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VOLUME 12 | ISSUE 3

September/October 2017



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General information:

Phone: (702) 384-8692

Fax: (702) 384-7989

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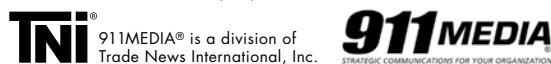
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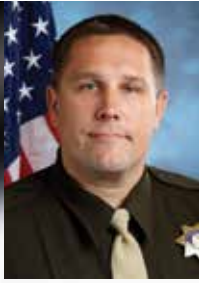
The Las Vegas Police Protective Association is affiliated with the following organizations at the state and national level:

NAPO – National Association of Police Organizations, representing 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





President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

Don't Hesitate

After the string of officer-involved shootings we have had over the last few months, I wanted to focus my article on the topic of hesitation. I want every member of the LVPPA to know one thing: I would rather spend \$1 million defending an officer in a court of law than show up to a funeral. In my career here at LVMPD, I have attended far more funerals than I ever thought I would. I hope to God I never have to attend one more in the time I have left with this agency. One way to make sure of that is to make sure our officers don't hesitate when it comes to lethal force.

Across the country, we have all seen the videos of officers waiting and waiting and waiting to use lethal force. These officers ultimately got lucky and never fell victim to the suspect, but I believe it is because those suspects were not committed to doing violence. However, if those same officers came across a suspect who was committed, we would be burying those officers. And because the officer didn't pull the trigger, although it was 100% justified at the time, the media and police departments around the country praise those officers for "restraint"! That is not restraint! That is bad police work. That is fear of what will be said in the media or by their own departments. That is the potential to put other officers in harm's way. That is flat out wrong.

If someone is standing over you telling you to kill them, and is reaching

in their pocket and saying they have a firearm, and you don't use lethal force, when will you? And if you won't use lethal force when it is needed to protect yourself, what if the life you need to save is someone else's? What if that same suspect is standing over your partner doing the same thing, and you don't use lethal force until the suspect has already drawn and fired?

I truly hope a police officer is more worried about leaving their children without a parent or their spouse without their other half than worried about public scrutiny or internal questioning that may result in discipline. That is what should be at the forefront of your mind when encountering a potentially dangerous situation.

The hierarchy of importance for any officer should be as follows: 1. Family; 2. Partner's family; 3. Everything else. I really want that to sink in! Go home at the end of the shift and make sure your partner does the same. What is going to come of a FIT investigation or a CIRT investigation or a Use of Force Board should be far removed from your thought process, and the thought of going home to your family should be at the very front. And when it comes time to face that CIRT interview or that Use of Force Board, you have the PPA standing by your side to get you through that process. I will commit, and have committed, large amounts of money to the legal aid of officers in the discharge of their duties. Our officers are highly trained. LVMPD puts all of us through the wringer when it comes to use of force, firearms qualifications, defensive tactics and vehicle maneuvers. We are given so much of this training to make it second nature when a violent encounter happens.

Many times, when I am with our officers involved in a deadly force situation, they tell me "as soon as the incident took place, my training just kicked in and I applied lethal force almost without knowing I was doing it." That is the exact goal LVMPD is trying to achieve when you spend countless hours shooting at the range or drawing and holstering your weapon. It is so when your tunnel vision kicks in, your body goes into training mode and you do things subconsciously. Trust that training and all the hours spent making your mind and body go into autopilot. It won't fail you!

Lastly, I want to say keep fighting the good fight out there. So many people want to talk badly about the profession of law enforcement. I say "so many," but that really isn't an accurate depiction of who is running their mouths. The small group of vocal people running their mouths about law enforcement have another agenda or reason for not liking the police. The good, hardworking, honest citizens of Clark County don't go screaming to the media about how P# 8872 great their encounter was with the police, or how thankful they were that an officer recovered their stolen car or jewelry. But they do appreciate you. The leaders of our community appreciate you. The families who can play safely outside their front doors appreciate you. I wish our community, which is on your side, would start being more vocal in the media. Then maybe that narrative would change and all the good that police officers do will finally be put in the spotlight. **VB**



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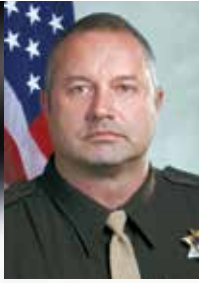
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Overtime Overview

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

Many of you may not know how I was able to use police officers for overtime at CCDC. Here are the initial emails from four years ago as I attempted to offset mandated overtime at the jail by using POs for backup.

My email to the captain:

I have read the draft that Tom sent me for review. I would like to point out that I am NOT in support of mandated overtime. Tom and I came to one meeting earlier this year concerning mandated overtime, at that meeting we asked that you make an attempt to contact officers from DSD and make them aware of the need for officers to sign up on coplogic was crucial. I am not aware of any emails or videos going out to the DSD officers. NONE!

The second item we discussed and I still believe would solve all of the overtime issues would be to allow Patrol officers to sign up on coplogic as a reserve to CO's. We explained that the list of Corrections officers that sign up for coplogic would have to be exhausted before Patrol officers could be utilized. Again this was not considered.

Utilizing coplogic for CO's and PO's could solve the mandating issue while at the same time would allow officers who want or need to work, have the first shot

at the overtime, instead of forcing officers who would rather not work overtime, be forced to work.

Patrol officers can work the hospital or post 10 and cover most of the overtime needed, with minimal training. Patrol officers already sit on inmates at the hospital that are in need of medical care. What's the difference if they sit on them for 3 hours or 12 hours?

