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VOLUME 11 | ISSUE 3

September/October 2016

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NAPO – National Association of Police Organizations, representing over 241,000 law enforcement officer members in more than 1,000 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





Executive Director's Message

DETECTIVE STEVE GRAMMAS, EXECUTIVE DIRECTOR

Giving Thanks and Setting Goals

If you are reading this article, then it means that I have undertaken the responsibility of being your newest executive director for the LVPPA. Before I get into the article, I need to say thank you to a lot of people who supported me through this process. I want to thank Scott Nicholas, your newly appointed assistant executive director. Scott, your friendship and commitment to our campaign are greatly appreciated. Our membership could not ask for a better assistant executive director. I also want to thank Bryan Yant. Bryan has been there every step of the way during the campaign, helping with fliers and other issues that came up. Thank you to my brother Brian Grammas. Your constant support for me, being your little brother, and always being my sounding board for things has helped in ways that I can never express. Thanks also go out to my fellow Executive Board members Tyler Todd, Michael Ramirez and Thomas Reid. I want to thank those members of the Board of Directors who put their trust and confidence in me to lead this great organization. A thank-you also goes out to all my friends and co-workers who helped push the message out for me and helped get me to this point. The list of names is too long for me to mention all of them, but you all know who you are and I thank you for being there for me. Lastly, to my wife, Tiffany, and my girls, Madison, Annabelle, Sophia and

Olivia: You five have put up with constant phone calls, texts, emails and meetings during this process. You know it is only going to get busier, but you support me anyway. Tiffany, I love you and thank you for helping me with every day-to-day issue I bring home. You are a remarkable woman, a great mother and my best friend.

With the acknowledgments out of the way, let's talk about what to expect during my first term as executive director. My first order of business is to start an annual LVPPA college scholarship for one member's child who is graduating from high school and attending college. I will ask for approval of \$5,000 for the scholarship from the Board of Directors. I will continue to fight to always increase your pay and benefits in every contract negotiation. I will remain extremely active with our membership. The days of not seeing your executive director at 2 a.m. on your critical incident are over. I will be going to callouts, I will be attending your IAB cases and I will be there with you during the Use of Force process, including your FIT or CIRT interview as well as your Use of Force Review Board (UOFRB). I am going to demand absolute top-quality service from the Executive Board members. Coming from a busy unit like Narcotics, I know what it's like to work hard and will demand that the Executive Board do the same. After the recent murders of our law enforcement family members across the country, I plan on working to enact legislation that will mirror other states, treating any crime against an officer as a hate crime and providing the proper enhancement charge to the applicable crime itself. Mike Ramirez will be spearheading our advocacy in Carson City for this issue, as well as fighting for your rights during the coming legislative session. We will remain highly active in the political world as we move forward, as well.

I also believe that our PPA can and will be doing more for the members. On top of our Trunk-or-Treat and Santa Claus days, I would like to see us take a more active role in membership and do P# 13979 more events or activities specifically for the members and their families. These events will not take away from our everyday workload but will require more of the Executive Board's free time. If anyone has any ideas for events, please call the office and pass the information along.

I hope to build a better working relationship between the LVMPD and the LVPPA. I believe that the relationships we once had, which led to a productive working environment, have been strained. The problem with this is that it affects our members, whether it be their contract, discipline or morale. I think I possess the type of personality to mend those relationships and help provide our members with a much better working environment than they have had in the past.

Lastly, I want everyone to know that I am a cop, just like everyone else. I am no better than anyone just because of the title of the position I hold. I take the position very seriously, but not to the point of being full of myself. I am a regular, down-to-earth, funny, joking cop who can relate to any and all people in law enforcement. I love what I do and I love my brothers and sisters who wear the badge, from the police and corrections officers of the LVMPD to the deputy city marshals and municipal court marshals. There will never come a day when I lose sight of who I am and why I chose this position. I will give everything I have to make your working lives better. I live by the saying "Leave this place better than when you started." That will be my ultimate goal for these next several years. Thank you all for allowing me to be your executive director, and I look forward to working with everyone in the future. My phone is on 24/7 for anyone who needs me. **VB**

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Health and Welfare Trust: Top 10 Questions and Answers

CORRECTIONS OFFICER THOMAS REID

Director of Corrections

As one of the trustees for the Employee Health and Welfare Trust, it is always my goal to help you make informed decisions about your benefits. The following are frequently asked questions regarding health care for you and your family.

When can I enroll or drop coverage (for me or my dependents)?

As an active employee, you can enroll or disenroll a dependent if a qualifying event occurs. A qualifying event would be a marriage, divorce/separation, birth, adoption, or loss or gain of coverage. If you have a qualifying event, you have 31 days to make that change. If you miss the time frame, you have to wait for open enrollment, which generally occurs in November. Any changes made during open enrollment will be effective January 1.

Who is eligible to be on the plan?

As an active employee or a retiree, you are eligible to be on the plan. You may enroll a spouse or domestic partner, your natural-born or adopted children, or the children of your spouse or domestic partner. Your dependents must be legal residents of the United States to be enrolled in the plan. UMR will require proof of the relationship, such as a marriage certificate, birth certificate or adoption

paperwork, certificate of domestic partnership, etc. Please note that if you neglect to drop an ineligible dependent, you will be responsible for reimbursing the Trust for any claims paid on behalf of that ineligible dependent.

Can I change my address over the phone?

