

1 APPEARANCES:

2

3 Board Counsel: Chricy E. Harris, Esq.

4 Executive Director: Vincent Saladino

5 Investigator: Zachary Swarthout

6 Investigator: Adriana Cuevas Manzo

7 Investigator: Enrique Diaz (Via Zoom)

8 Investigator: Jessie Dumas (Via Zoom)

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1 WEDNESDAY, APRIL 17, 2024

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3 EXECUTIVE DIRECTOR SALADINO: Good
4 morning. We're going to go ahead and call this
5 workshop at 9:04.

6 At this time, we can take -- members of
7 the general public may comment on matters appearing
8 on the agenda and may bring matters not appearing on
9 the agenda to the attention of the Board staff.
10 Public comments may be limited to five minutes per
11 person at the discretion of the Board staff, but
12 will not be restricted according to viewpoint.

13 We will also take public comment at the
14 end of the meeting.

15 Also, if you have any public comment in
16 regards to the regulation changes, if you want to
17 wait until we get to the regulation and then we can
18 have public comment then, we can do that.

19 So at this time, if anybody has any public
20 comment. Public comment in the north?

21 INVESTIGATOR DIAZ: None in the north.

22 EXECUTIVE DIRECTOR SALADINO: All right.
23 So, in regards to NAC 648.140, proposed language
24 will add to the duties of the Executive Director to
25 serve as the custodian of records for the agency in

1 an effort to improve the records request process.

2 So, for NAC 648.140, No. 6, we'll -- it
3 will say, "Shall serve as the custodian of records
4 for the Board."

5 NAC 648.235. Corporations licensing
6 without Qualifying Agent. We's going to go ahead
7 and remove that NRS -- or that NAC.

8 Any questions for NAC 648.140? For NAC
9 648.235?

10 All right. For NAC 648.260. "Proposed
11 language will clarify the requirement for a
12 background investigation if a license holder has had
13 their individual license placed in abeyance."

14 So, if we look down on NAC 648.260, No. 2,
15 we're changing the wording there to, "...the same
16 category and placed it in abeyance to become a
17 Qualifying Agent for a corporation..."

18 Any questions in regards to that NAC?

19 NAC 648.265. "Proposed language will
20 clarify the requirement of a license holder to place
21 their license in abeyance instead of surrendering it
22 to become a Qualifying Agent for a company."

23 So, again, on that NAC 648.265, No. 2 and
24 No. 3. Instead of it saying surrender, it will say
25 place. And that license in abeyance before the

1 Board will approve the person's application.

2 No. 3, towards the end of that paragraph
3 there, instead of saying held, it's being placed in
4 abeyance. Any questions?

5 NAC 648.310 (sic). "Proposed language
6 will establish who will conduct the examinations for
7 licensure, and allow for additional examinations
8 throughout the year."

9 So that NAC is going to change quite a
10 bit. No. 1, examinations will be prepared and
11 administered by the Board, and administered in
12 January, April, July, and October of each year. And
13 at any other time prescribed by the Board. Then
14 there's the -- changed there a little bit on that
15 one.

16 Any questions in regards to the
17 examinations?

18 NAC 648.320. Compliance with
19 prerequisites for licensure. We're going to go
20 ahead and remove that NAC.

21 NA 648.325. That one is also "Insurance
22 required for all services provided under license."
23 We're going to go ahead and take that one out.

24 MR. ZANE: Can I come up?

25 EXECUTIVE DIRECTOR SALADINO: Yes.

1 MR. ZANE: Mark Zane, Z-a-n-e. I'm here
2 either for the Nevada Professional Investigators
3 Association, Nevada Repossessors Association, or for
4 Zane Investigations. License No. 830, as it may
5 apply.

6 So, the -- taking out NAC 648.325, would
7 that indicate that there would no longer be an
8 insurance requirement?

9 EXECUTIVE DIRECTOR SALADINO: No, that's
10 not what that's supposed to mean. There still --
11 the NRS states that -- the insurance. I believe
12 last year you had mentioned having it more specific
13 in the NRS on the types of insurance that should be
14 required.

15 MR. ZANE: Correct. But unless we go to
16 the legislature, the statute would remain the same,
17 which would just simply be general liability
18 insurance, as I understand it.

19 And if we don't have a regulation that
20 would further clarify it, what the Board is
21 requiring in the -- in terms of licensed activities
22 versus, I tripped and fell walking into your
23 building, versus your dog bit me. You know, I mean,
24 to cover the training or custodial supervision of
25 the animal or your repossession person wrongfully

1 repoed my car. If you don't have wrongful
2 repossession coverage, you're on your own, as far as
3 not being able to get insurance.

4 And it makes it much easier to convince
5 insurance underwriters that you are required by
6 statute to have a certain level of coverage in
7 particular areas.

8 I understand that it would be difficult to
9 cover every single thing that might arise. But to
10 have at least some language in regulation form until
11 such time as a statute might be changed, to say that
12 the insurance needs to cover the activity that you
13 hold yourself out for for hire. Because otherwise,
14 the public isn't protected.

15 EXECUTIVE DIRECTOR SALADINO: In regards
16 to that NAC 325, so it should -- we can probably
17 maybe tailor it, insurance required for all services
18 provided under license, and then quotes the NRS. A
19 licensee must be properly insured pursuant to NRS
20 648.135 for all services provided under his or her
21 license. And then we should have some
22 subcategories?

23 MR. ZANE: That would be -- that would be
24 better than what we have. But just some general
25 language. Because we're going to miss a lot of

1 different things if we categorize it. So if we
2 could just make it as general as possible, yet
3 enforceable, to the point where it would -- you
4 know, a paragraph that says, you know, if your
5 license in this discipline, your insurance coverage
6 for liability should reflect coverage to protect the
7 public. Something of that nature.

8 So that for the most part, it's easier for
9 us to go to the insurance company and say, I'm
10 required by statute to have this type of insurance.
11 So what are the quotes based upon -- I mean, I could
12 probably -- most of the contracts will specify the
13 level of insurance that I'm required to have to
14 contract with an entity or a corporate structure.

15 But, if it's just a member of the public
16 calling you up and saying, I'd like to hire you to
17 do X. All you have is a retainer agreement. That
18 wouldn't be 122 pages worth of, you won't do this,
19 you will do this, you won't do this.

20 So it's more in line with protecting the
21 public rather than contractual obligations. Because
22 if you don't comply with the contractual
23 obligations, you're not going to get the contract to
24 do the work.

25 So, I think we don't have to get so

1 detailed, but I think it would behoove us to be able
2 to have a little bit in the regs that leads someone
3 to understand that we're supposed to have a
4 particular level of insurance. If we don't have it,
5 that's our problem to deal with with the court. You
6 know, pay a bucket for the lawsuit, whatever the
7 case might be.

8 But I think there needs to be something in
9 the regulation since the statute already requires
10 the minimum -- I mean, I don't even know anybody's
11 writing \$200,000 policies any more. But, since the
12 statute requires it, until we can get that statute
13 changed, I think it would be best for the industry
14 in 648 to have a regulation to fall back on and say,
15 the Board requires that we make sure that we're, you
16 know, covered, other than just general liability.

17 EXECUTIVE DIRECTOR SALADINO: Okay.

18 MR. ZANE: Thank you.

19 EXECUTIVE DIRECTOR SALADINO: NAC 648.330.
20 Proposed language will clarify the expectation of a
21 license holder to place his or her license in
22 abeyance to be become Qualifying Agent for a
23 corporate license holder and refrain from engaging
24 in licensed activities independent of his or her
25 status as a Qualifying Agent.

1 So, we look down at 648.330, we get down
2 to No. 2. Instead of it saying "may", it's going to
3 turn to "shall". And then have his or her license
4 placed in abeyance and refrain from engaging in
5 licensed activities independent of his or her status
6 as a Qualifying Agent.

7 Move down to No. 4. If a licensee who is
8 not in a situation described in Subsection (1) or
9 (2) wishes to have his or her license held in
10 abeyance, he or she may voluntarily place it in
11 abeyance for a period specific -- specified by the
12 requester.

13 And over into No. 6, a license which is in
14 abeyance pursuant to this chapter must be renewed in
15 accordance with the provisions for such licenses set
16 forth in Chapter 648 of the NRS.

17 Any questions in regards to that NAC?

18 MR. ZANE: Yes, please.

19 As it stands today, in theory and in some
20 practice, it has been that you could hold the
21 license in abeyance for the three-year period. Take
22 it out, insure it, and pay the full amount for the
23 year. And then put that license back into abeyance
24 for a three-year period.

25 Is there anything in this that changes

1 that?

