



LVPPA VEGAS BEAT

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

VOLUME 12 | ISSUE 4

November/December 2017

VEGAS



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

Las Vegas Police Protective Association Metro, Inc.

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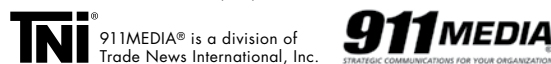
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The Las Vegas Police Protective Association is affiliated with the following organizations at the state and national level:

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

As this issue goes to press, we are all still reeling from the October 1 shooting at the Route 91 Festival. As we continue to deal with the fallout and move forward together as a community, we also reflect on our lives, our choices and the things that are most important to us — friends, family and knowing that what we do professionally matters. No one on the Department needs to doubt that their service to the city of Las Vegas is worthwhile and that they, personally, have made a difference after this tragedy. As our Sheriff said in a press conference, without the fast action of our brave officers — those on the ground as well as those racing to the 32nd floor — hundreds more could have been killed.

I talk more about your Association's response to this terrible incident on page 16. But as we head into the holiday season with heavy hearts over the loss of our brother, Charlie Hartfield, I encourage you to take comfort in your loved ones and know that thousands of the concert attendees will be spending time with their families this year because of your courage under fire.

Please know that the LVPPA is here to help you in any way we can, and don't hesitate to reach out to any of us. As you enjoy the holidays, continue to pray for the victims, their families and the recovery of the injured. Above all, stay safe. **VB**



Las Vegas Metropolitan Police Department



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It's our honor to serve you, who serve our community.



Making Sense of Sick Days

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

As this issue headed into production, the horrific events at the Mandalay Bay were unfolding. My heart goes out to everyone affected by this tragedy, and my hat off to the courageous first responders and everyday citizens who became heroes that day. RIP, Officer Charleston Hartfield, and a speedy recovery to our injured officers.

Sick Days

This is a copy of the process your supervisor should be following when they believe there is an issue with your sick leave usage. Although this was written for DSD, we believe this process should be followed for all LVMPD employees, prior to any SOC being filed.

LAS VEGAS METROPOLITAN POLICE DEPARTMENT

DSD ADMINISTRATIVE NOTICE

Reference: AN-50-13 November 4, 2013

TO: Detention Services Division Personnel

SUBJECT: Sick Leave

It is the policy of the Detention Services Division to provide for early identification of potential sick leave abuse or misuse and when identified, provide for the fair and consistent accountability of our employees regarding this issue. The strategy for this process is to manage fiscal responsibilities and employee accountability as it relates to patterns of sick leave misuse/abuse.

Procedures

On the eighth full day of sick leave usage, the immediate supervisor will take the following actions:

- Contact Labor Relations to advise of situation (per employee's contract[s] and Labor Relations). If appropriate, counsel employee and document counseling on a contact report to include:
 - Pattern/days used

- Education on both personal and Department impact
- PEAP offered
- FMLA offered
- Employee given the expectation of improvement of sick leave use (90 days as determined by Labor Relations)
- Communicate the point, if improvement is not made, disciplinary action may be taken

All (full-day) sick leave usages beyond the eighth day shall require review prior to action.

- Immediate supervisor will contact Labor Relations to advise of situation (per employee's contract[s] and Labor Relations).
 - All observations to include mitigating and aggravating factors will be reviewed

After consulting with Labor Relations, if appropriate, the immediate supervisor and lieutenant/manager counsels employee and determines appropriate course of action:

- Contact report
 - Pattern/days used, prior counseling(s) discussed
 - Education on both personal and Department impact
 - PEAP offered
 - FMLA offered
 - Employee given the expectation of improvement of sick leave use (90 days as determined by Labor Relations)
 - Communicate the point that if improvement is not made, disciplinary action may be taken
- SOC consideration during review
 - Supervisor/Labor Relations consensus
 - SOC submitted
 - IAB reviews and makes decision if sick leave usage was abusive or excessive

Other Considerations: FMLA/ADA/Worker's Compensation/Maternity or Paternity

- Sick leave usage for approved FMLA or ADA purposes will not be included in this process unless the supervisor has reason to believe there has been an abuse and can articulate this abuse.
- Challenges to FMLA require Health Detail and Labor Relations consultation prior to any action being taken.

Definitions

Sick leave abuse: Use of sick leave for reasons other than: illness/injury, public health requirement, doctor's appointment, bereavement, medical emergency.

Demonstrated patterns of abuse:

Excessive use: As a general rule, any person who uses eight or more sick leave days per year is excessive. When assessing circumstances surrounding the absences of employees, supervisors will look at the historical attendance record, patterns of use, etc.

Improvement: Improvement within a 90-day period for each occurrence is subjective to the employee being monitored and requires a collective evaluation by the supervisor and Labor Relations. **VB**

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The Two Fronts

CORRECTIONS OFFICER MYRON HAMM

Secretary/Director of Corrections

The tragic shooting in our city occurred shortly after this article was written. We are all still reeling from these events, and I send my heartfelt condolences to those killed and injured in this terrible incident, in particular our own.

An Ongoing Battle

In the past few years, it seems as though law enforcement has come under scrutiny like never before. I find it frustrating that judgment is passed on anyone wearing a uniform associated with law enforcement. This judgment is rarely given with the benefit of the doubt and is always tempered with mistrust and disdain. It is all so unfortunate that sometimes our rank and file feel they have to fight a battle on two fronts. The first front is the one you expect; I am never surprised when those who have law enforcement contact lie or tell a story to benefit themselves in order to gain public sympathy. After all, it is so easy to blame a person wearing a uniform and doing their job. Let's face it, no one is ever guilty of speeding, no DUI offender is ever drunk, every person who is ushered into CCDC has done no wrong, and those mean officers are to blame for the predicament a suspect now faces.