Address changes must be submitted in writing. You may submit address changes to UMR in one of the following ways:

Regular mail: UMR

P.O. Box 36665

Las Vegas, NV 89133-6665

Email: LVMPD.Enrollment@umr.com

Fax: (702) 413-1707

Why won't UMR talk to me about my spouse or child?

If you have a dependent over the age of 18, HIPAA privacy regulations require that their information be kept private. To gain information about a dependent over the age of 18, an authorization must be signed and put on file before UMR can talk to you about any of their private health information.

(continued on page 12)



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Candidate Endorsements Finalized

POLICE OFFICER MIKE RAMIREZ

Director of Governmental Affairs

The endorsement process has finally come to an end! It took several months of interviewing political candidates for the State Assembly and Senate, as well as the judicial, county commissioner and congressional candidates. Our coalition is made up of representatives from various police organizations, including the Fraternal Order of Police (FOP), Nevada Association of Public Safety Officers (NAPSO), Peace Officers Research Association of Nevada (PORAN) and Southern Nevada Conference of Police and Sheriffs (SNCOPS), representing nearly 100 law enforcement organizations and more than 10,000 officers throughout Nevada. After a lot of hard work, effort and negotiating among all the members of the Coalition of Law Enforcement, we have made the selections that best fit the needs of all the union memberships involved. The final endorsement selections are as follows:

- Assembly District 1: Danielle Monroe Moreno
- Assembly District 2: John Hambrick
- Assembly District 3: Nelson Araujo
- Assembly District 4: John Piro
- Assembly District 5: Brittney Miller
- Assembly District 6: William McCurdy
- Assembly District 7: Dina Neal
- Assembly District 8: Jason Frierson
- Assembly District 9: Steve Yeager
- Assembly District 10: Chris Brooks
- Assembly District 11: Olivia Diaz
- Assembly District 12: No endorsement
- Assembly District 13: Paul Anderson
- Assembly District 14: Maggie Carlton
- Assembly District 15: Elliot Anderson
- Assembly District 16: Heidi Swank
- Assembly District 17: Tyrone Thompson
- Assembly District 18: Richard Carrillo
- Assembly District 19: No endorsement
- Assembly District 20: Ellen Spiegel
- Assembly District 21: No endorsement
- Assembly District 22: No endorsement

- Assembly District 23: Craig Jordhal
- Assembly District 24: Amber Joiner
- Assembly District 25: Jill Tolles
- Assembly District 26: No endorsement
- Assembly District 27: Teresa Benitez-Thompson
- Assembly District 28: Edgar Flores
- Assembly District 29: Stephen Silberkraus
- Assembly District 30: Mike Sprinkle
- Assembly District 31: Richard "Skip" Daly
- Assembly District 32: No endorsement
- Assembly District 33: No endorsement
- Assembly District 34: Shannon Bilbray-Axlerod
- Assembly District 35: Justin Watkins
- Assembly District 36: James Oscarson
- Assembly District 37: No endorsement
- Assembly District 38: No endorsement
- Assembly District 39: No endorsement
- Assembly District 40: Al Kramer
- Assembly District 41: Sandra Jauregui
- Assembly District 42: Irene Bustamante Adams
- Senate District 1: Pat Spearman
- Senate District 3: Tick Segerblom
- Senate District 4: Kelvin Atkinson
- Senate District 5: Joyce Woodhouse
- Senate District 6: Nicole Cannizzaro
- Senate District 7: David Parks
- Senate District 11: Aaron Ford
- Senate District 13: Julia Ratti
- Senate District 15: Devon Reese
- Senate District 18: Alexander Marks
- U.S. Senate: Catherine Cortez-Masto
- Clark County Commissioner District B: Marilyn Kirkpatrick
- District Court Dept. 15: Joe Hardy Jr.
- District Court Dept. 20: Eric Johnson
- Justice of the Peace Dept. 3: Harmony Letizia
- Justice of the Peace Dept. 4: Melissa Saragosa
- Justice of the Peace Dept. 6: Bitu Yeager
- Justice of the Peace Dept. 7: No endorsement
- Justice of the Peace Dept. 9: Joe Bonaventure
- Justice of the Peace Dept. 13: Suzan Baucum
- Justice of the Peace Dept. 14: Amy Chelini
- Henderson Justice of the Peace Dept. 1: Sam Bateman
- Congressional District 1: Dina Titus
- Congressional District 2: No endorsement
- Congressional District 3: No endorsement
- Congressional District 4: No endorsement

2017 will be an important year for our organization, and the candidates listed above are the ones who we collectively felt would help us achieve our goals during the next legislative session. When voting this year, please consider the list of those we selected to endorse. Let's make the 2017 legislative session one to remember in a positive way. As always, be safe out there, and know that we are here for you 24/7. If you have any questions, please don't hesitate to call me or email mramirez@lvppa.com. **VB**

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The PPA's Own Force Science Expert

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

Over the last few months, I have been working toward completing a grueling 400-hour course taught by the Force Science Institute. It has been a very time-consuming course, on top of my normal daily duties at the PPA. The class is taught by a team of top-notch experts. There were only 10 students in the class. Most of them were detectives who would investigate an OIS, one was a prosecutor and one was a Royal Canadian Mounted Police Department analyst. Below is an overview of the information covered in the course I just completed. All of this benefits you, as we will be able to apply this information to your critical event.

The Advanced Force Science Specialist course is designed to give students a high-level, in-depth, functional understanding of the behavioral science elements that undergird human performance in high-stress, rapidly unfolding force encounters. The course is specifically designed to build P# 8407 on the information presented during the five-day Force Science Certification course, from which all qualified candidates will have graduated.

