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In The Matter Of:

*PRIVATE INVESTIGATORS LICENSING BOARD
TRANSCRIPT OF A TELECONFERENCE MEETING*

Vol. II

June 15, 2023

Capitol Reporters

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Carson City, Nevada 89706

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TRANSCRIPT OF A TELECONFERENCE MEETING
OF THE
STATE OF NEVADA
PRIVATE INVESTIGATORS LICENSING BOARD

THURSDAY, JUNE 15, 2023

9:00 a.m.

Volume 2

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1 THURSDAY, JUNE 15, 2023, CARSON CITY, NEVADA

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3 BOARD CHAIR NIXON: Good morning, everyone. And
4 welcome to the June 15th meeting for the PILB. We appreciate
5 everybody coming in. We're going to start. And since we are
6 resuming the meeting from yesterday, we're going to start and
7 go a little out of order because we have some people that we
8 asked to come back due to not having enough Board Members
9 yesterday.

10 So let's move forward, Executive Director, with
11 roll call, please.

12 MS. INGRAM: Thank you, Madam Chair. We'll start
13 with you, Chair Nixon.

14 BOARD CHAIR NIXON: Here.

15 MS. INGRAM: Board Member Bezick?

16 BOARD MEMBER BEZICK: Here.

17 MS. INGRAM: Board Member Brown?

18 BOARD MEMBER BROWN: Here.

19 MS. INGRAM: Board Member Gronauer?

20 BOARD MEMBER GRONAUER: Here.

21 MR. INGRAM: And Board Member Cortez will not be
22 present. We do have a quorum.

23 BOARD CHAIR NIXON: Thank you. I will take us
24 now to I think it's Agenda Item Number 30. Anthony Dosen.
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1 Are you here, sir?

2 MR. DOSEN: Good morning, Madam Chair, and,
3 Board.

4 BOARD CHAIR NIXON: Good morning.

5 MR. DOSEN: Anthony Dosen for the record,
6 D-o-s-e-n.

7 BOARD CHAIR NIXON: Thank you. So we started
8 yesterday and unfortunately we did not have enough counsel --
9 members to make a decision. So we do want to move forward
10 and have a conversation. So tell us a little bit about
11 yourself and intentions with the license.

12 MR. DOSEN: I just recently retired in January
13 from law enforcement, 32-year career. Also prior to that,
14 six years in the military.

15 BOARD CHAIR NIXON: Board, do you have this --
16 were there any questions or, Board, are there any questions
17 for Mr. Dosen?

18 MR. GRONAUER: This is Gronauer. Good morning,
19 sir.

20 MR. DOSEN: Good morning, sir.

21 BOARD MEMBER GRONAUER: Where did you retire
22 from?

23 MR. DOSEN: I retired from Storey County
24 Sheriff's Office.

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1 BOARD MEMBER GRONAUER: Storey County. How many
2 years you got?

3 MR. DOSEN: Approximately 32.

4 BOARD MEMBER GRONAUER: I'm good. Thank you.

5 BOARD CHAIR NIXON: Listed in your application,
6 there's two instances in July of 2003. Had those been
7 resolved?

8 MR. DOSEN: Yes, ma'am. Both were investigated.
9 The first one resulted in a nondisclosure agreement signed.
10 Charges were never brought forward. And the second one was a
11 jilted ex-girlfriend, who made a report for political reasons
12 and has since periodically reached out in the past to see how
13 I'm doing.

14 BOARD CHAIR NIXON: On January 14th, 2014, there
15 was another incident. Is that -- is that the one that you're
16 talking about with the ex?

17 MR. DOSEN: Yes. Yes, ma'am.

18 BOARD CHAIR NIXON: Okay. And then just to
19 confirm, all of the issues with the 1999 bankruptcy, that has
20 been handled and resolved? The bankruptcy is resolved?

21 MR. DOSEN: Yes, ma'am. I'm sorry, yes.

22 BOARD CHAIR NIXON: Okay. Board, any other
23 questions for Mr. Dosen? Okay, hearing no other questions,
24 I'll entertain a motion. I'm sorry, counselor, does Board
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1 Member Brown need to recuse himself again just for the
2 record?

3 MS. HARRIS: Yes, he can recuse himself now or
4 when you ask for any abstentions, he can state on the record.

5 BOARD MEMBER GRONAUER: This is Gronauer. I make
6 a motion to approve Anthony C. Dosen as an individual private
7 investigator and process server. This is subject to all
8 statutory and regulatory requirements.

9 BOARD CHAIR NIXON: We have a motion. Do we have
10 a second?

11 BOARD MEMBER BEZICK: Bezick seconds.

12 BOARD CHAIR NIXON: Okay. We have a motion. We
13 have a second. All in favor say aye.

14 (The majority of the vote was in favor of the
15 motion.)

16 BOARD CHAIR NIXON: Any abstentions?

17 BOARD MEMBER BROWN: This is Board Member Brown.
18 I recuse myself from this vote.

19 BOARD CHAIR NIXON: So three to one, the motion
20 passes. Congratulations, sir. Good luck to you.

21 MR. DOSEN: Thank you, Board.

22 BOARD CHAIR NIXON: Okay. This section, we'll go
23 back to the normal agenda. We will open with public comment.
24 Again, as I stated yesterday, if you have public comment,
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1 please make sure that you address which -- your name, contact
2 information and how you're affiliated with the security
3 industry. So that way, if we have any questions, we can get
4 back to you.

5 Also, members of the public may comment on
6 matters appearing on the agenda and bring matters not
7 appearing on the agenda to the attention of the Board. The
8 Board may discuss the matters not appearing on the agenda but
9 may not act on the matters during this meeting.

10 If the Board desires, the matters may be placed
11 on future agenda for action. Public comments will be limited
12 to five minutes per person at the discretion of the Chairman
13 but will not be restricted due to viewpoint.

14 We also will take public comment at the end of
15 the meeting. Is there any public comment up north?

16 BOARD MEMBER BEZICK: Negative.

17 BOARD CHAIR NIXON: Is there any public comment
18 down south? Yes, sir, please come to the podium.

19 MR. MILLBERN: Good morning. My name is Ryan
20 Millbern. My last name is spelled M-i-l-l-b-e-r-n. Specific
21 to what you mentioned before, how I'm affiliated with the
22 security industry, I run a nonprofit that assists security
23 companies here in Nevada but across the globe with K-9
24 specific training that is done for free. I also am a guard
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1 cardholder, and I'm also a CFI under PILB statutes.

2 Additionally, I'm a retired police officer
3 myself, and I'm also a proud resident of Nevada now. And so
4 my public comment I guess is specific to the proposed
5 regulations regarding the changing in badges and uniforms.
6 So I guess my, and I'll keep my comments brief, but my
7 comment is I'm very much against those possible changes,
8 again, specific to uniforms and badges.

9 Nowadays with crime exploding, not just here in
10 the state, but across the country, and there's less cops and,
11 of course, I'm one less because I retired but to me private
12 security is absolutely vital to safety of my family, myself
13 and everyone here in the State of Nevada.

14 And these proposed uniform changes, at least in
15 my humble opinion I think would affect that safety
16 negatively. I think if you go back into law enforcement,
17 just the uniform itself and the officer presence has been
18 part of the use of force continuum for decades. Part of that
19 is exactly because of the way that that officer looks, and
20 with security it's the same thing.

21 So when that officer, whether it's law
22 enforcement or security, shows up on scene, that uniform says
23 a lot, and that uniform and that badge to me is a
24 deescalation tool automatically just by showing up. And the
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1 way someone is dressed, of course, that reflects on them
2 professionally but it also reflects on what they do and the
3 purpose of why they are there. They are there for public
4 safety.

5 So in my humble opinion, if you change the way
6 that they look into a softer look or at least force that
7 through statutes and through regulation, I think that is
8 negative to that initial use of force, if you will, and that
9 initial presence that can be a deescalation tool, just by
10 merely showing up or being present.

11 My personal experience as a law enforcement, I
12 can tell you from my own experience, when I worked bike
13 patrol wearing a little Polo shirt, with a little embroidered
14 badge, because that is what we wore on bike patrol, far less
15 compliance from suspects that I was contacting. I had to use
16 more use of force I believe directly because of the uniform
17 that I was wearing compared to when I was in my regular
18 uniform.

19 When I was in my regular uniform, with my regular
20 badge, looking like a professional police officer, far more
21 compliance both from suspects but also witnesses and
22 bystanders. So that's just my own personal experience.

23 And then my experience with a different agency,
24 not in this state, but I had friends that worked at this
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1 agency and I went to their jurisdiction. They had an annual
2 festival, if you will, that was kind of based on the '60s and
3 it was a fun festival for the community. But for lack of a
4 better term, the good idea fairy visited the chief and the
5 chief decided his officers would wear a different uniform for
6 this particular event, which was a tie dye shirt, again, to
7 fit in with the festivities and it said peace patrol on it.
8 Of course, this was a regular law enforcement officer.

9 Well, I can tell you from my experiences with
10 those officers, they also reported the same thing. They had
11 far more use of force, far more people not following lawful
12 orders because they were dressed in something that wasn't a
13 traditional uniform, and it was obviously meant to be softer
14 and more community engaging.

15 So, again, to me, that uniform and that badge is
16 a deescalation tool, and I would hate to see that go away
17 with the proposed regulations.

18 Secondly, to me, the clients should play a big
19 part of this. And if the customer is willing to hire a
20 security company based on the way they look in their uniforms
21 and their badges because they feel that they need that extra
22 level of officer presence, the client should be able to do
23 that. They should be able to make that free market choice of
24 do we want --

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1 BOARD CHAIR NIXON: Just as a warning. You're
2 already five minutes.

3 MR. MILLBERN: Okay, awesome. I will wrap it up.

4 BOARD CHAIR NIXON: Okay.

5 MR. MILLBERN: Do they want something, a harder
6 look or do they want something softer? To me, that should be
7 left up to the client.

8 And then lastly, just very quickly, the
9 reasoning, at least to my knowledge hasn't really been
10 disclosed of the reasoning of why this body is looking at
11 making those changes, but I'm assuming it's because there's
12 been media attention and some bad actors within the security
13 department of trying to be law enforcement -- law enforcement
14 officers or try to portray themselves as such. I would just
15 argue that criminal statutes already exist in this state for
16 impersonating a law enforcement officer. And that this body
17 here today already regulates the actions of these companies,
18 and this body does a great job of that, and I'm thankful that
19 this that body exists.

20 To me there's already background to hold those
21 bad actors accountable. And, of course, Metro already
22 approves the uniforms and whatnot before it comes to this
23 body. So with that, I will wrap it up. Thank you for your
24 time. Thank you for taking public comment on this subject.

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1 BOARD CHAIR NIXON: Thank you.

2 MR. MILLBERN: No problem.

3 BOARD CHAIR NIXON: Is there anyone else for
4 public comment?

5 MS. WILKERSON: Hi. My name is Donella Wilkerson
6 and I'm coming to represent the security officers as well. I
7 am a commercial property manager. I wanted to speak on my
8 experience with the uniforms and having their presence.

9 We have -- I run a big area in the Spring Valley
10 command and having that presence, I know, I've worked with
11 the police officers as well, but they are not always
12 available. With having our security presence there, we've
13 been able to deter -- we've had a lot of fires, being that
14 the homeless is coming over and kind of taking over the
15 buildings that we are trying to rebuild. And having that
16 presence of the security officers to move them along, just
17 the uniform alone has them moving forward instead of having
18 to use the force.

19 Now, we've had -- we've tried to employ security
20 officers on our own, just as, you know, in a regular shirt.
21 Hey, you can't be here. They have the vest. That did not
22 give as much weight to moving the people along as it did with
23 the officers that have the uniforms.

24 I've taken photos and looked to kind of show my
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1 team, this is what we're paying for. This is what we get.
2 Although, our officers have responded, having our security
3 that we pay for as well as a private sector has also been a
4 great help for them. So I wanted to stand and give my
5 account for having the uniforms the way that they are and
6 having their presence.

7 BOARD CHAIR NIXON: Thank you for your comments.
8 Have a good day.

9 MS. WILKERSON: Thank you.

10 BOARD CHAIR NIXON: Good morning, sir.

11 MR. JONES: Good morning. My name is a Elijah.
12 I'm a patrol officer.

13 BOARD CHAIR NIXON: Last name, sir?

14 MR. JONES: Elijah Jones. I'm a patrol officer
15 for PFI. So as far as the -- I do disagree with the
16 uniforms, changing them. Because as far as that, being in
17 the field, it's like -- like this gentleman said, it
18 deescalates situations. That's one thing.

19 And also, you know, just being -- just being
20 present. For example, like the other day, we had shots fired
21 at Jones Gardens. And all of our units was there, but there
22 was not one police officer there. So just us in a -- you
23 know, helping out the police officers, you know, I think
24 that's -- you know, changing our uniforms is like the least
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1 thing you could do to think about.

