

Private Investigators Licensing Board October 11, 2019 Workshop

1



Revised Oct 2019

Agenda

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- ▶ Summarize August Workshop
- ▶ Input to consider after last workshop
- ▶ **Unarmed** Main topics
- ▶ Unarmed Sub topics
- ▶ Hours
- ▶ How to teach?
- ▶ Timeframes
- ▶ **Armed** Main Topics
- ▶ Armed Subtopics
- ▶ Hours
- ▶ **NAC regulations**
- ▶ Conclusion



Summary August 1st, 2019

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- ▶ Training for **All** registered work cardholders.
- ▶ Agreed it would *bring up the professionalism of the industry*
- ▶ **Unarmed** core topics by the room
- ▶ **Unarmed** core topics from PILB
- ▶ Possible suggestions on delivery
- ▶ Time to cover each topic?
- ▶ Discussion on how to track
- ▶ Discussion about **Armed** licensee/work card holder®




Summary August 1st, 2019

4

► The main **unarmed topics** the **room** collaboratively came up with:

<ul style="list-style-type: none"> • NRS/NAC 648 • Roles & Responsibilities • Client Expectations • Situational Awareness • De-escalation • Detention • Communication • Report Writing • Court awareness 	<ul style="list-style-type: none"> • Laws that regulate them in various professions • Customer Service/ Professionalism • Law Enforcement Relations • Liabilities (criminal/civil) • Less than lethal • Posturing • Use of Force/ Observation • Dealing with mental health and drug issues • First Aide/ CPR/ Trauma
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Summary August 1st, 2019

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► The main **unarmed topics** the **PILB** came up with:

NRS/NAC 648	
Ethics/Professional conduct/ Readiness on the job	
Interpersonal Skills/ Public Relations/Law Enforcement relations	
De-escalation	
Report Writing	
First Aid/CPR/ Stop the Bleed	
Situational Awareness	
Threat Assessment	
Active Shooter	
Reporting Hierarchy	
See something say something	



Comparison

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<p>NRS/NAC 648</p> <ul style="list-style-type: none"> Ethics/Professional conduct/ Readiness on the job Interpersonal Skills/ Public Relations/Law Enforcement relations De-escalation Report Writing First Aid/CPR/ Stop the Bleed Situational Awareness Threat Assessment Active Shooter Reporting Hierarchy See something say something 	<p>NRS/NAC 648</p> <ul style="list-style-type: none"> Roles & Responsibilities Client Expectations Situational Awareness De-escalation Detention Communication Report Writing Court awareness Laws that regulate them in various professions Customer Service/ Professionalism Law Enforcement Relations Liabilities (criminal/civil) Less than lethal Posturing Use of Force/ Observation Dealing with mental health and drug issues First Aide/ CPR/ Trauma
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Comparison 7

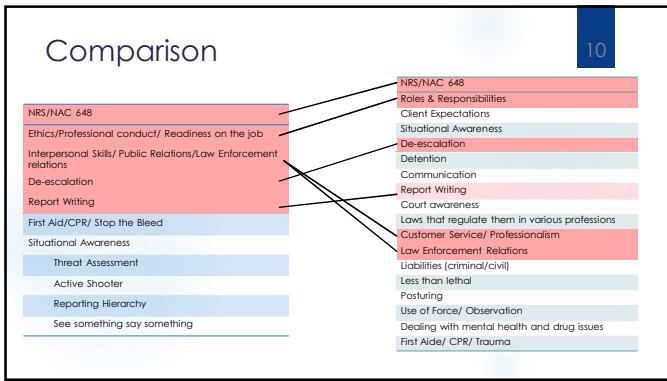
NRS/NAC 648	NRS/NAC 648
Ethics/Professional conduct/ Readiness on the job	Roles & Responsibilities
Interpersonal Skills/ Public Relations/Law Enforcement relations	Client Expectations
De-escalation	Situational Awareness
Report Writing	De-escalation
First Aid/CPR/ Stop the Bleed	Detention
Situational Awareness	Communication
Threat Assessment	Report Writing
Active Shooter	Court awareness
Reporting Hierarchy	Laws that regulate them in various professions
See something say something	Customer Service/ Professionalism
	Law Enforcement Relations
	Liabilities (criminal/civil)
	Less than lethal
	Posturing
	Use of Force/ Observation
	Dealing with mental health and drug issues
	First Aide/ CPR/ Trauma

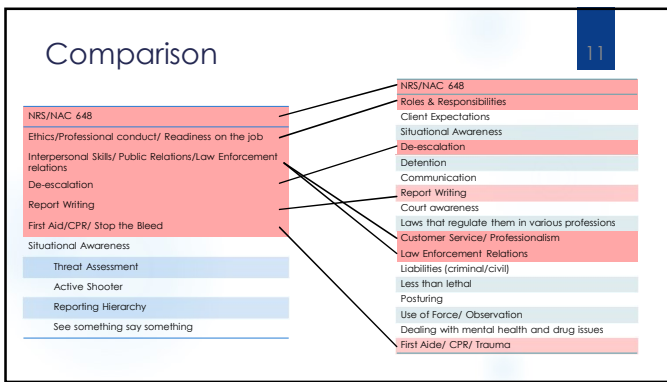
Comparison 8

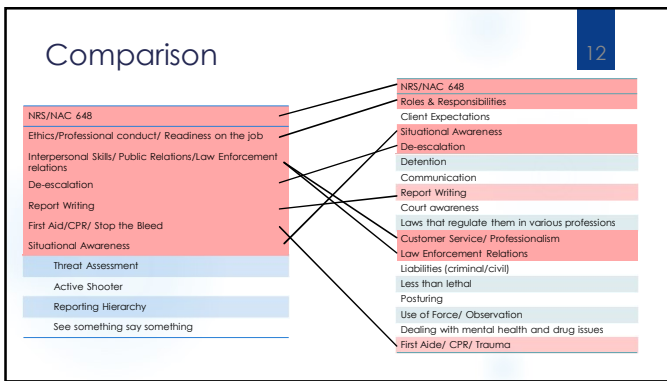
NRS/NAC 648	NRS/NAC 648
Ethics/Professional conduct/ Readiness on the job	Roles & Responsibilities
Interpersonal Skills/ Public Relations/Law Enforcement relations	Client Expectations
De-escalation	Situational Awareness
Report Writing	De-escalation
First Aid/CPR/ Stop the Bleed	Detention
Situational Awareness	Communication
Threat Assessment	Report Writing
Active Shooter	Court awareness
Reporting Hierarchy	Laws that regulate them in various professions
See something say something	Customer Service/ Professionalism
	Law Enforcement Relations
	Liabilities (criminal/civil)
	Less than lethal
	Posturing
	Use of Force/ Observation
	Dealing with mental health and drug issues
	First Aide/ CPR/ Trauma

