

Standard Applicant Information**Project Information****Project Title**

Southern Nevada De-Escalation Capacity Building

Federal Estimated Funding (Federal Share)

162900

Total Estimated Funding

162900

Proposed Project Start Date

10/1/21

Applicant Estimated Funding (Non-Federal Share)

0.00

Areas Affected by Project (Cities, Counties, States, etc.)

Clark County, NV

Type Of Applicant**Type of Applicant 1: Select Applicant Type:**

C: City or Township Government

Type of Applicant 2: Select Applicant Type:**Type of Applicant 3: Select Applicant Type:****Other (specify):****Application Submitter Contact Information****Application POC Prefix Name****Application POC First Name**

Rich

Application POC Suffix Name**Application POC Middle Name****Organizational Affiliation****Title**

Director, Grants Development and Admin

Phone Number

702-633-1083

Fax Number**ORINumber**

Executive Order and Delinquent Debt Information

Is Application Subject to Review by State Under Executive Order 12372? ★

b. Program is subject to E.O. 12372 but has not been selected by the State for review

Is the Applicant Delinquent on Federal Debt?

No

SF424 Attachments (5)

	Name manifest.txt	Date Added 7/19/21
	Name Form SFLLL_2_0-V2.0.pdf	Date Added 7/19/21
	Name Form SF424_3_0-V3.0.pdf	Date Added 7/19/21
	Name SF424_3_0-1234-Project Congressional Districts.pdf	Date Added 7/19/21
	Name GrantApplication.xml	Date Added 7/19/21

[Load More](#)

Authorized Representative

Law Enforcement Executive Information

Title

Prefix Name

First NameMiddle NameLast Name

Pamela_____Ojeda

Suffix Name

Government Executive Information

Title

City Manager

Prefix Name

First NameMiddle NameLast Name

Ryann_____Ju

Suffix Name

Verify Legal Name, Doing Business As, and Legal Address

Certification

The legal name + Doing Business As (DBA) and legal address define a unique entity in the system as represented in its entity profile. The profile associated to this fiscal agent.

1. If this information is correct confirm/acknowledge to continue with completion of this application.

I confirm this is the correct entity.

Signer Name

Rich Easter

Certification Date / Time

07/22/2021 08:06 PM

2. If the information displayed does not accurately represent the legal entity applying for federal assistance:

- a. Contact your Entity Administrator.
- b. Contact the System for Award Management (SAM.gov) to update the entity legal name/address.

3. If the above information is not the entity for which this application is being submitted, Withdraw/Delete this application. Please initiate a new app

Proposal Abstract

The purpose of the project, Southern Nevada De-Escalation Capacity Building, is to support Nevada state and local law enforcement agencies' ability to build the North Las Vegas Police Department (NLVPD) will achieve this by delivering evidence-based de-escalation training to members of law enforcement both within the NLVPD and in surrounding agencies jeopardizes the safety of both the officers in the region.

Through implementation of Southern Nevada De-Escalation Capacity Building, the NLVPD will have the resources necessary to facilitate the development of law enforcement awareness, skills, and abilities pertaining to de-escalation techniques; build internal capacity by certifying 20 de-escalation trainers in the NLVPD Training Division; and create a network of regional de-escalation trainers that connect regularly to discuss training needs, issues, and impact.

Key partners for the project include the Force Science Institute, the 53 law enforcement agencies across Southern Nevada that will be represented at the Regional Peace Officer Standards and Training (POST), and the NLVPD Training Division. Ultimately, the NLVPD anticipates that implementation of the project will help build relationships with all segments of their communities and provide effective crime prevention, intervention, response services and resources.

Data Requested with Application

▼ FY21 CPD De-Esc Elig

Applicant Eligibility

Instructions: Applicant eligibility for the Regional De-Escalation Training Centers solicitation is limited to institutions of higher education as defined by 2 C.F.R. NOTE: If you select "no," you will be considered ineligible for this solicitation and will not receive consideration for funding.

Is the applicant an institution of higher education?

No

▼ FY 2021 CPA Solicitation Questions

Research and Development

Instructions: For the purposes of this solicitation, R&D as defined by 2 C.F.R. §200.87 means all research activities, both basic and applied, and all development also includes activities involving the training of individuals in research techniques where such activities use the same facilities as other research and development function. "Research" is defined as a systematic study directed toward fuller scientific knowledge or understanding of the subject studied. "Development" is the process directed toward the production of useful materials, devices, systems, or methods, including design and development of prototypes and processes. Please select the portion of your project would support R&D.

No

Youth-Centered Project

Instructions: For the purposes of this solicitation, please select "yes" if any part of your project involves interactions with minors under the age of 18 years. NO condition will require recipients and subrecipients to make determinations of suitability before certain covered individuals interact with participating minors under award.

Could any activities under your project involve interactions with minors under the age of 18 years?

No

Training

Instructions: The COPS Office defines training as the teaching and learning activities carried out for the primary purpose of helping members of an organization and attitudes needed by a particular job or organization. Training is driven by specific goals and objectives; it is not a single event but rather an ongoing process. Webinars, articles, conference presentations, toolkits, podcasts, videos, blogs, and news feeds (to provide a few examples) can serve as support material in training. However, they are not defined as training by the COPS Office. Please select "yes" if any part of your project fits within the definition of training or "no" if no portion of your project fits within the definition of training.

Could any portion of your project be considered training?

Yes

Law Enforcement/Organization Executive

Instructions for Law Enforcement Agencies: The Law Enforcement Executive is the highest ranking official in the jurisdiction (Chief of Police, Sheriff, or equivalent). Instructions for Non-Law Enforcement Agencies: For non-law enforcement agencies, the Law Enforcement Executive is the highest ranking programmatic representative in JustGrants. If the award is awarded, this position will ultimately be responsible for the programmatic management of the award. Please note that this position is not acceptable.

Title:

Chief of Police

First Name:

Pamela

Last Name:

Ojeda

Phone:

702-633-1752

Email Address:

ojedap@cityofnorthlasvegas.com

Instructions for Government Agencies: This is the highest ranking government official within your jurisdiction (e.g., Superintendent, Mayor, City Administrator, or equivalent). Instructions for Non-Government Agencies: This is the financial official who has the authority to apply for this award on behalf of the applicant. If the award is awarded, this position will ultimately be responsible for the financial management of the award. Please note that this position is not acceptable.

Title:

City Manager

First Name:

Ryann

Last Name:

Juden

Phone:

(702) 633-1002

Email Address:

citymanager@cityofnorthlasvegas.com

Instructions for Application Contact: Enter the application contact's name and contact information.

Title:

Director, Grants Development and Administration

First Name:

Rich

Last Name:

Easter

Phone:

7026331083

Email Address:

easterr@cityofnorthlasvegas.com

Please select your U.S. Attorney's District Office from the below drop-down options.

Nevada

Law enforcement and community policing strategy

Instructions: The following is the COPS Office definition of community policing that emphasizes the primary components of community partnerships, organizational philosophy that promotes organizational strategies that support the systematic use of partnerships and problem solving techniques to proactively address the social disorder, and fear of crime. Please refer to the COPS Office website (<https://cops.usdoj.gov/RIC/ric.php?page=detail&id=COPS-P157>) for further information. Please answer the following questions regarding your community support and impact on the jurisdiction.

To what extent is there community support in your jurisdiction for implementing the proposed award activities?

High level of support

If awarded, to what extent will the award activities impact the other components of the criminal justice system in your jurisdiction?

Potentially increased impact

Explanation of need for federal assistance

All applicants are required to explain their inability to address the need for this award without federal assistance. Please do so in the space below. [Please limit response to 250 words.]

The City of North Las Vegas and NLVPD does not have the budgetary resources necessary to provide de-escalation training for the 53 law enforcement agencies consistent across agencies and create a learning community of de-escalation trainers.

Continuation of support after federal funding ends

Instructions: The questions in this section will be used for programs without a retention requirement to report any plans to continue the program or activity after federal funding ends.

Does your agency or organization plan to obtain necessary support and continue the program, project, or activity following the conclusion of federal support?

Yes

Please identify the source(s) of funding that your agency plans to utilize to continue the program, project, or activity following the conclusion of federal support:

Yes

Issue bonds or raise taxes

No

Private sources and donations

No

Non-federal asset forfeiture funds (subject to approval from the state or local oversight agency)

No

State, local, or other non-federal grant funding

Yes

Fundraising efforts

No

Other

No

If "other" is selected in the above question, please provide a brief description of the source(s) of funding.

▼ FY21 CPA Information

Type of Agency/Organization

Type of Agency (select one)

Law Enforcement

From the list below, please select the type of agency which best describes the applicant. Law Enforcement Entities

Municipal Police

From the list below, please select the type of agency which best describes the applicant. Non-Law Enforcement Entities

U.S. Department of Justice and other federal funding

Applicants are required to disclose whether they have pending applications for federally funded assistance or active federal awards that support the same or similar application. Be advised that as a general rule, COPS Office funding may not be used for the same item or service funded through another funding source. However, to implement comprehensive programs or projects is encouraged and is not seen as inappropriate. To aid the COPS Office in the prevention of awarding potential pending application or an active award with any other federal funding source (e.g., direct federal funding or indirect federal funding through state sub-awarded) being proposed in this COPS Office application.

Please list any current, active non-COPS Office awards that support the same or similar activities or services as being proposed in this application. Federal Award Number Program Name Award Start Date (mm/dd/yyyy) Award End Date (mm/dd/yyyy) Award Amount Describe How This Project Differs From The Application

Federal Awarding Agency or State Agency for Sub-awarded Federal Funding

N/A

Award Number

N/A

Program Name

N/A

Award Start Date (mm/dd/yyyy)

Award End Date (mm/dd/yyyy)

Award Amount

Describe How This Project Differs From The Application For COPS Office Funding:

N/A

Please list any pending non-COPS Office grant applications that support the same or similar activities or services as being proposed in this application. Federal Application Number (if known) Program Name Project Length Total Requested Amount Items Requested Describe How This Project Differs From The Application

Federal Awarding Agency or State Agency for Sub-awarded Federal Funding

N/A

Application Number (if known)

N/A

Program Name

N/A

Project Length

N/A

Total Requested Amount

Items Requested

Describe How This Project Differs From The Application For COPS Office Funding:

N/A

If you have more than one pending application or active award with any other federal funding source (e.g., direct federal funding or indirect federal funding through activities or services as being proposed in this COPS Office application, please provide the above information in the below text box.