Over the years, I have seen officers spat on, punched, kicked, grabbed, injured, lied to and lied about. There are well over 3,000 line officers who get up every day and head into the unknown. These heroes have earned the right to wear their uniform and serve their community. I find it disheartening that some people in our society choose to blame those in law enforcement for everything going wrong in their lives. I am reminded that there were a large number of people shot in Chicago over the July 4 holiday weekend this year. No one complained or made a statement about it, though, because none of the shootings involved law enforcement. No public outcry, no marches, no one making a statement and no one interested in finding out why, except for one lone group: The police department is asking people to come forward and work with them to help curb this violence, and they are met with silence. But we all know that if just one of those shootings involved an officer, there would be a rush to judgment and those officers would be vilified by those who we protect. Front No. 1 does not sound too appealing, but at the end of the day, we expect it and face these challenges with courage and honor.

Front No. 2 is a little different. After you have the pleasure of dealing with front No. 1, you get to step into the second front. Front No. 2 generally begins with someone having a law enforcement contact and not liking the outcome of that encounter. Gone are the days when a supervisor was able to handle

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complaints at their level, and to many of the rank and file, it seems as though most supervisors prefer it that way. Instead of investigating and making a determination, most would rather simply let another Department entity look into these allegations. At some point, we have all been accused of excessive force, disrespect, lying or some other infraction. Then you receive that phone call, and you are given the admonishment that you are the subject of an investigation. You immediately begin to think back and try to remember the encounter. Sometimes it's been a few months, and officers genuinely cannot remember the details or the person involved. It is reasonable to believe that if you are an officer and you have contact with a subject, and one to three months have passed by, you will not remember everything that happened in that situation. But then you get called in and are asked to remember details, and when you can't remember those details, you are sometimes made to feel like you are lying. For example, an officer gets into an altercation and is forced to defend him/herself. The officer is asked, "How many times did you strike the subject with a closed fist?" The officer's response is, "Three, I think." Now you are asked, "Well, do you think it could have been more than three?" The question has already been answered, so why is there a need to continue to ask? Front No. 2 is nerve-racking, long and tedious, and can take a toll on your life and your career.

I am not bashing any Department section or even the administration, but I am also not going to condone unfair treatment. I realize we all have a job to do, and it is my hope that none of this is ever taken personally. For the most part, we have some really good investigators, and most understand what it's like to make a mistake or have a lapse in judgment. I always attempt to keep an open mind and see both sides of every situation. The sad part is, not everyone adheres to this standard. Sometimes our administration relies too heavily on a matrix or a manual P# 15054 instead of looking at the person and taking things at face value. We all have to be willing to change to make things better. We are open to dialogue and change, but we insist on being met halfway. Remember, life does not get better by chance, it gets better by change. **VB**

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Planning for the Unthinkable

POLICE OFFICER MIKE RAMIREZ

Director of Governmental Affairs

Our hearts are heavy from the loss of one of our brothers in the Mandalay Bay tragedy as well as the two additional officers who were wounded. Over the years, we never thought it would be us when we watched the news and saw what has happened in other countries, or even on our native soil (the Orlando nightclub shooting, the ambush of officers in Dallas, a vehicle plowing into pedestrians in Times Square, and so many more). But this time, it was us. I want to thank all the brothers and sisters of Metro, as well as the paramedics and other first responders, for coming together in a time of need and making this event less tragic than it could have been. I can tell you from the political world, I had calls from every elected official, from local to national, praising the work of the men and women of Metro. Your work, expertise and level-headed thinking did not go unnoticed!

Unfortunate things happen sometimes, and we have to be prepared to protect our families financially in the event that the unthinkable happens to us. That said, I encourage all of you to take a moment to confirm that your PERS beneficiaries are set up properly. In many cases, the paperwork was completed many years ago, and perhaps in the meantime, you have gone through a divorce or your designated beneficiary has passed away. It is important that your intended beneficiary is officially listed with the PERS system to avoid your retirement benefits going to the wrong person or to no one at all. Below are the different P# 14918 options, as well as the contact phone numbers for PERS, to make sure you are up to date with your information.

Survivor Benefits

If a member dies prior to retirement, eligible survivors are entitled to a monthly survivor benefit. Pursuant to NRS 286.671, eligible survivors are the member's spouse, registered domestic partner or survivor beneficiary, and additional payees. In addition, dependent children under the age of 18 at the time of the member's death are also eligible for a benefit. In order for the survivor beneficiary and additional payees to receive benefits, the member must be unmarried at the time of death. To qualify for survivor benefits, the member must have:

- 1) Two years of service in the 2 1/2 years immediately preceding the member's death;
- 2) Ten or more years of accredited service; or

- 3) Died as a result of an occupational disease or as a result of an accident arising out of or in the course of employment, regardless of service credit.

The calculation of benefits for the spouse or registered domestic partner or the survivor beneficiary and additional payees is based on the number of years of service credit the member had at the time of death. If the member had less than 10 years of service credit, the monthly benefit would be \$450 paid to the spouse or registered domestic partner or split between the survivor beneficiary and the additional payees based on the designated percentage.

If the member had more than 10 years of service credit, but less than 15 years, the benefit would be paid under Option 3, which is calculated based on the member's age at the time of death, the spouse's or registered domestic partner's or survivor beneficiary's age, member's service credit and average compensation. A flat rate monthly benefit of \$450 could be substituted for the Option 3 benefit, depending on which is greater.

If the member had more than 15 years of service credit or was fully eligible to retire, the benefit would be paid under Option 2, which is calculated based on the member's age at the time of death, the spouse's or registered domestic partner's or survivor beneficiary's age, member's service credit and average compensation. A flat rate monthly benefit of \$450 could be substituted for the Option 2 benefit, depending on which is greater.

Dependent children under the age of 18 at the time of the member's death, who were the issue of or legally adopted children of the member, are entitled to a monthly benefit of \$400 per month until the child reaches age 18. Once the child reaches age 18, he/she must be a continuous full-time student to receive benefits until age 23.