2 You know, I think it should be just like more --
3 just more -- you know, instead of -- like I said, police
4 thing that we should be thinking about is the uniforms.
5 Like, we have a response -- responses. We got -- you know,
6 we go to domestics. We go to places like the police can't
7 get. I know you guys are short on staff but, you know,
8 that's what we're here for is -- is that.

9 Like I said, this gentleman said it right, it
10 deescalates situations because sometimes we could just stand
11 right there, just be present and, you know, like the homeless
12 is just going to walk away, and that's just with me being in
13 the field. And, you know, that's all I got to say right now
14 as far as the uniforms.

15 BOARD CHAIR NIXON: Thank you for your comments,
16 sir.

17 MR. JONES: Yeah.

18 MR. VACCA: Good morning.

19 BOARD CHAIR NIXON: Good morning.

20 MR. VACCA: My name is Don Vacca, V, as in
21 Victor, a-c-c-a. I work for a company called ASP. ASP is
22 the manufacturer of the expandable batons, handcuffs and
23 flashlights. I'm a resident of Henderson, Nevada. I live
24 here locally. So along with being, this is a huge market for
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1 me as far as the equipment that we sell, I'm a resident here,
2 so I deal and work in this industry. I deal with most every
3 private security company in the valley, and I deal with all
4 across, half of the U.S. from Denver west.

5 You can definitely tell -- as a professional, I
6 can tell the difference in companies that take their job very
7 seriously and represent the community very seriously versus
8 some private security companies that are just standing there,
9 not representing.

10 As a private citizen, when I walk into an
11 environment and I see somebody dressed in proper uniform,
12 professional attire, I feel much safer in that environment
13 than I would if somebody was standing there in a Polo shirt
14 with nothing on them to protect -- protect me and my family.

15 In this day and age where we are severely
16 understaffed on law enforcement and not able to respond to
17 some things, you're all aware of this. I'm not telling you
18 anything you don't know. Having companies in the private
19 sector that are willing to step up and represent and protect
20 the public is paramount to anything that I could imagine.

21 By limiting the way that their uniform looks is
22 going to severely diminish the reaction of the public. This
23 young man right here put it perfectly as far as deescalating
24 and any kind of conflict. When you see somebody in a room

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1 who is representing themselves in a professional manner and
2 is obviously there to protect the community, you will feel
3 safer than you will if somebody is in a Polo shirt and baggy
4 pants, guarantee you. So that's all I have to say and thank
5 you for your time.

6 BOARD CHAIR NIXON: Thank you.

7 Is there anybody else for public comment down
8 south?

9 MR. JOHNSON: Good morning. My name is Ray
10 Johnson, J-o-h-n-s-o-n. I also work for ASP as Don does.
11 I'm also a K licensed instructor and DI licensed instructor
12 in the State of Florida. I've been an instructor there for
13 the security profession for about ten years. So I teach
14 veterans coming out of the military. I teach security
15 officers wanting to come into the industry.

16 As far as uniforms go, I'm going to speak to
17 Florida and how they do it there and possibly that could give
18 you some ideas on how you could want to decrease or increase
19 regulation is very important as everyone before me stated
20 that how -- how we present ourselves as security officers is
21 pretty much paramount to deescalating the situation and
22 getting these individuals calmed down that we need to calm
23 down. That way we can rectify the situation without any
24 altercations between the officer and the subject.

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1 In Florida, we have also regulations on what type
2 of badges they're allowed to wear, what they can't wear, any
3 kind of insignia. They can't portray themselves as a police
4 officer. The limit of like five pointed badges in Florida,
5 that's -- that's just for deputies, law enforcement and so
6 on.

7 Our presentation, I believe that it comes from
8 training. It really comes from how we're going to have our
9 officers train in the environment and how they can
10 deescalate, just as they said. We have to present ourselves
11 in a certain way right off the bat in order to deescalate
12 that situation.

13 Regular -- taking those -- taking those options
14 away from us as a security officer is -- you're just putting
15 the general public in danger. That's the bottom line. We
16 have to be able to allow them to portray us and perceive us
17 as a figure of authority and that we're there to do a job.
18 We have to.

19 Training the security officers is the most
20 important so they're not out there impersonating police
21 officers. They don't go out there thinking that they are
22 police officers and they have the authority of a police
23 officer.

24 So I think you -- we have to allow the security
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1 officers to go out there and do their job. And just like
2 this gentleman said before us, as a security officer, we're
3 typically the first responders in most of those situations.
4 We're on scene already. Prior to 2020, we had anywhere from
5 across the United States, about 1.1 million police officers
6 and about probably one million security officers. That's
7 across the United States.

8 After 2020, with the exfil of a lot of police
9 officers because they weren't getting the support from the
10 general public and the government agencies, they started
11 retiring. Now it's somewhere in like the 600,000 range. But
12 security officers, it's increasing. So we're out there even
13 more. We're the first responders on that scene because when
14 we get in trouble, who do we call? We call law enforcement.
15 We're the ones out there. So I would just say take that into
16 account. Thank you. Thank you for your time.

17 MR. ALLEN: Good morning, guys. Austin Allen,
18 A-l-l-e-n. I've been doing law enforcement -- I'm sorry,
19 I've been doing security for about almost 15 years. I want
20 to speak on ASP. I want to say thank you. The reason I want
21 to say thank you, two years ago, I actually spent \$10,000
22 being an instructor for you guys. I want to say thank you
23 for that.

24 Also, when it comes down to security industry,
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1 the state I've been doing security about 15 years. With that
2 industry, yes, I will consider us as being first responders.
3 Just two weeks ago, I responded to domestic calls. I called
4 law enforcement. I was on hold for approximately nine
5 minutes 32 seconds before dispatch answered the phone call.
6 I was alone, by myself and said deal with that situation
7 without the help of law enforcement. It was -- it was
8 frightening, right, not to have -- look at law enforcement to
9 answer the phone, even to send somebody out, it was -- it was
10 terrifying once again.

11 So for to change uniforms or to do anything like
12 that when you have us on a line first -- first on line every
13 single day is -- is going to be detrimental to the security
14 industry. I've been doing this for years. And to take it
15 away, like everybody had already said, yes, we are
16 deterrence. Yes, we are deescalation. Yes, we will stay
17 professional all day. You take it away, you might as well
18 work for -- go work at a mall, to be in the mall. That's not
19 what we're here to do.

20 We're here to protect. Regardless of, I
21 understand that's Metro policy. But honestly when people
22 travel to their property, when people come to a property, who
23 do they see first? Security. When somebody does graffiti
24 or somebody trespasses, somebody breaks something, security

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1 is always the first one. Not the security, we have the
2 situation we get in contact with law enforcement. Sometimes
3 law enforcement never come.

4 We have people who I've personally seen someone
5 stab someone 15 minutes before law enforcement showed up.
6 Paramedics will not show up until law enforcement come first.
7 It's out of my hands. It's on the news. To change uniforms,
8 to do that, it's not going to help. It's going to bring us
9 all the way back down.

10 My situation yesterday, we understand. I mean,
11 like I said, I've been doing this for years. I've made
12 mistakes in life. I changed my life. Every single day I
13 change my life. So from yesterday's decision to today's
14 decision, I have to wake up and say you gotta come back here
15 today. We had to come back here because we can be heard. It
16 needs to be said. You changed us. Me coming for my private
17 patrol license and getting denied not once, twice because of
18 my background, I changed.

19 I spent thousands of dollars to be here for you
20 guys, not once but twice. And to hear these guys who
21 actually have been on the line for years and to change their
22 image. I've never worked for PFI. I would love to work for
23 them. If you guys -- if you guys was in Henderson, do you
24 want me or do you want them? I pick them over me and I work
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1 for a company and I didn't work for a year and a half. I get
2 discriminated against, called the N word but I stand. Every
3 single day I stand in this uniform because I don't jump
4 ships, but I will take them over me. Don't change their
5 uniform. Please stand up for what we do.

6 Like I said, 15 years I've been doing this and
7 not once and now twice. I will not stop coming because I
8 have a voice. A life, don't judge me from my past. Judge me
9 from today. I will not stop coming until I get approved.
10 Don't take away from them. Don't take away from me. Let's
11 keep united, please. Thank you.

12 BOARD CHAIR NIXON: Have a good day.

13 MR. ALVAREZ: Good morning, everybody. My name
14 is Jonathan Alvarez, License Number 2687. I'm the CEO and
15 chief security officer for Protective Force International.
16 My experience as a licensee, military veteran, law
17 enforcement -- law enforcement veteran and front line chief
18 in the private sector security industry of Nevada is my
19 personal and corporate duty to adamantly oppose any of the
20 proposed changes to NAC 648.530.

21 The revised administrative code will greatly
22 hinder security operations and the safety of communities in
23 Nevada by softening the image of authority. I'm sorry, by
24 softening the image of authority within the security officers
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1 realm and financially jeopardizing the security providers,
2 ultimately endangering the public safety in Nevada as a
3 whole.

4 I get to speak as an owner compared to as a team
5 member or a stakeholder. So I see things differently, the
6 effects of business as a whole. Regardless of even us being
7 approved in the past, these proposed changes may force
8 companies to spend hundreds of thousands of dollars and
9 millions for much larger companies on new patches, uniform
10 colors, badges, marketing and other items. There is no
11 specification as to how much time we would have to be
12 compliant nor was there any assurance that we need only one
13 approval after moving forward.

14 When law enforcement changes uniforms, when they
15 drum up a new unit time and time again would mean that every
16 single time we would have to change uniforms if it's similar
17 to ours. Keep in mind our organizations are privately
18 funded, not publicly funded. Owners will have to completely
19 pay out of pocket for these changes and hope they can still
20 make payroll at the end of the week.

21 Secondly, data shows less authoritative image
22 leads to an increase in criminal activity. This is proven.
23 Uniforms affect the safety of our clients, just as much as
24 the officers themselves.

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1 We need to be taken seriously as security
2 professionals and look as capable as we are trained. Our
3 professional uniforms are deterrence and useful deescalation
4 tools that can help the public as a whole.

5 Lastly, we need to ask ourselves a few questions
6 to better understand the legitimacy of these complaints. To
7 my knowledge, such complaints that claim -- that claim that
8 criminal activity is increasing because of security uniforms
9 is something that we need to ask ourselves as a whole. What
10 data justifies these complaints? Where is the complaints
11 coming from? Are they coming from residents, individuals or
12 the complaint is being put on individuals who are unlicensed,
13 individuals who are licensed? There are so many
14 subcategories that would limit the amount of complaints if
15 looked into further, which I'm hoping our partners at Metro
16 will provide that information.

17 Lastly, has there been any counter investigations
18 being done? And is anyone searching how our uniforms may be
19 decreasing criminal activity. And it's always the golden
20 question in the security industry, how do you quantify what
21 crimes have been stopped by just being there? We are
22 entitled to these answers as the industry comes and as the
23 industry grows and as proposed changes can potentially also
24 shut down these small to medium size security firms and,
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1 again, put hundreds of people out of work if owners like
2 myself have to drum up hundreds of thousands of dollars for
3 changes.

4 The changes degrade the image and its
5 effectiveness of the private security industry and,
6 therefore, endanger communities that security officers are
7 contracted to protect. We deserve to understand the true
8 source of these changes and where they are coming from.

9 In conclusion, private sector security plays a
10 major role in public safety and the economy of Nevada. We
11 are now asking to look identical to law enforcement. We are
12 asking for support from our PILB partners, support from our
13 law enforcement partners and support from legislators to see
14 things from our perspective and help move our industry
15 forward. We all have the same goal, to improve public
16 safety. So we need to work together and not against each
17 other. Thank you.

18 BOARD CHAIR NIXON: Is there any further public
19 comment down south? Okay. Has there been anybody that came
20 in up north that may want public comment?

21 BOARD MEMBER BEZICK: No, there is not.

22 BOARD CHAIR NIXON: Public comment section is
23 closed. And we'll move on to the next agenda item. At the
24 Board request during our last special -- I'm sorry, our last
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1 special session, we have asked Metro to come in and make a
2 presentation to review some of the concerns that they have
3 and show some of the uniforms that are potentially out there
4 that are of concern.

5 I do at the Board's indulgence want to remind
6 everybody why we're here so that there's an understanding in
7 the sequence of events that brought us here. So back in
8 2021, there was a former Board, you know, because we change
9 out all the time. There was former Board Members and there
10 was a discussion about looking at the uniforms.

11 During that discussion, we voted unanimously to
12 have -- to further that discussion. Because as you know, we
13 don't have the authority to just make decisions unanimously
14 and change things. So during that time, there was the
15 thought process of moving forward and looking at uniforms,
16 having workshops and going through the entire process.