2 EXECUTIVE DIRECTOR SALADINO: Not
3 currently.

4 MR. ZANE: Okay, that's all I had. Thank
5 you.

6 EXECUTIVE DIRECTOR SALADINO: NAC 648.338.
7 Proposed language will give authority to the
8 Executive Director or designee to grant an exemption
9 for a work card to an unlicensed person eligible to
10 contribute to any Public Employees Retirement System
11 preventing them from having to wait to attend a
12 Board meeting.

13 So, in regards to NAC 648.338, employment
14 of unlicensed persons: Restrictions; exemptions.

15 So we're going to add some verbiage to
16 No. 2. Upon receipt of a written request for
17 exemption, the Board may grant an exemption from the
18 prohibitions set forth in paragraph A or B of
19 Subsection (1). Or the Executive Director of the
20 Board, or his or her designee, may grant an
21 exemption from the provisions -- prohibition set
22 forth in paragraph C of Subsection (1), if the Board
23 or Executive Director or his or her designee, as
24 applicable, finds that the private activities of the
25 licensed person on behalf of the licensee would not

1 tend -- not create or tend to create a conflict of
2 interest.

3 So, in regards to that NAC, we have quite
4 a few folks here in town that work for different
5 city, county, state agencies that pay into PERS.
6 You know, they have the state retirement system.
7 But their duties in those professions, they don't
8 have access to proprietary databases, they're not
9 law enforcement. They're driving the street
10 sweepers, they're substitute teachers, regular
11 full-time teachers. Folks that don't have access
12 like the law enforcement agency would, or somebody
13 maybe at the DMV. Trying to think of all the
14 different caveats we end up getting.

15 The way it sits right now, if they pay
16 into retirement systems they're not eligible for the
17 work card. So, according to the way the governor
18 put out his Executive Order No. 3, you know, the
19 streamline processes, this would give us the ability
20 to allow for those folks to get secondary
21 employment, as long as their home agency is
22 agreeable to it and the duties that they're going to
23 do don't conflict.

24 So, any questions in regards to that NAC?

25 MR. ZANE: Yes.

1 Mark Zane. I think it's important to
2 insert a requirement that the Executive Director
3 publish at the following Board meeting the name and
4 the identity of the waivers that were issued -- or
5 granted by the Executive Director.

6 And maybe there doesn't need to be
7 language that if that public disclosure doesn't take
8 place, then that waiver is disallowed. Because the
9 reason for the regulation historically, was people
10 were playing games and had a relative who worked for
11 a state agency who could come in, and the licensee
12 could get some benefit over and above their
13 competitor because they had this relationship.

14 So, you're not going to stop everything.
15 If you've got a personal friend that works at
16 records in Metro, you're gold. As long as they're
17 not afraid of getting in trouble. But, to take it
18 outside the public presentation before a quarterly
19 meeting, and where all of the public gets to see
20 what's transpiring. If the Executive Director, who
21 is just mandated to make sure that the public is put
22 on good notice that these were issued by me, end of
23 story, and that would allow anybody that had a
24 question or a comment or a concern to raise them in
25 a public setting.

1 EXECUTIVE DIRECTOR SALADINO: Would you
2 think that the way that would get to the Board would
3 be in, like, the stats that we do quarterly or would
4 it be, like, an agenda item?

5 MR. ZANE: I believe it -- well, in order
6 for you to get up and debate it, it would probably
7 need to be an agenda item. Otherwise, you're going
8 to wait six months to address that. If it's not
9 there somehow or another.

10 I mean, maybe you could put in the
11 quarterly report section that, you know, you'll take
12 comment on the matter so that it can be addressed in
13 a decisionmaking platform.

14 So that -- you know, if you just notice it
15 up, I could visualize me coming to complain, and
16 counsel saying, sit down, it's not on the agenda.
17 So it would be six months before we would address
18 that individual waiver.

19 So if we could just notice it in such a
20 fashion that comment is more than just the standard
21 public comment. I would assume here there's going
22 to be an issue with regard to the confidentiality of
23 the application, too. So we have to think about it
24 in terms of, you know, I don't want to get up here
25 and complain about Joe Smith and find out I'm

1 talking about the wrong Joe Smith. Because there's
2 not enough public information available for me to
3 establish that I'm here talking about Jr. instead of
4 Sr. Or somebody else just simply with the same last
5 name.

6 EXECUTIVE DIRECTOR SALADINO: For the
7 years I've been with the Board, this exemption
8 usually would come about during the jewelry shows,
9 you know, for that, and it was usually active law
10 enforcement. And I think the intent behind this was
11 not so much for those folks. It was for, like, the
12 folks who work for -- the teachers for Clark County
13 that have a retirement, city and county workers that
14 might work at, like, the shooting complex or one of
15 the Desert Breeze Rec Centers. They don't really
16 have access to anything, they don't -- there's no
17 real -- what would it really benefit a licensee, you
18 know, hiring this individual? I think that's the
19 intent behind it.

20 But I think we can -- we could go back to
21 the drawing board with this one and add something to
22 that, to where there is either an agenda item that
23 says these were issued. If there's any public
24 comment or concerns, we can do that. Put something
25 down like that.

1 MR. ZANE: But the except as otherwise
2 provided in Subsection (2), you know, it lists the
3 different people that can't have it in Subsection
4 (1). And then it gives the Board the ability, and
5 now it would be the Executive Director, the ability
6 to take into consideration the theory you could
7 allow a peace officer who filed. That said, I don't
8 have any access I don't have any access to CJIS, I
9 don't have any access to SCOPE.

10 My agency says, I think we had a couple in
11 the past that were prison employees. Who
12 technically were -- are peace officers. But, their
13 job description was so far removed that the Board
14 took the time to say, I don't see how there could be
15 a conflict of interest based upon what the
16 Department of Corrections is indicating your job
17 description is.

18 Now, if you change your job description,
19 you've got to come back in, renotify the Board, all
20 those different things. But for all intents and
21 purposes, my recollection was, is a couple of those
22 people by statute were peace officers. While
23 employed with the Department of Corrections.

24 So, I think and I understand that we need
25 the ability and the flexibility for this to be done

1 so it doesn't have to be an agenda item and go
2 before the Board and have to go through all the
3 rigmarole just to put everybody on notice that
4 there's going to be a waiver. I'm not not in favor
5 of this. I just want to make sure that the public
6 has notice that you, or whoever the executive
7 director is ten years from now, didn't just decide,
8 never mind, you needed a waiver, you got it. I'd
9 like to be able to come in -- I'd like to be able to
10 come in and say, I think something smells bad here,
11 so can we check the refrigerator.

12 EXECUTIVE DIRECTOR SALADINO: All right.

13 MR. ZANE: Thank you.

14 EXECUTIVE DIRECTOR SALADINO: NAC
15 648.3385. The proposed language will require only a
16 person applying for a registered work card to submit
17 one set of fingerprints instead of two. Proposed
18 language will also require the license holder to
19 maintain a copy of the registered work card of their
20 employees on their records.

21 So 648.3385, No. 3(b), obtain a complete
22 set of fingerprints. No. 5, each licensee shall
23 maintain a copy of the work card issued by the Board
24 for each person employed by the licensee. The
25 licensee shall retain a copy for not less than five

1 years after the date on which the person is employed
2 by the licensee. The copy may be in the form of a
3 photograph or may be digitally stored. The copy
4 must be capable of being reproduced and available at
5 the request of the Board.

6 Any questions in regards to that NAC?

7 NAC 648.341. Proposed language will
8 streamline the requirement for a licensee to ensure
9 the unlicensed person has passed the examination
10 prior to employing them.

11 So 648.341, Examination: Administration;
12 verification of passing score. Before a licensee
13 employs an unlicensed person, the licensee must
14 ensure that the person -- ensure that the unlicensed
15 person has passed the examination subscribed in NAC
16 648.342 with a score of a 100 percent.

17 MR. ZANE: May I? Mark Zane.

18 This has always raised an issue. I
19 understand why it's there, so that you can prove
20 later on if there's some liability or some
21 litigation, that the person took a test and passed
22 it. That they were aware of the contents of the
23 test and what the correct answer was.

24 However, a lot of these -- a lot of these
25 jobs are so entry level, that the educational

1 background of some of the applicants doesn't lend
2 itself for an easy 100 percent passing score. That,
3 coupled with the fact that we don't even require a
4 licensee to pass a test to actually get a license
5 with that level of score passing.

6 I've often been of the thought that there
7 should be some sort of, if you took away the test
8 requirement and just simply took the -- took an
9 acknowledgement that the applicant has read,
10 thoroughly understand, and will abide by the content
11 of the disclosures. And then it would be up to the
12 employer to ensure internally with training and
13 oversight, that that employee acts within the
14 margins of being correct in their job performance.

