



LAW ENFORCEMENT
APPRECIATION CEREMONY



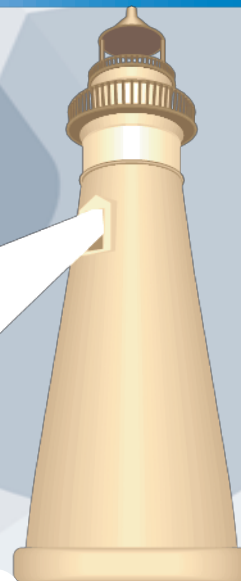
UPCOMING EVENTS



CHAPTER REPORTS

Sierra Searchlight

NORTHERN NEVADA
ASIS INTERNATIONAL
CHAPTER #164



CHAIRMAN'S CORNER

WE HELD OUR ANNUAL ELECTIONS AT THE
NOVEMBER AND HERE ARE THE NEWLY ELECTED
CHAPTER

**RESPECTFULLY SUBMITTED,
CHRIS D. BROCKWAY, MPA CPA
CHAPTER CHAIRPERSON**



Chapter Chairman
Chris Brockway, CPP



CHAPTER MEETINGS

Held the first Wednesday each month at the Atlantis Hotel Resort. starting at 11:30
am and includes lunch. Cost is \$20. Guests are encouraged
The next meeting will be : January 2nd, 2013.

We had an excellent program for our annual Law Enforcement Appreciation. As previously mentioned, we honored recipients from ten different state and local agencies, which is the most we've ever done. Please join me again in congratulating these men and women who have dedicated their lives in service to their communities:

Carson City Sheriff's Office

Recipient: Sergeant Brian Humphrey

Douglas County Sheriff's Office

Recipient: Deputy Ron Miller

Lyon County Sheriff's Office

Recipient: Deputy Pete Baltes

Nevada Department of Public Safety, Highway Patrol Division

Recipient: Trooper Ron Larson

Reno Police Department

Recipient: Officer Noah Gallop

Sparks Police Department

Recipient: Detective Clinte Bellamy

Storey county Sheriff's Office

Recipient: Deputy Adam Burkholder



“Out of every one hundred men, nine shouldn't even be there, eighty are just targets, Ten are the real fighters, and we are lucky to have them, for they make the battle. Ah, but the one, one is a warrior, and he will bring the others back.”
- Heraclitus

Truckee Meadows Community College Police Department

Recipient: Sergeant Josh Reynolds

Washoe County School District Police Department

Recipient: Officer Shannon Bevilacqua

Washoe County Sheriff's Office

Recipient: Detective Kevin Krush

You have our heartfelt gratitude for the service you perform and the sacrifices you endure for your respective communities.

Thank you for all you have done for us.