Comparison 9

NRS/NAC 648	NRS/NAC 648
Ethics/Professional conduct/ Readiness on the job	Roles & Responsibilities
Interpersonal Skills/ Public Relations/Law Enforcement relations	Client Expectations
De-escalation	Situational Awareness
Report Writing	De-escalation
First Aid/CPR/ Stop the Bleed	Detention
Situational Awareness	Communication
Threat Assessment	Report Writing
Active Shooter	Court awareness
Reporting Hierarchy	Laws that regulate them in various professions
See something say something	Customer Service/ Professionalism
	Law Enforcement Relations
	Liabilities (criminal/civil)
	Less than lethal
	Posturing
	Use of Force/ Observation
	Dealing with mental health and drug issues
	First Aide/ CPR/ Trauma







Agreed upon Main Topics 13

Collaborative Main Topics:

- ▶ NRS/NAC 64B
- ▶ Professional Conduct, Readiness on the job, roles & responsibilities
- ▶ Law Enforcement Relations
- ▶ De-escalation
- ▶ Report Writing
- ▶ First Aid/CPR/Stop the Bleed
- ▶ Situational Awareness

Agreed upon Main Topics 14

<p>Collaborative Main Topics:</p> <ul style="list-style-type: none"> ▶ NRS/NAC 64B ▶ Professional Conduct, Readiness on the job, roles & responsibilities ▶ Law Enforcement Relations ▶ De-escalation ▶ Report Writing ▶ First Aid/CPR/Stop the Bleed ▶ Situational Awareness 	<p>Possible Sub-topics to fit underneath Main Topics:</p> <ul style="list-style-type: none"> ▶ Threat Assessment ▶ Active Shooter ▶ Report Hierarchy ▶ See Something Say Something ▶ Client Expectations ▶ Detention ▶ Communication ▶ Court Awareness ▶ Liabilities (criminal/civil) ▶ Laws (other than NRS) that regulate them ▶ Less than Lethal ▶ Use of Force/Observation ▶ Posturing ▶ Dealing with mental Health & Drug issues
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Agreed upon Main Topics 15

<p>Collaborative Main Topics:</p> <ul style="list-style-type: none"> ▶ NRS/NAC 64B ▶ Professional Conduct, Readiness on the job, roles & responsibilities ▶ Law Enforcement Relations ▶ De-escalation ▶ Report Writing ▶ First Aid/CPR/Stop the Bleed ▶ Situational Awareness 	<p>Possible Sub-topics to fit underneath Main Topics:</p> <ul style="list-style-type: none"> ▶ Threat Assessment ▶ Active Shooter ▶ Report Hierarchy ▶ See Something Say Something ▶ Client Expectations ▶ Detention ▶ Communication ▶ Court Awareness ▶ Liabilities (criminal/civil) ▶ Laws (other than NRS) that regulate them ▶ Less than Lethal ▶ Use of Force/Observation ▶ Posturing ▶ Dealing with mental Health & Drug issues
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Agreed upon Main Topics 16

Collaborative Main Topics:

- ▶ NRS/NAC 648
 - ▶ Liabilities (criminal/civil)
 - ▶ Laws (other than NRS) that regulate them
- ▶ Professional Conduct, Readiness on the job, roles & responsibilities
 - ▶ Client Expectations
 - ▶ Court Awareness/courtroom demeanor
- ▶ Law Enforcement Relations
 - ▶ Reporting Hierarchy
- ▶ De-escalation
 - ▶ Posturing
- ▶ Report Writing
- ▶ First Aid/CPR/Stop the Bleed
- ▶ Situational Awareness
 - ▶ Threat Assessment
 - ▶ Active Shooter
 - ▶ See Something Say Something

Leaves these topics:

- ▶ Detention
- ▶ Communication
- ▶ Less than Lethal
- ▶ Use of Force/Observation
- ▶ Dealing with mental Health & Drug issues

Agreed upon Main Topics 17

Collaborative Main Topics:

- ▶ NRS/NAC 648
 - ▶ Liabilities (criminal/civil)
 - ▶ Laws (other than NRS) that regulate them
- ▶ Professional Conduct, Readiness on the job, roles & responsibilities
 - ▶ Client Expectations
 - ▶ Court Awareness/courtroom demeanor
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 - ▶ Reporting Hierarchy
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- ▶ Report Writing
- ▶ First Aid/CPR/Stop the Bleed
- ▶ Situational Awareness
 - ▶ Threat Assessment
 - ▶ Active Shooter
 - ▶ See Something Say Something

Leaves these topics:

- ▶ Detention
- ▶ Communication
- ▶ Less than Lethal
- ▶ Use of Force/Observation
- ▶ Dealing with mental Health & Drug issues


Agreed upon Main Topics 18

Collaborative Main Topics:

- ▶ NRS/NAC 648
 - ▶ Liabilities (criminal/civil)
 - ▶ Laws (other than NRS) that regulate them
- ▶ Professional Conduct, Readiness on the job, roles & responsibilities
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 - ▶ Reporting Hierarchy
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 - ▶ Posturing
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- ▶ First Aid/CPR/Stop the Bleed
- ▶ Situational Awareness
 - ▶ Threat Assessment
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Leaves these topics:

- ▶ Detention
- ▶ Communication
- ▶ Less than Lethal
- ▶ Use of Force/Observation
- ▶ Dealing with mental Health & Drug issues



7 Main topics

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Agreed upon Main Topics

Collaborative Main Topics:

- ▶ NRS/NAC 648
 - ▶ Liabilities (criminal/civil)
 - ▶ Laws (other than NRS) that regulate them
 - ▶ Citizens Arrest (defined by NRS) *not detention*
- ▶ Professional Conduct, Readiness on the job, roles & responsibilities
 - ▶ Client Expectations
 - ▶ Court Awareness/courtroom demeanor
- ▶ Law Enforcement Relations
 - ▶ Reporting Hierarchy
- ▶ De-escalation
 - ▶ Posturing
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- ▶ First Aid/CPR/Stop the Bleed
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 - ▶ See Something Say Something

Possible Sub-topics to fit in:

- ▶ Detention
- ▶ Communication
- ▶ Less than Lethal
- ▶ Use of Force/Observation
- ▶ Dealing with mental Health & Drug issues

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Possible Sub-topics to fit in:

- ▶ Detention
- ▶ Communication
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Agreed upon Main Topics

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- ▶ Law Enforcement Relations
 - ▶ Reporting Hierarchy
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Possible Sub-topics to fit in:

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State Comparison of Non-Lethal training

BACKGROUND:

- Information gathered from all 50 states o
 - Some states' information is missing/unspecified or non-reported
- Some states do not have licensing requirements

Out of **50** states surveyed, results represent data from **29** states

- 24** states **do not** require non-lethal weapons training o This represents **82.8%** of received data
- 5** states require non-lethal weapons training, amount of hours unknown o This represents **17.2%** of received data

STATE COMPARISON

Category	Percentage
Required	83%
Not Required	17%

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Agreed upon Main Topics

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 - Client Expectations
 - Court Awareness/courtroom demeanor
- Law Enforcement Relations
 - Reporting Hierarchy
- De-escalation
 - Posturing
- Report Writing
- First Aid/CPR/Stop the Bleed
- Situational Awareness
 - Threat Assessment
 - Active Shooter
 - See Something Say Something

Possible Sub-topics to fit in:

- Detention
- Communication
- Less than Lethal
- Use of Force/Observation
- Dealing with mental Health & Drug issues

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Agreed upon Main Topics

Collaborative Main Topics:

- NRS/NAC 648
 - Liabilities (criminal/civil)
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- First Aid/CPR/Stop the Bleed
- Situational Awareness
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 - See Something Say Something

Possible Sub-topics to fit in:

- Detention
- Communication
- Less than Lethal
- Use of Force/Observation
- Dealing with mental Health & Drug issues

Agreed upon Main Topics

25

Collaborative Main Topics:

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Possible Sub-topics to fit in:

- ▶ Detention
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- ▶ Use of Force/Observation
- ▶ Dealing with mental Health & Drug issues

Other topics suggested after workshop

- ▶ Arrest, Search & Seizure
- ▶ Protecting buildings, property & Assets

Arrest, Search & Seizure

26

Importance

- ▶ Outlines the laws and procedures applicable to private security as compared to public law enforcement
- ▶ Knowing the law will ensure the security guard does not violate the law
- ▶ Which could potentially result in both criminal and civil liabilities for himself, his employer and client.



Protecting Buildings, Property & Assets

27

Importance

- ▶ Provides information on how and what to consider
- ▶ How to best proceed when responding to emergency situations
- ▶ Enables the person to engage critical thinking techniques previously taught in handling stressful and complex situations



Collaborative Main Topics:

- ▶ NRS/NAC 648
 - ▶ Liabilities (criminal/civil)
 - ▶ Laws (other than NRS) that regulate them
 - ▶ Citizens Arrest (defined by NRS *not detention*)
- ▶ Professional Conduct, Readiness on the job, roles & responsibilities
 - ▶ Client Expectations
 - ▶ Court Awareness/courtroom demeanor
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 - ▶ Threat Assessment
 - ▶ Active Shooter
 - ▶ See Something Say Something

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How much time for each section?

How will the course be given?

Online
On the Job
Classroom

29

Armed

Collaborative Main Topics:

- ▶ Civil Liabilities
 - ▶ Case Laws
 - ▶ Citizen's arrest/ kidnapping/ detention
 - ▶ Shoot don't shoot
- ▶ Armed NRS/NAC 648
- ▶ Access Points/ Permitted Entry
- ▶ Decision making/ act quickly (scenarios)
- ▶ Potential Risks/ After Actions (Reporting)
- ▶ Situational Awareness
 - ▶ Use of Force
 - ▶ De-escalation


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Armed 31


Collaborative Main Topics:

- ▶ Civil Liabilities
 - ▶ Case Laws
 - ▶ Citizen's arrest/ kidnapping/ detention
 - ▶ Shoot don't shoot
- ▶ Armed NRS/NAC 648
- ▶ Access Points/ Permitted Entry
- ▶ Decision making/ act quickly (scenarios)
- ▶ Potential Risks/ After Actions (Reporting)
- ▶ Situational Awareness
 - ▶ Use of Force
 - ▶ De-escalation




DISCUSSION 32

How much time for each section?



Range or Classroom?



Conclusion 33

- ▶ We will review and develop curriculum
- ▶ Schedule another workshop



NAC 648.120

34

NAC 648.120 Executive Director: Employment. (NRS 648.025, 648.030)

1. The Chair shall employ an Executive Director for the Board.
2. *The Executive Director's salary shall be reviewed on an annual basis no later than May 15th of each year.*

[Priv. Investigator's Lic. Bd., eff. 11-12-69] — (NAC A 7-16-85, eff. 8-1-85; 4-22-93)

NAC 648.140

35

NAC 648.140 Executive Director: Duties. (NRS 648.025, 648.030) The Executive Director shall:

1. Prepare the agenda for the meeting under the supervision of the Chair and considering the suggestions of the members;
2. Forward a copy of the agenda to each member of the Board not later than 15 days before the scheduled date of the meeting;
3. Give an account of all money received by the Board at each meeting;
4. Keep a record of each meeting and make copies of the minutes available to each member of the Board; and
5. Preserve the record of each meeting as a state record.

6. Shall serve as the custodian of records for the Board.

[Priv. Investigator's Lic. Bd., eff. 11-12-69] — (NAC A 4-22-93)

NAC 648.XXX

36

NAC 648.XXX "Qualifying Agent" defined.

"Qualifying Agent" means any license holder that has placed their individual license into abeyance and has been approved by the Board to represent and work for any company licensed by this Board. This individual is responsible for managing the company in this state; is responsible for the daily operations and the conduct and professionalism of staff; is responsible for executing and completing all necessary documents to maintain licensing status pursuant to this chapter; acts as the advisor to corporate management; is responsible for carrying out all provisions of this chapter, and is responsible for complying with all lawful and reasonable orders of the Board.

NAC 648.XXX

37

NAC 648.XXX Licensing and Renewal fees. (NRS 648.120)

- 1. A license issued pursuant to this chapter may not be issued or renewed until the applicant or licensee pays to the Board a license fee in an amount of \$500 per year for each category of license being issued or renewed.
- 2. A license held in abeyance may not be issued or renewed until the licensee pays to the Board an abeyance fee in the amount of \$100 per year for each category of license being renewed.