Benefits cease upon death of the survivor beneficiary. Therefore, if the system was paying benefits to a survivor beneficiary and additional payees, when the survivor beneficiary dies, payments to the additional payees would cease as well. If an additional payee dies, the benefit amount would be redistributed among the remaining payees.

The designation of the survivor beneficiary and the additional payees must be made on the PERS form entitled Survivor Beneficiary Designation. Your survivor beneficiary and additional payees will receive payment based on the percentages you designated for the lifetime of the survivor beneficiary. The form must be properly completed and submitted or postmarked with a date prior to the member's death.

In the event that the member fails to meet eligibility requirements for survivor benefits prior to death, a lump-sum refund of any employee contributions would be paid to the member's spouse or registered domestic partner. If no spouse or registered domestic partner exists, the refund would be paid to the listed survivor beneficiary/additional payees. If there are no listed survivor beneficiary/additional payees, the refund would be paid to the listed tertiary beneficiary/ies. If there are no listed tertiary beneficiary/ies, the refund would be paid to the member's estate. If there is no estate, the refund would be paid to the member's heirs.

The direct phone numbers for PERS are (775) 687-4200, (702) 486-3900 or toll-free at (866) 473-7768.

I hope this will help you get started in making the changes necessary to ensure your intended beneficiary is the actual recipient of your survivor benefit. As always, be safe out there. If you have any questions, never hesitate to call me at (702) 373-1006 or email me at mramirez@lvppa.com. I am here to help in any way I can. **VB**

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Looking Back Over the Year

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

As an Association, we have had a great year hosting events on your behalf. We have hosted many family-oriented events in the hope of engaging you and your families. The purpose of the events is to allow you and your families a place to enjoy time with other members and their families. From our Gravy night, to UNLV football and basketball, 51s baseball, the upcoming Golden Knights hockey, our Trunk-or-Treat day and Santa Day, we want to give back to you and your families.

Another huge success was the purchase of our callout vehicle. Acquiring the RV for multipurpose use as a command vehicle for officer-involved shootings was long overdue. It allows us to get the witness and involved officers in one location and inside, out of the elements, and comfortable. The RV has been out on numerous scenes and at UMC for officers throughout the year. It has been and will continue to be a huge asset for all.

As we move forward into the new year, we will continue to engage and give back to you. We don't want the only time we cross paths to be at Internal Affairs, on scenes or at our yearly briefings throughout the Valley. We encourage you to be active participants in your Association through

attending events, briefings and quarterly general membership meetings, or by calling us with questions or concerns.

In July, we will be in the last year of our three-year contract with LVMPD. Our contract team works long and hard to bring you the best pay and benefits we can. We always welcome suggestions and input as to what you would like added or changed with the contract. You can always call or email suggestions to any of us. If you would like to be part of the contract team, we welcome members to take part in this process.

In closing, we have had a very successful year. Your Executive Board works extremely hard on your behalf and is always available for you. Thank you for your membership. As always, your work and dedication to our community and excellent services are evident daily. Your professional performance and selfless sacrifice have been seen nationwide. Staring danger and evil in the eye, you stood strong, ran forward, and protected and served. Let us never forget the tragedy of October 1 and the lives lost and injured. As we grieve their loss, know your actions are the reason there were not more lost. Thank you! **VB**



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Coming Together

POLICE OFFICER TYLER TODD

Treasurer

The Department and the PPA both have their specific roles to play. As designed, the Department will never get exactly what it wants, and the PPA will never get exactly what it wants. However, this back and forth creates the working environment we have today. Inside our working environment, we want good compensation, the best training, and policies in place that promote safety first. Reasonable compensation helps us recruit the best. The best training gives us confidence and pride in our profession, which leads to excellent service. Promoting safe policies helps us to try to mitigate the inevitable hazards we will face in our profession.

We all have had our doubts off and on as to whether we think we work for a great Department. On October 1, the country saw firsthand what kind of Department we are. All of your training, dedication and hard work was put to the test, and you guys made it known that our Department knows what it is doing. Although we at the PPA Executive Board did not don a uniform during the incident, we responded to assist you guys with anything you needed. As frustrating as sitting on the sidelines can be, it was amazing to see everyone working together — not just within our Department, but all of first responder

brothers and sisters, in law enforcement and other specialties.

To each and every one of you, thank you! Please continue to train, improve and focus on getting home safe, and let the PPA deal with whatever issues that might come your way. **VB**

CONGRATULATIONS

to the contest winners from the last issue!

September/October

Hidden Symbol Contest (\$250)

Luis Simental, P# 9844

P# Contest (\$50)

Joyce Abbott, P# 8872

Blayne Calizo, P# 9903


David Thweatt, P# 6760

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, December 6, 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.



A Salute to So Many

DETECTIVE KIRK HOOTEN

Director

I remember looking at my calendar on my work phone and seeing the alert come up on Sunday, October 1, that my article for the *Vegas Beat* magazine was due the next day. I sighed with dismay, knowing I had to come up with something to fill my article space in the magazine. I had a few angry rants and toxic article ideas floating in my head stemming from some recent battles of the union versus the Department. That was pretty standard in my first tour with the LVPPA, but I retired from that angry mentality when I returned to the E-Board, making a sincere effort to write positively, rather than perpetuate the discord and acrimony.

It was a few minutes after 10 p.m., and my wife and I were watching the 10 o'clock news when the information was broadcast of an active shooter at the Mandalay Bay. Little did I know that the events of that night would change the face of our city and our Department forever.

In the chaos that ensued, I remember listening to the radio, feeling completely useless in a union position, rolling along in our RV trying to determine where we could be of some use. We ended up staging at the hospital and waiting for details to unfold while watching some of the victims arrive. In this incident, we had numerous Department members profoundly affected by personal injury or that of a family member, and the ultimate tragedy, the death of one of our own, Charleston Hartfield.

