Very truly yours,

Joanna Jacob
Government Affairs Manager

Nevada Association of Counties
304 South Minnesota Street
Carson City, NV 89703
(775) 883-7863

www.nvnaco.org

July 19, 2022

Nevada Commission on Peace Officers Standards and Training
5587 Wa Pai Shone Avenue
Carson City, NV 89701

RE: NAC Regulation 289.190

Dear Commission Members,

The Nevada Association of Counties (NACO), the statewide association representing Nevada's Counties would like to provide input on the proposed regulations to implement Assembly Bill (AB) 336, from the 2021 session of the Nevada Legislature. We thank the Commission for the opportunity to provide perspective, sharing the goal of the commission members to implement the intent, and spirit of AB 336.

NACO would like to bring to the Commission's attention a letter submitted by Clark County and offer our support. NACO echoes the comments outlined in the letter they submitted, specifically around the language that mandates an "annual behavioral wellness *program.*" NACO believes the intent of this legislation is to establish standards for wellness and behavioral health *visits* and we concur with Clark County's recommendation that language in the regulation be changed to reflect that.

We also encourage the commission to review the suggestions submitted by Clark County, especially around confidentiality, the setting of minimum standards and clarifying if a visit can be refused by a peace officer and any subsequent responsibility that an employing agency would have as a result.

Thank you, again, for the opportunity to provide input. We encourage Commission members to fully review the language and intent of AB 336 as they craft and adopt the corresponding regulation.

Should any Commission members have additional questions, or follow up, please do not hesitate to contact me directly.

Sincerely,

Vinson W. Guthreau

Vinson W. Guthreau
Executive Director

Table 1. Continuum of law enforcement mental health and wellness programs

Components	BPD	CMPD	DPD	IMPD	LVMPD	LASD	MNPD	MPD	SAPD	TPD	Cop2Cop
Recruitment, hiring, and screening for mental wellness			X	X			X	X	X	X	
Training academy resiliency and self-care			X	X	X	X	X	X	X	X	
In-service training on mental wellness topics	X	X	X	X	X	X	X	X	X	X	X
• Suicide prevention	X	X	X	X	X	X	X	X	X	X	X
• Resilience and self-care	X	X	X	X	X	X	X	X	X		X
• Supervisor training as front-line mental health first aid				X	X					X	X
Mentorship programs				X							
Early warning systems				X	X	X		X		X	
Critical incident response teams	X	X	X	X	X	X	X	X	X	X	X
• Debriefing protocol	X	X	X	X	X	X	X	X	X		X
Peer support programs	X	X		X	X	X	X	X	X	X	X
Behavioral health and wellness units				X	X	X	X	X	X	X	
• Counseling (finances, family, career)	X	X	X	X	X	X	X	X	X	X	X
• Referrals for services	X	X	X	X	X	X	X	X	X	X	X
• Domestic violence				X	X	X	X	X		X	X
• Substance abuse	X	X	X	X	X	X	X	X	X	X	X
Chaplaincy role	X	X	X		X	X	X	X	X		
Psychological counseling (internal)	X		X		X	X	X	X	X	X	X
Psychological counseling (external)		X	X	X	X	X		X		X	X
• Employee assistance program		X		X	X	X		X		X	X
• Treatment (residential and nonresidential)		X	X		X	X	X	X	X	X	X
• Recurring mental health checks		X	X				X		X		X
• Mandatory counseling following critical incident	X	X	X	X	X	X	X	X	X	X	X
• Eye movement desensitization and reprocessing therapy					X	X				X	X
• Officer crisis care and support (injury, illness, line-of-duty deaths, etc.)	X	X	X	X	X	X	X	X	X	X	X
• Military support—deployment and reintegration		X		X	X	X					X
• Retired officers		X	X	X			X	X	X	X	X
• Spousal support, healthy families, or Family Day	X	X	X	X	X	X	X		X	X	
• Therapy animals (dogs, cats, horses, goats)					X						

STATE OF CONNECTICUT

DEPARTMENT OF EMERGENCY SERVICES AND PUBLIC PROTECTION

Police Officer Standards and Training Council
Connecticut Police Academy

GENERAL NOTICE 20-11

To: Chief Law Enforcement Officers
Training Officers
Protective Services
Resident Troopers

From: Karen Boisvert
Academy Administrator

Date: November 23, 2020

Subject: Guidance Document regarding periodic mental health wellness checks pursuant to the Legislative July Special Session, Public Act No. 20 – 1 (House Bill No. 6004).

At the November 12, 2020 regular meeting, the Police Officer Standards and Training Council adopted written guidance language to assist Law Enforcement Units concerning periodic mental health wellness checks pursuant to the Legislative July Special Session, Public Act No. 20 – 1 (House Bill No. 6004).

The attached guidance document concerning periodic mental health wellness checks will provide:

Section 1: Scope
Section 2: Purpose
Section 3: Procedure
Section 4: Definitions
Section 5: Confidentiality

Questions or comments may be directed to my attention either by e-mail Karen.boisvert@ct.gov or phone 203 – 427 – 2601.

KB/kb

Police Officer Standards and Training Council Guidance Policy
Mental Health Wellness Checks
In accordance with July Special Session, Public Act No. 20-1
Revised 3/2/2021

Section 1. Scope

The scope of this policy is in accordance with the provisions of (HB6004), the Police Officer Standards and Training Council, and in partnership with Connecticut's municipal and state law enforcement agencies, supporting initiatives aimed at maintaining and improving mental, physical and the spiritual health of Connecticut sworn law enforcement officers. This policy seeks to implement the aforementioned mandate while removing the stigma associated with treatment for the impacts of critical incidents, acutely stressful events, and adverse experiences associated with the duties of police officers. POSTC or (your Department) values its officers and has a vested interest in assisting officers in maintaining their health and wellness.

Section 2. Purpose

Periodic mental health wellness checks have existed for law enforcement officers for many years. In accordance with Section 16 of the Police Accountability Bill, (HB6004), it is recommended that a broad scope of officer wellness, not exclusive to PTSD be part of a mental health wellness check performed every (5) years of P.O.ST.C. certified law enforcement officers. While P.T.S.D. is a concern for law enforcement officers, prevalent data suggest that issues such as substance abuse, depression, family issues, and suicide are also impactful on an officer's life and are mental health concerns that need to be assessed in the wellness checks.

Section 3. Procedure

Every (5) years, and under the direction of the Chief Executive Officer or Chief of Police, of each respective department, shall ensure that sworn officers must participate in a mental health wellness check. Individual respective departments may determine the number of officers to participate in the wellness checks each year, ensuring that officers are screened every (5) years. (It is recommended that the departments cycle through their officers at a rate of 20% of their personnel each year, accomplishing a rolling (5) year cycle).

The mental health checks shall consist of an approximately 45 minute scheduled meeting that would explore an officers overall "mental health wellness". This assessment shall identify, if any, issues that may require further treatment and/or evaluation. If so appropriate referrals shall be made to relevant resources. These wellness checks shall be performed by a Board Certified Psychiatrist or Psychologist.

A final report prepared by the evaluator shall include information pertaining to an officer's attendance and participation in the wellness check, and shall be made available to both the Officer and the Chief of Police upon completion. These reports shall contain no clinical information, A.D.A requirements and confidentiality restrictions shall apply to these visits. It is essential that officers feel confident that the process is confidential and their well-being is of a paramount concern for the evaluation.

In the event that an evaluator determines that an officer is a danger to themselves or the public, a report will be immediately sent to the Chief of Police delineating those concerns. In those instances, the Chief of Police shall make a determination as to whether a comprehensive fitness for duty evaluation shall be performed and what measures will be taken to place the officer in a modified duty assignment. The subject of confidentiality limits are outweighed by a concern for a danger to one's self, a danger to others, elder and child abuse, involvement with criminal activity, or where information is divulged that would require a mandatory fitness for duty evaluation.

Section 4. Definitions

P.O.S.T.C. - Police Officer Standards and Training Council

P.T.S.D. - Post Traumatic Stress Disorder

Board Certified Psychologist/Psychiatrist - A licensed professional certified by the American Board of Psychology.

Section 5. Confidentiality

Mental health services are normally confidential, and the agency will not normally be notified if an employee seeks voluntary treatment beyond the scope of the mental health checks, but some exceptions to confidentiality exist. These exceptions include, but are not limited to expressions of an intent to hurt one's self, expression of an intent to hurt others, elder or child abuse, or involvement in criminal activity, or other information divulged that would require a fitness for duty evaluation.

Illinois Law Enforcement Training and Standards Board

JB Pritzker, Governor
Keith Calloway, Interim Executive Director

Phone: 217/782-4540
Fax: 217/524-5350
TDD: 866-740-3933

MENTAL HEALTH SCREENING RECOMMENDATIONS

Public Act 101-652 requires the Board to establish statewide standards for minimum standards regarding regular mental health screenings for probationary and permanent police officers, ensuring that counseling sessions and screenings remain confidential. In response, the Board has approved the following recommendations:

A. All law enforcement agencies should perform a psychological evaluation on newly hired recruit officers. This evaluation should contain a battery examination of several characteristics. This evaluation should focus on personality traits that support resiliency to the adverse environment that law enforcement responds to. Assessment protocols will focus on assessment tools to assess the overall resiliency of officers so as to take a proactive response to the psychological health of the law enforcement community. It is a well-documented reality that law enforcement are up to 4 times more likely to die by suicide then in the line of duty. While there are many options that serve this purpose, agencies should conduct this examination to the extent of their available resources.

