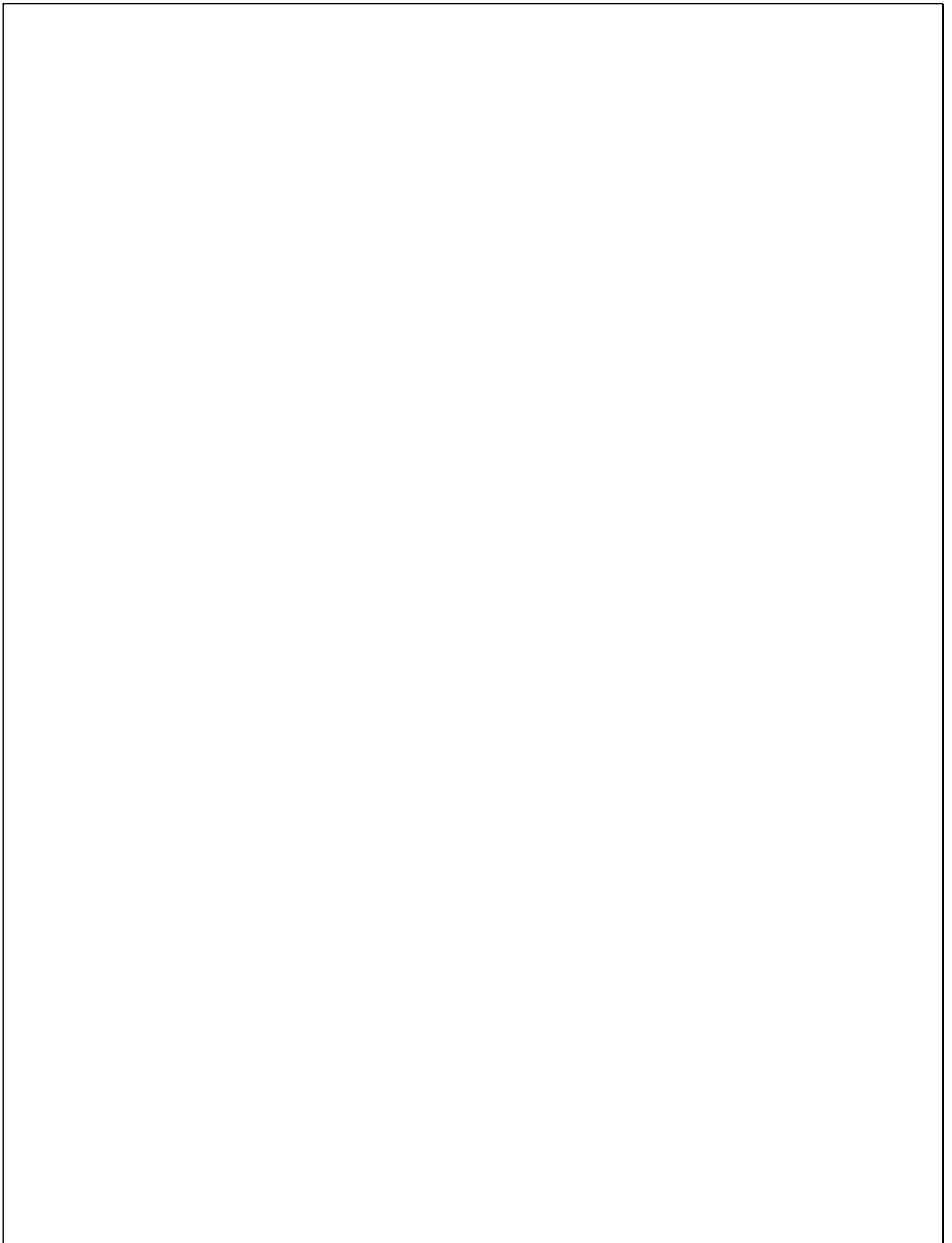




STATE OF NEVADA  
COMMISSION ON PEACE OFFICERS'  
STANDARDS AND TRAINING

2005 ANNUAL REPORT



# **THE NEVADA COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING**

## **MISSION STATEMENT**

**POST DEVELOPS AND DELIVERS PROFESSIONAL TRAINING AND ENSURES THAT ALL NEVADA PEACE OFFICERS AND THEIR AGENCIES COMPLY WITH ESTABLISHED STATUTES AND REGULATIONS IN ORDER TO ENHANCE THE SAFETY OF THE RESIDENTS AND VISITORS OF THE STATE THUS CONTRIBUTING TO THE ECONOMIC DEVELOPMENT, GROWTH AND STABILITY OF NEVADA.**

## **VISION STATEMENT**

**TO BE THE LEADING ORGANIZATION IN TRAINING EXCELLENCE TO CONTINUALLY RAISE PROFESSIONAL STANDARDS AND FOSTER MUTUAL RESPECT BETWEEN PEACE OFFICER'S, THEIR AGENCY AND THE COMMUNITY THEY SERVE.**

## **PHILOSOPHY STATEMENT**

**POST RECOGNIZES THAT EFFECTIVE LAW ENFORCEMENT IS THE CORNERSTONE OF A FREE AND SAFE SOCIETY. THEREFORE, POST IS COMMITTED TO THE PRINCIPLES OF PROFESSIONALISM, INTEGRITY, AND LEADERSHIP AS A MEANS OF ATTAINING THE HIGHEST STANDARDS FOR PUBLIC SAFETY.**



Governor Kenny Guinn



Sheriff Gene Hill  
Commission Chairman  
Humboldt County



Sheriff Ron Pierini  
Douglas County



Director Jackie Crawford  
Nevada Dept of Corrections



Chief John Dotson  
Sparks Police Department



Investigator April Laverne  
Nevada Attorney General's Office



Director George Togliatti  
Nevada Dept of Public Safety



Chief Mark Paresi  
North Las Vegas PD

## The Commission on POST



Dick Clark  
Executive Director



Tim Bunting  
Deputy Director



Sally Cardinal  
Audits and Compliance



Mike Carmazzi  
Training Officer



Sharon Daniels  
Records and Certification



Heather Elliott  
Fiscal Manager



Debi Gaffney-Miller  
Executive Assistant



Susan Jackson  
Training Officer



Mike Jensen  
Legal Advisor



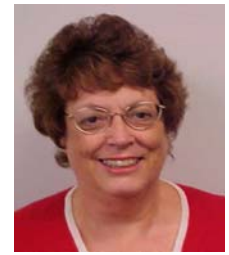
Scott Johnston  
Audits and Compliance



Sheryl Province  
Records and Certification



Doyle Smith  
Facilities Manager



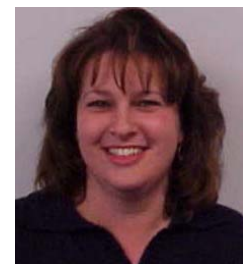
Joyce Smith  
Basic Training Bureau



Gary Turner  
Chief, Basic Training Bureau



Gordon Waldaias  
Chief, Commission Activities Bureau



Danielle Wright  
Nevada Police Corps

## Commission Staff

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## EXECUTIVE DIRECTORS MESSAGE

It has been 6 years since we became a Commission and each year presents its own challenge. This past year we accomplished three huge projects. First, we completed converting 30 years of approximately 14,000 peace officer files to an automated data base for accuracy update and rapid retrieval. Secondly, we moved in to our own building within the Stewart Center. The building (#6) was originally built in 1929, but has since been refurbished and new to us.

