

**Informational Statement Form**

**The following statement is submitted for adopted amendments to Nevada Administrative Code (NAC) Chapter 648.**

**1. A clear and concise explanation of the need for the adopted regulation.**

This regulation is necessary to update the regulations to comply with recent statutory changes.

**2. A description of how public comment was solicited, a summary of public response, and an explanation how other interested persons may obtain a copy of the summary.**

Copies of the proposed regulations, notices of workshop and notices of intent to act upon the regulation were made available at the website of the Private Investigators Licensing Board <https://pilb.nv.gov/>, or interested persons may contact the Executive Director at [vsaladino@pilb.nv.gov](mailto:vsaladino@pilb.nv.gov) or [pilbinfo@pilb.nv.gov](mailto:pilbinfo@pilb.nv.gov) to obtain a copy of the summary and posted at the following locations:

The Private Investigators Licensing Board  
Las Vegas Office  
3110 S. Durango Drive Suite 203  
Las Vegas, NV 89117  
Carson City Office  
400 W. King Street Suite 101  
Carson City, NV 89703

Cannabis Control Board Southern Nevada  
700 E. Warm Springs Road Suite 100  
Las Vegas, NV 89119

Cannabis Control Board Northern Nevada  
3850 Arrowhead Drive Suite 100  
Carson City, NV 89706

A workshop was held on April 14, 2023, at the Nevada Gaming Control Board, Grant Sawyer State Office Building 555 E, Washington Ave. Room 2450 Las Vegas, NV 89101 and in Carson City at the Nevada Gaming Control Board 1919 College Parkway Carson City, NV 89706 regarding changes to NAC 648 and the minutes of that meeting, attached hereto, contain a summary of the discussion held regarding the proposed regulation changes. An additional workshop was held on April 17, 2024, at 555 E. Washington Ave. Las Vegas, NV and in Carson City at the Nevada Gaming Control Board 1919 College Parkway Carson City, NV 89706 regarding changes to NAC 648 and the minutes of that meeting, attached hereto, contain a summary of the discussion held regarding the proposed regulation changes.

Following the April 17, 2024 workshop, the Private Investigators Licensing Board submitted a survey to all licensees regarding the regulation changes in May of 2024. Based on the responses from the survey, NAC 648.530 Uniforms, badges and patches were removed from the update due to the economic impact that it would have caused. On June 17, 2024, the regulations were set to the Legislative Counsel Bureau. The Private Investigators Licensing Board received R-127-24RP1 (draft) on September 9, 2024. On June 30, 2025, the Private Investigators Licensing Board held a Notice of Intent To Act Upon Regulation.

**3. The number persons who:**

- (a) Attended each hearing:** April 14, 2023: 15 – April 17, 2024: 30
- (b) Testified at each hearing:** See minutes for both meetings
- (c) Submitted to the agency written comments:**  
No written comments were submitted.

**4. A list of names and contact information, including telephone number, business address, business telephone number, electronic mail address, and name of entity or organization represented, for each person identified above in #3, as provided to the agency, is attached as Exhibit A.**

**5. A description of how comment was solicited from affected businesses, a summary of their response, and an explanation how other interested persons may obtain a copy of the summary.**

Comments were solicited from affected businesses in the same manner as they were solicited from the public. The minutes from both meeting are available on our website, <https://pilb.nv.gov> or by contacting the Executive Director at [vsaladino@pilb.nv.gov](mailto:vsaladino@pilb.nv.gov) or [pilbinfo@pilb.nv.gov](mailto:pilbinfo@pilb.nv.gov)

**6. If the regulation was adopted without changing any part of the proposed regulation, a summary of the reasons for adopting the regulation without change.**

No changes were needed due to changes being made before the adoption satisfies all concerns. The change to the regulation regarding uniforms (NAC 648.530) was removed as it would have had the greatest economic impact on the industry. The permanent regulation was adopted on June 30, 2025.

**7. The estimated economic effect of the adopted regulation on the businesses which it is to regulate and on the public. These must be stated separately, and each case must include:**

- (a) Both adverse and beneficial effects; and**
- (b) Both immediate and long-term effects.**

**(a) Both adverse and beneficial effects**

The Private Investigators Licensing Board has not identified any economic impact on the public or small businesses from adopting the proposed regulatory changes. This was determined by the results of the workshop held on April 17, 2024, and the results of the survey that was conducted in May of 2024. The proposed regulatory change that would have had an economic impact was removed (NAC 648.530 Uniforms, badges and patches).

