



LVPPA VEGAS BEAT

Representing Las Vegas Metro Police Department Officers and Deputy City and Municipal Court Marshals

VOLUME 4 | ISSUE 2

July/August 2009

IN MEMORIAM



OFFICER JAMES MANOR

DATE OF BIRTH: NOVEMBER 14, 1980

END OF WATCH: MAY 7, 2009



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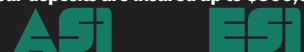
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The Las Vegas Police Protective Association is affiliated with the following organizations at the state and national level:

NAPO – National Association of Police Organizations, representing nearly 220,000 police officer members in 4,000 police associations nationwide.

"BIG 50" – An informal association of the 50 largest law enforcement associations in the United States.

SNCOPS – Southern Nevada Conference of Police and Sheriffs



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Executive Director's Message

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

LVPPA Charities

The LVPPA Charities is a non-profit {501(c)(3)} organization set up by the LVPPA to help our members with scholarship opportunities and to help the families of our member officers who have given their lives in the line of duty. As I write this article, I am filled with two feelings: sadness and pride.

Sadness. That is my first feeling. It is sad that we even need this fund. But, as we all know, just a few short weeks ago, we all lost a member of the Metro family: Officer James Manor. There can be no doubt that Officer Manor was a community hero. Officer Manor, as well as many other officers who have been killed in the line of duty, leave behind a family who may need our help. The LVPPA Charities is hoping to provide birthday and Christmas presents to all of the family members for as long as needed. We also hope to provide a college education to the children of an officer killed in the line of duty. As you probably already know, children of a Nevada officer killed in the line of duty can attend college in the state of Nevada for free, so we would cover living expenses. If the child chooses to attend college out of state, we would cover the cost of tuition up to the cost of in-state tuition.

Pride. That is the second feeling I have. I am proud to be a member of this organization for the way the Metro family has responded to past and present

tragedies. I am also very proud of the Executive Board and the Board of Directors and the entire staff here at the PPA. They have all been working on the LVPPA Charities for almost a year now. There have been many hoops to jump through along the way, but we have cleared all the hurdles. The reason for all this hard work is so we can offer the members of the PPA and their families another benefit — and that benefit is scholarships to help pay for college. All the details for both sides of the LVPPA Charities are still being worked out, but I can assure you they will be worked out. The Executive Board of the PPA — along with citizens Terri Janison and Dean Bryan — will act as the Board of Directors for the LVPPA Charities. This is an important project for all of us, but especially for Terri and Dean since they have both volunteered their time to help the families of our officers.

To show you how important this is to the Executive Board and the Board of Directors, we have put the first \$250,000.00 into the LVPPA Charities. We are out in the community attempting to raise money for the fund, but it will only succeed with your help. You are now able to donate to the LVPPA Charities through payroll deduction. This deduction is 100 percent tax deductible.

(continued on page 14)



John H. Hastings D.D.S.

Attention: Las Vegas Police Protective Association Members!!!

We are pleased to inform you that our dental office accepts your dental insurance UMR as payment in full. We are located on 4660 S. Eastern St., Suite 209, Las Vegas, NV 89119. We are looking forward to servicing you. **This offer is not a seasonal promotion, but a salute to our local MetroPolice Protection Employees.** Dr. Hastings office has a team of great people to serve you. They deliver personalized care to their patients utilizing the newest technology!

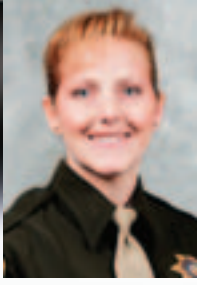
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Honoring Officer James Manor

DETECTIVE MICHELLE JOTZ

Assistant Executive Director



Unfortunately, the community, our Department and a local family recently suffered the loss of a local hero who lost his life in the line of duty. Officer James Manor tragically died as the result of an automobile accident while en route to what he believed to be a violent domestic disturbance. Law enforcement survivor Vivian Eney said, "It is not how these officers died that makes them heroes, it's how they lived." Officer James "Jamie" Manor will truly be remembered and should be honored for how he lived.

James Manor was more than "just a cop." He grew up in Las Vegas as the ninth of eleven children and was a true local. After he graduated from Clark High School in 1999, James went on to attend college at Eastern Michigan University. While there, he played football and became captain of the team. After his graduation and earning his B.A. in Communications, James returned to his hometown and began working for Juvenile Probation. He became a football coach at Western High School and even substi-

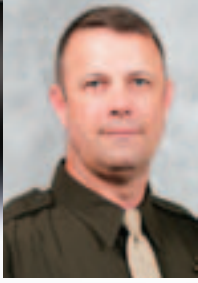
tuted at West Preparatory Academy. James was extremely active in his church and was part of the ministries. He also volunteered his time at the Agassi School and at the Doolittle Community Center. James was a single father to Jayla, his eight-year-old daughter.

As if he wasn't already giving the community enough, James made the decision to become a police officer with the Las Vegas Metropolitan Police Department. In 2007, at the age of 26, James graduated from the Police Academy. He was assigned to the Enterprise Area Command at the time of his accident.

It was apparent to this community what an impact James had on everyone he interacted with. The attendance at the viewing was amazing, and the attendance at the funeral service honoring James was even greater. At the service, attendees had the opportunity to join in a celebration of James' life, just as he would have wanted them to. Everyone who met James was truly blessed.

"It is not how these officers died that makes them heroes, it's how they lived." —Vivian Eney **VB**





Deferred Compensation Committee Information

CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

With the continued decline in the stock markets, there has been some concern about the financial health of "The Hartford." The Hartford is the company that manages the LVMPD Deferred Compensation Plan. To give readers some insight, LVMPD employees have an investment total of \$124,567,238 in deferred comp (as of March 31, 2009). There are 4,870 employees that invest with The Hartford, out of a total Metro employee count of 5,230. This represents a 93 percent participation rate. This is very impressive compared to other deferred compensation plans. Retirement savings is very important to our members, and this participation number proves it.

Metro's Deferred Compensation Committee (DCC) is comprised of representatives from LVMPD Executive Staff, LVPPA, PPACE and PMSA. The DCC members are as follows: Chief Financial Officer Karen Keller, Office of Finance; Deputy Chief Kathy Suey, Human Resources Division; Detective Chris Collins, LVPPA; Detective Michelle Jotz, LVPPA; Corrections Officer Thomas Reid, LVPPA; Senior LEST Terri Yada, PPACE; Communications Supervisor Melissa Johanning, PPACE; and Lieutenant Paul C. Page, PMSA.

The Committee meets with representatives of The Hartford on a semi-annual basis. We discuss investment choices for the participants to choose from and make decisions to either add more choices or discontinue funds that are not being utilized by the participants. We met with The Hartford representatives on May 27, 2009. At the meeting, they shared with the DCC that The Hartford has taken a number of actions to strengthen their financial position in the marketplace. Some examples given were:

1. Getting preliminary approval of \$3.4 billion from the Capital Purchase Program (CPP), a component of the Troubled Asset Relief Program (TARP).
2. Securing a \$2.5 billion investment from Allianz.
3. Cutting the dividend of their common stock.
4. Taking significant steps to restructure their global annuity business.

The Hartford representatives continued to say that the company has not decided if they will accept the CPP/TARP money, but it is there if they need it. They also stated that all the fund-rating agencies P# 3943 such as Standard and Poor, A.M. Best and Moody's have given The Hartford a rating of A or better across all their books of business. This should be welcome news to the Metro-deferred comp participants because it seems to signal that The Hartford has weathered the financial troubles, for now, and is working to getting back to its core services that served them well for 200 years.

The most up-to-date information on The Hartford can be found at: <http://www.hartfordinvestor.com>.

If you have questions about your Deferred Compensation Plan, please call Senior Account Representative Anthony Cardone at 862-8296, ext. 60305; 650-9817, cell phone; or e-mail anthony.cardone@hartfordlife.com. **VB**



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-Gen. Colin Powell

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Justice Does Not Always Prevail

OFFICER MARK CHAPARIAN
Secretary

It's the middle of your shift on graveyard as a patrol officer. The lieutenant attended your briefing and talked about stepping up "directed patrol activities" and how he would appreciate his shift's stats to rise before the next reporting period. The calls for service have slowed down a bit, so you head toward your favorite fishing hole to see if any traffic violators are biting tonight. Who knows? Maybe you'll get lucky and catch a stolen car or wanted felon while you're at it. You arrive at "your" spot and hide the patrol car, to the best of your ability, from the potential violators. Lunch can't come soon enough, you think to yourself. You're sitting there for about five minutes with no luck at all. You glance down at your computer to see what calls might be holding, and then you see it out of the corner of your eye: a large SUV traveling fast toward your location.