Areas of exploration for the Advanced Force Science Specialist course are broad. They include but are not limited to:

- Exploration of the need for an empirical foundation upon which use-of-force training can be built and through which enhancement of

- investigations into officer-involved uses of force can be achieved
 - Analysis of the influence that the type and quality of training can have on skill development and performance
 - Study of the effect that an officer's individual characteristics, combined with their training and experience, can have on their judgment during a force event and their memory for details of the encounter post-event, and further, how that information can be revealed and appropriately applied to investigations
 - How to assess a deadly force encounter and determine the relevant behavioral science principles that need to be considered during the investigation to best ensure a fair, neutral, complete and fully factual investigation. Of particular focus is the relationship between the officer's training and the elements of their incident, including time compression issues that can surface when there is an urgent need for an immediate, effective response to a threat.
 - The implications of automaticity and other performance variables on investigations
 - How to reverse-engineer training principles from deadly force encounters
- Requirements: A prerequisite for the Advanced Force Science Specialist course

(continued on page 14)

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An Introduction

POLICE OFFICER TYLER TODD

Secretary

Hello! My name is Tyler Todd, and I am the new Executive Board member of our PPA. I replaced Darryl Clodt after he retired and now serve as the secretary. I am excited to be on the Executive Board and look forward to helping protect you and our Association from whatever issues might come our way. I know I have a lot to learn so I can better assist you guys, but I do have some experience. Here is a brief history of my time on the Department.

I have been on the Department for 12 years. Most of my time was in patrol in Northeast. While in Northeast, I was an FTO and was elected to be a representative for Northeast on the PPA's Board of Directors in 2010. I left Northeast in 2014 for Traffic. While in Traffic, I was appointed to an at-large position that put me back on the Board of Directors. I am currently on the contract team and have served on the last two contract teams. As a contract team member, I participated in arbitration and mediation hearings. I have sat on Labor Management Boards, written articles for *Vegas Beat*, represented members at Internal Affairs, and attended and spoken at Clark County Commission meetings. As you can see, I have been involved with the PPA for many years and hope to build on that experience.

I want to thank the Board of Directors for having confidence in me when they supported my nomination. Hopefully, I can earn your confidence as well. **VB**

CONGRATULATIONS

to the contest winners from the last issue!

July/August

Hidden Symbol Contest (\$250)

Derek Berger, P# 15347

P# Contest (\$50)

Justin Brandstetter, P# 14937

David Howard, P# 6824

Courtney Roberts, P# 7125

Jakob Shallenberger, P# 14831

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MARK CHAPARIAN,

On behalf of the members, thank you for over 25 years of service as an officer and Executive Board member of the LVPPA.

Best wishes in your well-earned retirement!





DAVID ROGER
General Counsel

Legal Updates

Recently, a civilian member of the Use of Force Board authored an op-ed article published in the *Las Vegas Sun*. Jay Bloom wrote, “To set the record straight, I am not an apologist for law enforcement.” He continued, “Our Use of Force Board is the ultimate Monday morning quarterback. We have the benefit of 20/20 hindsight and months of investigation to second-guess an officer’s decision made under duress and in seconds.” (For the full article, see www.lasvegassun.com/news/2016/jul/17/las-vegas-a-standard-bearer-in-involving-citizens.)

Of course, we all know that the U.S. Supreme Court, in *Graham v. Connor*, and LVMPD policy warn against such analysis. Let’s hope that other civilian members do not share Mr. Bloom’s focus.

Closure for Cops

Police officers are people, too, and deserve finality after being involved in a critical incident. The Department and the District Attorney’s Office take way too long to finish their investigations. For example, SWAT snipers were involved in a shooting on August 23, 2015. Almost 11 months later, on July 16, 2016, the DA finalized his report on the incident. On July 28, 2016, the Use of Force Board was convened to decide whether the snipers

were justified in using deadly force and whether they should receive punishment or additional training.

The DA employs close to 100 deputies in the criminal division, and there is no reason why it should take almost one year to review an officer’s actions in a critical incident. Likewise, the Department should clear officers in a timely manner so they and their families can move on with their lives.

Prosecuting Liars

The Department touts that 60% of citizen complaints are resolved by viewing body camera video. Assuming that the Department’s numbers are correct, the logical conclusion is that citizens are knowingly filing false complaints that are refuted by video.

Under Nevada law, it is a crime to file a false report against a police officer, and the DA has not decided whether to prosecute such cases. The DA is now canvassing other jurisdictions to see how other prosecutors handle such matters.

The DA and the Department should enforce Nevada law and charge people who file false reports when there is clear evidence to rebut their allegations. If the DA doesn’t act, we will have to consider filing defamation lawsuits against the lying complainants.

Police Officer and Corrections Officer Win Cases

Over the last year, a police officer and a corrections officer were terminated for using excessive force. Both officers won their jobs back at arbitration and were awarded back pay. Remember, your family and friends rely on you to return home safely. Leave the legal fight to us; we have your back.

Federal Court Lawsuit Against the Department

Our federal lawsuit alleging that SB 241 violates your First Amendment rights to free speech and freedom of association is still pending before Senior Judge Lloyd George. We believe this case will heat up before the end of the year.

EMRB Litigation

We have filed complaints against the Department for refusing to negotiate with us over body cameras and CO firearm certification. It is likely that the Employee–Management Relations Board will hear these matters later this year or in early 2017.

Contract Negotiations

Despite months of negotiations, we have not been able to secure a fair contract for our officers. An arbitrator is scheduled to hear our case in November. Hopefully, we will receive the arbitrator’s decision by December.

