



STATE OF NEVADA
DEPARTMENT OF CORRECTIONS



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MINUTES

Of the meeting of the

BOARD OF PRISON COMMISSIONERS MEETING

December 17, 2012

The Board of Prison Commissioners held a public meeting on December 17, 2012 beginning at 10 AM at the following locations:

Meeting Location:

Guinn Room
State Capitol Building Annex
2nd floor
101 N. Carson Street
Carson City, NV

Video Conference:

Grant Sawyer State Office Bldg
Room 5100
555 East Washington Ave.
Las Vegas, NV

I. Call to Order.

The meeting was called to order by Governor Sandoval. Present were Attorney General Masto and Secretary of State Miller.

Also present Deputy Director Support Services, Deborah Reed, Deputy Director Programs Sheryl Foster, Deputy Director Operations, E.K. McDaniel, Deputy Director Prison Industries Brian Connett, State Health Officer Dr. Tracey Green, Chairman of the Nevada Board of Parole Commissioners, Connie Bisbee, Deputy Attorney General Kara Krause, and members of the Press. Members of the public in Carson City and Las Vegas were asked to sign-in. [Attachment 1](#)

II. Public Comment.

Michael Gavin speaking on behalf of NCA discussed:

- The Administration of the NDOC has shown an inability to fix problems or recognize them.
- Gave an example of an attack that injured an officer in unit 10 at NNCC.
- Stated that the NDOC is not following the Stickney Order which mandates specific staffing levels at NNCC.
- Discussed arming staff with safety equipment, not limited to an impact device. [Attachment 2](#)

Priscilla Maloney spoke on behalf of AFSCME 4041:

- Responded to agenda item number four: the initiation of a comprehensive staffing analysis contract.
- Staffing minimums are a moving goal post.
- Asks that the findings of the staffing analysis be made public and that the Commissioners support the staffing matter before Legislature in the up coming session. [Attachment 3](#)

Gene Columbus President of the Nevada Corrections Association discussed:

- Staffing issues:
 - Relief factor and the types of leave time staff use that requires a relief factor.
 - Overtime budget is needed.
 - Officer retention should be a high priority [Attachment 4](#)
- Restoration of correctional staff pay and benefits. We have staff members that qualify for and receive welfare and food stamps. [Attachment 5](#)
- Review and analysis of the Federal Register Volume 77 NO. 119 as it pertains to 28 CFR Part 115 – National Standards to Prevent, Detect, and Respond to Prison Rape - PREA [Attachment 6](#)

Former U.S. Senator Richard H. Bryan spoke on behalf of Excel Steel in regards to agenda item number eight; Policy regarding Industrial Programs (Silver State Industries) requiring approval of the Board of Prison Commissioners and a review of the impact on private industry:

- He believes the Prison Industry Program (PI) is a good program and understands the philosophy of providing inmates with opportunities to learn job skills that will enable them to make a transition into society and reduce recidivism.
- Wanted to raise awareness of the impact of unfair competition. There should be no undue impact to local companies.
- His client lost two contracts to a steel fabricating company that utilized PI within a prison facility that pays inmates a minimum wage. His clients company pays \$18 - \$19 per hour.
- The company that won the contract bids owes PI/the State \$415,000.
- Respectfully suggests that more oversight over PI is required. There needs to be more due diligence before a lease or contract with PI is accepted. Stated that a new policy is needed, moving forward.
- During the Interim Finance Committee Sub Committee on Industrial Programs there was discussion on construction of a new recycling facility as a Prison Industry.
- Would like to know if there are minutes taken at the Interim Finance Committee Sub Committee on Industrial Programs.
- Suggests a due diligence impact report be presented to the Sub Committee along with potential PI program recommendations.

Kam Brian, CEO of Par-3 Recycling:

- Discussed the proposed recycling facility for PI saying it would be unfair competition for PI to set up a similar business to his and that goes against State Statute 209.641.
- He said that it was pure happenstance that he found out about the PI proposed recycling facility and that there needs to provide notice or impact statements to like businesses.

III. Acceptance and Approval of Minutes – October 15, 2012 meeting. Motion to approve the minutes passed.

IV. Discussion/possible action regarding staffing and the initiation of a comprehensive staffing analysis contract. Greg Cox, Director explained that Jo Gustafson of the National Institute of Corrections Information Center provided a summary of the survey conducted by the Association of State Correctional Administrators from the Research and Best Practices Committee.