**(b) Both immediate and long-term effects.**

See Item # 5(a)

**8. The estimated cost to the agency for enforcement of the adopted regulation.**

There is no additional cost to the agency for enforcement of this regulation.

**9. A description of any regulations of other state or government agencies which the proposed regulation overlaps or duplicates and a statement explaining why the duplication or overlapping is necessary. If the regulation overlaps or duplicates a federal regulation, the name of the regulating federal agency.**

The Private Investigators Licensing Board is not aware of any similar regulations of other state or government agencies that the proposed changes overlap or duplicate.

**10. If the regulation includes provisions that are more stringent than a federal regulation which regulates the same activity, a summary of such provisions.**

There are no federal regulations that apply.

**11. If the regulation provides a new fee or increases an existing fee, the total annual amount the agency expects to collect and the manner in which the money will be used.**

This regulation does not provide a new fee or increase an existing fee.

**PRIVATE INVESTIGATORS LICENSING BOARD  
WORKSHOP - PUBLIC ATTENDANCE  
LAS VEGAS, April 14, 2023**

NAME	Address / Email /Phone
1. JONATHAN ALVAREZ	2620 REGATTA DR. LV 89128 J.ALVAREZ@PROTECTIVEFORCEINTL.COM 702-764-8882
2. BOB COX	7674 W. LAKE MEAD # 250 R.COX@RESTONSECURITY.COM 89128 702-498-5751
3. JOE GERMAIN	827 E. EASTERN #200 jgermain@CICRSPORTS.COM (702) 580-2407
4. Springs R. Cassill	7609 Homemade CT, Springs@BlackstoneSecurity.COM 312-881-0225
5. Mark Zane	9 Brick St. 89431 J.PARKS NV MarkZane@ZineInvestigations.COM
6. EARL COSTELLO	9642 CAMINO CRISTIANO LV NV 89147
7. SHAWN UMI	3110 S Durango Dr Suit 201 shawn@ipsprotection.com 719-433-0302
8. Rhonda Eidson	2620 Regatta Dr. Las Vegas, NV 89128 r.eidson@protectiveforceintl.com 702-752-6261
9. Tom Wynn	Henderson, NV
10. RICK GIVEN	6955 N. DURANGO STE 1115-366 LVW 89149 RICK@RGIVENCONSULTING.NET
11. Jennifer Knight	702-281-1709 7583 Las Vegas Blvd #108 LV NV 89123 jenniferk@trueinvestigations.net
12. Matthew Gray	2755 E Desert Inn Rd Ste #240 Las Vegas NV 89121 mathe@BlackstoneSecurity.com
13. LORI IRIZARRY	3110 S Durango. LORI203@HOTMAIL.COM
14. Tim Bryant	2878 GALENA PEAK LN LAS VEGAS, NV 89156 T.Bryant@protectiveforceintl.com

**PRIVATE INVESTIGATORS LICENSING BOARD**  
**WORKSHOP - PUBLIC ATTENDANCE**  
**LAS VEGAS, April 14, 2023**

15. <i>LEON BOMBARDI</i>	<i>2235 N FLAMINGO Apt 54101 @ SW 1 702-334-0109</i>
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*Kevin Ingram*  
*Kevin Ingram*  
*4/14/2023*

PRIVATE INVESTIGATORS LICENSING BOARD  
WORKSHOP - PUBLIC ATTENDANCE  
CARSON CITY, April 14, 2023

NAME	Address / Email /Phone
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*No One in Attendance in Carson City. April 14, 2023 Inv. David Nulley*

**PRIVATE INVESTIGATORS LICENSING BOARD  
WORKSHOP - PUBLIC ATTENDANCE  
Las Vegas, April 17, 2023**

NAME	Address / Email /Phone
1. DCOM HACK	DCOMHACK90@gmail.com
2. George Barrion	George@ApexexecutiveProtectionServices.com
3. JONATHAN ALVAROZ	JALVAROZ@PROTECTIVEFORCEINTL.COM
4. ALAN ALMEIDA	A. ALMEIDA@PROTECTIVE FORCEINTL.COM
5. Rhonda Eidson	r.eidson@protectiveforceintl.com 702-752-6261
6. Micaela Parisi	m.alvarez@protectiveforceintl.com
7. Herb Pascua	h.pascua@protectiveforceintl.com
8. Derek Bowman	derek.bowman@LVT.com 520 906 7373
9. MARK ZANE	TEMPNSPI@GMAIL.COM. INFO@MARK.US. MARK.ZANE@ZANESINVESTIGATION.COM
10. Michael Johnston	MJOHNSTON@PALAMERICAN.COM
11. Sgt Star Bryan	2620 Regatta
12. DEREK MALLON	D.MALLON@PROTECTIVEFORCEINTL.COM 702-331-1845
13. Treste Alvarez	954-662-1354
14. Gilbert Alvarez	"