B. Agencies should screen new recruit officers while they attend the basic academy, specifically at the beginning and end of their training. This screening should identify the general growth and development of the recruit. If concerns are raised as to the health of the recruit, more specific testing and education on officer resiliency is recommended. These screening tools are a natural process to the development of systems within law enforcement to reduce the negative impact of lateral trauma and chronic hypervigilance.

C. Agencies should screen all officers at least once annually to evaluate the overall health of the agency. These annual screenings should be general and brief but allow for more detailed questions to be asked if certain metrics are displayed, such as a majority or substantial number of responses indicating the negative impact of lateral trauma, signs of depression/PTSD, or other negative outcomes related to the officer's career.

D. Knowing the well documented negative impact of the stress of law enforcement are exposed to, instances where the overall health of the agency is a concern, programs, training, and in more intense situations; Critical Incident Stress Management (CISM)/counselors or counseling options should made available to the officers. All officers should be encouraged to attend sessions with a CISM/counselor and there should be no stigma, negative outcome, financial burden, socially, or professionally, for attending a counseling session.

E. In the course of any mental health screening, confidentially is to remain paramount. Responses to all screening questions shall remain anonymous/confidential when conducted internally by the employing agency. These screenings should not be used for any fitness or promotional matters. In the event that the screening of any single officer reveals items of serious concern, the agency may not attempt to ascertain the identity of the responding officer.

F. Agencies should consider partnering with a third-party to conduct these screenings. Agencies should also consider partnering with a third-party vendor to provide overall follow up of trends that may be identified by the screening outcomes to improve officer wellness and wellness of the agency. The role of a third-party screening entity allows for greater confidentiality and trust, therefore increasing the likelihood of accurate and thorough responses.

The Board believes that these screening measures will better allow police agencies to understand the health of their new and experienced officers as they move through their career and will help identify trends and concerns that are present within an agency. These recommendations will also allow specific officer concerns to be identified and addressed by third-party screeners who can preserve the highest degree of confidentiality and assist officers to better serve their communities.

(Initial Draft – September 2021)

Title XXXVIII CRIMES AND PUNISHMENT; PEACE OFFICERS AND PUBLIC DEFENDERS

Chapter 590

<> Effective - 28 Aug 2021

590.192. Critical incident stress management program, purpose — services to be provided — requirements — confidentiality of information — fund created, use of moneys. — 1. There is hereby established the "Critical Incident Stress Management Program" within the department of public safety. The program shall provide services for peace officers to assist in coping with stress and potential psychological trauma resulting from a response to a critical incident or emotionally difficult event. Such services may include consultation, risk assessment, education, intervention, and other crisis intervention services provided by the department to peace officers affected by a critical incident. For purposes of this section, a "critical incident" shall mean any event outside the usual realm of human experience that is markedly distressing or evokes reactions of intense fear, helplessness, or horror and involves the perceived threat to a person's physical integrity or the physical integrity of someone else.

2. All peace officers shall be required to meet with a program service provider once every three to five years for a mental health check-in. The program service provider shall send a notification to the peace officer's commanding officer that he or she completed such check-in.

3. Any information disclosed by a peace officer shall be privileged and shall not be used as evidence in criminal, administrative, or civil proceedings against the peace officer unless:

(1) A program representative reasonably believes the disclosure is necessary to prevent harm to a person who received services or to prevent harm to another person;

(2) The person who received the services provides written consent to the disclosure; or

(3) The person receiving services discloses information that is required to be reported under mandatory reporting laws.

4. (1) There is hereby created in the state treasury the "988 Public Safety Fund", which shall consist of moneys appropriated by the general assembly. The state treasurer shall be custodian of the fund. In accordance with sections 30.170 and 30.180, the state treasurer may approve disbursements. The fund shall be a dedicated fund and moneys in the fund shall be used solely by the department of public safety for the purposes of providing services for peace officers to assist in coping with stress and potential psychological trauma resulting from a response to a critical incident or emotionally difficult event pursuant to subsection 1 of this section. Such services may include consultation, risk assessment, education, intervention, and other crisis intervention services provided by the department to peace officers affected by a critical incident. The director of public safety may prescribe rules and regulations necessary to carry out the provisions of this section. Any rule or portion of a rule, as that term is defined in section 536.010, that is created under the authority delegated in this section shall become effective only

if it complies with and is subject to all of the provisions of chapter 536 and, if applicable, section 536.028. This section and chapter 536 are nonseverable and if any of the powers vested with the general assembly pursuant to chapter 536 to review, to delay the effective date, or to disapprove and annul a rule are subsequently held unconstitutional, then the grant of rulemaking authority and any rule proposed or adopted after August 28, 2021, shall be invalid and void.

(2) Notwithstanding the provisions of section 33.080 to the contrary, any moneys remaining in the fund at the end of the biennium shall not revert to the credit of the general revenue fund.

(3) The state treasurer shall invest moneys in the fund in the same manner as other funds are invested. Any interest and moneys earned on such investments shall be credited to the fund.

(L. 2021 S.B. 26 merged with S.B. 53 & 60 merged with S.B. 57)

Enrolled
Senate Bill 424

Sponsored by Senator FREDERICK, Representatives LEWIS, NOBLE, PILUSO; Senators MANNING JR, STEINER HAYWARD, Representatives GORSEK, KENY-GUYER, MARSH, SMITH DB, SOLLMAN, WILLIAMSON (Presession filed.)

CHAPTER .....

AN ACT

Relating to mental health wellness policies.

Be It Enacted by the People of the State of Oregon:

SECTION 1. (1) As used in this section, "law enforcement agency" means:
(a) A city or municipal police department.
(b) A county sheriff's office.
(c) The Oregon State Police.
(d) A police department established by a university under ORS 352.121 or 353.125.
(2) A law enforcement agency shall establish a mental health wellness policy for addressing issues related to the mental health wellness of law enforcement officers employed by the agency.

Passed by Senate March 14, 2019

.....
Lori L. Brocker, Secretary of Senate

.....
Peter Courtney, President of Senate

Passed by House April 25, 2019

.....
Tina Kotek, Speaker of House

Received by Governor:

.....M.,....., 2019

Approved:

.....M.,....., 2019

.....
Kate Brown, Governor

Filed in Office of Secretary of State:

.....M.,....., 2019

.....
Bev Clarno, Secretary of State

Police Bureau

Sworn to protect. Dedicated to serve.

Phone: 503-823-0000 Non-Emergency: 503-823-3333 1111 S.W. 2nd Avenue, Portland, OR 97204
More Contact Info (http://www.portlandoregon.gov//police/article/492458)

0500.00 Portland Police Bureau Wellness Program

0500.00 Portland Police Bureau Wellness Program

Refer:

ORS 181A.832, Mental health wellness policies for law enforcement agencies
DIR 0240.00, Employee Assistance Program
DIR 0280.00, Fitness Room
DIR 0305.00, Active Bystandership, Intervention, and Anti-Retaliation
DIR 0316.00, Drug, Alcohol, and Tobacco-Free Workplace
DIR 0410.00, Injuries/Occupational Illness/Disability/LOS
Definitions:

Wellness: A state of being physically, mentally, emotionally, socially, and financially healthy.
Wellness Training: Activities include, but are not limited to, physical exercise, meditation, mental health services, and wellness-related educational opportunities.
Policy:

1. The Portland Police Bureau recognizes that the wellness of its members is essential and is committed to fostering a culture of wellness to best serve its members, their families, and the community. Increased member wellness can lead to better decision-making, community interactions, and safety, which leads to increased wellness in the community.

2. This Directive establishes the Portland Police Bureau Wellness Program. The goal of the program is to enhance the physical, mental, emotional, social, and financial health for all Bureau members while increasing organizational wellness, excellence, and efficiency.

3. The Wellness Program strives to increase readiness and resiliency, enhance morale, increase productivity, reduce sick leave use, and increase job and life satisfaction. The Bureau is committed to providing wellness-related training, resources, and opportunities for members, and paid Wellness Time in accordance with this directive.

Procedure:

1. The Wellness Program.

1.1. The Bureau shall maintain a Wellness Program and designate, at minimum, a sworn officer as Wellness Program Coordinator to develop wellness-related training, refer members to wellness resources, and provide wellness-related educational opportunities. The Bureau shall strive to build a Wellness Unit staffed with both sworn and professional staff to optimize wellness for all members.

1.2. The Wellness Program Coordinator shall oversee the Wellness Time program and Wellness Training, review, document, and approve organized wellness initiatives, and coordinate with RU Wellness Committees and the Employee Assistance Program (EAP) to offer services to all Bureau members.