15 Because all this does is require -- I
16 don't think it alleviates any liability on behalf of
17 the state, to show that vicariously the guy passed
18 the test four years, nine months ago with a
19 100 percent score, that he knew that he shouldn't
20 have done that. I think we get the same thing from
21 just the disclosure, that we want you to pay
22 particular attention to these things, and check the
23 box here, and maybe put some onus on the employer to
24 say I went through and made sure that I was
25 comfortable, that the employee had that level of

1 knowledge. That even though I know nothing about
2 him and I'm going to stick him in a post as soon as
3 I can get a card, that we're not just winking and
4 nodding and handing out the test scores.

5 And, you know, I mean, it's -- it just
6 doesn't seem like it does what you're trying to do
7 without a wink and a nod. I think it would be
8 better either to lower the passing grade and have
9 the employer certify that they went over the
10 deficiencies.

11 Or, take away the testing requirement and
12 just simply require an acknowledgement of those
13 things that the Board feels are important to certify
14 or justify that that person knew better than to do
15 that once they get a post.

16 EXECUTIVE DIRECTOR SALADINO: Okay.

17 MR. ALVAREZ: Good morning. Jonathan
18 Alvarez, 2687.

19 Actually, I disagree with that. I think
20 that we need to reevaluate our training standards
21 within the state and the entry level of security
22 guards that are in the state of Nevada.

23 I know that we did have a workshop a
24 couple years back regarding training standards, and
25 I believe that we should have a separate one to

1 review and enhance training standards like most
2 other states are doing, and not just do an open book
3 online test. Thank you.

4 EXECUTIVE DIRECTOR SALADINO: NAC 648.342.
5 Proposed language will clarify who is responsible
6 for ensuring each registered employee has passed
7 examination.

8 So NAC 648.342. Examination: Scope.

9 The examination must be, 1, provided by
10 the Board. 2, administered by the Board or its
11 designee. And 3, designated -- or designed to
12 ensure that each registered employee has a
13 familiarity with, and a thorough understand of core
14 topics and must include, without limitations. We
15 just changed the numbers to letters, A, B, C, D, and
16 E.

17 Any questions in regards to that NAC?

18 MR. ZANE: Yes. Mark Zane.

19 I don't disagree with Mr. Alvarez. I'm
20 only speaking to the test that is given with --
21 prior to the work card being issued. I'm not
22 talking about the need for more training. More
23 training is never a bad idea. I'm just talking
24 about the test that's required in order to qualify
25 for a work card. Thank you.

1 EXECUTIVE DIRECTOR SALADINO: NAC 648.343.
2 Proposed language will eliminate outdated
3 requirements and establish audit procedures for the
4 Board, as well as a fine and disciplinary action for
5 failure to furnish requested information in a timely
6 manner.

7 So NAC 648.343 will read, the Board may
8 audit records of the licensee to ensure compliance
9 with this chapter and Chapter 648 of NRS.

10 No. 2. The records described in
11 Subsection (1) may include, without limitation,
12 copies of industrial insurance, filings regarding
13 workers' compensation, business records or filings
14 conducted in the normal course of business, the
15 state business license of the licensee, any
16 advertisement or written communication as described
17 in NAC 648.525, records concerning payroll,
18 unemployment reports, the work card for each
19 employee of the licensee, and color photographs that
20 accurately depict the uniform, badge, patch, logo,
21 or marked vehicle of a licensee as described in NAC
22 648.530.

23 No. 3. The audit may be conducted by the
24 Board at the location of the licensee or at the
25 office of the Board.

1 No. 4. A licensee shall make any records
2 requested by the Board available within 30 calendar
3 days of the request.

4 No. 5. Failure of a licensee to furnish
5 the information necessary to conduct an audit
6 constitutes grounds for, (a) fine up to \$5,000; (b),
7 disciplinary action before the Board.

8 Any questions or comments?

9 NAC 648.3435. Proposed language will add
10 the requirement of the Board to include completed
11 firearm training in the system of records.

12 So, NAC 648.3435. Internet website for
13 system of records regarding certain persons;
14 confidentiality of information contained in system
15 of records.

16 So, for letter (a), contains information
17 regarding each person, who, No. 1, is registered
18 with the Board, including, without limitation, the
19 contact information of the licensee who employs the
20 person.

21 (2). Has applied for a -- for
22 registration with the Board, including, without
23 limitation, the contact information of the person.

24 And No. (3). Has completed a course of
25 training in carrying, handling, and using a firearm

1 safely. Including, without limitation, information
2 concerning the certificate of completion for the
3 course, and a description of any other
4 qualifications that the person has concerning
5 firearms.

6 No. (4). Any additional training required
7 by the Board.

8 (b). Identifies each person whose
9 registration is expired, is denied by the Board, or
10 is otherwise suspended or revoked.

11 And (c). Identifies training required by
12 the Board.

13 Any questions regarding that NAC?

14 NAC 648.344. Proposed language as an
15 improvement will require a licensee to notify the
16 Board of a new employee being added to their roster.
17 This language will reduce the number of days into
18 compliance with the NRS, and will establish how long
19 an employee may stay on a company roster.

20 So NAC 648.344. Change of employment
21 notice. If a person who is registered, (a), becomes
22 employed with another or additional licensee. Or
23 (b), is terminated by the licensee, the new employer
24 who is the other -- who is the other or additional
25 licensee, shall file a change of employment notice

1 or the licensee who formerly employed the terminated
2 person shall file a termination of employment
3 notice, as applicable, to the Board -- with the
4 Board by entering the information required by the
5 Board into the system of records contained on the
6 internet website established pursuant to NAC
7 648.3435, no later than three business days after
8 the employee becomes employed with the new employer,
9 or the employee is terminated, as applicable.

10 No. 2. A person who becomes employed by
11 another or additional licensee is deemed
12 provisionally registered as an employee upon the
13 filing of the change of employment notice in
14 accordance with Subsection (1).

15 The provisional registration is valid for
16 90 days after the provisional registration is issued
17 by the Board, unless the Board denies, suspends, or
18 revokes the provisional registration.

19 No. 3. The filing of the change of
20 employment notice does not affect the date of which
21 the registration of the employee expires.

22 No. 4. If a person who is registered has
23 not worked for a licensee within the last 12 months,
24 the licensee must terminate the employment of the
25 person.

1 MR. ALVAREZ: Jonathan Alvarez, 2687.

2 I agree with the verbiage, but the time
3 frame on the dates should say until five days. And
4 incorporates, also, if our compliance managers or
5 the people who are responsible for placing that, if
6 they're out of town or if there's a family
7 emergency, not everybody is aware to place and to
8 take over those types of job duties and
9 descriptions.

10 I understand where this is going and the
11 need to explain that, but if there are extenuating
12 circumstances that are not -- are completely
13 unvalidated when it comes to that if they're not
14 here.

15 And also, there's no form of disciplinary
16 action. It doesn't explain if it's a fine, if it's
17 just a reprimand, it's just a letter. So we just
18 want to make it clear on that aspect and give
19 organizations that turn over individuals the proper
20 time in case there's an emergency.

21 EXECUTIVE DIRECTOR SALADINO: Thank you.

22 NAC 648.345. Proposed language will
23 clarify the firearm prerequisites for license
24 holders and registered work card holders working
25 armed.

1 648.345. Prerequisites; certification of
2 firearms instructors; renewal.

3 No. 1. A licensee or employee who is
4 registered pursuant to NRS 648.1439 (sic) may not
5 carry any firearm while performing the duties or the
6 type of business for which he or she is licensed or
7 employed, unless the licensee or employee: (a), is
8 certified by the Board as a firearms instructor
9 pursuant to Subsection (3), or has successfully
10 completed and received certification from a course
11 of training approved by the Board in carrying,
12 handling, and using firearms safely.

13 And (b), is at least 21 years of age.

14 2. A person who is provisionally
15 registered is prohibited from: (a), attending and
16 being certified in the course of training approved
17 by the Board in carrying, handling, and using
18 firearms safely.

19 And (b), carrying a firearm while
20 performing the duties for the type of business for
21 which he or she is employed.

22 No. 3. The Board may certify a person as
23 a firearms instructor in carrying, handling, and
24 using firearms safely if the applicant: (a), meets
25 the requirements of Subsection (1) of NRS 648.110.

1 And if we move down to subcategory No. 2
2 of that, qualifying with a score -- qualifying with
3 the course of fire established by the Board pursuant
4 to NAC 648.346 with a minimum score of 90 percent
5 for each type of firearm for which the applicant
6 wishes to provide instruction.

7 So basically, just removing the 275 out of
8 300 on the B27 targets. Then we would just have a
9 90 percent instead of pigeonholing ourselves with
10 the B27 targets.