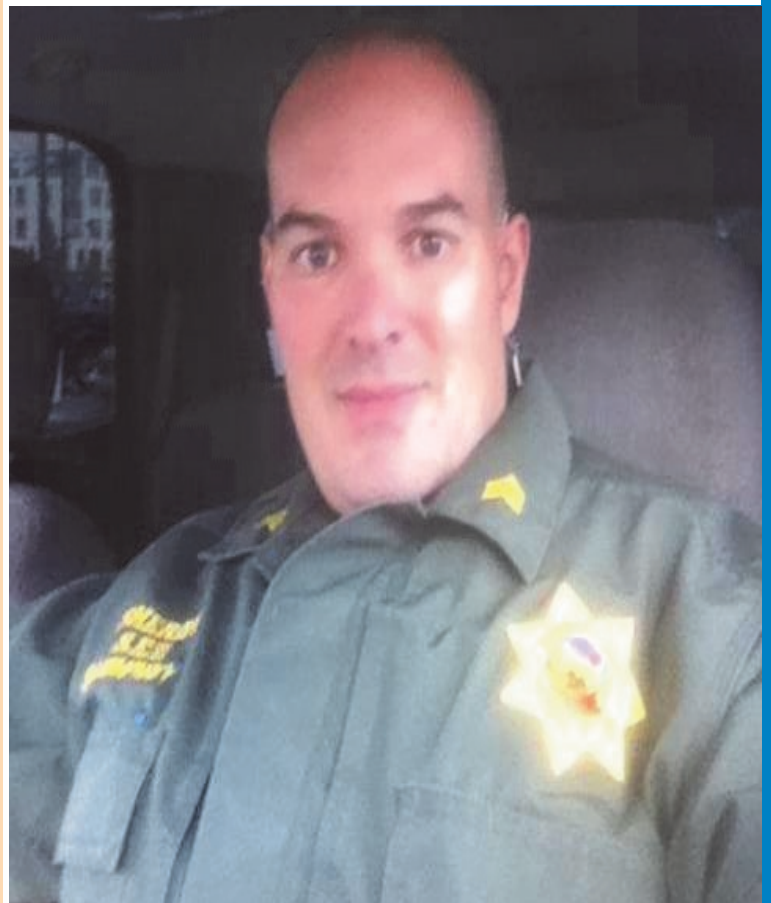
Sergeant Brian Humphrey

Sergeant Brian Humphrey is a 22 year veteran of the Carson City Sheriff's Office. Beginning his career as a dispatcher, Brian was soon hired as a deputy sheriff and has risen through the ranks, fulfilling every opportunity with distinction. Sergeant Humphrey is currently assigned to supervise the Carson City Sheriff's Office Special Enforcement Unit targeting street level drugs and Carson City portion of the Tri-County Gang Unit activities in the area. As a former K-9 handler, he is also responsible for supervising the departments K-9 program and expansion during this past year.

Sergeant Humphrey's leadership and supervisory skills have thrust the units total activities up by over 100% during 2012. In the first 10 months of the year, his unit has produced 48% of the total activities generated during the past three years. The team has carried out 303 arrests, conducted over 100 prevention presentations, and generated 6,515 other pro-active significant activities. His team, as well as other patrol division officers knows, where-ever Brian is at, there is going to be a challenge.

As a great credit to the Sheriff's Office and the business community, Sergeant Humphrey is a leader in engagement. He retains personal contacts throughout the business and casino industries in Carson, knowing full well these are our most common victims. Brian continuously exchanges critical information to businesses, frequents their properties, and fosters understandings, even by hosting security managers in his own patrol vehicle.

Sergeant Humphrey is a great credit to public safety and an extra-ordinary advantage to those he supervises. Following his lead, the entire team of officers seeks out every opportunity to do more. The great every-day quality of life that the community enjoys frequently rests with Brian and his team of drug and gang officers.





Deputy Ron Miller

Deputy Ron Miller is a 10 year veteran of the Douglas County Sheriff's Office. Deputy Miller is currently assigned to the Investigations Division as a Gang Investigator / member of the Tri-County Gang Unit. Deputy Miller is also Field Training Officer, Drug Recognition Expert and a current Terrorism Liaison Officer. As a member of the Tri-County Gang Unit, Deputy Miller has maintained files and collected intelligence on known gang members, has taught over 300 classes to law enforcement, teachers, children as well as other members of the community and has testified as a gang expert in multiple jurisdictions including being certified as a gang expert on La Nuestra Familia / Nortenos by the 9th Judicial District Court. Deputy Miller has completed approximately 500 gang related investigations leading to multiple arrests of subjects for various gang related crimes such as battery, robbery and graffiti, attempted murder, murder and kidnapping.

Deputy Miller is a nationally recognized expert on the Vagos Outlaw Motorcycle Gang and has taught a several national conferences in regards to the Vagos M/C. Deputy Miller was previously assigned to the jail division as a corrections deputy for 10 months.

Deputy Miller is currently enrolled in classes with American Military University to obtain his B.A. degree in Counter Terrorism.

Deputy Miller is a current member of the California Narcotic Officers Association (ID# 63631), Biker Investigators Association of Northern California, the Central Coast Gang Investigators Association, the California Gang Investigators Association and the Northern California Gang Officers Association. Deputy Miller is a 4 year veteran of the United States Marine Corps, where he was an Infantry Squad Leader for 2 years and a non-commissioned officer (Corporal).





Deputy Pete Baltes

Deputy Pete Baltes began his law enforcement career in (date) with the (agency). He spent (number) years with (agency) and later moved on to the (agency) where he worked as a (position) for (number) years. Deputy Baltes was hired by the Lyon County Sheriff's Office in (year) and has been assigned to the Fernley Patrol Squad since that date.

Deputy Baltes is very active in his patrol deputy position and as a member of the Fernley community. He is the only deputy who volunteers for all of the "Safe Routes To School" traffic details. He works each morning on his scheduled days off in order to make the school zones safer for the local children. He has written many traffic citations and has made a noticeable difference in these patrolled areas.

Deputy Baltes is an agency defensive tactics, use of force and pepper spray instructor. He has been instrumental in teaching advanced tactics to the LCSO SWAT team as well as in teaching team riot tactics. Deputy Baltes is an active member of SWAT, as an entry team member, in addition to his regular patrol duties. Deputy Baltes was awarded the LCSO Life Saving Award on April 18 for performing CPR on a woman who was choking, thereby saving her life.

