

**MINUTES OF THE MEETING OF THE
SENATE COMMITTEE ON FINANCE
AND
ASSEMBLY COMMITTEE ON WAYS AND MEANS
SUBCOMMITTEES ON PUBLIC SAFETY, NATURAL RESOURCES AND
TRANSPORTATION**

**Eighty-first Session
February 11, 2021**

The joint meeting of the Subcommittees on Public Safety, Natural Resources and Transportation of the Senate Committee on Finance and the Assembly Committee on Ways and Means was called to order by Chair Moises Denis at 8:02 a.m. on Thursday, February 11, 2021, online. [Exhibit A](#) is the Agenda. All exhibits are available and on file in the Research Library of the Legislative Counsel Bureau.

SENATE SUBCOMMITTEE MEMBERS PRESENT:

Senator Moises Denis, Chair
Senator Chris Brooks
Senator Pete Goicoechea

ASSEMBLY SUBCOMMITTEE MEMBERS PRESENT:

Assemblywoman Brittney Miller, Chair
Assemblywoman Daniele Monroe-Moreno, Vice Chair
Assemblywoman Sarah Peters
Assemblyman Howard Watts
Assemblywoman Robin L. Titus
Assemblywoman Jill Tolles

STAFF MEMBERS PRESENT:

Wayne Thorley, Senate Fiscal Analyst
Sarah Coffman, Assembly Fiscal Analyst
James Malone, Program Analyst
Melodie Swanson, Committee Secretary
Joko Cailles, Committee Secretary

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OTHERS PRESENT:

Michael Sherlock, Executive Director, Peace Officer Standards and Training Commission
Chris Carter, Deputy Director, Peace Officer Standards and Training Commission
George Togliatti, Director, Nevada Department of Public Safety
Curtis Palmer, Administrative Services Officer, Director's Office, Nevada Department of Public Safety
Sheri Brueggemann, Deputy Director, Director's Office, Nevada Department of Public Safety
Mavis Affo, Human Resources Manager, Human Resources Division, Nevada Department of Public Safety
Jose Villa, Human Resources Analyst, Human Resources Division, Nevada Department of Public Safety
Patrick Conmay, Chief, Investigation Division, Nevada Department of Public Safety
Ryan Miller, Deputy Chief, Investigation Division, Nevada Department of Public Safety
Annemarie Grant

CHAIR DENIS:

We begin with budget account (B/A) 101-3774, which pertains to the Peace Officer Standards and Training Commission (POST).

PUBLIC SAFETY

PEACE OFFICERS' STANDARDS & TRAINING

Peace Officer Standards & Training Commission — Budget Page POST-6
(Volume III)
Budget Account 101-3774

MICHAEL SHERLOCK (Executive Director, Peace Officer Standards and Training Commission):

The *Nevada Revised Statutes* (NRS) defines which agencies employ staff with peace officer powers. The Peace Officer Standards and Training Commission has jurisdiction over these agencies and peace officer staff. Entities under

POST's jurisdiction include sheriffs, deputy sheriffs, police officers, Nevada Highway Patrol (NHP) officers, State and local investigators, parole and probation officers, juvenile probation officers, alternative sentencing officers, bailiffs, constables with peace officer powers, court marshals, custody staff, tribal law enforcement agencies that have an interlocal agreement with the State and volunteer law enforcement dispatchers.

By statute, POST is tasked with regulating peace officers' trainings. It provides basic training, academy training and advanced training. Advanced training includes professional development.

Staff members at POST develop and implement minimum standards related to recruitment, hiring and certification. We ensure agencies are in compliance with these standards. We establish minimum standards for peace officers in the State. While POST is tasked with setting minimum standards, police agencies have the right to supplement these standards to meet their organizational and community needs.

Advanced training provided by POST includes supervisor management, executive training and Streicher development training. We fund programs like assignment-base training.

Compliance with minimum standards is ensured through audits and inspections of police agencies across Nevada. Staff members at POST also audit records. Across the United States, there has been much attention paid to law enforcement trainings and police officers. Nevada is not an exception to this trend. This attention from news outlets and public officials continues.

To carry out its mandates, POST contains two divisions. The Standards Division assists with the scheduling and planning of POST meetings; makes recommendations on POST-related changes to the *Nevada Administrative Code* (NAC); works with the Legislative Counsel Bureau to codify new NAC regulations; ensures compliance with NAC and NRS requirements through audits and inspections; validates certificate requests; issues certificates; compels information and evidence for certificate revocations; makes presentations to POST on suspensions, revocations and waiver requests;

ensures notices are delivered regarding the suspension of peace officers' certificates and reviews training.

The Standards Division also approves training programs hosted by private vendors and law enforcement agencies. It ensures basic and advanced training programs meet minimum established standards.

The Training Division provides basic and advanced training. On the basic training side, POST facilitates two 17-week academies per year. Each academy accommodates up to 32 cadets. There has been an increase in demand for the academies. We expect demand to continue rising, at least in the short term.

We increased our emphasis on decision-based and scenario-based training in the POST training curriculum. This increase was based on industry standards and feedback from field training officers. We strive to graduate cadets who can make lawful, moral and ethical decisions while under stress.

On the advanced training side, POST provides courses in basic instructor development, background investigations, first-line supervisor duties, management and executive training. We host trainings on range instruction, Taser instruction and arrest control techniques. We have over 50 online course available.

Our current budget is almost entirely funded by court assessment fees. We receive no dollars from the General Fund. Twelve years ago, POST regulated and managed approximately 6,000 peace officers and their associated records. Today, there are nearly 18,000 active and inactive records under our management. That represents a threefold increase. Our staff has not grown. Staff members have effectively managed the increase thanks to their dedication.

This budget recommendation largely maintains the status quo. The Peace Officer Standards and Training Commission would like to see its budget expanded, but we understand existing revenue limitations. I expect court assessment revenue to increase based on population growth, reduced unemployment and increased traffic flow. I caution that this expectation is not based on formal projections.

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CHRIS CARTER (Deputy Director, Peace Officer Standards and Training Commission):

The Executive Budget contains decision unit E-225 in B/A 101-3774, which pertains to an upgrade for our Data and Records Management System.

E-225 Efficiency & Innovation — Page POST-8

For the last 15 years, POST has used three separate data management systems. These systems have become vulnerable and obsolete with advancements in technology. These systems also lack the ability to efficiently communicate information to each other. All of these systems are experiencing frequent shutdowns that could result in data corruption.

Due to these issues, POST wants to install a new data management system. The new system would integrate information from the three obsolete systems. The new system is already used by other State agencies.

While this modernization project would be funded by an enhancement, it will eventually reduce maintenance costs in the POST budget. It is important for POST to have an effective data management system given society's current emphasis on police accountability and training.