About 200 feet away is a traffic signal. You quickly notice that there is something different about this SUV coming toward you. It's traveling at a rapid pace and has hazard lights flashing. You quickly sit up, clear your throat and watch as it draws closer. It becomes clear that this driver is in a hurry. Something in your gut tells you you're going to watch a violation occur right here, right now. The SUV slows down to about 20 mph and glides right through the intersection on a red signal. Luckily, no opposing traffic was coming or that would have been a bad wreck, you think to yourself. You throw the shifter into "D" and spin your tires a bit as you stomp on the accelerator in order to catch and ticket this violator. The Ford Crown Victoria you are assigned for the night is newer and pretty quick. Your heart starts to beat a bit faster now and you realize the flashing red and blue lights you are using are not having any effect on slowing this SUV down. Your right foot is to the floor; your right hand is reaching for the radio microphone. Have you landed yourself a felony stop for the night?

The SUV maintains a faster-than-posted speed with the hazard lights still blinking. You complete your radio traffic indicating your situation and prepare yourself for the worst. Is this a drunk who just doesn't understand? Is this a kid who has just stolen his neighbor's vehicle? Could it be possible I have caught up with a murder suspect? You take a deliberate, labored deep breath and draw closer to the SUV — which clearly shows zero concern for your police car, its flashing lights, its blaring siren and your authority to stop it. The SUV now disregards yet another red signal and it is heading for a hospital parking lot. You quickly scan the interior of your patrol car for the shotgun, just in case. It appears clear that this driver is determined to get wherever he is going and is willing to risk the safety and security of every single citizen on the road that night, because he's entered that parking lot and has no regard for the posted stop signs he blasts through.

Just as you begin to wonder where your backup is, the SUV abruptly stops and parks across the lines of a disabled person's parking stall. You jump out of the patrol car, clear leather and, as your police training kicks in, you issue verbal commands to the occupants of this SUV. In less than a second, the female passenger jumps out, disregards your commands and jogs into the hospital. She doesn't appear injured or sick and requires no assistance. You can clearly see that only the driver remains and he steps out toward you. Your mind is racing to figure out just what you have stumbled upon. The driver is running his mouth instead of listening to your instructions. You recognize the fast-foot shuffle and dialogue as that of a desperate man who is clearly in distress or trying to confuse you in order to cause you harm. Every time you ask the driver for his cooperation, he becomes noncompliant. You recognize this behavior as that of a threat to your well-being. You have no idea what his true situation is, and he refuses

to relinquish control of the situation to you: a uniformed, clearly marked police officer. This situation becomes frustrating as it starts to become clear that this driver took it upon himself to operate his vehicle in a reckless manner in order to selfishly transport his wife and himself to see a dying relative who was already admitted into this hospital.

Like salt in an open wound, this suspect shows neither remorse nor understanding that what he did was reckless, dangerous and against the law. No matter, you think to yourself. This guy is at least getting a ticket, if not a ride to jail. You painfully get all the information you need to issue a ticket and make sure he is not wanted for any warrants. Just prior to you finishing your ticket, a fellow officer and a nurse from inside the hospital show up and confirm that this suspect does in fact have a dying mother-in-law who is inside the hospital. You realize that nothing he did or you did have anything to do with that and, in fact, the driver's actions could have made this situation even worse. You indicate that you're almost done with the ticket and quickly finish. After completing the ticket and having the driver sign, you explain to him that this situation did not have to unfold this way and that he made a bad decision to drive that way and disregard your emergency vehicle. You and the suspect part ways and you feel good about issuing a ticket to someone who took the law into their own hands and risked the safety of yourself, himself and the public at large. Common sense tells you that rushing to the hospital in that manner will not change the outcome of his mother-in-law. You finish your shift feeling that you have done your duty and served the public well.

Soon after your shift has ended, you realize something bad has occurred on your Department and everybody is abuzz. Then it happens. The news strikes you like a ton of bricks. The chief is not happy about what occurred with the reckless driver and the ticket you wrote him. You think to yourself, no worries, I can explain and he will understand. Within two hours, you're contacted by phone to get down to the chief's office and hurry up. A pit in your stomach the size of a softball grows, and your heart is racing at a crazy pace. You arrive at the station and see news crews and lots of brass. As you approach the building, you can tell this is serious. You're suddenly hustled into the building and you find yourself seated in front of the chief's desk. You receive an ass-chewing worthy of a hardened marine drill instructor and you are told to start packing your stuff because either you're going to resign or they are going to fire you! No words you are saying are penetrating the chief's ears or the logic P# 9303 portion of his brain. The chief stomps out to conduct a press conference where you are thoroughly "thrown under the bus," backed up upon several times and set on fire to die. You can unfortunately see the reality that you cannot survive this assault and no one is stepping up to assist you.

A superior takes you aside and has a "fireside chat," which causes you to resign the next day and issue a public apology. Your story is on the national news and your family receives threats for weeks to follow. As you reflect back on that one night and that one reckless driver, you can't help ask, "What went wrong?" You had probable cause to stop and ticket this driver, you did so and never used profane language or used any physical force. You even believe in your heart that by intervening that night, you may have saved a life. You think back upon your Academy training and your duty to serve and to protect. You ask yourself, "What did I do wrong? Why didn't the public see that I was just doing my job? Why didn't my administration back me? What would the public response have been if I chose *not* to react when I saw that driver and he killed someone or he was a fugitive from justice?" Then it hits you ... You have come to the solemn conclusion that

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Post Retirement Trust

CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

What I would like to talk to you about is how the LVMEBT (aka Post Retirement Trust) works and about the recent increase in the payroll deduction for it. When the LVMEBT was formed, and because of ERISA and IRS regulations, military personnel could not be excluded from the group. The Trust got the direction from the IRS that it was either *all of us or none of us* participating in the program. I realize that the military has insurance (TRICARE) which covers some, if not all of your medical expenses. Upon a qualifying retirement, any costs the member incurs in a given quarter (three months) to include over-the-counter items (i.e., aspirin, Tylenol, sinus decongestant, etc.) can be submitted for reimbursement up to the amount of \$300.00 per month or \$900.00 per quarter.

In regards to the people who have military insurance, please remember that just because you are not paying anything now does not mean that you won't be paying something down the road.

What is a qualifying retirement?

That relates to the minimum number of required years of active service in

order to be vested in the plan. Currently, that number of years is set at five years of active service. However, effective July 1, 2009, new hires who are commissioned on or after that July 1 date will be required to contribute for a minimum of 10 years. Again, this is only for new hires who are commissioned on or after July 1, 2009. This is being done in order to make the Trust more stable financially so it will last for all of us.

Addressing the issue of the contribution and the benefit.

We had a lot of discussion and reviewed the actuarial about the amount of the contributions. If we, the trustees, chose only to only raise the contribution, the contribution requirement would have been very large. It would have been way too much of an increase. On the flip side, if we were to just lower the benefit the members receive, it would have dropped significantly. Therefore, it was decided that active members and retirees would both cover the cost to the Trust. It was a sound decision and, from a fiduciary standpoint, it is fair to everyone involved.

There are three changes:

1. The minimum time to be vested increased for new hires from five to 10 years.

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ATTENTION:
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What Happened in Carson City?

DETECTIVE DAVID F. KALLAS
Director of Governmental Affairs

What happened in Carson City?

The 75th session of the Nevada Legislature began on February 2, 2009, and ended at 0024 on June 2, 2009.

Through 120 days of hearings, meetings and “floor” votes, our association spent hundreds of hours ensuring that our officers would not be negatively impacted by the decisions of our Legislature. Just as importantly, our association spent hundreds of hours trying to promote legislation that would benefit the officers we represent.

There were 1,336 pieces of legislation proposed during this session, ranging from issues related to animal fighting to fish pedicures.

As an association, our job at the legislature isn't to promote criminal law, though we do support or oppose some efforts, but to promote issues that affect officers' benefits, employee rights and work conditions. These issues can range from workers' compensation legislation to retirement benefits, collective bargaining issues or revisions to our “Peace Officers Bill of Rights.”

Prior to the session starting, we review every proposed piece of legislation to see what, if any, impact it may have on you and other officers. During the session, we continue to review new proposed legislation for the same reasons.

Having represented the association during the last three legislative sessions, I can say that this year's was the most difficult environment for “public employees” I have ever seen.

Since September 2008, when the Las Vegas Chamber of Commerce released their analysis of public employee compensation, we have been under constant attack.

For the first time that I am aware of, the Las Vegas Chamber of Commerce was given the opportunity to present their private analysis on our salaries and benefits to the legislature in a committee hearing scheduled specifically for them.

Throughout the entire 120-day legislative session, the Chamber of Commerce was present, along with their many lobbyists trying to convince anyone that would listen that we are overpaid, have too generous a retirement benefit plan and that our ability to collectively bargain creates a burden on the taxpayers.

They used all their resources to insist that before the legislature could look for additional revenues to balance the state's budget, there would have to be modifications to PERS, PEBP (we don't participate) and the Collective Bargaining process.

