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

VOLUME 12 | ISSUE 5

January/February 2018

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the New Year*
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NAPO – National Association of Police Organizations, representing over 241,000 law enforcement officer members in more than 1,000 police associations nationwide.

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

SNCOPS – Southern Nevada Conference of Police and Sheriffs





President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

Campaign Promises

First, I hope the new year finds you happy and healthy. I also want to personally thank my Executive Board, Scott Nicholas, Bryan Yant, Mike Ramirez, Tyler Todd, Kirk Hooten and Myron Hamm, for their amazing work over the last year and a half. Another huge thank-you goes to our incredible staff, David Roger, Kelly Sweeney, Laura Paletta, Roy Hoernke and our amazing event coordinator Adella Solano. It is very important for our membership to know how crucial each one of these people is to the success of the LVPPA. I have tasked them all with things this Association has never done before, and they have risen to the occasion time and time again. We would not be in the position that we are in now if it weren't for these people. So, from me to my staff, we thank you.

Toward the end of summer last year, Scott and I decided that things needed to change at the PPA. That's not to say I think Mark Chaparian, Chris Collins and David Kallas did not do things right. They put us in the position to be able to do the things we do today, and my hat is off to them for their commitment to this Association while they were here. However, our goal for the future of this Association was to enhance the benefits we offer our members. With the help of Bryan Yant, Scott and I created a flyer that contained some campaign promises, and I would like to update you all on those.

1. **Assist members 24/7.** This is by far the most important part of our campaign. We know that our members need to be able to reach the Executive Board at all hours of the day. We have been extremely successful in this arena — so much so that LVMPD felt compelled to remove us from the Department-wide communicator to prevent us from arriving too quickly at critical incidents. Not only do we still arrive quickly, but we also now have the involvement of the entire membership calling and texting us about incidents to make sure we are the first to arrive. I also ensured that this Executive Board is composed of officers that understand the need to be accessible to our folks 24/7, no matter how small a situation may seem. A simple situation to one of us may no doubt feel like the world is crashing down on your shoulders, and when you feel that way, you need a representative to be there to answer the phone and spend time talking to you.
2. **Fight to increase pay and benefits.** At the beginning of my time as president, we finalized negotiations on a three-year contract. In that contract, we built in COLAs and significantly increased our clothing allowance. But one of the biggest victories was due to us looking to the future regarding body-worn cameras (BWCs). During the end of negotiations, Mike Ramirez came to

me and said that legislation was going to be passing in the coming session about a mandate for BWCs. With this in mind, and knowing the Department wanted BWCs on officers, Scott and I made a push with LVMPD to bring a 1% COLA addition to the current package we were negotiating. LVMPD agreed, and the new CBA was born. We had our share of officers opposing the BWCs, but we asked that you all trust our decision. To this day, our CBA is a model that other police associations have used, as it relates to a pay increase for equipment. The media even did a story on how the LVPPA “tricked” the taxpayers into compensation for cameras when, as we predicted, it turned out to be mandated by law at the 2017 session.

3. **Lobby for enhanced punishment for crimes against officers.** Mike Ramirez spends the entire legislative session, from February until almost the end of June, living in Carson City. One of the topics I had Mike try to push through was some form of added punishment to crimes against officers. Mike worked day in and day out with different senators during the session, continually pushing for this type of legislation. In the end, Senator Ford brought forth and passed Senate Bill 541, which “adds prison time of one year to 20 years for felonies committed against police officers, firefighters or emergency medical personnel acting in their normal course of duty.” We still have some work to do in this forum, but it is a great start and holds a very promising future.
4. **Give back to the membership.** This was the promise that I feel we have exceeded. One of our first steps in this area was to gain a dues freeze for our members, ensuring for the time being (back in 2016) that the rate a member paid did not go up with the new COLA. Never before had a dues freeze been done, as far as we are aware of, as the Bylaws were never built with the ability to do such a thing. Then came the summer of 2017. Scott and I not only asked for a freeze once more, but we also asked for a groundbreaking reduction. While the amount was small, it was a way to touch every member in some small fashion. This also had never been done in the history of the PPA. We were able to do this because of men like Chaparian, Collins and Kallas, who worked to P# 5595 bring our assets up to a point that now allows us to roll out the reduction. But we didn't stop there! We have incorporated Golden Knights Hockey games, UNLV football tailgates, UNLV basketball events, nights at Gravady and the LV 51s. We also run our annual Trunk or Treat, which saw over 500 attendees this year, and our always popular Santa Day. We push out tickets to concerts, Lakers basketball, NASCAR and one of our most supportive groups, the UFC. Our general membership events have us giving out dinners, golf outings, handguns, flashlights and anything else we can get our hands on. We purchased the OIS RV, which has been worth its weight in gold, as our officers involved in critical incidents have had a nice, comfortable place to decompress after a high-stress situation. It is for all of the above reasons that our membership rate is at an all-time high.