We will continue to work to protect your rights and benefits. As always, stay safe. **VB**

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COUNTY COMMISSIONER COMMENDS NEAC

POLICE OFFICER MIKE RAMIREZ

Director of Governmental Affairs

Northeast Area Command is within the boundaries of Clark County Commissioner Marilyn Kirkpatrick's District B. She reached out to me recently to fill me in on the changes that have been made, and wanted to let me know that she would not have been able to do it without the exceptional efforts and assistance of NEAC officers and staff. She went on to say that ever since she took office in District B, she wanted to rebuild the relationship between the community and their police. NEAC was a playground for robbers, burglars, gang members and squatters. She started to work with Captain Lewis and continued with Captain LaRochelle to build the bridge. It took everyone's participation from Patrol, COP, PSU, PD, G.E.T. and the office personnel to achieve reducing crime in the area.

With NEAC officers on board, Commissioner Kirkpatrick started to put the clamps down on the landlords, property managers and banks that had acquired homes through foreclosure. With all stakeholders

working together, they were able to get vacant houses boarded up, add sufficient lighting to apartment complexes and increase security personnel. Since all of these measures were put in place, the crime rate has been reduced. With everyone working hand in hand, it has made NEAC a better partner with the community.

On July 19, I had the honor and privilege of attending the County Commission chambers when Commissioner Kirkpatrick gave NEAC a proclamation acknowledging the hard work of all our officers and staff. NEAC COP officers accepted the award on behalf of all NEAC. I was told that it will be hung proudly at NEAC for all to see. Once again, I want to say thank you to everyone at NEAC for taking on the task with Commissioner Kirkpatrick. With unity and cooperation like this, all of you will make my job as Director of Governmental Affairs easier when I have to go in front of the commissioners to help get our officers the tools needed to protect our community. **VB**



THOMAS REID

(continued from page 5)

I'm retiring soon. What do I need to do?

Once you notify LVMPD HR of your retirement date, make an appointment with UMR by calling (702) 413-1701 (option 0). This is a necessary step! You will either enroll or waive retiree coverage with the Trust, but more importantly, they will ensure that your EBT enrollment is complete.

You may be eligible for EBT benefits if you meet the following qualifications: You must be eligible to receive your PERS retirement benefit. You must have a minimum of 20 years of active, commissioned service with LVMPD to qualify. If you do not have 20 years on, but are over age 50 with a minimum of 10 years if commissioned after June 1, 2009, or five years if commissioned prior to June 1, 2009, you also qualify. If you are medically retiring, you must have 15 years of active, commissioned P# 4317 service with LVMPD and must be approved/eligible to receive your PERS retirement benefit.

Each situation is a bit different, and there is a lot that goes into determining eligibility, so please contact UMR at least two weeks before you retire to confirm that you are eligible. If you don't meet with them, you could lose your health care reimbursement benefit forever!

Why does UMR need my dependent's Social Security number now? I was always told they didn't.

Beginning this past tax season, it became a federal requirement under the Affordable Care Act (ACA) that the Trust/UMR report information on each enrolled person to the IRS. A file is sent securely to the IRS that lists you and your dependents, with their Social Security numbers. Those Social Security numbers are used to match up and verify the information that you provided the IRS on your individual returns. If a match does not occur, then you will be fined, as the IRS can't verify that you or a dependent had health care coverage. Remember that the individual mandate under the ACA says that everyone has to have insurance. UMR does not use that information to pay claims, nor does it report it out to any other entity.

I don't understand how and who I pay the deductible to. I already paid my deductible to Dr. Smith; why did UMR say I have to pay ABC Surgery Center?

A deductible is the amount that you pay before the plan begins to pay claims. Once the deductible is met, the plan then pays 85% and you pay 15% of covered services if you see a network (PPO) contracted health care provider. UMR does not know who may have collected your deductible at the time of the service. Each provider will check your benefits and eligibility and will try to collect your deductible if it hasn't been met. The provider really doesn't know how much to collect until after you receive the service, and they send in the claim to UMR. For example, Dr. Smith is a surgeon who is going to perform your surgery at ABC Surgery Center. Both offices will contact UMR regarding your benefits and if, on the day of that call, you have not met your deductible yet, both will try to collect any unmet portion. Now, you paid Dr. Smith, but ABC Surgery Center sends their claim to UMR first. UMR will apply any unmet deductible to that claim, as they do not know who you may have paid. That information is not transmitted on the claim from the health care provider. All that means is that you may have overpaid Dr. Smith and once that claim is processed, they will owe you a refund. Once you receive the explanation of benefits (or go online to www.umar.com to view), you can contact the provider and request the refund.

Why is my doctor out of network if he was in network when I saw him last year? Why are they saying they don't take UMR?

Prior to January 1, 2016, the Trust contracted with Beech Street/Multiplan to use the doctors in their network. On January 1, 2016, the Trust selected a new network of doctors to use. To confirm if your doctor is in network, you can search online at www.umar.com. Go to the "Find a Provider" link, go to "L" and select the "LVMPD Health Trust" link. You can search for doctors in Nevada or outside Nevada; just choose the link that applies to your search. If you have difficulty searching, contact UMR at (866) 868-1395 for assistance.

In Southern Nevada, the doctors are contracted with Sierra Healthcare Options. Outside of Nevada, they are contracted with United Options PPO. When talking to your doctor's office, ask them if they are "contracted." Do not ask them if they "take" your insurance, because everyone does. You have out-of-network benefits, but that will cost you a whole lot more.

