



Supreme Court of Nevada Marshal's Office



ADULT 568

CHIEF MARSHAL
DARYL A. KEITHLEY

November 12, 2020

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The Honorable Kristina Pickering
Nevada Supreme Court
408 E. Clark Avenue
Las Vegas, NV 89101

FILED

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ELIZABETH A. BROWN
CLERK OF SUPREME COURT
BY
CHIEF DEPUTY CLERK

RE: Request for Continued Critical Labor Shortage Designation

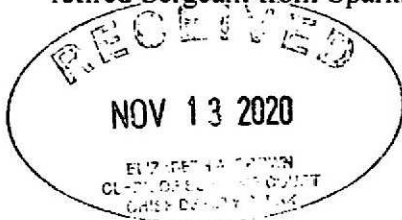
Dear Chief Justice Pickering:

We respectfully request the Supreme Court hold a hearing to consider continuing to designate Supreme Court Marshals' Office positions as meeting the definition of critical labor shortage pursuant to NRS 286.523 § 4(b).

Providing Justices, Judges, dignitaries, court employees, and the public with secure and safe facilities is an essential function of the court system and a key component in facilitating access to justice. In order to provide the security coverage necessary to achieve this function, the Supreme Court Marshals' Office needs to be fully staffed with qualified officers.

We have had to fill multiple vacancies within the Marshals' Office over the last year, and we continue to find it difficult to recruit adequately trained and experienced law enforcement officers to fill these positions. Most recently, we needed to fill one full-time and one lieutenant marshal position. For the lieutenant position, we had nine applicants; we decided to interview all nine applicants to include already employed Nevada Supreme Court Marshals. Seven out of the nine were applying due to the position falling under the critical labor shortage declaration. For the full-time position, we had ten applicants and interviewed five out of the ten. Out of the final five finalists, all five were applying due to the job falling under the critical labor shortage declaration. Out of the five that we did not interview, one was not POST certified and the other four had very limited law enforcement experience and no dignitary protection training or experience.

Presently, out of our eight marshal positions, seven are subject to the critical labor shortage declaration. Of these seven, four are in the Las Vegas Office, including myself as Chief Marshal. We are all retired from the Las Vegas Metropolitan Police Department (LVMPD). In the Carson City Office, the Lieutenant Marshal retired as the Sheriff of Washoe County. One Deputy Marshal is retired from the Carson City Sheriff's Office and the newest Deputy Marshal is a retired Sergeant from Sparks Police Department. Losing the critical labor shortage designation at



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this time would cripple the Marshals' Office. There would be an immediate loss of all of the marshals in the Las Vegas office along with three of the four in Carson City.

In 2016, we attempted to hire qualified personnel in Las Vegas without being authorized under the critical labor shortage, and the attempt was generally unsuccessful. There were three applications for the full-time marshal position: one of the applicants was not POST certified and another was disqualified from consideration. During the last five years, LVMPD has recruited more than 2000 new officers, and the Henderson, North Las Vegas, and Reno Police Departments, along with the Nevada Highway Patrol, are constantly in search of qualified candidates to hire. Even with the present pandemic situation going on, these agencies are still recruiting and hiring. The aforementioned agencies offer pay, incentives, and benefits that we cannot match including incentives such as pay differential, extra pay for assignment to specialized units, and 100 percent PERS contribution. These agencies also have the ability to sponsor and/or employ an individual through a law enforcement academy, and we are unable to do this as an applicant here has to already be a POST Category I Certified officer. These factors limit us as to the individuals we can attract and hire. The ability to bring in officers who are drawing a PERS pension and are subject to the critical labor shortage declaration is our key recruitment tool.

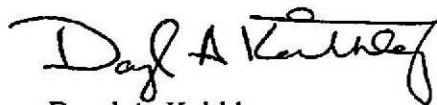
The following is comparison of the pay rates at various law enforcement agencies within the State of Nevada:

Supreme Court	\$53,598 - \$79,720	determined biennially by Legislature
RJC Marshals	\$50,835 - \$78,769	w/ 4% annual increase
Washoe County	\$57,137 - \$78,395	w/ 5% annual increase
LVMPD	\$55,696 - \$79,288	dependent on contract
Henderson PD	\$54,558 - \$97,988	dependent on contract
Reno PD	\$58,760 - \$80,516	dependent on contract
Legislative Police	\$61,011 - \$91,350	determined biennially by Legislature
Capitol Police	\$53,598 - \$79,720	determined biennially by Legislature

This comparison in salary compensation plus incentives make it difficult for the Court to compete with these other agencies. Additionally, the ability to hire the caliber of personnel with training and experience needed for our positions without the critical shortage declaration adds to that challenge.

Thank you in advance for your consideration. Please contact AOC Director Robin Sweet or myself if you have any further questions or require any additional information.

Sincerely,



Daryl A. Keithley
Chief Marshal of Nevada Supreme Court

Cc: Justice Michael Gibbons
Justice James Hardesty
Robin Sweet
Elizabeth Brown, Clerk of the Court