N/A

Certification of Review of 28 CFR Part 23/Criminal Intelligence

REVIEWS AND CERTIFICATIONS Certification of Review of 28 C.F.R. Part 23/Criminal Intelligence Systems: Please review the "Terms and Conditions" section

Please check one of the following, as applicable to your agency's intended use of this award:

No, my agency will not use these COPS Office funds (if awarded) to operate an interjurisdictional criminal intelligence system.

Acknowledgement of Electronic Signatures

By checking the box below, the applicant indicates that he or she understands that the use of typed names in this application and the required forms, including cover sheet, constitute electronic signatures and that the electronic signatures are the legal equivalent of handwritten signatures. I understand.

true

Proposal Narrative



Name
North Las Vegas Narrative.pdf

Category
Proposal Narrative

Created by
Rich Easter

A
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Goals, Objectives, Deliverables, and Timeline ★

Goal Statement

1.4 Increase training resources available for effective De-Escalation training.

Objective	Fiscal Year
Purchase two VR De-Escalation training headsets for use in the Regional Police Academy and train-the-trainer	2022
Deliverable	Fiscal Year

No items

Goal Statement

1.1 Provide two certified, evidence-based onsite De-Escalation train-the-trainer sessions for a total of 200 staff from 75+ Southern Nevada law enforcement agencies.

Objective	Fiscal Year
Contract and coordinate training dates with the provider, Force Science Institute	2022
Coordinate training site logistics	2022
Market Training 1 and register participants from across the region	2022
Host Training 1 with 100 participants representing various agencies	2022
Market Training 2 and register participants from across the region	2022
Host Training 2 with 100 participants representing various agencies	2022
Deliverable	Fiscal Year

No items

Goal Statement

1.2 Build De-Escalation proficiency within the North Las Vegas Police Department

Objective	Fiscal Year
Certify 80% of NLVPD Defensive Tactics (DT) trainers as De-Escalation train-the-trainers.	2022
Certify 100% of NLVPD Defensive Tactics trainers as De-Escalation train-the-trainers.	2022
Develop two internal De-Escalation curriculums: one for initial training/Academy, and one annual refresher.	2022
Deliver initial De-Escalation training to 100% of NLVPD officers	2023
Deliver initial De-Escalation training to 100% of NLV Academy recruits.	2023
Deliver annual refresher De-Escalation training to 100% of NLVPD officers.	2024

Deliverable	Fiscal Year
No items	

Goal Statement

1.3 Create a network of regional De-Escalation trainers, led by NLVPD, and establish a learning community that meet quarterly to discuss training needs, issues, impa

Objective	
Create a master list of certified De-Escalation trainers in Southern NV that attend the hosted training and connect them via social media and Slack or similar collabor	
Schedule quarterly meetings for certified De-Escalation trainers.	
Deliverable	Fiscal Year

Budget and Associated Documentation

Base Salary and Fringe Benefits for Sworn Officer

Position		Position Description		Year 1	
Position Title					
Salary					
Fringe Benefits					
Social Security					
6.2%					
		6.20%			
Medicare					
1.45%					
		1.45%			
Health Insurance					
Exempt					
Life Insurance					
Exempt					
Vacation					
Included in Salary?	Hours				
Sick Leave					
Included in Salary?	Hours				
Retirement					
Exempt					
Workers Compensation					
Exempt					

[illegible]

Year 1

\$0.00

\$0.00

1

\$0.00

> Instructions

Purpose of Travel	Location	Type of Expense	Basis	Cost	Quantity	# Of Staff	# Of Trips	Total Cost	Non-Federal Contribution
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No items

\$0.00

> Instructions

	Equipment Item	# of Items	Cost	Total Cost
1	De-Escalation Virtual Reality System	1.00	\$60,000.00	\$60,000.00

\$60,000.00

Additional Narrative

Funding is requested to purchase a virtual reality de-escalation training system providing interactive testing/assessment and immersive hands-on scenario-based exercises utilized to increase knowledge, skills and confidence in a safe, challenging environment that is interactive and engaging. The system is a versatile training tool that can be utilized by both the trainer and trainee to facilitate interactive training modules. This hardware will be used to supplement the evidence-based training and during NLVPD annual refresher trainings. This will allow not only the NLVPD to benefit from the device, but all regional law enforcement jurisdictions that participate in the purchasing policy.

Year 1

> Instructions

Supply Items

	Purpose of Supply Items	# of Items	Unit Cost	Total Cost	Non
1	General Training Supplies	1.00	\$4,000.00	\$4,000.00	
2	Printing (Marketing and Training Supplies)	1.00	\$8,000.00	\$8,000.00	

Supplies Total Cost

\$12,000.00

Additional Narrative

Funding is requested for various consumable supplies to support the de-escalation train-the-trainer sessions (200 attendees), the resulting NLVPD and Regional Police Academy Nevada De-Escalation Trainers Network. This also includes printing for various marketing and instructional materials. Supplies include train-the-trainer workbooks, pens, and other materials.

Requested supplies funding includes:

- Trainer Workbooks (200 books x \$50 = \$1,000) – Force Science Institute trainer manuals for everyone completing the train-the-trainer.
- Pens/Notepads/Folders (\$3,000) – General officer supplies needed to support the training of 200 train-the-trainers through the Force Science Institute sessions; general office supplies needed to support the initial training and subsequent refresher training of up to 400 regional de-escalation trainers network, including quarterly meetings.
- Printing (\$8,000) – Printing services for flyers and mailers to market the Force Science Institute train-the-trainer sessions two times at over 50 regional law enforcement agencies; printing for workbooks, reference, guides, and assessments/tests for up to 550 trainees each year in both the NLVPD de-escalation training and annual refreshers; printing for workbooks, reference, guides, and assessments/tests for up to 200 regional trainers.

Year 1

> Instructions

Construction

Purpose of Construction	Description of Work	# of Items	Cost	Total Cost
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No items

Construction Total Cost

\$0.00

Year 1

> Instructions

Subawards (Subgrants)

Description	Purpose	Consultant	Country	State/U.S. Territory	City
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No items

Subawards Total Cost

\$0.00

Add Consultant Travel

Year 1

> Instructions

Procurement Contracts

	Description	Purpose	Consultant	Country	State/U.S. Territory	City
1	Certified De-escalation training	2 onsite, 16-hour trainings for up to 100 people	No	United States	Nevada	North Las Ve

Do you need Consultant Travel?

Yes

Procurement Cost

\$60,000.00

Consultant Travel

COMPUTE THE COST OF EACH TYPE OF EXPENSE X THE NUMBER OF PEOPLE TRAVELING					
Purpose of Travel	Location	Type of Expense	Cost	Duration or Distance	# of Staff

No items

Consultant Travel Total Cost

0.00

Procurement Total Cost

\$60,000.00

Additional Narrative

Funding is requested to contract with the Force Science Institute to provide two, 2-day, 16 hour de-escalation train-the-trainer modules on-site in Las Vegas. Force Science Institute will provide "Force Science Institute Course" twice during the period of performance, and each session will result in 100 certified de-escalation trainers across 53 Southern Nevada law enforcement agencies. The course will provide knowledge of de-escalation methods for potential violent confrontations between law officers and subjects. This information will help participants assess the circumstances of an incident, use easy-to-grasp and successfully applied tactics to receive voluntary compliance and prevent use-of-force crises from erupting. Due to the course's focus on helping participants understand information can spread widely through police departments and law enforcement agencies. When departments incorporate de-escalation training for police informed by the most dangerous scenarios, not just to them but to public safety. This includes difficult cases such as "suicide by cop" calls and encounters in which the subject is expected to be violent. The 'Escalation Instructor Course' is to more widely disseminate an understanding of the human factors and performance research data that can change and improve officers' decision-making. In law enforcement agencies in Southern Nevada, those departments will need experienced and well-prepared trainers. Graduates of this course can take on those demanding tasks as well as danger to themselves or harm to bystanders.

Year 1

> Instructions

Other Costs

	Description	Quantity	Basis	Costs	Length of Time	Total Costs
1	Training Officer OT	5.00	hours	\$80.00	40.00	\$16,000.00

Other Costs Total Cost

\$16,000.00

Additional Narrative

Funding is requested to provide overtime pay (average of \$80/hr) for a total of up to 200 hours for up to five members of the NLVPD Training Division to develop two de-esca Science Institute train-the-trainer sessions. OT will be used to develop both the baseline de-escalation curriculum for all current staff and continued use in the Regional police existing NLVPD officers on an annual basis. This time will be used to apply the lessons and fundamentals from the train-the-trainer session into a comprehensive and custom and procedure. Up to five officers who are certified as trainers will be used to develop these curricula utilizing the allotted OT. NLVPD OT policy and procedure will be followe

Year 1

> Instructions

Indirect Costs

	Description	Base	Indirect Cost Rate	Total Cost
1	De minimis Indirect Cost	\$149,000.00	10.00%	\$14,900.00

Indirect Costs Total Cost

\$14,900.00

Additional Narrative

The City of North Las Vegas is eligible and is electing to claim the 10% de minimis indirect cost rate on Modified Total Direct Costs (MTDC) as allowed per 2 CFR 200

Budget Summary

Budget Category
Sworn Officer Positions
Civilian or Non-Sworn Personnel
Travel
Equipment
Supplies
SubAwards
Procurement Contracts

7/22/2021Grant Package

Other Costs
Indirect Costs
Total Project Costs
Federal Funds:
Match Amount:
Program Income:

Budget Detail Summary View

	Budget Category
	Sworn Officer
	Civilian Personnel
	Travel
	Equipment
	Supplies
	SubAwards
	Procurement Contracts
	Other Costs
	Indirect Costs

Budget / Financial Attachments

Non-competitive Justification

No documents have been uploaded for Non-Competitive Justification


Indirect Cost Rate Agreement

No documents have been uploaded for Indirect Cost Rate Agreement

Consultant Rate Justification

No documents have been uploaded for Consultant Rate Justification

Additional Attachments

	Name North Las Vegas FY21 De-escalation Budget Narrative.pdf	Category Budget Narrative	Created by Rich Easter	A —
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Memoranda of Understanding (MOUs) and Other Supportive Documents

No documents have been uploaded for Memoranda of Understanding (MOUs) and Other Supportive Documents

Additional Application Components

Curriculum Vitae or Resumes

Curriculum Vitae or Resumes

No documents have been uploaded for Curriculum Vitae or Resumes

Letters of Support

No documents have been uploaded for Letters of Support

Additional Attachments

No documents have been uploaded for Additional Attachments

Disclosures and Assurances

Disclosure of Lobbying Activities



Name
Form SFLLL_2_0-V2.0.pdf

Category
LobbyingActivitiesDisclosure

Created by

A

OMB APPROVAL NUMBER 1121-0140

EXPIRES 05/31/2019

U.S. DEPARTMENT OF JUSTICE

CERTIFIED STANDARD ASSURANCES

On behalf of the Applicant, and in support of this application for a grant or cooperative agreement, I certify under penalty of perjury to the U.S. Department of Justice ("Depart

(1) I have the authority to make the following representations on behalf of myself and the Applicant. I understand that these representations will be relied upon as material to its application.