The large classroom will accommodate twice as many cadets as the previous dorm day room. The newer classroom has been enhanced with modern advances in audio visual equipment. The overflow classroom doubles for POST Commission meetings; it is also available to the Nevada Sheriff's & Chief's Association for their meetings in Carson City as well as other training classes and conferences upon request. Finally, we completed the Performance Objectives for all peace officer basic academy core courses.

The POST Commission was expanded by two positions. A permanent position for Las Vegas Metro and a third rural position which was lost in 1999 has been re-established; Assistant Sheriff Ray Flynn will represent Las Vegas Metro Police Department and Sheriff Larry Etter from Eureka County Sheriff's Office, is our newly appointed 9<sup>th</sup> Commissioner.

We are still focused on building a strong basic foundation and working diligently on acquiring the necessary quality resources for regulating professional standards and acquiring and facilitating top quality training for the peace officers and criminal justice agencies we serve.

During this past fiscal year we have accomplished the following:

- POST academy graduated 41 cadets.
- Updated statewide law enforcement training needs assessment.
- Moved into new POST facilities, Building 6 within the Stewart complex, located in Carson City.
- Made numerous improvements on the POST website.
- Completed update of survey of POST academy user agencies.
- Granted 1,119 POST Basic and Professional Certificates.
- Conducted, facilitated and/or managed 29,620 student hours of continuing education training.
- Provided 28,883 student hours of basic training.
- Administered 1,013 POST certification exams.
- Processed 3,753 Personnel Action Reports.
- Certified 36 POST Physical Fitness Test Administrators.

I am confident that with adequate resources, we will be able to accomplish much more especially with our responsibilities to audit and monitor training and certification issues. I would like to personally thank you and state our appreciation for all of the support we received this past year.

Sincerely,



Richard P. Clark

Executive Director,

Commission on Peace Officers Standards & Training

## THE POST COMMISSION

### **NRS 289.500 Peace Officers' Standards and Training Commission: Creation; membership; terms and compensation of members.**

1. The Peace Officers' Standards and Training Commission, consisting of seven members appointed by the Governor, is hereby created. The Governor shall appoint:

- (a) One member from Clark County;
- (b) One member from Washoe County;
- (c) Two members from counties other than Clark and Washoe counties;
- (d) One member from a state law enforcement agency that primarily employs peace officers required to receive training as category I peace officers;
- (e) One member who is a category II peace officer; and
- (f) One member who is a category III peace officer.

2. Members of the Commission serve terms of 2 years. Members serve without compensation, but are entitled to the per diem allowance and travel expenses provided by law for state officers and employees generally.

3. The Governor shall make the appointments to the Commission from recommendations submitted by Clark County, Washoe County, professional organizations of sheriffs and police chiefs of this state and employee organizations that represent only peace officers of this state who are certified by the Commission.

(Added to NRS by [1999, 2421](#))

### **NRS 289.510 Peace Officers' Standards and Training Commission: Powers and duties; regulations.**

1. The Commission:

(a) Shall meet at the call of the Chairman, 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 basic training for category I, category II and category III peace officers and reserve peace officers;

(2) Standards for programs for the continuing education of peace officers, including minimum courses of study and requirements concerning attendance;

(3) Qualifications for instructors of peace officers; and

(4) Requirements for the certification of a course of training.

(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 [289.600](#), 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.

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; and

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

(Added to NRS by [1999, 2421](#); A [2001, 1730](#))



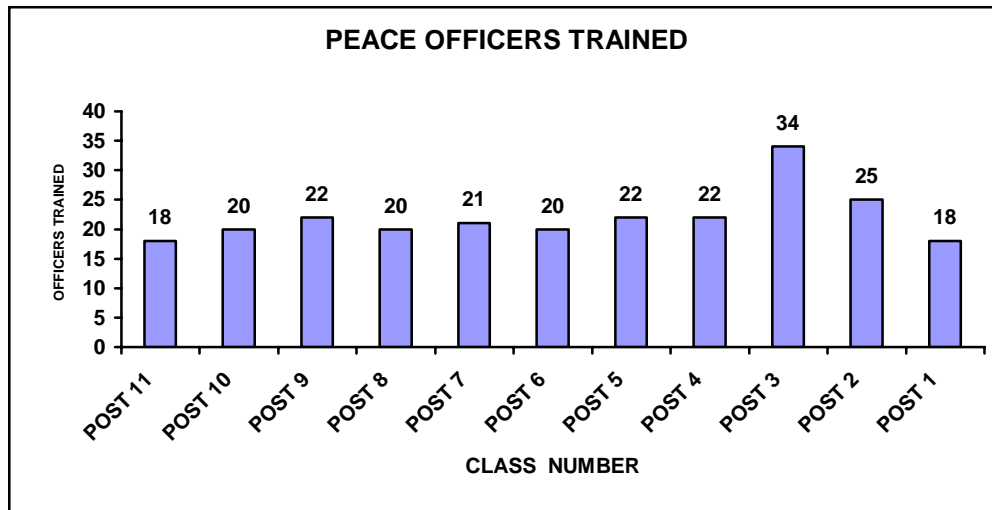
## BASIC TRAINING BUREAU

The principle responsibility of the Basic Training Bureau is to conduct the law enforcement basic training academy and manage the Nevada Police Corps program. The bureau conducts two sixteen-week academies per year, coordinates one twenty-week Police Corps academy per year and conducts one Police Corps transition academy per year. It also develops and implements new training curriculum and programs, assists agencies with developing training curriculum and programs for full time and reserve peace officers. The bureau also is responsible for recruiting cadets for the Police Corps program. The staff of the Basic Training Bureau have developed new and innovative programs such as; a spouse orientation for spouses of cadets attending the academy, Spanish for law enforcement for agencies outside of the academy, the POST physical fitness test administrators course to standardize how the physical fitness test is administered. They are currently working on, a master fitness trainer's course, standardizing performance objectives by rewriting current law enforcement curriculum, working with the Commission Activities Bureau, writing the performance objectives for reserve officer course, and developing the curriculum for a category III academy aimed at the rural agencies. The Basic Training Bureau also provides agency training for Law Enforcement Explorers, Firearms Training Simulator, Emergency Vehicle Operations, and standardized field sobriety testing.