17 Unfortunately, COVID hit and that process did
18 stop. And then we got back to regular sessions, and we
19 looked at moving forward and starting those conversations
20 again. We want to make sure that we are cooperating with
21 both law enforcement and the agencies that we serve as
22 security agencies. But we also need to make sure and our
23 ultimate goal is to make sure that our employees get home
24 safely. And if we do present ourselves in ways that can

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1 hamper that, we want to make sure that we're paying attention
2 to that as well.

3 So what was brought up was NAC 68 or 648.530.
4 And so I just kind of want to review that and the county code
5 so that everybody understands where we currently stand and
6 that what we're asking for is more clarification versus
7 changes to what's actually out there.

8 And I want to make sure that it's specific,
9 there's an understanding that the county code is specific to
10 Clark County. This does not review the entire state. It
11 does not cover the entire state.

12 The NAC 48 -- 648.530, if applicant or licensee
13 intends to use a uniform, badge or patch in connection with
14 licensed activities, the applicant or licensee must submit
15 with application or before use of the uniform, badge or
16 patch, color, photograph which accurately depicts the
17 features of the uniform, badge or patch.

18 Licensee must not use the uniform or must not use
19 a uniform, badge or patch in connection with the licensee's
20 business, which is the same or deceptively similar to a
21 uniform, badge or patch used by any other licensee or law
22 enforcement agency within the state, so that's not a change.
23 That's what is currently in the NAC.

24 NAC 6.50.020, uniforms, the private patrolman,
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1 security guard or security officer and no employee of a
2 private patrol, security guard or security officer shall use
3 or wear a uniform until such uniform has been approved by Las
4 Vegas Metropolitan Police Department and until such time as
5 colored photograph of said uniform has been filled or filed
6 with Las Vegas Metro Police Department, it is unlawful for
7 any private detective to use or wear a uniform that is not
8 approved.

9 Okay. So then we go to the county code. County
10 Code 6.50.010, badges. No private patrolman, security guard
11 or security officer and no employment or employee of private
12 patrol, security guard or security officer shall use or carry
13 a badge until such badge has been approved by Las Vegas Metro
14 Police Department and until such time as a photograph has
15 said approved badge has been filed with Las Vegas
16 Metropolitan Police Department is unlawful for the private
17 detective to have in his possession of a badge not approved.

18 Uniforms, no private patrol, security guard or
19 security officer and no employee of the private patrolman or
20 guard or security officer shall use -- excuse me, or wear a
21 uniform until such uniform has been approved by Las Vegas
22 Metro until such time the colored photograph, again, approved
23 uniform has been filed with Las Vegas Metro, it's unlawful
24 for the private detective to use or wear the uniform.

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1 No patrol -- patrolman or security guard or
2 security officer or employee of a private patrolman or
3 security guard or security officer shall use a vehicle in his
4 employment or other vehicle having standard factory colors or
5 markings until such color scheme and marking of such vehicle
6 has been approved by Las Vegas Metro Police Department, it is
7 unlawful, again, for private patrolman or security guard to
8 do so.

9 Standards, in granting approval or disapproval of
10 badges, uniforms and vehicles, Las Vegas Metro Police
11 Department shall be guided by the standards annunciated in
12 6.50.050. And then that statute states it's unlawful for any
13 person to wear, exhibit or use willfully to sell, loan or
14 give, transfer another -- any badge, insignia, emblem, device
15 or any label certificate card or writing to make or sell, use
16 any vehicle which falsely purports to be authorized or
17 authorized for use of one who by law is given authority as a
18 peace officer or if it resembles authorized badge, uniform or
19 insignia, emblem, device, label, certificate, card or writing
20 or vehicle of a peace officer as would deceive ordinary,
21 reasonable person into believing that it is un -- that they
22 are authorized.

23 So basically you can't look like a cop to the
24 regular person, to the regular public. So I just want to
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1 make sure that everybody understands where we're at right
2 now. So the thought of there's this huge change coming is
3 not what is actually being looked at by the Board or wanting
4 to be discussed further. We're actually asking for
5 clarification so that when we do submit our -- our pictures
6 and uniform request to Metro through the PILB that there's an
7 understanding of what is accepted and what is not accepted.

8 If you've already shown a client or decided that
9 you want to wear a specific uniform and you submit that to
10 Metro and it gets rejected, then there's another issue,
11 right. So we want to get that information in advance and
12 better clarified, and that's what our proposal was during
13 that last special meeting.

14 So that being said, thank you for your indulgence
15 here. I would like to introduce Ailee Burnett.

16 MS. BURNETT: It's hard. It's tough.

17 BOARD CHAIR NIXON: Thank you. And she's from --
18 I'm sorry, a lieutenant from Las Vegas Metro who we have
19 requested to come in at the Board's request to show what we
20 were concerned about.

21 MS. BURNETT: I'll wait for it to come up. My
22 name is Ailee Burnett. I'm the lieutenant of the special
23 investigation section for the Las Vegas Metropolitan Police
24 Department. Under this section we help regulate and enforce
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1 all regulated privilege licensed businesses, as well as we
2 work with PILB in our SCUBA or otherwise known as Security
3 Company Uniform Badge Approval process. So we are the
4 section within Metro that does look over all of the uniforms,
5 badges, so forth and does the approval process.

6 Chairwoman, I think you kind of went over my
7 presentation already. I had a lot of the codes in there.
8 Obviously, we wanted to just make sure everybody was reminded
9 of a lot of the codes that already exist that we go by when
10 we approve any of the uniforms. So I won't rehash a lot of
11 the things that you already said. But, again, it's going to
12 include on here NAC 648.530, which covers the code and the
13 law when it pertains to uniform, badges and patches and,
14 again, nothing should identify themselves or represent
15 themselves as actual law enforcement, as there is
16 different -- there are different laws that do apply to law
17 enforcement themselves.

18 But we will go talk about SCUBA or, again,
19 Security Company Uniform Badge and Approval. Even though
20 they are licensed through PILB, all security company uniforms
21 badges and vehicles must be approved by PILB per Clark County
22 and city code. Again, SIS has that responsibility for doing
23 that.

24 Again, not to rehash any of the codes, this
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1 again, covers all badges, uniforms and vehicles that anybody
2 who is working in the capacity in security that their badges,
3 uniforms and vehicles must be approved by LVMPD through SIS.

4 A continuation of that, so this is going into
5 some other codes, and we're talking about false
6 representation of authority. Anybody using their uniform or
7 their position to represent themselves as actual law
8 enforcement is against the law representing themselves as
9 such. Performing in such a way that somebody would believe
10 they have the authority of law enforcement that, again, is
11 against the law.

12 Here we talk about impersonation of an officer.
13 Everybody knows obviously anybody having emergency lights
14 equipment on a vehicle must be approved by LVMPD. Failure to
15 do so would be a violation. Using that equipment to overstep
16 their authority or the bounds of what they are able to do is
17 against the law. So that's just a reminder of what NRS does
18 state, so we do already have that law.

19 Here's some general identification requirements
20 when it talks about anybody operating in the capacity as a
21 private investigator, a private patrolman, security, using
22 the uniform, the vehicle or the badge in the manner in which
23 they are operating and representing themselves, again, not as
24 actual law enforcement.

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1 So these are some of the definitions as defined
2 within the law when we're talking about security guard
3 defined and how they are being utilized by the company that
4 they work for. So you hear a lot of times where somebody
5 comes up and says they are a patrol officer, obviously, they
6 are a security guard but their company is identifying them,
7 working as a patrol officer capacity, most likely meaning
8 they are going out to the field and observing and reporting.

9 Private patrol officer also has a definition. It
10 means a person engaged in business and providing for other
11 persons, watchmen, guards, patrol officers, uniform officers
12 to control traffic, bodyguards or other persons for the
13 purpose of protecting persons, property, et cetera. Then it
14 goes into talking about when a private person is able to
15 affect an arrest. There are certain guidelines that follow
16 in as far as the law goes.

17 Then we decided just to put in the definition of
18 officer per Webster dictionary, talking about one charge of
19 police duties who holds an office of trust, authority or
20 command. Obviously, here in the State of Nevada, you must be
21 POST certified and sworn in as a law enforcement officer.

22 So in going into that, segueing into what
23 actually a security guard's expectations are, what their role
24 is in for the community. As everything that has been said,
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1 they are a great partner for law enforcement. It is true
2 that our numbers have dwindled. Having a deterrent out there
3 is very beneficial. What does that mean? What is that role?
4 Are we expecting them to go in and take our role? No. These
5 are some of the roles that are being expected. Being trained
6 observers, observe and report.

7 So if it is -- a lot of often times, if we have a
8 burglary alarm, we have a lot of false alarms. Those are
9 difficult calls for us to break away and go to. We would
10 expect and hope that a security guard that was there on scene
11 could go, observe and report. Observe what you see. If you
12 see possibly somebody inside with a flashlight, we are not
13 expecting you to go inside and take police action. We are
14 expecting you to observe, call 911 and report on what you are
15 observing that, yes, I definitely see something suspicious.
16 The door looks kicked in. I'm seeing somebody inside with a
17 flashlight. Police officers may want to get there as soon as
18 possible.

19 Observe and report. Be a good witness. Often
20 times they are the first ones on scene. They are witness to
21 the crimes that are occurring. We need them to be a very
22 good witness and complete voluntary statements to everything
23 that they saw. And they are a deterrent for criminal
24 activity just be by mere presence.

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1 I know everybody talks about looking very
2 authoritative or scary or however we want to call it. But
3 even law enforcement in and of itself, we have gone away from
4 looking like that. Only some of our specialty units, do they
5 dress in that manner. For example, SWAT, that's when things
6 are pretty bad, and we definitely need the best of the best.
7 They are there to coax that person out as that deterrent or
8 to say we definitely want you to come out of this house if
9 you're barricaded inside.

10 Back in the day though, our gang unit, they used
11 to wear a military looking uniform. They used to wear thigh
12 holsters. I was a part of that unit when we dressed that
13 way. It was all greens and we used to wear thigh holsters.
14 They said it looked too aggressive. We went away from that.
15 So now our gang unit doesn't even wear that uniform anymore
16 and we do not wear thigh holsters. We're not wearing the tac
17 vest. We're not doing any of that. It's too aggressive and
18 too militaristic. Law enforcement is there for deescalation.
19 We are community partners and we are there to obviously first
20 deescalate.

21 But talking about the way you look, so we're
22 talking about deterrence. Right now there's been an issue in
23 the schools. There's been a lot of violence in schools and
24 people were getting very upset so they created DADS. The
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1 DADS decided they were going to go to the schools. The DADS
2 wear shirts. They just wear shirts that say, and I forgot
3 what it stand for, but it just says D-A-D or D-A-D-S and they
4 said when those DADS are there and they are at the school and
5 they have that presence, they're not wearing tac vests.
6 They're not wearing tactical gear. They are wearing shirts
7 as DADS and they stand there looking menacing and they said
8 that the violence has gone down at those schools just by
9 their mere presence, just by DADS coming there and saying I
10 will not allow you to be violent on my child's school, and we
11 have seen the violence go down from there.

12 What security guard rules are, also obviously we
13 have properties where they either access or prove or deny
14 access to the property. They also engage with citizens.
15 They view, monitor any suspicious criminal activity and they
16 alert law enforcement as needed and request police resources.
17 Again, it goes back to the observe and report role.

18 So, again, we talk about some of the
19 recommendations. These are, again, just recommendations from
20 some of the issues that we have seen. We're not saying a
21 hard and fast rule of anything. But later on in the
22 presentation, we'll have pictures to show that it does become
23 very confusing. So when we're talking about the badge, a
24 gentleman came up here and talked about Florida, that they

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1 don't even allow that five star badge. Why? It can be very
2 confusing. Obviously, I'm wearing my badge. That's what it
3 is. I'm a sworn police officer. The laws that apply to me
4 are very different than to a civilian security guard.

5 I'm wearing a badge that represents otherwise can
6 be very confusing to the public but other law enforcement on
7 scene. So we had an individual talking about shots fired at
8 a property. Security is already on scene. Police arrive.
9 We could have a blue on blue situation or they believe that
10 they're real police officers but yet they're coming up. It's
11 dark. They think they're real law enforcement unknowing that
12 they are not.

13 So some of the verbiage that we have seen and
14 I'll show in some of the pictures. When we're talking about
15 verbiage on the uniforms where it's very large, it says
16 officer, agent, patrol officer, investigator, deputy,
17 trooper, ranger, marshal, sheriff, authority, constable,
18 inspector, SWAT, peace officer, police, cop, law enforcement,
19 these are all very confusing terminologies. We have a lot of
20 law enforcement agencies here in Southern Nevada alone that
21 use all of these words. When security uses them, it becomes
22 very confusing for the public and for law enforcement all
23 together. So we're talking about whether or not should they
24 have a badge in the same shape as actual law enforcement here

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1 in the state.