The Executive Budget also contains enhancements for equipment. Decision unit E-351 in B/A 101-3774 contains \$3,500 to purchase physical training equipment.

E-351 Promoting Healthy, Vibrant Communities — Page POST-8

The equipment would be used by our biannual academies. The academies include physical fitness as part of their curriculum. Some of the equipment now used for physical fitness training is outdated.

We also requested the purchase of equipment related to the use of force, including laser weapons. The federal Edward Byrne Memorial Justice Assistance Grant Program provided funds to POST for the acquisition of force-training equipment that will be used to enhance officers' critical decision-making.

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A greater variety of force-training equipment will provide academy trainees with more options.

SENATOR DENIS:

Are you purchasing an off-the-shelf data management system to replace your legacy systems?

MR. SHERLOCK:

Yes. The vendor we want to work with created similar systems for other State agencies. We are confident it knows how State processes work and will engage effectively with POST.

SENATOR DENIS:

Will there be savings on maintenance costs because of this new system?

MR. SHERLOCK:

Yes. We expect a 50 percent reduction in maintenance costs that now go toward the three legacy systems.

SENATOR DENIS:

Will the new data system lead to time savings for POST? What other benefits are you getting with the new data system?

MR. SHERLOCK:

Yes, it will save POST staff time. There is much maintenance associated with one legacy system exchanging information with another legacy system. A new data system will reduce the need for that type of maintenance.

SENATOR DENIS:

Decision unit E-711 in B/A 101-3774 requests vehicle replacements.

E-711 Equipment Replacement — Page POST-9

There is \$9,000 in each year of the biennium requested for vehicle replacements. I believe POST stated that new vehicles cost about \$4,500. Is POST purchasing four vehicles?

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MR. SHERLOCK:

Two vehicles are generally replaced by POST in each calendar year. These are training vehicles we use for emergency vehicle operations. We generally purchase vehicles such as NHP cars not in service. We get those vehicles at a reduced rate.

We are purchasing four vehicles over the 2021-2023 biennium.

SENATOR BROOKS:

It does not appear that POST receives federal funds in this budget. I would assume that much federal funding is available for law enforcement activities. Are there grant opportunities or federal funding opportunities the State might be missing out on? Are the opportunities not available?

MR. SHERLOCK:

Federal grants are a big part of POST's ability to provide services. We were recently awarded \$120,000 through a federal grant. The grant money allowed POST to purchase equipment and host trainings.

We are also working, through a \$29,000 federal grant, to implement some of the mandates from Assembly Bill (A.B.) 236 of the 80th Session. The legislation contained provisions on service calls related to behavioral health.

In the POST budget, federal dollars are represented by pass-through funding. Federal grants are essential.

ASSEMBLYWOMAN TOLLES:

I am glad to hear the new data system will lead to cost savings in future POST budgets. There is much interest in continuing to track data about law enforcement activities. Would POST be able to expand the new data system to meet the growing number of data requests?

MR. SHERLOCK:

Yes. Data retention looks different for law enforcement agencies. One of the advantages of the vendor we want to work with is that it already works with the Nevada State Library Archives, and Public Records. Much of our data goes

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to the Archives. The new system will be able to effectively communicate with the Archives.

Our State's population is growing quickly. The number of records we maintain is increasing. We need a new system to keep up with this growth.

ASSEMBLYWOMAN TITUS:

A growing number of agencies are requesting POST's assistance with their trainings.

I want to ask a question about A.B. No. 236 of the 80th Session. I am frustrated legislators ask State agencies to do more without providing associated funding. It looks like POST has a bare-bones budget for training assistance. Are you able to keep up with the logistics of more training requests? Do you have enough physical space to perform the duties legislators are requesting?

Did POST have to hire more staff to help with the requirements implemented by A.B. No. 236 of the 80th Session? If so, how did you fund those new positions? Are you able to attain more federal grants for those types of new positions?

MR. SHERLOCK:

I do not believe people understand what POST does. We are always anxious to educate legislators on some of our duties. Some of the bills considered by the Legislature do not meet the threshold for POST to enter a fiscal note because of the way they are structured.

A problem we face is that the Legislature does not always understand that training mandates do not have funding attached to them. Law enforcement agencies across Nevada look to us to provide assistance with their trainings and curriculum development.

Despite these challenges, POST does a good job meeting the demand we see. The Stewart Indian School is a good location for us. The buildings are old but they perform their functions well. We have room to host trainings and the biannual academies.

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We are looking at ways to make POST eligible for more federal grants. There are statutory frameworks that hold us back in terms of receiving federal money. But we do receive grant awards. In terms of A.B. No. 236 of the 80th Session, we received a small federal grant to help us put together an infrastructure for a State-run behavioral health response grant program. We hired a staff member who is proficient in working with different communities and behavioral health professionals. The grant program itself has not yet been funded. We are looking at ways to accomplish that. The infrastructure is in place if the money becomes available.

ASSEMBLYWOMAN MONROE-MORENO:

My career of 30 years was in law enforcement. I have a unique appreciation for and relationship with POST.

Will the new data system be able to exchange information with local police agencies and sheriff's departments? Will it only be an internal data system?

MR. SHERLOCK:

At present, we use a system called Formatta to help outside agencies report data to POST. The new system is web-based. It will be easier for outside agencies to convey information to POST. The new system will be both internal and external. Outside agencies will be able to report data without a third party. At the moment, a third party is required for data conveyance.

ASSEMBLYWOMAN MONROE-MORENO:

You mentioned receiving a federal grant to assist with implementing A.B. No. 236 of the 80th Session. Was this a matching federal grant? Can you give us more information on the behavioral health components that received money from this federal grant?

Is the person you hired to assist with establishing a State-run grant program for behavior health response educated in cultural competency and implicit bias training?

MR. SHERLOCK:

The federal grant does not require a match. It is a straightforward grant that allows for a part-time consultant to develop a State-run grant system for

agencies to develop their own behavioral health response teams, per A.B. No. 236 of the 80th Session. The consultant is contracted to work 1,000 hours.

Staff members at POST had to establish the infrastructure for behavioral health response teams before receiving federal funding. Assembly Bill No. 236 of the 80th Session provided a rubric to base the infrastructure on. Developing these response teams requires working with the Nevada Department of Health and Human Services to determine what the requirements for behavioral health specialists should be. It entails working with rural agencies and helping them implement behavioral health plans.

The staff member we hired to establish the State-run grant has a lengthy background dealing with community-based programs. He has 30 years of experience. The staff member has assisted with developing new programs in behavioral health and other areas. He has a good history of creating partnerships. Assembly Bill No. 236 of the 80th Session is centered on partnerships with the Nevada Department of Health and Human Services, other State divisions, the behavioral health community, the professional community and law enforcement agencies across Nevada.