1.3. The Wellness Program shall periodically submit a report to the Chief of Police outlining Wellness Program project goals and measurable outcomes to evaluate efficacy.

1.4. Wellness Committees.

1.4.1. Each RU shall establish and maintain a Wellness Committee to represent all of its sworn and professional staff to coordinate with the Wellness Program and develop a Standard Operating Procedure (SOP) regarding scheduling and approving Wellness Time.

1.5. Wellness Program Objectives.

1.5.1. The Wellness Program aims to increase member and community wellness by:

1.5.1.1. Increasing member resilience in response to physical injury and potentially reducing injury-related leave.

1.5.1.2. Increasing member resilience in response to emotional injury, stress, and trauma.

1.5.1.3. Improving member morale and building a culture of community and wellness within the Bureau and within the larger Portland community.

1.5.1.4. Increasing safety and trust in the community through improving member decision-making, communication, and community interactions.

2. Wellness Time.

2.1. General Guidelines.

2.1.1. Members shall be granted 4 hours per week, in any combination of 60 or 90 minute sessions, (Wellness Time) for Bureau-approved wellness activities during the member's workweek during paid work hours.

2.1.1.1. RU managers or their designee may approve sessions longer than 90 minutes at their discretion.

2.1.2. Wellness Time is not accrued and unused hours cannot be banked or carried over to the following week.

2.1.3. The Wellness Time allotted includes time for changing clothes, showering, and the wellness activity.

2.1.4. Wellness Time shall only be used for activities that directly impact member wellness and is available pursuant to the operational needs of the Bureau and is subject to cancellation and/or rescheduling.

2.2. Cancellation.

2.2.1. Any supervisor may cancel Wellness Time at their discretion based on the operational needs of the Bureau and shall communicate both the beginning and the end of the cancellation period to the members they supervise and to the Wellness Coordinator.

2.3. Participation.

2.3.1. All Bureau members, both professional staff and sworn members, are encouraged to participate in Wellness Time.

2.3.2. Member participation is voluntary.

2.3.3. Participating members should consult their doctor regarding any prior or existing medical conditions or limitations that put them at risk for injury or illness while participating in the program.

2.4. Scheduling, Approving, and Documenting Wellness Time.

2.4.1. Wellness Time shall be scheduled and approved following the member's RU's Wellness Time SOP.

2.4.2. Wellness Time shall be documented following Wellness Program guidelines.

2.4.3. Organized wellness initiatives (e.g., a running club, group fitness class, or other group wellness activity) require prior approval and documentation by the Wellness Program Coordinator.

2.5. Telework.

2.5.1. Members are authorized to participate in Wellness Time on days they are in a telework status and shall comply with all scheduling, approval, and documentation requirements.

3. Illness and Injury Reporting.

3.1. Members shall report injuries incurred while participating in Wellness Time to a supervisor as soon as practicable and shall comply with Directive 0410.00, Injuries/Occupational Illness/Disability/LOS.

History:

Originating Directive Date: 02/27/2022
Signed: 01/28/2022
Effective Date: 02/27/2022
Next Review Date: 02/27/2023

6. DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.

Discussion regarding possible revisions to NAC 289.270 to update the requirements to qualify for an Executive Certificate. Possible action may include the creation of language.

CURRENT LANGUAGE:

NAC 289.270 Executive certificate. (NRS 289.510)

1. The Commission will grant an executive certificate to an officer upon submission of proof satisfactory to the Commission that the officer meets the following minimum requirements:

(a) A current basic certificate.

(b) A current intermediate certificate.

(c) A current advanced certificate.

(d) A current supervisor certificate.

(e) A current management certificate.

(f) Six years of experience as a peace officer, including at least 1 year of experience in an executive level position and a current assignment in an executive level position.

(g) Two hundred hours of training in advanced management in addition to the training completed for the basic, intermediate, advanced, supervisor and management certificates.

(h) The applicant must present proof that the current assignment meets the criteria for an executive level position as set forth in NAC 289.047 by submitting a letter of recommendation with the application which is signed by the administrator of the agency. The letter must include an organizational chart which demonstrates the applicant's position within the agency and must describe the manner in which the applicant's current assignment meets the criteria for an executive level position as set forth in NAC 289.047.

2. In making a determination pursuant to subsection 1, the Commission will review and consider each applicant individually.

PROPOSED LANGUAGE

NAC 289.270 Executive certificate. (NRS 289.510)

1. ***Except as otherwise provided in subsection 2, the*** Commission ***may*** grant an executive certificate to an officer upon submission of proof satisfactory to the Commission that the officer meets the following minimum requirements:

(a) A current basic certificate.

(b) A current intermediate certificate.

(c) A current advanced certificate.

(d) A current supervisor certificate.

(e) A current management certificate.

(f) Six years of experience as a peace officer, including at least 1 year of experience in an executive level position and a current assignment in an executive level position.

(g) Two hundred hours of training in advanced management in addition to the training completed for the basic, intermediate, advanced, supervisor and management certificates.

(h) The applicant must present proof that the current assignment meets the criteria for an executive level position as set forth in NAC 289.047 by submitting a letter of recommendation with the application which is signed by the administrator of the agency. The letter must describe the manner in which the applicant's current assignment meets the criteria for an executive level position as set forth in NAC 289.047 ***or***

2. Where the applicant is eligible for reciprocity and meets sections 1. (f), (g) and (h) above and possesses a basic, intermediate, advanced, supervisor and management certificate from that state or federal agency recognized for reciprocity. Should the reciprocity state not issue such certificates, proof from the applicant that they have the training and experience in that reciprocity state that would meet Nevada POST requirement for such certificate had the applicant been a Nevada peace officer ***or***

3. The applicant has been appointed or elected to the executive level position and has 5 consecutive years in the position.

4. 4 In making a determination, the Commission will review and consider each applicant individually.

SAMPLE

7. <u>DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.</u>

Request from the Las Vegas Metropolitan Police Department for an Executive Certificate for their employee Captain Gregory Munson. Possible action may include issuance or denial of the requested Executive Certificate.

State of Nevada - POST
Professional Certificate Application

POST ID# 11598

Officer's Name Munson Gregory L

Select the Professional Certificate and choose the applicant's qualifications for the certificate.

All officer's hours of POST training used to meet the requirements must be entered into the POST database before submitting this application. (use the *POST Professional Training OR Annual Compliance* Formatta form).

○ Intermediate (NAC 289.240)	**Meets the following requirements:**
○ Advanced (NAC 289.250)	**Has an Intermediate Certificate and meets the following requirements:**
○ Supervisor (NAC 289.255)	**Meets the following requirements:**
○ Management (NAC 289.260)	**Has Advanced and Supervisor Certificates and meets the following:**
◉ Executive (NAC 289.270)	**Has a Management Certificate and meets the following:** 6 yrs (1 Exec) exp., supervise 2 mgrs, head of agency/div./bureau, 200 hrs adv mgmt trng

Click the Attachments button to submit Only the following documents as REQUIRED:

> Intermediate & Advanced - copy of degree or proof of required credits (if no degree)
> Management - a letter confirming job level, org. chart
> Executive - a letter confirming job level, org. chart, and proof of 200 hrs. advanced managemet training

Additional Information or comments: Attached are PDF copies of the Executive letter signed by the Sheriff, Org Chart, Desk Roster, Copy of official transcripts for

By electronically signing and submitting this form, you attest that the applicant meets the requirements for the certificate applied for as set out in the Nevada Administrative Code that is referenced next to the certificate selected.

Submitters Name:	**Submitters Phone:**	**Submitters E-Mail:**
John Collins	(702) 828-1964	j9322c@lvmpd.com

Submission number: 267690

****** This Section is for POST Approval ONLY **** Do NOT Enter in this Section ******

Education	**Credit Hours**	**Date Achieved**	**Approved By:**
		/ /	

Comments: **Certification Date:** / /

LAS VEGAS METROPOLITAN
POLICE DEPARTMENT
Kevin McMahill, Sheriff

Partners with the Community

May 16, 2023

Nevada Commission on Peace Officers' Standards & Training
5587 Wa Pai Shone Avenue
Carson City, NV 89701

Attn: Mike Sherlock, Executive Director of NV P.O.S.T.

Reference: Executive Certificate for Captain Gregory Munson.

Dear Mr. Sherlock,

This letter certifies that Captain Gregory Munson meets the requirement for a Nevada P.O.S.T. Professional Executive Certificate award. This is based on the Captain's current assignment as stated in NAC 289.260 and NAC 289.047 and holding an executive-level position.