11 On the next page, proof -- letter (b),
12 Submit proof satisfactory to the Board for the
13 completion of at least eight hours of continuing
14 education or training on the subjects prescribed in
15 648.346.

16 And that's just to reiterate to the CFIs
17 that at some point before they renew, they have to
18 have been a student for eight hours for continuing
19 education.

20 Any questions in regards to that NAC?

21 MR. ZANE: Yeah. Mark Zane.

22 The only question is, under section 3, it
23 seems, you would know better than I, but it seems
24 that conviction of a domestic violence should fit in
25 here someplace. Just hit me. Might be just

1 talking...

2 EXECUTIVE DIRECTOR SALADINO: Typically,
3 when folks have those types of prohibit --
4 prohibitions, their work card comes out with a not
5 eligible. So when they go to the certified firearms
6 instructor and they note that card, they see that
7 it's -- it says not eligible on it.

8 If they pull them up on the database it
9 will say not -- you know, they've got a box where it
10 says it's checked. So we have provisions already
11 set up for that, for prohibited folks. Just like
12 the individuals that come through that might have
13 had felony convictions and that the Board allows to
14 receive the work card. Those cards come out the
15 same way as well. It's noted in our database.

16 MR. ZANE: Okay, thank you.

17 EXECUTIVE DIRECTOR SALADINO: NAC 648.346.
18 Proposed language will remove the actual course of
19 fire from the NAC and establish the requirement of
20 following approved course of fire established and
21 maintained by the Board. As an improvement,
22 proposed language will also increase the number of
23 hours of instruction on the range from five hours to
24 eight hours.

25 So, in regards to NAC 648.346, we're

1 looking to add to some of the fundamentals of
2 operating a handgun, rifle, and shotgun. The
3 general differences among handguns, rifles, and
4 shotguns.

5 No. 5, proper techniques for gripping a
6 handgun, rifle and shotgun and shooting positions.

7 No. 6, qualifying with a passing score of
8 at least 75 percent in an improved course of fire
9 established and maintained by the Board.

10 So, removing the course of fire that
11 penned in there for a while.

12 We go down to No. 2, letter A. Eight
13 hours of training and instruction on the carrying,
14 handling, and using of a -- using a firearm safely,
15 including the completion of a written exam,
16 examination designated by the Board with a passing
17 score of at least 75 percent.

18 Letter B. A minimum of eight hours of
19 instruction and training on the firing range during
20 which each person must qualify using a firearm of
21 the same type and caliber as the firearm the person
22 will use on duty.

23 No. 4. If a person fails to complete the
24 written examination with a passing score of at least
25 75 percent as prescribed in paragraph A of

1 subsection 2, or to qualify with a passing score of
2 at least 75 percent in an approved course as
3 prescribed in paragraph 6, or subparagraph 6 of
4 paragraph 7 -- paragraph 6 of paragraph f,
5 Subsection (1). And that concludes that one.

6 Any questions in that one?

7 MR. ALVAREZ: Just going to be Mark and
8 I.

9 I agree with the verbiage and bringing in
10 the additional types of firearms. I believe that
11 each type of firearm should have its own eight-hour
12 course. All firearm platforms are very different in
13 instruction, and some individuals who are armed that
14 are out there already have -- struggling with a
15 pistol. So we don't want to condense all firearms
16 into an eight-hour course and send them out there
17 unsafe and untrained.

18 So I also believe that it should be raised
19 to 80 percent passing instead of 75, but separate
20 courses for training is very important for them to
21 carry the type of firearms and those type of weapons
22 out there.

23 EXECUTIVE DIRECTOR SALADINO: NAC 648.350.
24 Proposed language will clarify and streamline the
25 requirement of certified firearms instructors to

1 record the completion of the firearms score in the
2 participant's record in the agency's system of
3 records, cutting down the amount of time it takes to
4 authorize arms status.

5 So, for NAC 648.350, No. 1. To certify a
6 person's successful completion of course of training
7 in carrying, handling, and using firearms safely in
8 his or her successful completion -- qualification
9 with a firearm, a firearms instructor shall, within
10 two days of the person's successful completion of
11 the course of training, record the person's name and
12 registration number, the time, date, and location of
13 the course of training, and the certifications and
14 qualifications that the person obtained in the
15 unlicensed person's record on the internet website
16 established pursuant to NAC 648.3435.

17 No. 2, after the information described in
18 Subsection (1) has been recorded on the internet
19 website, the Board shall -- the Board will:

20 (a) issue to a person who has successfully
21 completed a course of training a plastic
22 certification card.

23 Any questions in regards to 648.350?

24 NAC 648.431. Proposed language will
25 eliminate a fine for a violation of NAC 648.343.

1 NAC 648.344 (sic). Proposed language will
2 streamline the requirement for payment of fines for
3 violations by permitting credit or debit card
4 payments.

5 For NAC 648.433, No. 2, we've added, a
6 fine imposed in a Notice of Violation may be paid by
7 credit card or debit card, cashier's check or money
8 order.

9 Any questions in regards to that?

10 648.439. Proposed language will
11 streamline the requirement for payment of fines for
12 citations by permitting credit or debit card.

13 So No. 2, a fine assessed pursuant to
14 subsection (4) of NRS 648.165 may be paid by credit
15 card -- by credit or debit card, cashier's check, or
16 money order.

17 Any questions in regards to those
18 additions?

19 I'm going to skip over NAC 648.530 for one
20 second. I'm just going to close off with NAC
21 648.265 for Qualifying Agent. I know the uniform,
22 we're going to have a lot of questions. I just want
23 to go through this 265 first and then we'll go back
24 to the uniform one.

25 NAC 648.265. Proposed language will just

1 clarify the role of a Qualifying Agent.

2 So NAC 648.265. Limitations on Qualifying
3 Agents for corporations. Qualifying Agent means a
4 person who: 1, has been approved by the Board to
5 represent and work for a corporate licensee.

6 And 2, is responsible for, (a) managing
7 the corporate license in this state, including,
8 without limitation, management of (1), daily
9 operations of the corporate licensee; and 2, conduct
10 and professionalism of the staff of the corporate
11 licensee.

12 (b), executing and completing all
13 necessary documents to maintain the good standing of
14 the corporate licensee in the state.

15 (c) carrying out all provisions of this
16 chapter and Chapter 648 of NRS.

17 (d) complying with all lawful and
18 responsible orders of the Board.

19 And (e), acting as an advisor for the
20 management of the corporate licensee.

21 Any questions in regards to license -- or
22 Qualifying Agent?

23 MR. ZANE: Yes. Mark Zane.

24 It would be my understanding that nowhere
25 in the emendation would it require actual residency;

1 is that correct?

2 EXECUTIVE DIRECTOR SALADINO: Is that the
3 requirement for being present in the state?

4 INVESTIGATOR SWARTHOUT: NRS 648.140. Not
5 that they need to be here while they have employees
6 working who can manage and supervise.

7 MR. ZANE: My question is specifically
8 residency. What's on the driver's license?

9 I would -- back quite a few years ago we
10 had a federal case filed against the Board with
11 regard to this subject matter that was procedurally
12 dismissed, but it wasn't -- it wasn't dismissed on
13 the merits. So, I forget the title of it, but it's
14 one of the few that the Board was named. I was
15 named, so I'm familiar with it. It was a licensee
16 out of California. He was represented by a
17 nonprofit that was challenging residency
18 requirements with regard to regulatory authority.

19 I understand that the way -- the
20 regulation, you want somebody that's going to be
21 responsible for the activities that's going on here
22 in the state of Nevada. But there's -- I'm licensed
23 in four states, none of which require me to be a
24 resident.

25 EXECUTIVE DIRECTOR SALADINO: The way the

1 NRS reads, NRS 648.140, says No. 2(a): Shall ensure
2 that each registered employee employed in this state
3 by the licensee is supervised by the licensee or his
4 or her Qualifying Agent, who is physically present
5 in the state -- in this state.

6 MR. ZANE: Correct. All I'm getting to is
7 residency.

8 EXECUTIVE DIRECTOR SALADINO: NRS doesn't
9 specify that.

10 MR. ZANE: If my home's in Texas and I'm
11 here taking care of business, you know, that should
12 be legal. And as I understand the case law coming
13 down all over the countryside, residency is not a
14 particular issue with regard to physical presence or
15 a requirement that you be in charge and be
16 adequately available and all of that kind of stuff.

17 But, you know, until there's a national
18 reciprocity, which would in and of itself annihilate
19 most of this, and take away the requirement that you
20 wouldn't be able to live in every state that you are
21 a Qualifying Agent or manager for.

22 So, I was just trying to make sure that it
23 was not going to be an issue with regard to where
24 you live. As Justice Rose said in the Nevada
25 Supreme Court, it's where your cat lives.

