

POST HISTORY

1965 - Present

In the 1960's, citizens concern over police professionalism increased. Police administrators and others recognized that effective training was a means to increase an officer's skills and abilities. The development of police training standards and the improvement of training programs became a priority.

No state had required basic training for police officers prior to 1959, but by 1970, Nevada was among twenty-five states which had established a requirement for mandatory basic training. The number of required hours ranged from 72 to 400. Nevada's requirement at that time was 72 hours which was the lowest.

During the period of 1965 – 1969, police training standards in Nevada developed as a result of the creation of the Commission on Peace Officers' Standards & Training under the Attorney General's Office. The Governor appointed three members who were sheriffs, chiefs of police, or peace officers. Carroll T. Nevin, a former FBI agent, was hired as the Executive Secretary to the POST Commission and also served as Training Coordinator.

In 1969, the Nevada Legislature established the Commission on Crime, Delinquency, and Corrections, commonly known as the Crime Commission. The Governor appointed a 17 member Commission, one of who served as chairman. A Director position was established and appointed by and responsible to the Governor. Carroll Nevin then became the first Director of the Crime Commission.

At the same time they created the Crime Commission, the legislature abolished the POST Commission. In its place, the Peace Officers' Standards & Training Committee was created. This Committee was comprised of five members who were appointed by the Governor from the membership of the Crime Commission. The purpose of the POST Committee was to provide minimum standards & training.

During the 1971 Legislative Session, the Department of Law Enforcement Assistance (DLEA) was created under the Crime Commission. The Director of the Crime Commission, Carroll Nevin, also served as Director of the DLEA. The DLEA had three divisions: The Identification and Communications Division; The Investigative and Narcotics Division; and The Planning and Training Division. In 1972, Paul L. Wilken became POST Coordinator.

In 1973, a POST training academy was established at Stead AFB in Reno. POST presented two basic training courses a year at the Stead facility, and two courses a year in Las Vegas. The minimum training requirement was increased from 72 to 120 hours. It was then that Bill Furlong became the POST Coordinator.

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The Peace Officers' Standards & Training program operated as part of the Crime Commission and Department of Law Enforcement Assistance until 1977. The Fifty-ninth Legislative Session abolished the POST Committee. The responsibility for peace officer training standards was transferred to the Crime Commission. The Crime Commission established a subcommittee to replace the abolished POST Committee, and the position of POST Coordinator was continued in DLEA by Bill Furlong.

John Compston succeeded Bill Furlong in 1976. In 1978, the POST Academy was moved to Clear Creek. At that time the majority of training was instructed by John Compston. He was also successful in having basic training hours increased from 160 hours to 200 hours.

In 1981, the Legislature abolished the Department of Law Enforcement Assistance. Many of the functions of DLEA were transferred to the Department of Motor Vehicles. These included the law enforcement telecommunications system; the Division of Investigations and Narcotics; and the POST Committee and staff. The POST Committee was reestablished and was comprised of three members, approved by the DMV Director. The staff consisted of the POST Coordinator, one training officer, and a secretary. William Burgess became the POST Coordinator in 1981. Mr. Burgess hired Mr. Larry Baker as the POST training officer who improved shooting qualifications, arrest techniques, felony stops and many other courses. Mr. Burgess was succeeded by Larry Stout in 1983. His annual budget was \$164k. By 1984 academy training increased to 240 hours.

In 1985, the POST Academy moved to the newly constructed Highway Patrol training facility, the Claude Howard building on Snyder Ave in Carson City. This same year, the legislature increased the size of the POST Committee to five members, and funded a second training officer position on the POST staff. In the summer of 1986, the POST staff moved in to their newly renovated dormitory at the Stewart facility.

In 1987, the minimum basic training standard was increased to 320 hours. The POST Committee also categorized peace officers and established corresponding training categories: Category I comprises police officers, deputy sheriffs, highway patrol troopers, and those peace officers usually associated with uniformed police services; Category II comprises peace officers that have specialized enforcement responsibilities, such as Gaming Control Board agents; Category III comprises detention and correction officers. The Committee established a state certification examination and established a requirement that peace officers received 24 hours of continuing training annually. POST also created Intermediate, Advanced, Management and Executive professional certificates.

The 1989 Legislature expanded the membership of the POST Committee from five to seven representing all three categories of officers. The authority to appoint members was removed from the Director of the Department of Motor Vehicles and Public Safety and was placed with the Governor.

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The POST Committee amended the regulations in 1990, increasing the minimum basic training standards to 480 hours for Category I; 200 hours for Category II; and 160 hours for Category III.