## THE POST ACADEMY

The combined POST Academy consists of 670 hours of training, category I-16 weeks (670 hours) in length and category II -10 weeks (393 hours) in length. The academy is the only residential academy in the state and it is funded to train 50 cadets per year.

## PEACE OFFICERS TRAINED AT THE POST ACADEMY



During FY 2004 and the beginning of 2005, the academy trained 38 law enforcement officers.

**POST ACADEMY CLASS 10**  
**August 3, 2004 through November 19, 2004**



**Carlin Police Department**

Dennis A. Fobes

**Carson City Sheriff's Department**

Salvador Acosta

**Churchill County Sheriff's  
Department**

Kenneth N. Catlin III

**Douglas County Sheriff's  
Department**

Joanne M. Cruz  
Edward Jaspersen  
Geoffrey S. Marshall

**Duck-water-Shoshone Tribal Police**

Jonathan D. Honaker

**Elko County Juvenile Probation  
Department**

Lyndi N. Farnam

**Elko Police Department**

Michael J. Marshowsky  
Jeremy R. Shelley

**Gaming Control Board, Enforcement  
Division**

Christopher A. Whitton

**Lander County Sheriff's Office**

Brandon W. Fowler

**Lyon County Sheriff's Office**

Travis R. Clarke  
Sean M. McNeill  
David J. Singley

**Nevada Division of State Parks**

Ann-Marie Frykberg

**Pershing County Sheriff's Office**

Luis S. Landa

**West Wendover Fire Department**

Jeremy B. Loncar

**Winnemucca Police Department**

Orlando Guerra, Sr.

**Yerington Paiute Tribal Police**

Mark J. Wickman

**POST ACADEMY CLASS 11/12**  
**January 31 through May 20, 2005**

**GRADUATING CLASS**



**Churchill County Sheriff's Office**  
Lofthouse, Alonza

**Douglas County Sheriff's Office**  
Jarrod L. Guilford  
Les S. Vido

**Elko County Juvenile Probation**  
Calvin R. Morrison

**Fallon Police Department**  
John C. Riley

**Fallon Tribal Police Department**  
Nicholas C. Dondero

**Gaming Control Board Enforcement**  
Alex Tinsley

**Humboldt County Juvenile Probation Department**  
Timothy P. Grady

**Lander County Sheriff's Department**  
Jeffrey Nicholas  
Michael D. Palhegyi  
Christopher D. Spring

**Nevada Department of Wildlife**  
Scott M. Giles  
Jake M. Kreamer  
Michael B. McCuster

**State of Nevada Youth Parole Office**  
Hercules Ward II

**Pershing County Sheriff's Department**  
John Mathews  
Lance M. Fling

**Lyon County Sheriff's Office**  
Kenneth Freeman

**White Pine County Sheriff's Department**  
Darren E. Wallace

## THE NEVADA POLICE CORPS PROGRAM

2004 was another year of significant change for Nevada Police Corps. With the Western Regional Police Corps Academy fully operational in training Nevada's cadets, Nevada Police Corps streamlined the program and saved substantially in operating costs. NPC staff and offices were moved into the POST Training Bureau and reduced from three full time employees to one full time and one part time employee, with the continued support of the lead agency.

Outreach and recruitment proved to be more challenging than ever due to the reduced scholarship; however, the demand for highly trained and educated officers of Nevada's agencies did not lessen. Throughout the year, staff continued to promote program awareness with college students in Nevada, California, and New Mexico. Staff conducted classroom presentations, attended Career Fairs, and advertised with various college publications and websites. By the end of 2004, a revised selection process and fresh approach with recruitment were beginning to take shape for implementation in 2005.

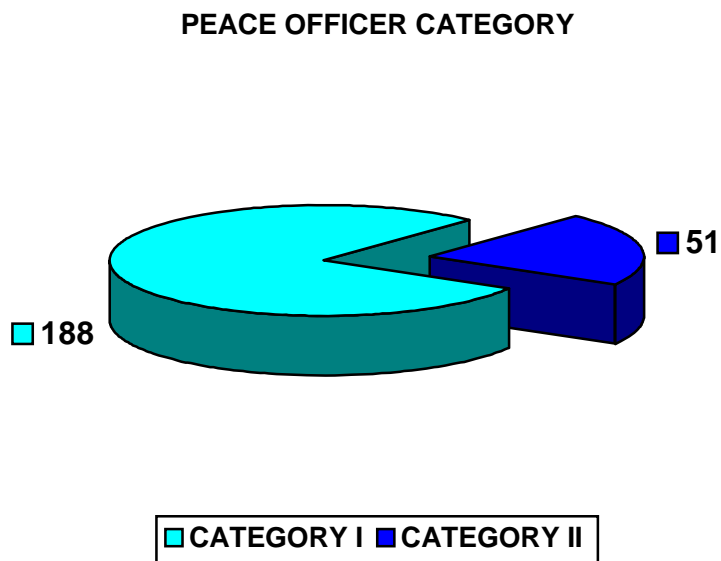
The least publicized benefit to Nevada was the Scholarships to Dependents of Fallen Officers. This benefit was appreciated by three dependents of fallen officers who received scholarships from the Police Corps program this year. In an email, Carolyn Sullivan said, "My husband, Sgt. George Sullivan, worked for the University of Nevada Police Department and was killed in the line of duty on January 13, 1998. My daughter, Meghan Sullivan, is an undergraduate student at UNR entering her Senior year. The Nevada Police Corps has helped her for the last year and a half with living expenses associated with her education. We both appreciate the financial support she receives from your organization. It has made, and continues to make her university level education a much richer experience. "

Nevada Police Corps graduates have consistently received above average evaluations and numerous Certificates of Recognition, commendations, and exhibited leadership within their departments and communities. There is no doubt that providing the best available training to selected cadets who demonstrate excellence will have a lasting impact on the State of Nevada.

## PEACE OFFICER CATEGORIES

Nevada peace officers are classified in three categories. Category I peace officers include traditional law enforcement officers such as deputy sheriffs, municipal police officers and the state troopers of the Nevada Highway Patrol. The Category I peace officer training is a minimum of 480 hours however most Category I academies far exceed the minimum number of hours. Category II peace officers are specialists and include officers such as parole, probation, gaming enforcement and bailiffs. The Category II training varies between eight and ten weeks. Category III peace officers are those officers assigned solely to corrections or detention. The typical training is four weeks.