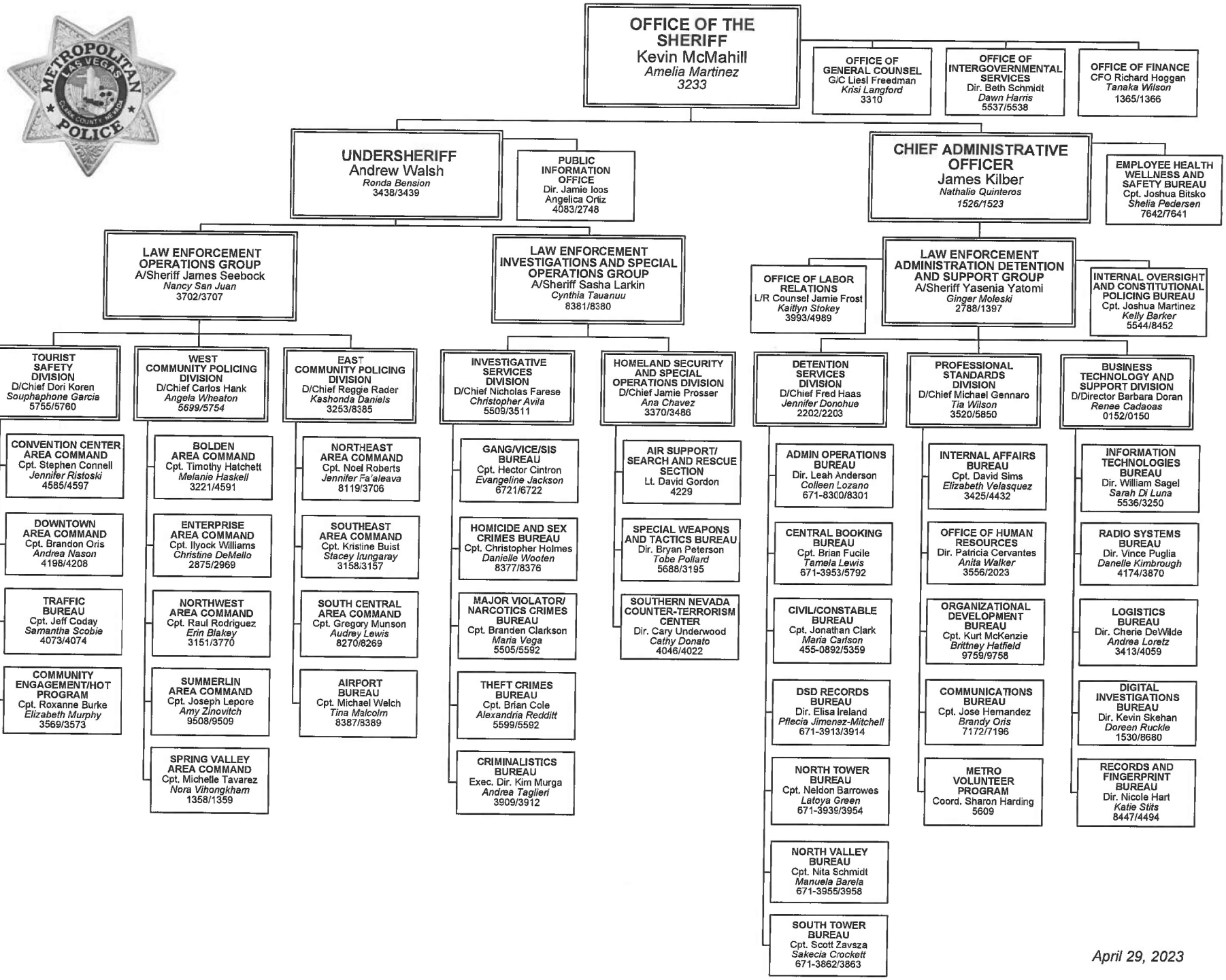
Captain Gregory Munson is currently assigned as a Captain, supervising two or more persons who hold a management-level position and is in charge of a major bureau within LVMPD.

Captain Gregory Munson has been a Captain from September 25, 2021, to the present.

An organization chart is included, which demonstrates this officer's position within the LVMPD agency.

Respectfully,

Kevin McMahill, Sheriff
Clark County Sheriff
Las Vegas Metropolitan Police Department


OFFICE OF THE SHERIFF
Kevin McMahill
Amelia Martinez
3233
OFFICE OF GENERAL COUNSEL
G/C Liesl Freedman
Krisi Langford
3310
OFFICE OF INTERGOVERNMENTAL SERVICES
Dir. Beth Schmidt
Dawn Harris
5537/5538
OFFICE OF FINANCE
CFO Richard Hoggan
Tanaka Wilson
1365/1366
UNDERSHERIFF
Andrew Walsh
Ronda Bension
3438/3439
PUBLIC INFORMATION OFFICE
Dir. Jamie Ioos
Angelica Ortiz
4083/2748
CHIEF ADMINISTRATIVE OFFICER
James Kilber
Nathalie Quinteros
1526/1523
EMPLOYEE HEALTH WELLNESS AND SAFETY BUREAU
Cpt. Joshua Bitsko
Shelia Pedersen
7642/7641
LAW ENFORCEMENT OPERATIONS GROUP
A/Sheriff James Seebock
Nancy San Juan
3702/3707
LAW ENFORCEMENT INVESTIGATIONS AND SPECIAL OPERATIONS GROUP
A/Sheriff Sasha Larkin
Cynthia Tauanuu
8381/8380
OFFICE OF LABOR RELATIONS
L/R Counsel Jamie Frost
Kaitlyn Stokey
3993/4989
LAW ENFORCEMENT ADMINISTRATION DETENTION AND SUPPORT GROUP
A/Sheriff Yasenia Yatomi
Ginger Moleski
2788/1397
INTERNAL OVERSIGHT AND CONSTITUTIONAL POLICING BUREAU
Cpt. Joshua Martinez
Kelly Barker
5544/8452
TOURIST SAFETY DIVISION
D/Chief Dori Koren
Souphaphone Garcia
5755/5760
WEST COMMUNITY POLICING DIVISION
D/Chief Carlos Hank
Angela Wheaton
5699/5754
EAST COMMUNITY POLICING DIVISION
D/Chief Reggie Rader
Kashonda Daniels
3253/8385
INVESTIGATIVE SERVICES DIVISION
D/Chief Nicholas Farese
Christopher Avila
5509/3511
HOMELAND SECURITY AND SPECIAL OPERATIONS DIVISION
D/Chief Jamie Prosser
Ana Chavez
3370/3486
DETENTION SERVICES DIVISION
D/Chief Fred Haas
Jennifer Donohue
2202/2203
PROFESSIONAL STANDARDS DIVISION
D/Chief Michael Gennaro
Tia Wilson
3520/5850
BUSINESS TECHNOLOGY AND SUPPORT DIVISION
D/Director Barbara Doran
Renee Cadaoas
0152/0150
CONVENTION CENTER AREA COMMAND
Cpt. Stephen Connell
Jennifer Ristoski
4585/4597
DOWNTOWN AREA COMMAND
Cpt. Brandon Oris
Andrea Nason
4198/4208
TRAFFIC BUREAU
Cpt. Jeff Coday
Samantha Scobie
4073/4074
COMMUNITY ENGAGEMENT/HOT PROGRAM
Cpt. Roxanne Burke
Elizabeth Murphy
3569/3573
BOLDEN AREA COMMAND
Cpt. Timothy Hatchett
Melanie Haskell
3221/4591
ENTERPRISE AREA COMMAND
Cpt. Ilyock Williams
Christine DeMello
2875/2969
NORTHWEST AREA COMMAND
Cpt. Raul Rodriguez
Erin Blakey
3151/3770
SUMMERLIN AREA COMMAND
Cpt. Joseph Lepore
Amy Zinovitch
9508/9509
SPRING VALLEY AREA COMMAND
Cpt. Michelle Tavarez
Nora Vihongkham
1358/1359
NORTHEAST AREA COMMAND
Cpt. Noel Roberts
Jennifer Fa'aleava
8119/3706
SOUTHEAST AREA COMMAND
Cpt. Kristine Buist
Stacey Inungaray
3158/3157
SOUTH CENTRAL AREA COMMAND
Cpt. Gregory Munson
Audrey Lewis
8270/8269
AIRPORT BUREAU
Cpt. Michael Welch
Tina Malcolm
8387/8389
GANG/VICE/SIS BUREAU
Cpt. Hector Cintron
Evangeline Jackson
6721/6722
HOMICIDE AND SEX CRIMES BUREAU
Cpt. Christopher Holmes
Danielle Wooten
8377/8376
MAJOR VIOLATOR/ NARCOTICS CRIMES BUREAU
Cpt. Branden Clarkson
Maria Vega
5505/5592
THEFT CRIMES BUREAU
Cpt. Brian Cole
Alexandria Redditt
5599/5592
CRIMINALISTICS BUREAU
Exec. Dir. Kim Murga
Andrea Taglieri
3909/3912
AIR SUPPORT/ SEARCH AND RESCUE SECTION
Lt. David Gordon
4229
SPECIAL WEAPONS AND TACTICS BUREAU
Dir. Bryan Peterson
Tobe Pollard
5688/3195
SOUTHERN NEVADA COUNTER-TERRORISM CENTER
Dir. Cary Underwood
Cathy Donato
4046/4022
ADMIN OPERATIONS BUREAU
Dir. Leah Anderson
Colleen Lozano
671-8300/8301
CENTRAL BOOKING BUREAU
Cpt. Brian Fucile
Tamela Lewis
671-3953/5792
CIVIL/CONSTABLE BUREAU
Cpt. Jonathan Clark
Maria Carlson
455-0892/5359
DSD RECORDS BUREAU
Dir. Elisa Ireland
Pflecia Jimenez-Mitchell
671-3913/3914
NORTH TOWER BUREAU
Cpt. Neldon Barrowes
Latoya Green
671-3939/3954
NORTH VALLEY BUREAU
Cpt. Nita Schmidt
Manuela Barela
671-3955/3958
SOUTH TOWER BUREAU
Cpt. Scott Zavsza
Sakecia Crockett
671-3862/3863
INTERNAL AFFAIRS BUREAU
Cpt. David Sims
Elizabeth Velasquez
3425/4432
OFFICE OF HUMAN RESOURCES
Dir. Patricia Cervantes
Anita Walker
3556/2023
ORGANIZATIONAL DEVELOPMENT BUREAU
Cpt. Kurt McKenzie
Brittney Hatfield
9759/9758
COMMUNICATIONS BUREAU
Cpt. Jose Hernandez
Brandy Oris
7172/7196
METRO VOLUNTEER PROGRAM
Coord. Sharon Harding
5609
INFORMATION TECHNOLOGIES BUREAU
Dir. William Sagel
Sarah Di Luna
5536/3250
RADIO SYSTEMS BUREAU
Dir. Vince Puglia
Danelle Kimbrough
4174/3870
LOGISTICS BUREAU
Dir. Cherie DeWilde
Andrea Loretz
3413/4059
DIGITAL INVESTIGATIONS BUREAU
Dir. Kevin Skehan
Doreen Ruckle
1530/8680
RECORDS AND FINGERPRINT BUREAU
Dir. Nicole Hart
Katie Stits
8447/4494
April 29, 2023