UMR is not an insurance company, nor does it contract with health care providers. UMR is a third-party administrator that processes claims for many other plans like ours, including the Venetian and the MGM hotels. Every plan it administers has different rules, benefits and doctors that it works with. If a doctor tells you they don't take UMR, ask them to review the ID card and the logos at the bottom. Do they take Sierra Healthcare Options (in Nevada) or United Options PPO (outside of Nevada)?

UMR knows that my spouse and/or children don't have other coverage. Why are they denying claims?

Coordination of benefit information is collected every year for all dependents on the plan. Circumstances in your household may change from time to time — for example, your 23-year-old dependent child got a job and now has insurance, or your spouse went back to work. Coordination of benefits determines which plan pays first, so this is a very important question to ensure that UMR is not over- or underpaying claims. If circumstances change, or if you are asked about other coverage, please contact UMR ASAP, as any delay will affect the timely payment of claims.

Is CVS the only pharmacy I can get my medication from?

No, you have access to other pharmacies, such as Walgreens, Costco, Savon, etc. For short-term medications, you can go to any contracted pharmacy. There are certain medications, called maintenance medications, that do require you to go to a CVS pharmacy. Those would, in general, be a medication you take every day. For maintenance medications, you are required to go to CVS or to use CVS's mail order service. You receive 90-day supplies instead of 30, which saves you one copay per quarter. If you are taking a specialty medication, you will use CVS's specialty pharmacy. We have the best pricing at those pharmacies, so by using the CVS stores, mail order or specialty pharmacy, you are helping the plan keep the costs down. **VB**

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Greenman, Goldberg, Raby, Martinez Law Firm proudly supports the Southern Nevada law enforcement community. Gabe Martinez, a partner in the firm for over 30 years, is renowned for his quality representation of police officers and their families. Mr. Martinez is happy to introduce the newest addition to the GGRM Law Firm, **Toby Yurek.**

Thaddeus “Toby” Yurek joins GGRM after 20 years of service with the Henderson Police Department, retiring as a lieutenant in 2015. He received his law degree and was admitted to the State Bar of Nevada in 2008. Toby knows first-hand the challenges faced by law enforcement workers and their families. As an attorney, his unique background and experience enables him to serve and protect the needs of those putting their lives on the line every day. **Greenman, Goldberg, Raby, Martinez Law Firm has helped injured people in Nevada for over 45 years. This is our community.**

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BRYAN YANT

(continued from page 7)

is that applicants must have attended and passed a Force Science Certification course, and must demonstrate that they possess a strong working knowledge of the elements covered in that course that are related to human performance in high-stress situations. Specifically, they should have a solid command of the foundational principles covered in that course relative to neurophysiology, vision, cognition, memory, decision-making and learning theory, as well as relevant principles in the disciplines of exercise physiology and kinesiology.

Further, ideal candidates will have held or currently hold a position that involves the investigation of officer-involved use of force, and/or are in a position of influence over training practices and curriculum. Our preference is that they have held this position after their participation in a Force Science Certification course, so that the principles taught in class could be applied directly in their work. Applicants who hold positions in other capacities will be considered on a case-by-case basis.

Purpose: Students will gain an extensive knowledge of current research in human performance in high-stress encounters. Cutting-edge research from the latest publications and academic journals will be introduced, analyzed and applied throughout the course.

Students will also explore a variety of training methodologies and critically analyze their effect in regard to an officer's ability to retain what is taught and effectively apply that knowledge and skill in high-stress, rapidly unfolding force encounters. Further, they will gain an understanding of subsequent implications for investigation of an officer's decision-making, performance in the event and memory of what occurred.

The knowledge gained will help in revealing the behavioral science elements involved in a use-of-force encounter and in assessing and building training based on modern research and principles of training. It also supports insight and application of this knowledge to the implementation of new tools in investigation with an impact on supervision and oversight.

Content: The Specialist class starts with a brief overview of the principles of research design. This includes the design of research projects and the relation of that to data acquisition and analysis. It includes both qualitative and quantitative research design. The goal of this section is to help participants become critical consumers of research, so that they understand the strengths and weaknesses of the studies they will be reviewing in the course and afterward.

The information content of the course starts with an overview of selected journal articles and also the research conducted by Force Science. This includes FS's journal articles, *Force Science News* dispatches and reports. After this in-depth familiarization with Force Science research, the participants are assigned relevant chapters in Schmidt and Wrisberg's text *Motor Learning and Performance Fourth Edition*, Joan Vickers' text *Perception, Cognition and Decision Making*, and James Reason's text *Human Errors*, as well as selected readings and viewing of journal articles, interviews and documents on decision-making and training.

Process: Participants are responsible for extensive work on their own. It is expected that the average student will spend at least 400 hours in the course in both individual and group study capacities. A 10-week course of study is outlined and provided to the participants upon their acceptance into the course. They are assigned weekly projects that must be completed before weekly videoconferencing with the instructor and other students.

Assessment: Students have to actively participate in the interactive weekly videoconferences with the instructor, and with the instructor and other participants.

Participants are also presented with several very complex cases and given an opportunity to review them. Resources are provided so that students have all the information on these cases that is currently available. At the completion of this process, participants meet with others in the study group at the Force Science office for a three-day roundtable of the cases. They have to present their case analysis on each of three cases before their peers and the instructor, and successfully defend their analysis.