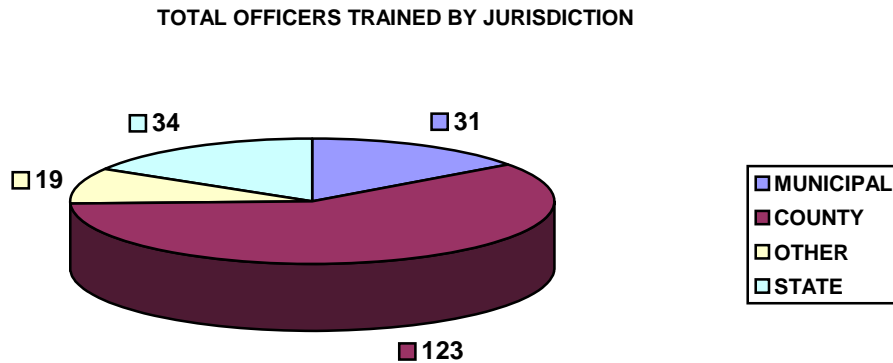
The following chart illustrates the distribution, by category of officers, which the POST Academy has trained since FY 2000.



In FY 2004, and beginning of 2005 the academy trained 34 Category I officers and 4 Category II officers. The academy will conduct a Category III academy in FY 2005.

## AGENCY REPRESENTATION

Peace officers attending the POST academy represent state, county and municipal criminal justice agencies. County and municipal peace officers are typically those from the rural areas. The following chart is the distribution, by category, that have been trained by POST.



“Other includes district court officers and tribal police officers.

## MEETING AGENCY NEEDS

With the advent of combining Category I and II training programs, additional training was added to the curricula to add a greater knowledge base for both categories of peace officers. This combined training provides for greater networking opportunities for the cadet officers. In FY 05-06 the POST Academy will conduct a Category III academy to meet the needs of the county jails. This training will be geared toward detention deputies.

## **THE CURRICULUM**

The Nevada Administrative Code sets forth the minimum training requirements. Category I training is a minimum of 480 hours and the minimum training for Category II is 200 hours. The POST academy curriculum exceeds these minimum requirements by 40 percent and 97 percent, respectively.

As illustrated by the following table, the POST academy curriculum is intense.

<b>SUBJECT MATTER</b>	<b>CATEGORY I CURRICULUM</b>	<b>CATEGORY II CURRICULUM</b>
PERIODS OF INSTRUCTION	83 PERIODS OF INSTRUCTION	53 PERIODS OF INSTRUCTION
TOTAL CURRICULUM HOURS	672 HOURS	393 HOURS
CLASSROOM TRAINING	340 HOURS	222 HOURS
HANDS-ON TRAINING	229 HOURS	100 HOURS
FITNESS TRAINING	64 HOURS	40 HOURS
EXAMINATIONS	24 HOURS	16 HOURS
ADMINISTRATIVE ACTIVITIES	15 HOURS	15 HOURS

The classroom training, supplemented by off duty study time, provides the officers with the knowledge to interpret information and to apply it in specific situations. The officers are tested in their academic learning by answering over 1,100 different test questions.



Defensive Boxing Training  
Supervised by Academy Training Officer  
Michael Carmazzi

The hands-on, or skill training, provides the officers with the opportunity to apply their classroom knowledge to practical situations. The performance of the officers is evaluated through another 1,000 gradable skills and test questions.

The instructors and other subject matter experts conduct all evaluations. Where appropriate, realism is added to the training through the use of role players and environmental considerations.



The emergency vehicle operations course (EVOC) is a 40-hour period of instruction that includes both classroom and behind the wheel training. Successful completion of this training includes achieving passing scores on *both* the written and practical proficiency test.

A cadet driver is supervised by Gordon Waldaias, the Commission Activities Bureau Chief, during POST academy EVOC training.

A topic within patrol procedures is traffic stops. Cadets receive 32 hours of instruction in this subject in both classroom and subject in both classroom and practical training. Volunteer instructors are provided by Carson City and Douglas County Sheriff's Departments.



Carson City Sheriff's Office Deputy Bill Richards coaches a cadet through a high-risk traffic stop at night.

The POST Academy relies on over 77 volunteer instructors. These instructors bring their up to the minute experience to teach, coach and mentor the cadet officers.





Mike Carmazzi, POST Range Master, directs cadets during firearms training.

Firearms’ training includes fundamentals of firearms, use of force issues, combat, situational and traditional marksmanship training. The 50-hour period of training includes classroom, live firing and the firearms training simulator. Firearms training is also conducted during periods of limited visibility.

The fitness training includes, classroom training on nutrition, long-term lifestyle changes, and fitness improvement. At the conclusion of the academy, the officers are required to demonstrate their individual ability to complete the following state minimum fitness standards.

EVENT	MINIMUM STANDARD
VERTICAL JUMP	14 INCHES
SIT-UPS	15 REPETITIONS IN ONE MINUTE
PUSH-UPS	18 REPETITIONS
300 METER SPRINT	77 SECONDS
1.5 MILE WALK/RUN	17 MINUTES, 17 SECONDS



The Basic Training Bureau has trained over 100 field officers and Human Resource specialist on the administration of the POST Physical Fitness Test (PPFT). This has ensured that the test is administered to standard statewide.

## RESIDENTIAL ACADEMY PROGRAM

The POST academy is a full residential living and training environment that emphasizes accountability, responsibility, personal appearance, uniformity and leadership.

The academy dormitory is located at the historic Stewart Facility in Carson City. A residential setting benefits both the cadet and their agency. Cadets are organized into squads who work, study, PT and eat together. Cadets are able to work on their conflict resolution and leadership skills in this environment. The cadet's character is developed and sometimes challenged by this close environment. Agencies benefit by having POST training officers closely train, mentor and coach the cadets. Strength and weaknesses are identified. The cadets are counseled on these areas and coached on how to improve their performance. The training officers also share this information with the cadet's agencies through written evaluations. This information will ensure that the agencies have as much information possible to enhance the cadets field-training program.



Cadet Dormitory – Stewart Facility

## **COMMISSION ACTIVITIES BUREAU**

The Commission Activities Bureau (CAB) maintains all Nevada peace officer records, professional certification, certifies basic and continuing education training courses, provides quality control for basic and continuing education training, and maintains a rapport with many law enforcement organizations. CAB also acts as the support arm of the POST Commission by providing administrative support for Commission meetings, business, research and proposed changes to the Nevada Revised Statutes and the Nevada Administrative Codes. CAB has the responsibility of developing commission meetings, scheduling travel and associated logistics and is responsible for the administrative functions of the POST Commission in compliance with the Open Meeting Laws of Nevada. CAB fields and answers questions from the POST website located at [www.post.state.nv.us](http://www.post.state.nv.us). Questions are retrieved by the POST administrative staff and forwarded to the CAB staff for response back to the person seeking information. CAB has the responsibility to respond to all surveys sent from outside entities with questions that pertain to criminal justice issues.

### **Records and Certification**

Responsible for the issuance of all levels of POST certification, tracking officer portability, qualifying of officer candidates for certification and administration of state certification examinations.