Deputy Baltes also volunteers his off time teaching self defense to women at his church.

Deputy Baltes goes "above and beyond the call of duty" and is a shining example of a deputy who rep-



Trooper Ron Larson

The three sergeants who work out of the Carson/Tahoe/Minden (CTM) Region for the Nevada Highway Patrol nominate Trooper Ronald Larson to be honored as an officer who shows outstanding and exemplary service to both his community and the department that he serves.

Trooper Ron Larson has recently received the honor of being pinned the Senior Trooper in the State of Nevada. He has served Nevada since being hired in September of 1983. During that time he has had many different roles; trooper, field training officer and sergeant.

Though his law enforcement career will conclude next year when he retires in April; that has not slowed him down. Since November of last year, Trooper Larson has arrested 73 people for driving under the influence of alcohol and drugs. His DUI arrests account for 46.5% of all the DUI arrests on the swing shift for the Carson NHP Sub-Station. He has worked several Joining Forces assignments for DUI detection throughout Northern Nevada. He represented the NHP Northern Command in Las Vegas at the Joining Forces banquet; he was awarded for Overall DUI Detection.

Trooper Larson has worked with Draeger Safety Diagnostics, Inc. Including working with Karen Blasi and the secondary tests for the Draeger Drug Test 5000 to eventually allowed the devices results to be used in Nevada Courts.

Trooper Larson has dedicated many hours and even weeks to the training of our new employees. He currently instructs Standardized Field Sobriety Testing (SFST) at the academies for the Nevada Department of Public Safety, NV POST and for Western Nevada College (WNC). He instructs Patrol Procedures for the NV DPS and he also instructs recent graduates of the NV DPS academy in his role as a Field Training Officer.

He is currently the Vice President of the Nevada Department of Public Safety Association (NDPSA) and is also on the board of the Police Officers Research of Nevada (PORAN). This past September, Trooper Larson had the opportunity to attend the National Troopers Conference in New Orleans, LA.

Trooper Larson is actively involved with the "Nevada Thin Blue Line," which is a non-profit organization which raises money for officers of our state who lose their life or are seriously injured in the line of duty.

The time he spends training doesn't end with sworn officers. He has also served as a mentor for a student of Carson High School (CHS). This included having a high school senior ride with him for more than 50 hours and he helped them complete their "Senior Project." His involvement with the high school didn't end there. He also volunteered his time to work "Safe Grad" at CHS. This included utilizing a Drive Simulator for the Systems Technology/LAD Foundation.



Officer Noah Gallop

Officer Noah Gallop is a 36 year old native of Auburn, California. He joined the Reno Police Department in 2007 and started in patrol. In 2008 Officer Gallop transferred to the Downtown Enforcement Team or bike team. Prior to joining the Reno Police Department, Noah was a Marine combat engineer. After leaving the Marine Corps, Officer Gallop worked for 10 years at TMCC Information Technology Services as a software design analyst and user consultant.

While working for Reno Police Department, Officer Gallop has distinguished himself as an expert in technology. He created the downtown mapping program, and met with nearly every business in the downtown area to determine what type and where their camera coverage was located. rates on the DET team. He is a great asset to the department.

He took this project a step further and created a "Reno Downtown" blog that allows the downtown businesses to communicate on a secure setting. This also helps track requests made by the downtown casinos, businesses and homeowner for better service. He created a 30 minute power point and sold this product through the Chief's advisory board and a meeting of casino executives.

Officer Gallop then started to work on an application for smart phones that will let officers look up the definition for common criminal codes. Noah developed a working prototype of this application on his own time and dime. He also created a blog spot for the Guiding Principle groups an area where the groups could post ideas and share e-mails back and forth between officers. Officer Gallop is working on upgrading the Reno downtown camera network.

Officer Gallop never complains and is always willing to give any officer a lending hand. Even though Noah's niche is technology, he also catches his share of criminal in downtown Reno and has one of the highest arrest



Detective Clinte Bellamy

Sparks Police Department:

Hired on August 10, 1998.

