



Nevada Desert Wetlands

# PILB NEWSLETTER



January 2016

PRIVATE INVESTIGATOR'S LICENSING BOARD

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## Firearm Course Reminders

It has been slightly over one year since the PILB changed the process for armed work cards and we would like to thank our licensees, work card holders and Certified Firearm Instructors for their cooperation and patience during the transition.

Looking back on this past year we have also had the opportunity to reflect on areas of improvement and would like to provide a few reminders:

- 1) Please verify the attendees are listed on the licensees roster and are eligible to take the firearm course (verification is done on the PILB website).
- 2) Please ensure payment is signed and the attendees' registered work card number is provided on payment.
- 3) Please ensure the attendee's mailing address is current on the PILB website.
- 4) **(CFI's Only)** Please ensure Payment, Roster, and **ORIGINAL** VEAS is mailed to the PILB Carson City office within (5) business days.
  - The ORIGINAL VEAS form needs to be sent to the PILB, **not copies.**



We are noticing licensees are still allowing staff to take the firearm course without adding them to their online roster **first**. Starting March 1<sup>st</sup> 2016, any person who takes the firearm course without being properly added to the roster **will not be processed and will not be authorized to work armed**, and a violation may be issued to the licensee or CFI for administering a PILB firearm course without verifying the individual is properly registered.



# Reprinting a Work Card

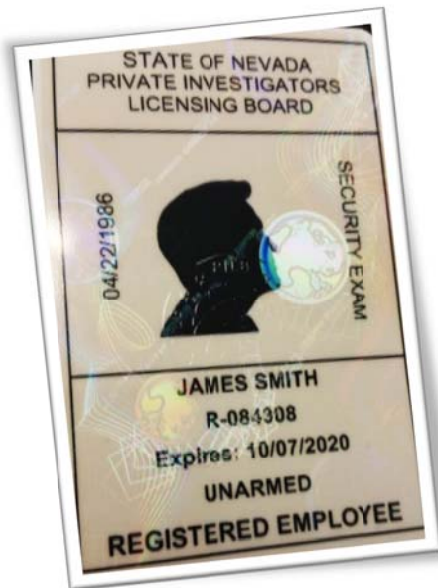
Licensees are required to ensure all staff have their permanent active registration work card or their provisional work card printed out and photo ID with them at all times. The online printout is not sufficient if someone has been made active. They are required to carry their plastic work card on them pursuant to Chapter 648.

If someone is observed working without their plastic active card/provisional printout the licensee will be issued an automatic \$100 fine (no exceptions) and the person may possibly be removed from post.



To obtain a replacement card the individual can visit one of our offices on **FRIDAY ONLY** with a money order made out to the PILB in the amount of \$25 and their card will be printed within 10-15 minutes. Otherwise, a \$25 money order can be mailed to our office and the card will be mailed to the individual within 2-3 business days.

If Friday lands on a holiday the individual may come in on Thursday of that week.



# New Security Features on Work Cards

Starting early 2015 the PILB applied new security features to their PILB work cards. The new cards are now equipped with laminate hologram overlays on both sides of the card and they are embossed with a PILB logo in the center. The enhanced security features have made the cards difficult to forge, yet easy to authenticate and prolong the life of the work cards.

Individuals who were issued a work card prior to March 2015 can continue working with the old design until their card is up for renewal. At the time of renewal a new card will be issued.

## Employee Registration Violations

Pursuant to NRS 648.140 a licensee must maintain all employee records including proper registration of employees with the ability to furnish the documents to the Board if need be. All licensees are also required to update their online employee roster within 3 days after such employees begin or terminate their employment.

- ➔ Not updating the online roster within 3 days could result in a \$25 fine per person.

If you are unable to find or add someone on the online system it is generally because they do not have an active work card, therefore they are not authorized to begin working for a licensee.

Pursuant to NAC 648.3385 a licensee shall not employ a person unless the person employed is provisionally registered or registered by the PILB. Being such, it is the responsibility of the licensee to terminate/refuse the employment of any person not properly registered.

- ➔ Paying wages to a person not properly registered by the PILB could result in a \$50-\$100 fine per person.

Taking the extra step of copying each employee's PILB work card when they are initially hired and every 5 years when they renew, as well as updating the online system at the same time, could potentially reduce many costly violations.



## Compliance Reminders

*NRS 648 and NAC 648 are set to be revised in the near future. As a result fine amounts are subject to change. It is the responsibility of the licensee to read and review Chapter 648 to determine their rights and/or obligations.*

### Expired Work Card Renewals

At the moment, the process to complete a thorough work card background is taking approximately 2 weeks. Of course that's only if the applicant has provided all necessary documentation to not delay the process further. We would suggest advising all employees to renew their work card at least 3-4 weeks before their card expires.