(2) I certify that the Applicant has the legal authority to apply for the federal assistance sought by the application, and that it has the institutional, managerial, and financial share of project costs) to plan, manage, and complete the project described in the application properly.

(3) I assure that, throughout the period of performance for the award (if any) made by the Department based on the application--

- a. the Applicant will comply with all award requirements and all federal statutes and regulations applicable to the award;
- b. the Applicant will require all subrecipients to comply with all applicable award requirements and all applicable federal statutes and regulations; and
- c. the Applicant will maintain safeguards to address and prevent any organizational conflict of interest, and also to prohibit employees from using their positions in interest.

(4) The Applicant understands that the federal statutes and regulations applicable to the award (if any) made by the Department based on the application specifically in nondiscrimination, and, in addition--

- a. the Applicant understands that the applicable statutes pertaining to civil rights will include section 601 of the Civil Rights Act of 1964 (42 U.S.C. § 2000d); section 703 of the Civil Rights Act of 1964 (42 U.S.C. § 1981); and section 303 of the Age Discrimination Act of 1975 (42 U.S.C. § 6102);
- b. the Applicant understands that the applicable statutes pertaining to nondiscrimination may include section 809(c) of Title I of the Omnibus Crime Control and Safe Streets Act of 1968 (18 U.S.C. § 2510(e)); section 299A(b) of the Juvenile Justice and Delinquency Prevention Act of 2002 (34 U.S.C. § 11182(b)); and that the Violence Against Women Act (34 U.S.C. § 12291(b)(13)), which will apply to all awards made by the Office on Violence Against Women, also may apply to an award made otherwise;
- c. the Applicant understands that it must require any subrecipient to comply with all such applicable statutes (and associated regulations); and
- d. on behalf of the Applicant, I make the specific assurances set out in 28 C.F.R. §§ 42.105 and 42.204.

(5) The Applicant also understands that (in addition to any applicable program-specific regulations and to applicable federal regulations that pertain to civil rights and nondiscrimination made by the Department based on the application may include, but are not limited to, 2 C.F.R. Part 2800 (the DOJ "Part 200 Uniform Requirements") and 28 C.F.R. Part 28.00 (intelligence systems), 38 (regarding faith-based or religious organizations participating in federal financial assistance programs), and 46 (human subjects protection).

Grant Package

(6) I assure that the Applicant will assist the Department as necessary (and will require subrecipients and contractors to assist as necessary) with the Department's cor (54 U.S.C. § 306108), the Archeological and Historical Preservation Act of 1974 (54 U.S.C. §§ 312501-312508), and the National Environmental Policy Act of 1969 (42

and wetlands).

(7) I assure that the Applicant will give the Department and the Government Accountability Office, through any authorized representative, access to, and opportunity to by the Department based on the application.

(8) If this application is for an award from the National Institute of Justice or the Bureau of Justice Statistics pursuant to which award funds may be made available (where higher education (as defined at 34 U.S.C. § 10251(a)(17)), I assure that, if any award funds actually are made available to such an institution, the Applicant will require

- a. each such institution comply with any requirements that are imposed on it by the First Amendment to the Constitution of the United States; and
- b. subject to par. a, each such institution comply with its own representations, if any, concerning academic freedom, freedom of inquiry and debate, research independent promotional materials, in official statements, in formal policies, in applications for grants (including this award application), for accreditation, or for licensing, or in otherwise are made or disseminated to students, to faculty, or to the general public.

(9) I assure that, if the Applicant is a governmental entity, with respect to the award (if any) made by the Department based on the application--

- a. it will comply with the requirements of the Uniform Relocation Assistance and Real Property Acquisitions Act of 1970 (42 U.S.C. §§ 4601-4655), which govern the assisted programs; and
- b. it will comply with requirements of 5 U.S.C. §§ 1501-1508 and 7324-7328, which limit certain political activities of State or local government employees whose part by federal assistance.

(10) If the Applicant applies for and receives an award from the Office of Community Oriented Policing Services (COPS Office), I assure that as required by 34 U.S.C. § 10382(c)(11), law--including, but not limited to, the Indian Self-Determination and Education Assistance Act--seek, recruit, and hire qualified members of racial and ethnic minority groups increasing their ranks within the sworn positions, as provided under 34 U.S.C. § 10382(c)(11).

(11) If the Applicant applies for and receives a DOJ award under the STOP School Violence Act program, I assure as required by 34 U.S.C. § 10552(a)(3), that it will meet financial) as DOJ may reasonably require.

I acknowledge that a materially false, fictitious, or fraudulent statement (or concealment or omission of a material fact) in this certification, or in the application that it submitted, §§ 1001 and/or 1621, and/or 34 U.S.C. §§ 10271-10273), and also may subject me and the Applicant to civil penalties and administrative remedies for false claims or omissions. I acknowledge that the Department's awards, including certifications provided in connection with such awards, are subject to review by the Department, including by its (

Signed

SignerID

easterr@cityofnorthlasvegas.com

Signing Date / Time

7/19/21 7:23 PM

U.S. DEPARTMENT OF JUSTICE

CERTIFICATIONS REGARDING LOBBYING; DEBARMENT, SUSPENSION AND OTHER RESPONSIBILITY MATTERS; DRUG-FREE WORKPLACE REQUIREMENTS; LAW ENFORCEMENT

Applicants should refer to the regulations and other requirements cited below to determine the certification to which they are required to attest. Applicants should also review the requirements before completing this form. The certifications shall be treated as a material representation of fact upon which reliance will be placed when the U.S. Department of Justice awards a grant, or cooperative agreement.

1. LOBBYING

As required by 31 U.S.C. § 1352, as implemented by 28 C.F.R. Part 69, the Applicant certifies and assures (to the extent applicable) the following:

(a) No Federal appropriated funds have been paid or will be paid, by or on behalf of the Applicant, to any person for influencing or attempting to influence an officer or employee of the Department of Justice, or an employee of a Member of Congress in connection with the making of any Federal grant, the entering into of any cooperative agreement, or the extension, modification, or renewal of any Federal grant or cooperative agreement.

- For detailed information on this certification requirement, see <https://cops.usdoj.gov/SafePolicingEO>.

6. COORDINATION REQUIRED UNDER PUBLIC SAFETY AND COMMUNITY POLICING PROGRAMS

I acknowledge that a materially false, fictitious, or fraudulent statement (or concealment or omission of a material fact) in this certification, or in the application that it s
1001 and/or 1621, and/or 34 U.S.C. §§ 10271-10273), and also may subject me and the Applicant to civil penalties and administrative remedies for false claims or other
acknowledge that the Department's awards, including certifications provided in connection with such awards, are subject to review by the Department, including by its i

SignerID**Signing Date / Time**

7/19/21 7:23 PM

No documents have been uploaded for Other Disclosures and Assurances

By [taking this action], I --

1. Declare the following to the U.S. Department of Justice (DOJ), under penalty of perjury: (1) I have authority to make this declaration and certification on behalf of the applicant's legal counsel as appropriate, and made available to me) a diligent review of all requirements pertinent to and all matters encompassed by this application;
2. Certify to DOJ, under penalty of perjury, on behalf of myself and the applicant, to the best of my knowledge and belief, that the following are true as of the date of this declaration and certification: (1) The information in this application and in all supporting materials is accurate, true, and complete information on behalf of the applicant;
3. Declare the following to DOJ, under penalty of perjury, on behalf of myself and the applicant: (1) I understand that, in taking (or not taking) any action pursuant to this application, I am making a material representation; and (2) I understand that any materially false, fictitious, or fraudulent information or statement in this declaration and certification is a material representation.

7/22/2021

Grant Package

either) may be the subject of criminal prosecution (including under 18 U.S.C. §§ 1001 and/or 1621, and/or 34 U.S.C. §§ 10211-10213), and also may be subject to the federal False Claims Act (including under 31 U.S.C. §§ 3729-3730 and/or §§ 3801-3812) or otherwise.

Signed

SignerID

easterr@cityofnorthlasvegas.com

Signing Date / Time

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Certified

Southern Nevada De-Escalation Capacity Building

Community Policing Development (CPD) De-Escalation Training Solicitation

De-escalation State, Local, and Tribal Law Enforcement Agency Grants

City of North Las Vegas

Project Narrative

7-21-2021

Issue Identification and Solicitation Responsiveness

Problem: The issue to be addressed is the lack of dedicated Community Policing Development (CPD) De-escalation Training within the North Las Vegas Police Department (NLVPD) and surrounding law enforcement agencies that serve Clark County in Southern Nevada. A recent study by Mapping Police Violence indicates that the United States Police Force has been involved in 1,068 suspect fatalities since the death of George Floyd in May 2020, and according to the National Law Enforcement Officers Memorial Fund, 295 officers in the U.S. died in the line of duty throughout 2020, a number that continues to grow. The proposed project, **Southern Nevada De-Escalation Capacity Building**, will address the problem of a lack of formal, coordinated de-escalation training infrastructure for Southern Nevada's law enforcement agencies by establishing a network of certified trainers working collaboratively to develop evidence-based de-escalation skill-sets in the current and future ranks of police officers across the most populous part of the state.

The NLVPD services and enforces an estimated population of 255,327 within a 101 square mile radius and responds to more than 325,000 calls for service annually. The Department has five commands divided into 16 divisions, and currently employs a force of 325 police officers and 110 civilians. The lone minority-majority municipality in Southern Nevada, an estimated 62% of the City of North Las Vegas (CNLV) population is non-White, with a high influence of African American and Latino populations. More than 15% of North Las Vegas residents live below the federal poverty level and only 17% of residents over the age of 25 hold a bachelor's degree or higher. Prior to the outbreak of COVID-19, the city's 8% unemployment rate was almost double the national average; as a result of closures and social distancing measures, the City's rate hit over 30% at the end of May, the highest in the nation. These

economic indicators directly relate to increases in calls for service in these hardest hit communities, which, in turn, increases the need for a police force sufficiently trained in de-escalation techniques. **Southern Nevada De-Escalation Capacity Building** will not only develop training capacity within NLVPD, it will also build capacity across 53 law enforcement agencies in Clark County, a multi-jurisdictional county in which nearly 75% of Nevada's population resides. With national economists pegging Nevada as the state most susceptible to economic collapse due to COVID-19, spikes in joblessness, homelessness, and poverty are expected to drive crime rates up across the region. **Southern Nevada De-Escalation Capacity Building** is a critical investment needed now to ensure that new and veteran officers and the members of the communities they serve benefit from evidence-based de-escalation training.