Assigned to S.W.A.T. on September 10, 2001

Assigned to R.O.P. on April 3, 2006

Assigned to General Assignment in Detectives on August 4, 2008

Training Classes attended/completed in 2012:

Inspirational Trustworthy Leaders (Pointman Leadership Institute) ~ Completed on January 31, 2012

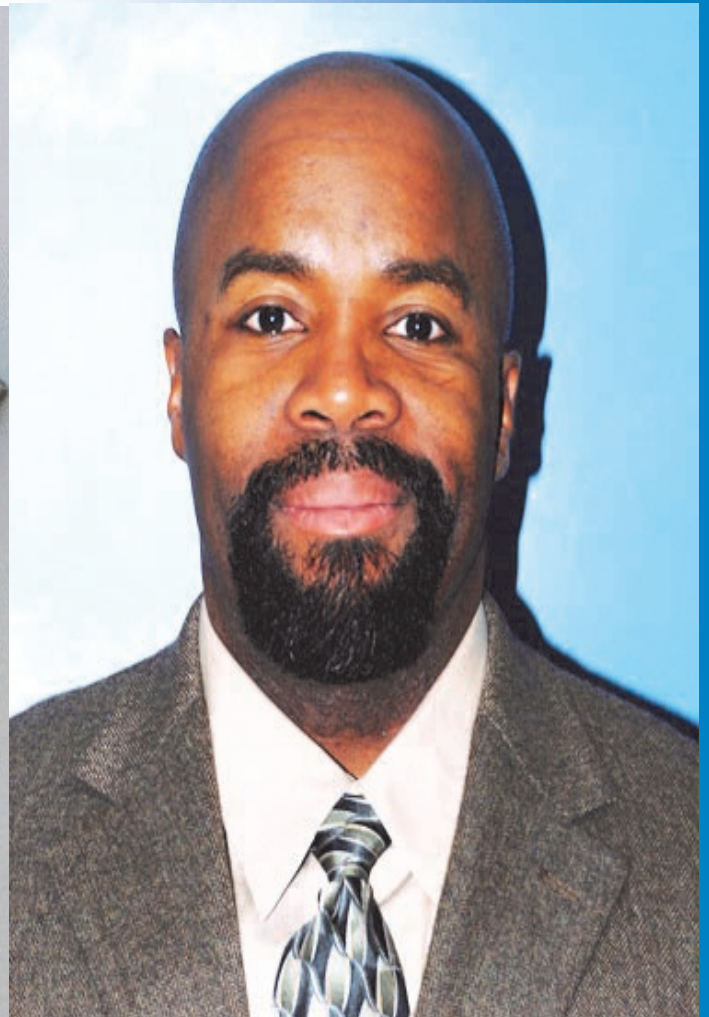
Corner House On-Site Child Sexual Abuse Forensic Interview Training (Corner House) ~ Completed July 25-27, 2012

F.B.I. Basic Sniper/Observer Course (F.B.I./Sacramento Division) ~ Completed on August 20-24, 2012

Forensic Interviewing of Children Training (The National Children's Advocacy Center) ~ Completed on September 24-27, 2012

Past Recognitions:

Certificate of Commendation ~ July 29, 2004





Deputy Adam Burkholder

Deputy Burkholder has been with the Sheriff's Office for four (4) years. Deputy Burkholder has embraced public service and has developed rapport across the county and among all genres of people. This young man is the embodiment of public service. Recently while participating in a fundraising event on behalf of the Sheriff's Office, Deputy Burkholder sprang into action when a young lady had an epileptic seizure, providing her aid and comfort until medical personnel arrived. Regardless of the circumstance, Deputy Burkholder has demonstrated a true desire to serve his fellow human and Storey County is the better for it.

Please consider this outstanding individual for this recognition. His exemplary service to the Storey County communities and to the Sheriff's Office is beyond compare; truly deserving of appreciation.

Sergeant Josh Reynolds

Josh was hired by the Truckee Meadows Community College Police Department as an Officer in March of 1999 and was promoted to Sergeant in September of 2011. He currently is responsible for all the operational duties of a Sergeant including the daily supervision of all our Officers, Interns and our Reserve Officer, the daily work and training schedules, review of all police reports, completion of personnel evaluations and, in the absence of a full-time Lieutenant at our agency, Josh also handles many administrative duties which are above his pay grade. Josh also handles calls for service himself and is the department's top producer in areas of field interviews, citizen contacts, police reports and investigations. Josh is a tireless worker who sets the example for his subordinates. He never asks another Officer to do something he isn't willing and able to do himself.



Officer Shannon Bevilacqua

Officer Bevilacqua has been in law enforcement for 13 years. She started her career at the Washoe County Sheriff's office in 1999 where she worked the Inmate Assistance Program. In October of 2003 she began working for the Washoe County School District Police Department where she worked as a campus officer and a patrol officer at Hug High School and the Hug High School area. From the beginning of her workings with School Police her rapport with students and her relationship with parents, staff and outside agencies has been exemplary.