As a reminder once a person's work card expires they are not able to return back to work until they have renewed their card **and are placed in provisional status**. Simply turning in an application is not sufficient and the licensee may be fined \$50-\$100 per person working without an active card. Similarly, licensees have **3 days** after a person's card expires to terminate them from their roster. If three days pass the licensee will no longer be able to remove them from their roster and fines will be issued.

The same goes for new employees. If someone is applying for a new card the process is taking approximately 2 weeks as well. Please keep this in mind and ensure all new employees do not go through training, take the firearm course, or do not start working until they have received their provisional card, and are placed on your employee roster.

### Compliance Checks

When approaching a person for a compliance check or audit PILB staff will identify themselves and present their credentials. All licensees and work card holders are required to furnish all necessary information to PILB staff conducting a compliance check.

**Please notify all staff** that work card holders may be asked to show a copy of their provisional document with ID or active work card while on duty.

Failure to produce a provisional or active card could result in a fine, disciplinary action, and the person may be removed from post.

### Certificates of Insurance

Every licensee is required to provide proof of adequate protection insurance. A copy of the certificate of liability insurance coverage is required before issuing any license or annual renewal license.

Failure to provide an updated certificate of insurance within 10 days of license issuance/renewal is grounds for suspension of license and could carry a fine between \$50 - \$200.



# Run. Hide. Fight.

The United States Department of Homeland Security defines the active shooter as "an individual actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearms(s) and there is no pattern or method to their selection of victims."

The number of incidents in which a shooter opens fire on a crowd of people more than doubled over the past seven years compared with the previous seven, the FBI found

in a study made public in September 2015. More than two-thirds of the incidents analyzed by the FBI happened at businesses or schools. In many cases, they happened so quickly that the shooting was over before police arrived.

Because active shooter situations are often over within 10 to 15 minutes, before law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation. To best prepare your staff for an active shooter situation, create an Emergency Action Plan (EAP), and conduct training exercises.

Employees and customers are likely to follow the lead of uniformed staff and managers during an emergency situation. During an emergency, managers and staff should be familiar with their EAP, and be prepared to:

1. Run
2. Hide
3. Fight

Together, the EAP and training exercises will prepare your staff to effectively respond and help minimize loss of life. The PILB encourages all licensees to email us [[pilbinfo@ag.nv.gov](mailto:pilbinfo@ag.nv.gov)] for training materials and a link to an active shooter video that may be disseminated to staff.

## Job Posting Bulletin Board

The Private Investigator's Licensing Board would like to merge the gap between Licensees and registered work card holders when it comes to employment.

The PILB will allow active licensees (in good standing with the Board) to post any job openings on our bulletin board in our office for all prospective employees to see.

This added benefit will not only assist our licensees with recruitment it will also be a good resource for our work card applicants who are seeking employment.



### Guidelines Required for Posting :

- Email your posting to Lori at [Lirizarry@ag.nv.gov](mailto:Lirizarry@ag.nv.gov)
- Flyer Size 8.5" x 11"
- Necessary information on posting:
  - PILB Lic #
  - Licensee Name
  - Contact Person
  - How to Apply
  - Minimum Qualifications
  - Event/ Position Info

### DISCLAIMER:

The PILB does not confirm the validity of the information posted on the board. The PILB reserves the right, at its discretion, to refuse or remove any posting. By using this service, you agree to indemnify and hold harmless the members of the PILB, the State of Nevada, and their agents with respect to any claim based upon viewing this bulletin and/or transmission.

# Meet the Board Members



## Jim Colbert, Board Member

Jim Colbert retired from the Reno Police Department in 2004 after serving 30 years and worked his last 12 years as the chief polygraph examiner and robbery-homicide investigator. Mr. Colbert is considered an expert witness in the local court system and is a graduate of the Backster School of Lie Detection. He was appointed to the PILB in 2013. He is the owner and operator of Polygraph of Reno located in Reno, Nevada.



## Raymond Flynn, Board Member

Raymond Flynn retired from the Las Vegas Metropolitan Police Department after almost 33 years. During that time he rose from police officer to Assistant Sheriff. During his career he had worked a variety of assignments to include, patrol, crime prevention, hostage negotiator, academy staff, K-9, traffic, SWAT, organized crime, human resources,

and Chief of Detectives. During his 10 years as an Assistant Sheriff he commanded the Investigative Services, Special Operations, Technical Services, Detention Services, and Professional Standards Divisions.

Mr. Flynn was the department's chief lobbyist during the Nevada Legislature and represented the Major County Sheriffs' Association lobbying on behalf of the D-Block (National Public Safety Broadband Network). He also was a member of DHS- SAFECOM executive committee, the Public Safety Alliance, and FirstNet's Public Safety Advisory Board.