2 Some of the concerns that we do talk about,
3 again, it's obviously out there, people mistaken security as
4 law enforcement. And then it becomes what type of background
5 investigations do each one of these people actually do? How
6 are they vetted? Obviously, we go through a very rigorous
7 and intense training, background investigation. But most of
8 our training relies on deescalation, community partnerships.

9 And then, of course, we also receive, you know,
10 use of force, tactics, all of those issues, but it's so that
11 we do not have to injure anybody ever. The way we look is
12 very professional. We are -- like I said, we're not even
13 wearing the tac vest. We're not wearing any of those things.
14 We're not wearing the thigh holsters. Our uniforms are
15 supposed to look like professional attire but it is a
16 uniform.

17 Some public safety concerns, there's been many
18 reports of where some of these security vehicles are equipped
19 with emergency equipment. They are seen with their emergency
20 equipment on and they look like they're rolling code. So
21 they're speeding on the freeway or along the neighborhood
22 streets with their emergency equipment on. People are
23 pulling over. People are confused. It does cause a lot of
24 confusion.

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1 With some of the equipment and uniform, a lot of
2 people do believe that they are law enforcement. It, again,
3 becomes confusing. We work very, very hard in earning the
4 public's trust. It is paramount for us with all of the
5 things that have happened in the recent years, we have had to
6 work so hard in gaining that public trust again. When
7 security goes out there and people are confused and believe
8 that they are law enforcement, it takes us back some steps,
9 and thereby the trust has to be rebuilt. So we do have a lot
10 of those issues.

11 We have problems with sometimes security acting
12 as agents of property. When they are making entry into
13 apartment buildings or apartments themselves, representing
14 themselves as either constable or law enforcement, that does
15 definitely become an issue. Again, public trust is paramount
16 for us.

17 And, again, I kind of already covered the
18 expectation to physically intervene and take police action or
19 being there to observe and report.

20 This was just kind of, again, talking about the
21 militarization of security. When we're talking about the tac
22 vest, thigh holsters, that whole military look, law
23 enforcement has definitely stepped away from that. Only in
24 special circumstances or our specialty units has it kind of

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1 stayed that way. But us ourselves interacting with the
2 public, we are there as a deterrent but also we want to look
3 very professional, but we don't want people to think we're
4 there just to crack skulls and take people to jail, so that's
5 something to think about.

6 When we are talking about, there was the comment
7 of if we are out of compliance, so if somebody's uniform or
8 equipment is out of compliance and the expectation is for
9 them to change that, again, we have that consideration of it
10 does cost money and it takes time. So the time frame for
11 recommendation, if we say, hey, it's out of compliance, it
12 would be one -- anywhere from one to two years to become
13 compliant, and we're suggesting that we be grandfathered in.
14 Obviously, any of the new people just applying currently
15 right now, it would be for the new procedures.

16 Now we'll go into some of the pictures. So
17 obviously, this is just for LVMPD. This is just a variation
18 of some of the uniforms that we have that you'll be able to
19 see the color pallet and the different options that we do
20 have. So you can just kind of see that we'll go into these
21 are all of the different uniforms that we have but they
22 usually stay within the same color pallet.

23 The yellow shirt is a big one. So a lot of our
24 bike officers, they wear the yellow shirts and the black

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1 pants. That is big over on our Strip over in Convention
2 Center Area Command. A lot of the casinos, they wear the
3 same outfit, the same uniform. A lot of people find that
4 very confusing. They don't know if it's security or if it is
5 definitely law enforcement. Again, there are different laws
6 that apply to both.

7 With law enforcement, a person must comply with a
8 sworn law enforcement's orders. With a civilian security
9 guard, it is not law that they have to comply. I'm not
10 trying to take anything away from that. I'm just explaining
11 the law. There are two different things. A person perceives
12 that a law enforcement officer is security, they may believe
13 they have the option to not comply and to walk away. With
14 sworn law enforcement, that is not okay. It's against the
15 law to do that. You must comply.

16 Again, here's some other uniform, sticking with
17 kind of the same pallet. I know that's a green color. It
18 looks kind of, I don't know, teal or something but it's
19 green. The one up front is definitely green. Green and tan,
20 same colors. Black, some of our traffic units, they wear
21 that black top still. Our patrol used to wear that
22 undershirt black.

23 We are in the midst of changing our uniforms a
24 little bit but it will stay the same color scheme. So, where
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1 is it. So our red -- our red shirt, that's our range staff
2 so they are the only ones that do wear the red shirt. And,
3 again, there's some of the green and then the yellow and
4 black.

5 We know -- we used to wear that dark green top
6 during the winter. We did do away with that. However,
7 again, we are in the process of changing our uniform a little
8 bit. That shirt may come back. So we may go back with that
9 dark green shirt. Our pants are going to just be all tan
10 after that. So, but it's still in that same color pallet
11 family.

12 And then this just shows some of the different
13 badges that we have that we wear. And then those are our new
14 pants, but you can see that it is still all tan. We're just
15 not going to have that dark brown stripe on the side, but
16 it's just going to be all tan. Again, there's some of our
17 insignias that we have and that we use. These are all of
18 different patches that we have. Some other pictures will
19 show a lot of security guards have these same styles. It
20 becomes very confusing.

21 So here I ask can you guys tell which one is the
22 real police officer or which one is the security guard? Can
23 anybody tell? It's hard. It's really, really tough. Those
24 are the Henderson Police Officers, and those are the security
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1 guards. That would be extremely confusing for a citizen,
2 very confusing. So if those security guards were to act as
3 regular law enforcement, demand that they be let into a
4 house, they demand that a person, their body be seized or
5 they be pulled over or they use action, they use force, they
6 are going to believe that they're sworn law enforcement
7 officers. Again, there's a trust factor that goes along
8 there but that's very confusing.

9 This is a school -- this is a school resource
10 officer. This is actually a security guard on a school
11 grounds but they are wearing a whole patch that says school
12 resource officer. We will define here per NRS, this is the
13 definition of a school resource officer. They are a local
14 law enforcement officer, but this person is not. This person
15 is security, but they are representing themselves as a school
16 resource officer which is sworn law enforcement per NRS.

17 Here's another one. That looks -- this is
18 investigator. This looks very close to our CSA's, our crime
19 scene analyst. Our crime scene analyst wear almost exactly
20 that same exact uniform. It looks very much like a regular
21 police officer.

22 Here's some other pictures here. Here we have a
23 shield. We have guns being pointed. You can't even see
24 behind the shield, if that's security or if that's police.

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1 We don't even know who they are. There's a person wearing an
2 AR with a tac vest and then there's the red shirt.

3 That definitely looks like one of our officers
4 taking part in Santa Cops. So we do Santa Cops. We go
5 shopping at Walmart usually or something with the kids but
6 there's that star, the star on the chest, star on the belt.
7 The star on the chest, that looks just like our SWAT team.
8 We're talking about a tac vest. We are talking about the
9 same sergeant insignia, the same star, everything, completely
10 armed, wearing the green pants and black top.

11 Here's some other ones. Again, difficult to show
12 which ones are actually police officers and which ones are
13 actually security. The ones on the right, that looks just
14 like what our gang unit, sometimes our flex teams, sometimes
15 any one of our utility squads, they wear that exact uniform
16 on the right but not always with a tac vest. They only put
17 the tac vest on if they are going to be doing a tactical
18 operation like serving a search warrant or taking somebody in
19 custody. Then they're going to wear the tac vest. Other
20 than that, we are not even wearing a tac vest all the time.
21 We don't even do that. The only ones who do that is SWAT or
22 a specialty unit that is serving a search warrant but we are
23 taking tactical operation.

24 Again, these are just some other ones. This is
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1 more for the city police officers, like North Las Vegas,
2 Henderson and any of the city police up north, not for LVMPD
3 but, again, it becomes confusing just like that other photo.

4 And pretty much that's going to conclude. Again,
5 I would just like to say these are just our concerns that we
6 are expressing, just like everybody had the chance to give
7 their public comment. These are just some of the concerns
8 that we have. Again, we definitely appreciate and very much
9 love to work with our security counterparts. They are a good
10 deterrent for us. We cannot be everywhere, and we do
11 appreciate the work that they do. It's just when it becomes
12 confusing with how they look and it's representing us very
13 much. But, again, we definitely love our security partners
14 for sure. Thank you so much. I'm going to leave this here.

15 BOARD CHAIR NIXON: Do you have a few seconds for
16 questions from the Board?

17 MS. BURNETT: Absolutely.

18 BOARD CHAIR NIXON: Does anybody have any
19 questions?

20 BOARD MEMBER BROWN: Yes, lieutenant. This is
21 Board Member Brown. How often does Metro request security
22 professionals to handle calls for them?

23 MS. BURNETT: We would never ask a security unit
24 to handle a call for us. What we do ask is, like the example
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1 I gave earlier, say there's a burglary alarm or somebody is
2 reporting that there's an alarm going off or something is
3 occurring and we know security is on scene, we ask can you go
4 by there because we don't have anybody available at this time
5 and confirm that there is something suspicious or definitely
6 needs police action.

7 Again, if it's an alarm, any time there's an
8 alarm, we definitely ask for security to go by first to see
9 if it does appear legitimate. Meaning, does there look like
10 there's any point of entry on the outside. Do you see as if
11 somebody is inside. Is there anything that is suspicious.
12 We would never ask them to take police action. We ask them
13 to go there, observe what they see, report back to our
14 dispatch and then that will be relayed to police resources.

15 Most of the time a lot of these alarms are false
16 alarms. They call back and say everything looked normal.
17 Sometimes they feel comfortable if they don't see anything
18 suspicious, actually walking up and walking around the
19 perimeter to see if they can see anything, maybe trying the
20 door to see if it's unlocked. We would never even ask them
21 to do that. It is what they feel comfortable with. We just
22 ask them to go there, observe what they see and then report
23 back to us.

24 BOARD CHAIR NIXON: Thank you. How about in the
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1 case of domestic violence call that's going on, would you ask
2 them to be involved in that in any way?

3 MS. BURNETT: Never. So domestic violence calls
4 are one of the most violent calls that we ever encounter. We
5 would never ask anybody to definitely intervene on something
6 like that, neither would the police department. However, it
7 -- again, it goes back to that observe and report.
8 Definitely be a good witness. Even as law enforcement, when
9 we are off duty, they tell us to be a good witness. Unless
10 you feel comfortable absolutely intervening, they ask us
11 while we are off duty, even while we are armed, to be good
12 witnesses.

13 That if -- it's up to you whether or not you want
14 to intervene when you're off duty. Now, for security, again,
15 being civilians, we would never tell them you should and
16 definitely will go take action or we want you to handle this
17 call. That would never be asked. Unless, again, if there's
18 something that's being done on the side as a private, say a
19 security officer has a relationship with an officer and
20 there's something that those two discuss, that's something
21 that's completely outside of the realm of department policy
22 or what our dispatch would ever ask somebody to do.

23 BOARD MEMBER BROWN: Thank you.

24 MS. BURNETT: You're welcome.
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1 BOARD MEMBER GRONAUER: This is Board Member
2 Gronauer, excuse me. Lieutenant, in theory and in policy,
3 what you just said is correct. In reality, it doesn't seem
4 to work that way. There's police officers on the street,
5 supervisors that I've talked to that said they had depended
6 on security to be first responders for them. So something I
7 think between captains and lieutenants and your division
8 should really discuss and talk about, okay. That's number
9 one.

10 Number two, how many uniforms does Metro really
11 have?

12 MS. BURNETT: We have a few but they all stay in
13 the same --

14 BOARD MEMBER GRONAUER: How many is a few,
15 please.

16 MS. BURNETT: Well, I would have to go back to
17 the presentation.

18 BOARD MEMBER GRONAUER: Okay. A few is a lot of.
19 There's more than ten?

20 MS. BURNETT: Probably, with the different units.

21 BOARD MEMBER GRONAUER: With that, you know, I
22 think what you displayed is absolutely wonderful, very
23 professional. No problem with that at all, all right. I
24 understand your policy and I understand being a good witness.

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1 I have no problem with any of those. I was a police officer
2 for over 30 years, all right.

3 So my problem comes up with how did this come
4 about? Because I have badges that are preordained or
5 pre-approved, all right. I think almost all of the security
6 people in here that spoke had their uniform and badges be
7 approved. You came up with all the reasons, which I like,
8 but I haven't seen any suggestions, what you're suggesting
9 that they should be having. And I think that should be
10 paramount in your discussion also.