Assembly Bill No. 236 of the 80th Session weights some funding for behavioral health response towards rural communities. We are working to ensure rural law enforcement agencies are able to participate in behavioral health response team situations. The new staff member we hired assists in creating the structure necessary to accomplish this aim.

ASSEMBLYWOMAN MONROE-MORENO:

The federal grant only covers approximately 1,040 hours of consulting. Have you looked at what other states are developing in behavioral health response teams? A number of states are further ahead than Nevada. Staff members at POST may be able to use tools that have worked well in other states. This would allow the 1,040 hours allotted for consulting to be as effective as possible.

Has the staff member hired for establishing the grant program worked in communities of color? When I was a law enforcement officer, I noticed our

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relationships with communities of color were lacking. We need to build those relationships. Hiring a staff member who already has an understanding of diverse communities would be beneficial to POST and Nevada.

MR. SHERLOCK:

The staff member came from the Los Angeles area. He is currently visiting the University of California, Irvine to study the types of law enforcement programs it developed. The staff member is adept at developing and creating relationships.

The 1,040 hours are not about delivering training. They are about creating the grant infrastructure that A.B. No. 236 of the 80th Session requires. The staff member is putting together the infrastructure that will allow us to approve behavioral health response grants as soon as POST attains the associated funding.

ASSEMBLYWOMAN MONROE-MORENO:

I have a bill to overhaul our grant procurement programs in Nevada. I hope this legislation will help POST attain the funding it needs to be successful.

CHAIR DENIS:

We will now hear budget accounts from the Nevada Department of Public Safety (DPS).

GEORGE TOGLIATTI (Director, Nevada Department of Public Safety):

We will present B/A 201-4706 for the Director's Office, B/A 101-3743 for the Investigation Division and B/A 710-4727 for Capitol Police.

DEPARTMENT OF PUBLIC SAFETY

DPS – Director's Office — Budget Page PUBLIC SAFETY-14 (Volume III)
Budget Account 201-4706

DPS – Investigation Division — Budget Page PUBLIC SAFETY-79 (Volume III)
Budget Account 101-3743

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DPS – Capitol Police — Budget Page PUBLIC SAFETY-130 (Volume III)
Budget Account 710-4727

These times present us with a number of challenges. The DPS is committed to smart management and an effective use of its budget.

CURTIS PALMER (Administrative Services Officer, Director's Office, Nevada Department of Public Safety):

The DPS budget presentation is ([Exhibit B](#)). I am beginning from page 1 of [Exhibit B](#).

We provide services to protect citizens and visitors in Nevada. The Department works in areas of prevention, preparedness, response, recovery, education and enforcement. Our vision is to be a unified and multidisciplined total force organization that preserves public safety. We want to be known as proactive and responsive. The motto of the DPS is: dedication, pride and service.

Page 3 of [Exhibit B](#) shows DPS's organizational chart. It represents the Department's leadership.

The Director's Office, funded by B/A 101-4706, establishes the policy and general direction of DPS. The Director's Office has centralized evidence duties, with three evidence vaults throughout the State. It also has a Human Resources (HR) section that assists with recruitment, retention, workplace safety and employee management.

The Director's Office supplies fiscal oversight for DPS, provides accounting guidance, manages a payroll-keeping section, oversees contract management and handles public records requests.

Page 6 of [Exhibit B](#) shows the organizational chart for the Director's Office. The evidence vault in B/A 101-4701 is included in the chart. We will not discuss the evidence vault today, but it does encompass a subset of the Director's duties.

DPS – Evidence Vault — Budget Page PUBLIC SAFETY-22 (Volume III)
Budget Account 201-4701

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There are two administrative services officer positions we want to transfer to the Investigation Division's B/A 101-3743.

Page 7 of [Exhibit B](#) shows the organization chart for the HR section in the Director's Office. It assists both sworn officers and civilian staff members.

Page 8 of [Exhibit B](#) lists the enhancement decision units in B/A 201-4706.

Decision unit E-300 funds travel requests for DPS.

E-300 Safety, Security and Justice — Page PUBLIC SAFETY-16

Decision unit E-350 helps us test DPS Sergeant applicants with written exams.

E-350 Promoting Healthy, Vibrant Communities — Page PUBLIC SAFETY-16

Decision unit E-710 funds standard computer and hardware replacements.

E-710 Equipment Replacement — Page PUBLIC SAFETY-16

Decision unit E-900 represents a transfer of the administrative services officer II position from this budget account to B/A 101-3743.

E-900 Transfers Director's Office to Investigation Div — Page PUBLIC SAFETY-17

During the Great Recession, we consolidated some fiscal services into the Director's Office. Over time, fiscal services have been moved back into other divisions for more direct management. Decision unit E-900 is one of the last components of this transition. The administrative services officer position II reports directly to me but is housed in the Investigation Division. It receives guidance from the Investigation Division's chief and deputy chief. The transfer boosts efficiency. Budget account 101-3743 already funds the administrative services officer II position through cost allocation.

The Director's Office is cost allocated to all divisions within DPS based on specific criteria. These criteria include financial transactions, contracts, work programs, personnel transactions and employee relations.

SHERI BRUEGGEMANN (Deputy Director, Director's Office, Nevada Department of Public Safety):

I am beginning on page 10 of [Exhibit B](#). Recruitment activities are paramount to DPS. Over the last few years, we engaged in a number of initiatives to help us hire people as fast as possible. These include open house events, social media efforts, veterans' recruitment, career fairs and the installation of applicant tracking software.

The DPS also implemented career aptitude testing. This was to move applicants through the background process as quickly as possible. Phase 1 of the application consists of this career aptitude test and a physical fitness examination. If applicants do well during phase 1, they move onto phase 2.

Separating the application process into two phases makes the proceedings faster. Applicants complete one phase at a time, go through background procedures and are assigned DPS mentors. Mentors assist applicants with their background packets.

The background process represents the biggest slowdown for DPS in terms of recruitment. We have used polygraph tests and background technicians to make the process more efficient. The background process is usually delayed by applicants themselves because they have not transmitted required information to DPS. Such applicants are put on standby, and we try to reach out to them to assist with their applications.

Applicants appear to view communication, openness and connecting with DPS mentors as favorable parts of the process. This favorability has not yet translated into more vacancies being filled.

Page 12 of [Exhibit B](#) highlights what DPS has done over the 2019-2021 biennium to recruit officers. The Covid-19 pandemic slowed these activities.

Page 13 of [Exhibit B](#) contains a graph with diversity data for DPS. The graph allows us to see the racial and ethnic compositions of Nevada's general population, all applicants and hired applicants. General population data for Nevada was retrieved from the U.S. Census Bureau. The graph shows we are targeting the correct groups for recruitment, but there are disparities between submitted applications and successful applications that lead to employment.