- The New Jersey Department of Corrections polled the ASCA membership in regards to staff to inmate ratios in correctional facilities. Staff to Inmate Ratio Survey (June 2010)

- The summary reflects 29 responding Jurisdictions. The average ratios below are based on the Agencies that supplied their totals for security staff and incarcerated inmates. Average ratios are as follows:
 - Inmate to Correctional Officer is 6.4
 - Correctional Officer to Supervisor is 7.4
 - Inmate to total Correctional Officer and Supervisor is 5.1

Director Cox explained that between himself and Deputy Director McDaniel they have approximately 70 years of personal experience in correctional facilities that is related directly to staffing rosters, analysis and relief factors.

Deputy Director McDaniel explained relief factor has to do with the total number of staff that are assigned to each institution. In Nevada, Legislature determines what the NDOC's relief factor will be. They look at an average officer with 10 days of sick leave per year, 10 days of annual leave per year, and 2 days training per year. This is how they computer how much our relief factor needs to be. When we manage our shifts, we have to take each institution on its own merit. We look at three years worth of data and see what else needs to be factored in and why. The next part is to look at relief factor per each shift and then finally look at relief factor needed for each post. This is reviewed on an ongoing basis. There is uniqueness to each facility and its needs.

The national average ratio for inmate to correctional officer is 6.4. The average at NNCC is 6.27 which is better/higher than the national average.

Director Cox added that he's had discussions with the Director of the Colorado DOC where they had a horrific incident where an inmate took the life of a staff member. Their ratio of inmate to correctional officer was 1 to 5.3. He also spoke with the Director of the State of Washington DOC which also had a horrific incident where an inmate took the life of a staff member. They had a ration of 1 correctional officer to 3.6 inmates. The National Institute of corrections was asked to go in and investigate and complete an Incident Report regarding the fatality of a correctional officer. The report states that, "The ratio is indicative of a very adequate if not very good custody staffing (level). In considering this ration it is important that we consider design features of the facility and the fact that 20 of the 215 total custody staff were assigned to various tower posts and as such are not available for direct supervision management of the inmate population." This goes into what Deputy Director McDaniel explained regarding the posts within the physical plant of the operations.

Our main obligation is the safety of both staff and inmates. Simply because you have more staff does not mean the prison is safer. Governor Sandoval stated that when we have the comprehensive staffing analysis done we need to take all these different factors into consideration.

Director Cox said that we will look at a broad spectrum of how each facility operates. This information will help us get to what we determine to be a safe and efficient operating system. As stated earlier; we will contact the National Institute of Corrections (NIC) and set up a comprehensive staffing analysis contract. The NIC works with Correctional Departments across the country. Director Cox will find out if there would be any cost to the State of Nevada and alert the Commissioners. Before moving forward Director Cox will bring the contract before the Board of Prison Commissioners. Per Attorney General Masto's direction Director Cox will keep the Board apprised every step of the way so that they may have input during the analysis process.

Attorney General Masto asked for further clarification on who NIC is and what they can do for us and when was the last time NIC completed a staffing analysis for us and if any other agency has completed

an analysis for us.¹ Director Cox explained that he was not aware of any entity ever doing this for us in the past. (However; the NIC has completed various other studies for NDOC over the last several years) While Glen Whorton was the Director, then Deputy Director Cox attended his first NIC national correctional conference. Since then the NDOC has been involved with the NIC on a regular basis. NIC provides training to Directors, Deputy Directors, Wardens, and Associate Wardens etc... Director Cox will provide the Commissioners with the request letter he sends to them. Additionally The NIC may request to review additional aspects of our operations while compiling the required data to complete their analysis report. The timeframe of this research project is determined by the NIC.

Director Cox would like the analysis to begin with a Post analysis, staffing analysis followed by the relief factor analysis and finally the safety and security analysis (some of which will be covered during the Post analysis). This in-depth research project will take some time due to the amount of prisons, camps and transitional centers we have and their locations throughout Nevada.

Once this analysis is completed, we will be able to develop a plan regarding their recommendations as to what the State of Nevada needs to do moving forward. We would ask for input from the Board, members of the NDOC, and members of the correctional associations (NCA, AFSCME).