Many people have suffered and will continue to suffer from the actions of this madman who brought evil to the Las Vegas Strip that night. For all of you who have suffered loss and experienced this tragedy firsthand, I salute you and pray for your continued strength and courage in dealing with the aftermath of this horrific event.

Often, and sometimes strangely, attached to a tragedy perpetuated by unexplained evil is the renewal of faith in humanity and the true spirit of

selfless service to others. This was highlighted during the shooting by numerous citizens in the venue, all first responders and medical personnel directly involved that night and immediately following the shooting, and continues daily with the support and actions P #6756 of the entire community and world in support of Las Vegas and all the victims. To all of you, I salute your bravery, courage and tireless actions that resulted in saving lives, comforting and healing others, and restoring order after chaos.

There are so many faces and names of people who deserve a salute in this incident that I would never be able to adequately identify them all. To all of you, a profound thank-you and job well done. There are a few people whom I do know personally and am proud to salute individually. As the radio traffic belled the chaos, I heard a familiar voice broadcasting information under the call sign "Zebra 20." It was my good friend Levi Hancock, putting out that entry had been made into room 32135, the suspect was down, and the room where the shooting was coming from had been secured. In my mind, it was the first ray of light and hope in this dark night that the tide had turned.

Finally, I would like to salute my good friend, Sheriff Joe Lombardo. Over the last couple years, I have watched Joe accept the responsibility for the safety and well-being of our city, county and every citizen living here or visiting. That evening on television, I saw a man truly anguished over the tragic circumstances and loss of life, who was determined to restore order. I saw the truest embodiment of a leader during crisis and a pillar of strength that the entire world was looking to for answers and order. If there was ever any doubt of who is in charge of the LVMPD, law enforcement in Las Vegas and Clark County, there is no longer. So my final salute goes to Sheriff Joe Lombardo and his staff for representing the LVMPD, Las Vegas and Clark County with honor through its darkest night and beyond. I am proud to be your friend and one of your officers. **VB**

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DECEMBER 2ND

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DAVID ROGER
General Counsel

Criminal IAB: Just Say No

Recently, the Department issued Directive No. PO-037-17 regarding Criminal IAB and the obligation of employees to provide voluntary statements without the benefit of representation or legal counsel.

This article is to inform you that unless you are “ordered” by a Department employee with higher rank to provide a statement as a condition of your employment, you are not legally required to speak to Criminal IAB investigators.

LVMPD Policy 5/101.52

The revised policy cites NRS 289.020(3), which states, “If a peace officer refuses to comply with a *request* by a superior officer to *cooperate* with the peace officer’s own or any other law enforcement agency in a *criminal investigation*, the agency may charge the peace officer with insubordination” (Emphasis added.)

The statute, as written, is unconstitutional, as it requires peace officers to waive their rights guaranteed by the Fifth Amendment, *Garrity v. New Jersey* and *National Relations Board v. Weingarten*. As you are aware, as a citizen, you are not mandated to speak to law enforcement.

Garrity Rights

The United States Supreme Court, in *Garrity v. New Jersey*, held that public employees are not required to waive their Fifth Amendment rights in order to keep their jobs. The court explained that if an employer *compels or orders* an employee to answer questions concerning their employment, under the threat of termination, the involuntary statement may not be used against the employee in a criminal prosecution.

NRS 289.020(3) fails to provide *Garrity* protections as it requires officers to comply with a *request* to cooperate instead of *compelling or ordering* the peace officer to provide the desired information. Thus, any statement provided to Criminal IAB may be used against the officer in a criminal prosecution. Additionally, Criminal IAB may also forward the officer’s statement to IAB to initiate an internal investigation.

Weingarten Rights

Because Criminal IAB is an investigative arm P# 7338 of the Department, anything an employee says to criminal detectives will most likely be shared with their fellow detectives in IAB. Thus, if an employee admits to violating policy, even if it is unrelated to the focus of the criminal investigation, the detectives are obligated to forward the information to IAB.

In 1975, the U.S. Supreme Court held in the *Weingarten* case that a public employee is entitled to union representation if the employee believes that answering questions may lead to

discipline. The right to representation belongs to the employee, not the employer. Once an employee demands representation, the employer must stop all questioning.

Risks Involved With Speaking to Criminal IAB Without Representation

As discussed above, if you decide to speak with Criminal IAB, you risk incriminating yourself. For example, even though you did not personally commit a crime, you may be considered an accomplice if you assisted the person during the commission of the crime. Additionally, you may be deemed to be a co-conspirator in the crime. If you assisted after the crime, you may be considered an accessory to the crime. In sum, even if you are not a target in the investigation, you may still be criminally responsible under the theories of vicarious liability.

Likewise, providing a statement to Criminal IAB without representation may lead to an SOC for your own conduct that may have violated Department policy. For example, an officer who is armed while drinking in a bar, and who witnesses a fight between a fellow officer and patron, may be violating policy by being intoxicated while in possession of a firearm. If such information is revealed during the criminal interview, the witness officer will likely be called upon to respond to an SOC. Using the same example, if the officer admitted to drinking and driving, such information could be used against the officer by IAB.

Conclusion

If you are contacted by Criminal IAB, remember that you are entitled to legal counsel or Association representation before voluntarily speaking with them. If you choose to waive your rights, make sure that you are “ordered” by a person of higher rank to provide your statement. If you do not receive the necessary order, you will not have the *Garrity* safeguards necessary to protect you from criminal prosecution.

Additionally, if you believe your conduct may have violated Department policy, ask to speak with your union representative before giving Criminal IAB a statement.

As always, please call me if you have any questions. **VB**

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@LVPPA



RETIREMENTS

9/21/2017 Scott Thomas, P# 4993 PO II 22 Years

9/29/2017 Andrew "Bo" Neal, P# 3720 PO II 28 Years

10/23/2017 Brian Debecker, P# 3917 PO II 27 Years

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VEGAS STRONG

10-1-17

October 1, 2017, is a date that none of us will ever forget, and the Department's response was a defining moment witnessed worldwide.