Gap in existing knowledge: In 2020, the NLVPD implemented a de-escalation component to its internal training in response to controversial use of police force incidents across the nation. The current module - a 30-minute video - is too brief and incomprehensive to be effective. This gap is magnified by the lack of de-escalation training on a regional level, which leaves nearly all law enforcement agencies in Southern Nevada unequipped to meet the changing demands of both Nevada legislature and the community at large. Passed by the State legislature in 2020, Assembly Bill 478 requires that each law enforcement agency in the state of Nevada examine their specific policies and procedures concerning use of force and force options, and tailor their training program to include techniques for de-escalation. Building on this initial step, the newly passed State Senate Bill 212 requires a peace officer to “use de-escalation techniques and alternatives to the use of force whenever possible or to an extent that is appropriate and consistent with the training of the peace officer.” These legislative mandates will ultimately help close the gap in de-escalation preparedness in Nevada, but do not come with the resources

required to achieve their goals. **Southern Nevada De-Escalation Capacity Building** addresses both new Nevada laws by seeking to develop a standardized, evidence-based training program for the entire region and supporting the resulting network of trainers by establishing an interconnected community of learners.

Responsiveness to solicitation: In alignment with the CPD De-Escalation Training solicitation, CPD funds will be utilized to build the capacity of law enforcement in Southern Nevada to implement community-policing strategies by building knowledge about effective practices and outcomes related to de-escalation and supporting a new, creative approach to promoting safe communities through the incorporation of formal, evidence-based de-escalation training.

Through implementation of the project, the NLVPD will have the necessary resources to comply with new Nevada legislation that requires de-escalation training in law enforcement agencies throughout the State and implement a proven method of reducing violence between law enforcement and citizens. **Southern Nevada De-Escalation Capacity Building** will facilitate capacity building across the region by developing 200 trainers across 53 agencies by increasing their knowledge, awareness, skills, and abilities pertaining to de-escalation techniques; build internal NLVPD de-escalation proficiency and capacity through the certification of 20 trainers; develop robust, evidence-based de-escalation training modules for use in both in the NLVPD and the Regional Police Academy; create a network of regional De-Escalation trainers and establish a learning community that meets quarterly to discuss training needs, issues, and impact; and acquire virtual reality equipment to provide effective and ongoing de-escalation training for new and veteran officers in Southern Nevada.

Impact on mission: The NLVPD's mission is to encourage and engage the community to work as one to provide a safe, secure, and enjoyable community. This is accomplished by protecting lives

and property; maintaining social order by enforcing federal, state, and local laws; working in a collaborative effort with the community to identify problems and disorder; and involving the community in the search for solutions. Implementing internal and regional de-escalation training for the NLVPD and surrounding agencies will enhance this mission by fostering the relationship between law enforcement and the community through consistent demonstration of community policing strategies and de-escalation techniques, which have proven to be effective in managing encounters with the public. Furthermore, the project will bolster the mission of the NLVPD's multifaceted Community Oriented Policing (COP) Division, which encompasses various programs designed to reduce crime, reduce the fear of crime, and enhance the relationships within the City of North Las Vegas. Through the COP Division, NLVPD has institutionalized its commitment to community policing, and the **Southern Nevada De-Escalation Capacity Building** project dovetails perfectly with the work of the division. A reduction in use of force during policing will increase the safety of both police officers and the public, in addition to enhancing the relationship between NLVPD and the community at large.

Task breakdown and description: **Southern Nevada De-Escalation Capacity Building** is a comprehensive project with wide-reaching but tightly aligned components. Once awarded, the first task will be to contract and coordinate regional training dates and site logistics with the selected training provider, The Force Science Institute. The NLVPD will then market the first of two trainings and register law enforcement officers from across the region. The department has already established agreements with a number of regional law-enforcement agencies to send their officers to the regional training, and is continuing outreach. Additional marketing is also critical to ensure that as many officers undergo training as possible, as this will enhance the overall

impact of the project. Additional information on the marketing plan is provided in the “Impact on the Field” section.

Once all logistics are settled and participants are registered, the NLVPD will host the first of two trainer development events, with 100 participants representing various agencies in attendance. The training will be held at the brand new Nevada Joint Training Center (NJTC), a \$25 million state-of-the-art Reality Based Training facility campus for Nevada’s first responders. This new facility was built to provide essential, life-saving training to local, state, and national law enforcement officers and first responders. Developed in response to the mass shooting at the Route 91 festival on the Las Vegas Strip in October 2017, the NJTC contains more than 125,000 dedicated square feet of the most modern training resources found in the country, including mat rooms, classrooms, and an indoor, climate and environmentally controlled tactical training village that enables First Responders to train realistically for a variety of events and encounters. Leveraging this new training facility will provide an optimum space for the Force Science Institute train-the-trainer sessions. Participants will complete the “Realistic De-Escalation Instructor Course,” a two-day, 16-hour train-the-trainer module that thoroughly dissects the complex concept of de-escalation and the many elements in determining its feasibility or effectiveness in a variety of encounter types. The “Realistic De-escalation Instructor Course” has been certified for sixteen hours of Continued Law Enforcement Education (CLEE) credits through the International Association of Directors of Law Enforcement Standards and Training (IADLEST) for their National Certification Program (NCP) review for POST accreditation. This course is designed for law enforcement trainers, whether they deal with street officers, field supervisors, investigators, attorneys, administrators, or any other group within law enforcement. Based on unbiased scientific realities, the Force Science Institute’s

research into human behavior as it applies to high-pressure encounters and de-escalation provides essential insights for law enforcement personnel at all levels and is designed to be the basis for de-escalation training for police. Participants in the course will learn concepts and methods that support de-escalation efforts when personal connections can be made between officers and subjects. Attendees will be given knowledge regarding ways to help people in a state of mental health crisis, or whose perception of reality is altered. Law enforcement officers using the lessons from this course will be able to better manage human beings with better skills around establishing contact, building rapport, and gaining influence to achieve police objectives. The NLVPD will then repeat the steps to coordinate, market, and register participants for Training 2, which will transpire seven months after Training 1 and result in an additional 100 certified trainers. Two sessions are needed to maximize the number of resulting certified trainers and ensure all regional agencies are able to be represented in the classes and resulting training network.

The next set of deliverables involves building de-escalation proficiency within the NLVPD. After the first train-the-trainer is complete, the Project Manager will identify a small group of newly certified trainers from the NLVPD Training Division's Defensive Tactics Cadre to develop two separate internal de-escalation curricula that incorporate the elements and evidence-based techniques learned at the Force Science regional training. The first curriculum will be developed as an exhaustive baseline training for all current NLVPD officers and recruits in the academy to build their de-escalation competency. Once developed, all NLVPD officers will complete this module. Additionally, Southern Nevada has a cross-jurisdictional Regional Police Academy, hosted at the College of Southern Nevada, which provides a pipeline for all major law enforcement agencies. This module will be added to the Regional

Police Academy curriculum, and between 100-150 recruits will complete the training as part of their onboarding annually. Positioning the core training module in the Academy will ensure that all recruits throughout the region will receive standardized de-escalation training as part of their required onboarding to sworn officer status. The second curriculum will be developed and delivered as an annual “refresher” training for all NLVPD officers. It will be designed to highlight core competencies of the de-escalation framework and provide an opportunity for officers to practice techniques and demonstrate mastery. This curriculum will evolve based on best practices and lessons learned in the field to ensure maximum relevance and impact. NLVPD officers will be required to complete the refresher course annually. Once finalized, the Defensive Tactics Cadre from the Training Division will begin initial internal NLVPD training as well as delivering training at the Regional Police Academy. NLVPD’s enterprise training management software will be utilized to track officers’ completion of training as well as overall internal training progress and metrics.

The NLVPD will increase available resources for effective de-escalation training by purchasing a set of virtual reality de-escalation training headsets for use in the Regional Police Academy and internal training to supplement the traditional classroom setting. The availability of the VR training equipment will enhance de-escalation training for both NLVPD officers and Southern Nevada’s recruit pipeline by providing a cutting edge and flexible way to train and assess officer proficiency. VR provides a more immersive, true-to-life training environment that has been proven to increase learning retention, reduce costs, and eliminate human error. It also provides real-time data and analytics on training efficacy. An explicit VR component will be incorporated into both de-escalation curricula and will align and enhance the fundamentals of the Force Science Institute training.

Lastly, the NLVPD will create and lead a network of regional de-escalation trainers and establish a learning community that will meet regularly to discuss the efficacy of the training received and further training needs. The network will connect law enforcement personnel from across the region that have been certified as de-escalation trainers through the Force Science training program. This network will provide an ongoing sounding board for regional trainers to share best practices, engage in shared problem solving, and strengthen cross-jurisdictional relationships. It will also include formal quarterly meetings to convene trainers where updates, successes, and struggles will be shared. Trainers will also be connected through technology, including dedicated social media platforms and other community connectivity applications for real-time collaboration and feedback. Information gathered in the aforementioned meetings will be utilized to modify future training within both the NLVPD and the region to promote continuous improvement of the de-escalation modules.

Alignment with solicitation goals and requirements: The aforementioned deliverables align directly with the goals and objectives of the CPD De-Escalation Training Program in several ways. The Force Science Institute training is a nationally certified and evidence-based approach to building de-escalation training capacity. Trainers will be equipped with scientific knowledge of resolution methods for potentially violent confrontations between law enforcement officers and subjects. This information will help participants assess the circumstances accurately and defuse those situations without violence when possible, using easy-to-grasp and successfully applied tactics to receive voluntary compliance and prevent use-of-force crises from erupting. Regarding duration, a two-day course is ideal in that it encapsulates all components of de-escalation techniques in a compacted span of time. The training is accessible, as it is designed for various types of law enforcement officers and is open to all agencies in the region. Lastly, the

trainings are memorable and innovative due to the incorporation of virtual reality equipment. The region has never implemented de-escalation training capacity building at this scope, and NLVPD is upgrading from a simple video to a robust, comprehensive, and engaging training that will ultimately meet the goals of the solicitation, the NLVPD, Clark County, and Nevada legislature.

Impact on the Field

Impact: Two hundred participants will complete the regional trainings (100 per training) and will represent various law enforcement agencies across the Southern Nevada region, including, but not limited to, Mesquite PD, The Clark County School District Police Department, The NV Taxicab Authority Enforcement and Investigations Unit, the Cannabis Compliance Board of Nevada, and the Nye County Juvenile Probation Department. NLVPD will develop 20 internal trainers from the regional training who will go on to provide training for incoming officers at the academy, as well as all remaining NLVPD officers for their annual refresher course. At present, the NLVPD conducts two academies per year with an average of 40-60 recruits in attendance, amounting to a total of 80-120 recruits annually. Ongoing in-service training will reach the department's 325+ officers who require annual recertification in the NLVPD.