Governor Sandoval applauded Director Cox for taking this on and said he was surprised it has never been done before. He stated that this issue comes up every meeting and he wants to make sure the analysis takes into consideration all aspects of the operations system wide so that when it's complete there will be no question as to anything being left out or incorrect.

V. Presentation/possible action on Department of Corrections FY 14-15 Budget Request:

Deb Reed Deputy Director Support Services, stated the NDOC submitted a flat budget as requested by the Governor. NDOC's budget for FY12 & FY13 was \$496,270,000. The budget re-submitted in agency requests is \$496,036,000. That is \$200,000 below what we submitted in the previous biennium. Per the Attorney Generals request, the spreadsheet with the highlights can be reviewed on [Attachment 7](#). Additionally, we do have items for special consideration under the Enhancements section of the spreadsheet.

According to JFA reports we should expect a caseload increase of between 260 – 300 inmates in the next biennium. Our facilities are aging and require deferred maintenance; the largest project being the water replacement system at HDSP. We also have an increase because of the kosher food issue. We are in litigation now and expect increased kosher food costs of approximately 1 million dollars. We need to upgrade our NOTIS (Nevada Offender Tracking Information System²) computer system because current the software will no longer be maintained by Microsoft; therefore an upgrade to the next level is required.

Both the move of the Tag Plant and Execution Chamber are Capital Improvement Projects and have been submitted to State Public Works.

¹ The National Institute of Corrections is an agency within the U.S. Department of Justice, Federal Bureau of Prisons. The Institute is headed by a Director appointed by the U.S. Attorney General. A 16-member Advisory Board, also appointed by the Attorney General, was established by the enabling legislation (Public Law 93-415) to provide policy direction to the Institute. They provide training, technical assistance, information services, and policy/program development assistance to federal, state, and local corrections agencies. They also provide leadership to influence correctional policies, practices, and operations nationwide in areas of emerging interest and concern to correctional executives and practitioners as well as public policymakers. <http://nicic.gov>

² NOTIS is the Nevada Offender Tracking Information System. It integrates all aspects of offender management (exclusive of fiscal matters), including intake, sentence management, movements, security, and medical. NOTIS retains historical data on the offenders, including previous incarcerations, demographic information, disciplinary and movement history, and medical records.

VI. Review of/possible action on Letter in Support of NV Department of Transportation's Designation of Nevada State Prison as a National Historical Site - Glen Whorton (former Director NDOC) currently representing the Nevada State Prison Preservation Society (NSPPS), has been working with staff from:

- University of Nevada, Reno UNR
- The Desert Research Institute
- The Nevada State Historic Preservation Office
- Nevada State Museum
- Department of Tourism and Cultural Affairs

They conducted a walk through of NSP and the grounds. This is a historic site which has benefit to the citizens of the State of Nevada. Mr. Whorton is requesting a letter of support for the nomination of the NSP site as a national historic site. The NSPPS believes the site is appropriate for multiple uses museum, education classes, research, etc... Having the designation of being a national historic site will not impede the various uses. Mr. Whorton discussed the nomination process and requirements. It was discussed that a bill before Legislature to sell the site turned over to a non-profit for \$1.00. The historic designation would not have influence on the bill. The designation would give the State or non-profit access in order to gain funding, to obtain grants, donations, federal assistance, encourage citizens' involvement.

Governor Sandoval discussed the significance of the NSP site and the opportunities available if it were to be added to The National Register of Historic Places³ (NRHP). He brought up the Mammoth prints, the bones in the wall, the preservation needed, the evolution of corrections in this country, the paleontological, archeological, architectural importance of NSP. He wants to make sure the efforts and work on NSP are unified between all the interested parties. Mr. Whorton assured Governor Sandoval that is the case. He explained that Director Cox brought all the interested factions together. He went on to compare NSP to the railroad museum and the Berlin-Ichthyosaur State Park. The NSP Preservation Society already has a great deal of support from Assemblymen and Legislators as well as various other departments within State Government. Governor Sandoval said this is a very important issue and he wants to make nail down the consequences having the designation. He would like input from State Lands, State Legislature and any other citizen groups that have an interest. The Board is requesting verification that current operations will not be affected and there would be no other unintended consequences. Mr. Whorton said he will provide this before the next BOP meeting in March.