The DPS has faced quite a bit of difficulty spreading staff across the State to backfill vacant positions. Page 14 of [Exhibit B](#) shows some of the impacts officer vacancies have on DPS's operations. Most Nevada State highways are not covered during graveyard hours, requiring law enforcement to rely on callouts when incidents occur. Sick calls cannot be backfilled. Capitol Police and NHP have had to turn away calls due to overcapacity in the past and face the danger of doing so again. Response times have increased for NHP officers. Parole and probation officers have difficulty managing caseloads due to vacancies. Officer morale suffers and burnout becomes more common due to vacancies.

Vacancy excess has been a problem for many years. Legislators have heard DPS discuss the problem at length. The social climate that now exists is not conducive to a positive image for police officers. We have to consider that when engaging in recruitment activities.

Page 15 of [Exhibit B](#) shows turnover rates within DPS. In 2017, DPS saw 128 officers hired and 110 officers leave. In 2018, more DPS officers left than were hired. The negative trend has continued since then. It is becoming more difficult to replace newly created vacancies.

Page 16 of [Exhibit B](#) shows why officers are leaving DPS. The most significant reason is retirement. A whole generation of officers is retiring. Officers leave because it does not make financial sense for them to remain in their positions. They make less than they could supplementing their retirements through private positions. In many cases, officers' net retirement earnings are better than their regular work earnings. Furloughs and higher Public Employee Retirement System (PERS) costs contribute to this trend.

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The second most prominent reason officers are leaving is because other law enforcement agencies offer better pay. Local officers in Nevada make significantly more than DPS officers. Page 17 of [Exhibit B](#) compares salaries for police sergeants across State and local departments.

Per NRS 286.421, local employers make contributions to the PERS Police and Firefighters' Retirement Fund. The employer contribution requirement is not present for State officers. As a result, it is difficult to compare officer salaries between State and local agencies. The chart on Page 17 of [Exhibit B](#) contains information gathered by the Nevada Department of Administration's Human Resource Management Division. The salary data shows base earnings without PERS benefits or incentive pay. The DPS is significantly behind everyone else for police sergeant base pay. Police officers are three grades below sergeants, meaning they are even more undercompensated.

I am aware other State employees have to deal with these problems. I am not discounting challenges in other State agencies, but officers deal with life-threatening situations. We need to consider ramifications of pay and retention.

MR. PALMER:

The Executive Budget contains a Capital Improvement Project (CIP) for a laboratory at DPS headquarters. The Governor requests \$640,384 for advanced planning, programming and conceptual design.

Project No. P04 — Advance Planning: Headquarters Building

The proposal is for a State toxicology laboratory and a DPS headquarters office complex. The main focus for this project proposal is the State Forensic Toxicology Laboratory. There is a substantial backlog in toxicology-related court cases. The legalization of recreational cannabis has contributed to impaired driving. This demonstrates a strong demand for a new State toxicology laboratory. The State must be able to demonstrate due diligence in the testing of cannabis products to prevent unsafe products from entering the market.

The Nevada Office of Traffic Safety created an implementation plan for a State toxicology laboratory with the Traffic Injury Research Foundation. The link for

the report is on page 19 of [Exhibit B](#). The goals of the State toxicology laboratory will be to help make highways safe by identifying polysubstance use; providing specialized investigative, forensic and support services; ensuring quality, integrity and accuracy within laboratory examinations; providing training to personnel, university students, attorneys, judges and law enforcement agencies; promoting awareness and stability throughout the testing system; providing breath alcohol testing assistance and fulfilling statutory obligations under NRS 484C.620 through NRS 484C.630.

Page 20 of [Exhibit B](#) outlines concerns around the proper and equitable application of justice in Nevada. Equitable law enforcement does not exist in the State when different laboratories conduct different tests. It does not exist when laboratories conduct the same tests with different standards.

ASSEMBLYWOMAN MILLER:

Recruitment and retention are important for DPS because we need to ensure high standards for officers. You discussed the reasons many officers end up leaving their positions. Will DPS be able to recruit the additional cadets we need to fill vacant positions?

MS. BRUEGGEMANN:

I do not see any significant improvements to the vacancy problem without changes to the pay or retirement structures for officers. The DPS has already invested time in and attention to this issue. The DPS needs pay parity with local law enforcement.

MR. TOGLIATTI:

I recently had a conversation with a city marshal. The marshal was a former NHP officer. He said he left because of pay issues. The marshal realized it was not worth staying in NHP given what other agencies in Nevada were paying.

Pay disparity has been an issue since I served as DPS Director under former Governor Kenny Guinn. Other law enforcement agencies would incentivize high-performing DPS officers to transfer with better paid positions. This is particularly painful when we consider that other law enforcement agencies have the same objectives as DPS in terms of hiring women and minorities. I am

concerned that cadets who graduate from DPS academies often leave for other law enforcement agencies.

At the federal level, it is harder to transition retirement plans to other agencies. An Internal Revenue Service (IRS) agent cannot just transfer his or her IRS-facilitated retirement account to the Drug Enforcement Administration if he or she is transferring positions. This is in contrast to Nevada. Under the PERS system, switching from agency to agency is easy. I realize this is an inopportune time to bring this problem up, but it is important to acknowledge it. This is one of our biggest challenges.

Recruitment and retention are major priorities for law enforcement agencies across the United States. The social climate requires us to ask, who wants to be a police officer? When you consider how potential DPS officers can make more money working with other agencies, the scope of our challenges come into focus. The DPS has tried to enhance our positions to remain competitive with other law enforcement agencies. We try to emphasize that we are smaller, have better esprit de corps and are free of the internal problems other law enforcement agencies have. But recruitment and retention remain our top challenges.

ASSEMBLYWOMAN MILLER:

According to your presentation, there were approximately 3,000 applications in 2019. Last year, even during the Covid-19 pandemic, there were still over 2,000 applications. How many of these applicants make it to training academies? I am trying to understand where the actual gaps are in filling these positions.

MS. BRUEGGEMANN:

The DPS has looked at how many applications it takes to fill an academy. That figure used to be 100 applicants for 5 academy students. We have not done any recent analysis to determine the number.

MAVIS AFFO (Human Resources Manager, Human Resources Division, Nevada Department of Public Safety):

We do not have a recent number for how many applicants are required to fill an academy. We are relying on older figures showing 100 applicants are needed for

5 students. Many dropouts take place throughout the application process. The background process is where many dropouts are seen. Applicants often dropout during medical assessments and psychological evaluations. We have a major issue with people not passing the polygraph examination.