It's not uncommon to walk the halls of Spanish Springs High School, where she has been the campus officer for 6 years, and see students smiling and hear them say, "What's up Officer B".

Because of the rapport she has built with her students, they will come to her for advice, just to talk, and give her a heads up about things that are happening on or around campus. Her dedication to the safety of the students and staff has created such a respectful environment for both her and the entire campus.





DETECTIVE KEVIN KRUSH

Detective Kevin Krush began his law enforcement career with the Washoe County Sheriff's Office in January of 1996. His first duty assignment, as with most new Deputy Sheriff's, was working in the Washoe County Detention Facility. While assigned to the Detention Facility, Detective Krush received his first exposure to special teams as he also was assigned to the Detention Response Team (DRT). As a member of the DRT, Detective Krush was responsible for handling, transporting and managing many of the most violent offenders within the Detention Facility.

In 1996, Detective Krush had the opportunity to transfer to the Patrol Division. While assigned to the Patrol Division he not only worked within the Valley Patrol, but also spent several years as one of the two Gerlach resident deputies. His initial exposure and increased interest in special teams lead to him pursuing an assignment as K9 handler, as well as, a member of our Special Weapons and Tactics Team (SWAT).

In 2003, Detective Krush continued to expand his knowledge and experience base and was transferred to the Detective Division. Detective Krush was initially assigned to the Reno Regional Street Enforcement Team (SET). He was then moved to the Washoe County Sheriff's Office All Threats All Crimes (ATAC) street crimes unit.

Throughout his career Detective Krush has demonstrated the highest level of professionalism wherever he has been assigned. He has been recognized numerous times for his hard work and dedication in ensuring the safety and security of all citizens within this region. He has dedicated his life to making a difference within our community.



LAW ENFORCEMENT APPRECIATION

***Thank you for Showing
your appreciation to
our local law
enforcement***

***by donating \$250 we were able to
provide the recognition awards and
gift certificates to Maccabee
Firearms.***





Act as if what you do makes a difference. It does.
William James

MEMBER CERTIFICATIONS

Philip Bennett, CPP

Allen Bowser, CPP

Chris Brockway, CPP

Russell Brooks, CPP

Cheri Bryant, CPP

Darrell Clifton, CPP

Mark Crosby, CPP

Brook Doty, CPP, PSP

Douglas Laird, CPP

Jay Martin, CPP

Mike C. Pacini, PCI, CPP

Dennis Smith, CPP

Jes Stewart, CPP

Al Zajic, CPP

2012 BOARD MEMBERS' CONTACT INFORMATION

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Individualized Assessments for Criminal Background Checks

by Holly E. Cheong

What if the Equal Employment Opportunity Commission (EEOC) forced your company to defend a Title VII lawsuit based on a company-wide policy to not hire felons? Peoplemark, Inc. is dealing with this exact scenario in the Sixth Circuit case *EEOC v. Peoplemark, Inc.*, as are other businesses throughout the nation. Complicating matters further, on April 25, 2012, the EEOC issued revised guidelines relating to the use of an individual's criminal record in hiring decisions. See "Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964, U.S. Equal Employment Opportunity Commission" (2012) (hereinafter "Guidelines"). In May 2012, Snell & Wilmer published a [*Workplace Word* article](#) explaining the impact of the Guidelines on conducting criminal background checks as regulated under the Fair Credit Reporting Act. In addition to issues associated with conducting criminal background checks, the Guidelines dictate how an employer can use the information in hiring decisions once a criminal background check has been completed.


An employer may be found liable for violating Title VII when the plaintiff demonstrates that the employer's policy for refusing to hire based on criminal background checks has the effect of screening out a Title VII-protected group and the employer fails to demonstrate that the policy is job related and consistent with business necessity. See 42 U.S.C. § 2000e-2(k)(1)(A)(i). The EEOC emphasizes that criminal records may be inaccurate and a disproportionate number of Title VII-protected groups have criminal records. Therefore, the Guidelines strongly recommend an individualized assessment for every prospective employee before an employer refuses to hire an individual based on a criminal background check, regardless of whether the applicant was convicted or not.