During the 1992 DMV & PS reorganization both the POST and NHP academies merged to create Nevada Law Enforcement Academy (NLEA). This organization separated POST into two entities, which were the NLEA and POST.

The NLEA conducted their first academy November 10, 1992 with an increased staff. The staff consists of: Larry Baker, Academy Commander; Deputy Commander, Trooper Patty Kinard; Firearms Coordinator, Trooper Bill Tingle; Training officers Dick Clark, Colin Webb, Gordon Waldaias, Scott Johnston, and Trooper Dave Young, as well as two clerical staff, Linda Gaither and Trudy Hadjighasemi. The primary purpose of NLEA was to provide basic law enforcement training for all three categories of officers.

The title of POST Coordinator had been changed to Chief which was held by Larry Stout until March 28, 1994. Mr. Stout had relocated his office from the Stewart facility to the NLEA facility.

Richard Clark was appointed Chief of DMV/PS Training Division/POST after Larry Stout's transfer to DMV in November 1994. The annual budget was approximately \$500k at the time. Much has changed since 1994:

Between 1994 and 1999 POST accomplished the following:

- A computer training classroom was established at the Claude Howard building.
- POST built a state of the art Firing Range facility with utilities, electronic turn targets, shoot house and a triple wide classroom at NNCC.
- Streamlined the certificate process: Basic, Professional and course certificates.
- Established Single Point of Contract training for agency training coordinators.
- Streamlined the In-Lieu process assisting qualified former out of state peace officers to quickly process and certify as Nevada peace officers.
- Upgraded the POST physical fitness requirements.
- Updated the NAC to match the NRS.
- Upgraded basic training curriculum and block exams. Expanded use of practicals. Upgraded Firearms, Arrest and Control training curriculum, established safety measures in all appropriate lesson plans.
- Updated lesson plans, performance objectives, Cadet SOP manual.
- Established Work Performance Standards for all POST staff; annual evaluations of all POST staff.
- Established POST Policy & Procedures manual.

Between 1999 and 2008 POST accomplished the following:

- In 1997, out of a growing concern over POST management by DMV/PS, and with a desire to have the POST committee exercise greater control over POST's budget and resources, the Nevada Sheriff's & Chief's Association convinced the 1997 legislature to pass a Senate concurrent Resolution #21. SCR-21 designated

DMV/PS to conduct a study of the feasibility of separating POST committee from DMV/PS. Specifically, the issues to be studied for recommendation were: *POST budget, structure, responsibilities and placement in State Government.*

- A Nevada Sheriff's & Chief's Association/Public Safety subcommittee was formed. During 1998, numerous meetings, public hearings, and workshops were held. Testimony was heard from many stakeholders, representatives from law enforcement, labor, management, training experts, POST staff, and committee members. Even the president of IADLEST (International Association of Directors of Law Enforcement Standards & Training) came from Arizona to give testimony and reviewed IADLEST model minimum standards for the committee. The following recommendations were the result of the SCR-21 study:

RECOMMENDATIONS:

It is the recommendation of the Committee that:

- 1) POST should be a stand alone Commission.
 - Since POST is expected to serve the interest of state, local and county criminal justice agencies equally, it is preferable that it maintains its autonomy and avoids any appearance that its actions are dominated by one criminal justice agency.
- 2) POST remain funded by court assessments at an acceptable, stable percentage with the ability to build a reserve that would accumulate from year to year.
 - The stability and success of POST is dependent upon its ability to maintain a stable and reliable funding source.
 - It is also recommended that NRS 176.059 be amended to set a fixed percentage of the court assessments and further any amount received in excess of amounts authorized for expenditure will remain as a reserve to be used to administer the duties and responsibilities of the Peace Officers' Standards and Training Commission outlined in NRS Chapter 289.
- 3) The POST Commission should continue to have the authority and responsibility to adopt regulations establishing minimum standards for the certification and decertification, recruitment, selection and training of peace officers.
 - Without mandates at the state level, recruitment, selection, basic and in-service training could suffer, resulting in substantial variations in the quality of police service within this state.
- 4) The POST Commission, to a varying degree, will certify, conduct, facilitate and/or manage basic and in-service training for many law enforcement agencies, statewide (whether Category I, II or III) with the distinction that DMV/PS will re-establish their unique training role for their respective employees.

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- Through unanimous opinion of stakeholders and overwhelming support from law enforcement executives across the state that P.O.S.T. maintain it's current level of diverse responsibilities.
- 5) The day-to-day operations of the POST Commission should be managed by an executive director, appointed by the Commission who will establish a staff structure and material necessary to accomplish the POST Commission mission.