Next year in April and November at LVMPD HQ, the Force Science Institute will be hosting two five-day Force Science Certification courses. **VB**



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RETIREMENT FOR COPS

PART II: THE JOYS

*We've covered the pitfalls;
now let's examine the joys
of your second act.*

JEFF SHANNON

Police Officer and Crisis Intervention Training Coordinator, Berkeley P.D.

Please see the July/August 2016 issue of Vegas Beat for the first part of this article.

After working through the challenging transition from a law enforcement career into retirement, life after being a cop affords us many joys and opportunities. After the typical service retirement, the officer is still in his or her 50s, allowing for a second career if that's what's desired.

Work and Play

For some, one of the joys of retirement is finally being able to express their entrepreneurial spirit, long pent up within the confines of civil service. Owning a business allows for creativity, having complete control of one's work environment and schedule, and answering to no one. These stand in stark contrast to law enforcement. Some retired LEOs start businesses related to law enforcement (i.e., consulting or training), while for others it's something more physical (i.e., personal training or gym ownership). Some go back to school before starting a totally new profession.

Another pathway leading away from the department is that of retiring outright — that is, without a second career. The transition into complete retirement usually takes longer and can be more challenging. But it, too, offers many joys and opportunities. Because LEOs are hardwired to be worker bees, even those who don't have jobs usually keep quite busy building things, developing and indulging hobbies, or doing meaningful volunteer work.

Regardless of the details of one's life, retired LEOs are beginning a journey into the next phase of life. Like an artist with an empty canvas, they have the chance to paint whatever kind of picture they want.

Healthy Adjustments

The first few years usually involve healing. The cortisol dumps are gone, along with the hypervigilance, both of which produce wear and tear on our bodies and minds. Many will need to heal emotionally from the cumulative traumatic stress of the job. And many will work to repair physical diseases, like high blood pressure and gastrointestinal problems. When the retired officer comes back to the department for a visit, former co-workers are pleasantly surprised to see the retiree looking 20 years younger and 20 pounds lighter.

For those who have been in long-term relationships and have raised children, retirement affords us an opportunity to reacquaint ourselves with our husbands, wives, partners, children and friends. Like retirement itself, this can be difficult at first. The relationships can suffer growing pains as both partners adjust to seeing each other more. As children get older and move away from home, it forces parents to talk about something else besides who's going to pick Johnny up from his friend's house. It forces the parents to talk about each other and

their relationship — another adjustment. The retiree and spouse can build a new relationship, stronger than ever. They can decide to pick up a hobby together, travel or take on an ambitious household project.

Research suggests that people are happier (and happier longer) when they have *experiences together*, rather than buying things. Traveling together, hiking, joining a club or group, driving across the country in an RV — all these produce novel experiences that can bring couples closer together.

Finding Your Flow

Perhaps the most challenging part of retirement, and the most important, is finding a sense of meaning and purpose in P# 9416 retired life. These existential matters don't press into our consciousness as often while working in law enforcement because the profession is inherently meaningful and full of purpose. Whatever path you choose to take as a retiree, you must first ask yourself, "What can I do that will give my life meaning and purpose?" Failure to do so leads inevitably to dead ends.

For some, becoming more involved in their religious life is the answer. Others may dedicate themselves to becoming more patient with or more open-minded toward the decisions their children make. Others may decide to get in the best physical condition of their life so they can be strong and vibrant for the grandchildren they hope to see.

You know you've hit the sweet spot with finding meaning and purpose when you find yourself in what psychologist Mihaly Csikszentmihalyi calls a state of "flow." Flow activities are those that are challenging in some way and that you can lose yourself in. Time vanishes when we engage in flow activities: There's no stress, only focus on the task at hand, whether that is woodworking, exercising, knitting, painting or riding your motorcycle across the state.

You may ask, "What if I don't yet know what will add meaning and purpose to my life?" A great place to start is by making a list of your highest values. There are any number of endeavors that naturally extend from each of your core values. This is not a process to rush. After writing down the things you value most, let it sit. The direction to go in will more likely come to you in the shower than while looking at a Word document.

The greatest joy of retirement may be finding, maybe for the first time, that side of yourself you never knew you had, the side that could never find expression in the narrow confines of law enforcement. Here's to your journey!

Jeff Shannon is a police officer, law enforcement instructor, and licensed marriage and family therapist. He teaches wellness and crisis de-escalation as part of the Alameda County, California, Crisis Intervention Training program. Jeff is recognized by the California Commission on Peace Officer Standards and Training (POST) as a subject-matter expert in the area of stress management for law enforcement. He can be reached at jeffshannonmft@gmail.com.

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Fit for Duty

POLICE OFFICER II DAVID TILLEY

Member

David Tilley writes regularly for Vegas Beat to highlight the importance of fitness and to share some of our members' fitness routines and secrets. If you would like to be profiled, feel free to reach out to him at D14202T@lvmpd.com.

Highlighted Member

Ray Steiber III, P# 9491
 Height: 5'11"
 Weight: 185
 Years on the Department: 10

Before we get started, I would like to thank you, as you were one of the people who inspired me to compete. How did you get started in Men's Physique?

I have been involved in the bodybuilding industry for a little over four years now. I became fascinated with the fact that bodybuilders can gain muscle and shed fat at the same time. I did countless hours of research about the sport and began to mimic the training routines of the sport's best athletes. I realized how



important dieting was as it relates to the aesthetic look of the human body and began to see how specific foods and certain parts in my day can drastically change the look of my body overnight. I had a lot of drawbacks and difficult days trying to learn the art of building the body. I sought out the advice of other competitors and I was able to learn a lot about my body through trial and error. It wasn't until about two years ago that I was able to come up with a system that worked solely for my physique. I began to compete and discovered a whole new aspect of the sport. The discipline was a 24/7 lifestyle that never stopped, and I fell in love with it all. I was able to compete on a national level in 2014, where I placed third in my class. The other two competitors ahead of me are now professional Men's Physique athletes. My ultimate goal is to one day compete at a professional level and step on stage with the athletes I used to look up to.