[Attachment 8](#)

VII. Presentation & Discussion on Hospital Health Inspection Overview pursuant to NRS 209.3 82 - Dr. Tracey Green, State Health Officer, Nevada State Health Division prepared a summary of the dietary and medical inspections conducted for 2009 – 2012. She reported that this year the NDOC had fewer critical citations than in 2011. The Health Division continues to work closely with the NDOC both Dr. Bannister and Director Cox. Dr. Green explained the process that after the inspections are completed, a statement of deficiencies along with a plan for corrective action is given to the NDOC. As of the most recent corrective action plan, there are currently no outstanding deficiencies. [Attachment 9](#)

³ The National Register of Historic Places (NRHP) is the United States federal government's official list of districts, sites, buildings, structures, and objects deemed worthy of preservation. A property listed in the National Register, or located within a National Register Historic District, may qualify for tax incentives derived from the total value of expenses incurred preserving the property. The passage of the National Historic Preservation Act (NHPA) in 1966 established the National Register and the process for adding properties to it. Of the more than one million properties on the National Register, 80,000 are listed individually. The remainder are contributing resources within historic districts. Each year approximately 30,000 properties are added to the National Register as part of districts or by individual listings.

Director Cox commented that he appreciates the assistance of the State Health Division and is pleased with the report. The NDOC learns from these reports and works towards not repeating deficiencies and reduce future findings. Dr. Green explained the frequency of the inspections and said that they respond to any complaint.

VIII. Presentation & possible action on a Policy regarding Industrial Programs (Silver State Industries) requiring approval of the Board of Prison Commissioners and a review of the impact on private industry.

Director Cox reported that he testified at the Nevada Legislature’s Interim Finance Committee on Industrial Programs.⁴ There are three different mechanisms in place to provide oversight of NDOC Industrial Programs. First there is the Legislature’s Interim Finance Committee on Industrial Programs as discussed, second there is this Board of Prison Commissioners and third the Board of Examiners. Director Cox said we are reviewing our Administrative Regulations (AR’s). There is a reference to the Statutes that cover the oversight. After reviewing this at the last Committee meeting it appears that historically, we have never received approvals from the BOP.

We are preparing a draft of an AR

Director said that the recycling company representative approached Deputy Director Brian Connett. He and DD Connett met with the companies’ representative and Director Cox made it clear that he did not want to start a company within our Prison Industries that would negatively impact any current businesses or employment of citizens of Nevada. He asked if they had contacted current recycling businesses as there are already several. He told them that before moving forward they would have to present an impact study.

Deputy Director Brian Connett spoke to the issue of Alpine Steels working with Prison Industries. The contract that Alpine Steel is fulfilling was won in a competitive bid. He was asked how it could be competitive if Alpine was using inmate labor. DD Connett explained that there are costs above and beyond what a private sector business would have to deal with for example: getting raw goods and finished items in and out through a sallyport as there are all sorts of time delays in this process, the locations of the facilities which there are logistic implications in that, tool controls which takes time out of the manufacturing day, inmates have to be stripped down which also takes extra time out of the manufacturing time, prison lock downs occur (which puts work to a halt). The owner of Alpine Steel was present. He has employees in an outside shop as well as one inside the prison and could discuss the cost comparisons.

Governor Sandoval brought up the issue that inmate labor might be taking away jobs from citizens. DD Connett replied that if Alpine lost the bid that they would be in a position where they would have to lay off employees in their shop in Las Vegas. The Governor pointed out that we don’t want to subsidize private companies to the detriment of other local companies. DD Connett agreed. Regarding the current Alpine contract, he is working with the Attorney Generals office and they have created a repayment agreement with Alpine.

⁴ The Committee on Industrial Programs is an ongoing statutory committee consisting of the Director of the Department of Corrections, the Chief of the Purchasing Division of the Department of Administration and eight regular members appointed by the Legislative Interim Finance Committee. The primary responsibilities of the Committee are set forth in Nevada Revised Statutes 209.4818. These responsibilities include a review of the operations of current and proposed industrial programs for correctional institutions within the Department of Corrections and to report to the Interim Finance Committee semiannually on the status of those programs.