### **Professional Standards**

Responsible for statewide tracking and verification of mandated annual training for individual officers as reported by the employing criminal justice agencies. This component of CAB monitors POST certified courses and academies for compliance of the Nevada Administrative Codes. Professional Standards conducts research and develops specialized courses as well as engaging in the development of courses and is involved in numerous special projects for the POST organization.

### **Liaison to other law enforcement agencies**

Professional and training organizations and POST rely on each for establishing uniformity of law enforcement training throughout Nevada. CAB maintains an ongoing liaison with the following organizations and groups:

### **Basic law enforcement training academies-**

CAB conducts compliance audits on each basic training course where audit teams provide suggestions on how the academies may improve their record keeping processes and other areas of importance to maintain compliance of the POST regulations as they relate to academies.

In addition, exemplary aspects found are shared with other academies to assist in the enhancement of basic training throughout the state.

### **Nevada Association of Law Enforcement Trainers-**

The Nevada Association of Law Enforcement Trainers (NALET) and the Southern Nevada Association of Law Enforcement Trainers (SNALET) are organizations dedicated to the networking and perpetuation of training by sharing information related to Nevada's criminal justice community. Both organizations meet monthly and are comprised of trainers from various law enforcement agencies statewide.

Commission Staff members facilitate NALET meeting in Fallon





Commission staff members attend SNALET meeting in Las Vegas

**International Association of Directors of Law Enforcement Standards and Training-**

The mission of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) is to research develop, and share information, ideas, and innovations which assist states in establishing effective and defensible standards for employment and training of law enforcement officers; and in those states where dual responsible exists, correction's personnel. Nevada is one of several states that participate in the National IADLEST De-Certification Database for officers that as a result of criminal conviction have had their state certification revoked by the POST Commission.



Members of the Western States IADLEST meet at POST in Carson City

**Agency Single Point Of Contact (SPOC)-**

Single Point Of Contact personnel are criminal justice agency liaisons who act as intermediaries between POST and their agencies. This program has been a tremendous aid to enhance the relationship between POST and its 143 client agencies. Currently there are 139 designated SPOC's statewide.



Sharon Tucevich Department of Public Safety single point of contact and Sharon Daniels

### **Tribal Law Enforcement Interlocal Agreement-**

NRS 277.180 authorizes any one or more public agencies to contract with any one or more other public agencies to perform any governmental service, activity or undertaking, which any of the public agencies entering into the contract is authorized by law to perform law enforcement duties. Therefore, POST has entered into Interlocal Agreements with 15 tribal agencies. Each tribal agency must comply with all of the requirements for certification, de-certification, recruitment, selection and training of its officers pursuant to Nevada Administrative Code Chapter 289.

### **CRIM-3 and Code-4 Training Networks-**

These organizations, even though Oregon based, have provided a network and wealth of training information and opportunities both in Oregon and Nevada. There is constant dialog between Nevada POST and these organizations to perpetuate high quality training for both states.



**POST Commission meeting in Mesquite Nevada**

## **PROCEDURES**

**Continuing Education:** To maintain a basic or reserve certificate, officers must annually complete 24-hours of training above the basic level. Employers are responsible to ensure their officers receive the required mandatory training. As part of the continuing education requirement, officers must demonstrate proficiency in firearms, defensive tactics and impact weapons as well as review the employing agency's policy on use of force.

Agencies employing peace officers are required to report training deficiencies annually to the Commission. CAB conducts annual Individual Training Report (ITR) compliance audits throughout the state to verify training information submitted by agency administrators is accurate.

**Course Certification:** The certification of new training programs and the re-certification of existing training programs all undergo a review of learning objectives and lesson plans to verify that the training is consistent with the vision and guidance of the Commission.

### **Training Programs Certified**

- FY 2002 – 93
- FY 2003 – 119
- FY 2004 – 78
- FY 2005 - 98

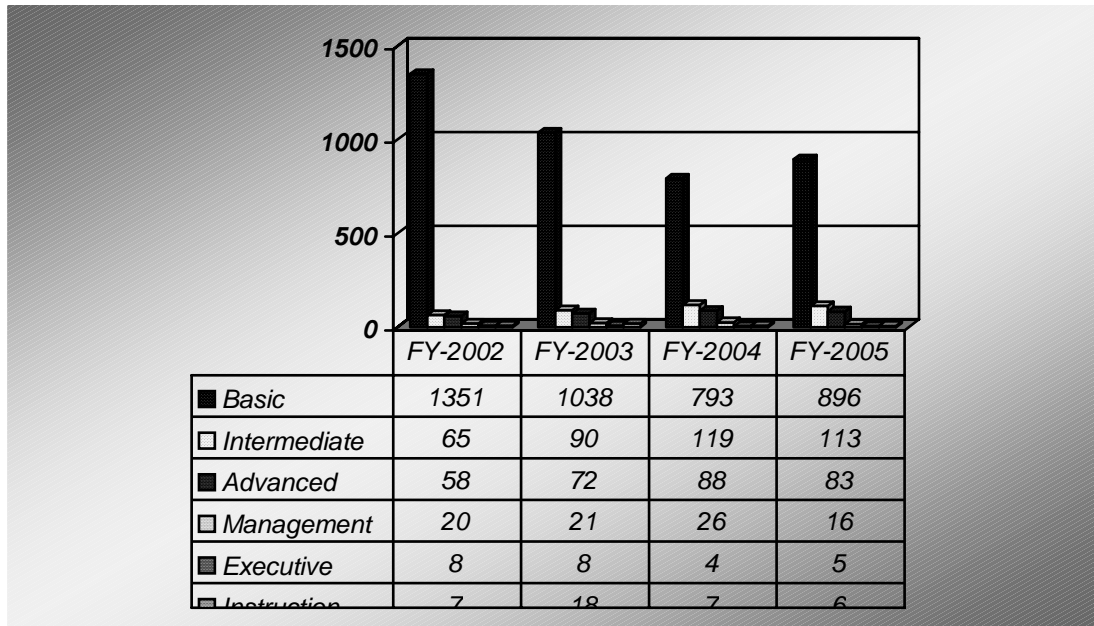
### **Number of students trained**

- FY 2002 – 3,744 for 32,477 student hours trained
- FY 2003 – 3,201 for 41,791 student hours trained
- FY 2004 – 6,628 for 55,888 student hours trained
- FY 2005 – 2,400 for 29,620 student hours trained

### **The POST Basic Certificate**

This is the entry-level professional recognition for peace officers. Each Nevada peace officer is required to complete the necessary training and prerequisites for this certificate within one year of appointment. In FY 2002 there were 1,351 certificates issued, FY 2003 there were 1,038 certificates were issued in FY 2004, 793 certificates were issued and FY 2005, 896 certificates.





## **Nevada POST Professional Certification Program**

### **Intermediate Certificate**

The Intermediate Certificate recognizes continuing education and length of service in the law enforcement profession. Achievement to this level is not mandatory but is dependant up individual initiative and interest in professional advancement.