1 Thank you.

2 EXECUTIVE DIRECTOR SALADINO: NAC 648.530.
3 Proposed language will clarify the use of uniforms,
4 badges, patches, or logos and marked vehicles by the
5 license holder.

6 So NAC 648.530. Uniforms, badges,
7 patches, logos, and marked vehicles.

8 No. 1. If an applicant or licensee
9 intends to use a uniform, badge, patch, logo, or
10 marked vehicle in connection with the licensed
11 activities, the applicant or licensee must submit
12 with the application or before use of the uniform,
13 badge, patch, logo, or marked vehicle, a photo -- a
14 color photograph which accurately depicts the
15 features of the uniform, badge, patch, logo, or
16 marked vehicle.

17 No. 2. The licensee must not use a
18 uniform, badge, patch, logo, or marked vehicle in
19 connection with the licensee's business which is the
20 same as or deceptively similar to a uniform, badge,
21 patch, logo, or marked vehicle used by any other
22 licensee; a branch of the military or law
23 enforcement agency in this state.

24 No. 3. A uniformed badge, patch, logo, or
25 marked vehicle is deceptively similar as described

1 in subsection (2) if:

2 (a) The badge, patch, or logo uses the
3 state seal.

4 (b) The badge, patch, or logo is shaped
5 as a star.

6 (c) The patch or logo is shaped as a
7 shield.

8 (d) The uniform bears a similar
9 resemblance of that of local law enforcement; or the
10 uniform, badge, patch, logo, or marked vehicle uses
11 any name, seal, or acronym that may be interpreted
12 as implying that the licensee is affiliated with any
13 governmental agency or entity.

14 No. 4. A marked vehicle used by a private
15 patrol officer must be clearly identified as a
16 security vehicle with the letters PILB followed by
17 the license number of the private patrol officer.

18 No. 5. The lettering described in
19 Subsection (4) must:

20 (a) Be permanently affixed to the
21 driver's side, passenger side, and rear of the
22 vehicle.

23 (b) Be of significant size and clarity.

24 (c) Measure at least two inches in height
25 and at least one inch wide.

1 And (d) Be legible from the center of the
2 nearest street or road.

3 With that, I'm going to take public
4 comment.

5 MR. KISNER: Good afternoon Mr. Director
6 and Board.

7 THE REPORTER: Can you speak up and state
8 your name, please?

9 MR. KISNER: Joel Kisner, K-i-s-n-e-r.
10 License No. 2916 with Pinnacle Consulting.

11 Regarding this, I know I've had
12 discussions with your predecessor as well as you
13 regarding some of the vagueness and current
14 language. Definitely don't like the additional
15 language in this verbiage that is written, because
16 it is increasingly more vague.

17 But given the nature of the scope of what
18 you're trying to design with this regulatory
19 language, I think it's pertinent that you carve this
20 out and look at NRS 233B.0608. There needs to be a
21 business impact assessment on how these regulatory
22 changes will affect particularly small businesses
23 within the state, and the economic impact that's
24 going to have on those businesses.

25 MR. ALVAREZ: Jonathan Alvarez, 2687.

1 Obviously, I've been very vocal on how I'm
2 not in favor with the proposed changes on how it's
3 written. So we are -- we're here to have a
4 conversation and continue this conversation on how
5 to move this industry in a positive direction.

6 I think the proposed changes and some of
7 the things that were discussed would move back the
8 industry and make it less safe for our communities,
9 as well as the team members that are out there doing
10 the job.

11 So I did invite many of the partners of
12 ours, our team members, to speak on that from the
13 front line. We are the licensees. We're mostly in
14 the office, but we get to understand the scope of
15 things that are happening out in the community. And
16 we want to make every effort to work with the PILB
17 to move the industry forward and make it safer for
18 everyone, whether they're working security, law
19 enforcement, or the security themselves.

20 I also did want to note, I believe this
21 was brought on by the Metropolitan Police
22 Department, the SIS, and note that they're not here.
23 So this is -- if this is such an issue, where are
24 they? Where are they to work with us? That to me
25 speaks volumes on why this has been brought up.

1 You have been a proponent, Executive
2 Director of the security industry, and we're hopeful
3 for that and to make these positive changes.

4 Thank you.

5 MR. CLOT: Don Clot, Arcadia Security,
6 2644.

7 In regards to the star-shaped badge, I
8 think that's pretty clear. In regards to the
9 shield. I think there needs to be more
10 clarification as to what that means.

11 Generally, a badge is considered a shield.
12 So if you're looking at it on the technical aspect,
13 LAPD's style of badge is classified as a shield when
14 conducting an order. However, the term shield is
15 vague, because all badges are considered a shield.
16 So, the design aspect of what the proposal for the
17 language of shield means, I think, needs to be more
18 clarified. Thank you.

19 MR. BOWMAN: For the record, Derek Bowman.
20 I'm here representing private enterprise, but I'm
21 also in law enforcement as well.

22 This -- the language here is problematic
23 in several scenarios. On the private enterprise
24 side, what we've seen in the past years, my -- the
25 company that I work for, we provide surveillance

1 solutions across the United States for companies.
2 And we've seen a huge increase in recent years that
3 any time a security officer is in very plain
4 clothes, T-shirts, something that does not look
5 official, people just walk right over that person.
6 It puts them in danger. It puts them at risk.

7 And coming as a law enforcement officer,
8 from a police officer's standpoint, I get that we
9 don't want people to have the appearance of being
10 law enforcement, to maybe go contrary to the law and
11 be impersonating an officer.

12 But at the same time, if those security
13 officers can be equipped with the the tools that
14 they need to protect themselves, if they can be
15 equipped with the uniforms that they need to give
16 them an air of authority that they're there to do a
17 job for that private retailer or that private
18 business, I think that's really, really critical.

19 And one of the other challenges that I see
20 with these changes, is this potentially -- I know
21 from the county that I come from, as the sheriff
22 changes, uniforms change. And this potentially puts
23 these business holders at risk. That they have a
24 uniform, they potentially had it for a long time.
25 And then if Las Vegas Metro or some law enforcement

1 entity in that county or that area here in Nevada
2 decides to change their uniform and it happens to
3 match what the security provider's already doing,
4 now they're going to have to shoulder the financial
5 burden and all of that of going back and trying to
6 switch those uniforms.

7 And I think from a government enterprise
8 partnership standpoint, that puts a lot of onerous
9 risk and financial responsibility back on these
10 business owners that are trying to make a
11 difference.

12 Security is more necessary today, because
13 most of our law enforcement agencies are overloaded.
14 They can't deal with issues that are quality of life
15 issues. If somebody's not truly in mortal risk of
16 their life, Metro typically doesn't have the
17 bandwidth to respond.

18 And it's that way -- it's not just that
19 way here in Nevada, it's that way in a lot of
20 metropolitan areas that we see across the United
21 States.

22 Our security units trigger alerts. And if
23 law enforcement is needed, most large enterprise --
24 most large metropolitan areas, law enforcement's not
25 coming. Unless somebody got shot and is bleeding on

1 the ground, they're just not coming. So having
2 security personnel that are equipped to be able to
3 come and deal with those issues.

4 It's very hard for retail businesses and
5 enterprise businesses to be able to have the tools
6 that they need to make their customers safe.

7 Thank you.

8 EXECUTIVE DIRECTOR SALADINO: Thank you.

9 MR. CLOT: Don Clot. I'd like to echo the
10 sentiment in regards to the financial aspect. I
11 think that there is more than just rebranding, as
12 far as changing uniforms. But you also have to look
13 at the aspect of marketing. Because there's a
14 financial marketing aspect as well. Materials that
15 are put forth to clients, websites, things of that
16 nature, that would have to also be considered for a
17 financial impact on a business who has invested not
18 only money towards the actual, physical uniform
19 itself, but the marketing and branding of the
20 company that they put forth to the public.

21 As far as how the Board could look at the
22 financial impact, I would suggest looking at the
23 size of the corporation.

24 If a company has been approved to use a
25 specific uniform or design or aspect of what they've

1 been marketing for several years, that should have
2 some sort of grandfather aspect. Maybe with a tweak
3 of removing the metal badge and going to more of a
4 PVC or patch-style badge to alleviate some of the
5 mimicking of law enforcement.

6 It could also look at if a company has
7 been in business for an extended period of time and
8 maybe only has a dozen or so employees. What that
9 financial aspect would look at as opposed to a
10 company that's been in business for five or six
11 years and has over 100 employees.

12 MR. KISNER: Joel Kisner again.

13 I just wanted to kind of point out that
14 the economic component is the real focus we need to
15 have here, and assess what these regulatory changes
16 are going to do to the businesses that have to
17 essentially retool some of their uniforms and
18 vehicles and equipment.