This is the response from the captain:

While I am on vacation I felt compelled to respond to you Scott. I included my boss as if history predicts the future the PPA will be making calls above my level if they haven't already been made.

First I find your CAPS in bold offensive. I suggest you learn some tact.

Second you are free to view the video. I never said the PPA supported it. Only that the PPA has reviewed it and was aware. I don't need nor want your support. It's a management right.

Yes you suggested other possible option and they were considered. In fact we did send out an e-mail advising that we needed more people to sign up. I think that worked in the short term. However, our overtime has exceeded cop logic again. In June it was 10 officers a shift, North, South, booking, combined. Over the last three pay periods we are at 14. We have no relief in sight. We exhaust cop logic and the officers who are willing to work are already at or exceeding the 24 hours per week authorized in policy.

We considered and rejected using PO's at hospital. I don't feel compelled to explain to you why.

This adversarial response from the captain generated a letter from our legal team requesting negotiations with the Department under NRS.288.

Fortunately, it only took one meeting with former Sheriff Gillespie to agree to allow police officers to work in limited posts at CCDC. With help from former DC Fasulo, overtime at CCDC began four years ago. Thankfully, current Sheriff Lombardo has also allowed the program to continue and offset mandating the corrections officers from working unwanted shifts.

The program is now going into its fifth year, and the last stats I was shown have police officers working 31% of the available overtime at CCDC. For that, I can say thank you for your help.

To the corrections side of the Department, I want to say thank you for helping to train the police officers who are working with you. I know it's not always the perfect situation, but mandating officers on their days off isn't either.

Thank you for your membership, and please stay safe. VB



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Keep the Faith

CORRECTIONS OFFICER MYRON HAMM

Secretary/Director of Corrections

When I tested for this job 18 years ago, there were many factors that helped me make my decision to ultimately choose LVMPD. I tested with the LAPD, Riverside County and a few others. I looked at departments in the south and I even pulled some information on the NYPD. The factors that helped me make my decision were the cost of living, knowledge of the area I was moving into, reputation of the department and salary range. Ultimately, Las Vegas became my choice because the cost of living was perfect in comparison to other major cities.

There were two words that really made my decision easy for me: collective bargaining. Imagine you get the opportunity to have the job or career you want and you get to P# 9903 bargain for your salary. Collective bargaining allows us the opportunity to fairly negotiate the contract that covers every officer in this Department. In my research, I found that departments that do not have collective bargaining have a starting salary between \$10 and \$11 per hour. Most of these places will top out at \$20 per hour, and some never reach that plateau. With the constant barrage and scrutiny faced by all departments today, no one should have to worry about being paid a fair wage.

Having had the opportunity to sit on a negotiation team in the past, I witnessed

firsthand how important it is for the officers to be represented by a group that has their best interest at heart. These negotiations can last for months and may sometimes become a point of contention. But having the ability to negotiate and find a common ground guarantees the brave men and women that they will be fairly compensated for their tireless work and efforts to keep our community safe, which is why I am always surprised when people complain about what the LVPPA actually does for them. Contract negotiations are only a part of the Association's duties. Seventeen years ago I was fresh out of the Academy, and two weeks after field training, I received a phone call from a detective stating he was from Internal Affairs and I was the subject of an internal investigation. I was read a notice and admonished not to speak to anyone about this matter except my union representative. I was contacted by someone in the LVPPA the next day and asked if I wanted a representative to attend with me. I accepted, and I don't mind saying I was nervous and afraid. Even though I knew I had done no wrong, I felt helpless. I literally felt like no one believed my side of the story until I met my representative. He told me everything that was going to happen and that I would be fine. As it turned out, he was correct. I really thought he would be tired of my constant phone calls and questions, but he was patient and understanding. In the end, he was right and I gained an appreciation for being a member of the LVPPA.

This is potentially a six-figure-per-year job, and I will never understand why



John P. Aldrich, Esq.

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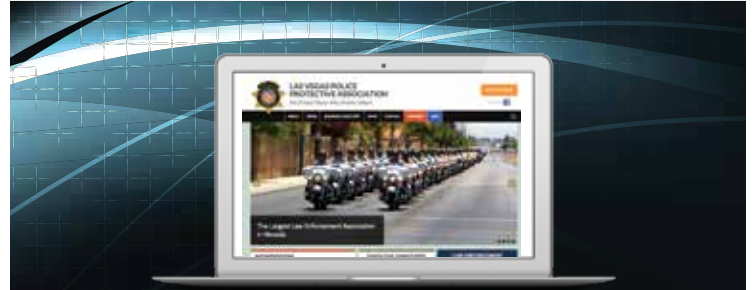
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someone would not want to protect their means of employment and have a say in how things are done. I have heard many stories over the years as to why people are not members of the LVPPA. I have heard people state they don't like a particular person or that the union is not willing to put up a fight against the administration. Years ago I had a conversation with a guy who had been an employee of the state, and when he joined Metro, he refused to be a part of the LVPPA and I asked him why. He told me that the raises we were getting were small potatoes and we should be getting more. I asked what he thought would be fair and he said a 5% yearly increase would be a start — even though when he left the state and joined LVMPD, his salary doubled. I have seen too many times when a non-member gets into a bad situation and is looking for advice, they make a call to the union, and the first question they are asked is "Are you a member?" When the answer is no, they are told, "We cannot help you; the services provided are for members only." I have had non-members contact me, and I never like telling someone I can't or won't help them, but unfortunately, if you are a non-member, you are not afforded the protection or rights of a member. In this day and age and in the climate we live in, not being a member rises to the level of not having life, health or car insurance.