11 Because if you're coming up, well, it can't be
12 this, it can't be this, I don't have a problem with it. But
13 what can it be? And that's where the problem becomes -- I
14 mean, do you want people to wear pink or orange? I mean, I
15 don't know, and that's what I'm looking at.

16 And I think from being out in the world as a
17 police officer and also being a customer of casinos, a patron
18 I guess, put it that way, more than a customer, you're a
19 patron of the casinos, casinos are the biggest ones who are
20 violating all of these things and they are private. They can
21 do what they want. We don't control them. And I guess you
22 guys don't control them because they are security in almost
23 every casino. You know, it looks like Metro's bike themes or
24 it looks like a Metro officer in uniform.

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1 Desert Inn years ago used to look exactly like
2 Metro uniforms, okay. I'm not sure exactly what they look
3 like now. Some of the casinos went to sport jackets, things
4 like that but still carry badges. How -- you know, are they
5 part of this discussion? Because what we have here is people
6 who spent money for licensing, who are very well vetted.
7 Security guards in casinos, you want to go walk around a few
8 of them.

9 MS. BURNETT: I have.

10 BOARD MEMBER GRONAUER: I have a lot of respect
11 for them because most of the casinos now because of the
12 security guard meetings they have and everything else and the
13 training they have is not called security officers anymore by
14 their own people. They are called security professionals,
15 which I think is a wonderful thing about that. That's good,
16 but they are still wearing the badges and the clothes that
17 look like all our law enforcement.

18 You go to Henderson, some of the casinos in
19 Henderson look like Henderson Police Officers. North Las
20 Vegas look like North Las Vegas Police Officer. And we talk
21 about a Clark County code and we talk about an NRS, which is
22 state, and we're getting like in the bullseye is security
23 companies that are represented or who are vetted very well
24 and who have been approved.

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1 Now, you said, well, it will take maybe two
2 years, I think that was part of the thing to get qualified or
3 verified or whatever, all right. When -- that's fine. I
4 have no problem with that either except we have no
5 suggestions. I mean, just because I present a uniform or a
6 badge to you as an owner of a business, you just declined it.
7 But are you going to give me a suggestion?

8 BOARD CHAIR NIXON: So if I may, I'll respond as
9 well. I think that's what we were diving into with looking
10 at these statutes is we're collaborating with this group and
11 finding out, getting clarification on what we can use or what
12 would be suggested is my understanding.

13 MS. BURNETT: So part of those suggestions, we're
14 using patches, not using the star, using some other
15 identifier. One of the security officers that came up here
16 had a patch and the way it's shaped was great. It didn't
17 look like anything like real law enforcement. It said
18 security on the back. It wasn't security in tiny letters and
19 officer in big giant letters, but it wasn't anything that
20 represented any of the badges for law enforcement. That
21 would be a suggestion.

22 As far as whatever color, I'm not going to sit
23 here and tell you exactly what color to do. We showed you
24 the pallet that we have and that would just be the suggestion

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1 is to go with a different color pallet that would be
2 different from ours or from North Las Vegas or Henderson PD.

3 In regards to pre-approved uniforms and now
4 coming back, you just heard me say that we've had uniforms
5 for a very long time and we change them quite often so times
6 do change. A lot of things have occurred, and we may have to
7 go back to the drawing board and say times are changing. We
8 are now seeing these issues. It is time to say that no
9 longer is working because we're seeing that we have these
10 issues and the change should be suggested.

11 So it was true that back then, maybe it worked
12 okay. But just as the gang unit, like I said, used to wear,
13 looked very militaristic with the thigh holsters and all
14 greens, we did away with that because the change and times
15 for law enforcement, same thing for security.

16 BOARD MEMBER GRONAUER: Madam Chair, if I could
17 finish, I would appreciate it, okay. All right. I already
18 believe it should not have on a security vehicle patrol.
19 That doesn't work for me either, okay. If it has K-9
20 handlers, it should say security K-9 because there's a
21 different in things like that. So the markings of vehicles,
22 I'm totally in agreement with, totally.

23 As far as red lights and all that, no, no
24 emergency lights at all. You know, you might need cautionary
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1 yellow lights. You have to have them approved by the state
2 also, cautionary yellow lights. I know because I one time
3 had a different career too, all right.

4 Can you just give me an idea, where are these
5 complaints coming from or how many that's precipitated this
6 whole thing, that's all.

7 MS. BURNETT: So sometimes those numbers are
8 difficult to obtain because a lot of times it's not reported
9 or we don't see that in a report. It's not reported to SIS
10 often times. We just go by an office. Sometimes we get a
11 complaint through an area command. And area command will
12 call us and say, hey, we're having trouble with this security
13 company or this security officer, something to that effect of
14 the way they look or they're being too aggressive.

15 We recently just had security fire a round at
16 somebody not even on the property, in the middle of the
17 street, over off of the Strip, so acting as a police officer.
18 She was trying to leave and was involved in a domestic
19 dispute who wasn't even the primary aggressor. She was just
20 trying to get away. He didn't want to leave and followed
21 her. She got in her car and fired a round at her.

22 So it's things like this where if they are too
23 much into the mindset of I need to look like a law
24 enforcement officer, have the authority of one, have the
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1 deterrent of one, should I act as I am one? But even us, we
2 would never fire a round at a vehicle trying to flee like
3 that.

4 But so it's difficult to say, I don't have a
5 number as far as how many complaints we actually receive.
6 Again, that's a number that is difficult to obtain. It's
7 just where complaints differently come in. But when we
8 look -- when we go back and look at our logs, we are getting
9 complaints on security companies monthly for sure. Every
10 month we are dealing with some sort of complaint.

11 BOARD MEMBER GRONAUER: Okay. One last thing,
12 okay?

13 MS. BURNETT: Yes, sir.

14 BOARD MEMBER GRONAUER: Metro should be very
15 proud of you, how professional you are and how you presented,
16 and I'm very, very honest with you.

17 MS. BURNETT: Thank you.

18 BOARD MEMBER GRONAUER: The second part of that
19 is you receive the calls from your area command or whoever,
20 all right.

21 MS. BURNETT: Yes.

22 BOARD MEMBER GRONAUER: That's what you just
23 stated on the complaint. Is there a way, and I don't know,
24 maybe I should ask my Executive Director, do you get these
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1 complaints also on a regular basis?

2 MS. INGRAM: Yes, on an occasion we are contacted
3 by Las Vegas Metro Special Investigations with complaints.
4 We follow-up with those complaints. If it's a registered
5 work card employee, obviously we go through the qualifying
6 agent, ask if they're aware of the situation. We've been
7 provided body cam video. We've been provided pictures.
8 We've followed up with the qualifying agents to see how
9 they're handling those situations. Just recently it's been
10 an influx and we're currently working with the special
11 investigations unit because obviously if they were
12 investigating criminal, we kind of take a backseat until
13 they're done with those investigations. Right now I think
14 there's two or three going on. Yeah, so we take a backseat
15 to them.

16 Once they complete their criminal investigation,
17 they report back to us. They are very -- the communication
18 between Las Vegas Metro and our office is superior. So, yes,
19 we do get those complaints and we respond accordingly.

20 BOARD MEMBER GRONAUER: Thank you. This is Board
21 Member Gronauer again. The only thing I ask is that it
22 follows-up all the time. I don't know how often they change
23 your position. It used to be a fairly good position to be in
24 for a while. So I don't know how long you've been in or how
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1 long you plan to stay in there, but it would be nice to have
2 that as part of your own section policy. We get them
3 complaints when possible, especially the complaints on
4 security officers that are licensed, that's what I'm talking
5 about, all right?

6 MS. BURNETT: Uh-huh.

7 BOARD MEMBER GRONAUER: That them complaints can
8 also be given to our Executive Director.

9 MS. BURNETT: Yes, that's a great suggestion. I
10 definitely would like to see that. As you made comment
11 earlier, sometimes we do need to go back to the drawing board
12 with training. So we have to get that word of mouth out to
13 the area commands. But definitely following up with your
14 suggestion, if we do have people taking it upon themselves to
15 tell security to respond and act as agents of the police
16 department, which would be a no no, it's also getting that
17 word of mouth out that the special investigation section does
18 take those complaints.

19 Often times, even our own personnel do not
20 realize that we actually do those investigations with
21 security or that we take those complaints. Often times they
22 don't know where to take those complaints. So we do have to
23 do a better job of getting that message out to the rest of
24 our workforce, and that's a very good suggestion. So I will

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1 get that out so hopefully maybe we can keep better track of
2 those complaints. And any time those officers have any of
3 those issues that they do bring them to our attention.

4 BOARD MEMBER GRONAUER: Being in a litigious
5 society that we're in, okay, and I understand why some of the
6 uniforms have changed and then you said the arrest and all
7 that, I get that, but it's very difficult for private
8 security to stand on the scene when there is a real commotion
9 going on in somebody's apartment and house and just stand
10 there and be a witness, when you hear the screaming, dishes
11 breaking and all of the other things that are happening, and
12 you don't want to turn into another Uvalde or some similar
13 situation like that.

14 So there's -- this is really a difficult thing
15 for a man or a woman on a street in a uniform that's hired by
16 a private business to take action and not take action. You
17 know, everybody is -- this is just a comment now, okay.
18 Again, you've done a wonderful job, so I just applaud you
19 over and over.

20 But the idea is today, again, security guards at
21 Walmart, security guards at CVS Pharmacy or all of the
22 pharmacies and people emptying the shelves and just walk out
23 and what does that say to our society. So somewhere along
24 the line, it's not you, it's not me, it's not us, but

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1 somewhere along the line, the legislature has to start making
2 this a little tighter. Because we are putting a lot of
3 people at risk and, you know, when security guards get run
4 over in a parking lot, you don't expect them to do anything,
5 that's a pretty tough situation to be in.

6 MS. BURNETT: I agree with you.

7 BOARD MEMBER GRONAUER: And it does, the response
8 time, I love Kevin to death. Again, I was his training
9 sergeant. So, again the sheriff is a great guy and he's
10 changed this department in a lot of different good ways.
11 It's just something we have to look at in the next
12 legislature I think to see how do we protect all of these
13 businesses and then protect the people who are trying to
14 protect the business and then protect the police who are
15 trying to protect the people, you know, the whole bit.
16 There's a trickle down effect, but that trickle down effect
17 is because the lack of manpower, okay.

18 MS. BURNETT: Uh-huh.

19 BOARD MEMBER GRONAUER: Woman power, okay, lack
20 of that kind of strength in departments now. A lot of this
21 does become first responders for security officers, and they
22 are stuck. And then what is a man going to say, why didn't
23 you do something. So that litigious society what I'm talking
24 about is veer left, and I'm just kind of -- again, we can't
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1 do anything about it. I just want to make the comment.

2 Thank you, and thank you for you.

3 MS. BURNETT: Thank you so much, sir. I
4 appreciate it.

5 BOARD CHAIR NIXON: Thank you so much for the
6 presentation. It was fantastic. We appreciate you.

7 MS. BURNETT: Thank you to the Board. I
8 appreciate it.

9 MS. INGRAM: Thank you.

10 BOARD CHAIR NIXON: So then we are on to agenda
11 item -- oh, I'm sorry, let's take a five-minute break and
12 then we'll come back. Thank you.

13 (Whereupon, a brief recess was taken.)

14 BOARD CHAIR NIXON: So one of the agenda items we
15 left open because we wanted to make sure we had enough
16 members here to review and have input on this was the
17 announcement for the position. I'm not sure if -- did you
18 receive it? Okay.

19 So we wanted to get approval for the position
20 announcement for the Executive Director. As we all know,
21 sadly, he's going to be retiring December 5th, and so we need
22 to replace or those issues. So I wanted to see if the Board
23 had time to review the announcement. If there were any
24 questions or concerns. If not, I'm looking for a motion to
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1 move forward. So I'll ask, are there any questions on the
2 announcement?

3 BOARD MEMBER BROWN: This is Board Member Brown.
4 Just a question. Which -- we divided it into parts
5 yesterday. I want to make sure if I make a motion, am I
6 motioning for the whole thing? Because we haven't talked
7 about the subcommittee and time frames and things like that.

8 BOARD CHAIR NIXON: Right. So right now, the
9 question is just specific to the actual job announcement.

10 BOARD MEMBER BROWN: Okay.

11 BOARD CHAIR NIXON: And I think one of the
12 questions that we had out there, and correct me if I'm wrong,
13 Counsel Harris, was the qualifications.

14 MS. HARRIS: Correct. So right now the job
15 announcement, it lists at least having a college degree. But
16 what we need to be determined by the Board today is if,
17 number one, is the Board willing to entertain someone who
18 doesn't have a college degree. And if not, what does that
19 comparable experience look like?

20 BOARD CHAIR NIXON: So do we have any suggestions
21 for that comparable experience that we want to have amended
22 into this position announcement?