19 With that being said, generally speaking,
20 the conversation I've had within the industry and
21 within Kevin and yourself, that there needs to be
22 more definitive language, more clear-cut
23 descriptions of what's -- essentially words that
24 aren't approved potentially, potentially
25 measurements of patches and things like that, to get

1 it down to it's more of an objective versus a
2 subjective review.

3 And I know one thing that isn't identified
4 within this administrative code is your reality in
5 Washoe and Clark County, that there's county
6 ordinances where the local law enforcement, like
7 Metro, can slow down the process or make changes
8 towards potentially one of your approvals and have
9 problems with that.

10 And there needs to be something to address
11 those mechanisms so they're a little more
12 streamlined and can function -- business can
13 function a lot more quickly with approval from one
14 versus trying to find two approvals. Or in some
15 cases, get approval from the PILB, and then have
16 LVMPD have problems with that approval and cause
17 some delays. That's one of the problems that needs
18 to be addressed as well.

19 MR. VALERO: Hello. Denny Valero. Denny
20 like the restaurant, Valero like...

21 Say a couple things about -- just if I can
22 really quick. I had a quote, and it said that
23 safety and security don't just happen. They are the
24 result of collective consensus of public investment.
25 We owe our children, the most valuable citizens in

1 our society, a free life of violence and fear --
2 free of violence and fear.

3 Just couple of things that we want to
4 say -- I want to say concerning -- and I agree with
5 my colleagues concerning the economic impact it
6 makes to everyone.

7 Another thing that we -- that -- in the --
8 what I'm seeing in the whole spectrum of this
9 particular code is concerning presence. In the
10 force, continually we deal with officers and teach
11 officers. Most people are afraid of the image that
12 it gives. Because it sounds a little bit more to
13 the side of an officer who is maybe on the negative
14 side or may impose something or try to imitate
15 something.

16 Then you look at the other side of the
17 officer that isn't employed by these companies, that
18 they're not law enforcement, but they also uphold a
19 standard in the community. Different apartment
20 complexes, different buildings, to casinos, to just
21 the regular PILB officer. Presence in the force
22 continues. The very first thing we have. How we
23 stand, how we speak, how we address people, whether
24 we look them in the eyes, our clothing really
25 distinguishes us.

1 Not on the negative aspect, but I can tell
2 you as a security officer, as a Field Training
3 Officer, I've worked in casinos and noncasino
4 security, trained many officers. Is the ability
5 when you have an articulate officer that understands
6 how to speak, how to note take, how to write. The
7 very basics that we have.

8 We're taking a vital aspect from the
9 impact that the presence has concerning if there is
10 a violent act, or if Metro doesn't arrive on time.
11 Even if they don't show up. Those officers are
12 putting their life on the line, so to say, just the
13 same. And that very presence of the officer from
14 the badge, shield, however we want to term it, to
15 how they look in appearance, is not only a negative
16 connotation, it's a very positive connotation.

17 And that has come out to many people. I
18 cannot tell you -- I can tell you hundreds and
19 hundreds of stories where people have thanked us
20 because of the way we look and the presence that we
21 stand and we can communicate to people.

22 So, I think a well-trained officer, be it
23 law enforcement or nonlaw enforcement who
24 understands the NRS codes and understands appearance
25 and the proper ability to speak and to communicate

1 and to be able to service their client well.
2 Because one dresses public, the other dresses
3 private. That officer is still the same. And so we
4 take away -- besides that second level, which most
5 of us that are trained, is that of our voice
6 communication. So when that first level is taken
7 away, and you have someone that is stripped of some
8 of those very strong things just by the look of it,
9 the second level becomes really nonchalant. Don't
10 even pay attention to it.

11 So my thing for us is -- here is that that
12 very idea of presence and the ability that it gives
13 a great officer that PILB is known to have
14 throughout the years gives them a great opportunity
15 to be able to service properly, to actually
16 represent PILB as well, because we are
17 representatives of you. So that is very impacting.
18 Not only on the social impact, the community, the
19 finances, everything that plays in that.

20 So I just wanted to say we can consider
21 that when we talk about this. Safety and security
22 does become a consensus of all of us working
23 together.

24 So just -- thank you.

25 MR. CLOT: Don Clot.

1 I think that the purpose, if I'm reading
2 this correctly, is to alleviate some of the
3 appearance confusion amongst law enforcement
4 security at first glance. People aren't taking a
5 second look. I think a simple solution is just
6 making every security company have the word
7 security, regardless of their name, on their uniform
8 that's clearly visible from any direction they're
9 being viewed: Back, front, side. And not in a
10 subdued manner that cannot be easily ascertained
11 from a distance. Having a clear maybe word security
12 that is in contrast to the uniform. So if it's a
13 black shirt, maybe white. Something that is -- can
14 be seen from a distance and clearly identifies that
15 person regardless of badge, regardless of the
16 uniform color makeup, that it clearly identifies
17 them as security from all four angles.

18 MR. ALVAREZ: Jonathan Alvarez, 2667.

19 I'll piggyback on that. I do agree that
20 security should be visible from all sides as well
21 as -- so we are definitely open in that discussion.

22 A couple other points. They brought up
23 casinos. So I understand that casinos are regulated
24 by gaming. Most of them do, also, have seven point
25 stars and they're not held to the same standard. At

1 times they may outnumber companies ten to one. So
2 we need to truly take a look at where are these
3 issues coming from. Validate these issues,
4 unsubstantiated and substantiated issues of
5 impersonation of officers and identify where
6 significantly the small issues are coming from.
7 Because casinos' officers, you look like Metro at
8 times. There are several casinos. And I highly
9 doubt that the state is going to go head to head
10 with them and make them spend millions of dollars as
11 well. So organizations like ours and smaller ones
12 shouldn't be placed at a higher level than the
13 billion dollar casinos that are running the economic
14 aspect.

15 And my proposal is, for shields, maybe
16 doing something as far as, like, the firearms, doing
17 an additional training course that will credential
18 them to wear a metallic shield on their belt that
19 separates them. Like a fourth level credentialing
20 as you would do on firearms. Just go ahead, and it
21 shows again a level of training, a level of
22 professionalism that the company and the officer
23 themselves went out and trained accordingly.

24 Thank you.

25 MR. ZANE: Mark Zane.

1 I think that all we need to do to resolve
2 this from where it started with this revision is to
3 look next door. I know people hate to hear that.
4 You just look next door, check with the BSIS in the
5 state of California. They have 39 million people
6 over there. LA county's got 9 million just by
7 itself. That's three times the population of the
8 entire state of Nevada. They're handling it all
9 right without any major issues.

10 It's left more to a local issue, if there
11 is one. You got to go butt heads with the business
12 department, the county or the city. Is there some
13 interpretation of what you're wearing or what
14 you're -- what equipment or what your car looks like
15 has an imposition of law enforcement.

16 I mean, there's already statutory
17 authorities that if you're impersonating an officer
18 there's a criminal violation that occurs. So we
19 really don't need to get to that level.

20 I think from this regulation standpoint,
21 we only need to look at how it impacts the public's
22 knowledge of who you are. Not Metro's preference
23 about who you are.

24 Half the time, the only reason Metro is
25 going to run into the security agency is because

1 they stayed around long enough for them to show up.
2 That's not a black mark against Metro, but it is the
3 security company that's hired to be there to protect
4 that property is going to be there long before Metro
5 is going to show up.

6 I think it's just -- the public has to
7 have knowledge of who you are and what you
8 represent.

9 And I want to make sure that, you know, it
10 doesn't get to the point where we're not talking
11 about plain clothes. Because if I've got a security
12 guard working in an establishment in plain clothes
13 fashion, he's not going to have security exterior
14 anywhere. So hopefully we're not even considering
15 that as a possibility. That would take away a
16 substantial amount of the ability to walk around and
17 do things covertly. As more of an impact,
18 especially in poor neighborhoods and areas where
19 security, historically, has been.

20 Now you got HOAs looking to maybe hire
21 tactical response fire departments to build in their
22 own neighborhood because law enforcement isn't able
23 to make a response.

24 I think all we need to do is look next
25 door and try to pattern the regulation as best we

1 can. Throw this back on the local jurisdiction that
2 has an issue with it and we can fight that in that
3 jurisdiction at that time with those facts and those
4 circumstances.

5 Thank you.

6 MS. MARTINEZ: Good morning. My name is
7 Ariel Martinez and I'm the hiring manager over at
8 Protective Force International. Oftentimes during
9 our interviews, I will ask applicants how they may
10 have heard about the company. One of the No. 1
11 resources we have out there is word of mouth and
12 officer presence. Our look that has been previously
13 approved by the PILB is very easily recognizable by
14 those in the community, local law enforcement, and
15 is highly valued by our employees and also those who
16 may be interested in working and dedicating their
17 time to the community.