Anyone who wears a badge is only a step away from a critical incident or a complaint, and either incident can be career-altering. Someone said to me once, "Well, I get the same raise and clothing allowance, so why should I pay my money every month?" Unfortunately, this person is no longer with the Department, and because he was not a member, he attempted to fight his termination on his own and the results were negative.

Being a member affords you the advice and knowledge of the people who understand the inner workings of the Department and what your rights are. There are also time constraints to consider if you are appealing discipline or filing a grievance. The Department is not obligated to inform you about the details involved. It will simply tell you to speak to your representative. When it comes to standing up for our members, the LVPPA will not bend or give in to anyone regardless of rank or position. I can understand the skepticism of those non-members who basically have not developed faith or have not been put through

any harsh treatment. I have been asked many times, "What does the union do for me?" What we ask is that our members and supporters have faith in our intentions. I am reminded of the words of a great American leader when he said, "Faith is taking the first step even when you don't see the full staircase." **VB**



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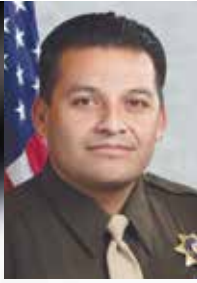
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On the Legislative Lookout

POLICE OFFICER MIKE RAMIREZ

Director of Governmental Affairs

As of print time for this edition of *Vegas Beat*, the LVPPA staff has completed our briefing tour of all substations to bring everyone up to speed on current and ongoing issues that we are dealing with. In these briefings, you likely heard me talk about the 2017 legislative session in Carson City. I will start off by letting you know that the Las Vegas Police Protective Association maintains a high level of interest in the legislation because frequently there are bills that directly affect our members and law enforcement officers throughout the state of Nevada. We maintain a full-time presence in Carson City, in addition to maintaining relationships with legislators year-round in the interim. Over the last few years, we have built and maintained a significant presence in the state as the largest law enforcement entity. Our continued presence and involvement is of the utmost importance, as each year the scrutiny on law enforcement, labor organizations and specifically public safety employees continues to become increasingly negative.

One of the most common questions I get in the briefings (and in general) is related to the political endorsements, in particular who and why we endorse those we do. The basic answer for this is that we put our efforts and money into the candidates who we know (based on voting history), or think (based on interviews), will support our organization's best interests.

Going into the 2017 session, there were four main objectives. The first was to protect and preserve our NVPERS. Second was to protect and preserve our right to collectively bargain (NRS 288). Third was to protect and preserve the Rights of Peace Officers (NRS 289), and lastly, to protect and preserve your Heart and Lung (BRS 616 and 617).



As always, NVPERS was a hot topic as Republicans continued their aggressive attack on your benefit, with Senator Roberson leading the pack. For the most part, we were successful in getting the right people in place, which became exceptionally evident when we were able to kill any and all bills that would have potentially jeopardized any of our four main objectives listed above that directly affect you. Our endorsement list consisted of both Democrats and Republicans. We were not concerned necessarily with political party, but rather more concerned with their voting records.

I have included a few visuals to help better explain the votes from the most recent session. One picture shows all green. This represents everyone we endorsed, both Republican and Democrat, and that the vote was unanimous in our favor. In the other photo, note the red votes. These represent the Republicans whom we did not endorse, and it's a good thing we didn't because ultimately they voted against our objectives. We work hard to choose candidates who can best serve our needs, regardless of party, and work hard to get the word out to our members to vote for the candidates who we have extensively researched and interviewed in order to make educated decisions. Of course, all citizens of the United States are free to vote for any candidate they choose, but when our endorsement list comes out, I just want all of you to know there truly is a method to the madness!

As always, be safe out there, and if you have any questions, feel free to call me at (702) 373-1006 or email me at mramirez@lvppa.com. **VB**



RETIREMENTS

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7/11/2017	Joel Kisner, P# 4656	PO II	23 years
7/14/2017	Francis W. Gabron, P# 5542	PO II	20 years
7/24/2017	Justin Ballinger, P# 12900	PO II	9 years
7/28/2017	Joseph Giannone, P# 6225	PO II	18 years
8/1/2017	Richard L. Bass, P# 6259	PO II	18 years
8/10/2017	Charles Harvey, P# 5605	PO II	20 years
8/16/2017	Oscar Fulton, P# 4348	PO II	18 years
8/18/2017	Laina Brown, P# 5545	PO II	20 years
8/20/2017	Billy Parker, P# 5936	PO II	19 years

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Times Have Changed: An Urgent Safety Message to All Members

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

As you are well aware, attacks on law enforcement officers across the country are skyrocketing. Criminals are more willing to use force in cold-blooded attacks on law enforcement to facilitate their escape and continue their heinous criminal activity preying on our community members. The criminals have no rules to follow, yet we as law enforcement have federal and local laws as well as a 1,500-page policy manual to adhere to.

We have stated this in the past, and unfortunately, the gravity of this cannot be overstated. The dangers that law enforcement officers face every day on the streets have reached a new high. No matter where you work in this city or country, you are a target! It does not matter whether you are in patrol pushing a black-and-white, in a plainclothes assignment, in traffic on a motor, in SWAT, at a special event, or at the jail or hospital, there are individuals out there looking to do harm to you.

As law enforcement, we must be cognizant of this reality every moment of every day. On duty and off duty, you are a law enforcement officer. We must take the necessary precautions to protect ourselves and our partners. We must rely on our training, tactics and instincts. Approach residences, suspicious

persons and vehicles with caution. Wait for your backup and employ team tactics. Calls for service can wait — your safety is paramount.