ASSEMBLYWOMAN MILLER:

There are many conversations around the efficacy of polygraphs. People are concerned about false negative and positive polygraph results. Why do we still use polygraph examinations if they block applicants from proceeding further in the process? I do not believe polygraph examinations are indicators of excessive force or trauma response. Have we done studies to show what the polygraph examinations cost in terms of time and money?

I also noticed aptitude tests being included in the application process. If someone has already applied to be a police officer, why are we still doing an aptitude test? Aptitude tests are usually to direct people to career fields they might be successful in. They are not usually used by job applicants who have already decided on a career field.

MR. TOGLIATTI:

We have to consider what the value of polygraphs are. I understand you cannot use them in court. But the country is having a conversation on how to assess officer integrity. The question is, what are officers' backgrounds?

I once heard someone ask whether we should use polygraph examinations to determine an applicant's propensity for violence or bigotry. It is a tough call. Polygraph examinations are not certain. There is a balance to be struck here. Our main purpose with polygraph examinations is to assess factors that would prevent people from becoming police officers, including the use of drugs.

We may be able to collaborate with behavioral health professionals on polygraph examinations. It is important we are diligent in assessing applications. Applicants may have prejudiced views. They may have issues functioning as a police officer in a society where law enforcement has to be more "user friendly." We have to be more engaged with the community instead of having adverse relations. The question remains, can we use a polygraph for these purposes? We have a long way to go in terms of research.

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MS. BRUEGGEMANN:

We are required by statute to use polygraph examinations. In the past, I agreed with eliminating polygraph examinations from our application process. But officer integrity has become a bigger concern. Polygraphs are meant to help us assess the honesty of candidates.

We focus on drug use, criminal records and domestic violence with polygraph examinations. Until the regulations are modified, we are legally mandated to use polygraphs.

With respect to our aptitude tests, perhaps "aptitude" is not the best word. The tests are more for DPS to assess a candidate's integrity. We use the National Testing Network (NTN) for our examinations. Most local law enforcement agencies across the United States use NTN exams. The screening helps us determine how prepared a candidate is to go through the system. It assesses candidates on a variety of categories. Applicants are graded by DPS on a pass-or-fail basis. The NTN exams give us a method to analyze applicants. We are able to pool applicants who we believe are qualified, mentally and physically, for officer jobs. We are able to look at candidates' responses to situational questions. Candidates who fail are not allowed to proceed with the application process.

ASSEMBLYWOMAN MILLER:

The presentation states 12.8 percent of cadets fail academies. It mentions 5.8 percent of applicants do not make it through the probationary period. Why is this the case?

On page 13 of [Exhibit B](#), DPS highlights diversity data. It looks like half of Black applicants do not make it through. Why?

MS. BRUEGGEMANN:

I do not know why Black applicants have a higher failure rate than others. The only study we participated in analyzed the recruitment of women. Nevada is among the worst-performing states for recruiting women into law enforcement. The DPS has made efforts to improve recruitment of women. Female applicants often fail our physical fitness examinations. We want to help applicants with training and development prior to formal examinations.

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I will follow up with the Subcommittees regarding why Black DPS applicants have a higher failure rate.

SENATOR GOICOECHEA:

I understand concerns about polygraph examinations. But given the social climate, it is probably not an appropriate time to lower standards.

I get asked about rural police vacancies on a regular basis. What is DPS doing about vacancies in communities such as Eureka and Ely?

MR. TOGLIATTI:

One of the things we have done within the last year is refocus our recruitment efforts. There was previously an emphasis on job fairs in places like San Diego and Los Angeles. We learned we need to recruit from areas where applicants are more likely to work in rural communities.

I always talk about the benefits of being a rural officer. Rural officers get to cover a large portion of Nevada. Officers who want to live on a property with several acres and who want to own horses are better equipped to do so if they live in rural areas. The DPS might be able to promote these benefits when recruiting candidates.

Strong competition is always a problem when it comes to recruiting officers. When I worked on private security forces for Nevada resorts, I noticed it was difficult to recruit certain groups of people into law enforcement careers. For example, it was difficult recruiting women. People either have a strong interest in law enforcement careers or they are uninterested.

I looked at the number of female NHP officers. Rural NHP positions require officers to conduct traffic stops at 2:00 a.m. If backup officers are needed, they can take hours to arrive. It can be difficult to find women who want to take those positions.

It is easier to recruit probation and parole officers. I teach at the University of Nevada, Las Vegas. Every year, the number of students who want to enter probation and parole positions increases. Students see elements of social work

in these positions. They want to see positive results come from their law enforcement duties. Students see a chance to turn lives around.

The DPS needs to remain diligent with recruitment efforts. Every generation has different needs and wants when it comes to career choices. The DPS briefly considered not having an entrance exam. We chose to keep entrance exams because we need to measure candidates' abilities. Without an exam, we would have no indication of how a person will do during academies. We would have no indication of their writing abilities or English skills. The DPS always has one question in mind, what is the quality of candidates we recruit? There is a continual balance here. Recruitment is our number one priority. We are trying to make our jobs better for everyone and improve our esprit de corps.

MS. BRUEGGEMANN:

The DPS tried to institute an incentive pay structure for rural communities. It was determined we could not do so without legislative approval. Incentive pay for rural officers did not make it into our budgets.

Rural officers have been receiving assistance from officers in Nevada's large cities. We have NHP officers coming up to assist Capitol Police. We have parole officers and investigation officers assist Capitol Police as well. We often function as one State unit. The DPS pulls everyone in to solve problems.

Our biggest issue with having officers assist other divisions is the allocation of funding. We have many funding streams for the various purposes of the divisions. These get in the way and prevent DPS from being able to make full use of its available force.

We make every effort to fill rural vacancies. Our priority now is fast tracking rural applicants. We put Las Vegas applicants on a list of potential candidates, but we are not prioritizing them for the background process. We prioritize candidates willing to work in rural Nevada.

Building esprit de corps will help in the recruitment and retention process, but the conversation always circles back to pay disparities.

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SENATOR GOICOECHEA:

I agree conversations around officer pay are critical. We should not be losing 20 to 30 percent of DPS officers to local law enforcement agencies.

ASSEMBLYWOMAN PETERS:

Can you discuss the types of services that may be turned away if the number of vacancies continues to increase?

MS. BRUEGGEMANN:

Contract services can be turned away. The Nevada Highway Patrol handles contracts with various companies. For example, NHP helps businesses transport oversized loads on State highways. The NHP pays officers overtime when helping with these types of contract services as they fall beyond the officers' normal duties.

We have hundreds of service contracts throughout the State. We would have to deny services to those contracts in the event vacancies overwhelm DPS.