Governor Sandoval confirmed that until recently Director Cox was not aware that businesses who want to contract with Silver State Industries need to come before the BOP Commissioners as well as the Legislature's Interim Finance Committee on Industrial Programs. Director Cox will have an AR in place to assure that happens moving forward. DD Connett commented that since James Cox has become Director, no new Silver State Industries contracts have been approved. Director Cox said that the Legislature's Interim Finance Committee on Industrial Programs is well represented with business and community leaders, labor, and elected officials from various parts of the state. [Attachment 10](#)

Secretary of State Miller discussed NRS 209.459⁵ He asked Director Cox if there is a need for additional clarity and if so, what would need to happen. Secretary of State Miller read NRS 209.459 and asked him if per this statute the two contracts should have come before the Board for approval. Director Cox said yes, that is his understanding. Secretary of State Miller brought up NRS 209.461 sub section (c) must "have an insignificant effect on the number of jobs available to the residents of this State..." and asked Director Cox if he was aware of anything that was done to make sure he was in compliance with that statute. Director said that to his knowledge, he believes at that time the processes were not followed but should have been by law and that is why we (NDOC) needs the Administrative Regulation to ensure that it will allow for oversight and Board approval. He said moving forward he will have an AR, written in full compliance of the statutes in place. This will be completed before the next BOP meeting. Secretary of State Miller asked Director Cox about a Prison Industries Administrative Procedure that was effective November 1st, 2004 which included instructions for developing guidelines and analysis on the private sector. Director Cox said that he was not aware of the contents of this Administrative Procedure as he was not in a position that dealt with these issues at that time. Secretary of State Miller asked him if he would read that as a mandate on the Department. Director Cox said that an Administrative Procedure does not have the authority an Administrative Regulation (AR) has so we (NDOC) would need to take language from the procedure and the statute and put it into the AR to clearly define who needs to be contacted (when considering a new Prison Industry). Director Cox said he would ask members of the Industrial Finance Committee on Industrial Programs how they would like to clarify the process.

Secretary of State Miller brought up that a Prison Industry should not duplicate existing Nevada industries. He went on to discuss Alpine Steel and the monies owed to Prison Industries and asked what types of controls will be put into place to correct the monies owed? Director Cox said he was working with the Attorney General's office to establish processes to assure this would not happen again. There is paperwork for the Board of Examiners review regarding a repayment plan. He said that processes need to be fully laid out. Secretary of State Miller asked if Director Cox intended to do this in the form of an Administrative Regulation that would outline this and asked about a timeline to complete this and if there is any type of draft to please forward it to the Board of Prison Commissioners so they can add their input, suggestions and comments. Director Cox agreed and said he will have an Administrative Regulation draft before the next BOP meeting.

Attorney General Masto requested a list of the current Prison Industries. DD Connett said he will provide it. She discussed the difference between existing and new prison industries and how they are handled. Additional discussion included her concerns as to the intent of the training of inmates within various industries and the affect on current local businesses. She asked if the intent of the industries is training inmates in a vocation so that they would be able to find work upon their release from prison and become a productive part of society therefore lowering their chance of recidivision. Or is a labor force being created (within the prisons) that existing private sector businesses can co-op to the benefit of their

⁵ **NRS 209.459 Program for employment of offenders in services and manufacturing.** The Director shall present the recommendations of the Committee on Industrial Programs to the Board of State Prison Commissioners and, with the approval of the Board of State Prison Commissioners, establish and carry out a program for the employment of offenders in services and manufacturing conducted by institutions of the Department or by private employers.

needs when they are engaging in an RFP process. She stated that this issue needs further and continued review.

Director Cox assured that all of the issues brought up today would be further discussed at all three mechanisms in place that provide oversight of NDOC's Prison Industries.

Senator Brian discussed the ongoing competition with Alpine Steel that in his view is unfair to other competitors in regards to the labor costs and outstanding indebtedness. Attorney General Masto recommended reviewing current contracts for existing programs. Governor Sandoval said this issue will be examined before, and addressed during, the next BOP meeting.