How project addresses gap in knowledge or practice: The lack of a comprehensive, full-scale de-escalation training both within the NLVPD and in surrounding agencies places officers in the region and the individuals they encounter at risk for their safety, among other consequences. Because officers are unequipped with the knowledge and means to prevent potentially dangerous or fatal situations from occurring, they are subjected to excessive stress, trauma, and other ramifications, such as depression, anxiety, sleep deprivation, PTSD symptoms, further public outcry and turmoil, and/or lawsuits resulting from potential injuries or fatalities. In addition to

preventing these issues, implementing the proposed training will also facilitate Southern Nevada law enforcement agencies' ability to adhere to legislative requirements and serve as an example for law enforcement agencies in other areas who lack a similar type of training. Internal de-escalation training for veteran NLVPD officers and those in the academy pipeline will build a critical proficiency for the police force of Nevada's largest minority-majority jurisdiction. Moreover, the train-the-trainer will benefit the entire region of Southern Nevada by including seats for each of the 53 law enforcement agencies currently protecting Clark County. The intra-agency training that results from this capacity-building work will equip thousands of law enforcement personnel with evidence-based de-escalation strategies, extending to the region's 2.3 million citizens. **Southern Nevada De-Escalation Capacity Building** is not a duplication of other efforts by the COPS Office or other DOJ component, as it is solely focused on regional and internal de-escalation training.

Performance measures: Measuring performance for the project is essential in understanding its success and challenges, and data collection will be a key element of program implementation. Concrete performance measures for the program include: the number of officers trained as trainers through the regional training, the number of officers trained within the NLVPD annually, a 100% training completion rate for NLVPD academy recruits, a 100% annual refresher training completion rate for veteran NLVPD officers, and quarterly meetings with certified de-escalation trainers from participating agencies. The first data point to be tracked is the number of officers trained, differentiated by regional train-the-trainer and internal training. As mentioned previously, it is the NLVPD's goal to recruit and develop a total of 200 officers via the regional training (100 per training event), inclusive of 20 NLVPD trainers. This data will be tracked by the Training Coordinator and will be a core responsibility of this position. The Project Manager

and Training Coordinator will also ensure that 100% of NLVPD officers complete the initial training, 100% of academy recruits complete the training as part of their onboarding, and that 100% of veteran officers complete the annual refresher training in subsequent years. The final performance measure will be the quarterly meetings for certified de-escalation trainers, which will be managed by the NLVPD Training Division. The Project Manager and Training Coordinator will create a master list of certified de-escalation trainers in Southern Nevada who attended the regional training, and they will build a learning community with tools for continuous collaboration. The Project Manager will schedule the meetings for certified trainers to attend on a quarterly basis.

Marketing plan: The Training Coordinator will utilize the statewide Nevada Peace Officer Standards and Training (POST) as a platform to promote the project through emails, flyers, and newsletters to all agencies in Clark County, which is anticipated to reach anywhere from 5,000 to 6,000 individuals across the 53 law enforcement agencies in Southern Nevada. The project team will use the Southern Nevada branch of POST as the primary method of dissemination of marketing materials through emails, newsletters, and social media platforms. The department will additionally request that the Southern Nevada branch promote the project on their website to maximize a diverse pool of participants. The Southern Nevada POST branch additionally engages in monthly meetings where the proposed project will be advertised to increase awareness.

Project Management Plan and Strategy

Project management plan: The following is a work breakdown structure (WBS) for the proposed CDP De-Escalation Training Project:

GOAL: Increase the certified, evidence-based De-Escalation training capacity of Southern Nevada law enforcement agencies.		
Objective/Tasks	Completion Date	Responsible Team Member(s)
1.1 Provide two certified, evidence-based onsite De-Escalation train-the-trainer sessions for a total of 200 staff from 75+ Southern Nevada law enforcement agencies.		
Contract and coordinate training dates with the provider	December 2021	Training Coordinator
Coordinate training site logistics	December 2021	Training Coordinator
Market Training 1 and register participants from across the region	February 2022	Project Manager/Training Coordinator
Host Training 1 with 100 participants representing various agencies	March 2022	Project Manager
Market Training 2 and register participants from across the region	August 2022	Project Manager/Training Coordinator
Host Training 2 with 100 participants representing various agencies	September 2022	Project Manager
1.2 Build De-Escalation proficiency within the North Las Vegas Police Department		
Certify 80% of NLVPD Defensive Tactics (DT) trainers as De-Escalation train-the-trainers.	March 2022	Project Manager
Certify 100% of NLVPD Defensive Tactics trainers as De-Escalation train-the-trainers.	September 2022	Project Manager
Develop two internal De-Escalation curriculums: one for initial training/Academy, and one annual refresher.	June 2022	DT Trainers/Program Manager
Deliver initial De-Escalation training to 100% of NLVPD officers	June 2023	DT Trainers/Training Coordinator
Deliver initial De-Escalation training to 100% of NLV Academy recruits.	June 2023- Ongoing	DT Trainers/Training Coordinator
Deliver annual refresher De-Escalation training to 100% of NLVPD officers.	June 2024 - Ongoing	DT Trainers/Training Coordinator

1.3 Create a network of regional De-Escalation trainers, led by NLVPD, and establish a learning community that meets quarterly to discuss training needs, issues, impact.		
Create a master list of certified De-Escalation trainers in Southern NV that attend the hosted training and connect them via social media and other digital collaboration platforms.	March 2022 - Ongoing	Project Manager/Training Coordinator
Schedule quarterly meetings for certified De-Escalation trainers.	June 2022 - Ongoing	Project Manager/Training Coordinator
1.4 Increase training resources available for effective De-Escalation training.		
Purchase two VR De-Escalation training headsets for use in the Regional Police Academy and train-the-trainer	January 2022	Training Coordinator

The first set of tasks will be carried out in support of the NLVPD's first objective, which is to provide two certified, evidence-based onsite de-escalation train-the-trainer sessions to a total of 200 officers from 53 Southern Nevada Law Enforcement Agencies. The Training Coordinator will be primarily responsible for contracting and coordinating training dates and site logistics with the training provider, the Force Science Institute. The Training Coordinator will additionally be responsible for coordinating dates at the Nevada Joint Training Center for Force Science Institute train-the-trainer sessions. The Project Manager and Training Coordinator will promote the Force Science Institute events, engaging in strategic marketing strategies to recruit a maximum of 100 participants per training across all agencies in the region. They will follow up with agencies who have established pre-existing agreements with the NLVPD to send their officers to the regional trainings and will enroll those officers in the trainings. The Project Manager will then be chiefly responsible for hosting the training events alongside the Force Science Institute, the training provider. The NLVPD anticipates that at least 80% of its targeted

20 DT trainers will be certified following the first regional training, and that the remaining 20% will have become certified after the delivery of the second regional training.

The next set of tasks are centralized around the second objective, which is to build de-escalation proficiency within the NLVPD. The Project Manager will identify a small team of Defensive Tactics (DT) trainers from the Training Division that have completed the first Force Science Institute training to develop two de-escalation training curricula to be used internally within the NLVPD, incorporating and modifying information and evidence-based practices gathered from the regional training. Internal training will be coordinated and delivered by the DT Trainers with support from the Training Coordinator. The learning community of regional de-escalation trainers will be created after the delivery of the first training, and expanded to 200 members once the second train-the-trainer event is complete. The Project Manager will convene this group quarterly for formal meetings, along with facilitating ongoing communication and networking for the identified trainers via social media platforms and/or communication platforms, such as Slack. The final objective and subsequent deliverable is the purchasing of virtual reality de-escalation training equipment that will be used in the Regional Police Academy and internal NLVPD training. The Training Coordinator will be responsible for acquiring this equipment, which will dramatically enhance the effectiveness of the training by creating real-life simulations that officers will encounter when implementing the learned, evidence-based techniques.

Project specific risks: There are few risks that may be encountered throughout implementation of the proposed project. In the event COVID-19 precludes the NLVPD from hosting the proposed regional training in person, the department will utilize its resources to shift to a virtual training platform, which has been done in the past. A second risk pertains to the issue of attrition, as a

reduction in the number of participating officers and their interest in the project will diminish training capacity. Attrition will be mitigated by certifying a total of 20 NLVPD trainers to ensure a deep bench of qualified personnel is ready to meet training needs. Attrition is further mitigated by developing an engaging and relevant training utilizing virtual reality equipment. Another risk factor is a lower than expected registration rate for the train-the-trainer sessions. In the event either or both of the Force Science sessions do not fill up, the NLVPD will take additional measures to market the program by utilizing the Northern Nevada branch of POST to encourage law enforcement officers from Northern Nevada to attend the regional training. Such efforts can potentially be extended to Western states surrounding Nevada, including California and Arizona. A risk for all training projects is compromised efficacy, as a lack of consistency in training delivery across multiple jurisdictions could lead to varying levels of de-escalation competency and implementation across the region. This concern is mitigated through the establishment of the community of learning among certified trainers (including quarterly meetings), as well as project inclusion in the NLVPD's annual symposium on defensive tactics. The symposium is an internal opportunity to discuss and refine various training and implementation strategies, and the de-escalation modules will be included in the agenda each year. Additionally, the abovementioned quarterly meetings will identify areas of improvement and the need for modification in specific agencies and/or circumstances to be implemented in future training. They will create an opportunity to have targeted networking around de-escalation training requirements and build capacity in collaboration beyond the meetings, strengthening the respective training curricula.

Experience and Capacity

Capacity of NLVPD to carry out the proposed plan: The NLVPD is mindful of the increasing importance of de-escalation training to ensure the safety and vitality of the community. While a robust de-escalation training program within the NLVPD will be the first of its kind, the NLVPD Training Division has successfully implemented various training initiatives in support of officer safety and community wellbeing. In 2019, the NLVPD Training Division delivered a total of 34 trainings on topics such as defensive tactics, firearms training, opioid/narcotics training, women's safety, and body worn camera training. In 2020, COVID significantly impacted the training schedule, but the Division still delivered 11 trainings, including an advanced academy for corrections officers, defensive tactics, less lethal instruction, computer voice stress analyzer, and street crimes. Twenty-nine trainings have been delivered thus far in 2021, covering topics such as developing a culture of leadership, trauma management, the Mexican drug cartel, interview and interrogation in narcotics cases, and training instructor development.