SOUTH CENTRAL AREA COMMAND DESK ROSTER - 05/6/2023

CAPTAIN GREGORY MUNSON P#5847 (209) (SC20A) SSM

AA AUDREY LEWIS P#5148 (SC20A) (SSM) (CS-B)

MICHAEL RODRIGUEZ P#12717 (364) (SC11A) 2200 - 0800 SMT (Fri/Sat Night and Sat / Sun Morn -Triple) 4CDHTV

SC11 (N) SMT 2200 - 0800 (CFSB) FTEP SQUAD

SGT DONOVAN, MICHAEL	773	13241	4CGMRV
CAMPOS, JOSE	PO II	17745	4CSV
COONEY, TYLER	PO II	18207	4CV
HEIM, BRANDON	PO II	18169	4CV
MANZANEDO, JESUS	PO II	17753	4CV
MARCOLINI, CHRISTOPHER	PO II	16784	4CV
MCGEE, TRAVIS	PO II	17396	4CV
MOORE, BRENT	PO II	17027	4CHRV
SILVA, CARLOS	PO II	18356	4CV
Training Day $Friday (Sat on calendar)			
TOTAL PO SC11		8	

SC12 (L) HFS 2200 - 0800 (CFSB)

SGT PASTUNA, CHRISTIAN	830	10040	
BOLLIG, MICHAEL	PO II	18186	4CV
BOOKMAN, ALEXANDER	PO I	19112	4CV
BROGDON, KYLE	PO I	19108	4CV
GRIFFITHS, BRETT	PO II	18264	4CV
LOPEZ, MANUEL	PO I	19123	4CV
LOYD, BRANDON	PO II	18519	4CV
MICHAELS, BRENT	PO I	19056	4CV
SALINAS, ANTHONY	PO I	19336	4CV
TORRES, MIGUEL	PO I	19104	4CV
Training Day Non $Saturday night (Sun on calendar)			
TOTAL PO SC12		9	

SC13 (N) WHF 2200 - 0800 (CFSB)

SGT RAPP, CORIE	814	13455	4CEGHV
AGUILAR, CHRISTIAN	PO II	18712	4CV
ANDERSON, EVAN	PO I	19114	4CV
FLORENTINO, JESSE	PO I	19032	4CV
GALLEGOS, ITZEL	PO I	19062	4CV
JACKSON, DEJOUR	PO I	19011	4CV
MCHALE, PARKER	PO I	19096	4CV
MCLLOHAN, MACKENZIE	PO I	19019	4CV
MOORHEAD, MICHELLE	PO I	18749	4CV
RIVERA, GIANNI	PO I	19174	4CV
TERRONES, LUIS	PO I	19057	4CV
Training Day Non $ Fridays			
TOTAL PO SC13		10	

SC14 (L) MTW 2200 - 0800 (CFSB)

SGT ANDERSON, JORDAN	826	15109	4CRV
DeJESUS, EDGAR	PO I	19035	4CV
MANIS, JAKE	PO II	18675	4CV
MCGHIE, LOGAN	PO II	18685	4CV
MOTT, GERALD	PO II	18517	4CV
NAVARETTE, JEREMY	PO II	17392	4CHRV
QUAN FUN, JACOB	PO II	17926	4CV
SOTO, ABRAHAM	PO II	18378	4CV
STILES, RYAN	PO II	18732	4CV
Training Day $Saturday Night			
TOTAL PO SC14		8	

DAY SHIFT - LT FRANK HUMEL, P# 13010 (337) (SC24A) 0630-1630 HFS (Tue/Wed - Triple)

SC21 (L) SSM 0630-1630 (CFSA)

SGT MARINI, RICHARD	728	9839	
CRUZ, CELINA	PO II	9600	4CV
FORD, SHAWN	FTO	9063	4BCHV
GAMBOA, ABRAM	FTO	9697	4CHSV
GIESE, JOSHUA FI	FTO	9657	4BCFGHRV
MOSQUEDA, MARCO	FTO	13931	4RHSV
NORIEGA, JACOB	PO II	15334	4BCEGRHV
RIEDY, STEPHEN	FTO	9858	4BCHTV
ROBERTS, SCOTT	FTO	9321	4CVH
SARAFIN, NICHOLAS	FTO	13453	4BHTV
VESPERAS, TY	FTO	15240	4CHV
Training Day Non $Tuesday			
PSR PORTER, MARIA	PSR	8053	S
TOTAL PO SC21		10	

SC22 (N) SMT 0630-1630 (CFSA) FTEP SQUAD

SGT FRETT, KYLE	687	13515	4CHTV
GARCIA, LIOVANY	FTO	16529	4CHSV
MICHAELS, RYAN TDY to CDW	FTO	15459	4CRSTV
MCINTOSH, CRAIG	FTO	15714	CHTV
MORTEL, ALEXANDER	FTO	16620	4CHV
NGUYEN, PHONG	FTO	16182	4CHV
PICO, KIRSTEN TDY to HSCB	FTO	15882	4CHTV
RIVERA, JOHN	FTO	16794	4CHV
TOLBERT, MICHAEL	FTO	13136	4CHV
MADERO, XAVIER	PO II	17280	4CRV
NEWBOLD, JOHN	PO II	14705	4CGRHV
CHAVEZ, ANTHONY Phase III 4/2022	POI	19417	4V
CHAVEZ, DEMETRIO Phase III 04/2022	POI	19442	4V
LORSON, KADE Phase III 4/2022	POI	19441	4V
Training Day $Wednesday			
TOTAL FTOs		9	
TOTAL PO SC22		10	

SC23 (L) WHF 0630-1630 (CFSA)

SGT BALONEK, STEPHEN	761	6230	4BCRTV
ACE, BRANDY	PO II	17212	4CHV
ALEMAN, JAMES	PO II	18692	4CV
BALUYOT, IAN	PO II	17060	4CHV
BRATHOR, COREY	PO II	16804	4CHV
CASTILLO, CINDY	PO II	18349	4CV
PARENTEAU, CHAYSE	PO I	19058	4CVR
RIOS, ZACHARY	PO II	16931	4CHV
URQUIZO, RICARDO	PO II	18214	4CV
VINCENT, BRIAN	FTO	17407	4CFGHMRTV
(Vacant - Moss)			
Training Day $Tuesday			
TOTAL PO SC23		9	

SC24 (N) HFS 0630-1630 (CFSA) FTEP SQUAD

SGT HEMSEY, NICOLE	642	9492	4CDFGMV
ACUNA INIGO, JOSE	FTO	17236	4CV
BYINGTON, JOSHUA	FTO	16315	4CRHMTV
CALATA, ALFREDO	FTO	16783	4CHSV
GOMEZ, ULYSSES	FTO	17355	4BCDGHV
GUARDADO, EDUARDO	FTO	17225	4CHV
HAAS, JOSEPH DTI	FTO	6818	4CDHRV
LEFBERG, JEREMY	FTO	16787	4CHV
MAUPIN, CHRISTIAN	FTO	17465	4CHV
PEREZ, FERNANDO	FTO	15496	4CRHTV
WAJDA, RAYMOND	PO II	16095	4CHV
COLUNGA, ESTEFANIA	CADET	19761	
MCFADDEN, MARCUS Phase III 07-22 lat.	POI	19493	4VCH
MCINTIRE, STEVEN Phase III 07-22 lat.	POI	19504	4VCH
NATALI, PATRICK Phase III 07-22 lat.	POI	19502	4VCH
Training Day Non $Wednesday			
TOTAL FTOs		9	
TOTAL PO SC 24		10	