The PPA will do everything in our power to ensure that our members have the ability to protect themselves and are provided with the best equipment and training. We will fight to ensure that those who commit violence against our officers are held accountable. We will continue to meet with command staff and local politicians to ensure that our members' rights are protected, that their lives are valued and that they are fairly compensated.

In closing, we ask that you continue doing exactly what you have been doing. Continue being the best agency and providing our community with the best police service possible. Our community supports you. Please be vigilant at all times, both on and off duty. Take care of your partners and be safe! **VB**

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POLICE OFFICER TYLER TODD

Treasurer

Your sick time is a negotiated benefit included in our contract that covers all of us. Every officer receives four hours per pay period for a total of 104 hours per year (Article 10.1 Accrual). The reason why sick and vacation are different is because you cannot pick and choose when you, or an immediate family member, will be sick and you cannot report to work. Since we can call in sick when need be, the Department is able to limit when we call in sick — i.e., illness or injury, public health requirement, doctor appointment, bereavement or a medical emergency (10.3 Utilization). Additionally, our contract states, “Employees shall be at their residence, a medical facility or their doctor’s office, or shall notify their supervisor of their whereabouts” (10.8 Residence Requirement).

When you need to call in sick, remember to abide by the rules of the contract and policy. I would like to say that if you do this you will not have any issues, but that is not always the case. If you call in sick to treat it like a vacation day, just remember that you will be subject to discipline if the Department opens a Statement of Complaint (policy 4/103.07 Illness/Injury, Malingering). However, this article is about clearing up what should be expected when you

take your negotiated benefit, as long as it falls in line with our contract.


When you need to take a sick day, as long as it falls within 10.3 Utilization, take it! That is what it is for. The policy states that members “will notify their supervisor at least two (2) hours prior to the beginning of their shift to ensure proper coverage for their assignment” (4/103.07). As long as you call in as required and are at a place specified under the residence requirement or notify your supervisor of your whereabouts (as long as it pertains to taking a sick day), you are covered. Take care of yourself and/or your family. When you return to work, complete your leave slip for sick within 24 hours of returning.

I get that when you call in sick, sometimes you feel pressured to not call in, or some supervisors think they can tell you that you cannot call in. Some supervisors even think you have to justify to them why you are calling in sick. None of this is true. Article 10.4 Approval/Notice states, “All sick leave shall be approved.” This is because it is assumed that you are calling in sick within the guidelines of contract and policy.

Now, if a supervisor has reason to believe you are calling in sick for an unauthorized reason, they can investigate it. This does not mean you have to divulge why you are calling in sick other than if it is for you or a family member, as this is required on the leave slip and is one of the justifications to call in sick. A supervisor cannot request a note from a doctor to justify why you

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

Members who find the hidden  in this issue of Vegas Beat and register through www.LVPPA.com will be entered into a drawing for \$250. You must enter by Wednesday, October 11, 2017, to be considered eligible. Telephone entries will not be accepted. Visit our website for more 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 Fit for Duty 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.

were sick. The only thing a supervisor can do is request a note from a doctor showing that you are fit for duty if they think you may not be fit for duty and should stay home.

If a squad is short on bodies, which is pretty routine, and you need to take a sick day, do not feel like you are letting your squadmates down. The Department knows we are short and they refuse to call in officers for overtime. If you need to call in sick and the squad is short, why is a supervisor not calling someone in for overtime? The two-hour minimum notice is so a supervisor can find someone to fill your spot. I get it — if this happens, the next thing the Department likes to do is threaten to not let anyone take vacation. This just leads to quicker burnout and forces guys who would not normally call in sick to call in sick. Remember that, to P# 16310 protect your vacation time, we negotiated the ability to put in for vacation six months in advance. Plan ahead and get your slip in and approved.

Another issue that comes up is the magic number eight. Some supervisors believe that if you call in sick they need to automatically write you a contact or open a Statement of Complaint. This is not the intent in the contract. It is a guideline for supervisors. If an officer has taken eight days of sick time, a supervisor should be thinking, "Is the officer okay? Does the officer need help?" Not "The officer needs discipline." Blue team keeps track of sick usage, and it is one of the indicators to determine if a supervisor should be alerted that an officer might need some help. Why does the Department assume you are abusing your negotiated sick time and feel the need to warn you through a contact to watch your sick leave usage? Again, if a supervisor has reason to believe you are abusing sick time, they do not need eight days before they can do anything; they can investigate one call in.

Do not take this as an excuse to waste your sick time. I am a huge proponent of saving sick time just in case my family or I have some unfortunate event that requires me to miss work. However, if you need to take sick time and it falls within the guidelines, you should be able to take it with no hassle or guilt. If you are having issues, please contact one of us. **VB**

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The Cavalry Has Arrived!

DETECTIVE KIRK HOOTEN

Director

We are coming up on about six months of having our LVPPA Recreational Vehicle/Mobile Command Center (PPA 1), and the reviews have been great! Although there were many good jokes in the early stages, ranging from references to *Christmas Vacation*, *Spaceballs* and *Stripes* urban assault vehicle, we have settled in on a pretty good system for deploying and utilizing our new vehicle.

In previous years, when shootings and critical incidents occurred, it was somewhat confusing for our members to know who we were and where we were on scene. Often our command center was a cluster of personal vehicles and our attorney operated out of the back seat of our cars. It wasn't uncommon for us to be out in the elements for long periods of time, adding to the stress of an already stressful situation.