When all was finished, there were some modifications to all three that are included in Senate Bill 427. None of the PERS changes affect current employees, but do affect new employees hired on or after January 2010. For new officers hired on or after January 1, 2010, the multiplier used to calculate their retirement benefit will drop from 2.67% to 2.5% (which was the previous multiplier until July 2001). New officers will still be able to retire with 20 years of service at age 50, but the “25 and out” provisions will not apply to any officer hired after January 1, 2010. A new officer may retire with 30 years of service at any age. There was a BIG push to increase the minimum age that a new officer may retire to 55 and also eliminate the spouse option we are entitled to. Many legislators, most of whom may have different crime and punishment philosophies than we do, supported our efforts to keep these changes from happening.

If anyone wants a detailed description of the changes, please contact me at dkallas@lvppa.com or call 384-8692, ext. 207.

As for specific legislation, let me start with a proposal that we believe would have *negatively impacted* our officers.

Assembly Bill 273 — which would have made various changes governing the use of Tasers by Peace Officers. The bill would have required that a Taser only be used as an alternative to deadly force and only on a person who had committed a violent felony.

Also, each Taser would be required to have a camera attached to it.

The bill was heard on March 25, 2009, and the association, along with the Department and many other law enforcement organizations testified against it. The bill never received a vote.

The association, in conjunction with the Southern Nevada Conference of Police and Sheriffs, requested sponsorship of five bills and supported many others.

Assembly Bill 198 — requested by the PPA and sponsored by Assemblyman Segerblom — would have created a Deferred Savings Option Plan (commonly known as a DROP) in PERS. Due to the financial crisis in the state and criticism that this was a benefit enhancement at a time our contribution rate would be going up, the bill never received a hearing.

Assembly Bill 230 — requested by the PPA and sponsored by Assemblyman Segerblom — requires a Nevada Law Enforcement Agency to provide two opportunities a year to their retirees to qualify with their handgun so they can meet the requirements of the Retired Law Enforcement Officers Act (HR 218) and be able to carry their handgun concealed in all 50 states. This bill was approved by the governor on May 22, and takes effect on October 1, 2009.

Assembly Bill 384 — requested by the PPA and sponsored by Assemblyman Kihuen — enacted a penalty for a person who was either in lawful custody or under lawful arrest that excreted any bodily fluid on an officer. The first offense is a gross misdemeanor and the second offense, a felony. The bill became known as the “spitting bill,” but addressed a need that the current statute only addressed if the offender was in “prison,” not just a prisoner. The bill was approved by the governor on May 6, and takes effect on October 1, 2009.

Assembly Bill 130 — requested by the PPA and sponsored by Assemblyman Conklin, Kirkpatrick and Ocegüera — makes changes to NRS 280 regarding the Fiscal Affairs Committee for the Metropolitan Police Department. It would require that the Sheriff or his designees negotiate our employee contracts without city and County staff members participating, though they could still “monitor” the process. The bill would also require the Sheriff to present the tentative agreement to the Fiscal Affairs Committee for its review and approval, once a tentative agreement is reached.

There has been a lot of negative information about this bill promoted in our local version of the *National Inquirer*, the *Review Journal*. This bill simplifies the actual negotiation P# 13855 process so that we deal directly with our employer, the Sheriff, but provides for public scrutiny before it is finally approved by the city and County. The bill was approved by both the Senate and Assembly and is currently awaiting approval by the governor.

Senate Bill 202 — requested by Metro and sponsored by the Senate Committee on Taxation — would have given the Clark County Commission the authority to increase sales tax by ¼ cent. The money from that increase would have been used to hire more officers and equip them. Due to the significant financial crisis the state was in, we were not able to get lawmakers to add any additional taxes to the ones that they had already decided to increase. I understand their dilemma!

(continued on page 14)



LVPPA Challenge Coin Design Contest

OFFICER KEVIN C. BARKER
Sergeant-At-Arms

The LVPPA wants to create and design an official challenge coin! Challenge coins symbolize a special unit or organization and have symbolic meaning to members. In fact, challenge coins “build team spirit, preserve unity and encourage stronger ties” (Challenge Coins, 2009, para. 3). The LVPPA wants a challenge coin to symbolize the courage and sacrifices of the LVPPA membership and to represent the police and corrections officers of the association.

While some members may know and understand the history of the challenge coin, others may not. Challenge coins date back to World War I, where a rich lieutenant pilot had special bronze medallions displaying the squadron emblem made for each member of his squadron. This lieutenant was shot down behind enemy lines and captured. The Germans took all identification from the pilot except the bronze medallion which was in a leather pouch around his neck. The pilot escaped and returned to the front lines where the French were going to execute him as a German saboteur. However, the young lieutenant, remembering his medallion around his neck, presented the medallion to the French who recognized the squadron emblem and spared the officer’s life (Acosta, 2005, p. 1). The tradition of the

challenge coin carries on today. Challenge coins have meaning not only to LVPPA membership, but also to members from other police agencies and organizations across the United States.

The LVPPA invites any LVPPA member or PPACE member to submit artistic challenge coin renderings to the LVPPA office. All renderings must be submitted to the LVPPA office by Friday, August 28, 2009, no later than 5:00 p.m. Contest participants agree to sign over any artistic or intellectual property rights to the LVPPA if their coin is a winner. The membership will have a chance to review and vote on the challenge coin submittals at the General Membership Meeting on September 3, 2009. The winner of the contest will receive a \$250 cash prize and the honor of knowing that his or her design is the challenge coin symbol of the LVPPA. If you have any questions or comments, please call me anytime at (702) 384-8692, ext. 218.

Good luck and best wishes! **VB**

References

Acosta, W. (2005, March). *History of the challenge coin*. *Marine Corp News*. Retrieved May 28, 2009, from <http://www.globalsecurity.org/military/library/news/2005/03/mil-050304-usmc03.htm>.
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JOHN DEAN HARPER
General Counsel

Hypocrisy: The RJ and Its Campaign for Transparency

One of the pleasant differences between writing a magazine article and a legal brief is that you can give your opinion and not have to rely upon the salient evidence admitted in the case. However, because your work is being published, I feel there is an inherent duty (among other duties and responsibilities), both legal and moral, to let it be known what your motivation is behind your work and to delineate what you believe to be fact and what you believe to be opinion. I also believe that when you are supposedly in the business of “reporting” the news and you avail yourself of the protections afforded by freedom of the press, you should practice what you preach and not attempt to “create” news.

I have long been annoyed at what appears to me to be a trend for network or local television newscasts to look more and more like entertainment news. Some more bothersome trends I see are local newspapers not only allegedly reporting the news, but extending their tentacles to attempt to influence the news and, ultimately, create news.

There is no doubt that this valley has two newspapers with diametrically opposite political beliefs. *The Las Vegas Sun* is more liberal and hence more of a “Democratic newspaper,” favorable to public employees and unfavorable to big business. On the other hand, the *Las Vegas Review-Journal (RJ)* is more conservative and, therefore, more of a “Republican newspaper,” unfavorable to public employees and favorable to private business. I say this because of the type of candidates that each newspaper endorses, the tone of their editorials, the opinion columns run and letters to the editor that are printed. Both are engaging in the type of conduct I discussed above. However, the *RJ*’s most recent action has prompted me to write this article.

On May 15, 2009, the *RJ* carried a story by employee Carri Geer Thevenot, titled *FREEDOM OF INFORMATION: Coalitions seeks transparency. Legislators asked to sign pledge backing open government*. The article starts out as follows: “The Nevada Freedom of Information Coalition announced Thursday that it is asking all members of the Legislature to sign a ‘transparency pledge’ demonstrating their commitment to open government.”

“They’ve been meeting in secret for many years,” said Thomas Mitchell, coalition president and editor of the *Las Vegas Review-Journal*. “And right now they’re doing it again.”

Further, the article states: “At a news conference Thursday at the Sawyer Building, Mitchell said the nonpartisan Freedom of Information Coalition was formed to promote and defend Nevadans’ rights to access public records and the public decision-making process.”

“That is the public’s right to know,” he said.

Mitchell said Nevada legislators showed they understood the concept of open government when they passed the open meeting law.

“They specifically exempted themselves, knowing full well this is a good law,” he said.

Mitchell said Nevadans cannot reasonably evaluate their lawmakers without knowledge of what they have done.

“They are not our masters,” he said. “They are our servants.”

It is important to follow the logic of the *RJ*’s editor, Thomas Mitchell. He acknowledges that there is a law on the books that exempts the Nevada Legislature, yet he believes that since they understand the concept of open government, they should ignore the exemption and agree to make all meetings open or transparent.