SWING SHIFT - LT CHARLES JENKINS P#3969 (366) (SC34A) 1430 - 0030 HFS (Thur/Fri-Triple)

SC31 (L) TWH 1430-0030 (EVTC)

SGT DOUGLAS, LARRY	828	13984	
BAEK, JEAN	PO II	18706	4CV
IRRA, GERMAN	PO I	18855	4CV
MOTA, KEVIN	PO I	19054	4CV
SALLY, ARIEL	PO I	19016	
VEGAS, CODY	PO I	17130	4CRV
VELEZ, ALICIA	PO I	19207	4CV
VIVAS, LUIS	PO II	18738	4CRV
YOUNG, BRANDON	PO I	19236	4CRV
Training Day $Friday			
WOOD, BRIANNA	PSR	17910	FSS
TOTAL PO SC31		8	

SC32 (N) MTW 1430-0030 (EVTC)

SGT KENNOY, MARK	827	14825	4CHMRTV
COREAS, BENJAMIN	PO II	18683	4CV
DONES, ANTONIO	PO II	18726	4CV
FALLDORF, ZACHARY (TDY to SC36)	PO II	17414	4CHV
FERNANDEZ, LYNETTE	PO II	16894	CTV
HAYES, DAVID	PO II	18347	4DV
HIBBERT, NICHOLAS	PO II	18374	4CV
MITRE, ANDREA	PO II	15863	4CV
MONTELEONE, MICHAEL	PO II	18252	4CV
PLANTZ, KELLY	PO II	18016	4CV
VASQUEZ, JUSTIN	PO II	18294	4CV
MENDOZA, HUGO	CADET	19563	
Training Day $Thursday			
TOTAL PO SC32		10	

SC33 (L) SSM 1430-0030 (EVTC) FTEP SQUAD

SGT BONNER, SAMUEL	685	14006	4BCGRTV
AVALOS, JAZZMIN	FTO	16111	4CV
CARREON, CARLOS	FTO	15921	4CHTV
GALLEGOS, JAIME TDY to Radio	FTO	17342	4CV
KETRING, DUSTIN	FTO	16175	4CHV
SAMUELS, KEVIN	FTO	14812	4CEGHTV
VALA, RICHARD	FTO	16813	4CHV
PARRA CHAVEZ, KAREN	PO II	15937	4CV
MORRIS, GIACOMO	PO I	19364	4CV
PEREZ, ALEXANDER	PO I	19198	4CV
WILLIAMS, TELIZA	PO I	19184	4V
HALL III, WELLINGTON Phase III 04/2022	POI	19433	4V
SANTACRUZ, JOSEPH Phase III 4/2022	POI	19428	4V
VELEZ, ERIC Phase III 4/2022	POI	19439	4V
Training Day Non $Friday			
TOTAL FTOs		6	
TOTAL PO SC33		10	

SC34 (N) FSS 1430-0030 (EVTC) FTEP SQUAD

SGT THEOBALD, RON	643	6468	4BCFGRV
BOSCHETTI, RANDY	FTO	17383	4CV
BURNS, JACOBY	FTO	9805	CFGRHV
GRAY, RAYMOND	FTO	17472	4CV
MCCALLUM, SHANE	FTO	16104	4CHV
NICHOLAS, CHRISTINA	FTO	14701	4CRV
OCAMPO, JEFFREY	FTO	15342	CV
ROSE, BRETTNEY	FTO	16726	4CHTV
VANBUSKIRK, DALLIN	FTO	17017	CVR
DUDLEY, TAYLOR	PO II	17138	4CFRV
GUSMAN, SAM	PO II	9065	4BCV
MOJICA, MARC	PO II	17023	4CHV
TOMBURO, TIERNEY (TDY to SC37)	PO II	18744	4CV
RUNDUS, TREVOR Phase I 9/2022	19611	POI	4V
SCOTT JR, ANTHONY Phase I 9/2022	19444	POI	4V
SHARP, ASHLYNN Phase I 9/2022	19637	POI	4V
SIMON CRUZ, REINALDO Phase I 9/2022	18458	POI	4V
TOIDDY, AUSTIN Phase I 9/2022	19602	POI	4V
Training Day Non $Thursday			
TOTAL FTOs		8	
TOTAL PO SC34		12	

ADMIN - LT STEVEN SKENANDORE P#13341 (370) 1100-2100 (FSS)

SC26 (PATROL INV) HFS 0600-1600 (CFSA)

SGT MCMURTRY, TRAVIS	603PD	8375	4CV
BARNUM, BLAKE	PD178	14703	4CHTV
DIEBOLD, BRITTANY	PD148	14814	4CMRV
EAGAN, LISA	PD99	7860	CTV
HALL, RAYMOND	PD77	10070	4CHRT
ORTIZ, ALBA	PD174	14200	4CV

SC27 (PATROL INV) SMT 0600-1600 (CFSA)

SGT ZIMNEY, SHANON	704PD	13140	
LAWRANCE, CURTIS	PD4	6075	B
RICHARDSON, COURTNEY	PD131	14739	4CHV
SHEPHARD, SOMALIA	PD48	8743	4CV
STEINBACH, ROBERT	PD58	13989	4CGRV
WRIGHT, RONALD	PD10	7560	4CE
YARPHEL, SONAM	PD43	10034	CRTG

SC36 (PATROL INV) HFS 1430-0030 (CFSB)

SGT VANPAMEL, BRAD	694PD	13657	4BCTRV
BRYANT, KEITH	PD24	7773	GR
Vacant - Heaton			
HILL-HALE, SPENCER	PD121	15116	4CDFRV
VANNOSTRAND, SCOTT	PD177	15743	CERTV
YOAKUM, ANDREW	PD34	13326	BCGRV
ZYGMONT, PAUL	PD35	8558	CRV
Training Day $ Wednesdays			
TOTAL PO SC36		5	

SC37 (PATROL INV) SMT 1430-0030 (CFSB)

SGT LARIOS, NOE	636PD	7166	4BCSV
BERGER, DEREK (from K-9 - TDY to SC34 RTO)		15347	
CONNOLLY, ANTHONY TDY to HSCB	PD170	18140	4CFRHMTV
CONTRERAS, JUAN	PD123	14856	4BCFRSV
HUBER, JAMES	PD167	16312	4CHRTV
LOSAURO, GAETANO	PD162	15761	CHRTV
MURRAY, THOMAS	PD86	13458	CRV
RUIZ, JONATHAN	PD138	15359	4CFRV
Training Day Non $ Wednesday			
TOTAL PO SC37		6	

SC26 CIVILLIAN STAFF FSS (CS-A)

JOHNSON, ERIKA (0900-1900) FSS	IS	8676	
BOCOX, SHAUNA (0830-1630 FSS	LEST	8517	
Training Day $Wednesdays			
TOTAL PD SC26		5	

SC27 CIVILLIAN STAFF SSM (CS-B)

MCKRAY, KRISTI 0600-1600 SSM	IS	8149	
DAILEY, VIANEY (0700-1700 SSM)	LEST	18424	
Training Day Non $ Wednesdays			
TOTAL PD SC27		6	

ADMIN - LT STEVEN SKENANDORE P#13341 (370) 1100-2100 (FSS)

SC25 (COP) FSS 0630-1630 (CFSA)

SGT KINMAN, CHRIS	800	14317	4CDFGHRV
ARZATE, VERONICA	PO II	17008	4CV
BERRIMAN, ALEXANDRIA(Training Coord) (TDY from SC41)	PO II	18194	SSM
CORBIN, DAVID (TDY from TRF)	PO II	7941	
GILLIHAN, RYAN	PO II	16820	4CHV
HILTON, GREG	FTO	17026	4CRSV
JACKSON, ANDRE	POII	18393	4CV
MORENO, JOHNNY	PO II	17481	4CHRV
TORRES, MICHAEL	FTO	16926	4CMV
Training Day Varies			

ACIO - FSS 0630-1630 (EVTC)

NECAS, CHRISTINA-Intervention Of	FTO	16602	4CHV
PLOTT, ALIS	PO II	14769	4CHV

CRIME PREVENTION SPECIALIST FSS (CS-A)

GARRETT, KELLY	CPS	15919	
TOTAL PO SC25		9	

SC35 (FLEX) SMT 1430-0030 (EVTC)

SGT VAN CLEEF, WILLIAM	753	7093	
BIAUCE, RAYMOND	PO II	17483	4CV
CHILDS, DUSTIN	PO II	17466	4CHV
LUZAK, KENNETH	PO II	17732	4CV
PEACE, RYAN	PO II	17668	4CV
STUCKER, KENNETH II	PO II	18672	4CV
YAFFE, DANIEL	PO II	16737	4CHRV
Training Day Varies			
TOTAL PO SC35		6	