23 BOARD MEMBER GRONAUER: Well, this is Board
24 Member Gronauer. Under qualifications, graduated from an
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1 accredited college or university with a degree in business
2 administration or a related field, then three years of
3 administrative experience, there is so many qualified people
4 who haven't attended college for one reason or another, it
5 could be a lot of different things and they're qualified
6 because they have been doing administrative stuff since maybe
7 15 years or something. I rather see that just some type of
8 business related administrative experience and more than
9 three years, that's all, maybe five years.

10 BOARD CHAIR NIXON: So in the actual
11 announcement --

12 BOARD MEMBER GRONAUER: That's just my idea.

13 BOARD CHAIR NIXON: Okay. In the actual
14 announcement it says waived if determined the applicant has
15 experience equivalency as determined by the Private
16 Investigator Board. Does that still work or do you want the
17 college taken out completely because I think as I explained,
18 our current director does not have a degree but had the
19 equivalency.

20 BOARD MEMBER GRONAUER: This is Gronauer. I
21 think that covers it. As long as it's read all the way
22 through, I think somebody will understand that. It's okay.
23 I don't know about three years though. Three years, a
24 college degree is more than three years, so I would like to
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1 see maybe four years experience equivalent.

2 BOARD CHAIR NIXON: Is that with a college degree
3 or without the college degree?

4 BOARD MEMBER GRONAUER: Without the college
5 degree.

6 BOARD CHAIR NIXON: Okay. So is three years
7 without a college degree okay?

8 BOARD MEMBER GRONAUER: Yeah.

9 BOARD CHAIR NIXON: Okay. And then the degree,
10 an accredited college may be waived if determined the
11 applicant has experience equivalency, and you're saying four
12 years?

13 BOARD MEMBER GRONAUER: That will be good. It's
14 good the way it's written. It's good. I'm sorry.

15 BOARD CHAIR NIXON: Okay. But we still need to
16 determine what the comparable experience or the comparable
17 experience would be.

18 MS. HARRIS: Right. So if the person doesn't
19 have the accredited college or university with a degree in
20 business administration, say they don't have that but if they
21 had four years experience in the private or public sector,
22 you know, is that sufficient?

23 BOARD CHAIR NIXON: Put that four years or five
24 years there?

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1 BOARD MEMBER GRONAUER: Yeah, if we change it --
2 I appreciate that. I think we change it to five years
3 experience in a position that because that says they did
4 something. A lot of people can get through two years of
5 probation and just following it. Any four years or a degree
6 mostly. So I think five years without a degree is a good
7 barometer, if I may.

8 BOARD CHAIR NIXON: Okay.

9 BOARD MEMBER BEZICK: This is Bezick, Board
10 Member Bezick. I would say probably five years of management
11 experience.

12 BOARD CHAIR NIXON: Okay.

13 BOARD MEMBER GRONAUER: Gronauer. That's great.
14 I agree.

15 BOARD CHAIR NIXON: Okay. Do we want to add
16 anything else to that or are we good with five years?

17 BOARD MEMBER BROWN: This is Board Member Brown.
18 Assuming that it comes with the management experience but do
19 we need to have something saying in there they have
20 experience working with human resources?

21 MS. HARRIS: How does the Board feel about that?
22 If it's imperative or if it wants to leave it to the
23 subcommittee to make that determination.

24 BOARD CHAIR NIXON: It is not under skills or
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1 preferred experience. Can we put human resources and remote
2 management?

3 MS. HARRIS: The only thing to be cautious of
4 when you're -- because human resources is a really wide scope
5 of what it could entail. And the only thing too, especially
6 if we're going to take really good candidates who don't have
7 the educational, like specific educational requirements, that
8 might be too much of a wide latitude or wide scope what
9 constitutes as proper HR experience.

10 I think it's one advantage that it could be if
11 anything used as a bonus maybe to the, as a subcommittee is
12 reviewing, but we don't want -- I just want to caution the
13 Board that I don't want to run the risk of alienating too
14 much talent because HR has a lot of in-depth requirements
15 that goes into that. So I just want to be cautious on that,
16 especially if we're dealing with individuals with a requisite
17 management experience but has a separate HR component. We
18 don't want to run the risk of alienating that potential
19 candidate.

20 BOARD MEMBER BROWN: Okay, thank you. This is
21 Board Member Brown again for the record. And in the same
22 sense, and the Board Chair mentioned this, I don't know if we
23 leave this up to the subcommittee or not, but somebody that
24 handles remote supervision, remote training. Since we have
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1 the component up north where we have, you know, investigators
2 up north and they don't have a supervisor with them, somebody
3 that has that remote supervisory and training skill, is that,
4 again, a bonus thing or is that something we definitely need
5 to have?

6 MS. HARRIS: It's definitely keeping it modern.
7 And I think it would be more prudent to keep it additional
8 bonus because not every agency has necessarily, especially if
9 they're coming with the private sector sign on with the whole
10 remote access.

11 BOARD CHAIR NIXON: So could we add that to
12 preferred experience?

13 MS. HARRIS: Yeah.

14 BOARD MEMBER BROWN: Okay, thank you.

15 BOARD MEMBER BEZICK: This is Board Member
16 Bezick. Maybe an all encompassing term might be something
17 like superior or interpersonal skills.

18 BOARD CHAIR NIXON: It says here -- oh, it says
19 applicants must also possess high level of integrity superior
20 leadership skills and unquestionable ethics. Does that cover
21 -- Board Member Bezick, does that cover what you're looking
22 for?

23 BOARD MEMBER BEZICK: I think that would do it.

24 BOARD CHAIR NIXON: Okay.
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1 MS. HARRIS: Okay.

2 BOARD CHAIR NIXON: Do we feel there's anything
3 else we want added to the announcement? Okay. Has everybody
4 had an opportunity to look at the timeline? So we would be
5 posting this to my understanding July 1. Is that right,
6 Executive Director?

7 MS. INGRAM: Yes, that's what had been discussed.

8 BOARD CHAIR NIXON: Okay.

9 MS. INGRAM: I put it in the announcement because
10 I knew you would be talking about it today.

11 BOARD CHAIR NIXON: Okay. So we look to post
12 this starting July 1 and then closing it out July 31st. And
13 the reason being is if we don't find -- doing it so soon is
14 if we don't find our candidate, our ideal candidate in the
15 first run, we want to give ourselves some runway to have
16 other opportunities to run the posting again and go through
17 the whole process. Is that timeline good with everybody?

18 BOARD MEMBER BROWN: Yeah.

19 BOARD CHAIR NIXON: Okay. Okay.

20 MS. HARRIS: Also just discussion, any discussion
21 related to the job posting locations, like especially online
22 or --

23 BOARD CHAIR NIXON: Oh, okay.

24 MS. HARRIS: -- yeah.

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1 BOARD CHAIR NIXON: Okay. So what avenues do we
2 want to post it? Would we use job boards or is that what
3 you're asking specific ones?

4 MS. HARRIS: Just so that is clarified to the
5 public where they can retrieve the job posting, how can they,
6 you know, apply, that type of thing.

7 BOARD CHAIR NIXON: Okay. Kevin, would that go
8 on government? Definitely our website, right, and then any
9 other agencies that it would be listed on typically?

10 MS. INGRAM: Well, HR experience tells me that we
11 would probably post obviously on our website. We could
12 probably work with the Governor's Office to have it posted
13 similarly to the way board positions are posted and then HR,
14 we could have it posted through them as well. Even though
15 it's a -- we don't fall under the jurisdiction of NRS 284,
16 which are the human resource requirements, asking them to
17 post it, I think would be reasonable and I believe they would
18 do that for us.

19 BOARD CHAIR NIXON: For these type of positions,
20 do they typically post on job boards or is that not something
21 that's done? Just my own ignorance.

22 MS. HARRIS: I've seen some agencies, they are --
23 they could be posted on job boards. I've also seen some
24 agencies use, you know, online avenues, such as like Indeed,
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1 that type of thing. So that would also need to be clarified
2 if we're also considering, you know, those avenues.

3 BOARD CHAIR NIXON: So, again, the job boards
4 that I'm speaking of are the online avenues that you would
5 typically see civilian positions posted.

6 BOARD MEMBER GRONAUER: LinkedIn.

7 BOARD CHAIR NIXON: LinkedIn.

8 BOARD MEMBER GRONAUER: Indeed.

9 BOARD CHAIR NIXON: Monster, all those other
10 ones, is that a location that we want to post?

11 BOARD MEMBER BROWN: This is Board Member Brown
12 for the record. I think that would give us a wider candidate
13 pool.

14 BOARD CHAIR NIXON: Okay.

15 BOARD MEMBER BROWN: As long as it's within our
16 budget to do something like that. I don't know if those are
17 free sites or if it's something we have to pay for. But if
18 it's in our budget to do something like that, I think it
19 would give us a wider candidate pool.

20 MS. INGRAM: Our budget would definitely support
21 those costs. Those are minimal costs. To give the Board an
22 idea, when I applied back in 2012, it was done through the
23 state avenue only because at that time we fell under the
24 governance of the attorney general's office, there were a
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1 total of 82 applicants in a two-week period of time.

2 BOARD CHAIR NIXON: So this is Board Member
3 Nixon. Knowing that, is that something that we want that --
4 we're doing an extra two weeks so for the entire month.

5 BOARD MEMBER BEZICK: This is Board Member
6 Bezick. I would recommend that we just stay with the state
7 avenue and do it for the month. I think if we do it in these
8 social media sites, we're going to get inundated with
9 resumes.

10 BOARD CHAIR NIXON: Okay. How does the Board
11 feel?

12 BOARD MEMBER BROWN: This is Board Member Brown
13 for the record. I agree with Board Member Bezick on that.
14 With our short time period, maybe we should keep it within
15 the state realm.

16 BOARD CHAIR NIXON: Okay. Maybe, you know, the
17 other option is if we don't get the candidate that we're
18 looking for, that would be the next level. Are you good with
19 that? You're quiet. It makes me nervous.

20 BOARD MEMBER GRONAUER: Getting ready for the
21 next one.

22 BOARD CHAIR NIXON: Okay. So are we good with
23 this job posting? I'll go ahead and make -- do we have to
24 wait?

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1 MS. HARRIS: I just need a motion in the passing
2 to approve the job posting with the -- with the discussed
3 changes.

4 BOARD CHAIR NIXON: Okay.

5 MS. HARRIS: I don't know who's going to
6 formulate that motion but it will be something to the effect
7 of just with, you know, just with the changes that the
8 applicant equivalency experience is at least these five years
9 management experience. And I guess you could -- I guess it
10 could be to the fact of I make a motion to approve the
11 proposed changes as summarized by DAG Harris. I think that
12 makes it easier.

13 So I'm just going to go ahead and state what the
14 proposed changes were. Proposal, the first is added to the
15 preferred qualifications is the experience, supervising the
16 remotely as mentioned by Member Brown.

17 The second is five years management experience as
18 the experience equivalency.

19 The third is posting on the state website, state
20 HR, but keeping it within the state posting realm, not social
21 media posting. And I believe that is the main -- those were
22 the main changes to the posting. Everything else, they will
23 stay the same.

24 BOARD CHAIR NIXON: Okay. So if there's no
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1 further questions, I'll go ahead and entertain a motion.

2 MS. HARRIS: That was approved already in the
3 initial application phase.

4 BOARD CHAIR NIXON: Okay.

5 BOARD MEMBER BROWN: This is Board Member Brown
6 for the record. I move that we move forward and accept the
7 job posting as it is currently written with the changes
8 summarized by DAG Harris.

9 MS. HARRIS: Very good.

10 BOARD CHAIR NIXON: So we have a motion. Do we
11 have a second?

12 BOARD MEMBER GRONAUER: Gronauer. Second.

13 BOARD CHAIR NIXON: We have a motion. We have a
14 second. All in favor say aye.

15 (The vote was unanimously in favor of the
16 motion.)

17 BOARD CHAIR NIXON: Motion passes. Okay. I just
18 want to make sure I have everything. Just to reiterate what
19 we did approve, yesterday was creation of a subcommittee. We
20 feel that because we're going to get so many applications, we
21 are going to have Executive Director take all of those
22 applications, redact all of the identifiers in those
23 applications such as names, addresses of both the cover
24 letters and the resumes and then the subcommittee would take
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1 those cover letters and resumes and give them to the
2 subcommittee.

3 We felt it was necessary to have that
4 subcommittee so that we could get through this process in the
5 time frame allotted. But then we also need members to
6 volunteer for the subcommittee. I think -- I think just my
7 opinion, humble opinion here, that it would be best if the
8 subcommittee was one person from the north and one person
9 from the south. I think it would help make it equitable.

10 And so we wanted to wait until you were here,
11 Board Member Gronauer, to see if you wanted to be a part of
12 the subcommittee.