In terms of arrests, the EEOC emphasizes that arrests do not necessarily equate to criminal conduct. However, the conduct associated with the arrest may trigger an exclusionary policy. Therefore, the employer must give the applicant an opportunity to explain the events and circumstances leading up to the arrest. Regarding convictions, the EEOC acknowledges that convictions are usually sufficient evidence of guilt. But the EEOC also requires individualized assessments in the case of convictions because "there may be evidence of an error in the record, an outdated record, or another reason for not relying on the evidence of a conviction." See Guidelines, § V.B.3. Therefore, individualized assessments are necessary for both arrests and convictions.^[1]

The purpose of the individualized assessments is to demonstrate that the policy of not hiring an applicant with a particular conviction or arrest is related to the job in question and consistent with business necessity. To accomplish this, the EEOC recommends that an employer develop a consistent and targeted screen utilizing the factors identified in the 1975 Eighth Circuit decision, *Green v. Missouri Pacific Railroad*, 523 F.2d 1290 (8th Cir. 1975). Those factors are:

- The nature and gravity of the offense or conduct;
- The time that has passed since the offense, conduct and/or completion of the sentence; and
- The nature of the job held or sought.

Once the targeted screen is developed, the employer should schedule an assessment of the individual including: (1) notice to the applicant that he is being screened because of criminal conduct, (2) an opportunity for the applicant to explain the circumstances of the criminal conduct, and (3) a thoughtful analysis by the employer explaining the reasons why the applicant is still excluded from employment based on the information provided. If the applicant refuses to submit to the individualized assessment or does not respond after being given notice, the employer may make its employment decision without the individual's explanation. The EEOC admits that a narrow screen based on the *Green* factors may be enough in some cases, but still recommends an individualized assessment to avoid Title VII liability.



The EEOC also acknowledges that compliance with federal laws and regulations is a defense to Title VII liability but compliance with state laws and regulations may not be. *See Cal. Fed. Sav. & Loan Ass'n v. Guerra*, 479 U.S. 272, 282-84 (1987) (holding Title VII preempts state law inconsistent with it).

Regarding the first *Green* factor, the nature and gravity of the offense or conduct, the EEOC recommends that an employer look to the harm caused by the criminal activity, the legal elements of the crime and whether the crime is a misdemeanor or a felony. The second *Green* factor is not as clear cut. The EEOC suggests that an employer look to recidivism studies to determine if the criminal conduct is still relevant to the position in question. Although not expressly mentioned in the Guidelines, employers may also look to employment history. If the applicant has been unable to successfully hold down a job after the criminal conduct in question, further investigation may show that the applicant continues to relapse into criminal behavior. Finally, to relate it all back to the third *Green* factor, the nature of the job held or sought, the EEOC looks to the job's duties, the job's essential functions, the circumstances under which the job is performed (e.g., supervision, oversight, and interaction with co-workers or vulnerable individuals) and the environment in which the job's duties are performed (e.g., outside, in a warehouse or in a private home).



Even after the individualized assessment, a Title VII plaintiff may still prevail if there is an equally effective policy that is less discriminatory and serves the employer's legitimate goals. Therefore, the exclusionary policy developed must be narrow to minimize potential discrimination. As a best practice, the EEOC recommends that employers limit their requests for information to criminal conduct that would be related to the position and is consistent with business necessity.