Capitol Police would have to request assistance from local law enforcement agencies. For instance, if a serious incident occurs at the Grant Sawyer Building, we would have to call local law enforcement agencies and sister agencies to assist.

If a nonserious irritation incident occurs at the Grant Sawyer Building, Capitol Police might get back to callers at a later time. Capitol Police may also refer callers to another law enforcement agency in the area.

ASSEMBLYWOMAN PETERS:

I want to ask about DPS's long-term strategy to address recruitment and retention. This has been an area of intense discussion across the Country. Recent generations of workers have dynamic employment needs. Employees have different expectations for work-life balance and various scenarios that could arise in the workplace.

What is DPS's strategy for addressing the dynamic needs of recent generations?

MS. BRUEGGEMANN:

We are deploying employment applications that can be completed on mobile devices. Within DPS, we use several forms that can be filled out on mobile devices. This includes a form supervisors use to assign contract work to officers. We are striving to implement the latest technology. The NHP tends to be better on technology compared to other DPS divisions as the Highway Fund is not as restrictive as other revenue streams are.

The DPS is trying to recruit and retain younger officers, but younger workers are mobile. They are not necessarily the ones who will stay with the same division for 10 years. They transfer jobs often. In response, we have promoted interdivisional transfers within DPS as a recruitment benefit. For example, if an officer gets bored after two years as a probation officer, he or she would be able to move into NHP. This is how we have adapted to members of a younger generation who do not always commit to a career of 20 to 30 years in the same capacity.

In terms of pay and benefits, younger workers often do not think about PERS. They are only thinking about the immediate future.

Our long-term strategies are impacted by funding.

ASSEMBLYWOMAN PETERS:

I imagine an exit interview is conducted when officers leave DPS. Exit interviews give officers a chance to express why they are leaving. Are you asking questions about how officers feel about the culture of DPS? Are you asking officers about work-life balance? I know dispatchers who worked an immense amount of overtime. As single parents, they barely saw their children. That is not sustainable. What are you doing to address excessive workloads?

MS. BRUEGGEMANN:

Officers who leave due to pay often emphasize they loved working with DPS. They say they would not leave if the pay was higher. A number of officers end up coming back to DPS because of the positive work culture we have. Officers say they are leaving because they need more pay to support their families.

Dispatchers with DPS have a high turnover rate. Being a dispatcher is highly stressful. Dispatchers work a large amount of overtime. In most cases, overtime is not required. It is requested by officers.

We are almost ready to start an academy for dispatchers. We have 50 applicants who are moving forward. Hearing their concerns is critical. Dispatchers are often talked about as if they are administrative support. It is important to note that dispatchers and administrative support personnel have different roles. Dispatchers are fully part of law enforcement. They are as important as other types of officers in terms of sharing information and communicating.

We had a dispatcher dealing with an urgent incident. She knew some of the people involved with the situation. It was emotionally difficult for her. We need to ensure dispatchers have the same type of support offered to other officers.

Mental and physical distress due to excessive work hours is a problem. Officers across the Country have high suicide and divorce rates. I have attended many seminars explaining the scope of this problem. We need to emphasize physical fitness and getting days off. Due to low pay, many officers put in much overtime because they would be unable to work for DPS otherwise.

ASSEMBLYWOMAN PETERS:

I am curious about how officers feel they are being compensated. Would people feel better about the pay they received if they worked fewer hours? I am a member of the millennial generation. Millennials are more critical of excessive work hours.

I am curious about how DPS evaluates the cultural experiences of employees. How does that relate to your post-recruitment review process? Do you look at why people are interested in DPS? Do you look at why they lose interest?

MS. BRUEGGEMANN:

My recruitment team and I hold weekly meetings. We discuss issues related to recruitment and retention. One of our discussion topics is why candidates drop out of the application process after the NTN test and physical fitness examinations.

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I have not yet analyzed those dropouts in the context of the diversity groups highlighted on page 13 of [Exhibit B](#). We can provide this information to the Subcommittees.

The DPS is aware of the recruitment and retention issues we face. The pandemic has presented a number of difficulties. We have not stopped hiring, but we slowed down the hiring process because we could not perform in-person physical examinations. Efforts to travel the State to recruit potential officers were paused by the pandemic. As we move forward, our strategy is less about what our goals are on paper and more about being flexible with the fluid situation.

ASSEMBLYWOMAN TOLLES:

I am the sister of two law enforcement officers. This conversation has unwrapped the challenges Nevada faces. People place high expectations on police officers. Officers deal with a lack of resources and a social climate that does not always appreciate the amount of sacrifice associated with the law enforcement profession.

I hear your concerns on younger officers being transient. In the long term, generational investments are critical. Community engagement and outreach help reduce barriers and improve perceptions about what law enforcement does. What are you doing to reach out to kindergarten through Grade 12 (K-12) students? What are you doing to reach out to higher education students? Are you doing career day events? If the only interactions young people have with law enforcement is when discipline occurs, perceptions become negative. What are you doing to positively impact the perception of law enforcement?

MS. BRUEGGEMANN:

The DPS's Training Division is looking at doing a "citizens' academy." We are looking at a day-long seminar. This seminar would give DPS an opportunity to teach members of the public, including youth, about what law enforcement does.

We have a use-of-force simulator to help officers in training. The simulator was funded with a grant and is expected to be used by the end of spring.

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The simulator can help show the public how we train officers. While tools of force are available to officers, we always want to use the least force possible. The simulator can help explain the rationale for why force is used in situations. These are good ways to interact with the public. We have excellent staff members who we believe can persuade the public to consider officers as upstanding members of the community.

The DPS holds career fairs. We always bring officers to career fairs so they can interact with potential applicants.

JOSE VILLA (Human Resources Analyst, Human Resources Division, Nevada Department of Public Safety):

During the pandemic, we are conducting virtual job fairs to make sure we are reaching people who are graduating and members of the military. The DPS always reaches out to the communities we serve.

ASSEMBLYWOMAN TOLLES:

Do you have any specific programs for K-12 students?

MS. BRUEGGEMANN:

There is much we do at the K-12 level. The DPS has law enforcement public information officer (PIO) positions throughout the State. These staff members coordinate activities with the PIO of the Director's Office. The PIO of the Director's Office handles internet posts. The position handles real-time communication across Nevada.

We have PIO staff who go to elementary, middle and high schools for a myriad of presentations related to public safety. These include presentations from Zero Teen Fatalities.

ASSEMBLYWOMAN TOLLES:

Quantifiable data is helpful. I would also like to see recruitment and retention data broken up by year. That would give us a better idea of where we are in terms of hiring.

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MS. BRUEGGEMANN:

We can provide that information. The applicant data on page 13 of [Exhibit B](#) comes from 2019. We did not use applicant data from 2020 due to the unique circumstances presented by the Covid-19 pandemic. The data regarding current sworn officers is up to date.