NAC 648.260

38

NAC 648.260 Qualifying agents for corporations; background investigations. (NRS 648.030)

- 1. A person who holds a license may change his or her status to that of a qualifying agent for a corporate licensee without taking the written examination, if the transfer is within the same category of license. The Board may require a background investigation of any person whose status has changed pursuant to this section if:
 - (a) The most recent background investigation was completed more than 18 months before the change in status; or
 - (b) There has been any complaint filed against the person with the Board.
 - 2. If a person who is applying for a license for himself or herself previously held a license in the same category and ~~surrendered it~~ placed it in abeyance to become a qualifying agent for a corporation, the Board may require a background investigation if:
 - (a) The most recent background investigation was completed more than 18 months before the person applied for the license for himself or herself; or
 - (b) There has been any complaint filed against the person with the Board.
- [Priv. Investigator's Lic. Bd., eff. 6-30-78] — (NAC A 7-16-85, eff. 8-1-85; A by Priv. Investigator's Lic. Bd. by R047-12, eff. 10-23-2013)

NAC 648.265

39

NAC 648.265 Limitations on qualifying agents for corporations. (NRS 648.030, 648.120)

- 1. After August 15, 1981, the Board will not approve any application by a person to become a qualifying agent in the same category of license for more than one corporation. Any person whom the Board has approved before that date as a qualifying agent for two or more corporations may continue to serve each such corporation so long as the person does not terminate affiliation with it.
- 2. Any person who holds a license issued by the Board must surrender that license for cancellation or to be held in abeyance before the Board will approve the person's application to become a qualifying agent for a corporate license in the same category of license.
- 3. Any person who has been issued an identification card as the qualifying agent for a corporate licensee must surrender that card to the Board for destruction before the Board will approve the person's application for a license for himself or herself or return the person's license held in abeyance.

(Added to NAC by Priv. Investigator's Lic. Bd., eff. 8-21-81; A 7-16-85, eff. 8-1-85)

NAC 648.310

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NAC 648.310 Examinations. (NRS 648.030, 648.100)

1. The Board will prepare examinations and may designate one or more ~~police officers or other law enforcement officials~~ **board staff members** to administer them.
2. Examinations will be given in January, April, July and October of each year.
3. The Executive Director shall fix the time, date and place for each examination.
4. Except as otherwise provided in subsection 5, examinations will be administered simultaneously to all applicants whether or not the examinations are being given at one location or more than one location.
5. Field examinations for licensing as canine security handlers and trainers **and certified firearm instructors** will not be administered at the same time as written examinations are being given.

[Priv. Investigator's Lic. Bd., § 7, eff. 1-15-74] — (NAC A 4-22-93)

NAC 648.330

41

NAC 648.330 Holding of license in abeyance; investigation of certain licensees who voluntarily place license in abeyance before return of license to licensee. (NRS 648.030, 648.120)

1. If a licensee or an applicant is or becomes employed as a peace officer, as defined in NRS 169.125, or by a federal, state or local law enforcement agency, or in a position which makes him or her eligible to contribute to any public employees' retirement system and the Board finds that his or her private activities as a licensee create or would tend to create:
 - (a) A conflict of interest with his or her responsibilities to the public employer and his or her duty to discharge them; or
 - (b) The possibility of a use of his or her position with the public employer for personal advantage in the private activities,
 the Board will hold his or her license in abeyance for as long as he or she continues to have those responsibilities or serve in that position. Except as otherwise provided in subsection 2, a licensee may not engage in licensed activities while his or her license is being held in abeyance.
2. Except as otherwise provided in this subsection, a licensee who is the qualifying agent for a corporate licensee pursuant to ~~chapter 648~~ of NRS **may must** have his or her **individual** license placed in abeyance **as long as she refrains from engaging in licensed activities independent of his or her status as a qualifying agent**. A licensee who became a qualifying agent before January 1, 1985, may have the license that is in the same category as his or her status as a qualifying agent placed in abeyance for as long as he or she retains such status. If the Board finds that a licensee's status as a qualifying agent creates or would tend to create:
 - (a) A conflict of interest with his or her responsibilities to the public employer and his or her duty to discharge them; or
 - (b) The possibility of a use of his or her position with the public employer for personal advantage in the private activities,
 the licensee may no longer act as a qualifying agent for the corporation.

NAC 648.330 ...continued

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NAC 648.330 Holding of license in abeyance; investigation of certain licensees who voluntarily place license in abeyance before return of license to licensee. (NRS 648.030, 648.120)

3. A licensee whose license is held in abeyance pursuant to subsection 1 or 2, must surrender the license to the Executive Director of the Board. If the provisions of subsection 1 or 2 no longer require that a license be held in abeyance, the Executive Director shall return the license to the former holder. The Executive Director may consult with the Board before making this determination.
 4. If a licensee who is not in the situation described in subsection 1 or 2 wishes to have his or her license held in abeyance, he or she may voluntarily surrender the license to the Executive Director, who will hold it in abeyance for any period specified by the requester, not exceeding 3 years. The Board may, upon request, grant an extension of the 3-year period if it finds that good cause warrants the extension. The Board will conduct an investigation of each licensee who, at the time he or she requests the return of the license held in abeyance pursuant to this subsection:
 - (a) Is not a qualifying agent of a corporation licensed by the Board;
 - (b) Is not working pursuant to any other license issued to him or her by the Board; or
 - (c) Is not employed as a peace officer, as defined in NRS 169.125, or by a federal, state or local law enforcement agency, or in a position which makes him or her eligible to contribute to any public employees' retirement system and the Board believes that his or her private activities as a licensee create or would tend to create:
 - (1) A conflict of interest with his or her responsibilities to the public employer and his or her duty to discharge them; or
 - (2) The possibility of a use of his or her position with the public employer for personal advantage in the private activities.
 The Board will, upon completion of its investigation, notify the licensee whether the license will be returned.
 5. The Board will not hold the license of an intern in abeyance.
 6. A license which is being held in abeyance pursuant to this section must be renewed in accordance with the provisions for such licenses set forth in ~~chapter 648~~ of NRS.
- [Priv. Investigator's Lic. Bd., § 11, eff. 1-15-74; A 8-21-81] — (NAC A 7-16-85, eff. 8-1-85; 10-16-87; 4-22-93; 10-25-93; 10-20-95)

NAC 648.338

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NAC 648.338 Employment of unlicensed persons; Restrictions; exemption. (NRS 648.030, 648.140)

1. Except as otherwise provided in subsection 2, a licensee may not employ an unlicensed person who is or becomes employed:
 - (a) As a peace officer, as defined in [NRS 169.125](#);
 - (b) By a federal, state or local law enforcement agency; or
 - (c) In a position which makes the unlicensed person eligible to contribute to any public employees' retirement system.
2. Upon receipt of a written request for exemption, the Board may grant an exemption from the prohibitions set forth in subsection 1(a), (b) if the Board finds that the private activities of the unlicensed person on behalf of the licensee would not create or tend to create:
 - (a) A conflict of interest with his or her responsibilities to the public employer and his or her duty to discharge them; or
 - (b) The possibility of a use of his or her position with the public employer for personal advantage in his or her private activities.
3. Upon receipt of a written request for exemption, the Executive Director may grant an exemption from the prohibitions set forth in subsection 1 (c) if the Executive Director finds that the private activities of the unlicensed person on behalf of the licensee would not create or tend to create:
 - (a) A conflict of interest with his or her responsibilities to the public employer and his or her duty to discharge them; or
 - (b) The possibility of a use of his or her position with the public employer for personal advantage in his or her private activities.