Key Personnel/Departments: **Project Manager (Captain Michael Harris):** Cpt. Harris will oversee the development and delivery of both regional and internal curricula and will assist with the coordination and management of Defensive Tactics (DT) Trainers regarding their own certification, curriculum development, and delivery of internal training. He will additionally be responsible for marketing and hosting the trainings, alongside the Training Coordinator, the Force Science Institute, and DT Trainers. He will spearhead the development of the regional trainer community, including scheduling the quarterly meetings and creating various spaces and tools for collaboration. Cpt. Harris has been a police officer for nearly 23 years. He began teaching in the Marine Corps and received his first Instructor Development Certification in 2001, followed by his second in 2015. During his time as a police instructor, Cpt. Harris served as a

defensive tactics instructor, firearms instructor, use of force instructor, field training officer, police academy TAC officer, and emergency vehicle operations. Upon being promoted to the rank of Sergeant, he was assigned to the Training Division where he oversaw and instructed in-service department training. His current duties as Captain include oversight of NLVPD in-service training and the Regional Police Academy, development of Training Division policies and procedures, and implementation of all new and required training needs for the NLVPD.

Training Coordinator (Kathleen Noahr): Ms. Noahr will be primarily responsible for coordinating with trainers, site logistics, recruitment of participant agencies, coordinating internal training development, and assisting with academy training implementation. Ms. Noahr possesses 13 years of experience as a training coordinator within the NLVPD and has completed training in the areas of supervision, leadership, and department training. She is additionally FBI-certified in instructor development. As a training coordinator, she is well versed in budget management, planning long-range goals and objectives for the NLVPD Training Division, and developing policies and procedures for the Division. She also has experience in training program development and course instruction.

NLVPD Training Division/Defensive Tactics Cadre: The mission of the NLVPD Training Division is to provide the highest quality of training, instruction, and evaluation to Department Personnel. The goals of the Training Division are to ensure all training is properly documented and maintained, ensure required and mandatory trainings are offered annually, ensure specialized and refresher trainings are offered to department personnel, ensure continuous instructor/trainer development, administer, and oversee field training and evaluation programs, and to conduct needs assessment and evaluation of training effectiveness. The NLVPD Training Division's Defensive Tactics (DT) cadre will be chiefly responsible for developing, coordinating, and

delivering the internal de-escalation training curricula to be used for current NLVPD officers, the Regional Police Academy, and the annual refresher course. All 20 members of the DT team will be certified as de-escalation trainers through the project.

Grants Development and Administration: Overall grants management will be the shared responsibility of the NLVPD, the City of North Las Vegas Finance Division, and the Grants Development and Administration (GDA) Department. Upon notice of award, the GDA will coordinate with the City Attorney's office to expedite award acceptance, a process which has already begun with initial review of the award conditions posted in the solicitation. The project will be assigned a grant accountant responsible for financial management and reporting on the award, including tracking expenditures and adhering to the award conditions. GDA will ensure all programmatic and fiscal compliance requirements are followed, including general oversight, adherence to 2 CFR 200 and other applicable regulations, and financial and programmatic reporting.

Southern Nevada De-Escalation Capacity Building

Community Policing Development (CPD) De-Escalation Training Solicitation

De-escalation State, Local, and Tribal Law Enforcement Agency Grants

City of North Las Vegas - NLVPD

Budget Narrative

7-21-2021

BUILDING

Equipment

Funding is requested (\$60,000) to purchase a virtual reality de-escalation training system providing interactive testing/assessment and immersive hands-on scenario-based exercises with detailed debriefing and after-action review. The virtual reality system will be utilized to increase knowledge, skills and confidence in a safe, challenging environment that is interactive and engaging. The system is a versatile training tool that can be utilized in small spaces (as small as 5x5 feet) as well as large areas. The virtual reality system includes a headset for both the trainer and trainee to facilitate interactive training modules. This hardware will be used to supplement the evidence-based training received as part of the project and will be utilized at both the Regional Police Academy and during NLVPD annual refresher trainings. This will allow not only the NLVPD to benefit from the device, but all regional law enforcement jurisdictions that participate in the Regional Police Academy. The system will be procured using the City's established purchasing policy.

Supplies

Funding is requested for various consumable supplies to support the de-escalation train-the-trainer sessions (200 attendees), the resulting NLVPD and Regional Police academy de-escalation trainings (500-550 trainees per year), and the Southern Nevada De-Escalation Trainers Network. This also includes printing for various marketing and instructional materials. Supplies include train-the trainer workbooks, pens, notepads, and folders.

Requested supplies funding includes:

- Trainer Workbooks (200 books x \$50 = \$1,000) – Force Science Institute trainer manuals for everyone completing the train-the-trainer.
- Pens/Notepads/Folders (\$3,000) – General officer supplies needed to support the training of 200 train-the-trainers through the Force Science Institute sessions; general office supplies to support the de-escalation training of up to 200 recruits over the project period at the Regional Police Academy; general office supplies needed to support the initial training and subsequent refresher training of up to 450 sworn NLVPD officers; general office supplies in support of the management of a regional de-escalation trainers network, including quarterly meetings.
- Printing (\$8,000) – Printing services for flyers and mailers to market the Force Science Institute train-the-trainer sessions two times at over 50 regional law enforcement partners; printing for flyers and other marketing material for initial NLVPD de-escalation training and annual refreshers; printing for workbooks, reference, guides, and assessments/tests for up to 550 trainees each year in both the NLVPD and Regional Training Academy; printing expenses related to quarterly De-escalation training meetings for up to 200 regional trainers.

BUILDING

Procurement contracts

Funding (\$60,000) is requested to contract with the Force Science Institute to provide two, 2-day, 16 hour de-escalation train-the-trainer modules on-site in Las Vegas. Force Science Institute will conduct the IADLEST-certified "Realistic De-Escalation Instructor Course" twice during the period of performance, and each session will result in 100 certified de-escalation trainers across 53 Southern Nevada law enforcement agencies. It will be offered twice to maximize the number of attendees and number of represented agencies. The goal of this program is to equip professional trainers with the scientific knowledge of [resolution](#) methods for potential violent confrontations between law officers and subjects. This information will help participants assess the circumstances accurately and defuse those situations without violence when possible, using easy-to-grasp and successfully applied tactics to receive voluntary compliance and prevent use-of-force crises from erupting. Due to the course's focus on helping participants teach their colleagues the concepts of realistic de-escalation, the information can spread widely through police departments and law enforcement agencies. When departments incorporate de-escalation training for police informed by in-depth expert research, personnel are better prepared to deal with some of the most dangerous scenarios, not just to them but to public safety. This includes difficult cases such as "suicide by cop" calls and encounters in which the subject is experiencing an altered perception of reality. The ultimate goal of the "Realistic De-Escalation Instructor Course" is to more widely disseminate an understanding of the human factors and performance research data that can change and improve officers' approach to force encounters. To make these concepts into mainstays in law enforcement agencies in Southern Nevada, those departments will need experienced and well-prepared trainers. Graduates of this course can take on those demanding educational roles, helping their students, in turn, avoid arrest-related deaths, as well as danger to themselves or harm to bystanders.

The "Realistic De-escalation Instructor Course" has been certified for sixteen hours of Continued Law Enforcement Education (CLEE) credits through the [International Association of Directors of Law Enforcement Standards and Training \(IADLEST\)](#) for their National Certification Program (NCP) review for POST accreditation.

Other costs

Training Division Officer OT: 5 officers x 40hrs x \$80/hr = \$16,000

Funding is requested to provide overtime pay (average of \$80/hr) for a total of up to 200 hours for up to five members of the NLVPD Training Division to develop two de-escalation curricula based on the principles and foundations learned during the Force Science Institute train-the-trainer sessions. OT will be used to develop both the baseline de-escalation curriculum for all current staff and continued use in the Regional police Academy, along with a second "refresher" curriculum that will be provided to existing NLVPD officers on an annual basis. This time will be used to apply the lessons and fundamentals from the train-the-trainer session into a comprehensive and customized curriculum that aligns with (as well as leads to the development of) NLVPD policy and procedure. Up to five officers who are certified

BUILDING

as trainers will be used to develop these curricula utilizing the allotted OT. NLVPD OT policy and procedure will be followed to ensure OT is both necessary and approved.

Indirect costs

$\$149,000 \text{ (MTDC)} \times 10\% \text{ (de minimis rate)} = \$14,900 \text{ IDC}$

The City of North Las Vegas is eligible and is electing to claim the 10% de minimis indirect cost rate on Modified Total Direct Costs (MTDC) as allowed per 2 CFR 200.214.

GOAL: Increase the certified, evidence-based De-Escalation training capacity of Southern Nevada law enforcement agencies.		
Objective/Tasks	Completion Date	Responsible Team Member(s)
1.1 Provide two certified, evidence-based onsite De-Escalation train-the-trainer sessions for a total of 200 staff from 75+ Southern Nevada law enforcement agencies.		
Contract and coordinate training dates with the provider, Force Science Institute	December 2021	Training Coordinator
Coordinate training site logistics	December 2021	Training Coordinator
Market Training 1 and register participants from across the region	February 2022	Project Manager/Training Coordinator
Host Training 1 with 100 participants representing various agencies	March 2022	Project Manager
Market Training 2 and register participants from across the region	August 2022	Project Manager/Training Coordinator
Host Training 2 with 100 participants representing various agencies	September 2022	Project Manager
1.2 Build De-Escalation proficiency within the North Las Vegas Police Department		
Certify 80% of NLVPD Defensive Tactics (DT) trainers as De-Escalation train-the-trainers.	March 2022	Project Manager
Certify 100% of NLVPD Defensive Tactics trainers as De-Escalation train-the-trainers.	September 2022	Project Manager
Develop two internal De-Escalation curriculums: one for initial training/Academy, and one annual refresher.	June 2022	DT Trainers/Program Manager
Deliver initial De-Escalation training to 100% of NLVPD officers	June 2023	DT Trainers/Training Coordinator
Deliver initial De-Escalation training to 100% of NLV Academy recruits.	June 2023- Ongoing	DT Trainers/Training Coordinator
Deliver annual refresher De-Escalation training to 100% of NLVPD officers.	Jun 2024 - Ongoing	DT Trainers/Training Coordinator
1.3 Create a network of regional De-Escalation trainers, led by NLVPD, and establish a learning community that meet quarterly to discuss training needs, issues, impact.		
Create a master list of certified De-Escalation trainers in Southern NV that attend the hosted training and connect them via social media and Slack or similar collaboration software.	March 2022 - Ongoing	Project Manager/Training Coordinator
Schedule quarterly meetings for certified De-Escalation trainers.	June 2022 - Ongoing	Project Manager/Training Coordinator
1.4 Increase training resources available for effective De-Escalation training.		
Purchase two VR De-Escalation training headsets for use in the Regional Police Academy and train-the-trainer	January 2022	Training Coordinator



Clark County School District Police Department

Henry M. Blackeye,
Interim Chief

120 Corporate Park Drive
Henderson, Nevada 89074

Phone: (702) 799-7830

Main Fax: (702) 799-7841

Admin Fax: (702) 799-7837

Records Fax: (702) 799-7835

www.ccsdpd.com

July 16, 2021

U.S. Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

Dear U.S. Department of Justice Office of Community Oriented Policing Services, this letter is being written to express our support of the City of North Las Vegas Police Department's (NLVPD) endeavor to provide regional and internal de-escalation training to members of law enforcement through the Community Policing Development (CPD) De-Escalation Training Program.