There is more. On May 15, 2009, the *RJ* published an editorial titled “Secret school budget plan. Attorney general looks the other way on district ploy.” In this editorial, the *RJ* accuses the Nevada Attorney General of looking the other way in investigating an alleged open-meeting law violation by Clark County School District officials. The editorial states: “So thorough was this attorney general’s office investigation that authorities didn’t even bother to contact *Review-Journal* Editor Thomas Mitchell, *Review-Journal* lawyer Mark Hinueber or reporter James Haug as part of the investigation.”

The implication is that the named employees had information that they were willing to disclose to the Attorney General’s office.

The Hypocrisy

Here is what set me off. Since 2005, the association has been involved with lawsuits against Clark County, individual members of the Board of County Commissioners and former County Manager Thom Reilly (hereinafter sometimes referred to collectively as the “County”), in both Clark County District Court and the Local Government Employee-Management Relations Board. The gist of the association’s allegations against the County was that it tortuously interfered with the association’s Collective Bargaining Agreement and the association’s prospective economic advantage during the 2005 contract negotiations.

The association felt that there were a number of reasons for the allegations: 1) the Board of County Commissioners maliciously removed Commissioner Tom Collins from the Fiscal Affairs Board prior to the expiration of his two-year term, in favor of Commissioner Rory Reid, thereby replacing a yes vote for the CBA with a no vote; 2) Fiscal Affairs Member, Peter Thomas, a principal in Thomas & Mack (which regularly is in front of the County Commission for real estate matters), was the swing vote when he voted against the CBA and stated that he was personally for the CBA, but he would not go against the will of the County Commission; and 3) that Thom Reilly, as early as May 2005,

(continued on page 12)

LEGAL CORNER

(continued from page 11)

had spoken publicly about the issues involving the negotiations, had been an outspoken critic of the final agreement between the association and Metro,

and had publicly spoken against it. Further, that Reilly had disseminated misinformation for the purposes of confusing the citizens of Clark County and Las Vegas and that the *RJ* had widely reported this misinformation in news articles, editorials, outcome-oriented polls and had acted seemingly in collusion with the County.

By way of example, on October 26, 2005, the *RJ* printed the following story in large bold-faced type on the front page of the Nevada section: *Poll: Voters oppose police raise*. In a poll conducted by Mason-Dixon Polling & Research, Inc., of 400 County voters, 54 percent opposed the question that asked if they supported an increase in pay of a majority of police officers by about 40 percent over four years. The association had a number of concerns, including but not limited to, the accuracy of the question, the size of the sample, how was the sample contacted, how random was the sample, etc. When the association hired Magellan Research to conduct a poll and use the accurate raise percentages, out of 801 registered voters, 60.8 percent supported the pay raise.

During that time, it became very apparent that the *RJ* was not only trying to sway the public's opinion against the CBA, it was actually trying to create news and overtly change voters' perception with a so-called poll.

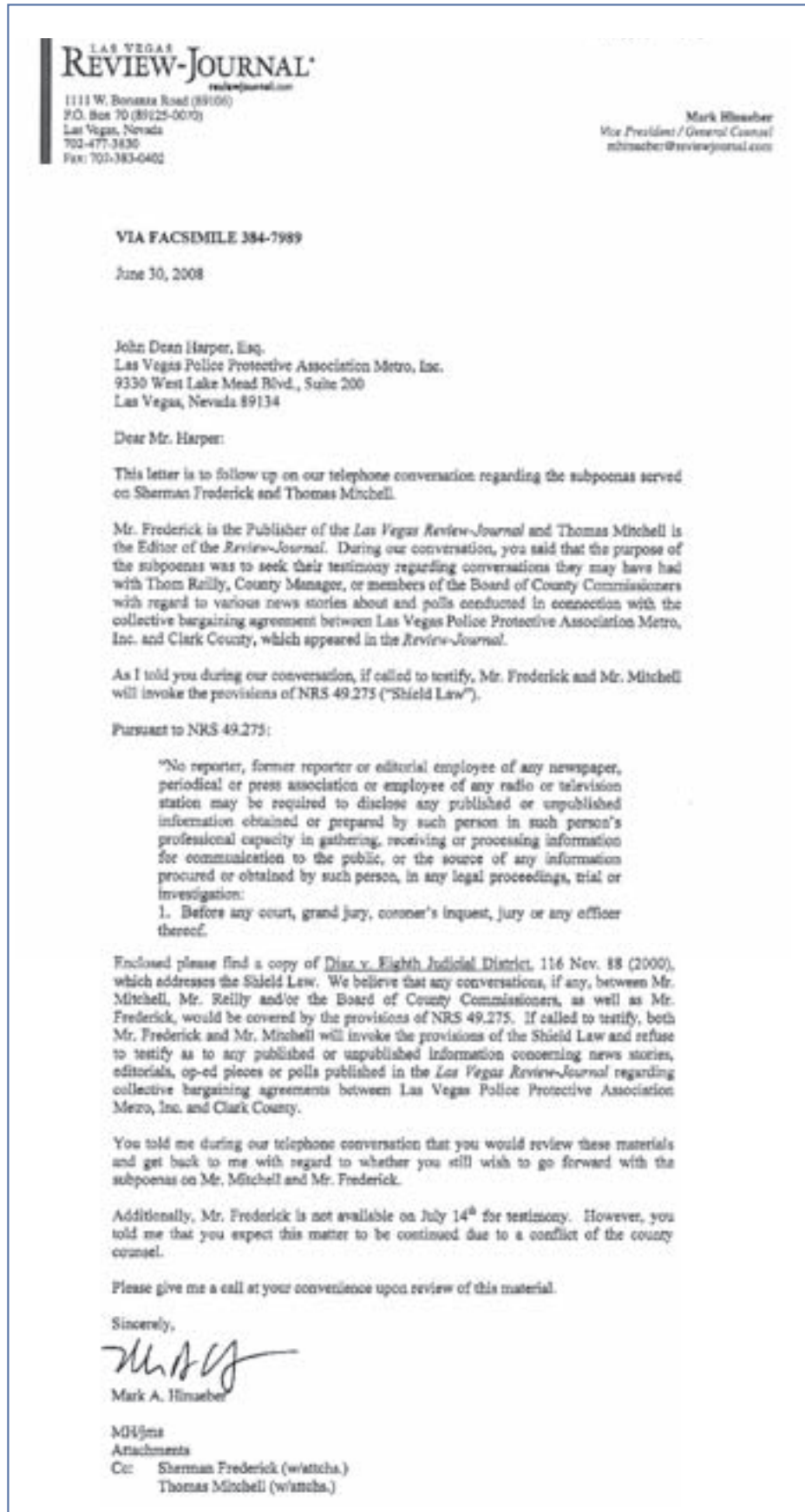
In May of 2008, the association issued subpoenas to both *RJ* Publisher Sherman Frederick and Editor Thomas Mitchell. After some conversation with General Counsel Mark Hinueber, the association received a letter dated June 30, 2008. That letter is printed herein without the attachment. As you can see, Mr. Hinueber flatly states: "As I told you during our conversation, if called to testify, Mr. Frederick and Mr. Mitchell will invoke the provisions of NRS 49.275 ("Shield Law")." Further he states: "We believe that any conversations, if any..., would be covered by the provisions of NRS 49.275."

Any conversations? So if the conversations went beyond mere news gathering and its dissemination (as the association suspected), the *RJ* felt it was shielded from disclosing those conversations? Where does the *RJ* draw the line? Can its employees conspire to commit an illegal act and not be required to disclose those conversations?

Now a year later, Thomas Mitchell is not only editing a newspaper, but also leading a coalition for transparency in the Nevada Legislature. He essentially claims that, even though there is a law, the Legislature should do the right thing and follow the open meeting law. Further, an *RJ* editorial denigrates an Attorney General's investigation because it did not interview "*Review-Journal* Editor Thomas Mitchell, *Review-Journal* lawyer Mark Hinueber, or reporter James Haug as part of the investigation."

Therein lays the hypocrisy. The *RJ* is telling the Nevada Legislature, despite its legal exemption, to open every meeting to the public. Yet when it comes to the Shield Law, the *RJ* wants to hide behind it instead of disclosing any conversations or information that would have been pertinent in the association's lawsuits against the County and possibly have affected public policy and a private contract. At the same time, when it has an agenda like the alleged School District open meeting law violation, it complains that certain key employees were not interviewed. Which way does the *RJ* want it? Are they covered by the Shield only when they do not *want* to disclose information that damages their agenda?

What could be more hypocritical than hiding an agenda behind one of the most sacrosanct of rights, the Freedom of the Press under the First Amendment to the Constitution of the United States of America? **VB**



Tactical Fitness

BY ERIC MULDROW, CORRECTIONS OFFICER

“Drop and give me 20!! Go run three grinders, recruit!!” Those are amongst the many orders we are given time and time again during our Academy days. We are constantly ... “motivated” with push-ups, grinders, etc., all to prepare us for the physical and mental demands of being a law enforcement officer.