SCR-21 recommendation became the foundation for SB68 which was introduced and carried by Senator Jacobsen and passed unanimously into law July 1, 1999. NRS 289.500 created POST as a stand alone Commission under the Governor's office. NRS 289.510 established POST Commission's powers, duties and regulatory authority and responsibilities. NRS 289.520 created a POST Commission Executive Director. NRS 289.530 authorized the executive director and created powers "with the advice of Commission, the Executive Director may: Appoint employees... and prescribe their duties.

EVOLUTION OF POST FROM DMV/PS TRAINING DIVISION TO POST COMMISSION

There was a huge change in authority and responsibilities since DMV/PS Training Division/POST became the Nevada Commission on Peace Officers' Standards & Training. Prior to July 1, 1999, the chief of DMV/PS Training Division/POST was supervised by and answered to the Public Safety Deputy Director.

The newly established Commission Executive Director (Richard Clark) answers to the Governor's Office and the Chairman of the POST Commission. Further, the executive director interacts directly with and provides information to state legislators, all state agency directors, Legislative Counsel Bureau, Attorney General, federal, state and local criminal justice executives, the Nevada Sheriff's & Chief's Association and other professional training organizations and individuals, government officials and all POST directors from other states. The executive director also serves as chairman of two Nevada Sheriff's & Chief's Association sub-committees. The Training and Education Committee and the Nevada Law Enforcement Memorial Relay Run.

The POST agency has also seen a vast expansion in levels of authority and responsibility. Prior to July 1, 1999, the DMV/PS Training Division mainly focused efforts and resources on basic and in-service training needed of DMV/PS. Prior to 1999 there were no real statewide regulatory activities (i.e., audits or enforcement of POST regulations). DMV/PS Training Division/POST did not audit academies, continuing education compliance or peace officer individual certification. Since 1999 the Commission has stiffened NRS.289.550 requiring peace officer certification. (This law and the activities of POST's Audit and Compliance section have forced many previously uncertified individuals to become certified and agencies to meet current standards.)

Since July 1999

- The Executive Director position was established
- Deputy Director position established.
- Training officers upgraded to grade 36, Bureau Chiefs to grade 38.
- POST has improved compliance by standardizing of training academies and courses.
- Improved Criminal Justice agency's compliance for Continuing Education annual re-certification reporting.
- Reinforced compliance with individual peace officer basic certification.
- POST also currently revamped the Reserve Certification process.
- POST worked with the Attorney General's office developing law enforcement training and standards for investigations and handling of Domestic Violence Full Faith and Credit protection orders, Elder Abuse, training,
- Produced a Physical Fitness Standards video.
- Established the POST website.
- Completes an Annual Report.
- POST in collaboration with the National Guard established Weapons of Mass Destruction training for all POST certified basic academies as a core requirement statewide.
- Began biannual training manager meetings to improve the basic academy training curriculum-statewide.
- Updated certification exams.
- POST has developed core course performance objectives which are now mandated in all law enforcement basic academies.
- POST has developed a computerized record and file management system.
- POST established a third bureau to provide professional development for Nevada peace officers beyond basic and continuing education to prepare them for advanced leadership, supervision and management positions.
- POST is in the process of building a 10 acre EVOC facility on the Department of Corrections property in Carson City.
- POST is in the process of developing a Job Task Analysis and Physical Fitness Validation Study which will establish reasonable and justifiable physical fitness standards for Nevada peace officers.
- POST has established a 24/7 on line interactive e-learning training program for all Nevada peace officers at no cost to agencies.
- POST relocated all staff into Building #6 at the Stewart Facility.

POST could not have accomplished these issues as DMV/PS Training Division. This is why the Nevada Sheriff's & Chief's urged SCR-21 study and SB68 was supported by everyone and passed unanimously! This historic accomplishment could not have occurred without the mutual support and collaborative efforts of the Nevada Sheriff's & Chief's Association, the POST Commission, DMV/PS, many peace officers, labor organizations, the State Legislature, and Senator Lawrence Jacobsen, may he rest in peace.

Commission and Organization Structure

As of 2008, the POST commission is comprised of nine commissioners and 17 full time employees. In addition, POST directly supervises 50 cadet peace officers for 38 weeks per year in a regional residential 24 hours a day law enforcement academy. POST commission is responsible for quality of training, the professional certification and annual recertification of approximately 11,000 peace officers. POST regulates the selection, hiring and training for all Nevada peace officers and the 147 criminal justice agencies in the state as well as the certification, approval, auditing and monitoring of 40 law enforcement training academy programs.