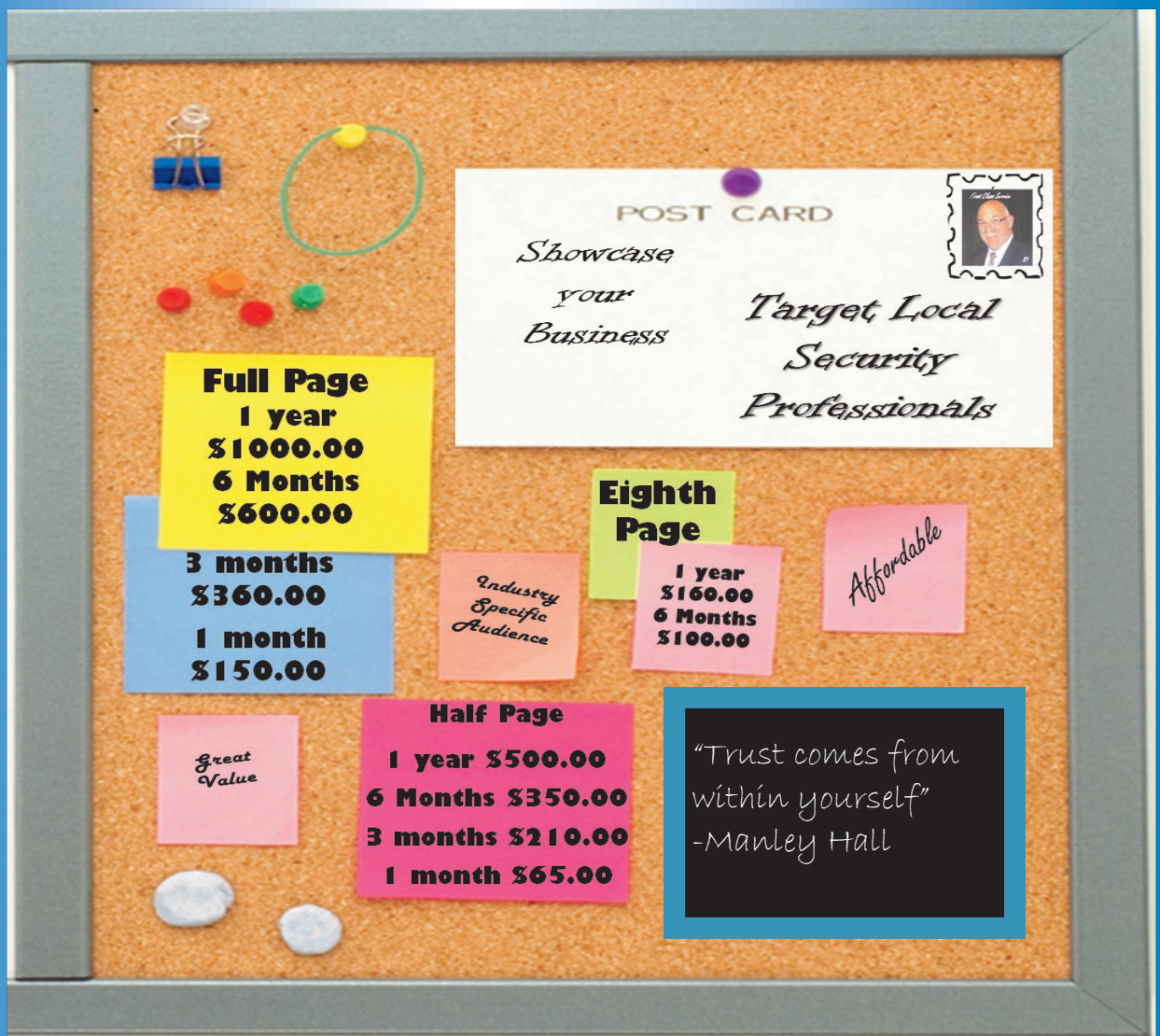
Based on the Guidelines, it is no longer advisable to refuse to hire individuals solely based on their criminal record discovered during a background check. Therefore, employers should consider the following:

- Developing a narrow exclusionary policy for criminal conduct based on each position and business necessity;
- Revising job applications to only request information on criminal conduct related to the narrow exclusionary policy discussed above; and
- Conducting an individualized assessment of each applicant before excluding the applicant for criminal conduct.

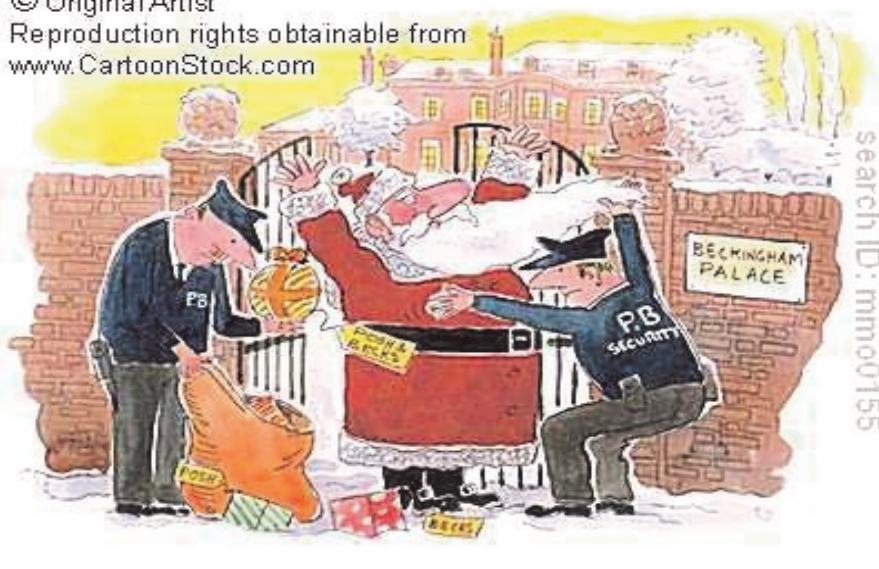
Ultimately, the Guidelines will govern how the EEOC processes complaints from individuals refused employment because of criminal conduct and, therefore, attention must be paid to them.