(Added to NAC by Priv. Investigator's Lic. Bd. eff. 7-18-88; A 7-7-94; R107-06, 7-14-2006)

NAC 648.3385

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NAC 648.3385 Employment of unlicensed persons; Registration requirements; duties of licensee; interpretation of "employed by." (NRS 648.030, 648.060, 648.140, 648.1495)

1. A licensee shall not employ a person unless the person employed by the licensee is provisionally registered or registered. A licensee shall immediately terminate the employment of a person employed by a licensee if the Board notifies the licensee that the Board has denied, suspended or revoked the provisional registration or registration of the person.
2. If a person applies for employment with a licensee, the licensee or a designated employee of the licensee shall review the system of records maintained by the Board pursuant to [NAC 648.3435](#) to determine whether the person is registered, is provisionally registered or has had his or her registration or provisional registration denied, suspended or revoked.
3. If a licensee determines that the person is not registered or provisionally registered, and is not subject to denial, suspension or revocation, the licensee must instruct the person to:
 - (a) Complete the application for registration;
 - (b) Obtain ~~two complete~~ *one* sets of fingerprints or provide a receipt for electronic submission of fingerprints to the Board;
 - (c) Pay all applicable fees; and
 - (d) ~~Unless otherwise instructed by the Board, submit the application for registration to the Board.~~

NAC 648.3385 ...continued

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NAC 648.3385 Employment of unlicensed persons; Registration requirements; duties of licensee; interpretation of "employed by." (NRS 648.030, 648.060, 648.140, 648.1495)

4. If a licensee determines that the provisional registration or registration of a person who applies for employment with the licensee has been denied, suspended or revoked by the Board, the licensee shall notify the applicant that he or she must contact the Board to obtain information concerning the denial, suspension or revocation.
5. Each licensee shall maintain a *copy of the registered work card for passport-size photograph* of each person employed by the licensee. The licensee shall retain *this information the photograph* for not less than 5 years after the last date on which the person is employed by the licensee. ~~The photograph may be in the form of a photograph or This information~~ may be digitally stored, but ~~the photograph~~ must be capable of being reproduced and available at the request of the Board.
6. Any person who violates the provisions of this section is subject to disciplinary action by the Board.
7. A licensee shall maintain written documentation establishing that the licensee received an application from each applicant for employment before accessing the Internet website established pursuant to [NAC 648.3435](#) for at least 4 years after the date of receipt of the application.
8. The Board will interpret "employed by" as used in this section and [NRS 648.060](#) to include a person who performs the same duties as an employee.

(Added to NAC by Priv. Investigator's Lic. Bd. by R109-09, eff. 10-15-2010; A by R047-12, 10-23-2013)

NAC 648.3385 ...continued

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NAC 648.3385 Employment of unlicensed persons: Registration requirements; duties of licensee; interpretation of "employed by." (NRS 648.030, 648.060, 648.140, 648.1495)

- 4. If a licensee determines that the provisional registration or registration of a person who applies for employment with the licensee has been denied, suspended or revoked by the Board, the licensee shall notify the applicant that he or she must contact the Board to obtain information concerning the denial, suspension or revocation.
- 5. Each licensee shall maintain a passport-size photograph of each person employed by the licensee. The licensee shall retain the photograph for not less than 5 years after the last date on which the person is employed by the licensee. The photograph may be in the form of a photograph or may be digitally stored, but the photograph must be capable of being reproduced and available at the request of the Board.
- 6. Any person who violates the provisions of this section is subject to disciplinary action by the Board.
- 7. A licensee shall maintain written documentation establishing that the licensee received an application from each applicant for employment before accessing the Internet website established pursuant to NAC 648.3433 for at least 4 years after the date of receipt of the application.
- 8. The Board will interpret "employed by" as used in this section and NRS 648.060 to include a person who performs the same duties as an employee.

(Added to NAC by Priv. Investigator's Lic. Bd. by R109-09, eff. 10-15-2010; A by R047-12, 10-23-2013)

NAC 648.339

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NAC 648.339 Application for registration: Review and denial or approval. (NRS 648.030, 648.140, 648.1493, 648.1495)

- 1. The Board will review each application for registration for completeness.
- 2. The Board will conduct an investigation of the applicant to determine whether the applicant is eligible to be or continue to be an employee of a licensee.
- 3. The Board may deny an application for registration within 90 days after receipt of the complete application for any reasonable cause.
- 4. The Board will deny an application for registration if the applicant has been convicted of a felony or a crime involving moral turpitude or the illegal use or possession of a dangerous weapon.
- 5. If the Board denies an application for registration, the Board shall provide notice of the denial to the applicant and the applicant's employer. The notice to the applicant must include notice of the right of the applicant to appeal the decision to the Board.
- 6. If the Board denies an application, the applicant may appeal the denial by filing a request for appeal with the Board not later than 30 days after the applicant receives notice of the denial. If the applicant does not request an appeal, the decision of the Board to deny the application is deemed final.
- 7. If the Board approves the registration of an applicant, the applicant is eligible for employment with a licensee unless the applicant's registration expires, is suspended or is revoked: *and*
 - a) *The registered employee must have his or her registered work card on their person while performing his or her duties.*
 - b) *If the registered employee is in provisional status the employee must have a printed provisional registration and a picture ID on their person while performing his or her duties.*
 - c) *The registered employee must produce this identification upon request of any peace officer or representative of the board.*

(Added to NAC by Priv. Investigator's Lic. Bd. by R109-09, eff. 10-15-2010)

NAC 648.3403

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NAC 648.3403 Registration fees due from applicant. (NRS 648.030, 648.140, 648.1493)

- 1. The Board will charge and collect ~~a fee of \$125~~ ~~the following fees~~ for registration with the Board.
 - ~~a) If the applicant submits to the Board two fingerprint cards; \$95; or~~
 - ~~b) If the applicant submits to the Board a receipt for the electronic submission of fingerprint cards; \$85.~~
- 2. Each applicant must submit the fee required by subsection 1 with the application for registration.
- 3. The fee required by this section is in addition to any other fee required by law.