Now, when our members are involved in a critical incident, most likely an OIS, there is no confusion about where your LVPPA representation can be found. The PPA 1 will be staged right next to the scene or LVMPD command center, allowing our members the ability to come into a secure environment, decompress from the incident, counsel with your attorney and representatives, and await the formal processing by the members of the Department's investigative arm. There are full bathroom facilities, drinks, snacks and protection from the elements.

The vehicle can comfortably seat up to six to eight officers in the front. We modified the rear of the vehicle, converting it into an office with desk and chairs where you can have private consultation with your attorney on scene. There is a TV with satellite coverage to help pass the time during the lengthy process. There is a wash-up station on the exterior for quick cleanup, and a shower inside if a member was exposed to any sort of biohazard or substance. We have a sunshade and extra chairs in the event of a large-scale incident requiring a larger footprint of relief. There are phone-charging outlets and just about any other amenity you might need while staged and awaiting the processing of the scene.

With the centralized location and high visibility of the RV, the Department knows exactly where to find you. This makes the coordination of FIT, CIRT, PEAP, criminalistics and command staff/chain of command much easier, and helps to streamline the process. Hopefully, this will take some pressure off our members as they navigate the sometimes very confusing process surrounding an OIS or critical incident.

As a matter of early statistics, we have deployed over 10 times this year and have worked out most of the logistical bugs of our unit. If you have been part of one of these incidents, hopefully you had a good experience in a tough time. If you have not, rest assured, if you are involved in an incident and you see the LVPPA RV rolling down the street toward you, the cavalry has arrived!

In addition to OIS/critical incident response, PPA 1 was purchased as a multi-use operational vehicle to augment the numerous LVPPA functions and responsibilities.



The use of the vehicle is subject to approval by the president and/or the Executive Board and is limited to the following situations:

1. Officer-involved shootings and critical incidents
2. Injured officer/hospital staging for officer family and LVPPA
3. Charity events with LVPPA presence
4. LVPPA-hosted events and/or tailgating for LVPPA-sponsored member events
5. Major LVMPD deployment as needed (NYE, A/B roster, major incident)
6. Area command briefings and area command functions
7. Any other special use not listed approved by the Executive Board

Hopefully, you have noted a significant change in the LVPPA under the new leadership of Steve Grammas and Scott Nicholas. They made a commitment in their campaign to give back to the membership in the form of member events, accessibility of the organization to the members, and moving the Association forward to bigger and better things. I believe they have kept their word thus far. **VB**



THANK-YOU LETTERS

Dear Las Vegas Police Protective Metro, Inc.:

I am writing this letter to show my gratitude at your donation to the Devil Pups Program. This donation helped 36 other Pups, including me, to be able to attend the 10-day encampment at Camp Pendleton. Not only just attend the encampment, but to also have the privilege of not having to pay any money to attend.

I was first interested in the Devil Pups program during my freshman year of high school. However, I had my doubts about whether or not I wanted to go through this program. Because of this, I decided not to join Devil Pups my freshman year of high school. Two years later, during my junior year of high school, I was convinced by a few of my classmates who had already done the program that I should join Devil Pups. Ultimately, I did make the choice to join Devil Pups, and I believe that it was the right decision to make. Throughout the 12-week training program that was provided by the program, I've learned how to be a more efficient person, as I have had to wake up early every Saturday for the past 12 weeks for Devil Pups. At the encampment, I hope to better myself as a person, as well as gain more confidence in order to talk with more people. I also hope to improve my abilities as a leader in order to be able to provide a positive influence towards my surroundings. Ultimately, after I graduate high school, I am planning on going to college, and serving in the U.S Armed Forces.

Thank you again for your generous donation to the Devil Pups Youth Leadership Program. Because of this, I no longer have to pay anything for the 10-day encampment

at Camp Pendleton. I can become a more confident person, and better myself so that I can become a positive influence to whoever I encounter.

Sincerely,
Edson B.

Dear Las Vegas Police Protective Association,

I want to thank you for sponsoring my trip to Camp Pendleton Marine Corps Base. I worked very hard to qualify and it means the world to me that you aided me in going to Camp Pendleton. Without a sponsor, I wouldn't have been able to go, as I could not afford it. By going through this program, my leadership skills will get much better, which will help me later in life as I am going into the Marines. This program will also help me right now, as it takes leadership to be successful throughout high school, and to help out at home. The 10-day encampment will also teach me how I have to earn things in life, while working with my team. Learning teamwork is a very important part of life as you always have to work with other people, and using efficient teamwork is the best way to compete tasks at a job, school, home, etc. The point is, I thank you for all the support for this program, which is a big way I will get everything listed above. You are all wonderful people for what you have done.

Sincerely,
Jayden D.

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CONGRATULATIONS

to the contest winners from the last issue!

July/August

Hidden Symbol Contest (\$250)

Ryan Rotta, P# 13422

P# Contest (\$50)

Buford Kenton, P# 8884

Christopher O'Connell, P# 15087



DAVID ROGER
General Counsel

Watch Your Six

Now, more than ever, officers must look out for their fellow officers. For the first time in over 33 years, District Attorney Steve Wolfson has decided to charge a LVMPD officer with felony crimes stemming from a critical incident.

While we hoped and prayed this day would never come, it was not a surprise to any of us when Wolfson chose to charge our officer. The DA presented another officer-involved shooting case to a grand jury in 2012. While the grand jury refused to indict the officer, Wolfson's failed attempt was a foreshadowing of future police prosecutions.