### **Advanced Certificate**

The Advanced Certificate is also non-mandatory and also recognizes additional training and experience. Officers achieving this level of certification are typically those most demonstrating the professional service achievement set forth by POST.

### **Management Certificate**

The Management certificate is awarded to those law enforcement officers whose professional development includes supervisory and managerial responsibilities.

### **Executive Certificate**

The Executive Certificate is awarded to law enforcement officers, such as chiefs of police, sheriffs and other chief executives appointed as the head of county, city and state law enforcement agencies. The executives receiving this certification are those whose continuing education and

professional development includes personnel management, command and operations, and resource management.

### **Instruction Certificate**

Unlike the professional certificates that recognize a law enforcement officer's continuing achievement of greater responsibility, the Instructor Certificate may be awarded to any law enforcement officer. Officers achieving instructor certification are those who have demonstrated professionalism, technical competence in a specific law enforcement skill and who have completed specific courses in the principles of instruction and adult education.

### **The POST certification examination**

The State Certification Examination verifies that each peace officer has the technical competence and knowledge to enforce laws and to make arrests. This written certification examination is administered following the applicant's completion of an approved course of law enforcement training. Peace officer candidates from law enforcement agencies of other states may qualify to take the certification examination following approval of the out of state basic peace officer training the applicant received. All such training must meet the equivalency and direct reciprocity requirements established by the Nevada POST Commission. The administration of state certification examinations is the responsibility of CAB. The Records and Certification supervisor is responsible for receiving requests, scheduling examinations and verifying eligibility of those taking the examination. To minimize travel costs, POST contracts with Great Basin College in Elko, to provide on-line certification testing at POST certified academies in outreaching areas and relies heavily on the cooperation of test proctors who are affiliates of POST certified academies statewide.

The following represents academies that requested certification examinations to be administered.

As a result, a total of 2,685 individual examinations were administered:

- 2002 – 54 academy sessions – 908 individual examinations
- 2003 – 49 academy sessions – 587 individual examinations
- 2004 – 56 academy sessions – 792 individual examinations
- 2005 – 57 academy sessions - 1,013 individual examinations

# POST's New Home

The POST commission staff has consolidated in its' new home, building 6 in the Stewart Complex in Carson City. The building was repainted and had new carpeting installed prior to POST personnel moving in. This has been a goal of POST for some time to be consolidated with adequate space for staff and for training.



The building during renovations



The new wall hangings, paint and carpet



It is official: the POST sign was moved and the address is on the mail box

The POST staff quickly settled in and started to work without missing a beat. Two days after the move academy class 11/12 reported and became the first class to use the new classroom.



Director Clark and Doyle Smith discuss building improvements



Sheryl Province in her new office



Sally Cardinal working ITRs



The deputy director checking out snow removal operations



Senior Enforcement Agent Jim Edwards gives Doyle pointers on how to not lose at black-jack



Deb Gaffney-Miller supervises Tim Bunting cooking hamburgers for a POST staff meeting

Building 6 quickly took on training and Stewart Complex makes its' first step toward becoming a training center for public safety agencies.



Policy and Procedure class pose after course completion



Director Clark reviews a Commission meeting agenda



Scott Johnston and Sally Cardinal learn more about new software for the data imaging project



Facilities Manager Doyle Smith begins construction of the simunitions range that is inside building 6

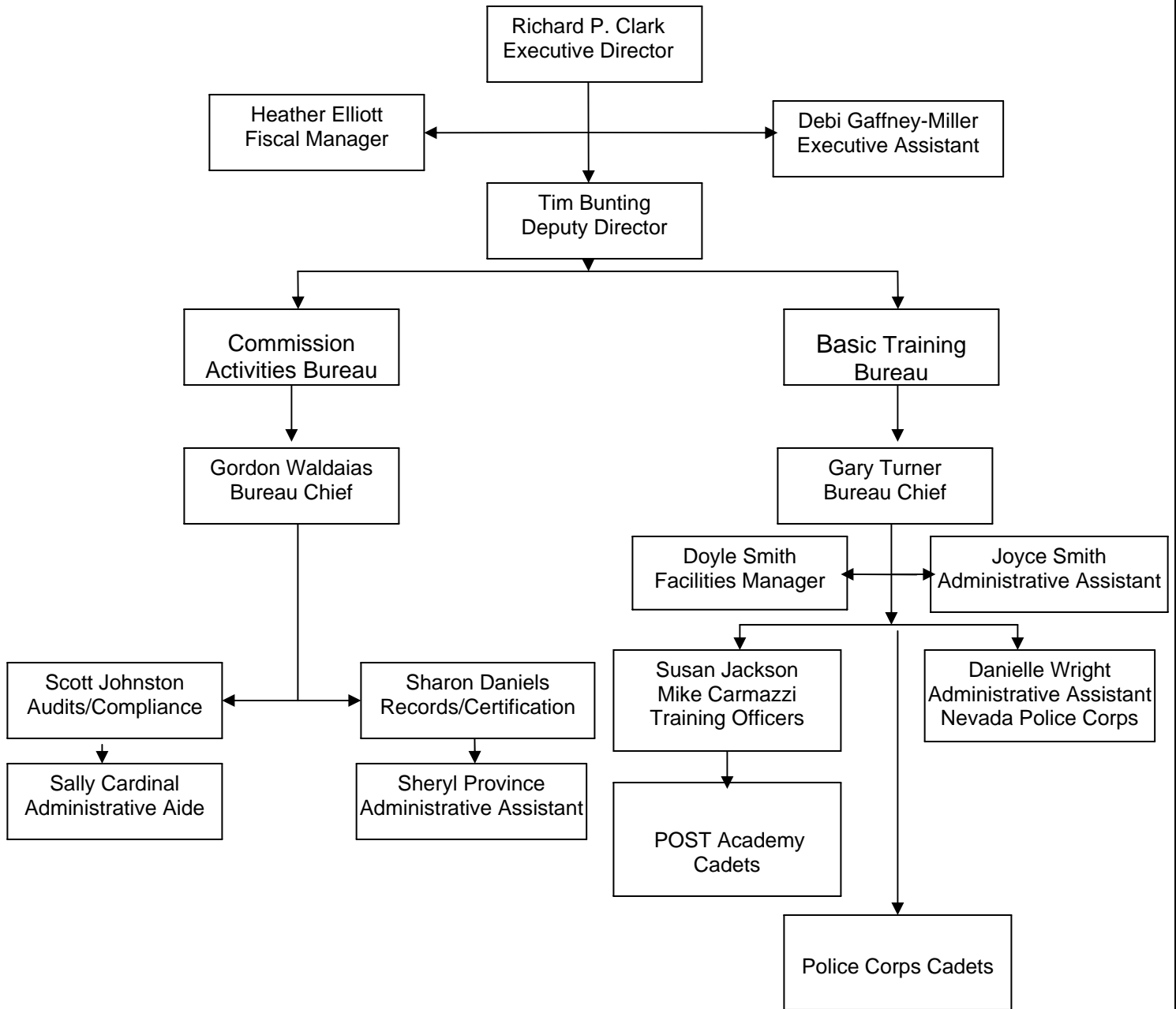


Arrest and control tactics instructor's course conducted at the POST gym at Stewart