But what happens to our fitness regimen after we are no longer trainees? Well, it’s usually traded in for 12-ounce curls and bench presses with donuts!

Whether it’s sprinting to a 444 in the jail, a foot pursuit on the streets or going to our annual physical, there is no doubt that being physically fit is a vital part of what we do day in and day out. As important as our health may be, it’s also one of the most neglected facets of our lives. Each year, numerous officers die on duty during a violent or stressful encounter due to poor physical health. We need to remember that the lives of citizens in need, our partners — as well as our own — depend on us being able to rise to the occasion when called upon to do so. These bodies we have (like any machine) need to be fine-tuned in order to perform the way we want them to during those crucial moments.

So how do we do it? How do we maintain an optimal level of fitness with our busy schedules?

A good thing to know is we don’t have to be in the gym all day, every day. All you need is 30 minutes (sometimes less), at least three times a week. That’s it! First, give yourself a good 10–15 minutes to warm up and then stretch. Mix strength training (weights, body-weight exercises, etc.) with cardiovascular conditioning that uses varying degrees of intensity (example: sets of 15–30 second sprints on the higher end and a light jog for lower intensity) and you have the beginning formula for getting your fitness to an optimal level. The point to remember is that intensity is the key. Studies have shown that people can get results from a workout routine that only lasts four minutes if the intensity is high enough.

Now go forth ... and get fit! Besides, wouldn’t it be nice to go to the uniform shop for a smaller set of pants for a change? I thought you would agree. **VB**

Corrections Officer Eric Muldrow has been an officer with the LVMPD for 12 years. He has worked in patrol and in DSD in Intel. He is currently assigned to DSD. He is also an ISSA Certified Fitness Trainer and owner of The Fierce Fitness Bootcamp (www.fiercefitnessbc.com).

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COLLINS

(continued from page 4)

Deduction forms are available now at the PPA office. We will be bringing them to the various offices and area commands shortly. I hope that each of you will see the importance of this fund and donate between \$2.00 and \$5.00 dollars each payday. You should know that this fund has no administrative costs. Other non-profits' operating costs run as high as 20 percent and higher. There is no doubt in my mind that each of you would take money out of your pocket to help a squad mate. I pray all the monies raised for the LVPPA Charities can be used for scholarships for our members and their families. The reality is, though, that we need to be ready to help the family of a fallen hero enjoy birthdays and Christmases for many years to come. We need to be ready to see to it that the children of our fallen heroes get the education they deserve and want.

I look forward to any comments you may have. As always, stay safe and fight the good fight! **VB**

CHAPARIAN

(continued from page 7)

our society has become distracted and has lost focus on the big picture. You feel defeated, broken and betrayed. Lingering in your mind will always be this thought from this day forward: What has become of our society and the respect we once had for law and order and the people who dedicate their lives to enforce it?

Author's note: This story is similar to a situation that happened to an officer on March 17, 2009, in the Dallas, Texas, metropolitan area. Unfortunately, events like this happen to good cops all too often across our great country. If you agree with my thoughts on this, please talk to as many people about this who will listen to you. If you do not agree, maybe you and I should sit down for a "fireside chat" sometime real soon. Be safe and keep hooking, booking and citing! **VB**

KALLAS

(continued from page 9)

Lastly, **Senate Bill 396** — requested by the PPA and sponsored by Senators Horsford, Copening and the Senate Committee on Judiciary — makes revisions to NRS 289; commonly known as the "Peace Officers Bill of Rights." The revisions allow officers to copy their IAB files if they intend to grieve a discipline, ensure that "witness" officers are afforded the same rights as "subject" officers and require that a "Garrity" warning be given to all officers who are compelled to answer questions. The bill was approved by both the Senate and the Assembly and is currently awaiting approval by the governor.

At any given time during the first two months of the Legislature, the association was monitoring almost 200 pieces of legislation and, over the last six weeks, 74 pieces of legislation.

All of our bills and the others can be viewed in their entirety at www.leg.state.nv.us.

There is a lot of work that goes into the legislative process, and we should all be grateful that our association chooses to be involved. By doing so, we become part of the solution rather than the problem.

ATTENTION MEMBERS!!

On June 9, 2009, the governor vetoed both Assembly Bill 130 and Senate Bill 396.

Our Association spent four months getting these worthy pieces of legislation passed by the Legislature and the governor saw fit to veto them. Needless to say, we are shocked by the complete lack of respect our current governor has for the work our officers do and the rights provided them under NRS 280, 288 and 289. His explanations were without merit and flew in the face of common sense. His complete lack of understanding of the processes outlined in those bills is evident in his vetoes. How sad!

As always, stay safe! **VB**

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Sergeants' Field Training Program

BY ANDREW WALSH, SERGEANT

One of the most common themes in law enforcement is that an organization is only as good as its first-line supervisors. As a matter of fact, whenever a law enforcement organization fails to live up to its values, it is typically a failing at the first-line supervisor level that is discovered to be the root cause of the problem.

In January 2008, the Field Training Section unveiled the Field Training Program for new sergeants. The goal of this program is to provide a smoother transition from line officer to first-line supervisor. The program is designed to have a Field Training Sergeant provide instruction on the operational and administrative tasks that sergeants deal with on a daily basis. The training manual associated with this program is similar to the new officer Field Training Manual, and contains instruction and performance checklists.

The days of an officer receiving a phone call informing them that they have been promoted and then that officer stepping into their new role with no formal training are a thing of the past. Today, when an officer "gets the call," they will soon thereafter be contacted by the Field Training Section. The Field Training Section will meet with the new sergeant to discuss his or her assignment and provide him or her with the Field Training manual. The new sergeant will then be assigned to work with a Field Training Sergeant, and complete a 40-hour ride-along. We now have the ability to accomplish the ride-along prior to promotion, providing that all operational needs can be met. During this ride-along phase, it is the job of the Field Training Sergeant to expose the new sergeant to as many operational tasks as possible. The Field Training Sergeant will also provide instruction on the administrative tasks that a sergeant must be well versed in (i.e., completing a line-up, how to P# 8260 run an effective briefing, how to maintain Supervisors Employee Performance Files) and the list goes on. The feedback so far has been positive, especially for those who have been away from patrol for several years. Some of the newly promoted sergeants have never been in a patrol car with a touch screen MDT. This program has helped ensure the transition is not overwhelming.

The training and development of the new sergeant does not end there. The program is designed to last for 12 months. During the remainder of the first year in rank, there are several things that still need to be accomplished in order to complete probation. The new sergeant will be required to complete all three tracks of the Supervisory Development Program, which is hosted by Advanced Training, and they are also required to attend a minimum of two days of training hosted by the Field Training Section. The Field Training Section has worked closely with Emergency Management to schedule "live" ICS-based scenarios. The scenarios have been developed to provide new sergeants training on scenarios they are likely to encounter in the field.

The Field Training Section also schedules several classes and additional tabletop exercises that the sergeants are required to attend as part of their

training. These classes cover a variety of topics, ranging from leadership to crime reduction strategies and counter terrorism to personnel issues. All are important topics for supervisors at every level.

Patrol Lieutenants play a key role in the development of the new sergeant. As part of this program, the lieutenants are required to complete Quarterly Performance Plans for the new sergeant to follow. These performance plans outline the lieutenant's expectations of the probationary sergeant and provide the new sergeant with a road map to follow on a quarterly basis.

The Sergeant's Field Training Program was developed with this basic foundation and with the philosophy that, over time, it would evolve and grow. For 2009, there are several components being added. One of the items that is going to be added will be a Performance Meeting and Coaching session. This meeting is designed to give the sergeant an opportunity to report back to the Field Training Section any issues or concerns that have arisen since the promotion. The new sergeant will be asked to describe the crime reduction efforts that his or her squad is making, and to describe how he is developing the officers under his command. This meeting will also include a review of the quarterly performance plans to ensure they are being completed on time and that the sergeant is meeting the expectations that are being set by the lieutenant. This coaching session is another way to take the development of the probationary sergeant's performance to the next level.

This program will continue to evolve as more and more officers are promoted and the feedback and suggestions continue to come in from the field. This program is designed to help the Department achieve the goal of "Recruit, Train and Develop our People." Our new sergeants go through a rigorous testing process, and those who are successful have done the work necessary to promote. It is our responsibility as an agency to ensure we are providing all of our employees with the best opportunity to succeed in their position.

I am always available to answer questions that you may have regarding this program or any matter that pertains to Field Training. Please stay safe! **VB**

Sergeant Walsh has been with the LVMPD for approximately 11 years and in law enforcement for 17 years (6 years with the NYPD). Since coming to Metro, Sergeant Walsh has been a Field Training Officer, a TAC Officer, and has been a sergeant for three and a half years. He is also a certified defensive tactics instructor. Sergeant Walsh has been with the Field Training Program as the coordinator for approximately 18 months.