TDY / IN	2
TDY / OUT	4
LD	9
MIL	3
FMLA	1
WIC	0
AL / MOD / SAL / LWOP	1
TOTAL UNAVAILABLE	20

TRAINEES		14	
GUTIERREZ, MANUEL	PO II	14850	4CTV
TOTAL PO		1	

SC20 PART TIME EMPLOYEES

GROENKE, LONNIE 1130-1530 SS	VOLUNTEE	12598
VACANT (1100-1600)	S/AIDE	
ZABRISKIE, JOHN (JACK) 0600-1100 FSS	S/AIDE	14263

VOLUNTEER CHAPLAINS

ALBA, ROBERT	CELL	(702) 443-8844
ROBERTS, PHIL	CELL	(253) 608-9166

SKILLS COUNT TOTALS

40MM = 4	162
BIKE = B	15
BODY CAMERA = V	171
CRISIS INTERVENTION TEAM= C	160
DEFENSIVE TACTICS = D	5
ENDURO = E	5
FIREARMS INSTRUCTOR = F	12
FUSION LIAISON OFFICER =T	25
GANG LIAISON OFFICER = G	18
MACTAC CADRE = M	9
RIFLE CERTIFIED = R	45
SHIELD = H	61
SPANISH SPEAKING = S	12

SC20 ADMINISTRATION STAFF 0730-1730

NICOLE JACKSON (CS-A)	LESS	10152	FSS
MADUENA, DEVIN (CS-B)	SLEST	16827	SSM
BRANDT-GARCIA, DONNA (CS-A)	LEST	18322	FSS
GARCIA, EDNITA (CS-B)	LEST	19656	FSS
MCCARTHY, ASHLYN (CS-A)	LEST	18322	SSM
NELSON, STEPHEN (CS-B)	LEST	19173	SSM
THAI, ANGELA (CS-A)	LEST	8475	SSM
WALLS, JEANNETT-ANN (CS-A)	LEST	8170	FSS
ZAWISLEWSKI, TIFFANY (CS-B)	LEST	16477	SSM
TOTAL CIVILIAN		9	

AUTHORIZED PERMANENT POSITIONS

POSITION	Auth.	Actual	Diff
PO CAPT	1	1	0
PO LT	3	3	0
PO LT A-2	1	1	0
PO SGT	15	15	0
PO SGT A-2	4	4	0
PO I/II	167	130	-37
PO II (A-2)	23	22	-1
TOTAL COMMISSIONED:	214	176	-38
ADMINISTRATIVE ASSISTANT	1	1	0
PATROL SERVICE REP	2	2	0
LAW ENFORCEMENT SUPERV	1	1	0
CRIME PREVENTION SPECIALIST	1	1	0
INVESTIGATIVE SPECIALIST	2	2	0
SENIOR LEST	1	1	0
LESTS	9	9	0
PART-TIME SERVICE AIDES	2	1	-1
CADETS	2	2	0
TOTAL CIVILIAN:	21	20	-1
BUREAU TOTAL:	235	196	-39

WALDEN UNIVERSITY

A higher degree. A higher purpose.

TRANSCRIPT OF ACADEMIC RECORD

Student ID: A00553215
Record of: Gregory Munson
5509 Timber Crest Ave
Las Vegas, NV 89131

Date Issued: 03-NOV-2016
Date of Birth: 25-JUL
SSN: ***-**-0299
Former Names:

Issued To: Gregory Lee Munson
Parchment:11558669

Degree Received: Master of Business Admin
Date Conferred: 23-OCT-16
Program: Master of Business Admin
Major: Business Administration
Minor: _
Specialization/Conc: Leadership
Program GPA: 3.91
Program Status: Degree Received

INSTITUTION CREDIT:

2014 Fall Sem 09/02-12/21

CRSE CMP CODE	COURSE TITLE	Ahrs	Ehrs	PTS	GRD	R
WMBA WAL 6000	Dynamic Leadership	3.00	3.00	12.00	A	

TERM: Ahrs:3.00 Ehrs:3.00 GPA-Hrs:3.00 QPts:12.00 GPA:4.00

2015 Spring Sem 01/05-04/26

CRSE CMP CODE	COURSE TITLE	Ahrs	Ehrs	PTS	GRD	R
WMBA WAL 6020	Foster a Culture of Innovation	3.00	3.00	9.00	B	
WMBA WAL 6010	Mgng People & Promoting Collab	3.00	3.00	12.00	A	

TERM: Ahrs:6.00 Ehrs:6.00 GPA-Hrs:6.00 QPts:21.00 GPA:3.50

2015 Summer Sem 05/04-08/23

CRSE CMP CODE	COURSE TITLE	Ahrs	Ehrs	PTS	GRD	R
WMBA WAL 6040	Improving Business Performance	3.00	3.00	12.00	A	
WMBA WAL 6030	Managing Business Info Syst	3.00	3.00	12.00	A	

TERM: Ahrs:6.00 Ehrs:6.00 GPA-Hrs:6.00 QPts:24.00 GPA:4.00

********** Institution Information continued **********

2015 Fall Sem 08/31-12/20

CRSE CMP CODE	COURSE TITLE	Ahrs	Ehrs	PTS	GRD	R
WMBA WAL 6050	Acct for Mgmt Decision Making	3.00	3.00	12.00	A	
WMBA WAL 6060	Marketing for Competitiveness	3.00	3.00	12.00	A	

TERM: Ahrs:6.00 Ehrs:6.00 GPA-Hrs:6.00 QPts:24.00 GPA:4.00

2016 Spring Sem 01/04-04/24

CRSE CMP CODE	COURSE TITLE	Ahrs	Ehrs	PTS	GRD	R
WMBA WAL 6630	Ldrshp In a Global Landscape	3.00	3.00	12.00	A	
WMBA WAL 6070	Managerial Finance	3.00	3.00	12.00	A	

TERM: Ahrs:6.00 Ehrs:6.00 GPA-Hrs:6.00 QPts:24.00 GPA:4.00

2016 Summer Sem 05/02-08/21

CRSE CMP CODE	COURSE TITLE	Ahrs	Ehrs	PTS	GRD	R
WMBA WAL 6637	Change Mngt & Conflict Res	3.00	3.00	12.00	A	
WMBA WAL 6633	Personal Ldrshp Mentor & Coach	3.00	3.00	12.00	A	

TERM: Ahrs:6.00 Ehrs:6.00 GPA-Hrs:6.00 QPts:24.00 GPA:4.00

2016 Fall Sem 08/29-12/18

CRSE CMP CODE	COURSE TITLE	Ahrs	Ehrs	PTS	GRD	R
WMBA WAL 6990	Capstone	3.00	3.00	12.00	A	

TERM: Ahrs:3.00 Ehrs:3.00 GPA-Hrs:3.00 QPts:12.00 GPA:4.00

********** Institution Information continued **********

RAISED SEAL IS NOT REQUIRED

Devon Edmund

Devon Edmund, Registrar

WALDEN UNIVERSITY

A higher degree. A higher purpose.

TRANSCRIPT OF ACADEMIC RECORD

Student ID: A00553215
Record of: Gregory Munson
5509 Timber Crest Ave
Las Vegas, NV 89131

Issued To: Gregory Lee Munson
Parchment:11558669

Date Issued: 03-NOV-2016
Date of Birth: 25-JUL
SSN: ***-**-0299
Former Names:

********** Cumulative Totals **********

	Attempted Hrs	Earned Hrs	GPA Hrs	Points	GPA
INSTITUTION	36.00	36.00	36.00	141.00	3.91
TRANSFER	0.00	0.00	0.00	0.00	0.00
OVERALL	36.00	36.00	36.00	141.00	3.91

********** End Of Transcript **********

RAISED SEAL IS NOT REQUIRED

Devon Edmund

Devon Edmund, Registrar

Munson, Gregory L. (11598)

Certification

Date	Status	Certified	Expires	Probation	Cert #
Professional: Management					
1-04-2018	Active	1-04-2018			
Professional: Supervisor					
8-07-2014	Active	8-07-2014			
Professional: Advanced					
3-07-2007	Active	3-07-2007			
Professional: Intermediate					
3-07-2007	Active	3-07-2007			
Basic: Category I					
2-01-1999	Active	2-01-1999			

Employment History

LV Metro PD **Service:** 25 Years 145 Days
Date: 1-26-1998 **Action:** Hired **Status:** Active

Assignment: **Pos/Rank:**
Level: Line **Class:**
Shift: **:**

Training

Course	Title	Date	Hours	Score	Status
C0000001	Firearms Proficiency 1	12-31-2022	1.00	0.00	Passed
C0000002	Firearms Proficiency 2	12-31-2022	1.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	12-31-2022	0.01	0.00	Completed
C0000004	Less Lethal Weapon Proficiency	12-31-2022	0.01	0.00	Completed
C0000005	Use of Force Policy Review	12-31-2022	1.00	0.00	Passed
M0000359	Agency Continuing Education Training	12-31-2022	1.00	0.00	Passed
		2022 Pass/Complete:	**4.02**		
C0000001	Firearms Proficiency 1	12-31-2021	1.00	0.00	Passed
C0000002	Firearms Proficiency 2	12-31-2021	1.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	12-31-2021	0.01	0.00	Completed
C0000004	Less Lethal Weapon Proficiency	12-31-2021	1.00	0.00	Passed
C0000005	Use of Force Policy Review	12-31-2021	1.00	0.00	Passed
M0000359	Agency Continuing Education Training	12-31-2021	1.00	0.00	Passed
		2021 Pass/Complete:	**5.01**		
C0000002	Firearms Proficiency 2	12-31-2020	1.00	0.00	Passed
C0000001	Firearms Proficiency 1	12-31-2020	1.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	12-31-2020	1.00	0.00	Passed
C0000004	Less Lethal Weapon Proficiency	12-31-2020	1.00	0.00	Passed
C0000005	Use of Force Policy Review	12-31-2020	1.00	0.00	Passed