13 BOARD MEMBER GRONAUER: I'm humbled and honored
14 by that statement. I mean, this is Gronauer. The trouble is
15 I have some medical issues that are still going through July.
16 I won't have my final results until probably the middle of
17 July, which is the 13th and 20, somewhere around there. And
18 I still have some other issues I have to have taken care of
19 prior to this. So the time frame, it just doesn't work for
20 me at this point, sorry.

21 BOARD CHAIR NIXON: Okay, fair enough. I'm
22 certainly willing to volunteer for that as long as whoever is
23 up north is okay with maybe some after hours conversations
24 versus midday, but definitely I would volunteer for that. So
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1 I certainly will and I didn't know who up north wanted to
2 volunteer for the subcommittee.

3 BOARD MEMBER BEZICK: Yeah, this is Board Member
4 Bezick. It's my understanding that Board Member Brown
5 volunteered yesterday for that subcommittee.

6 BOARD CHAIR NIXON: Oh, that is correct.

7 BOARD MEMBER GRONAUER: This is Gronauer. I
8 agree.

9 BOARD MEMBER BROWN: This is Board Member Brown.
10 I don't want to step on your toes, Board Member Bezick, if
11 this is something you would like to do.

12 BOARD MEMBER BEZICK: This is Board Member
13 Bezick. It's all you, brother.

14 BOARD CHAIR NIXON: On the record. Okay, so --

15 MS. HARRIS: So with two Board Members willing to
16 volunteer, which is one Member short of a quorum, I just need
17 a motion to approve Chair Nixon and Board Member Brown to be
18 appointed as the subcommittee.

19 BOARD MEMBER BEZICK: This is Board Member
20 Bezick. I make a motion to approve Board Member Brown and
21 Chairwoman Nixon as the subcommittee.

22 BOARD CHAIR NIXON: We have a motion. Do we have
23 a second?

24 BOARD MEMBER GRONAUER: This is Board Member
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1 Gronauer. I second.

2 BOARD CHAIR NIXON: We have a motion. We have a
3 second. All in favor say aye.

4 (The vote was unanimously in favor of the
5 motion.)

6 BOARD CHAIR NIXON: Motion passes, okay.

7 MS. HARRIS: So the other two items remaining,
8 which is part D of section -- part sub D of section
9 anticipating meeting date for the subcommittee. The
10 subcommittee meeting will still be required to be done via
11 public hearing, as well as the anticipated meeting date for
12 the Board to conduct final interviews of the -- of the no
13 more than five proposed or final candidates recommended by
14 the subcommittee.

15 BOARD CHAIR NIXON: Okay. So just -- I want to
16 timeline wise, it's going to be posted on the -- it -- it's
17 going to be posted on the 1st and closed down on the 31st.
18 We should probably wait until we have all of the
19 applications, right?

20 MS. INGRAM: Correct. We would have to wait
21 three days from postmark if they are mailed in as well to
22 meet the requirements. And at that time if the subcommittee
23 could give me proposed dates that I could submit to the
24 gaming control board to find out if a meeting room is

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1 available.

2 BOARD CHAIR NIXON: Because this would be a
3 public meeting.

4 MS. INGRAM: Right.

5 BOARD CHAIR NIXON: The subcommittee review would
6 be a public --

7 MS. INGRAM: Right, it would be the same as what
8 we're doing right now.

9 BOARD CHAIR NIXON: Okay. So the 31st and you
10 said three days afterwards, so maybe the second week in
11 August?

12 MS. HARRIS: Let me check also. Just one second.

13 BOARD MEMBER BROWN: This is Board Member Brown
14 for the record. So Mrs. Jackson is not hearing me whisper or
15 anything like that, I'll be gone from Saturday, the 5th
16 through Tuesday, the 15th.

17 BOARD CHAIR NIXON: Could we still do it Thursday
18 or Friday?

19 MS. HARRIS: It works for me.

20 BOARD MEMBER BROWN: This is Board Member Brown
21 for the record. Now, this meeting, that's not going to give
22 us time to have reviewed these. And I'm not sure I
23 understand the process. I was under the assumption that we
24 would be given -- each be given a copy of all of the resumes
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1 and based on criteria, dwindle those down or does that have
2 to be done in --

3 MS. HARRIS: So for the initial phase, so this
4 first meeting, the subcommittee will meet and will be handed
5 the redacted cover letters and resumes. And so in that
6 initial phase, you would be sorting out those candidates who
7 do or do not meet the minimum qualifications.

8 Then the second part of that same meeting, you
9 would then be determining with, okay, however number of
10 candidates you still have, still redacted, everybody is going
11 to get an applicant number of the ones that you do have that
12 do meet the minimum qualifications, whether it encompasses
13 the educational or comparative experience equivalency, what
14 are the final five, if you have five. You know, no more than
15 five. So it's those two parts that are going to take place
16 during your meeting.

17 BOARD CHAIR NIXON: So it will be all of it's in
18 public basically?

19 MS. HARRIS: Correct. And it will be recommended
20 that as applications trickle in that the first time that the
21 subcommittee sees everything that is redacted will be at this
22 meeting. However, Director Ingram, it is recommended that
23 they are redacted within a ruling basis so by the time the
24 subcommittee meets, he just hands you the stack.

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1 BOARD MEMBER BROWN: Okay. This is Board Member
2 Brown, again, for the record. I guess I don't understand.
3 We have 85 of these come in and we get them at that meeting
4 during that one meeting, we are to -- two of us are to
5 dwindle that down to our top five?

6 MS. HARRIS: Correct.

7 BOARD MEMBER BROWN: Okay.

8 MS. HARRIS: We have a motion locked in and it's
9 been passed.

10 BOARD CHAIR NIXON: I'm saying the same thing.
11 I'm just quieter.

12 BOARD MEMBER BROWN: I just don't know how the
13 two of us sit here quietly and go through all of these, you
14 know, in a meeting room.

15 BOARD CHAIR NIXON: Are we able to discuss them?

16 MS. HARRIS: Absolutely.

17 BOARD CHAIR NIXON: So as we're both handed the
18 same stack, we're both looking at the same resumes, we go
19 down and say, okay, they meet the minimum qualifications,
20 pile A?

21 MS. HARRIS: Correct.

22 BOARD CHAIR NIXON: They don't meet the minimum
23 qualifications, pile B.

24 MS. HARRIS: Correct.

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1 BOARD CHAIR NIXON: And after we're -- after
2 we've gotten that separated out, then we start with pile A,
3 the minimum qualifications met and start going through those
4 and see if they have, you know, possibly the preferred
5 qualifications or preferred skills that we're looking for.

6 MS. HARRIS: And that's where in that second
7 phase of looking through only the stack that meets the
8 minimum qualifications, that's when you're incorporating
9 that.

10 BOARD MEMBER BROWN: Okay. This is Board Member
11 Brown again for the record. And then we would need a second
12 date to conduct our interviews of the final five candidates?

13 MS. HARRIS: The whole Board.

14 BOARD CHAIR NIXON: The whole Board.

15 BOARD MEMBER BROWN: The whole Board.

16 MS. HARRIS: Yes.

17 BOARD MEMBER BROWN: Okay. Okay. There are
18 those days at sea that I'll wondering, you know, what I'm
19 going to be doing.

20 BOARD MEMBER GRONAUER: Drinking. Get that
21 package.

22 BOARD CHAIR NIXON: So are we good with the -- so
23 he gets back on Tuesday, right, the 15th? I think that's
24 going to be a hard turnaround to start, so maybe the 17th or
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1 18th.

2 BOARD MEMBER BROWN: That works for me.

3 BOARD CHAIR NIXON: Okay. So are you good
4 with --

5 MS. HARRIS: Yes.

6 BOARD CHAIR NIXON: 17th works for me.

7 MS. HARRIS: Same for me.

8 BOARD CHAIR NIXON: So 17th.

9 MS. HARRIS: So August 17th for the subcommittee
10 meeting.

11 MS. INGRAM: As long as I can get rooms.

12 MS. HARRIS: Yes.

13 BOARD CHAIR NIXON: I mean, the 18th is an option
14 if you can't. If you can't do the 17th then the 18th.

15 MS. INGRAM: Okay, perfect.

16 BOARD CHAIR NIXON: Then do we want to have it as
17 close as the following week, the special Board meeting for
18 that or do we want to wait until September? I think that's a
19 lot to do during a regular Board meeting. That's just me
20 personally.

21 MS. HARRIS: In the September Board meeting, you
22 can confirm and let's take -- I think I have it here. It's
23 taking place on the 13th and 14th. Do we imagine it being
24 that stacked because the Board could have the final

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1 interviews during the 13th or 14th, if that works, or if you
2 want to have it the week beforehand.

3 BOARD CHAIR NIXON: Do you want to do that? Is
4 everybody good with the second day of the September Board
5 meeting for the interviews of the final five?

6 So do I ask for a motion for these two things?

7 MS. HARRIS: I'll go ahead and encapsulate what
8 has been agreed.

9 BOARD CHAIR NIXON: Okay.

10 MS. HARRIS: So for subsection D, the anticipated
11 meeting date of the subcommittee dependent on Director
12 Ingram's locking of the -- with other room will either be
13 motion to approve, August 17th or August 18th for the
14 subcommittee meeting. And the second agreement is that the
15 Board will conduct its final interviews of no more than the
16 five final candidates on September 14th.

17 BOARD CHAIR NIXON: I'll entertain a motion for
18 those two items.

19 BOARD MEMBER BROWN: This is Board Member Brown.
20 I move that we move forward with the two -- two items as
21 summarized by DAG Harris with the subcommittee and first
22 subcommittee meeting being on the 17th or 18th of August and
23 then the meeting to interview candidates in front of the
24 entire Board on September 14th.

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1 BOARD CHAIR NIXON: We have a motion. Do we have
2 a second?

3 BOARD MEMBER BEZICK: Bezick seconds.

4 BOARD CHAIR NIXON: We have a motion. We have a
5 second. All in favor say aye.

6 (The vote was unanimously in favor of the
7 motion.)

8 BOARD CHAIR NIXON: Motion passes. Okay, so did
9 we capture everything, all of the sub.

10 MS. HARRIS: Yes.

11 BOARD CHAIR NIXON: Okay.

12 BOARD MEMBER BEZICK: This is Board Member
13 Bezick. I've got a quick question. Would the Board have
14 advanced copies of the final five finalists to review prior
15 to the interview?

16 MS. HARRIS: Well, the thing is is that if the
17 Board has an advanced copy, then it needs to be accessible to
18 the public as well. So it's my recommendation that at the
19 time the Board is handed it that it happens during the same
20 time of the meeting because anything that the Board sees in
21 anticipation of agenda item needs to be already potentially
22 accessible to the public.

23 BOARD MEMBER BEZICK: This is Board Member
24 Bezick. Thank you.

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1 MS. HARRIS: It would have to be accessible the
2 day of the interviews. So I think it's just best that once
3 you're handed it during the meeting.

4 BOARD CHAIR NIXON: Okay. So the next agenda
5 item is any Board comment or future agenda items? Okay. I
6 think that, you know, we've gotten to a place and I do want
7 to kind of make sure that we close out the -- the
8 presentations that we had today.

9 What does the Board want to do as far as next
10 steps in this? Do we want to ask Executive Director to hold
11 some additional workshops, and this is for Agenda Item Number
12 112? Do we want to ask Executive Director to hold more
13 workshops for further discussion on this and/or further --
14 get further information? What are the next steps with that?
15 Because last time we left it in 2021 and it just got dropped
16 and then it was a big surprise. So I feel like right now
17 it's unresolved and I want to make sure that we close it out
18 one way or the other.

19 BOARD MEMBER BROWN: This is Board Member Brown.
20 I did a lot of review of this and we as a Board unanimously
21 approved all of this on a couple of different occasions.

22 BOARD CHAIR NIXON: Uh-huh.

23 BOARD MEMBER BROWN: And as you said earlier,
24 these are just clarifications to what the law currently
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1 states. So I don't know -- I don't as a Board Member need
2 any more input on this. I'm sure there are members of the
3 public that probably would like more input on this, and I
4 think we can get ourselves in a lot of back and forth about,
5 you know, what is and what isn't, you know, deceptively
6 similar, you know, if we start getting into that avenue
7 there. It's just my opinion on that.

8 BOARD MEMBER GRONAUER: This is Gronauer. I
9 partially agree with what you just -- what Board Member Brown
10 just said. I just believe what discussion we had with the
11 lieutenant and the audience has spoke, and some of the people
12 saying they did and they didn't. I'm not going to get into
13 that argument, whether they received that information or not
14 received it.