SENATOR DENIS:

I will now move onto B/A 101-3743, which pertains to DPS's Investigation Division.

PATRICK CONMAY (Chief, Investigation Division, Nevada Department of Public Safety):

I am beginning on page 22 of [Exhibit B](#). Our mission statement establishes the Investigation Division's support for DPS and its commitment to safer communities.

Page 23 of [Exhibit B](#) lists goals for the Investigation Division. We want to provide superior service for DPS partners, employees and the public.

Page 24 of [Exhibit B](#) outlines the statutory mandates of the Investigation Division. We provide investigative services in the areas of controlled substance violations. We also provide services when authorized entities request them. The Investigation Division offers polygraph examinations, operates the Nevada Threat Analysis Center (NTAC) and runs the SafeVoice program.

Page 25 of [Exhibit B](#) outlines the Investigation Division's core activities. We investigate homicides, crimes against children, sexual assaults, officer-involved shootings and other types of incidents. We handle controlled substance abuse incidents through multijurisdictional task forces across Nevada. The main task forces are in Carson City, Winnemucca, Elko, Ely and Fallon. The Investigation Division participates in Drug Enforcement Administration diversion task forces as well.

Page 26 of [Exhibit B](#) outlines more core activities. Polygraph examinations are required for peace officers who are under Category I, Category II or reserves by NAC 289.110. Polygraphs and lie detector tests are defined by NRS 613.440.

The Nevada Threat Assessment Center is a fusion center. It is one of two fusion centers in the State. Out of Nevada's 17 counties, 16 counties are under NTAC's jurisdiction. The Las Vegas Metropolitan Police Department operates the fusion center responsible for Clark County. The Nevada Threat Assessment Center works with the Washoe County Sheriff's Northern Nevada Regional Intelligence Center. It also works with FBI's Joint Terrorism Task Force.

Page 27 of [Exhibit B](#) provides data on DPS's authorized staff members. We have a total of 64 staff members. Of these, half are in sworn positions and half are in non-sworn positions. We are supported by 16 other State agency task force officers and 4 contract officers who work in NTAC.

Page 28 of [Exhibit B](#) shows an organizational chart of our positions. Page 29 of [Exhibit B](#) displays event data for the Investigation Division during fiscal year (FY) 2019-2020 and FY 2020-2021. There were fewer events in FY 2020-2021 due to the pandemic. Page 29 of [Exhibit B](#) provides a breakdown of case types and whether they are open or closed.

Page 30 of [Exhibit B](#) highlights some of the significant investigations the Investigation Division conducted during FY 2019-2020 and FY 2020-2021. We are tasked with providing investigative support across Nevada. Page 30 of [Exhibit B](#) provides many examples of the agencies we assist.

During the 2019-2021 biennium, we were the primary investigative agency for a case where a Nevada peace officer was murdered in White Pine County.

The Investigation Division also assisted the Nevada Secretary of State with election cycle efforts. We investigated threats against public officials and facilities. The Investigation Division assists with the distribution of Covid-19 vaccines and personal protective equipment.

Page 31 of [Exhibit B](#) displays data for contraband the Investigation Division seized over FY 2019-2020 and FY 2020-2021.

Page 32 of [Exhibit B](#) lists many of the activities NTAC conducts. The Nevada Threat Assessment Center assisted the Nevada Secretary of State and the Nevada Office of Cyber Defense Coordination to ensure system security related

to elections. The Nevada Threat Assessment Center worked with federal, State and local partners during presidential campaign visits to collect information related to security.

Pages 33, 34, 35 and 36 of [Exhibit B](#) outline data from our SafeVoice program. There have been shifts in the data as a result of remote schooling during the pandemic. The top events the SafeVoice program handled before remote schooling had to do with bullying, suicides, drug abuse and planned school attacks. Suicides, cyberbullying, child neglect and self-harm were the top event types for the SafeVoice program after remote schooling was implemented.

Page 37 of [Exhibit B](#) discusses a budget amendment the Investigation Division will submit to the Governor's Finance Office. The amendment will address a budgeting error pertaining to the SafeVoice program.

Page 38 of [Exhibit B](#) displays the Investigation Division's performance indicators. Page 39 of [Exhibit B](#) summarizes [Senate Bill 58](#).

[SENATE BILL 58](#): revises certain functions and responsibilities of the Investigation of Duties of the Department of Public Safety. (BDR 43-352)

[Senate Bill 58](#) is designed to clearly define who can ask for the Investigation Division's assistance. Current statutory language allows sheriffs, police chiefs, district attorneys, the Nevada Attorney General, the Nevada Secretary of State and educational institutions to request the Investigation Division's assistance.

The Investigation Division historically received requests from many other State agencies and entities involving threats against State officials, employees or facilities. It also received requests regarding conflicts of interest and fraudulent activities involving public money. The Investigation Division provided these services when State agencies have had no other options.

Current law does not specifically allow the DPS Director to use the Investigation Division to provide support for other DPS divisions. [Senate Bill 58](#) is designed to specify that the Investigative Division will provide assistance to the heads of certain agencies upon request. This includes agencies involved in cannabis regulation and criminal misconduct. [Senate Bill 58](#) will allow the Investigative

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Division to investigate certain technological crimes and to enforce provisions of law related to those crimes.

Decision unit E-900 pertains to the transfer of an administrative services officer II position from the Director's Office in B/A 201-4706 to the Investigation Division in B/A 101-3743.

E-900 Transfers Director's Office to Investigation Div — Page PUBLIC SAFETY-83

E-900 Transfers Director's Office to Investigation Div — Page PUBLIC SAFETY-17

The administrative services officer II position is entirely focused on the Investigation Division. It does not perform duties for other DPS divisions. The Investigation Division would be better positioned to manage the position if it was located in our budget.

SENATOR BROOKS:

Can you discuss the \$183,825 shortfall that appears for the SafeVoice program?

MR. CONMAY:

The shortfall represents a combination of issues that appeared over time.

RYAN MILLER (Deputy Chief, Investigation Division, Nevada Department of Public Safety):

The National Institute of Justice awarded a grant to the Pacific Institute for Research and Evaluation (PIRE) to assist in establishing the SafeVoice program. Using this funding, PIRE gave a grant to the SafeVoice program to assist with the latter's call center. This grant is set to expire by December 2021.

During the Eightieth Session, we fortunately secured an extension of the funding. We were also able to receive funding for positions outside the original scope of the PIRE grant. Unless we receive another grant extension, the funding is set to end.

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We have eight other positions funded by tobacco settlement funds. It does not appear the tobacco settlement funds can be used for the four positions now covered by the PIRE grant. This is a simplified explanation.