LOCHNER

(continued from page 8)

2. Contributions are increasing from \$75 per month to \$100.00 per month.
3. The benefit is being reduced from \$350.00 per month to \$300.00 per month. (That was done for the long-term benefit of the Trust and for you, the member of the Trust.)

If you have any questions, please give one of the trustees a call. I can be reached via my cell at 328-0896 or in the office at 384-8962, ext. 221. **VB**

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Career Evolution

BY JIM BEATTY

Some time ago, Mark asked me to write a piece for the magazine. This is the result of procrastinating.

Career. Does a person pick it or does it pick the person? When we began our career, what were our aspirations? What was the drive that made us endure the selection process' seemingly redundant forms, the Academy, the field-training and the job? Take a moment to remember the passion you had that first day in uniform to get out there and do the job. Do you still have that drive today at even 50 percent of what it was then?

In this job, sometimes good people get burned out. Some will counter that they never will, never have or never did while on the job. To those who have never burned out on the job and are retired, I say this: You are the few amongst the many. To those who have not or say they never will and are still on the job, I hope you never do — and join the ranks of the few. But for us who at some point on the job have flamed out, lost altitude, pitched over, gone into a flat spin and screamed in your mind to eject, eject, eject ... know this: You are only human.

The public we serve calls upon us when they are in crisis. But unlike most firefighters, we do not sit in the stations awaiting the call to arms. We proactively seek out those who break the laws, not waiting for the alarm. We take the fight to those who choose to violate their pact with others to be treated as they would be treated. When we act, often it is not due to the violator calling for our intervention, so our arrival is not heralded. We do what we are charged to do, sorting through the dark side of humanity every day to make our bones.

Sure we would all like to believe we can handle the job. Graveyards, swings, days — 8, 9, 10 or 12 hours of being called upon to right the wrongs in our society. Whether it's your daily duty to push a black and white, a desk, stand a post in the jail, work a queue or any one of the numerous jobs, we are all doing the same thing: protecting and serving.

From my own experience, burning out was not graceful. My work and

home life suffered greatly, nearly losing both. Internally, the stress was eating me inside out, sleep was evasive, preparing for work was a dread, driving in was a march up hill and opening the door to the building was a surrender every time. The "us vs. them" philosophy became a part of my mindset more and more until there seemed to be very little I saw on a daily basis to make me enjoy my work. The only thing that kept me coming back was a paycheck and knowing a few friends needed me there to back them up when the calls came in for help.

One day — while in one of my fouler moods during another training day, when I wondered why were we training in this again — a veteran set me back on track. They recognized my symptoms and took me aside for some straight talk. They laid out the future of the course I was on, describing the end of careers they had seen in their time on the job. Then they pointed out the other paths I should take if I wanted to make this a career. In essence, the advice was: Get your head right or leave. With an improper frame of mind, you are a danger to yourself and (more importantly) others when your only thoughts are anger.

After the talk, I thanked them, took it to heart, did a lot of soul searching for my real career and then decided. So, 20 years after leaving high school, I started college. I sat beside people half my age searching to right my life. After four years and not ending up on the degree track I started (along the way, I learned advanced calculus is out of my grasp), I finished with a fresh perspective and greater understanding of society and my place in the world.

I offer this challenge to all those who read this: When you burn out, don't turn inward with your anger or outward against your coworkers or family. Seek out those who have been on the job for a long time and have a good attitude about still doing it every day. They are not hard to find — just take a minute, look around and listen. When you see that officer who, when you work with them, still treats every instance with the caution and compassion that it demands, talk to them.

And for those of you who see someone who is burned out, take a few minutes of your time to have a career-decision talk with them. Then, if they fail in this career, you can say that you did all you could to save them from themselves. Sure your words may fall on deaf ears and you may be cursed for even talking to them. Been there, done that too. But then again, it may take like it did with me, and you will have gained more than just your own peace of mind. You will have done what we are all here to do in this life: take care of each other. **VB**

WINNERS OF THE MAY/JUNE ISSUE OF THE VEGAS BEAT MAGAZINE ARE:



The Poker Chip Contest Winner is:
Nathan Finke P#8394



The P# Contest Winners are:
Timothy Babcock P#2188
Zachary Burns P#7577

Not Pictured:

Michael Pendleton P#4343, Gerald Saldana P#3625, Nickolas Jones P#9043

End of Watch

(Note: Absent direct notification to the LVPPA, we do not otherwise know of a member's death.)

Name:	James Manor
Rank:	Police Officer
Assigned To:	Enterprise Area Command
Hired:	May 28, 2007
Retired:	Actively Employed
Died:	May 15, 2009

Las Vegas Metropolitan Police Department Employee's Health and Welfare Trust — Updated Trust (Insurance) Information

Effective July 1, 2009, the following changes are being made to the Preventative Care Benefit:

1. The annual deductible no longer applies to Preventative Care.
2. The benefit percentage (the amount the plan will pay) is increasing from 90 percent to 100 percent for PPO providers.
3. The age or frequency limitations are being removed and all preventative services are being covered (unless specifically excluded from the Plan) up to the calendar year maximum of \$2,000 per covered person.
4. Preventative Radiology Services will be covered under the Preventative Services benefit at the following benefit percentages:
 - Services rendered by a Preferred Partner (Nevada Imaging or Steinberg Diagnostic Medical Imaging) will be payable at 100 percent of contract rate, deductible waived.
 - Services rendered by another Beech Street PPO provider will be payable at 75 percent of contract rate, after the annual deductible.
 - Services rendered by a non-PPO provider will be payable at 60 percent of UCR, after the annual deductible has been satisfied.
5. Office visits related to smoking cessation will be covered.

Effective July 1, 2009, the Trust will change the dental Preferred Provider Organization (PPO) Network to the Preferred Dental Network (PDN). You will no longer utilize dental providers in the Diversified Dental Network; however, in most cases your dentist may contract with both networks, so this change won't affect you at all. Please verify that your current dental provider is "in-network" with PDN by checking on their website, www.mydentalppo.com, or by calling them at (702) 240-8166 or toll free at (866) 752-1885. If your dentist is not contracted with PDN, you may contact PDN and nominate them for participation in the network.

Your dental benefits have not changed and are still the same. The difference in payment, if you elect to use a non-PPO provider, could mean a higher out-of-pocket cost for you. Non-PPO providers are not required to discount their services; therefore, they could hold you responsible for the balance up to their billed, charged amount. If your current provider is out of network with PDN, you should discuss with them their billing and collection procedures, or negotiate your balance before you have the services done. To keep your costs down, consider selecting a new PPO provider who is in the Preferred Dental Network.

What if you are in the middle of an orthodontia treatment plan?

Regardless of whether the orthodontist is or is not contracted with PDN, the plan will continue to pay the ongoing orthodontia treatment at the same rate that was determined when treatment began. You will see no changes in the payment amounts.

What if you are undergoing another form of ongoing treatment where services began prior to July 1, 2009, but may continue after that date?

The plan pays for a service when incurred according to the following (and dental expenses will be deemed incurred as follows):

1. For an appliance or modification of an appliance, on the date the final impression is taken.
2. For a crown, bridge or gold restoration, on the date the tooth is prepared.
3. For root canal therapy, on the date the pulp chamber is opened.
4. For all other services, on the date the services are rendered.

The plan may be able to work with your provider to determine the correct rates for certain services. Please be sure to discuss the payment arrangements with your dental provider prior to services being rendered on or after July 1, 2009.

It's vital to remember that there is a difference between a dental office that "takes your insurance" and one P# 9816 that is a "participating provider" or an "in-network" provider. Just because a dentist may indicate to you that he/she "takes your insurance" does not guarantee they are a PPO provider.

Please take a moment to confirm the status of your current dental provider. To assist you with your decision, call (702) 240-8166 or (866) 752-1885, or visit the PDN website at www.mydentalppo.com. If you have any questions regarding your dental benefits, please contact UMR at (866) 868-1395.

Your Dental Benefit Summary

The summary of benefits below is based on the benefits in effect at the time of this notice.

1. The maximums payable for eligible dental expenses for each covered person will not exceed:

Calendar Year Maximum Benefits per covered person: \$2,500.

Lifetime Maximum Benefits for orthodontics: \$3,000.

2. A deductible is an amount that a covered person must contribute toward payment of eligible dental expenses:

Individual, per calendar year: \$50.00

Family, per calendar year: \$150.00

Orthodontics, lifetime deductible: \$50.00

3. Diagnostic, Preventative, Basic and Major Services are payable at 80 percent of the allowable expense, after the deductible has been met, for PPO and non-PPO provider services. **VB**

Did you know that LVPPA members could save up to \$327.96 or more a year on auto insurance?