LAPD Officers Do Not Give Statements in Critical Incidents

We have consistently advised officers to decline to speak to FIT detectives, realizing that local prosecutors and Department of Justice officials scrutinize every critical incident in Clark County. Our advice is not a novel concept, as LAPD and NYPD officers are given the same admonishment by their attorneys. In fact, the Los Angeles Police Protective League attorney has explained that LAPD officers have not provided voluntary statements in critical incident investigations since the 1970s.

In the July 2017 edition of the *Thin Blue Line*, LAPD Officer Mark Cronin advised officers that, after providing a mandatory public safety statement, they should "take a deep breath. Do not speak to anyone else until your attorney or employee representative arrives."

With respect to giving criminal investigators a voluntary statement, Officer Cronin advised, "Before the walk-through, FID [their version of FIT] will ask if you are willing to provide a voluntary statement. Your answer should always be 'no.' You will then receive a short command to cooperate, which has the same effects as receiving the Lybarger admonition (California's *Garrity* case). This makes your subsequent statement compelled so that it can't be used against you in subsequent criminal actions against you."

NYPD officers are given similar advice by their association's lawyers. Thus, our approach to protecting your legal rights is shared from coast to coast.

LVMPD FIT

Since we have taken this very defensive stance, which dates back to 2012, several FIT investigators and command staff personnel have pushed back on our effort to protect our officers. A FIT sergeant has proudly stated, on several occasions, that our officers are considered suspects until proven innocent.

Please understand that FIT is tasked with investigating you and the facts of your critical incident. They are doing their job. Our responsibility is to protect your rights.

Public Safety Statement

LVMPD policy requires a supervisor to ask you a series of questions immediately after the shooting or critical incident. The inquiries are intended to identify outstanding suspects, potential witnesses, physical evidence and others who may be injured. After the supervisor asks the standardized questions from a printed card, the supervisor is required to end the inquiry.

Notify the PPA

As soon as you are able to make a phone call, contact the PPA on-call number to notify us that you have been involved in a critical incident. Additionally, officers who hear about a shooting on the radio should call us as soon as possible.

Unfortunately, the Department has decided to remove the PPA from its pager system. Consequently, we rely on our officers to let us know when a shooting has occurred. As soon as we learn about an incident, we roll out an attorney to represent you and numerous representatives to assist with your representation.

Do Not Talk to Anybody Until Your Attorney Arrives

After you give your limited public safety statement, you should not speak to anybody until you meet with your attorney. Remember that other officers' body cameras may still be activated and third-party video may be recording your actions. If you are a witness officer, make sure the subject officer is not talking about the event. An officer who is involved in a stressful event may not be aware of his or her surroundings.

Recognize that for many reasons, your attorney will likely recommend you not waive your rights and speak with FIT. However, the decision to invoke your rights belongs to you. Either way, you will be compelled to give a statement to CIRT, with *Garrity* protections, within 48 hours.

Finally, it is important to remember that your PPA attorney is not a Department employee. Your attorney, who is paid by the PPA, is responsible for zealously representing you and protecting your rights.

Look out for your fellow officers and watch your six. Your PPA attorney and representatives will have your back. **VB**

GOLD MEDAL FOR VEGAS AT WORLD POLICE AND FIRE GAMES



From August 8 to 13, members of the LVPPA — including Sergeant Trey Gethoefer and Officers Josh Garber, Tony Kvam, Joel Blasko, Chris Tate and Dhabi Lewis — competed in the ice hockey division at the 2017 World Police and Fire Games in Los Angeles.

The team consisted of police and firefighters from the Las Vegas valley. Playing against teams from Canada, Iceland, Arizona and California, they went 7-0 to win the gold medal. Their 6-1 victory over Canada's finest, composed of Royal Canadian Mounted Police officers, marked the second time the team has gone to the gold medal game; they fell short in 2015 Fairfax World Police and Fire Games, taking home the silver medal.

This is the first gold medal for a Las Vegas team in the ice hockey division. Congratulations to all the players! **VB**



Association Events

ADELLA SOLANO

LVPPA Staff

As the summer comes to a close, I would like to thank all our members and their families for coming out and enjoying the events we have hosted. Since the LVPPA has started hosting family events throughout this past year, in total we have had three Las Vegas 51s baseball games, two Gravady events, UNLV football/basketball games and our vendor expo. We have received an overwhelmingly positive response. Recently, an LVPPA member at the 51s baseball game approached me and wanted to express gratitude and appreciation for what we have done this past year. He went on to say that these events are a safe, fun-filled environment for families to come together. This particular member was quite senior and wished that these family events had existed when he was a newer officer on the Department, because it would have been nice to bring his children to them. These events are more than just a secluded, safe environment for our members — they are bringing children and their parents together, whether it is a father and son trying to catch a foul ball, or dads partaking in a game of dodgeball at Gravady.

There is one special family I would like to recognize in this issue: the Law family. Sergeant Landon Law contacted our office and said his children had raised money by selling hot chocolate at their hot

Upcoming Events

OCTOBER 7: UNLV FOOTBALL GAME

OCTOBER 17: VEGAS GOLDEN KNIGHTS HOCKEY GAME

OCTOBER 21: UNLV FOOTBALL GAME

OCTOBER 27: LVPPA TRUNK-OR-TREAT

chocolate stand. They wanted to donate all the profits to help our police officers. The Law children raised \$150 and donated it to our Law Enforcement Assistance Fund (LEAF). To honor the children, the LVPPA invited them to the Las Vegas 51s game on July 15, and Sergeant Law's boys had the honor of throwing out the first pitch of the game. It was truly humbling to see these children give so selflessly to help our officers.