SENATOR BROOKS:

Do you have a solution for how to resolve this shortfall yet?

MR. MILLER:

No. We are looking at a number of options. The DPS's fiscal staff is working with involved parties to find a long-term solution.

SENATOR BROOKS:

There are \$257,287 PIRE funds that will remain unspent by December 2021. Can you use these funds to cover the general shortfall of the Investigation Division during FY 2021-2022? Can these funds be used to support positions in the SafeVoice program?

MR. MILLER:

The original PIRE grant was only for four positions, along with associated equipment and operational expenses. The grant was originally set to expire halfway through the 2019-2021 biennium. We were able to get an extension.

To approve the Investigation Division's grant extensions, PIRE has to attain approval from the National Institute of Justice. The Institute indicated future funding extensions will only be given under extraordinary circumstances. The Pacific Institute for Research and Evaluation is not optimistic that the National Institute of Justice will give authorization. Even if authorization is given, the money would likely only cover one year of funding as opposed to funding for the whole 2021-2023 biennium.

MS. BRUEGGEMANN:

I will discuss B/A 710-4727, which pertains to Capitol Police. Page 43 of [Exhibit B](#) contains the mission statement of Capitol Police. Page 44 of [Exhibit B](#) explains the jurisdiction of Capitol Police. They oversee over 300 buildings and nearly 20,000 State employees.

Page 45 of [Exhibit B](#) explains Capitol Police's authority. All Capitol Police officers are certified by POST. They are duly sworn peace officers with authority to investigate crimes and make arrests Statewide. Capitol Police provides training to State employees on topics such as active shooter threats.

Capitol Police's law enforcement activities include implementing emergency actions plans for the five constitutional officer positions in the State Capitol, patrolling, assessing building sites, providing a constant security presence for the Nevada Capitol Complex and the Governor's Mansion and providing security for special events.

Capitol Police's main focus recently has been protests. Protests, peaceful and otherwise, have taken place on an almost weekly basis since the pandemic began.

In calendar year 2020, Capitol Police handled protests. Capitol Police received help from NHP officers, parole and probation officers, investigation officers and local law enforcement officers. We have a great relationship with the Carson City Sheriff's Office. It has taken all forces to secure the Capitol.

Page 49 of [Exhibit B](#) lists the overtime hours Capitol Police officers put in during protests. I do not believe the hours include overtime provided by partner divisions and agencies.

Capitol Police officers are responsible for protecting public buildings in the midst of a very difficult social climate. They also assist with the taxation of marijuana distributors.

Page 50 of [Exhibit B](#) contains Capitol Police's organizational chart. There are many vacancies. Capitol Police has three main types of positions. Permanent positions are one of these types. On page 50 of [Exhibit B](#), vacancies are represented by gray boxes. Many nonvacant positions will soon be vacant. Many Capitol Police officers have transferred to sister divisions and agencies due to pay disparities.

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We are using NHP staff to supplement Capitol Police officers in protecting public buildings. The Highway Fund is reimbursed by the State Public Works Division's Buildings and Grounds section when NHP officers assist Capitol Police.

The second type of position encompasses contract security officers. The third type of position encompasses temporary officers. Officers who have been retired for more than two years are able to work on a part-time basis. They are only able to work up to 1,039 hours per year. Retired officers bring experience and knowledge when supporting Capitol Police. Even so, we do not have enough of them to support our officers.

With the Nevada Board of Examiners' authorization, retired officers who have not reached the two-year mark are able to fill critical need positions. We will go before the Board to ask for an extension of this ability.

We will continue fulfilling Capitol Police's responsibilities with the help of NHP officers. The Highway Fund will continue receiving reimbursements from the State Public Works Division's Buildings and Grounds section.

Capitol Police receives lower pay than sister divisions in DPS, which already receive lower pay compared to local law enforcement agencies in Nevada. Capitol Police officers are often the first responders to riots or incidents.

Decision unit E-225 in B/A 710-4727 replaces a contract administrative assistant position with an administrative assistant II position.

E-225 Efficiency & Innovation — Page PUBLIC SAFETY-132

This helps ensure Capitol Police officers do not have to take time away from their duties to perform administrative tasks. A budget error was discovered, and we are working on a budget amendment to address it.

ASSEMBLYWOMAN MONROE-MORENO:

Page 50 of [Exhibit B](#) definitely highlights the need for new officers. How will replacing the contract position with a permanent administrative assistant II position impact Capitol Police if approved?

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Is the contract position you are seeking to replace indicated by the box labeled "Contract, Admin Asst II?"

MS. BRUEGGEMANN:

Yes, the position is labelled "Contract, Admin Asst II" on page 50 of [Exhibit B](#).

If the budget amendment we will submit is approved, the position would continue on through an in-house, permanent position. If the budget amendment is not approved, the position would be abolished. A Capitol Police officer would have to assume the duties.

SENATOR BROOKS:

This past year has demonstrated how important and dangerous the job of Capitol Police is. We need to look at how we support Capitol Police.

SENATOR DENIS:

We will now hear public comment.

ANNEMARIE GRANT:

My brother was 38 years old when he was killed on October 8, 2015, at the Washoe County Detention Facility. He was one of three men asphyxiated to death by officers. My brother was at a casino when he experienced a mental health crisis. He asked for help. Reno Police officers responded by hogtying him. I believe hogtying is prohibited by policing manuals.

I want to see money diverted from police departments to mental health clinicians. My brother was one of five police-caused asphyxiations in Washoe County over the past several years. Three of these asphyxiations took place at the Washoe County Detention Facility. The Reno Police Department and Sparks Police Department had one asphyxiation incident each. Police officers have been hogtying people for years. I would like to see POST give more attention to mental health crises. Instead of running into situations with guns blazing, officers need to take time to slow down and assess what is going on. Officers should not hogtie people.

Invest money and training on saving lives instead of force equipment. I encourage members of the Subcommittees to look into surplus military

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equipment being donated to POST. How is this equipment being used against the public?

CHAIR DENIS:
I adjourn this meeting at 10:21 a.m.

RESPECTFULLY SUBMITTED:

Joko Cailles,
Committee Secretary

APPROVED BY:

Senator Moises Denis, Chair

DATE: _____

Assemblywoman Brittney Miller, Chair

DATE: _____

EXHIBIT SUMMARY				
Bill	Exhibit Letter	Begins on Page	Witness / Entity	Description
	A	1		Agenda
	B	1	Curtis Palmer / Nevada Department of Public Safety	Nevada Department of Public Safety Presentation
	B	10	Sheri Brueggemann / Nevada Department of Public Safety	Nevada Department of Public Safety Presentation
	B	22	Pat Conmay / Nevada Department of Public Safety	Nevada Department of Public Safety Presentation