Additional information re: the Interim Finance Committee on Industrial Programs:
Below is a link to the website of the Committee on Industrial Programs ([NRS 209.4817](#)):
<http://www.leg.state.nv.us/Interim/76th2011/Committee/StatCom/Industrial/index.cfm?ID=5>

Below is a link to Agendas and Minutes of the Committee on Industrial Programs:
<http://www.leg.state.nv.us/Interim/76th2011/Committee/Scheduler/committeeIndex.cfm?ID=5>

IX. Presentation & Discussion on the Statewide Victim Notification Service, Nevada VINE - Jennifer Kandt, VINE Project Coordinator explained that VINE actually stands for Victim Information and Notification Everyday. This service is now available in 47 states including Nevada. Washoe County Sheriffs office and Clark County Detention Center have been using VINE for over a decade. VINE assists law enforcement agencies with fulfilling victim notification requirements. Victims can go to www.vinelink.com or call (888) 268-8463 where they can search for an offender or register and email address or phone number for notification and status information services. When a jail or agency enters and update on an offender, notifications are sent to the victim within 10 minutes. Implementation is completed within the Nevada Department of Corrections and all local jails with a few exceptions. Implementation is still in progress with the Henderson Detention Center, the City of Las Vegas Department of Detention and Enforcement, the Division of Parole and Probation, and the Parole Board. Anticipated completion of full implementation in Nevada is June 30th, 2013. There is live operator assistance 24/7, 365 days a year. Over the past year the Nevada VINE service sent out nearly 5,000 emails and made over 180,000 phone calls. Over 150,000 phone calls were made into the VINE service and nearly 30,000 of those calls were assisted by a live operator. The ultimate goal of this project is to streamline operations and assure that victims receive timely notifications on offender's status changes.

Below is a link to the vinelink website:
<https://www.vinelink.com/vinelink/siteInfoAction.do?siteId=29000>

X. Discussion/possible action regarding State Administrative Regulations. Motion to approve the following nine AR's presented passed:

- AR 212**, Contracts
- AR 300**, Recruitment and Hiring
- AR 421**, Sexual Assault, Sexual Activity and Sexual Misconduct (PREA)
- AR 432**, Transportation of Inmates for Medical Treatment
- AR 503**, Conduct of Objective Classification
- AR 504**, Reception and Initial Classification Process
- AR 511**, Inmate Orientation Program
- AR 523**, Residential Confinement Programs
- AR 569**, Confidentiality of Inmate Records

XI. Board Member Comments. Secretary of State Miller complemented Director Cox on the items included in the BOP packet that was sent to the Board members previous to the BOP meeting stating that it the preparation was very thorough. He stated that we are making great progress on the way the

packet is outlined and presented. He asked for additional information on agenda item 5, ([Attachment 7](#)) and agenda item number 8. (2 links attached above) Attorney General Masto echoed what the Secretary of State had stated and said that the Director Cox and his staff did an incredible job with the information that was provided for today's meeting and that it was helpful and made this meeting more productive.

XII. Public Comment. Senior Correctional Officer Kenneth Corzine of NNCC spoke. He discussed these topics:

- He has 17 years of experience at NNCC and he works with both NCA and AFSCME as a shop steward.
- More training is needed at the institutional level.
- Each individual post has its own unique issues that need to be addressed.
- Single staffing a unit presents officers with issues.
- When the nearest back-up officers are over 10 minutes away, this is a flaw in the system. ([Attachment 11](#))

Cedric Phillips Correctional Officer at SDCC stated his recommendations:

- He believes the comprehensive staffing analysis being conducted by an outside agency is a very good idea.
- Look at the turnover ratio that is due to the inability to maintain correctional officers due to the low pay scale.
- Additional training is needed for all staff.
- The Human Resource Division needs to find more qualified applicants for correctional officer positions.

Mr. Phillips did not provide a submittal of his comments.

Dane Claussen, Executive Director of ACLU of Nevada.

- He seconds the comment regarding the turnover issue. He believes that the NDOC turnover rate is about 105% per year which is a management problem. And again, more continuing training is needed.
- Discussed the implementation of the Prison Rape Elimination Act (PREA) and that it was signed by President Bush in 2003.
- Commend NDOC for successfully bringing the medical care at ESP up to compliance. He explained the out of court settlement that arose from litigation. ACLU does not need to follow up with any further action regarding this issue.
- He is requesting a response letter from Director Cox regarding jobs in prisons for inmates with HIV and AIDS.

Mr. Claussen did not provide a submittal of his comments.

XIII. Adjournment. The chair asked for any additional public comment and there was none and the meeting was adjourned.

APPROVED THIS 15th DAY, MONTH OF October 2013

GOVERNOR BRIAN SANDOVAL

ATTORNEY CATHERINE CORTEZ MASTO

SECRETARY OF STATE ROSS MILLER

Recorded and transcribed by Cynthia Keller, Executive Assistant, Nevada Department of Corrections