The LVPPA has two upcoming UNLV football games in October, one Vegas Golden Knights hockey game and our annual Trunk-or-Treat. Please keep your eyes open for the emails regarding these upcoming events. If you are not receiving the emails, please contact our office at (702) 384-8692 and we will verify that we have your correct email address. **VB**

Working Together: An IAB Captain's Perspective

NICHOLE SPLINTER

Captain, LVMPD Internal Affairs Bureau

The last issue of the PPA magazine came out and was delivered to my residence. My husband is a current LVMPD detective and a member of the PPA. I, too, have been an association member for the duration of my career (now with the PMSA), and have no plans to leave.

I always page through the issues that come out, mainly scanning for my husband's P# to see if he won anything (almost 20 years later, still no luck). However, each issue usually has at least one article that touches on IAB tactics or techniques, and not always painting a positive image; I spend a little more time reviewing those. I may not agree with the messages being articulated, but for the most part, they are well written and bring up good points of conversation.

My IAB team's critique of the articles may not always be as accepting as mine. They may vent their frustrations and describe the articles as jabs by the Association toward IAB. The bantering between IAB and Association reps is based on a historical love/hate relationship, stemming from a mutual acknowledgment for the existence of the other. I found myself in a position of understanding some of the Association's point and wanting to protect my Bureau's image.

Let me clarify a few things about my Bureau.

Back in the 2009–2012 era, IAB consisted of eight teams, several of them with three detectives assigned to each to handle caseloads and investigate complaints. As a sergeant running one of those teams, I was proud of the investigations completed and the teamwork used to ensure that cases were done in a timely manner while being thorough and objective.

Fast-forward five years later and I returned as a captain for the Bureau. I was coming in at a time when there were 56 cases over 90 days old (that was 38% of all IAB active cases at that time). But I could not ignore the changes that had occurred that contributed to the lengthy delay in dispositions being pushed out and employees having closure.

The largest change was that there were (and still currently are now) only five teams investigating internal affairs complaints, and only two of those teams had three detectives. The complaint numbers, though, remained steady. BWCs were also introduced into the picture, with the need to review and link to each case being extremely taxing on time. Furthermore, the length of the written cases was a little longer than I remembered. This is not to say the previous leadership or staff were slacking in any way or did anything incorrect (maybe just a tad long-winded in writing style).

My vision for IAB was clear. I gave direction to my staff that these cases continue to be complete, thorough and objective. I also insisted on IAB's goal of a case completion date of 90 days (understanding it's not always possible, but any case over 90 days should be the exception, not the rule). Why the 90 days? One, it's in policy; and two, it's the right thing to do. Officers have a hard enough job, and having to split their focus wondering about an allegation that has been hanging over their heads for months is not right nor fair. Having said



that, IAB has an obligation to diligently prove an allegation as much as they have an obligation to disprove an allegation, so I ask for everyone's patience as we investigate each case.

I also gave two standing orders to my staff:

1. We do not fish for allegations (stay narrowly focused);
2. You treat *everyone* with respect, whether complainants, subject/witness employees, civilian witnesses or association reps.

With the help and leadership of two outstanding lieutenants, and strong, capable sergeants eager P# 1849 to get back on track, IAB pushed forward. Not to bore everyone with the logistical details, but today, less than 5% of cases are over 90 days in age (with approved reason), and the cases are still as objective and thorough as before. Yes, I'm proud of my teams.

The talent in IAB is the best I have ever witnessed and it's truly a team effort. However, we are not perfect and there is always room for improvement. The same holds true for the Association reps.

Now, back to the articles. The Association, at times, makes it sound like we (IAB) want employees to outright "confess" and shame them into admitting that they violated policy. However, that is not our intention. What we are asking for is to draw out the articulation that we know employees have in cases, and get them to verbalize it, whether it helps them or not. Just articulate what was done and why. We can't answer the questions for the employees because we don't know what their thought process was at the time. We are not here to help anyone, but we're not here to hurt anyone, either. We are just here to determine facts. I do agree with the Association that some words and phrases should be excluded from our question line, but the direct questioning will remain, and for obvious reasons. Skirting around the issues is a waste of time and no one enjoys getting questioned by IAB.

I also wanted to touch base on IAB's relationship with the associations. Remember, both "sides" (for lack of a better word) are working to ensure the integrity and accountability of this organization. We view the associations as having a pivotal role in our investigations during the interview process. But their role in IAB is limited. Their only functions during interviews are directing employees to tell the truth, asking clarifying questions if needed and making sure IAB stays within NRS 289. These functions are important, needed and appreciated.

Mind you, the IAB teams and the associations' reps are very passionate in what they do, and I wouldn't want one participating in any portion of the case who wasn't. But don't expect a screaming match between IAB and the associations during an interview. Not to say it hasn't happened in the past, but any such outbursts have been addressed and I'm confident they will not occur again.

Lastly, I wanted to touch base on the BWC issues, or should I say successes. I have always been a proponent for BWCs, but I'll let the stats speak for themselves: YTD 2017, BWCs have cleared 248 IAB cases. That's 77%. *Amazing!* Thank you to all the personnel who wear and utilize them on a continuous basis. Through the work of the Criminal Investigation Section, successful submittals and prosecution on citizens filing a false report on officers are now documented. (I'll leave that topic for a future article.)