PRIVATE INVESTIGATORS LICENSING BOARD

WORKSHOP - PUBLIC ATTENDANCE

Las Vegas, April 17, 2023

15.	Samantha Arnold	S.arnold@protectiveforceintl.com (702) 764-1962
16.	Aniel Martinez	A.martinez@protectiveforceintl.com (702) 339-4066
17.	Delante Thompson	
18.	Lori Caliva	l.caliva@protectiveforceintl.com
19.	Church BARTLETT	Charlesbarte@lasvegas@ gmail.com 815 405-9857
20.	ABESS	code 4 abass@code4.com
21.	JOEL KISNER	PINNACLE CONSULTING
22.	LEON BOMBARD	TRIAGENT
23.	SARA BOMBARD	Specialized Protective Service
24.	Jacqueline Fileto	Protective Force Intl.
25.	Alisa Fuller	Protective Force Intl
26.	PAUL PHILIPS	CODE 4
27.	JON SIMON	SPG WORLDWIDE

**PRIVATE INVESTIGATORS LICENSING BOARD**  
**WORKSHOP - PUBLIC ATTENDANCE**  
**Las Vegas, April 17, 2023**

NAME	E-MAIL OR PHONE #
28. <i>Matthew Clay</i>	<i>ND0@isps.pro</i>
29. <i>CARY FULLER</i>	<i>C.FULLER@PROTECTIVE FORCE INTL.COM</i>
30. <i>Joseph Oviedo</i>	<i>JosephOviedo94@yahoo.com</i>
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## Workshop April 14, 2023 – Minutes

### Private Investigators Licensing Board

The workshop was held via videoconferencing at the following locations:

#### Southern Nevada:

Nevada Gaming Control Board  
Grant Sawyer State Office Building  
555 E. Washington Ave, Room 2450  
Las Vegas, NV 89101

#### Northern Nevada:

Nevada Gaming Control Board  
Board Room  
1919 College Parkway  
Carson City, NV 89706

Executive Director Ingram called the workshop to order at 9:00 AM. He discussed general housekeeping rules and the purpose of the meeting.

Executive Director Ingram covered the Governor Directives that led to the requirement of the workshop.

Executive Director Ingram asked for public comment on items listed and not listed on the agenda. Mark Zane expressed concerns about the conditions of the carpeting within the elevators of the building. No other member of the public provided oral/written comment.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 1, NAC 648.140. Director Ingram asked for public comment on the proposed changes. No member of the public provided oral/written comment or testimony for the reference regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 2, NAC 648.260. Director Ingram asked for public comment on the proposed changes. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item added, NAC 648.235. Executive Director Ingram asked for public comment on the proposed repeal of the regulation. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 3, NAC 648.265. Executive Director Ingram asked for public comment on the proposed changes. No member of the public provided oral/written comment or testimony on the reference regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 4, NAC 648.310. Executive Director Ingram asked for public comment in the proposed changes. No member of the public provided oral/written comment or testimony on the reference regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 5, NAC 648.320. Executive Director Ingram asked for public comment on the proposed changes. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 6, NAC 648.330. Executive Director Ingram asked for public comment on the proposed changes. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item added, NAC 648.325. Executive Director Ingram asked for public comment on the proposed repeal of the regulation. Mark Zane expressed concern that the statute is not as specific as the regulation on the type of insurance required and suggested a revision to NRS 648.135 if this regulation was repealed. No other member of the public provided oral/written comment or testimony regarding the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 7, NAC 648.338. Executive Director Ingram asked for public comment on the proposed changes. Mark Zane stated that this amendment should include the requirement of the Executive Director to provide a report to the Board during the next regularly scheduled Board meeting so that the exemptions become part of public record. No other member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 8, NAC 648.3385. Executive Director Ingram asked for public comment regarding the proposed changes. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 9, NAC 648.341. Executive Director Ingram asked for public comment regarding the proposed changes of the regulation. Lori Irizarry asked whether all work card applicants would be required to take the exam. Executive Director Ingram responded, stating the exam would need to be completed by all work card applicants regardless of what the work card would be used for. Lor Irizarry asked if a fine would be assessed if an audit was to find employees working without completing the exam. Executive Director Ingram replied that a fine would be considered. No other member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 10, NAC 648.342. Executive Director Ingram asked for public comment regarding the proposed changes of the regulation. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 11, NAC 648.343. Executive Director Ingram asked for public comment regarding the proposed changes of the regulation. Jonathan Alvarez expressed concern that there is not a specific timeframe established for how long records need to be kept for both past and present employees. Mark Zane suggested there should be clarification on section 2 (c) of the regulation to also include company banking accounts. Lori Irizarry asked if the penalty included both the fine and possible Board disciplinary action or if only one would occur. She also suggested there be clarification on who is being audited, whether it is the Qualifying Agent or the licensed company. No other member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 12, NAC 648.3435. Executive Director Ingram asked for public comment of the proposed changes of the regulation. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 13, NAC 648.344. Executive Director Ingram asked for public comment on the proposed changes of the regulation. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 14, NAC 648.345. Executive Director Ingram asked for public comment on the proposed changes of the regulation. Jonathan Alvarez asked for clarification on whether individuals that are added to a new roster and starting a new provisional period will have to wait to become armed if they have their active work card. Executive Director Ingram replied that the individual would not have to wait since they do possess an active work card. No other member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 15, NAC 648.346. Executive Director Ingram asked for public comment on the proposed changes of the regulation. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 16, NAC 648.350. Executive Director Ingram asked for public comment on the proposed changes of the regulation. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 17, NAC 648.431. Executive Director Ingram asked for public comment on the proposed changes of the regulation. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 18, NAC 648.433. Executive Director Ingram asked for public comment on the proposed changes of the regulation. Lori Irizarry suggested adding verbiage to allow a company to also pay with a business check. No other member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 19, NAC 648.439. Executive Director Ingram asked for public comment on the proposed changes of the regulation. No member of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 20, NAC 648.530. Executive Director Ingram asked for public comment on the proposed changes of the regulation. Jonathan Alvarez asked if the amendments limiting the use of certain uniforms,