(Added to NAC by Priv. Investigator's Lic. Bd. by R109-09, eff. 10-15-2010)

NAC 648.344

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NAC 648.344 Change of employment notice. (NRS 648.030, 648.140, 648.149.5)

1. *The licensee shall notify the Board through the Internet website established pursuant to NAC 648.3435 within 3 days after the licensee terminates the employment of an unlicensed employee.*
 2. If a person who is registered becomes employed by another or additional licensee, the new employer shall file a change of employment notice with the Board by entering the information required by the Board into the system of records contained on the Internet website established pursuant to [NAC 648.3435](#) not later than ~~5~~ **3** business days after the employee becomes employed with the new employer.
 - 2.3. A person is deemed provisionally registered as an employee upon the filing of a change of employment notice in accordance with subsection ~~4~~ **2**. The provisional registration is valid for 90 days after the provisional registration is issued by the Board, unless the Board denies, suspends or revokes the provisional registration.
 - 2.4. The filing of the change of employment notice does not affect the date on which the registration of the employee expires.
 - 4.5. *The licensee shall terminate the employment of an unlicensed employee if the employee has not worked for the employer within the last 12 months.*
- (Added to NAC by Priv. Investigator's Lic. Bd. by R109-09, eff. 10-15-2010)

Carrying, Handling and Using Firearms Safely

56

NAC 648.345

NAC 648.345 Prerequisites; Requirements certification of firearms instructors; renewal- (NRS 648.030, 648.120)

1. A licensee or an employee who is registered pursuant to [NRS 648.1493](#) may not carry any firearm while performing the duties for the type of business for which he or she is licensed or employed unless the licensee or employee:
 - (a) Is certified by the Board as a firearms instructor pursuant to subsection ~~2~~; or
 - (b) *Is at least 21 years of age; and*
 - (c) Has successfully completed and received certification from a course of training approved by the Board in carrying, handling and using firearms safely.
2. *A person in provisional status is not authorized to attend firearms orientation or training and is ineligible to work armed.*

NAC 648.XXX

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NAC 648.XXX Certification of firearms instructors; renewal.

21. The Board may certify a person who meets the requirements of subsection 1 of [NRS 648.110](#) as a firearms instructor in carrying, handling and using firearms safely if the applicant:
 - (a) Is at least 21 years of age.
 - (b) Has not been convicted of a felony or any crime involving the illegal use or possession of a firearm.
 - (c) Submits a completed application with proof satisfactory to the Board of the applicant's qualifications and experience and pays a fee of ~~\$400~~ **250**. The application must include:
 - (1) A detailed statement of the applicant's qualifications and experience in carrying, handling and using firearms.
 - (2) A detailed statement of the applicant's qualifications and experience in providing instruction to other persons in carrying, handling and using firearms safely, including, without limitation, the applicant's experience in providing instruction to peace officers, security officers or military personnel in carrying, handling and using firearms safely.
 - (3) Evidence of the applicant's successful completion of at least 40 hours of training on the instruction of peace officers, security officers or military personnel in carrying, handling and using firearms safely, and evidence of the applicant's certification as an instructor for peace officers, security officers or military personnel for each type of firearm for which the applicant wishes to provide such instruction.

NAC 648.XXX ...continued

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- (d) Successfully passes a written examination for firearms instructors, which must include, without limitation, questions relating to:
- (1) The applicable federal and state laws and regulations, local government ordinances and court decisions related to carrying, handling and using firearms and the use of deadly force.
 - (2) The requirements of this chapter and [chapter 648](#) of NRS and any administrative requirements.
 - (3) The civil and criminal liability related to carrying, handling and using firearms and the use of deadly force.
 - (4) The process for conducting and the contents of the minimum curriculum for a course of training in carrying, handling and using firearms safely pursuant to [NAC 648.346](#).
- (e) Successfully passes a live fire skills test for firearms instructors by:
- (1) Demonstrating each of the skills required by the minimum curriculum for a course of training in carrying, handling and using firearms safely pursuant to [NAC 648.346](#).
 - (2) Qualifying with the course of fire established by the Board pursuant to [NAC 648.346](#) with a minimum score of 275 out of 300 on a full-size B27-type target for each type of firearm for which the applicant wishes to provide such instruction.
 - (3) Demonstrating knowledge of the minimum curriculum for a course of training in carrying, handling and using firearms safely pursuant to [NAC 648.346](#) by successfully teaching any section of the course with not more than 15 minutes of notice from an instructor designated by the Board.

NAC 648.XXX ...continued

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- At any time during the live fire skills test, an instructor designated by the Board may prohibit an applicant from proceeding because the applicant has demonstrated a skill deficiency or has committed a safety violation.
- 3.2.** To renew the applicant's certification as a firearms instructor, the applicant must:
- (a) Submit an application for renewal to the Board on or before July 1 next following the date the certificate was issued or last renewed;
 - (b) Submit proof satisfactory to the Board of the completion of at least 8 hours of [continuing](#) education or training on the subjects described in [NAC 648.346](#) within the previous 12 months; and
 - (c) Pay a fee to the Board of ~~\$100~~**\$250**.
- 4.3.** As evidence of a person's certification as a firearms instructor or renewal thereof, the Board will issue to the person a certification card which he or she shall carry on his or her person.
- (Added to NAC by Priv. Investigator's Lic. Bd., eff. 11-13-85; A 9-18-87; 4-22-93; 10-25-93; R009-10, 8-13-2010; R047-12 & R067-12, 10-23-2013)

NAC 648.346

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- (6) Qualifying with ~~an approved~~ **an approved** course of fire established ~~and maintained~~ **and maintained** by the Board, ~~using a firearm of the same type and caliber as the firearm the person will use while on duty. The course of fire must require firing at least 30 rounds of live ammunition with a passing score of 75 percent, and must include drawing and:~~
- ~~(I) Shooting 5 rounds of ammunition from a distance of 3 yards in 15 seconds using only the dominant hand;~~
 - ~~(II) Transferring the firearm to the support hand and shooting 5 rounds of ammunition from a distance of 3 yards in 15 seconds using only the support hand;~~
 - ~~(III) Shooting 5 rounds of ammunition while standing, reloading the firearm and shooting 5 rounds of ammunition while kneeling, from a distance of 7 yards in 30 seconds; and~~
 - ~~(IV) Shooting 5 rounds of ammunition while standing, reloading the firearm and shooting 5 rounds of ammunition while kneeling, from a distance of 15 yards in 30 seconds;~~
- ~~È on a full-size B27-type target. The scoring areas on the target are the "X" in the center of the target, which receives a score of 10, and the 10, 9, 8 and 7 rings. Any hits outside of such areas do not receive a score.~~