IAB will continue to work with all the associations and build on the mutual respect we have for each other. Giving feedback and learning from each other can only strengthen and ensure the integrity of Metro. Be proud! **VB**

Metro: Our History, Our Story

STAN OLSEN

Retired LVMPD and President, Metropolitan Police Museum and Historical Society

As I've stated several times, Metro has a significant history. Most of what I have written has been about crime. Law enforcement is a serious business, fraught with daily violence and scattered with trouble and wrath. But we also have a humorous history. There are amusing and side-splitting events that happen all the time. Some have been lost to time and other live on in legend. This is one of those funny events.

It was around 1975 and the Department had a substation on the east side of the Sam Boyd Stadium where six squads were assigned, two on each shift. Near the end of swing shift, dispatch broadcast that a "suspicious" vehicle was seen by a night shift stadium P# 6760 private security officer. He had seen the car drive up to the substation door, place a large package at the door and then drive away at a high speed. Graveyard shift had deployed about an hour previously and Officer Don B. was dispatched to the call.

When Don B. arrived, he saw that the "package" was a large briefcase, decided that it was possibly a bomb and called for the Fire Department Bomb Squad. A couple of other officers were deployed to divert any traffic, and a sergeant became the incident commander.

A bomb dog was also deployed and it alerted to an unknown explosive residue inside the case. The Bomb Squad decided to attach a towline to the briefcase and pull it from the building into the open parking lot. This was done without an explosion or issues. Throughout the event, which lasted about an hour, area cars listened intently.

After some time, it was decided that the safest way to handle the situation was to wrap the briefcase in Det-Cord and explode it. Radio broadcast that this was going to happen, and shortly thereafter the briefcase was exploded, resulting in numerous Metro police report forms and business cards of Police Officer Craig K. raining down from above. Apparently, he had some extra 9mm rounds in the Samsonite briefcase, which is what the dog keyed on.

It was later learned that the officer had placed his briefcase on the roof of the patrol car while doing a vehicle check, heard a call come out in his area and jumped into the car to respond, forgetting the briefcase above. As he drove on Boulder Highway in the East Las Vegas area, the case fell from the car roof and slid down the road. It was discovered by a good Samaritan who, after opening it, delivered it to the substation.

As a side note, at the time, Samsonite had an ad on TV showing how indestructible its items were. The ad showed a Samsonite being put into a cage with a live gorilla that threw it, stomped on it and chewed on it without destroying it — but that briefcase couldn't stand up to the investigative prowess of Officer Don B. or the determination of the Bomb Squad. **VB**



CALENDAR

September 4	Labor Day
September 7	Third Quarter General Membership Meeting, 5 p.m. (food and beverages provided)*
September 11	Patriot Day
October 7	UNLV Football Game
October 17	Vegas Golden Knights Hockey Game
October 21	UNLV Football Game
October 27	Nevada Day LVPPA Trunk-or-Treat
October 31	Halloween

**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.*

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.

LAS VEGAS METROPOLITAN POLICE DEPARTMENT
PAYROLL RECURRING DEDUCTIONS SHEET

Employee Name	P#	Daytime Contact Number

Wage Type	Deduction Type	Deduction Amount	Start Date	Stop Date	
DUES					
5009	Black Police Dues (24 pay periods)				
5010	NLPOA Dues (24 pay periods)				
5007	PMSA Dues (24 pay periods)				
5005	PPA Dues (24 pay periods)				
5006	PPACE Dues (all pay periods)				
5008	SPA Dues (24 pay periods)				

MISCELLANEOUS DEDUCTIONS					
5200	Law Enforcement Assistance Fund (LEAF) (24 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
5435	PMSA Foundation (24 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
5403	Police Museum (24 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
5404	Prepaid Legal Svcs. (24 pay periods)				
5400	United Way (26 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
	Other				

LOANS					Declining Balance
5411	Employee Reimbursement		Reason:		
5223	BPA Loan (all pay periods)				\$
5220	PPACE Assoc. Loan (all pay periods)				\$
5210	SPA Loan (24 pay periods)				\$
5410	Purchase Retirement (24 pay periods)	<i>To purchase retirement, you must initiate your request through PERS. You may stop the deduction using this form.</i>			\$
5413	Purchase Retirement 2 (24 pay periods)				\$

<i>Employee Signature & PN</i> <small>(Sign name as it appears on paycheck)</small>	<i>Date</i>	<i>Representative Signature</i>	<i>Date</i>	

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PROTECT YOUR FAMILY

SECURITY SCREENS for your WINDOWS & DOORS



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UP TO A
\$1,000 VALUE

LIMITED TIME OFFER!
Financing Available



PREVENT BREAK-INS
BEFORE
THEY HAPPEN



NO Break-In
GUARANTEE



Physical barrier
to secure
your home



NO False
Alarms



Non-Electric



No need for
Internet phone
lines or apps



No monthly
service fees



Kids safe
at night



Travel
WORRY-FREE



Beautifies
the home



Reduces Heat
& UV Rays



Endorsed &
used by Law
Enforcement



Safely leave
windows open
for fresh air

**Security Screen
Masters**

YES

YES

YES

YES

YES

YES

YES

YES

YES

YES

YES

YES

ALARM
SYSTEM

NO

NO

NO

NO

NO

NO

NO

NO

NO

NO

N/A

NO

VIDEO
MONITORING

NO

NO

NO

NO

NO

NO

NO

NO

NO

NO

N/A

NO

DOORBELL
CAMERA

NO

NO

NO

NO

NO

NO

NO

NO

NO

NO

N/A

NO

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Masters**

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