



Supreme Court of Nevada Marshal's Office



Chief Marshal
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ADVT 568

September 24, 2024

The Honorable Elissa F. Cadish
Chief Justice
Nevada Supreme Court
201 South Carson Street
Carson City, Nevada 89701

FILED

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

RE: Request for Continued Critical Labor Shortage Designation

Chief Justice Cadish:

It is respectfully requested that the Supreme Court schedule and hold a hearing, no later than mid-November, 2024, 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 safe and secure facilities is an essential function of the court system and a key component in facilitating access to the judiciary process. In order to provide the security ability and coverage necessary to achieve this function, the Supreme Court Marshals' Office needs to be fully staffed with competent and qualified officers.

During the past two years, in our current Critical Labor Shortage Designation period, we have filled vacancies due to an 25 % turnover within the Marshals' Office in Las Vegas as well as being authorized two new Deputy Marshal positions in Carson City. We, along with other State and local law enforcement agencies, continue to find it difficult to recruit and retain willing and capable individuals into the law enforcement career field. Fortunately, with our efforts to improve the Supreme Court Marshals' Office organizational structure and professional image we have become a desirable agency for employment. Due to our critical Labor shortage designation and our recruitment efforts, we were successful in hiring very mature and diversified experienced retired officers who have the professional demeanor, knowledge and skills that fit perfectly in our work environment.

When we have had our vacancies, the average timeframe of the positions being vacant until filled has been between sixty to ninety days. The number of applicants has ranged between one to ten for our

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positions depending upon location. We have interviewed individuals, who were not retired officers, which we found did not have the specialized experience, work history stability, skills and abilities to be successful in our particular work environment. We also had individuals apply who did not possess a current Nevada P.O.S.T certificate, which is a requirement of our positions.

Currently, the Supreme Court Marshals' Office consists of the following positions:

Carson City

Chief Marshal *

Retired- Nevada Department of Public Safety

Lieutenant Marshal

Deputy Marshal *

Retired Nevada Department of Public Safety

Deputy Marshal *

Retired Nevada Department of Public Safety

Deputy Marshal *

Retired Nevada Department of Public Safety

Deputy Marshal *

Retired Nevada Department of Public Safety

Las Vegas

Lieutenant Marshal *

Retired North Las Vegas Police Department

Deputy Marshal *

Retired Nevada Department of Public Safety

Deputy Marshal *

Retired Lincoln County Sheriff Office

Deputy Marshal *

Retired Nevada Department of Public Safety

*Denotes positions filled under critical labor shortage designation

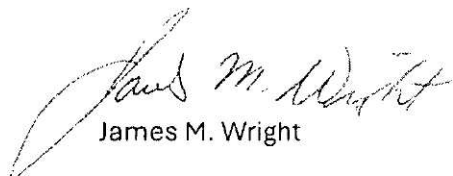
As you can see, nine of our ten Marshals positions are critical labor shortage designated positions. By not continuing or losing the critical labor shortage designation would immediately decimate the Supreme Court Marshals Office.

In closing, the critical labor shortage designation is vital to the Supreme Court Marshals Office existence. We are not alone; other law enforcement agencies are also using the designation to fill their position as well. In today's environment where the law enforcement profession has suffered, from various reasons such as politics, increasing job risks and dangers, pay and benefit inequities, I can foresee a continued difficulty in recruitment and retention of law enforcement officers. Of those individuals who want to pursue a career in law enforcement and can meet the requirements and training demands they are being picked up by those agencies who are the highest bidders

providing the highest pay and benefits. We should feel fortunate that there are several willing and well experienced retired officers available to help us fill our hiring needs utilizing the critical labor shortage designation as provided by law.

Thank you for your consideration. Please contact either Emily Kuhlman or I should you have any questions or require any additional information.

Sincerely,

A handwritten signature in cursive script that reads "James M. Wright". The signature is written in black ink and is positioned to the left of the printed name.

James M. Wright

Chief Marshal