BY STEVE GRAMMAS

Certain events reveal who we are as people, and who we are as professionals. How our members responded to the October 1 shooting did both, and the whole world saw your dedication and courage. As president of LVPPA, I was proud to represent our members on site in the immediate aftermath of this event, as well as later in the media. As we process and move on from this event together in the months and years to come, I want to tell you about what I witnessed that night and experienced in the following days — because what it brought home for me is that I am surrounded by the absolute best in law enforcement, and also that we are supported by a community like no other.

Fulfilling Our Roles

On that fateful Sunday night, everyone from LVPPA was off shift, and I was at home. My assistant sent me a text asking if I knew what was going on with an active shooter down at Mandalay. I did not. I immediately went out and got my Department radio and started listening to the radio traffic. Once I realized we had an actual active shooter and officers had been hit, I immediately contacted all of my Executive Board members and everybody rolled out in one way, shape or form. Pretty much all of us headed toward University Medical Center (UMC), which is where we believed our officers would end up, and Scott Nicholas rolled out to one of the command posts out by Central Area.

Of course, my first inclination — and other Board members' as well — was to want to go and be part of helping at the actual shooting scene. Personally, having a somewhat tactical background from narcotics, where we conducted our own search warrant entries, breaches, and vehicle assaults and arrests, and knowing that I could probably help in that capacity, I had to realize, "I can't go out there and do that, because we have another function." Our job was to find our officers and see if they needed any resources.

Out at the hospital, knowing that I could probably bring a little bit of calm, I worked with the captain from Bolden Area Command, prioritizing

(continued on page 18)

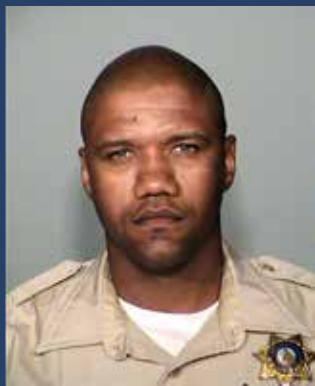




Thousands attended the candlelight vigil for Officer Charleston Hartfield on October 5.



Las Vegas Metropolitan Police Department



HONORING A FALLEN HERO

Officer Charleston Hartfield

EOW: OCTOBER 1, 2017



Nevada Army National Guard

When the shooting broke out at the Route 91 Festival, off-duty LVMPD Officer Charleston Hartfield, who was attending the event with his wife, Veronica, did not hesitate. His military and police experience kicked in, and he immediately took action—assessing the area, trying to locate the shooter and escorting people to safety. While he saved many lives that night, he lost his own in the process.

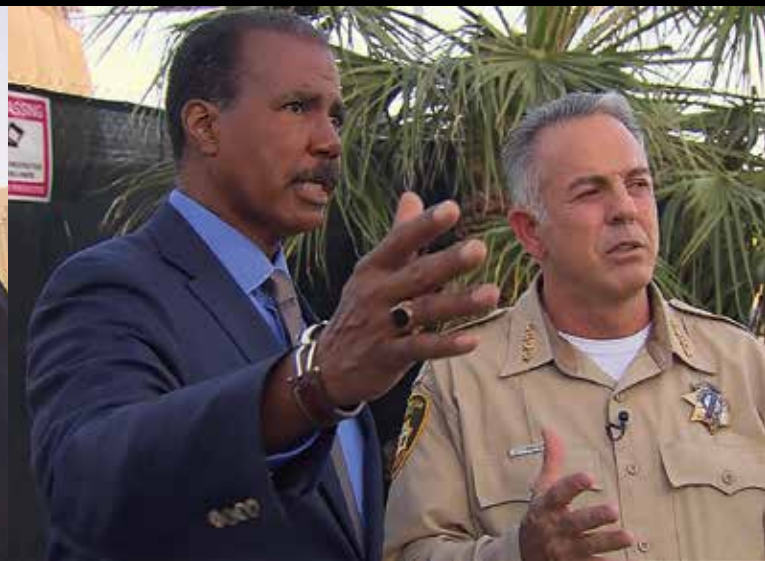
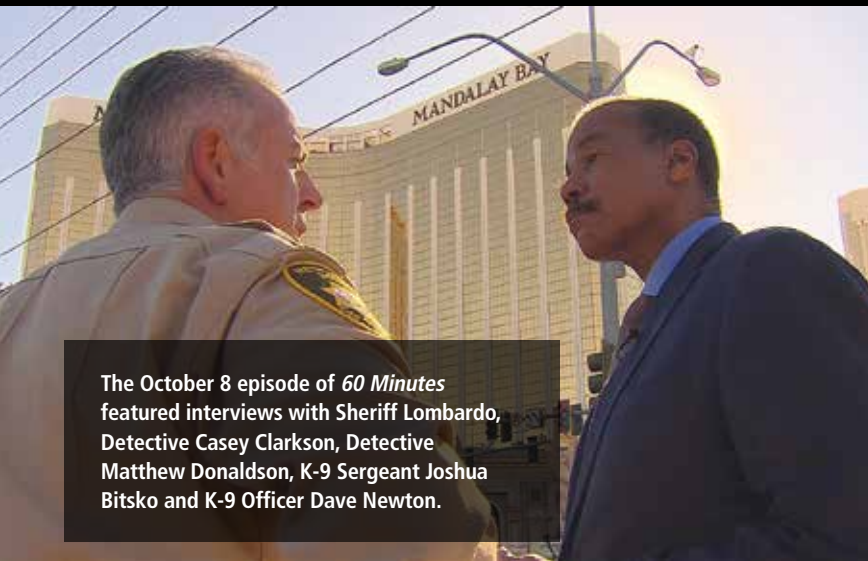
Hartfield joined the Las Vegas Metropolitan Police Department in 2002, after a 16-year Army career that included a year-long deployment in Iraq with the 82nd Airborne Division in 2003. After leaving the military and joining the LVMPD, he continued to serve as a sergeant first class in the Nevada Army National Guard, assigned to the 100th Quartermaster Company. In his off time, Hartfield was a youth football coach for the Henderson Cowboys. Somehow,

among these numerous activities, Officer Hartfield also authored a book about his career experiences, *Memoirs of a Public Servant*. A dedicated family man, he leaves behind his wife, Veronica; 15-year-old son, Ayzayah; and 9-year-old daughter, Savannah.