The Clark County School District Police Department is fully cognizant of the significance of de-escalation training to improve officers' job performance and community relationships, reduce stress and residual health problems in both peace officers and the public, and to enhance the overall safety of officers and citizens in the community. The need for de-escalation trainings in the region is augmented by Assembly Bill 478, which indicates that each law enforcement agency in the state of Nevada must examine their specific policies and procedures concerning use of force and force options, and tailor their training program to include techniques for de-escalation. Furthermore, the newly implemented Senate Bill 212 requires a peace officer to use de-escalation techniques and alternatives to the use of force whenever possible or to an extent that is appropriate and consistent with the training of the peace officer.

We are pleased to support the NLVPD initiative to help peace officers develop and maintain meaningful relationships with all segments of their communities and provide effective crime prevention, intervention, response services and resources. In this respect, we commit to sending at least two officers to their regional de-escalation training to meet the demands of the abovementioned legislature and the community at large. Please contact me with any questions you may have at 702-799-7830.

Sincerely,

A handwritten signature in black ink, appearing to be "H. Blackeye", written over a horizontal line.

Henry M. Blackeye
Interim Chief of Police

HMB/mjf

"Prevention Before Apprehension"



MaQuade Chesley
Chief of Police

July 19, 2021

U.S. Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

Dear U.S. Department of Justice Office of Community Oriented Policing Services,
This letter is being written to express our support of the City of North Las Vegas Police Department's (NLVPD) endeavor to provide regional and internal de-escalation training to members of law enforcement through the Community Policing Development (CPD) De-Escalation Training Program.

The Mesquite Police Department is fully cognizant of the significance of de-escalation training to improve officers' job performance and community relationships, reduce stress and residual health problems in both peace officers and the public, and to enhance the overall safety of officers and citizens in the community. The need for de-escalation trainings in the region is augmented by Assembly Bill 478, which indicates that each law enforcement agency in the state of Nevada must examine their specific policies and procedures concerning use of force and force options, and tailor their training program to include techniques for de-escalation. Furthermore, the newly implemented Senate Bill 212 requires a peace officer to use de-escalation techniques and alternatives to the use of force whenever possible or to an extent that is appropriate and consistent with the training of the peace officer.

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Sincerely,

Lieutenant Tracy Fails



City of North Las Vegas Municipal Court

2332 Las Vegas Blvd North • Suite 100 • North Las Vegas, Nevada 89030-6307
Telephone: (702) 633-1130 • Fax: (702) 399-6296

July 21, 2021

U.S. Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

Dear U.S. Department of Justice Office of Community Oriented Policing Services,

This letter is being written to express our support of the City of North Las Vegas Police Department's (NLVPD) endeavor to provide regional and internal de-escalation training to members of law enforcement through the Community Policing Development (CPD) De-Escalation Training Program.

North Las Vegas Municipal Court is fully cognizant of the significance of de-escalation training to improve officers' job performance and community relationships, reduce stress and residual health problems in both peace officers and the public, and to enhance the overall safety of officers and citizens in the community. The need for de-escalation trainings in the region is augmented by Assembly Bill 478, which indicates that each law enforcement agency in the state of Nevada must examine their specific policies and procedures concerning use of force and force options, and tailor their training program to include techniques for de-escalation. Furthermore, the newly implemented Senate Bill 212 requires a peace officer to use de-escalation techniques and alternatives to the use of force whenever possible or to an extent that is appropriate and consistent with the training of the peace officer.

We are pleased to support the NLVPD initiative to help peace officers develop and maintain meaningful relationships with all segments of their communities and provide effective crime prevention, intervention, response services and resources. In this respect, we commit to sending at least two officers to their regional de-escalation training to meet the demands of the abovementioned legislature and the community at large.

Sincerely,

Cindy S. Marshall
Court Administrator



PAHRUMP JUSTICE COURT

1520 E. Basin Avenue
Pahrump, Nevada 89060
(775) 751-7050 • Fax (775) 751-7059
www.pahrumpjusticecourt.com
pjc@pahrumpjusticecourt.com

July 21, 2021

U.S. Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

Dear U.S. Department of Justice Office of Community Oriented Policing Services,

This letter is being written to express our support of the City of North Las Vegas Police Department's (NLVPD) endeavor to provide regional and internal de-escalation training to members of law enforcement through the Community Policing Development (CPD) De-Escalation Training Program.

Pahrump Justice Court is fully cognizant of the significance of de-escalation training to improve officers' job performance and community relationships, reduce stress and residual health problems in both peace officers and the public, and to enhance the overall safety of officers and citizens in the community. The need for de-escalation trainings in the region is augmented by Assembly Bill 478, which indicates that each law enforcement agency in the state of Nevada must examine their specific policies and procedures concerning use of force and force options, and tailor their training program to include techniques for de-escalation. Furthermore, the newly implemented Senate Bill 212 requires a peace officer to use de-escalation techniques and alternatives to the use of force whenever possible or to an extent that is appropriate and consistent with the training of the peace officer.

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Sincerely,

A handwritten signature in blue ink, appearing to read "Kent Jasperson", is written over a horizontal line.

Kent Jasperson
Justice of the Peace



Steve Sisolak
Governor

Richard Whitley, MS
Director



**DEPARTMENT OF
HEALTH AND HUMAN SERVICES**
Division of Child and Family Services
Helping people. It's who we are and what we do.



Ross Armstrong
Administrator

July 21, 2021

U.S. Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

Dear U.S. Department of Justice Office of Community Oriented Policing Services,

This letter is being written to express our support of the City of North Las Vegas Police Department's (NLVPD) endeavor to provide regional and internal de-escalation training to members of law enforcement through the Community Policing Development (CPD) De-Escalation Training Program.

State Of Nevada, Youth Parole Bureau is fully cognizant of the significance of de-escalation training to improve officers' job performance and community relationships, reduce stress and residual health problems in both peace officers and the public, and to enhance the overall safety of officers and citizens in the community. The need for de-escalation trainings in the region is augmented by Assembly Bill 478, which indicates that each law enforcement agency in the state of Nevada must examine their specific policies and procedures concerning use of force and force options, and tailor their training program to include techniques for de-escalation. Furthermore, the newly implemented Senate Bill 212 requires a peace officer to use de-escalation techniques and alternatives to the use of force whenever possible or to an extent that is appropriate and consistent with the training of the peace officer.

We are pleased to support the NLVPD initiative to help peace officers develop and maintain meaningful relationships with all segments of their communities and provide effective crime prevention, intervention, response services and resources. In this respect, we commit to sending at least two officers to their regional de-escalation training to meet the demands of the abovementioned legislature and the community at large.

Sincerely,

A handwritten signature in blue ink that reads "David Laity, Chief".

David Laity,
Youth Parole Bureau Chief

STATE OF NEVADA
FIFTH JUDICIAL DISTRICT COURT
JUVENILE DIVISION

NYE COUNTY • ESMERALDA COUNTY
JUVENILE PROBATION DEPARTMENT

July 19, 2021

U.S. Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

Dear U.S. Department of Justice Office of Community Oriented Policing Services,

This letter is being written to express our support of the City of North Las Vegas Police Department's (NLVPD) endeavor to provide regional and internal de-escalation training to members of law enforcement through the Community Policing Development (CPD) De-Escalation Training Program.

Nye County Juvenile Probation is fully cognizant of the significance of de-escalation training to improve officers' job performance and community relationships, reduce stress and residual health problems in both peace officers and the public, and to enhance the overall safety of officers and citizens in the community. The need for de-escalation trainings in the region is augmented by Assembly Bill 478, which indicates that each law enforcement agency in the state of Nevada must examine their specific policies and procedures concerning use of force and force options, and tailor their training program to include techniques for de-escalation. Furthermore, the newly implemented Senate Bill 212 requires a peace officer to use de-escalation techniques and alternatives to the use of force whenever possible or to an extent that is appropriate and consistent with the training of the peace officer.

We are pleased to support the NLVPD initiative to help peace officers develop and maintain meaningful relationships with all segments of their communities and provide effective crime prevention, intervention, response services and resources. In this respect, we commit to sending at least two officers to their regional de-escalation training to meet the demands of the abovementioned legislature and the community at large.

Sincerely,



Thaddeus Rucker
Chief Juvenile Probation Officer



STEVE SISOLAK
Governor

CANNABIS COMPLIANCE BOARD STATE OF NEVADA

ccb.nv.gov
1550 College Parkway, Suite 142
Carson City, Nevada 89706
Phone: (775) 687-6299

Grant Sawyer Office Building, Suite 4200
555 E. Washington Avenue
Las Vegas, Nevada 89101

HON. MICHAEL DOUGLAS
Chair

TYLER KLIMAS
Executive Director

July 19, 2021

U.S. Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

Dear U.S. Department of Justice Office of Community Oriented Policing Services,
This letter is being written to express our support of the City of North Las Vegas Police Department's (NLVPD) endeavor to provide regional and internal de-escalation training to members of law enforcement through the Community Policing Development (CPD) De-Escalation Training Program.

Cannabis Compliance Board Enforcement Division is fully cognizant of the significance of de-escalation training to improve officers' job performance and community relationships, reduce stress and residual health problems in both peace officers and the public, and to enhance the overall safety of officers and citizens in the community. The need for de-escalation trainings in the region is augmented by Assembly Bill 478, which indicates that each law enforcement agency in the state of Nevada must examine their specific policies and procedures concerning use of force and force options, and tailor their training program to include techniques for de-escalation. Furthermore, the newly implemented Senate Bill 212 requires a peace officer to use de-escalation techniques and alternatives to the use of force whenever possible or to an extent that is appropriate and consistent with the training of the peace officer.

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Sincerely,

A handwritten signature in black ink, appearing to read "H. Withers". To the right of the signature is a handwritten "P# 301".