Hal Snow, California POST and Director Clark discuss issues during the Western States IADELST conference sponsored by Nevada POST

# Organization



# THE POST STAFF

## ADMINISTRATION

**RICHARD P. CLARK**  
EXECUTIVE DIRECTOR

SERVING SINCE 1993 - DICK HAS BEEN EMPLOYED WITH POST FOR 12 YEARS. HIS LAW ENFORCEMENT EXPERIENCE INCLUDES FOUR YEARS AS A MILITARY POLICE OFFICER AND 26 YEARS WITH LOS ANGELES POLICE DEPARTMENT. HE RETIRED FROM LAPD IN 1991 AS SERGEANT AND WATCH COMMANDER. HIS EDUCATION INCLUDES AN AA DEGREE IN PRE-VETERINARY SCIENCE, BA DEGREE IN BIOLOGY, AND A MA DEGREE IN PSYCHOLOGY. HE IS ALSO A GRADUATE OF THE NORTHWESTERN UNIVERISITY LAW ENFORCEMENT STAFF AND COMMAND COLLEGE.

**TIM BUNTING**  
DEPUTY DIRECTOR

SERVING SINCE 2001 - TIM RETIRED FROM THE U.S. ARMY AS A LIEUTENANT COLONEL OF INFANTRY AFTER 22 YEARS OF ACTIVE FEDERAL SERVICE. DURING HIS CAREER HE SERVED AROUND THE GLOBE IN A WIDE VARIETY OF CHALLENGING ASSIGNMENTS. HE IS A 1978 GRADUATE OF CENTRAL MICHIGAN UNIVERSITY WITH A DEGREE IN PHYSICAL EDUCATION. HE IS ALSO A GRADUATE OF NUMEROUS ARMY COURSES TO INCLUDE THE COMMAND AND GENERAL STAFF COLLEGE.

**DEBI GAFFNEY-MILLER**  
EXECUTIVE  
ASSISTANT

SERVING SINCE 1996 - DEBI'S PAST EXPERIENCE WITH POST WAS WORKING FOR THE POST RECORDS AND CERTIFICATION SECTION, AND THEN ADVANCED TO THE BASIC TRAINING POST ACADEMY AS THE ACADEMY SECRETARY. PRIOR TO HER ASSIGNMENT WITH POST, SHE HAD 16 YEARS EXPERIENCE IN THE BANKING INDUSTRY, FOLLOWED BY WORKING AT A SOUTHERN CALIFORNIA HIGH SCHOOL FOR 8 YEARS AS THE ADMINISTRATIVE SECRETARY TO AN ASSISTANT PRINCIPAL. SHE CURRENTLY IS THE EXECUTIVE ASSISTANT TO THE DIRECTOR.

**HEATHER ELLIOTT**  
FISCAL MANAGER

SERVING SINCE 2003, HEATHER HAS WORKED FOR THE STATE OF NEVADA FOR 9 YEARS IN GRANTS, THE BUDGET OFFICE AND IN FISCAL MANAGEMENT. SHE HAS A BS IN EDUCATION FROM THE UNIVERSITY OF ARIZONA IN TUCSON AND IS STUDYING FOR HER MASTERS IN PUBLIC ADMINISTRATION AT UNR.

**MICHAEL D. JENSEN**  
LEGAL COUNSEL

MIKE IS A 1992 GRADUATE OF THE J. RUEBEN CLARK LAW SCHOOL AT BRIGHAM YOUNG UNIVERSITY WITH A JURIS DOCTOR DEGREE. HIS LAW CAREER STARTED IN 1993 IN THE WHITE PINE COUNTY DISTRICT ATTORNEY'S OFFICE. IN 1996 HE CAME TO STATE SERVICE AND IS NOW THE SENIOR DEPUTY ATTORNEY GENERAL REPRESENTING MANY STATE LAW ENFORCEMENT AGENCIES INCLUDING THE COMMISSION ON POST.

## BASIC TRAINING BUREAU

**GARY TURNER**  
BUREAU CHIEF

SERVING SINCE 2003 - GARY STARTED HIS LAW ENFORCEMENT CAREER AS A MILITARY POLICE OFFICER IN THE UNITED STATES MARINE CORPS, HE RETIRED AS THE CHIEF DEPUTY AFTER 25 YEARS WITH THE CHAMPAIGN COUNTY ILLINOIS SHERIFFS OFFICE. HIS EDUCATION INCLUDES UNDERGRADUATE DEGREES IN CRIMINAL JUSTICE AND EDUCATION, A MASTERS IN PUBLIC ADMINISTRATION AND DOCTORAL WORK FROM THE UNIVERSITY OF ILLINOIS IN HUMAN RESOURCE EDUCATION. HE IS A GRADUATE OF THE FBI NATIONAL ACADEMY (190TH SESSION) AND NORTHWESTERN UNIVERSITY EXECUTIVE MANAGEMENT PROGRAM.

**SUSAN L. JACKSON**  
TRAINING OFFICER II

SERVING SINCE 1999 - SUSAN L. JACKSON IS A LAW ENFORCEMENT TRAINING OFFICER ASSIGNED TO THE ACADEMY. AFTER FINISHING COLLEGE SUSAN STARTED WITH NEVADA ATTORNEY GENERAL'S OFFICE INVESTIGATION DIVISION IN 1985. IN 1993 SHE TRANSFERRED TO THE NEVADA DIVISION OF INVESTIGATIONS. SHE HAS A BA DEGREE FROM THE UNIVERSITY NEVADA, LAS VEGAS.

**MICHAEL CARMAZZI**  
TRAINING OFFICER II

SERVING SINCE 2001 - MIKE CAME TO POST FROM THE NEVADA STATE PUBLIC DEFENDER'S OFFICE WHERE HE WAS AN INVESTIGATOR. PREVIOUSLY, HE WAS EMPLOYED AS A CORRECTIONAL OFFICER FOR 10 YEARS WITH THE NEVADA DEPARTMENT OF CORRECTIONS WHERE HIS EXPERIENCE INCLUDED GANG INVESTIGATIONS AND WORKING WITH LATINO INMATE GANG MEMBERS.

**JOYCE SMITH**  
ADMINISTRATIVE  
ASSISTANT III

SERVING SINCE 1995 - JOYCE CAME TO POST AS AN ADMINISTRATIVE ASSISTANT IN THE BASIC ACADEMY BRINGING OVER 20 YEARS EXPERIENCE FROM THE BANKING INDUSTRY IN CUSTOMER RELATIONS. SHE HAS ADVANCED TO ADMINISTRATIVE ASSISTANT III WHERE SHE SUPERVISES ALL CLERICAL OPERATIONS AND COORDINATES CURRICULUM SUPPORT.