Officer Charleston Hartfield, you will be remembered by a grateful city, your colleagues at the LVMPD and the many people whose lives you touched.

As of October 17, the fundraising account set up for Officer Hartfield's family by friend Officer Jake Grunwald had reached \$86,175. If you would like to contribute, visit gofundme.com/las-vegas-victim-officer-hartfield.





The October 8 episode of *60 Minutes* featured interviews with Sheriff Lombardo, Detective Casey Clarkson, Detective Matthew Donaldson, K-9 Sergeant Joshua Bitsko and K-9 Officer Dave Newton.

VEGAS STRONG

(continued from page 16)

what needed to be done. Right away, I started trying to locate our officers in the hospital. I ended up finding Officer Brady Cook over in the regular ER, away from trauma, and I eventually found out that Officer Casey Clarkson was over at Valley Hospital. Myron Hamm went over there to be with Casey. Our other guys were rolling down with the RV, so at that point we were ready to do whatever we could to augment the police department with supplies of food and drinks, a place to sit and relax, or to provide information, gather intel or anything else officers needed. We had a large number of people at the main shooting area and the hospital that we needed to take care of, because there were a lot of officers locking down both locations. Meanwhile, Scott was out at the command post, relaying information to us as he was getting it from the incident commanders.

It was about 10:30 p.m. when I got the call, and we stayed out there until about 5 a.m. Everyone got a brief little nap and came right back into work at 7 a.m., and we continued to do our thing for the next three days.

All Hands on Deck

I'm amazed, but not at all surprised, at the speed and thoroughness of *all* the first responders who reacted to this event. I think a similar call went out at the Department, but my wife, who works in dispatch, got a text that basically said, "We need people, if you can come in, just come." And of course, everyone did.

Hundreds of officers converged out there and at the hospitals, while others still picked up calls for service, because of course the town doesn't totally shut down and there were other police functions that needed to be conducted. Off duty or on duty, everyone at the Route 91 concert right away kicked into cop mode and started evacuating folks, getting people to safety and seeing if they could identify the threat. From what I've heard, plenty of off-duty officers literally just grabbed their uniforms or gear

AN OUTPOURING OF SUPPORT

As of October 17, the Las Vegas Victims' Fund account set up by Steve Sisolak, Clark County Commission Chair, had raised \$10.88 million, with donations from 86,201 people.

and drove to wherever they could to go help. I've always known that's what they would do, everybody associated with this Department. These are people who care about our city, our community, our officers and our citizens, so whether they

are at home enjoying a TV show or hanging out and having some time with their family, when that call goes off, that's where everyone's heart is at: to go help. It confirmed what I've always known, which is that we really are a family, and we stick together and we have each other's backs.

Taking Care of Our Own

Immediately when we heard the terrible news about our brother, Officer Charleston Hartfield, we knew we had to make sure that the world knew the true hero behind the badge. So the day after the shooting we started planning a vigil for Charlie and his family. That was a hectic week for us, getting everything in place, and the Injured Police Officers Fund (IPOF) was instrumental in helping us put that event on and make it a success. Seeing the thousands who came out to honor Charlie for this



Shelly Lippincott



CBS News/60 Minutes

tribute just showed what an impact he had during his life. He will never be forgotten.

Now we are in the middle of interviews with the Force Investigation Team. It seems like daily we have five, six or seven interviews of officers who were on the 32nd floor, on the scene, or were otherwise involved that night. So we're responding to what Metro is obligated to do in this process.

There's going to be an internal investigation on what happened, so as a union we're going to stand by our people and make sure that your rights are protected and not being violated, that interviews are going according to plan, and that you're not asked things that aren't pertinent to the investigation. While the focus right now is on the criminal side, we will be watching out for you if questions are raised like, "Hey, why didn't this person have their body cam on?" Another thing

we will help with is equipment. We know some officers' equipment was ruined while they were trying to save victims and injured parties, so we're trying to make sure that you get replacement gear.

Ongoing, we want all of you to know that if you need someone to talk to or if you need any kind of help, we'll find that for you. We'll make sure that you're ready to go back to the streets, not just physically but mentally.

Support From All Sides

We can all take comfort in the fact that our community has really stepped up in the aftermath of this event. The outreach and support for law enforcement has been so far beyond what I could have ever imagined. You look at headquarters and every area command — they were stocked with food and water, delivery after delivery. There were the businesses that donated tickets, like the call we recently got from Golden Boy Promotions for a boxing match. UFC and UNLV held tribute nights, with the UFC kicking in free tickets for first responders. Then, of course, there are the ongoing donations to the GoFundMe accounts for Charlie and the victims. It just shows that no matter what we're going through in this community, and whatever barriers or divides there may be, when the chips are down everybody comes together — and the world saw that. Las Vegas came together and showed that we're not just a tourist destination, we are a family as well. The outpouring has been amazing and it hasn't stopped.

I've had people reaching out to me from different states, cities, police departments and police unions across the country. A group from South Carolina called to say that the kids in their local schools want to make cards for all the officers and first responders and send them out. I got an anonymous check from a Marine Corps and law enforcement veteran who said, "We want to donate to your charity so that we can do something to help you guys out. We come to Las Vegas and visit, and we think that it's the right thing to do." Pro baseball



Retired carpenter Greg Zanis built 58 white crosses and brought them to Vegas to set up as a memorial to the victims of the shooting. He has created about 20,000 crosses for such tragedies across the U.S. since 1996.