He obtained his Associates Degree from John Jay College of Criminal Justice (NY, NY), Bachelor of Science Degree from The College of the Southwest (Hobbs, NM) and a Masters of Arts in the Administration of Justice from the University of Alaska- Fairbanks. He also attended the FBI National Academy and Harvard University's Program for Senior Executives in State and Local Governments.

Mr. Flynn is the member of the International Association of Chiefs of Police (IACP), National Sheriffs Association (NSA), Association of Public Safety Communications Officials (APCO), FBI National Academy Associates (FBINAA), Nevada Sheriffs and Chiefs Association (NSCA), and the Police Executive Research Forum (PERF).



## Peter Maheu, Board Member

Peter Maheu is the managing member of Global Intelligence Network, an intelligence and investigations firm specializing in due diligence for regulatory compliance in the gaming industry and other business sectors. Global performs background investigations of corporate entities and individuals, completing thousands of investigations in over 70 countries since the company's inception. Mr. Maheu is a licensed Private Investigator in California and Nevada.

Mr. Maheu has written several articles and lectured to various organizations including the International Association of Gaming Attorneys, World President's Organization, and the California Association of Licensed Investigators on topics such as compliance, due diligence and complex business fraud. Of special interest is Mr. Maheu's extensive research into the emerging gaming markets abroad, with emphasis on organized crime.

Previously, Mr. Maheu was the President of Trademark Protection Services, a firm specializing in trademark and copyright infringement. The largest firm of its kind in the United States, Trademark

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# Meet the Board Members

Protection Services had over 30 reporting offices nationwide comprised of investigators and attorneys.

His clients have included The Hard Rock Cafe, 20th Century Fox, Mirage Studios, and the Walt Disney Company.

He has had an outstanding career spanning both the casino industry and investigative work. A member of Robert A. Maheu Associates, he was instrumental in the management of the extensive gaming interests of Mr. Howard Hughes in Las Vegas as well as Mr. Hughes' other Nevada investments in real estate and mining.

Mr. Maheu has also spoken at the International Masters of Gaming Law Conference, the International Association of Gaming Attorneys Conference, the World President's Association and the Tulane University School of Law. He is currently an Affiliated Executive of the International Masters of Gaming Law.

He has taught at the California Department of Justice Advanced Training School on International Organized Crime and the gaming industry and has addressed the same topic at the Under Sheriffs Association of California, as well as the North American Gaming Regulators Association, and the National Indian Gaming Regulators Conference.

Mr. Maheu is a former member of the Las Vegas Metropolitan Police Department's Use of Force Board and was the founder and President of the Nevada Society of Professional Investigators.

He was appointed to the Citizen Review Board for the Las Vegas Metropolitan Police Department on January 2, 2012. He was reappointed to serve until January 2018.

Governor Brian Sandoval appointed Peter Maheu to the Nevada Private Investigator's Licensing Board effective July 1, 2015.



**James "Jim" Nadeau, Board Member**

James "Jim" Nadeau sits as a public member of the Private Investigator's Licensing Board.

Mr. Nadeau is a retired Captain from the Washoe County Sheriff's Office having spent nearly thirty years in almost every aspect of law enforcement.

Mr. Nadeau is currently the Director of Government Affairs with Carrara Nevada (a full service government affairs firm) in Northern Nevada. Providing sound counsel and policy advice to their clients, Mr. Nadeau provides over a decade of experience before the Nevada State Legislature. Mr. Nadeau works primarily with the Reno Sparks Association of REALTORS where he lobbies officials from Washoe County, and the City of Reno, City of Sparks, Storey County and the City of Fernley. Mr. Nadeau also represents the Carrara Nevada before the Economic Development Authority of Western Nevada (EDAWN) where he

sits on its Legislative Committee and previously sat as Carrara Nevada's representative on EDAWN's Board.

Mr. Nadeau is a graduate of University of Nevada, Reno, Truckee Meadows Community College and the FBI National Academy 171st Session. He also is active within the Reno/Sparks/Washoe County community sitting on local appointed government boards and commissions.



**Mark Zane, Board Chairman**

Mark Zane is a third generation Nevadan married for 37 years to his wife Margaret, who share fourth and fifth generation, Nevada grandchildren.

Mr. Zane is a retired Law Enforcement Officer/Administrator and a graduate of the FBI National Academy. Mr. Zane, along with daughter, Kristen, and son, Justin, own and operate Zane Investigations, Inc., a Nevada based, multi-state, private investigation, process server, repossession and security company.

Mr. Zane has served Nevada for many years, first appointed by Governor Richard Bryan to the Nevada Peace Officers Standards and Training Commission (POST). Then in 2009 he was appointed to the Nevada Private Investigators Licensing Board (PILB) by Governor James Gibbons and is serving now his current term through reappointment by Governor Brian Sandoval. Mr. Zane has served as Board Chairman since July 2015.