You may already know that members of the Las Vegas Protective Police Association can get a special group discount on auto insurance through Liberty Mutual's Group Savings Plus® program.* But did you know that Group Savings Plus offers many other discounts on both auto and home insurance? In fact, you could save hundreds of dollars a year on auto insurance alone. And you could save even more by insuring your home as well.

To learn more about all the valuable savings and benefits available through Group Savings Plus, call today.

Call **Hayden Ray** at **702-736-8611** x58082

email to Floyd.Ray@LibertyMutual.com

or go to www.libertymutual.com/lm/haydenray

*Discounts and credits are available where state laws and regulations allow, and may vary by state. Certain discounts apply to specific coverages only. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify. **Figure based on a March 2007 sample of auto-policyholder savings when comparing their former premium with those of Liberty Mutual's group auto and home program. Individual premiums and savings will vary. Coverage provided and underwritten by Liberty Mutual Insurance Company and its affiliates, 175 Berkeley Street, Boston, MA. A consumer report from a consumer reporting agency and/or a motor vehicle report, on all drivers listed on your policy may be obtained where state laws and regulations allow. ©2007 Liberty Mutual Insurance Company. All Rights Reserved.

INSIGHT

Good leadership requires you to surround yourself with people of diverse perspectives who can disagree with you without fear of retaliation.

- Doris Kearns Goodwin

LVPPA Well Represented During Police Week 2009

BY KIRK HOOTEN

The second week of May each year brings the annual pilgrimage of thousands of law enforcement personnel to our nation's capital, Washington, D.C. This year, the LVPPA was well represented by several members of the Board. I was fortunate to have been selected to attend this year and can rightfully say it was a truly great experience. Aside from getting to know the other members in attendance and family members, the opportunity to meet other officers of similar associations was very worthwhile. The new contacts and friendships we all gained and furthered with other law enforcement personnel and agencies will be beneficial to the LVPPA.

After surviving the "red eye" and the logistics of a large travel group, we made our way to the host hotel and settled in for what would be several days of events and networking. It was quickly apparent that "Police Week" was much more of an event than I had expected. There were officers, police cars and motorcycles everywhere. Jurisdictions from all over the country and abroad were well represented, and bagpipes could be heard blaring a tribute

several times each day. Officers could be seen in uniform at all times of the day and night, ranging from casual T-shirt identifiers to full-dress regalia. The bars were no exception. At every turn and in every pub, restaurant and sidewalk café, a toast to some fallen officer or to the profession could be heard over and over. As you might imagine, we never got tired of hearing them, or participating in the toast.

I quickly understood why those who had been here before said it was a great experience and one that every officer should attend during their career. I second that motion and encourage all officers to take their families. The events are family friendly and will give your children and spouse a true sense of the honor and pride that our profession has earned. I can honestly say that I regretted not having my wife and children in attendance.

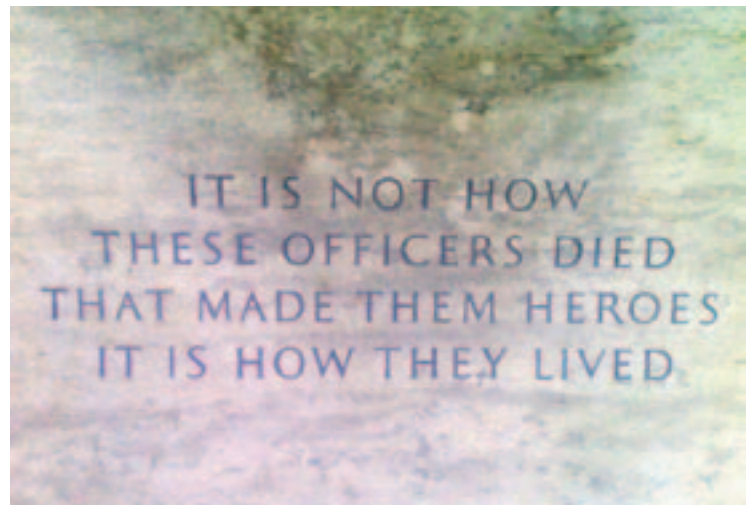


As for the specifics of our trip, there were several scheduled events where our association was well known and represented. These included the arrival of LVPPA-sponsored officers in the Police Unity Tour, the annual TOP COPS® awards presented by NAPO (an organization with LVPPA sponsorship, membership and recognition) and the Candlelight Vigil for fallen officers at the National Law Enforcement Officers Memorial (NLEOM). Additionally, LVPPA Executive Board members attended a luncheon for the National Law Enforcement Officers Memorial Museum and presented the final installment of our \$100,000.00 donation to the museum. All in all, the LVPPA was well represented and well recognized during Police Week 2009.

The first event was attending the arrival of several LVPPA officers completing the Police Unity Tour. The tour concluded at the NLEOM after a 300-mile ride from two starting points in New York and Virginia. LVPPA banners were notably displayed on the chase vehicles accompanying our riders. Our representatives were present to welcome the riders as they arrived and rode proudly into the Memorial garden area. The arrival is a huge event with hundreds of police motors escorting the riders and thousands of people awaiting the arrival.

The second event was the 16th Annual NAPO (National Association of Police Organizations) TOP COPS® awards event at the Warner Theater. This

was a nationally recognized media event honoring the nominees around the country for specific actions above and beyond the call of duty during 2008. The award nominees ranged from heroic acts of bravery and lifesaving to human interest and international terrorism. All the nominees and recipients demonstrated the best our profession has to offer and were well deserving of recognition. Before, during and after the awards event, it was very apparent that the LVPPA was well known and respected as a major sponsor and participant in NAPO. I, for one, had little idea what exactly NAPO was and how it would benefit us in Las Vegas. After spending several days with the executive staff of NAPO and meeting all of the leaders, I quickly saw that Chris Collins and others had developed great relationships within NAPO that are very beneficial to the long-term strength of our association. NAPO, in short, is an



“association for associations,” combining the strength of hundreds of thousands of members across the country.

The third event, and hands down most impressive event of the week, was the annual Candlelight Vigil at the NLEOM. This event saw thousands and thousands of people pack the memorial grounds — and recognized all the fallen officers whose names were added to the wall this year. Most were officers who had fallen in the line of duty during 2008 and some who had fallen many years ago but were only recently recognized. A series of incredible speeches from NLEOM Chairman Craig Floyd, U.S. Attorney General Eric Holder and COPS survivor widow Jennifer Thacker started the vigil on a somber but uplifting note. As darkness arrived, it was time to salute all the fallen officers, and the candles were lit from the perpetual light — and the flame was passed to all those in attendance. As the moment of silence was given for the fallen officers, a pin drop could be heard in a crowd of 20,000. To look around and view a sea of thousands of candles raised in the air in complete silence honoring fallen officers was truly one of the most impressive things I have been a part of in my entire career. This event was the highlight of the week and something I would encourage every officer to be a part of during their career. As I said before, I only wished my wife and children could have been there to experience it with me. I don't think our families fully grasp the reality that every day we go to work as officers could be the last time we see them. This was sobering and obvious as you saw the survivor spouses and children in the central garden area during the vigil and heard the crushing stories of the fallen officers and the legacies they left behind.

On our final day in Washington, D.C., LVPPA Executive Board members attended a luncheon for the NLEOM Museum where a check was presented, completing our donation of \$100,000.00 to the museum fund. This is a very worthy cause and will proudly serve as our contribution to a lasting tribute to our profession and the officers past and present who have represented it so proudly.

In closing, the week in Washington, D.C., exceeded my expectations tenfold and gave me a renewed pride and sense of purpose in our profession. All the attending LVPPA Board members were able to forge lasting friendships with outside agencies and organizations that will undoubtedly benefit our association for many years to come. Take the time to attend Police Week at least once during your career and experience the honor and pride that sometimes fades as we move through the day-to-day grind of our lives and careers. There is an inscription on the east wall of the memorial that explains how the rest of the world views our profession. I think it is a fitting ending to summarize our attendance at “Police Week 2009”: *In valor there is hope.* **VB**

Kirk Hooten left a management job in the private sector and joined Metro in February 1994. He spent three and a half years in patrol at Northwest Area Command and Downtown Area Command before transferring to Vice/Narcotics in September 1997. Kirk was in Vice for one year and has spent the last 11 years in Narcotics. He is currently assigned to the Narcotics DEA HIDTA Task Force. Kirk has been happily married for 19 years, and he and his wife have two children — a 19-year-old son and a 14-year-old daughter.