IN MEMORIAM

- Hannah Lassette Ahlers
- Heather Lorraine Alvarado
- Dorene Anderson
- Carrie Rae Barnette
- Jack Reginald Beaton
- Stephen Richard Berger
- Candice Ryan Bowers
- Denise Burditus
- Sandra Casey
- Andrea Lee Anna Castilla
- Denise Cohen
- Austin William Davis
- Thomas Day Jr.
- Christiana Duarte
- Stacey Ann Etcheber
- Brian S. Fraser
- Keri Galvan
- Dana Leann Gardner
- Angela C. Gomez
- Rocio Guillen
- Charleston Hartfield**
- Christopher Hazencomb
- Jennifer Topaz Irvine
- Teresa Nicol Kimura
- Jessica Klymchuk
- Carly Anne Kreibaum
- Rhonda M. LeRocque
- Victor L. Link
- Jordan McIldoon
- Kelsey Breanne Meadows
- Calla-Marie Medig
- James "Sonny" Melton
- Patricia Mestas
- Austin Cooper Meyer
- Adrian Allan Murfitt
- Rachael Kathleen Parker
- Jennifer Parks
- Carolyn Lee Parsons
- Lisa Marie Patterson
- John Joseph Phippen
- Melissa V. Ramirez
- Jordyn N. Rivera
- Quinton Robbins
- Cameron Robinson
- Tara Ann Roe
- Lisa Romero-Muniz
- Christopher Louis Roybal
- Brett Schwanbeck
- Bailey Schweitzer
- Laura Anne Shipp
- Erick Silva
- Susan Smith
- Brennan Lee Stewart
- Derrick Dean Taylor
- Neysa C. Tonks
- Michelle Vo
- Kurt Allen Von Tillow
- William W. Wolfe Jr.

(continued on page 20)

VEGAS STRONG

(continued from page 19)

players Kris Bryant and Bryce Harper made a PSA in support of Las Vegas, their hometown, and Harper played in Las Vegas-themed cleats.

Our law enforcement community has also been incredible. From the North Las Vegas and Henderson departments to the leadership of the National Association of Police Organizations, everyone has reached out with condolences and offers to help, including NAPO President Mick McHale from Florida, NAPO Vice President John Flynn and Police Benevolent Association President Pat Lynch from New York, the Phoenix Law Enforcement Association and officers from the Dallas-Fort Worth Police Department, among many, many more. As you probably know, Dallas-Fort Worth officers were actually here and attended the vigil for Officer Hartfield, along with officers and representatives from coast to coast, letting us know that they are here for us. The thin blue line holds strong.

Tactical Lessons

This event shows that while you can never be wholly prepared for something like an assailant with an arsenal in a high-rise hotel, our training at LVMPD is probably the best in the country. Our people knew exactly what they were doing. Once they identified the threat up on the 32nd floor, officers went into action and dealt with it.

This event will both raise our situation awareness and spur new training scenarios. We have done plenty of training for active shooters, but a lot of that active-shooter training has been for someone at the ground level. Obviously, there are different tactics that need to go into taking on someone from a high position, since you can engage a ground-level shooter with your weaponry to stop the threat, but you can't go shooting rounds 32 floors up into the air hoping you can get on target. So training will have to address adapting and adjusting to a high-rise situation, especially with our strip developed the way it is. From Russell down to U.S. Route 95, you have hotel after hotel, all offering a high vantage point where some assailant could go. It's possible the suspect had plans at the Ogdan Hotel downtown, too, so we just don't know where an incident could happen. But the LVPPA will be advocating for enhanced training to ensure that officers of all ranks are as prepared as possible for the variety of situations they could encounter.

I think this shows that across the country, we need to reconsider how we're identifying some of our suspects. After 9/11, I think we got accustomed to thinking that if there was a terrorist attack it was likely perpetrated by a person of Middle Eastern descent with some ideological characteristics. Well, this guy was a wealthy white male with no indicators and nothing popping off the charts, but he went crazy and did what he did. So we have to understand that we don't necessarily know who the assailant's going to be, and just plan for where those events could happen and how to address it depending on location.



Las Vegas Metropolitan Police Department



Shelly Lippincott

A Brighter Future

Because of the professionalism displayed by everyone on the Department, I think that if someone is thinking of joining a law enforcement agency, the LVMPD is where they are going to want to be. We're one of the best agencies in the entire nation, if not the world. In fact, applications to LVMPD were about double the normal levels after the shooting, with the Department receiving over 850 applications within two weeks.

One of the best things that is going to come out of this is that more people are going to want to be involved, engaged and helping others here in the community. We saw what kind of bad things can happen, but we also saw the best,

when people joined together and helped — the civilians, police department, fire department, EMTs and hospital workers. I can't say enough about everybody who came together. I walked through the ERs at Sunrise, UMC and Valley hospitals, and to see those hardworking, dedicated doctors, nurses, caregivers and everybody else involved was just amazing. It was not just a police issue, it was an everybody issue. There's a feeling of "we're all in this together" after this event that I think is going to make us a better and stronger city in the long run.

Thanks again to all of you for your dedication to duty and courage under fire. We are Vegas Strong. **VB**

THANK-YOU LETTER

October 9, 2017

Dear LVPPA,

Clark County Credit Union would like to take the opportunity to thank you for your continued service which you provide to our community. We would like to express our gratitude for the hard work everyone displayed in safeguarding our citizens and guests of Las Vegas. Your department continues to display the highest degree of professionalism and perseverance during a crisis.

We want you to know, the employees of Clark County Credit Union recognize your valuable work.