15 But I would like to see, because the lieutenant,
16 I believe her integrity is right there and give it to the
17 integrity of our Executive Director. I think they would have
18 more communication and see -- because when I ask for
19 specifically suggestions from the department, so if we can
20 give them suggestions, then set up a table top and make sure
21 the best we can that everybody was notified, then after that
22 I think we're pretty much done with it, but I would rather
23 still see that communication. Do we -- the lieutenant agreed
24 that there should be some suggestions for Metro. So I said

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1 do you want everybody to wear pink.

2 BOARD CHAIR NIXON: I like it. Personally, I
3 love the pink idea, a specific pink but yeah.

4 BOARD MEMBER GRONAUER: I'm not going to comment
5 on that. I'm being good today. Anyway, you get the gist of
6 what I'm saying.

7 BOARD CHAIR NIXON: Yeah. So I guess my
8 question, Counsel Harris, would be how do we collaborate to
9 get those suggestions from Metro and include the public to
10 come to final decision or get that clarification? What would
11 be the next steps for that?

12 MS. HARRIS: DAG Harris for the record. Anything
13 that's involving ultimate new reg changes, we'll still have
14 to -- we still need a public notice. And I think in the same
15 time frame that we have it posted out there, you know, going
16 through that entire, you know, the reg making process, just
17 the same way that we had the presence of Metro here to be a
18 part of that process and give that input, I think it would
19 also be prudent and super helpful as her presentation was
20 great to give that additional insight for the suggestions
21 that Board Member Gronauer was asking about.

22 I think continued collaboration via public
23 meeting, that way the public is aware as we review the final
24 changes of going to the reg and having that constant
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1 collaboration on record I think would be helpful.

2 BOARD CHAIR NIXON: Okay. So I guess we could
3 do a -- schedule a workshop.

4 MS. HARRIS: Correct.

5 BOARD CHAIR NIXON: And invite --

6 MS. HARRIS: Yes.

7 BOARD CHAIR NIXON: -- lieutenant to --

8 MS. HARRIS: Right.

9 BOARD CHAIR NIXON: Well, a workshop would be
10 different.

11 MS. INGRAM: Workshops would be facilitated by
12 myself and Board staff. Counsel Harris would be involved as
13 well. That's where we invite the public to really give their
14 invite.

15 BOARD CHAIR NIXON: Okay.

16 MS. INGRAM: You know, the public testimony was
17 fantastic, but workshops are more in-depth and usually have a
18 larger number of people to show up for workshops, not always,
19 but everybody gets an opportunity. It's a little bit more
20 back and forth as opposed to a Board meeting where it's
21 public comment so it gives us an opportunity.

22 I agree with Board Member Gronauer, that first
23 step is probably going to be me working collaboratively with
24 Metro to finalize kind of what we did today. Then at Board's
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1 direction, I'll go ahead and schedule the workshop for that
2 back and forth feedback.

3 After the workshop, then I put a presentation
4 together for the Board, saying during the workshop this is
5 what was discussed. This is the feedback we received so that
6 you have all sides of everything that was discussed. So then
7 you have a better idea of how you want to make the final
8 determination.

9 Once the Board determines, yes, we think we want
10 to accept this, then I have to schedule what's called a
11 notice of intent to act on a regulation specific to the
12 proposed changes the Board wants to make. That's where the
13 Board says I adopt or I adopt with amendments. And then at
14 that time, my next step as the Executive Director is to reach
15 out to the legislative counsel bureau because it is a Nevada
16 administrative code change. They will send it to their legal
17 department. The legal department will then make sure that
18 all of the proposed changes fit their language in how they
19 want next to read.

20 They send it back to me in a file, saying this
21 file meets all of our requirements now. It then comes back
22 to the Board and the Board makes their final determination,
23 and at that time, LCB would schedule for hearings before
24 them. So additional public comment would be taken during the

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1 legislative counsel bureau's hearing. So we're in the
2 infancy stage right now, and so I'm open to your direction.
3 Thank you.

4 BOARD CHAIR NIXON: So this is Board Member
5 Nixon. And I'm open for suggestions here, but I feel that
6 this is such a divisive topic that if we were to have a
7 workshop, I would like to have Metro Lieutenant Burnett, is
8 available, invited to be there to collaborate in public so
9 that we have that transparency. And so I think that that
10 would, you know, really allow both Metro to understand where
11 the industry is at and the industry to understand where Metro
12 is at and maybe come to, you know, some sort of collaborative
13 agreement, we'll say.

14 Okay. So that would be the next step is the
15 workshop with -- with Lieutenant Burnett or someone, her
16 counterpart invited to that, okay.

17 Any other -- any other Board comment or future
18 agenda items? Okay. I think -- yep. Okay. So this is the
19 section where we close the meeting with public comment.
20 Members of the general public, again, may comment on matters
21 appearing on the agenda and may bring up matters not
22 appearing on the agenda to the attention of the Board. The
23 Board may discuss the matters not appearing on the agenda but
24 may not act on the matters at the meeting.

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1 If the Board desires, the matters may be placed
2 on a future agenda for action. Public comments will be
3 limited to five minutes per person but will not be restricted
4 according to view point. And we have someone ready down
5 south.

6 So, please, sir, again state your name and your
7 affiliation.

8 MR. ALVAREZ: Jonathan Alvarez, license number --

9 BOARD CHAIR NIXON: Sorry.

10 BOARD MEMBER GRONAUER: Mr. Alvarez, excuse me a
11 second. Madam Chair, did we ever have anybody on the phone?

12 BOARD CHAIR NIXON: No.

13 BOARD MEMBER GRONAUER: We didn't, okay. We
14 still don't, right?

15 BOARD CHAIR NIXON: Huh-uh.

16 BOARD MEMBER GRONAUER: Okay, no problem. Thank
17 you. That's all.

18 BOARD CHAIR NIXON: Uh-huh.

19 MR. ALVAREZ: Jonathan Alvarez, License Number
20 267. First off, I want to mention a couple of things. I
21 totally agree with the next step in the process. So I
22 appreciate everyone coming together in collaboration like
23 that. I think the input of not only the private sector but
24 the casino sector as well is going to be imperative to how we
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1 can do everything moving forward together.

2 But I did want to make some mentions on the
3 presentation because in all honesty, I felt like it was very
4 targeted. Most of the pictures were from our department, and
5 which she failed, the lieutenant failed to mention and show
6 pictures of is the recent unit that they started and changed
7 the uniforms for. So they have a unit called the
8 community -- I'm sorry, C-O-P, so I forgot the, community
9 officers -- Community Oriented Policing Unit.

10 So every area command has a set of officers that
11 go out in the community and they do a lot of the events,
12 which she mentioned as well. A lot of our officers attend
13 those events at the request of Metro as well to join in
14 community partnerships. So that's why I'm very disappointed
15 in the presentation and how it came out because we are some
16 of their biggest supporters, as they are some of our biggest
17 supporters.

18 To mention what Board Member Brown explained,
19 last year we entered 140,000 calls for service, significant
20 number of them being from Metro's dispatch. I personally
21 have been deployed to Fremont Street to complete a bomb
22 threat sweep with my K-9's at the request of the police
23 department.

24 So these times have changed, okay, whether the
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1 lieutenant is aware or in the field and actually understands
2 what the industry is seeing and where law enforcement is
3 going, we all have to work together in this junction. So we
4 learned from her presentation the NRS, the NAC, the laws, the
5 city and county ordinances, the definition of a security
6 guard, which all of you are well aware, arrest procedures,
7 everything that we would teach in the first two days of our
8 academy was pretty much presented there.

9 What she didn't present is any factual numbers of
10 what is actually happening. Where are the number of
11 complaints that she states there are the concerns coming
12 from? And she even said herself that it's very difficult to
13 find these numbers. I do not believe that this is a
14 significant enough of an issue that it needs to spend -- that
15 organizations like ours need to spend so much money for these
16 changes and have all of these meetings.

17 We have laws in place. They just need to be
18 enforced by the Board, by the -- by the PILB investigators,
19 which are severely understaffed. I wish there were many more
20 as being very transparent as you guys are. We have a great
21 relationship with the -- with the Board as well. So I was
22 just very taken back by that, by the presentation.

23 She did mention the casino aspect and how
24 confusing it was, some casinos do have it. The reason why
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1 they are militaristic is they are to respond as we are to
2 critical incidents, active assailants, bomb threats, active
3 shooters, things of that nature. And these officers,
4 including our officers that are contracted throughout the
5 valley and the casinos are training with law enforcement
6 hand-in-hand as well to respond to these incidents in the
7 economy that runs this state. So I think that coming
8 together again is a fantastic idea.

9 And I do want to make an announcement that we
10 will be bringing back AB 184 as well for the next legislative
11 session. We will be coming to you guys for assistance and
12 not only mentorship but also implementation of ideas that you
13 guys have that was shot down in the prior legislative
14 session, we believe it's 2019, but we will be bringing that
15 back and coming together as a collective. I appreciate your
16 time, everyone. Thank you.

17 BOARD CHAIR NIXON: Thank you.

18 BOARD MEMBER BROWN: Thank you.

19 MR. MILLBERN: Hello again. My name is Ryan
20 Millbern, M-i-l-l-b-e-r-n, and my affiliation with security,
21 I'm a guard cardholder, as well as the CFI for you and I run
22 a nonprofit that helps with K-9 training for security
23 officers.

24 So just a couple of things. Mr. Gronauer, I
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1 think you totally hit the nail on the head of what colors are
2 left in the lieutenant's presentation, which was a good
3 presentation and illuminating to me, but those uniforms
4 covered Brown, blue, green, orange, red and gray that I saw,
5 and no one has ever accused me of being artistic but I'm not
6 sure what other colors would be left for security guards to
7 wear that are separate from that and then even the shapes of
8 the patches. Badge shape was out, shield, star, semicircles,
9 like shoulder patches and then triangles. There's not much
10 shapes left that would be different. So I'm -- I very much
11 look forward to the workshop and, again, working
12 collaboratively.

13 And then the lieutenant mentioned that Metro had
14 gone to softer uniforms and that's great and I think that
15 truly is responsive to the voters as obviously the sheriff is
16 voted into -- into office. I kind of stand on the side of
17 clients. Why not let the clients make that vote of what
18 company and what look they want to hire for their private
19 property.

20 And then just lastly, if identification is truly
21 the issue, especially for Metro, it seems to me that rather
22 than worrying about color pallets and shapes of stars and
23 badges, if we just mandated something as simple as every
24 security officer that falls under PILB jurisdiction wear four
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1 inches or five inches, whatever you think is best on the
2 front and back that says security.

3 And then even the pictures that she mentioned up
4 there, no matter what color you're wearing, if there's six
5 inches or four inches whatever you deem best that says
6 security, to me I think that identification is abundantly
7 clear for citizens, clients, cops, whoever it is.

8 So with that, again, thank you for putting
9 together this option for us to come and speak, but also it
10 sounds like a workshop is coming as well, so thank you for
11 that option as well and thank you for listening. Have a good
12 day.

13 BOARD CHAIR NIXON: Thank you.

14 MR. JONES: Hi. My name is Elijah Jones,
15 security patrol officer. I know she stated about the shots
16 fired incident and she said that they probably thought we was
17 law enforcement. They don't think we're law enforcement
18 because we make ourselves present every day. And usually to
19 a shots fired call, law enforcement have blue, red and white
20 lights and sirens on.

21 And just like -- you know, just like you was
22 saying about the uniform, I'm not going to just as far as,
23 yes, it's our job to observe. But being somebody in a
24 uniform like -- like a few weeks ago, somebody getting hit

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1 with an ax, do you think I'm just going to stand there and
2 observe being somebody in a uniform? I'm going to take
3 action on it and because that's our -- that's our job is to
4 protect others. It's more than just the role. It's
5 protecting the community as far as somebody in a uniform.

6 But other than that -- other than that, I agree
7 with what all you guys said about the uniform, and I will be
8 at the next workshop.

9 BOARD CHAIR NIXON: Thank you.

10 Is there any other public comment down south?

11 BOARD MEMBER BEZICK: No comments from the north.

12 BOARD CHAIR NIXON: Thank you. Nothing further
13 down south? Okay. Hearing there's no further public
14 comment, we can go ahead and adjourn the meeting. All right.
15 Thank you all. Thank you, everyone.

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1 STATE OF NEVADA,)
2 CARSON CITY.) ss.

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I, KATHY JACKSON, Official Court Reporter for the State of Nevada Private Investigators Licensing Board, do hereby certify:

That on Thursday, the 15th day of June, 2023, I was present at 1919 College Parkway, Carson City, Nevada, for the purpose of reporting in verbatim stenotype notes the within-entitled public meeting via Zoom;

That the foregoing transcript, consisting of pages 307 through 399, is a full, true and correct transcription of my stenotype notes of said public meeting.

Dated at Carson City, Nevada, this 25th day of June, 2023.

KATHY JACKSON, CCR
Nevada CCR #402

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