I know you have what it takes to get there. What is your current training routine, and how does it change when you are weeks out from a show?

My training routine usually varies depending on the time of year and whether or not I'm getting ready for a competition. When I'm not preparing for the stage, my workouts are normally performed in an effort to maintain the muscle mass I already have. I utilize my diet to grow at a slow rate in order to gain muscle weight instead of fat. I keep my rep range at 10 to 12 during the off-season, and toward competition time the rep range can get as high as 25 to 30. I focus solely on technique, tempo and time under tension to get that dense muscle look year-round.

What is your off-season diet and supplementation like compared to when you're preparing to step on stage?

My diet can vary depending on how I look at myself in the mirror. Certain foods can change your look overnight if you're lean enough. So in the off-season I eat around four times a day. I keep my protein extremely high and I never steer clear of carbohydrates. I make sure to get vegetables in with every meal, but I definitely do not shy away from eating whatever my heart desires. Carl's Jr. is a must!

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During contest prep my meals get around eight to 10 per day when I'm in full stride. I stay super-strict with my food and I count the nutrients in everything I eat. The large amount of meals keeps my metabolism constantly moving so I can burn calories even when I'm sleeping. Other than a protein isolate, amino acids and vitamins, I don't utilize supplements too often. I rely on my food intake to meet my needs.

Besides competing in Men's Physique, you also "dabble" a bit in softball, particularly in the national police circuit, where you became the West Conference Player of the Year and the Most Valuable Player in 2014, and yet you are one of the humblest guys I know. Would you tell the readers a bit about your softball career and how that athletic mindset carries out onto the Las Vegas streets as a police officer?

I played baseball since the age of 8. I was blessed to play minor league ball for the Astros farm club after high school for a year. After baseball I fell in love with the police softball circuit. It's growing every year, and it's a very high level of softball. Rules are widely different from your normal league play softball nights. A vast majority of the players within the circuit have played baseball at a high level. The best part about the circuit is we're all police officers and have the same overall core values. It can get extremely competitive.

In 2014, I was named the Player of the Year for the West Conference and the team MVP. I am the youngest player to hold this title since the circuit was started in 2003. I enjoy playing at a high level, and I believe being active in this merit certainly helps me as a police officer. I am able to practice my planning and decision making. If the ball is hit to me, I have to know what I am going to do with it and adjust on the fly — just as in the street, if I'm handling a volatile



situation, I have to know how I need to react and also be able to adjust on the fly. On the field I am also able to practice reliability. I can try my hardest to hit that right center gap and put myself in scoring position to tie the game, or I can focus on hitting the ball for a base hit and trusting that the hitter behind me will do his job and get me home. I can utilize this aspect in the street and trust that my partners will do what they're supposed to do in order to keep myself out of a bad situation.

What does the future hold for you as far as your fitness/athletic goals are concerned?

I would like to win a national championship in the police softball circuit. I have a great group of guys I play with and we have finished in the top five two years in a row. We are only getting better, and I think we have the tools to build a championship team. As far as competing in Men's Physique, I would like to turn pro in the next two years. I have competed in nationally qualified shows and done pretty well. A little more growth in certain areas will definitely get me to the top of the class and get me on that pro stage in no time.

If you were the Sheriff, how would you incorporate fitness into the Department?

If I were Sheriff, I would place a fitness room in every substation. The mindset is this: If officers keep walking by the fitness room, they are bound to one day utilize it. They will see other officers using the equipment and it will motivate them to use it as well. The hardest part about working out is getting to the gym, but if the gym is a convenience to you and only steps away from your locker 40 hours a week, why wouldn't you use it? **VB**

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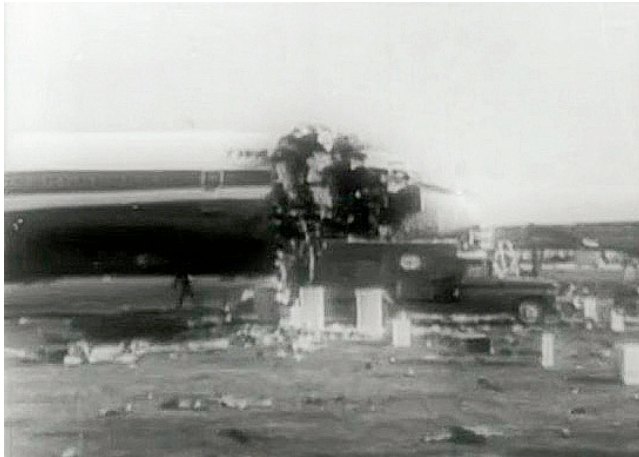
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Terrorist Bombing Hits Vegas

Law enforcement throughout the world is concerned about terrorist attacks. As we have seen in recent events, airports are particular trending targets. This didn't start with the horrific attacks on September 11. Extortionists and bombers have targeted airplanes for decades.

The first attack occurred in October 1933, when a United Airlines Boeing 247 flight from Cleveland to Chicago exploded over Chesterton, Indiana. All 10 people on board (seven passengers and three crew) were killed. The cause was determined to be a nitroglycerin bomb. No suspects were ever identified.