Munson, Gregory L. (11598)

M0000359	Agency Continuing Education Training	12-31-2020	1.00	0.00	Passed
	2020 Pass/Complete:		**6.00**		
C0000002	Firearms Proficiency 2	12-01-2019	1.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	12-01-2019	1.00	0.00	Passed
M0000359	Agency Continuing Education Training	12-01-2019	1.00	0.00	Passed
C0000001	Firearms Proficiency 1	6-01-2019	1.00	0.00	Passed
C0000004	Less Lethal Weapon Proficiency	6-01-2019	1.00	0.00	Passed
C0000005	Use of Force Policy Review	6-01-2019	1.00	0.00	Passed
	2019 Pass/Complete:		**6.00**		
C0000002	Firearms Proficiency 2	12-01-2018	1.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	12-01-2018	1.00	0.00	Passed
M0000359	Agency Continuing Education Training	12-01-2018	1.00	0.00	Passed
C0000001	Firearms Proficiency 1	6-01-2018	1.00	0.00	Passed
C0000004	Less Lethal Weapon Proficiency	6-01-2018	1.00	0.00	Passed
C0000005	Use of Force Policy Review	6-01-2018	1.00	0.00	Passed
	2018 Pass/Complete:		**6.00**		
C0000001	Firearms Proficiency 1	12-31-2017	1.00	0.00	Passed
C0000002	Firearms Proficiency 2	12-31-2017	1.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	12-31-2017	1.00	0.00	Passed
C0000004	Less Lethal Weapon Proficiency	12-31-2017	1.00	0.00	Passed
C0000005	Use of Force Policy Review	12-31-2017	1.00	0.00	Passed
M0000359	Agency Continuing Education Training	12-31-2017	1.00	0.00	Passed
P0000431	Management Module 2	12-21-2017	74.00	0.00	Passed
P0000432	Management Module 4	11-03-2017	40.00	0.00	Passed
P0000433	Management Module 5	9-07-2017	40.00	0.00	Passed
P0000292	Policy Formulation Independent Study Program	1-04-2017	6.00	0.00	Passed
	2017 Pass/Complete:		**166.00**		
M0000359	Agency Continuing Education Training	12-01-2016	1.00	0.00	Passed
C0000002	Firearms Proficiency 2	11-15-2016	1.00	0.00	Passed
C0000005	Use of Force Policy Review	11-01-2016	1.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	11-01-2016	1.00	0.00	Passed
C0000004	Less Lethal Weapon Proficiency	8-01-2016	1.00	0.00	Passed
C0000001	Firearms Proficiency 1	6-01-2016	1.00	0.00	Passed
P2280002	SafeTALK (suicide alertness for everyone)	1-07-2016	3.00	0.00	Passed
	2016 Pass/Complete:		**9.00**		
M0000359	Agency Continuing Education Training	12-01-2015	1.00	15.00	Passed
C0000002	Firearms Proficiency 2	11-15-2015	1.00	15.00	Passed
C0000003	Arrest Control/ Defensive Tactics	11-01-2015	1.00	15.00	Passed
C0000005	Use of Force Policy Review	11-01-2015	1.00	15.00	Passed
C0000004	Less Lethal Weapon Proficiency	8-01-2015	1.00	15.00	Passed
P0000436	Management Module 1	7-22-2015	80.00	0.00	Passed

Munson, Gregory L. (11598)

C0000001	Firearms Proficiency 1	6-01-2015	1.00	15.00	Passed
P0760098	Basic Instructor Development	2-10-2015	40.00	0.00	Passed
		2015 Pass/Complete:	**126.00**		
M0000359	Agency Continuing Education Training	12-01-2014	1.00	0.00	Passed
C0000002	Firearms Proficiency 2	11-15-2014	1.00	0.00	Passed
C0000005	Use of Force Policy Review	11-01-2014	1.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	11-01-2014	1.00	0.00	Passed
P0761022	Dale Carnegie Skills For Success	8-27-2014	40.00	0.00	Passed
C0000004	Less Lethal Weapon Proficiency	8-01-2014	1.00	0.00	Passed
P0000260	POST First-Line Supervisor Program	7-03-2014	80.00	0.00	Passed
C0000001	Firearms Proficiency 1	6-01-2014	1.00	0.00	Passed
P0760159	Carrying Firearms in Plainclothes	2-06-2014	6.00	0.00	Passed
P1470047	VALOR	1-30-2014	8.00	0.00	Passed
P0760173	Force Protection	1-18-2014	1.00	0.00	Passed
		2014 Pass/Complete:	**141.00**		
C0000002	Firearms Proficiency 2	12-01-2013	4.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	12-01-2013	8.00	0.00	Passed
M0000359	Agency Continuing Education Training	12-01-2013	131.00	0.00	Passed
C0000005	Use of Force Policy Review	11-01-2013	2.00	0.00	Passed
P0760837	Search Warrant Preparation and Execution	8-08-2013	16.00	0.00	Passed
C0000004	Less Lethal Weapon Proficiency	8-01-2013	6.00	0.00	Passed
P0760093	Informant Management	7-11-2013	7.00	0.00	Passed
P0760161	CIT Recertification	6-27-2013	7.00	0.00	Passed
C0000001	Firearms Proficiency 1	6-01-2013	4.00	0.00	Passed
		2013 Pass/Complete:	**185.00**		
C0000002	Firearms Proficiency 2	12-01-2012	4.00	0.00	Passed
C0000003	Arrest Control/ Defensive Tactics	12-01-2012	8.00	0.00	Passed
M0000359	Agency Continuing Education Training	12-01-2012	124.00	0.00	Passed
P0760576	Internal Investigations	8-29-2012	4.00	0.00	Passed
P0760154	Preventing Police on Police Violence	8-13-2012	4.00	0.00	Passed
C0000004	Less Lethal Weapon Proficiency	8-01-2012	6.00	0.00	Passed
C0000005	Use of Force Policy Review	6-06-2012	2.00	0.00	Passed
P0760961	Use of Force - Policy Training	6-06-2012	4.00	0.00	Passed
C0000001	Firearms Proficiency 1	6-01-2012	4.00	0.00	Passed
P0760886	Supervisory Development Program Track III	5-18-2012	40.00	0.00	Passed
P0760876	Supervisory Development Program Track II	1-12-2012	32.00	0.00	Passed
		2012 Pass/Complete:	**232.00**		
P0760157	Conflict Resolution	11-16-2011	7.00	0.00	Passed
P0760470	Fall Motor Officer Skills and Tactics	11-07-2011	9.00	0.00	Passed
P0760878	Supervisory Development Program Track I	10-21-2011	35.00	0.00	Passed
P0760860	Spring Motor Officer Skills and Tactics	5-23-2011	9.00	0.00	Passed
P0760267	Basic Accident Investigation	2-18-2011	36.00	0.00	Passed

Munson, Gregory L. (11598)

P0760778	Police Motorcycle Techniques - Level 4	2-04-2011	160.00	0.00	Passed
	2011 Pass/Complete:		**256.00**		
P0760999	Combined Rifle and Optics Certification	11-13-2009	56.00	0.00	Passed
P0760063	K-9 Perimeters	7-22-2009	2.00	0.00	Passed
P0760361	Crisis Intervention Team Training	3-13-2009	36.00	0.00	Passed
	2009 Pass/Complete:		**94.00**		
P0760508	FTEP Initial Certification	8-01-2008	20.00	0.00	Passed
	2008 Pass/Complete:		**20.00**		
P0760694	Moser Group Operations Foffocers	7-23-2007	32.00	0.00	Passed
	2007 Pass/Complete:		**32.00**		
P0760056	Bicycle Patrol Certification	2-28-1999	40.00	0.00	Passed
	1999 Pass/Complete:		**40.00**		
B1440001	Las Vegas Metro Category I Academy	6-12-1998	855.00	0.00	Passed
S000001	Category I State Certification Examination	6-11-1998	2.00	90.10	Passed
	1998 Pass/Complete:		**857.00**		
	Total Pass/Complete:		**2,185.03**		

8. PUBLIC COMMENTS

The Commission may not take action on any matter considered under this item until the matter is specifically included on an agenda as an action item.

9. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

Schedule upcoming Commission Meeting

10. **DISCUSSION, PUBLIC COMMENT, AND FOR POSSIBLE ACTION.**

Adjournment.