NAC 648.350

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NAC 648.350 Course of training; Certification of successful completion and qualification with firearm; issuance of certification card; maintenance of certification; repetition of course and request for exemption by certain persons; fees; duties of certified person. (NRS 648.030)

1. To certify a person's successful completion of the course of training in carrying, handling and using firearms safely, and his or her successful qualification with a firearm, a firearms instructor shall, within **5** 2 days of the person's successful completion of the course of training **and on a form provided by the Board; submit to the Board record** the person's name and registration number, the time, date and location of the course of training, and the certifications and qualifications that the person obtained **in the unlicensed person's record on the Internet website established pursuant to NAC 648.3435.**
2. After receipt of the information submitted pursuant to subsection 1, the Board will:
 - (a) Issue to a person who has successfully completed the course of training a plastic certification card which contains the name, photograph and registration number of the person, the expiration date of the person's certification and the designated qualification months established for that person pursuant to subsection 3; and
 - (b) Maintain an electronic record for each person who has been issued a certification card pursuant to paragraph (a) that indicates whether the person's card is valid and lists each type and caliber of firearm that the person is certified to carry, handle and use.

NAC 648.433

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NAC 648.433 Notice of violation: Service and filing; payment of fine. (NRS 648.030, 648.160, 648.162)

1. A copy of the notice of violation must be served personally or by certified or registered mail. The original notice must be filed in the office of the Board.
2. A fine imposed in a notice of violation must be paid **by credit or debit card**, cashier's check or money order.
3. The Board may, upon request, arrange a schedule of payments for the payment of such a fine.
(Added to NAC by Priv. Investigator's Lic. Bd., eff. 7-7-94)

NAC 648.439

63

NAC 648.439 Citation: Service and filing; payment of fine. (NRS 648.030, 648.165)

1. A copy of a citation issued pursuant to **NRS 648.165** must be served personally or by certified or registered mail. The original citation must be filed in the office of the Board.
2. A fine assessed pursuant to subsection 4 of **NRS 648.165** must be paid by **credit or debit card**, cashier's check or money order.
3. The Board may, upon request, arrange a schedule of payments for the payment of such a fine.

NAC 648.530

64

NAC 648.530 Uniforms, badges, ~~and~~ patches and marked vehicles. (NRS 648.030 NRS 235)

1. If an applicant or licensee intends to use a uniform, badge, ~~or~~ patch *or marked vehicles* in connection with licensed activities, the applicant or licensee must submit *to the Executive Director for approval* with the application or before use of the uniform, badge, patch or marked vehicle a color photograph which accurately depicts the features of the uniform, badge, ~~or~~ patch *or marked vehicles*.
2. A licensee must not use a uniform, badge, ~~or~~ patch *or marked vehicles* in connection with the licensee's business which is the same as or deceptively similar to a uniform, badge, ~~or~~ patch *or marked vehicles* used by any other licensee or law enforcement agency in this State.

Restrictions include use of a seven point star and/or the Nevada State Seal on badges, patches or logos, uniforms and equipment that are indistinguishable from local Law Enforcement; Use of any name, seal, or acronym that may be interpreted as implying that the licensee/business is affiliated with any government agency or entity.

3. Each marked vehicle utilized by the Licensee shall have the letters *PILB* followed by their Private Investigators License Number permanently affixed to the driver side, passenger side, and rear of the vehicle. The license lettering must be sufficient in size to be clearly legible from the center of the nearest street or roadway measuring at least 2 inches high and 1 inch wide.

[Priv. Investigator's Lic. Bd., § 14, eff. 1-15-74]— (NAC A 1-27-89)

Violations and Fines

NAC 648.431

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NAC 648.431 Notice of violation: Imposition of fine. (NRS 648.030, 648.162)

1. If a notice of violation is issued, the Board ~~will~~ *may* impose a fine of ~~not more than~~ the following amounts for violations of the provisions listed:

	First Offense	Second Offense	Third and Subsequent Offense
Subsection 3 of NRS 648.070	\$250	-	-
NRS 648.135	\$501,000	\$100	\$200
Subsection 2 of NRS 648.142	25\$250	\$0	75

NRS 648.070 (3) – Notify the Board of officers/members
 NRS 648.135 – Must maintain insurance
 NRS 648.142 (2) – post license in conspicuous place

Violations and Fines

NAC 648.431

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Subsection 3, 4 or 5 of NRS 648.142	50\$250	100	200
Subsection 4 of NRS 648.142	50\$250	100	200
Subsection 1 of NAC 648.530	\$500		
Subsection 3 of NAC 648.530	\$250		

NRS 648.142 (3)(5) – return surrendered cards
 NRS 648.142 (4) – 30 days to notify of address/officers/business name change
 NAC 648.530 – Uniforms, badges, patches or marked vehicles unapproved
 NAC 648.530 – Vehicle specifications

Violations and Fines NAC 648.431

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~~2~~ If a notice of violation is issued, the Board will impose a fine of not more than the following amounts for violations of the provisions listed:

Subsection 1 of NRS 648.148	\$50	\$500
Subsection 2 of NRS 648.148	75	\$250
Subsection 1 of NRS 648.149	\$0	\$250
NAC 648.380	25	\$100
NAC 648.525	100	\$250
Subsection 2 NRS 648.140		\$1,000
NAC 648.343	Not More than	\$5,000
Subsection 7 of NAC 648.339		\$250

NRS 648.148(1) – Maintain principle place of business, and file with Board
 NRS 648.149(1) – Notify of branch offices
 NAC 648.380 – Polygraph Intern Progress reports
 NAC 648.525 – Not properly displaying license number
 NRS 648.140(2) – QA present in the state
 NAC 648.343 – Non-compliant with an Audit
 NAC 648.339(7) – Card on their person

Violations and Fines NAC 648.431

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Correction: Subsection 2 to be included

	First Offense	Second Offense	Third and Subsequent Offense
Subsection 2 of NRS 648.060	\$50	\$100	\$250
Subsection 2 or 3 of NRS 648.140	25	-	-
Subsection 3 of NRS 648.140	25	-	-
Subsection 5 of NRS 648.3385	\$50	-	-
NAC 648.343	750	\$2,500 and Board Review	-
Subsection 1 of NAC 648.345	750	\$2,500 and Board Review	-
Subsection 7 of NAC 648.350	\$500	-	-

NRS 648.060 – Cannot employ an unregistered person
 NRS 648.140(3) – Maintaining roster, location within NV, furnishing info to the Board
 NRS 648.3385(5) – Keep a copy of active registered work card on file
 NAC 648.350(7) – Up to date on requalification's, have active armed card on person, work with gun qualified with

Violations and Fines NAC 648.431

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4. If a notice of violation is issued, the Board will impose a fine of not more than:

~~(a) For the first violation of a provision of NAC 648.350, \$500; and~~
~~(b) 3. For the first violation of subsection 2 of NAC 648.530, \$300.~~

In the case of a second or subsequent violation, the Board will ~~may~~ take any disciplinary action authorized pursuant to NRS 648.175 which the Board deems appropriate.