Lead Investigator III Heather Withers

STEVE SISOLAK
Governor

TERRY REYNOLDS
Director



JD DECKER
Interim Administrator

STAN OLSEN
Chairman

STATE OF NEVADA
DEPARTMENT OF BUSINESS AND INDUSTRY
TAXICAB AUTHORITY

2090 East Flamingo Road, Suite 200
Las Vegas Nevada 89119

Telephone (702) 668-4000 • Fax (702) 668-4008
<http://taxi.state.nv.us>

Members
ROGER C. THOMPSON, PhD
RICHARD DAVID GROOVER
CINDY M. RODRIGUEZ
DAN R. REASER

July 19, 2021

U.S. Department of Justice
Office of Community Oriented Policing Services
145 N Street NE
Washington, DC 20530

Dear U.S. Department of Justice Office of Community Oriented Policing Services,

This letter is being written to express our support of the City of North Las Vegas Police Department's (NLVPD) endeavor to provide regional and internal de-escalation training to members of law enforcement through the Community Policing Development (CPD) De-Escalation Training Program.

The Nevada Taxicab Authority is fully cognizant of the significance of de-escalation training to improve officers' job performance and community relationships, reduce stress and residual health problems in both peace officers and the public, and to enhance the overall safety of officers and citizens in the community. The need for de-escalation trainings in the region is augmented by Assembly Bill 478, which indicates that each law enforcement agency in the state of Nevada must examine their specific policies and procedures concerning use of force and force options, and tailor their training program to include techniques for de-escalation. Furthermore, the newly implemented Senate Bill 212 requires a peace officer to use de-escalation techniques and alternatives to the use of force whenever possible or to an extent that is appropriate and consistent with the training of the peace officer.

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Sincerely,

A handwritten signature in black ink, appearing to read "Ruben V. Aquino, Jr.", written over a circular stamp or seal.

Ruben V. Aquino, Jr., Chief Investigator
TA Enforcement and Investigations Unit
aquinor@taxi.state.nv.us
DD: 702.668.4070



Nevada Department of Business & Industry

MICHAEL HARRIS

2250 Las Vegas Blvd. North, North Las Vegas, NV 89030 · (702) 633-1720

Harrism@cityofnorthlasvegas.com

EXPERIENCE

JULY 4, 2020 – PRESENT

POLICE CAPTAIN, NORTH LAS VEGAS POLICE DEPARTMENT

Perform the day-to-day management, direction, and supervision of staff and activities of the Operations Support Command and ensure operational readiness (i.e. supervise the police training academy, department training division, recruiting division, backgrounds division, crime analysis division and community engagement division).

JUNE 19, 2019 – JULY 3, 2020

POLICE SERGEANT, NORTH LAS VEGAS POLICE DEPARTMENT

Responsible for supervising, directing, and participating in the activities of subordinate officers and civilian staff and performing administrative, technical, and specialized police work (i.e. supervise department training division and community engagement division).

EDUCATION

MAY 2020

CRIMINAL JUSTICE (AAS), COLLEGE OF SOUTHERN NEVADA

The study of criminal justice and corrections involves research methods for criminology, criminological theory and the psychology behind criminal behavior.

SKILLS

- Communications
- Vertical and horizontal leadership

- Department trainer
- Course organizer

KATHLEEN ERIN NOHR

SUMMARY OF QUALIFICATIONS

- Thirteen years experience as a Training Coordinator with the North Las Vegas Police Department
- Completed Supervision and Leadership training
- Experienced in maintaining budgets
- Assisted in planning long range goals and objectives for the NLVPD Training Division
- Developed Policies and Procedures for the NLVPD Training Division
- Trained as a Department Training Officer (San Jose Model)
- Coordinated In-Service Training
- Developed and maintains the Learning Management System currently used in the Training Division
- Instructor Development Certified through the FBI
- Instructed various classes
- Developed Training Programs
- Demonstrated ability to improve work processes to enable better efficiency.
- Hardworking, conscientious, efficient, and detail-minded.
- Extremely dependable in completing projects accurately and on time.
- Demonstrated the ability to effectively work with little or no direct supervision.

EDUCATION

Bachelor of Science in Business Administration
University of Nevada, Las Vegas

December 2006
LAS VEGAS, NV 89154

Las Vegas High School

June 1990 (With Honors)

RELEVANT TRAINING/COURSES

- | | |
|---|--------------------------------|
| * CONFLICT MANAGEMENT SKILLS FOR WOMEN | * EMPLOYEE DEVELOPMENT |
| * DEVELOPING PERFORMANCE LEADERSHIP FOR SUPERVISORS | * LEADERSHIP ACADEMY |
| * LEADERSHIP & MGT. SKILLS FOR WOMEN | * MID-MANAGEMENT LEADERSHIP |
| * MAKING THE TRANSITION FROM STAFF TO SUPERVISOR | * PERFORMANCE & ACCOUNTABILITY |
| * SUPERVISOR LIABILITY | * TEAM BUILDING |
| * ORAL COMMUNICATIONS | * MARKETING MANAGEMENT |
| * INTRODUCTION TO PERSONAL COMMUNICATIONS | * BUSINESS WRITING |
| * OPERATIONS MANAGEMENT | * STATISTICAL ANALYSIS |
| * PRINCIPALS OF MGMT. & ORGANIZATIONAL BEHAVIOR | * BUSINESS LAW I & II |
| * LEGAL ENVIRONMENT | * STATISTICAL METHODS |
| * STRATEGY FORMULATION | |

RELEVANT EXPERIENCE

TRAINING COORDINATOR EXPERIENCE

- Reviews, evaluates and monitors annual compliance for Nevada POST requirements and Nevada Administrative codes for commissioned officers, as well as reviews the personnel training records for obtaining advanced Nevada POST certifications. Single point of contact for over 300 Officers with Nevada POST.
- Involved in making recommendations and long range goals & objectives for the North Las Vegas Police Department (NLVPD) Training Division.
- Negotiates terms for contracts with vendors for in-service training.
- Coordinates in-service training programs for both commissioned and civilian personnel to meet the needs of each division. Distributes specialized training information to specific divisions within the department.
- Experience with scheduling range masters for quarterly qualifications and firearms training.
- Oversees the development and implementation of Field Training and Evaluation Programs for all positions in the NLV Police Department. Provides recommendations to Managers and Lieutenants on the field training programs. Ensure each program is compliant with Department Policy and Procedures.
- Liaison for new employees in a Field Training Program. Meets with employees, supervisors and managers on the status of each new employee. Makes recommendations on the training program.
- Maintains the Travel/Training Budget for the Police Department. Completes purchase orders and makes recommendations for Training Division equipment/supply needs.
- Coordinates and oversees the New Hire Orientation and Advanced Academies for Commissioned Officer Personnel.
- Assists with designing and developing lesson plans and training programs to meet department requirements and policies/procedures.
- Makes recommendations on training needs for newly proposed legislation, changes to Nevada Administrative Code or NLVPD Policy and Procedure.
- Trains department personnel using the San Jose Model. Completed daily observation reports evaluating the employees daily tasks. Analyzed trainees performance based on the critical tasks of the field training programs. Developed strategies to address weaknesses. Makes recommendations to the Department Training Committee.
- Authors lesson plans and user manuals.
- Leads and directs other Training Division Personnel on daily training division tasks.
- Responsible for various duties as assigned including the coordination and scheduling of all aspects of training classes which involved communicating with other agencies and department personnel, and ensuring instructors are scheduled and classrooms set up for an appropriate learning environment.

- Developed Learning Management System process for the North Las Vegas Police Department University. Worked with IT to develop a specialized program to fit the needs of the organization. Oversees the electronic maintenance of all training records that are input into the system.
- Developed the Senior Office Assistant and Training Coordinator Training Program for the Training Division which included reviewing and analyzing the specific needs for the position and writing the evaluation anchors and the critical task list.
- Coordinates external training seminars and assists with internal training, including registration, payments, travel accommodations, and providing instruction to employees attending training. Resolve scheduling issues for employees attending training seminars. Consult with Supervisors regarding employee's training. Communicates and answer questions regarding training seminars with department employees, instructors and trainers.
- Certified in Instructor Development by the FBI which gives me the necessary training to teach classes.
- Maintains training records and training personnel files.
- Ensures training facilities are reserved and properly set up for specific training courses, which may include setting up training equipment such as computers and projectors
- Attends and participates in Training Division staff meetings.
- Coordinates the training arrangements for outside instructors co-hosting training with the department. This includes class advertising/marketing, hotel accommodations, transportation arrangements, facility arrangements and classroom setup such as refreshments and equipment for both the students and the instructor.
- Knowledge of adult learning theory and teaching methods through current attendance of various courses at UNLV. Maintains professional knowledge, skills, and abilities to promote professional development by attending various educational/training seminars such as Leadership and Supervisor Training.
- Performs tasks which require the exercise of independent judgement,
- Completes various correspondence such as memos, letters, purchase requests, etc. on a daily basis.
- Organize own work and set priorities on various projects.

PROJECT MANAGEMENT & DEVELOPMENT EXPERIENCE

- Established the Syberworks Training Project. Consulted with LVMPD and Syberworks representatives to create a personalized training program to fit the North Las Vegas Police Department's needs. The project consists of obtaining and developing a custom and reliable learning management system and implementation of a resource that will enable the Training Division to assist both commissioned and non-commissioned employees meet their annual minimum training requirements by developing course content available in an online training environment. Developed a plan of action, researched feasibility, contacted

and gained other departmental cooperation (IT), and presented it to upper level management for implementation.

- Developed the National University Project. Attend meetings with National University representatives and Training Personnel to convey the Training Division's future needs for advanced education. As a result, an on-site college for Department personnel has been coordinated and is currently in place . Since inception, this program was extended to all City employees.
- Monitored, updated and reviewed Training Budget. Analyzed and constructed fiscal reports to Command Staff regarding monthly training expenditure patterns. Researched, analyzed and made recommendations on future funding sources for the budget process.
- Analyzed past budgetary patterns, identified possible budgetary shortcoming and addresses them through the budgetary process.

EMPLOYMENT

2018 - 2019. ACTING TRAINING MANAGER, *City of North Las Vegas-Police Dept.-Training Division, North Las Vegas, NV*

2008 - Pres. TRAINING COORDINATOR, *City of North Las Vegas-Police Dept.-Training Division, North Las Vegas, NV*

2005 - 2008. SENIOR OFFICE ASSISTANT, *City of North Las Vegas-Police Dept.-Training Division, North Las Vegas, NV*

COMPUTER EXPERIENCE

- Advanced Skills in WordPerfect, Power Point, Excel, QuatroPro, Windows 2000, XP, NT
- Proficient in Oracle, Word, Publisher, Gmail, Adobe Acrobat, Plateau Software, LEA Database, Syberworks