18 This possible change would not only impact
19 the businesses that have this security personnel,
20 but also the employees themselves. Not all
21 equipment is provided by the company. And if you
22 not only regulate the locals -- I'm sorry, the
23 logos, patches, badges, and the uniform, it also
24 affects the colors that the company has. So there's
25 certain pieces of equipment that the employees may

1 have to get on their own that they may not be able
2 to financially be able to provide for themselves.
3 So not only will that impact the company
4 financially, but it could also impact our employees
5 that are able to fulfill -- facilitate these
6 different contracts and sites that we have, which
7 can also be a safety concern for the community and
8 the employees themselves.

9 Thank you.

10 THE WITNESS: Morning. Albert Bass,
11 B-a-s-s, Code Force Security.

12 Volunteering for law enforcement agency,
13 sheriff's agency for 15 years. Working in emergency
14 management, fire, has given me the ability to
15 interact with sheriffs across the state. I've had
16 many conversations with different sheriffs from
17 different counties across the state. Also Lombardo
18 himself. And the No. 1 thing that all of them say
19 that they would like to see, or that their
20 preference is for security officers is just to be
21 clearly identified with the word security on their
22 uniform, on their vest, on their vehicles.

23 Other than that, I've never encountered
24 one that's had any other issue with the way they
25 look, the way they dress. Everything the last

1 several people have spoke, hundred percent agree
2 with everything they said. But in talking with many
3 sheriffs across the state, having those
4 relationships, that's the only thing.

5 Because when we're doing -- might say
6 plain clothes security, of course they're not
7 wearing anything that identifies security. We like
8 our officers to have a little security badge on them
9 for their private uniforms, plain clothes uniforms.
10 But other than that, that's the only issue that I've
11 ever had from any of them ever bringing forward.

12 And even when we were putting our uniform
13 request in, you know, there were some issues and
14 went directly to the captain. I was a captain
15 myself, went directly to Lombardo and had these
16 conversations. And I think if it's presented
17 appropriately to them, they would have the same
18 response. That they just want the word security
19 clearly identified.

20 That's it, thank you.

21 EXECUTIVE DIRECTOR SALADINO: Anybody
22 else?

23 MS. BRYANT: Hi. My name is Star Bryant,
24 and I work with Protective Force International. I
25 am the COP with the company, and I'm a sergeant with

1 the company.

2 The one thing I notice when we get new
3 properties and when we'll take the signs to them,
4 these people are so ecstatic to see what we look
5 like. A lot of times, like, a lot of them say we're
6 the first responders there. They're grateful to
7 have us there.

8 We make a difference by how we look. A
9 lot of times they say, word of mouth, some managers
10 go to a different place and they called us to come
11 and be their security because they had us at a
12 different apartment complex. They love the way we
13 look, our professionalism.

14 We had one lady go for a walk after lunch
15 she ran into some of our officers downtown. And
16 when I went to take the sign, she said, I just had
17 to have you guys. Your guy's professionalism, how
18 you look, how people treat you, is why I wanted you
19 here. And we get a lot of that from a lot of the
20 properties that we go to. They love the way we
21 look, and we hope to not to have to change that.

22 Thank you.

23 MR. VALERO: Once again, Denny Valero,
24 2687.

25 I do want to add just one more thing

1 concerning the uniforms and the presence that we
2 have.

3 Our badges, our -- everything that we
4 carry right now at this point, I'm agreeing with
5 everybody, in our company we have that word security
6 wrapped around the officer, wrapped around the
7 automobile, everything that we do has it wrapped
8 around. Because it is a de-escalation tool. And
9 having de-escalation is very important to anything,
10 any environment that we're going to.

11 I think back in -- if I have the date
12 correct, I could be wrong because I was not here,
13 but I believe it was somewhere around June 15th
14 there was a meeting last time on this. And there
15 was an officer that spoke in -- a Metro officer,
16 Allie Brant (ph), that stated that wearing a badge
17 can be confusing to other law enforcement.
18 That's -- you know, kind of -- it's a funny thing
19 when you have a law enforcement officer saying that
20 about security, that you can't tell the difference.

21 It's -- kind of makes the question --
22 brings up the question, what are you looking at that
23 you can't tell the difference? Because you can
24 definitely tell -- and we talked about individuals
25 outside of agencies, but what about inside agencies?

1 So if a law enforcement officer, and the
2 ones I worked with throughout Las Vegas, and
3 definitely know we're security, they definitely know
4 we have a good presence, and they definitely know
5 the difference. So for someone to say that as a
6 lieutenant concerning that in security, we talk
7 about the training and the different types of
8 training.

9 And I'm not here to bash anybody. But
10 when you look at that, when we talk about -- we're
11 raising -- trying to raise our own standards. Even
12 a couple of hours makes a big difference. And when
13 even law enforcement says -- and they state they
14 cannot tell the difference, that's not a good thing.
15 Not on security part, but law enforcement should
16 understand their own role concerning that.

17 If you have security wrapped around your
18 whole entire body, from our (indiscernible) to all
19 the other companies that do do that. And we all do
20 that. For law enforcement to show up on the scene
21 and say, is that law enforcement? To not know that
22 with big security signs, that's something that we
23 also should maybe be looking the other way, too.
24 Because everything that we have and that we wear,
25 most of these companies that I do know, they all

1 have security very clearly there.

2 But I think that tool of de-escalation,
3 we're taking away. And that's something that
4 actually helps Metro concerning -- or any kind of
5 law enforcement.

6 The officers I've worked with from the
7 community oriented programs to chaplaincy. I'm a
8 minister. Kind of things that we've dealt with
9 along the way. And I've spoken at many of these
10 different areas with the different area commands.
11 Our presence is a very welcome tool.

12 I can't speak so much for that lieutenant,
13 but I can speak for officers that I've encountered,
14 and people that I know that have worked alongside of
15 us on a lot of the details that we've dealt with.
16 They've been very supportive. Very, very supportive
17 of the things we do.

18 So I want to make mention, when we look at
19 this, we have to look at the de-escalation factor
20 and the seriousness of a criminal looking at that,
21 or a bad guy, quote, unquote, we want to say when
22 they see us and when they see security, what is the
23 impression? Does it give that person that ability
24 to stop in their tracks and go, okay, I better not
25 go further than this. Because if I do, then I'm

1 coming into the different levels of escalation,
2 de-escalation, different things that I need to see.
3 And should I even mess with that? Probably not.
4 Because I'm sure behind that security officer,
5 there's going to be a police officer somewhere
6 around the scene.

7 So that good training, we really do need
8 as -- I encourage PILB, because once again, like I
9 said it before and we talked about it concerning the
10 financial impact, all of this is going to affect
11 PILB. No matter what, it's going to affect them.
12 Whether it's the officers that come through or don't
13 come through this. And it's very important that we
14 understand that. Our presence is one of the
15 strongest, strongest tools without ever having to
16 escalate or de-escalate, passion is in your voice.
17 Good presence, the ability that we speak should
18 be -- not all the time, but it's mostly -- I could
19 say probably 70 percent, 80 percent of the time,
20 people stop in their tracks right there and say,
21 okay, sorry. Made a mistake. Or turn around or
22 whatever it is that the officer has to enforce. We
23 take away that de-escalation, bring support -- off
24 the officer, it becomes a problem.

25 So my big thing was a statement that was

1 made the last time concerning this issue a year ago
2 as I remember hearing about it. That law
3 enforcement would have trouble identifying them.
4 Well, like I said, security, says it very plain.
5 We're all -- we can all read and we're all taught to
6 take notes and look. Very simple things. That
7 should not be an issue. Kind of taking it a little
8 bit off the course.

9 MS. KISNER: Joel Kisner.

10 Probably the last thing I'm going to say.
11 I think the focus, really, for this regulation is to
12 give a clear, identifiable uniform to private
13 security so they can be identified as being
14 representatives of the property or the people that
15 they are charged with protecting. And trying to hit
16 100 percent coverage so that everybody, whether law
17 enforcement or public, understands that they're
18 security or understands what law enforcement
19 uniforms look like, you're never going to get
20 100 percent. So the focus really needs to be on
21 having definitive language, straightforward
22 regulatory guidance, so that businesses who are
23 currently operating and new ones that are coming
24 into operation, clearly understand what they need to
25 place on their uniforms, on their vehicles, and

1 quickly be able to get out and start doing some of
2 the work that's necessary in the private sector.
3 And it's in partnership with law enforcement. And
4 that should be the focus, versus trying to hit that
5 100 percent mark. And make it more standardized
6 versus kind of a wide brush we have right now with
7 the approval process. And then doing something to
8 accommodate the Clark County ordinance and the
9 Washoe ordinance process to streamline that a little
10 bit better I think would be a big help in making
11 this be more smooth.