NAC 648.530 (2) – Similar to law enforcement, could be brought before Board

Violations and Fines

NAC 648.431

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5. If a notice of violation is issued, the Board will impose a fine of not more than ~~\$150,500~~ on a licensee's employee who violates subsection 4 of [NAC 648.345](#).

(Added to NAC by Priv. Investigator's Lic. Bd., eff. 7-7-94; A by R086-07, 1-30-2008; R047-12, 10-23-2013)

NAC 648.433 Notice of violation: Service and filing; payment of fine. ([NRS 648.030](#), [648.160](#), [648.162](#))

1. A copy of the notice of violation must be served personally or by certified or registered mail. The original notice must be filed in the office of the Board.

2. A fine imposed in a notice of violation must be paid by **credit or debit card**, cashier's check or money order.

3. The Board may, upon request, arrange a schedule of payments for the payment of such a fine.
(Added to NAC by Priv. Investigator's Lic. Bd., eff. 7-7-94)

NAC 648.570

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NAC 648.570 Prohibited acts by person neither licensed nor exempted from licensure: Engaging as contractor in activities regulated by [chapter 648](#) of NRS; submitting bid relating to such activities; bid submitted in violation of section void. ([NRS 648.030](#), [648.060](#))

1. A person who is not licensed pursuant to [chapter 648](#) of NRS and is not exempt from the provisions of [chapter 648](#) of NRS relating to licensure shall not act as a contractor for the purpose of engaging in any activity regulated by [chapter 648](#) of NRS or submit a bid relating to any such activity **except as otherwise provided in subsection 3**.

2. **Except as otherwise provided in subsection 3, [A]** a bid submitted by a person described in subsection 1 is void. The Board will consider the submission of such a bid as a violation of [NRS 648.060](#).

3. **A person may submit a bid and/or proposal for a contract with the Federal Government or the State of Nevada relating to activities regulated by chapter 648 of NRS without first obtaining a license; however, nothing in this subsection permits a person to operate or otherwise conduct any activity in the State before first obtaining a license pursuant to subsection 1.**

(Added to NAC by Priv. Investigator's Lic. Bd., eff. 10-20-95)

License by Endorsement

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License by endorsement.

1. **The board may issue a license by endorsement to engage in an occupation or profession in this State to any natural person who:**

- (a) Holds a corresponding valid and unrestricted license to engage in that occupation or profession in the District of Columbia or any state or territory of the United States;
- (b) Possesses qualifications that are substantially similar to the qualifications required for issuance of a license to engage in that occupation or profession in this State; and
- (c) Satisfies the requirements of this section and the regulations adopted pursuant thereto.

2. **The applicant must meet the following criteria:**

- (a) Is a citizen of the United States or otherwise has the legal right to work in the United States;
- (b) Has not been disciplined by the corresponding regulatory authority of the District of Columbia or any state or territory in which the applicant currently holds or has held a license to engage in an occupation or profession;
- (c) Has not been held civilly or criminally liable in the District of Columbia or any state or territory of the United States for misconduct relating to his or her occupation or profession;
- (d) Has not had a license to engage in an occupation or profession suspended or revoked in the District of Columbia or any state or territory of the United States;
- (e) Has not been refused a license to engage in an occupation or profession in the District of Columbia or any state or territory of the United States for any reason;

License by Endorsement

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- (f) Does not have pending any disciplinary action concerning his or her license to engage in an occupation or profession in the District of Columbia or any state or territory of the United States;*
- (g) Pays any applicable fees for the issuance of a license that are otherwise required for a natural person to obtain a license in this State;*
- (h) Submits to the board a complete set of his or her fingerprints and written permission authorizing the board to forward the fingerprints to the Central Repository for Nevada Records of Criminal History for submission to the Federal Bureau of Investigation for its report; and*
- (i) Submits to the board the statement required by NRS 425.520.*

License by Endorsement

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3. The applicant must submit with his or her application:

- (a) Proof satisfactory to the board that the applicant:

 - (1) Has achieved a passing score on a nationally recognized, nationally accredited or nationally certified examination or other examination approved by the board;*
 - (2) Has completed the requirements of an appropriate vocational, academic or professional program of study in the occupation or profession for which the applicant is seeking a license by endorsement in this State;*
 - (3) Has engaged in the occupation or profession for which the applicant is seeking a license by endorsement in this State pursuant to the applicant's existing licensure for the period of 5 years preceding the date of the application; and*
 - (4) Possesses a sufficient degree of competency in the occupation or profession for which he or she is seeking licensure by endorsement in this State;**
- (b) An affidavit stating that the information contained in the application and any accompanying material is true and complete; and*
- (c) Any other information required by the board.*

License by Endorsement

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4. Not later than 21 business days after receiving an application for a license by endorsement to engage in an occupation or profession pursuant to this section, the board shall provide written notice to the applicant of any additional information required by the board to consider the application. Unless the board denies the application for good cause, the board shall approve the application and issue a license by endorsement to engage in the occupation or profession to the applicant not later than:

- (a) Sixty days after receiving the application;*
- (b) If the board requires an applicant to submit fingerprints and authorize the preparation of a report on the applicant's background based on the submission of the applicant's fingerprints, 15 days after the board receives the report; or*
- (c) If the board requires the filing and maintenance of a bond as a requirement for the issuance of a license, 15 days after the filing of the bond with the board, whichever occurs later.*

License by Endorsement

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5. A license by endorsement to engage in an occupation or profession in this State issued pursuant to this section may be issued at a meeting of the board or between its meetings by the presiding member of the board and the executive director of the board. Such an action shall be deemed to be an action of the board.

6. The board may deny an application for licensure by endorsement if:

- (a) An applicant willfully fails to comply with the provisions of paragraph (h) of subsection 2; or
- (b) The report from the Federal Bureau of Investigation indicates that the applicant has been convicted of a crime that would be grounds for taking disciplinary action against the applicant as a licensee and the board has not previously taken disciplinary action against the licensee based on that conviction.

7. The provisions of this section are intended to supplement other provisions of statute governing licensure by endorsement. If any provision of statute conflicts with this section, the other provision of statute prevails over this section to the extent that the other provisions provide more specific requirements relating to licensure by endorsement.



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