Counsel may be helpful to employers in determining whether their exclusionary policies for criminal conduct comply with the Guidelines set forth by the EEOC.





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Special Thanks are also extended to those companies and members who donated the recipient prizes: (In alphabetical order)

- **Chris Brockway, CPP-Chairman 2012**
- **Circus Circus Casino**
- **Event Services Incorporated (ESI)**
- **Jim Forbus, Realtor**
- **Kinross Gold USA**
- **Maccabee Firearms, Ltd.**
- **NV Energy**
- **Peppermill**
- **Securitas Inc.**
- **Silver Legacy**
-



**ASIS International
Northern Nevada Chapter #164
ASIS Foundation Calendar-2012**

Educational Opportunities for January 2013	Description	
	<p>Security Project Management Webinar 1/10/2013</p> <p>Price: This webinar will be broadcast free of charge. You can register for free online at https://www.asisonline.org</p>	

*These items are individual awards, all others are Chapter awards.

For more information, please contact:

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Chapter Chairperson, ASIS Foundation
Jay.Martin@kinross.com
775-823-8554

Application forms and addition information can be found on the Chapter website at
www.asisnn.org

ASIS Foundation Website www.asisfoundation.org



Meeting Minutes



The 2013 Line of officers for the Northern Nevada ASIS Chapter #164

Chapter Chair: John Puccioni

Vice Chair: Jerry Devore

Secretary: Dennis Smith

Treasurer: Austin Bharadwaja

Membership: Mark Crosby

Program: Mark Crosby

Newsletter: Brian Markowski /Vito Gardella (SNJCC Students)

Law Enforcement Liaison: Ron Jones

Legislative: Ken Braunstein

Webmaster: Mark Crosby

ASIS Foundation: Austin Bharadwaja

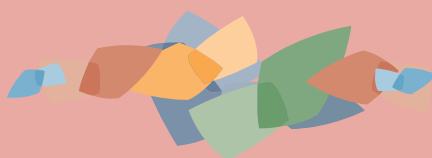
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Audit: TBD

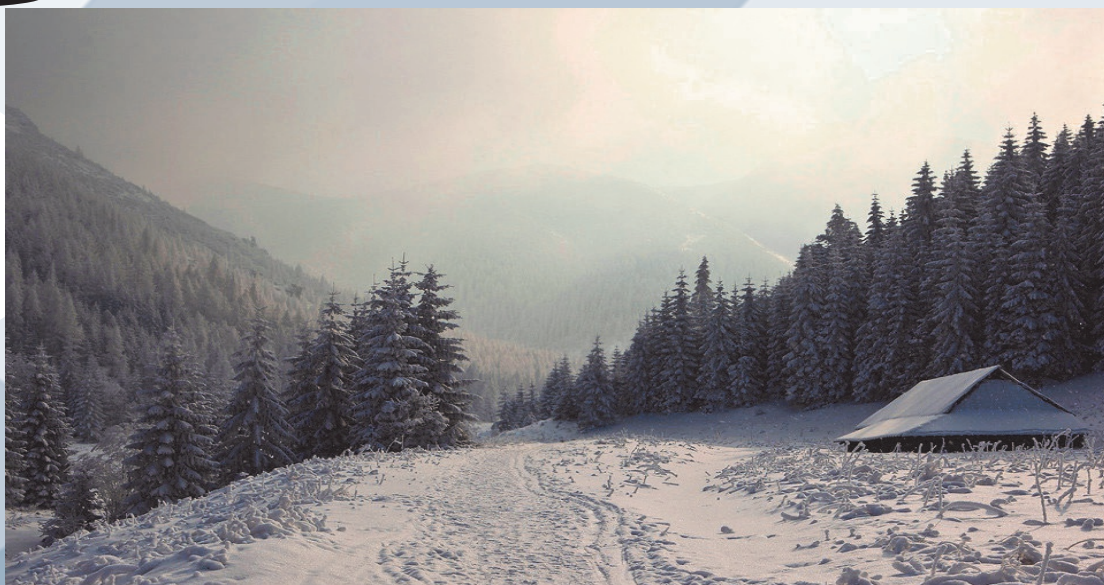
Certification: TBD



**Chapter Secretary
and Newsletter Editor
Jennifer Andress Belk**



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We are on the web—Check out the site and newsletter
at: www.asisnn.org and on [Linkedin](#)



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Opinions vary, if you disagree with any information provided, please let us know at:

Brian.Markowski@gmail.com