12 MS. ARNOLD: Hi. My name is Samantha
13 Arnold. I work with Protective Force, 2687. I used
14 to be a regional property manager for apartment
15 communities. And I'm going to talk a little bit on
16 that side. Because I've had the security officers
17 wear the yellow with a big security in black on the
18 back. They got ate alive. Ate alive. They were
19 targeted by some of the groups that lived there,
20 trying to get off-site.

21 So, I actually spoke with law enforcement
22 agencies that were on-site that referred me to other
23 companies that are in this room because of the
24 badge, because of the professionalism, because of
25 the way they looked. Changing my properties to have

1 these companies, they would disperse the minute they
2 saw them. There's no issues, no pushback.

3 As a regional, I've had my life
4 threatened. As soon as one of these people that
5 have these come up, they stopped. They walked away,
6 dispersed, left. So it's made a huge impact on
7 those communities.

8 So changing that and going back down, I
9 fear for these officers and I feel for the people
10 that are working on-site that are being threatened.
11 Because it's changed that industry quite a bit. So
12 just keep that in mind, too. Because some of these
13 people are hiring these companies because of that
14 look. And because they're being referred to by
15 local law enforcement agencies. I'm not going to
16 say who, but we can talk off line. They do refer.
17 And they do list out a couple saying, hey, go this
18 route, don't go this route. Because of what they've
19 seen on some of the communities I've worked on.
20 Here, Reno, Arizona. It's kind of across the board.

21 So, thank you, very much, for your time
22 and consideration.

23 MR. BARRIOS: George Barrios, Apex
24 Executive Protection Services 2385. I didn't think
25 I was going to come up here and speak. But I've

1 been listening and -- with the stuff, with what
2 everybody has to say. And I just thought of
3 something. I don't know if my other owners here
4 came to it.

5 But what about the national companies,
6 like Allied Universal? Bronson? They have a
7 presence here in the state, and their uniforms would
8 cost them. Now they would have to change their
9 uniforms and everything, and that affects their
10 market in 49 of the other states. How would that
11 work out?

12 EXECUTIVE DIRECTOR SALADINO: We'd have to
13 check on that.

14 MR. BARRIOS: Like I said, I didn't think
15 I was going to come up, but I was listening and
16 listening and listening, and I was, like, wait a
17 minute. You know, you have national companies also
18 in the market here. That's going to affect them,
19 also, on the bottom line.

20 That's it. Thank you.

21 EXECUTIVE DIRECTOR SALADINO: Do we have
22 any other public comment?

23 MR. ZANE: Speaking the agenda item,
24 right?

25 EXECUTIVE DIRECTOR SALADINO: Yeah.

1 General public comment.

2 MR. ZANE: General? Did that close that
3 provision?

4 Yeah, I have general public comment.

5 Mark Zane. I waited for this portion
6 because the information I have here is just
7 informational. I don't know that a lot of people
8 are aware of it. Some of this issue with having to
9 deal more closely, especially with the Metropolitan
10 Police Department, comes from years ago when we had
11 to -- when the PILB had to adjust its budgetary
12 considerations.

13 And one of those things was that --
14 associated with having peace officers employed in
15 the PILB because of the participation and PERS at
16 the higher level under police and fire coverage.

17 And at the time, one of the ways to
18 balance the budget and make things work was the
19 investigators were reclassified so they were no
20 longer peace officers. Part of that was because you
21 would have somebody come to work, you'd send them to
22 basic POST, and as soon as they got their POST
23 certificate, they were available to work in any
24 agency that they felt like going to.

25 So you weren't able to keep good,

1 qualified people in the position because they would
2 just go someplace that might have a better work
3 allowance. So you were forced to make a closer
4 working relationship with the law enforcement
5 agencies in the state in order to get any criminal
6 violation addressed regarding NRS 648.

7 So that means the PILB had to go to Metro
8 in order to get a criminal investigation concluded
9 or to participate in criminal activity because we
10 had -- no longer had a peace officer employed as a
11 PILB.

12 So, it's one of those things, where, you
13 know, Metro -- a lot of people don't know it, but,
14 you know, they participate with PILB and testing for
15 dogs, you know. It's not just the one way street.

16 I'm not in love with response time and the
17 ego of the Las Vegas Metropolitan Police Department.
18 And sometimes the Reno Police Department,
19 sometimes -- I don't have much to say about Sparks.
20 But Washoe County can jump in there any time.

21 But we could probably solve some of this
22 stuff -- I still think it's very important to
23 maintain these relationships with these different
24 entities because that's how we accomplish things
25 without having to have a full slate of officers.

1 But I think if we can find a way to fund
2 at least a peace officer position within the
3 investigatory staff at the PILB so that we have the
4 ability to at least bring forward the criminal cases
5 without having to rely upon local law enforcement in
6 the jurisdiction where it occurred, it would give us
7 that autonomy to be able to -- to work a little bit
8 more independently and maybe disagree a little bit
9 more often instead of acquiescing to the pressure
10 that the law enforcement officers or agency is
11 bringing toward us.

12 So if we can -- if we can think in those
13 terms and as licensees here, the money's got to come
14 from us. That's pretty much where it comes from.
15 But if we can get to a point where we can fund at
16 least one, if not a couple of law enforcement
17 positions, and fund it adequately so that people
18 want to work here, they want to stay here, and maybe
19 retire here.

20 I mean, I remember back, it was a pretty
21 good gig when it was retired FBI agents who were the
22 investigative staff because they had a lot of
23 latitude and they could just -- they lateralled in
24 because they already had academy. But you didn't
25 want to interfere with the golf, either, though,

1 because they were retired.

2 If we can think longer term and make sure
3 that we understand the funding mechanism and some of
4 the limitations that happen -- and it was a big
5 decision to pull that law enforcement credential out
6 of the classification program. It was difficult to
7 do. But it was going to mean maybe saving two or
8 three classified positions versus that law
9 enforcement position, and being able to maintain
10 somebody to be there instead of just going to some
11 other agency.

12 So, you know, the bigger picture that's
13 kind of how we are driven here and how we have to
14 kind of acquiesce a little bit to these larger law
15 enforcement agencies because we also need them. So
16 we need this big loop.

17 Thank you.

18 MR. SIMON: Jonathan Simon, PILB 2018.

19 So, going back to -- I missed this public
20 comment on NAC 648.643 (sic).

21 One of the concerns that I have for this
22 that may leave the Board open for huge lawsuits, and
23 also protecting the companies is in Section 2(c).
24 For instance, when we talk about business records or
25 files conducted in the normal course of business, I

1 don't see anywhere in here where it kind of
2 describes what those business records would be. The
3 filings. Are we talking about contracts which would
4 disclose, you know, confidential information for a
5 company? And if that came up to where the company
6 would have to come in front of the Board and make it
7 publicly available, we should be concerned about how
8 much of these records or filings that we would have
9 to produce in front of people. That's a concern.

10 Also in here, I notice before that it said
11 the examination on file 60 months in Section 1, but
12 how long does the company have to keep this
13 information? It's nowhere listed in here where we
14 have to keep it for a certain amount of days or
15 years for any of this.

16 So I would just want to make sure that we
17 understand what that would look like for a company.

18 EXECUTIVE DIRECTOR SALADINO: Any public
19 comment in the north?

20 INVESTIGATOR DIAZ: No, sir.

21 EXECUTIVE DIRECTOR SALADINO: So, go ahead
22 and adjourn this workshop.

23 Thank you, everybody, for coming.

24 (Proceedings concluded at 10:42 a.m.)

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REPORTER'S CERTIFICATE

STATE OF NEVADA)

) ss

COUNTY OF CLARK)

I, Tracy A. Manning, a duly commissioned Certified Court Reporter, Clark County, State of Nevada, do hereby certify:

That I reported the taking of the proceedings, at the time and place aforesaid;

That I thereafter transcribed my said shorthand notes into typewriting and that the typewritten transcript of said proceeding is a complete, true and accurate record of statements provided by the parties at said time to the best of my ability.

I further certify that I am not a relative, employee, or independent contractor of counsel of any of the parties involved in said action; nor a person financially interested in the action; nor do I have any other relationship with any of the parties or with counsel of any of the parties involved in the action that may reasonably cause my impartiality to be questioned.

IN WITNESS WHEREOF, I have hereunto set my hand in the County of Clark, State of Nevada, this 23rd day of April 2024.

 Tracy A. Manning, CCR 785

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