patches, logos, and vehicle markings would apply to new companies only or previous/existing companies. He voiced concern with the cost associated with existing companies having to change their branding including uniforms, vehicles, etc. He also expressed concern that if law enforcement entities change uniforms in the future that security companies could again bear the cost of having to change again. Mr. Alvarez suggested that existing companies be grandfathered in. Executive Director Ingram replied that he understands there will be a cost associated with companies changing their uniforms, logos, etc. and it is not the Board's intent to cause harm when it comes to cost. Executive Director Ingram stated that if the Board chose to move forward with the changes that additional workshops would be scheduled and that the Board would have to decide on how to transition to the new requirements. He stated that one possible option may be to give 2-3 years to comply by allowing license holders to replace through attrition any current uniforms, patches, etc., not meeting the new requirements, to new. No other members of the public provided oral/written comment or testimony on the referenced regulation.

Executive Director Ingram discussed the proposed changes listed in Agenda Item 21, NAC 648.265. Executive Director Ingram asked for public comment on the proposed changes of the regulation. Spring Cargill expressed concern unrelated to the modification of the regulation. In particular, she inquired about what would happen if a company did not want the Qualifying Agent to be involved in the day-to-day operations of the company. She was advised by to consult with Executive Director Ingram after the meeting. No other member of the public provided oral/written testimony on the referenced regulation.

Executive Director Ingram concluded the discussion of the Agenda Items and asked if there were public comments. Mark Zane expressed concern regarding NAC 648.120. Specifically, the statement that the Executive Director is appointed by the Board Chair. Mr. Zane suggested this regulation be amended to remove the statement that the Chair appoints an Executive Director. Mr. Zane stated he believe the Executive Director should be appointed by the Board, not just the Board Chair. Mr. Zane suggest there be clarification on NAC 648.510 to include a definition for the position of a branch manager since there is none in either NRS 648 or NAC 648. Lastly, Mr. Zane voiced concern with NAC 648.570 regarding the ability to solicit bids without a license. Mr. Zane suggest that if the Board was allowing people to bid on an RFP without being licensed that the regulation be amended or repealed so an individual would not be in violation. Executive Director Ingram replied regarding NAC 648.570 that the Board is not changing their stance on the ability to bid without a license an that the Office of the Attorney General was actually moving forward with a Senate Bill that the Board supported to exempt interstate and intrastate prisoner transport from licensing requirements.

Executive Director Ingram thanked the public for their attendance and comments. The meeting was concluded at approximately 11:30 AM.



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

2

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 agendized 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.)

25



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