**DANIELLE WRIGHT**  
ADMINISTRATIVE  
ASSISTANT II

SERVING SINCE 2004, DANIELLE WRIGHT IS THE ADMINISTRATIVE ASSISTANT WITH THE NEVADA POLICE CORPS. DANIELLE HAS EARNED HER AA DEGREE FROM IRVINE VALLEY COLLEGE IN IRVINE, CALIFORNIA. DANIELLE CAME TO POST WITH 12 YEARS OF CUSTOMER RELATIONS EXPERIENCE FROM DIVERSE COMPANIES IN NEVADA.

**DOYLE SMITH**  
FACILITIES MANAGER

SERVING SINCE 2004, DOYLE SMITH IS THE FACILITIES MANAGER FOR POST. DOYLE HAS RETIRED WITH OVER 20 YEARS OF SERVICE IN THE AIR FORCE. HE ALSO HAS A BS DEGREE IN CRIMINAL JUSTICE FROM THE UNIVERSITY OF NEBRASKA.



## COMMISSION ACTIVITIES BUREAU

**GORDON WALDAIAS**

BUREAU CHIEF

SERVING SINCE 1992 - GORDON IS THE CHIEF OF THE COMMISSION ACTIVITIES BUREAU. HE SPENT 15+ YEARS WITH THE YERINGTON POLICE DEPARTMENT LEAVING AS CHIEF OF POLICE AND ACCEPTED A POSITION AT THE POST ACADEMY AS A TRAINING OFFICER AND THEN ACCEPTED A POSITION WITH THE OFFICE OF CONTINUING EDUCATION. GORDON HAS AN AAS DEGREE IN CRIMINAL JUSTICE AND HOLDS NEVADA STATE CERTIFICATION AS A LABORATORY ASSISTANT.

**SCOTT JOHNSTON**

TRAINING OFFICER II

SERVING SINCE 1992 - SCOTT IS IN CHARGE OF THE COMPLIANCE AND AUDITS SECTION. HE IS ALSO RESPONSIBLE FOR MANAGING, TEACHING AND DEVELOPING VARIOUS PROGRAMS WITHIN THE BUREAU AND PARTICIPATES IN ACADEMY AND CONTINUING EDUCATION TRAINING. SCOTT'S LAW ENFORCEMENT CAREER BEGAN IN OREGON IN 1978. HE SERVED AS TRAINING COORDINATOR AT HIS DEPARTMENT AND INSTRUCTED AS AN ADJUNCT INSTRUCTOR AT THE OREGON POLICE ACADEMY. SCOTT HAS A BS DEGREE IN CRIMINOLOGY AND A BS DEGREE IN PSYCHOLOGY FROM THE SOUTHERN OREGON STATE COLLEGE.

**SHARON DANIELS**

ADMINISTRATIVE  
ASSISTANT IV

SERVING SINCE 1999 - SHARON IS THE SUPERVISOR OF THE CERTIFICATION AND RECORDS SECTION AND IS THE POST COMMISSION SECRETARY. SHE GRADUATED FROM HEALD BUSINESS COLLEGE EARNING HER SECRETARIAL CERTIFICATION WITH HONORS. SHE ATTENDED WESTERN NEVADA COMMUNITY COLLEGE EARNING HER AA DEGREE IN GENERAL STUDIES. SHARON CAME TO POST WITH SEVEN YEARS EXPERIENCE FROM ROCKWELL INTERNATIONAL AND FIVE YEARS EXPERIENCE IN THE DEPARTMENT OF MOTOR VEHICLES AND PUBLIC SAFETY.

**SHERYL PROVINCE**

ADMINISTRATIVE  
ASSISTANT I

SERVING SINCE 2000 - SHERYL CAME TO POST WITH SIX YEARS EXPERIENCE IN HUMAN RESOURCES, SALES, AND ACCOUNTS PAYABLE WITH WESTINGHOUSE AIRBRAKE COMPANY. SHE WAS PREVIOUSLY A PURCHASING ASSISTANT WITH THIOKOL, OMNECO DIVISION. SHERYL IS PRIMARILY RESPONSIBLE FOR FILE MAINTENANCE, UPDATE, DATA ENTRY AND THE PROCESSING OF ALL BASIC CERTIFICATE REQUESTS.

**SALLY CARDINAL**

ADMINISTRATIVE AIDE

SERVING SINCE 2004 - SALLY WORKED 6 YEARS IN THE EDUCATIONAL FIELD AS A PARA PROFESSIONAL IN SPECIAL EDUCATION WITH THE HUMBOLDT AND CARSON CITY SCHOOL DISTRICTS. SALLY WORKS IN A SHARED POSITION IN BOTH THE PEACE OFFICER RECORDS AND CERTIFICATION AND AUDIT AND COMPLIANCE SECTIONS WHERE SHE CONDUCTS DATA ENTRY AND TRACKING OF THE ANNUAL CONTINUING EDUCATION MANDATORY REPORTING SYSTEM.

## CONTACT US:

**COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING**  
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CARSON CITY, NEVADA 89701  
(775) 687-7678 (VOICE)  
(775) 687-4911 (FAX)

### **OR VISIT OUR WEB SITES AT:**

<http://post.state.nv.us/>

<http://nevadapolicecorps.state.nv.us/>

## PHONE NUMBERS

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Danielle Wright, Nevada Police Corps	ext 3311	<a href="mailto:dwright@post.state.nv.us">dwright@post.state.nv.us</a>

## CONTACT THE COMMISSIONERS

### TERM EXPIRES

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<b>JACKIE CRAWFORD, DIRECTOR</b> Department of Corrections 5500 Snyder Ave, Carson City, NV 89701 PHONE: (775) 887-3216	E-Mail: <a href="mailto:jcrawford@doc.nv.gov">jcrawford@doc.nv.gov</a>	June 30, 2005  FAX: (775) 887-3381
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<b>MARK S. PARESI, CHIEF</b> North Las Vegas Police Department 1301 E. Lake Mead Blvd., North Las Vegas, NV 89030 PHONE: (702) 633-1874	E-Mail: <a href="mailto:paresim@ci.north-las-vegas.nv.us">paresim@ci.north-las-vegas.nv.us</a>	June 30, 2006  FAX: (702) 649-2655
<b>RON PIERINI, SHERIFF</b> Douglas County Sheriff's Office P. O. Box 218, Minden, NV 89423 PHONE: (775) 782-9903	E-Mail: <a href="mailto:rpierini@co.douglas.nv.us">rpierini@co.douglas.nv.us</a>	February 16, 2006  FAX: (775) 783-6401