Not all airliner bombings were fatal, or in the air. On March 7, 1972, an anonymous caller who identified himself as "Gomez" contacted New York's JFK



International Airport officials, telling them to go to a specific locker, where they would find a note from the extortionist. That note stated that four bombs had been placed on four TWA passenger jets and were set to detonate at six-hour intervals unless \$2 million was delivered. "Gomez" said the first bomb was on TWA Flight 7, which had just departed JFK for Los Angeles with 52 people on board. Response protocols of the time were implemented, NYPD and Port Authority police were notified, and officers with bomb dogs began a detailed search of all TWA aircraft at the airport.

Flight 7 was ordered to return to the airport and landed safely. A search of that aircraft revealed a bomb made of five

pounds of C-4 explosives, discovered by a K-9 named Brandy in a briefcase labeled "crew" in the P# 4135 cockpit area. Had authorities not recalled Flight 7, the bomb would have exploded midair. Bomb squads disarmed the device, with the timer indicating 12 minutes remaining before detonation.

Police boarded several other TWA jets at the airport, but nothing was found, so flights resumed. TWA Flight 57, having been searched, lifted off from the New York airport; its destination was Las Vegas, Nevada, where it would be searched again.

On March 8 at 3:55 a.m., seven hours after it landed, the TWA Boeing 707 jetliner's cockpit area exploded. At the time, it was unoccupied and parked on the tarmac away from the gates. The force of the explosion threw debris hundreds of feet away, narrowly missing two officers assigned to watch over the aircraft. One of those officers was Clark County Sheriff's Deputy Lannis Mills. Years later, he would retire from LVMPD as a homicide detective. Mills said, "It sounded like dynamite. I could see pieces of the plane flying through the air."

In the aftermath, TWA ordered worldwide checks on all 240 of its aircraft, but no other bombs were detected. President Richard Nixon said that the government would mobilize all resources "until the current threat is crushed." The extortion demands ceased, however, and no one was ever arrested for the bombing. **VB**

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CALENDAR

- September 1 Third Quarter General Membership meeting, 5 p.m. (food and beverages provided)*
- September 5 Labor Day
- September 11 Patriot Day
- October 28 Nevada Day
LVPPA Trunk-or-Treat, 11 a.m. to 4 p.m. (food, beverages and bounce houses provided)
- October 31 Halloween
- November 6 Daylight Saving Time ends
- November 8 Election Day

*General Membership Meetings are 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.

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THANK-YOU LETTERS

Dear Director Thomas Reid and members,

I thank you with all my heart for making Southern Nevada Devil Pups a possibility for me. I have learned things that I will never forget for the rest of my life. For example, I learned how Memorial weekend should be spent. It should be spent honoring the vets that gave their lives for us and not spent at a barbecue. I learned this by having the privilege to roll up flag at Veterans Memorial park with Devil Pups. I also learned how strong I was. On the second week of the 12-week training program, I fell out and almost quit. I believed I wasn't strong enough to endure this program. Volunteers encouraged me to keep going. I not only will be going to camp but earned the Gideon and the highest PFT score there. Now, I believe I am strong enough to do anything I put my mind to. Southern Nevada Devil Pups has taught me so much more

than that. All things that I will need to succeed in life. I will always remember this doing this program. Without your generosity, I would have never had the chance to learn the things I have. I would not have the chance to climb Mount Smokey and earn the title Devil Pup. A title that isn't easy to earn. Know that your generosity has truly changed me for the better. I truly thank you with all my heart for making Devil Pups a possibility for me.

Forever thankful,
Deanna Ribarsky

Thank you for your kind thoughts and flowers with the passing of my father. I appreciate the sentiment to me and my family.

Dan Sweeney and family

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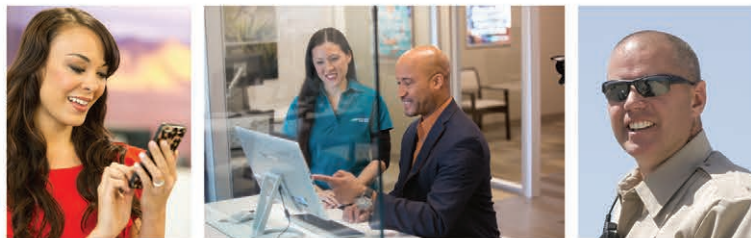


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RETIREMENTS

07/14/16	Iris Jackson, P# 5551	CO II	19 years
07/15/16	Roberto Juarez, P# 3831	PO II	27 years
07/15/16	Steve W. Devore, P# 4410	PO II	24 years
07/26/16	Armando Meza, P# 5386	CO II	19 years
07/28/16	Mark Chaparian, P# 4039	PO II	25 years
07/31/16	Joseph Zepeda, P# 4060	PO II	25 years
07/31/16	Robert J. Kinch, P# 4580	PO II	23 years
08/01/16	Arthur Maurent, P# 3887	PO II	26 years
08/01/16	David Prichard, P# 6210	PO II	17 years
08/02/16	Fernando G. Long, P# 5183	CO II	20 years
08/05/16	Terry Roberts, P# 5802	PO II	18 years
08/30/16	Tylann Durrett, P# 9441	CO II	10 years
09/04/16	Michael T. Hendrix, P# 5273	PO II	20 years
09/09/16	Randall J. Stephenson, P# 3240	PO II	30 years
09/12/16	Christine Bodine, P# 6057	PO II	18 years
09/21/16	Joel Smith, P# 2937	PO II	31 years

EDITORIAL POLICY

1. Opinions expressed in *LVPPA Vegas Beat* are not 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.

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