Sincerely,
Elizabeth Lopez
Tenaya Branch Manager



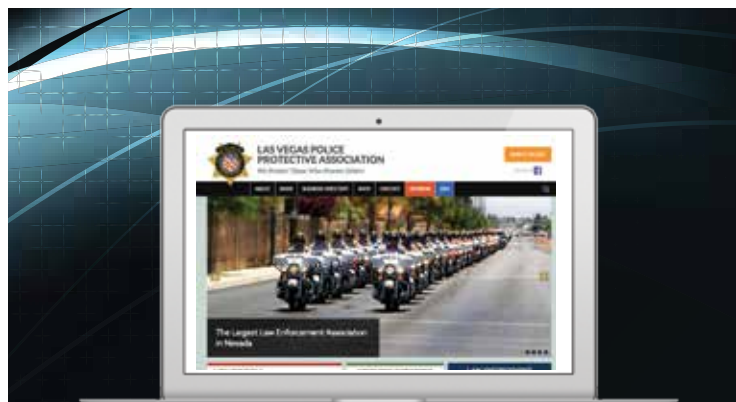
CALENDAR

- November 10 Veteran's Day (Observed)
- November 23 Thanksgiving Day
- December 2 LVPPA Santa Day
- December 7 LVPPA General Membership Meeting, 5 p.m. (food and beverages provided)*
- December 25 Christmas Day
- January 1 New Year's 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.*

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.

A laptop computer is shown from a slightly elevated angle, displaying the LVPPA website. The website features a header with the LVPPA logo and the text 'LAS VEGAS POLICE PROTECTIVE ASSOCIATION'. Below the header is a large image of a line of police motorcycles parked on a street. The background of the laptop screen is a dark blue grid pattern.

See what's new at
LVPPA.COM!

Our website brings you the latest law enforcement news, Association information, member resources and more.



GETTING **to** **the** POINT!



JON GENTILE
Sergeant, LVMPD

Officers today are faced with more challenges than ever in terms of violence against officers, conflict with authority and public scrutiny. One of the most frequent areas of scrutiny has come in the form of officer-involved shootings and lethal force. This article will touch on that, as our focus will be your encounter against a subject with an edged weapon. This article will provide insight into some of the things officers should be thinking about in that situation.

Knives and Other Weapons

Whether on a domestic violence call, suicide attempt or something as simple as a person stop for a violation, the existence of a knife or other weapon has to be considered. You might be in a home on a call, and it may lend someone access to grabbing a household item such as a bottle, ashtray, screwdriver, wrench or steak knife, just to name a few. Knives or other tools can be made into formidable weapons and can be concealed. They are cheap, don't require a license to buy and can immediately be deployed if you are sloppy with your tactics.

Officer Considerations and Tactics

An edged weapon can be thrown; however, statistically, most of the time the attacker prefers to control the knife and make it up close and personal. That is where it does the most damage.

Words like the 21-foot rule come to mind when we officers think of edged-weapon attacks. Simply put, this rule was a guideline of how much ground a knife-wielding attacker could cover to successfully attack an officer from a holstered weapon position. While some have debated about whether this is realistic or unrealistic, we have developed tactics to give an officer a better advantage. A key component to an officer's defense and survival is being aware and reacting right away to the threat.

Pat-Downs for Weapons

One way of taking a knife or other homemade weapon out of the equation is to articulate a pat-down for weapons, also known as reasonable suspicion. That is exactly what it is, and through training and experience, you may be able to detect a weapon on the person and ensure a safe stop or encounter. This is a prudent practice if you are handling an interview in the field, an in-custody situation, or an investigation where you're in someone's home. There are lots of places to hide a weapon. It could be on one's person, in a purse, or inside a vehicle or home. Be methodical P# 15876 when doing your pat-down.

Distance

When an attack is presented, creating distance, having an awareness of the threat and putting something in between you and the attacker are good actions. The reactionary gap is basically the time it takes you to react to an immediate threat. In that time, you need to figure where you're at and ask yourself: Can you move out of the path of the would-be attacker, will he or she drop the knife on your command, can you draw your weapon and stop

the threat, what is your backdrop like, is there a crossfire situation, etc.? As you can tell, there are a lot of things to consider in a fraction of a second.

Suicidal/Mentally Ill Subjects

Time and time again, especially with all the national media exposure and copycats, there seems to be an increase in suicidal subjects threatening to kill people, themselves, or put themselves in situations where officers are forced to shoot them, which is known as suicide by cop. Here are some of the considerations in such a scenario.

- What kind of firearm or rifle does the subject have?
- What is his/her weapon/knife and distance?
- Have you communicated to other incoming officers about where the subject is located?
- Are you at a safe distance, and do you have cover?
- Are you communicating with the subject? Is there a CIT officer available? Is the person talkative, passive or aggressive?
- Have you isolated the subject from others to minimize exposure?
- If there is more than one officer, do you have less-than-lethal options available?
- If you can calm the subject down and make them give up, do you have a custody plan in place?
- What is your backdrop like, if lethal force becomes the only option?
- Ensure there is no crossfire with other units.
- Have medical nearby.
- Have you trained enough for this scenario?
- Were your actions (use of force) objectively reasonable given the totality of the circumstances?

As you can see, you can interject some of your own ideas and experiences into the plan and maybe add a few more things to that list.

Summary

In summary, officers encountering suspects on a daily basis need to keep their awareness levels up in case of a violent encounter. It is said that experience enables one to get a better read on whether or not a subject gets into the "fight or flight" mode. If the subject is close, you have to not only be alert, you have to have your hands up and be ready for whatever comes your way. Defensive tactics in the form of empty-hand techniques may be the only thing you have at that moment and time when all hell breaks loose. Avoiding complacency and having good tactics will ensure that you will have a higher success rate through a major incident. It's not a question of if, but rather when it will take place. Train it, learn it, and talk about it with your partner and squad. Empty-hand tactics should not be your primary tactic against a knife, so be familiar with yourself, train, know your environment, know what you can do, and know your duty belt and the weapons you have on it.

Be safe out there.

*Sergeant Jon Gentile has over 26 years with LVMPD and has been a defensive tactics instructor for 24 years. Jon has trained in the martial arts for over 35 years and has practiced Filipino Kali (edged-weapon-based martial arts) for the past 20. **VB***



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