WHAT WE DO FOR YOU

APRIL/MAY 2009 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
7/2/2008	4/101.19 Truthfulness Required at all Times	40 hours	Written Reprimand
1/2/2009	LVMPD Regulation 4/104.04	16 hours	24 hours
7/30/2008	LVMPD Regulation 4/102.11 Neglect of Duty; LVMPD Regulation 4/101.19 Truthfulness Required at All Times	40 hours	Upheld
7/28/2008	LVMPD Regulation 4/102.11 Neglect of Duty	16 hours	Written Reprimand
7/28/2008	LVMPD Regulation 4/102.11 Neglect of Duty	16 hours	Written Reprimand
12/24/2008	No Violation - Contract Issue Re: Vacation Pay	n/a	Upheld
PRE-TERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
7/5/2008	4/101.19 Truthfulness Required at all Times	Termination	Not sustained
8/13/2007	CSR 510.2(G) Conduct Unbecoming an Employee/ Misconduct; LVMPD Regulation 4/101.19 Truthfulness Required at All Times; LVMPD Regulation 4/102.10 Being Available While on Duty	Termination	Upheld
12/13/2008	CSR 510.2(G) Conduct Unbecoming an Employee/ Misconduct	Termination	Resigned
8/23/2008	LVMPD Regulation 4/101.19 Truthfulness Required at All Times; 4/102.12 Interaction with the Public; Critical Procedure 6/002.00 Use of Force	Termination	Upheld
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
n/a	n/a	n/a	n/a
CITIZEN REVIEW BOARD COMPLAINTS			
Dismissed / Alt. Recommend.	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
0 / 0	0	0	5

WHAT WE DO FOR YOU

APRIL/MAY 2009 REPRESENTATION STATISTICS

OFFICER INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS			
DATE	Use of Force Board Decision	INQUEST DECISION	
2/14/02009	Justified	Justified	
2/18/2009	Justified	Justified	
2/28/2009	Justified	N/A	
3/24/2009	to be scheduled	N/A	
4/3/2009	to be scheduled	N/A	
4/12/2009	to be scheduled	N/A	
4/21/2009	to be scheduled	N/A	
5/23/2009	to be scheduled	N/A	
INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
57	145	202	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
1	0	41	8

Baldies: Get Ready!!



by Stephanie Vrsnik



Baldies: Mark your calendars and get ready to buzz. The 8th Annual Baldy Bash is on Sunday, September 27, at the Hard Rock Hotel and Casino. The Baldy Bash is Nevada PEP's premier fundraiser. We are looking for all emergency service personnel to participate this year. Our goal is to make this the biggest bash ever!

There are several different ways to get involved. You can be a baldy, you can sponsor a baldy or just donate to a baldy of your choice. We are also looking for community leaders to get involved by offering corporate sponsorships. Your sponsorship will benefit over 14,000 individuals. Your support will help our community's children with disabilities reach for their dreams.

Nevada PEP is the only Parent Training and Information Center in the state of Nevada. We work with families who have children with disabilities from birth through age 26. All services are free of charge. We offer training workshops, information and referral, individual assistance, quarterly newsletters and have a lending library. No family is ever turned away. For more information on Nevada PEP and the Baldy Bash, contact Stephanie Vrsnik at (702) 388-8899.

THANK YOU LETTERS

Dear LVPPA,

On behalf of the coaching staff, players and parents, I would like to thank you for your support of our softball team during the fall 2008 softball season. Our team plays in the Northwest Girls Softball League 10C division. We have had most of the same players for the last several seasons with some of the girls starting together when they were only 4 to 5 years old.

Because of your sponsorship, we were able to compete in league games and placed 1st out of the 16 teams involved. Our girls not only showed the true skills they have individually but also the talent they have as a "team". They are also committed to showing true sportsmanship. Community organizations like yours are very important to the youth of our city. We truly appreciate your donation. Thank you.

Sincerely,
 Andy Henricksen
 Head Coach, Hot Stuff Girls Softball

To the PPA,

I wanted to thank all of the members of the PPA for the beautiful floral arrangement sent for my father's funeral. My family thought it was not only beautiful, but it was very kind and gracious. It was a true testament that the LVMPD is not just my workplace, it is my other family. Thank you so much.

Tanya Lee and the Hawkins Family

Michelle,

Thank you for sharing my retirement with me. Thank you for the kind words and for representing our union.

Dee Hillenbrand

Dear Mr. Collins:

Yesterday, during the City Council meeting, I was sworn in for my third term as a Judge of the Las Vegas Municipal Court. You probably do not spend much time watching these meetings, but I did thank the Las Vegas Police Protective Association for its endorsement of my candidacy. I hope you don't mind.

As you know, the endorsement of the PPA is a prized endorsement that all judicial candidates seek in an election. I am grateful and honored to have been able to earn the respect of the officers that make up your organization. I thank you and the members of the Association for the endorsement. It is very much appreciated. If you ever have any questions or at any time wish to contact me, please feel free to do so.

Sincerely,
 Chief Judge Bert Brown
 Las Vegas Municipal Court

Discount Theme Park Tickets

The listed "Gate Price" reflects one day admission only.

Tickets may be purchased in person at the LVPPA office located at 9330 W. Lake Mead Blvd, Suite 200 during normal business hours. (M - F 8a - 5p) ACCEPTABLE METHODS OF PAYMENT ARE CASH OR CHECK. Credit and Debit cards are NOT accepted.

For questions and information, please contact the LVPPA at (702) 384-8692.

The LVPPA makes no profit from the sales of Theme Park Tickets; however, our ticket costs are rounded to the nearest dollar.

THEME PARK	TICKET	GATE PRICE	LVPPA PRICE
Knott's Berry Farm	One Day Ticket-Adult	\$52.99	\$27.00
	One Day Ticket-Child (3-11)	\$22.99	\$20.00
Legoland	Two Day Ticket-Adult	\$78.00	\$44.00
	Two Day Ticket-Child (3-12)	\$66.00	\$44.00
Magic Mountain	One Day Ticket-Adult	\$59.99	\$25.00
	One Day Ticket-Child (3-11)	\$29.99	\$15.00
San Diego Zoo	One Day Ticket-Adult	\$35.00	\$30.00
	One Day Ticket-Child (3-11)	\$26.00	\$22.00
Sea World	Two Day Ticket-Adult	\$65.00	\$51.00
	Two Day Ticket-Child (3-9)	\$55.00	\$45.50
Universal Studios	Two Day Ticket-Adult	\$67.99	\$54.00
	Two Day Ticket-Under 48"	\$57.99	\$54.00
Wild Animal Park	One Day Ticket-Adult	\$35.00	\$30.00
	One Day Ticket-Child (3-11)	\$26.00	\$22.00



CALENDAR

2009

- July 4 Independence Day
- July 17 Clothing Allowance paid**
- July 31–August 9 World Police & Fire Games (British Columbia, Canada)
- August 14 Education Incentive paid**
- September 1 Labor Day
- September 3 General Membership meeting*

*Recent Bylaw modifications have moved General Membership meetings to quarterly rather than monthly. If you need to present something before the Board prior to a regularly scheduled General Membership Meeting, please contact the PPA office so you can be accommodated.

** (Please verify your check each payday to ensure you are receiving the correct shift differential, assignment differential and that your current withholdings status and deductions are accurate.)

RETIREMENTS

- 04/25/2009 Johnath R. Ankeny, P#3682 PO II
- 04/29/2009 Robert A. Start, Jr., P# 4534 CO II
- 05/08/2009 William R. Miller, P# 7462 PO II
- 05/13/2009 Susan R. Klein, P# 2046 CO II

EDITORIAL POLICY


1. Opinions expressed in *LVPPA Vegas Beat* are not those necessarily those of the Las Vegas Police Protective Association.
2. No responsibility is assumed for unsolicited material.
3. Letters or articles submitted shall be limited to 500 words and must be accompanied by writer's name but may be reprinted without name or address at writer's request.
4. Freedom of expression is recognized within the bounds of good taste and limits of available space.
5. The Board of Directors reserves the right to edit submissions and/or include Editor's Notes to any submitted material.
6. The deadline for submissions to *LVPPA Vegas Beat* is approximately 30 days prior to the issue date.

Now There Are **500**
More Reasons Why It Pays to Read



This issue contains TWO ways to win your share of **\$500 CASH**

Giveaway #1: One \$250 prize

The 50th member to find a  hidden somewhere in this issue of Vegas Beat and enter its location at our website will win \$250. See our home page at www.LVPPA.com for entry details.

Giveaway #2: Five \$50 prizes

We've hidden **five personnel numbers** within this issue of Vegas Beat. If your number is among them and you call (702) 384-8692 to let us know that you found it, you'll win **\$50**. If you didn't find your number this time, try again in the next issue where we'll hide five more!

Excludes P#s listed in Retirement and End of Watch sections of Vegas Beat

Cash is great, but our giveaways aren't the only reasons to read Vegas Beat.

Each issue gives you the latest information on

- Contract negotiations
- Retirement considerations
- Association news
- Benefit changes
- Hot topics on the job
- Upcoming events

For so many reasons, it pays to read Vegas Beat.

This giveaway is not a drawing and is open to LVPPA members only. You must be 18 or older to win.



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