Looking back, I feel that Scott and I have made good on every promise we've made. I'm not sure anyone who has ever run for office can say that, but I am very happy to say that we can. These are just a few things that we have been able to accomplish over the last year and a half, and what is great is that we know there is still more that we can do. We continue to explore the idea of building a more centrally located PPA building, complete with a members-only gym, lounge, locker rooms, sleep area and banquet hall for our members to rent. We won't stop until we have one of the best associations in the country, and we are definitely on our way.

Thank you all for being a part of this Association and for allowing me to be your president. I have never had a more honorable and personally satisfying position in my life. I will never lose sight of why I do what I do and who I am doing it for. Thank you, and stay safe. **VB**

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Show Each Other Love and Respect

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

Why is it that we always wait for something tragic to happen to remind us of how important someone is in our life? I have seen this happen repeatedly throughout my career with Metro. I always ask myself why we, as officers or supervisors, are always attacking one another. We all look for the bad side of our co-workers instead of the good.

I have spent over 11 years on the PPA Board of Directors, and there have been way too many times when I have had to handle a case involving one employee against another employee. I understand that some of these cases needed to be investigated and were egregious in nature, but some have been ridiculous, to say the least. Often you can open the preliminary complaint and see that it is retaliatory or nitpicking! Let's all stop feeding off of each other in this manner and start finding ways to see the good in our co-workers and supervisors.

My biggest problem is that most of these complaints could have been handled with a short conversation between the employees and a hug. Yes, a hug! "Hug it out!" I know I'm going to get a bunch of crap from some of you, but seriously, why do we wait until tragic events take place or until one of our officers is being carried from a funeral home to say "I love you" or to hug each other?

This would be my New Year's resolution or my New Year's wish. Let's start treating each other with the respect and the love that we show during the hard times, and let's start making it a practice to look out for each other. There is no reason we can't show the same type of love and respect every day as we do at a command post after a critical incident, or at a funeral home.

We all heard the kind words at Officer Hartfield's candlelight vigil, and we all agreed that he was a great officer and a great friend, but how many of us took the time to tell him those things before he died? I wish I would have said a few more kind words to him. I know it can work if we just swallow a little toughness and say "Love you, brother" or "Love you, sister" while hugging our officers, and letting them know you care about them *now*.

We have all been watching the national media circus in its attempt to destroy the reputation of law enforcement. Sometimes all we have is each other, and sometimes all it takes to get us through the day is to know someone cares about us! Please give it a try, because if I see you and I know you, you are going to hear "Love you" as I give you a hug.

Be safe, and thank you for your membership. **VB**



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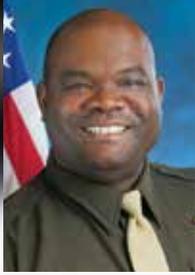
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Standing up for What's Right

CORRECTIONS OFFICER MYRON HAMM

Secretary/Director of Corrections

I began my career with the LVMPD almost 18 years ago, and anyone who tells you that they don't swell with pride when they start their career is not being honest with themselves. I remember my shift beginning at 1800, and I would show up at 1700, excited, proud and full of vigor. Let me start by saying that this is one of the best careers in the country, but somewhere along the journey things can take an ominous turn. Upon further analyzing our current state of affairs, I have come to realize that our problems are easy to define. The men and women whom I have worked with over the years are truly outstanding people, but like anyone in a high-stress and high-demand industry, there comes a time when you hit your limit.

My grandfather always told me that, although he does not mind change, when you make changes that don't suit the needs of those involved, you are dictating a change rather than allowing those affected to have a hand in those changes. When the officers at CCDC were first told that cellphones would be banned inside the secure perimeter, there was no discussion or reasonable attempt at any compromise, so the officers had no choice but to make adjustments. Less than a year ago, we were informed that there would be a bag size limit. Fast-forward to a few months later, and we were told that we needed to get a cheap, \$6 clear backpack

— one that my 9-year-old son is still laughing at — and that it would need to be searched before taking it to our post. Then, we were told that everyone would be entering the building through post 20, or the 12th floor, which is inaccurate, because certain employees are allowed to enter through the South Lot entrance. And, by the way, did I mention that the cellphone ban must only apply to certain people? Because there are still many strolling around with phones in their back pockets. If that's not enough, then we get to the internet, or we get to us not having the internet. I was told that there was an audit done and strangely enough, the only people I am aware of being audited were officers. I find it hard to believe that only officers were using the internet or abusing the internet by the standards set forth. An officer who was doing research on direct inmate supervision was given a contact report and told that this was not directly related to his duties. We were told that he should have been watching the inmates or conversing with them. In all my years, I can never recall a time when I was conversing with an inmate at 0230.

I remember my first Thanksgiving on this Department; I was on "D" Platoon, and we had a Thanksgiving meal for the ages. I was truly grateful for this job and the people I worked with because I was here in Las Vegas without my family, and watching the lieutenant and the sergeants organize a huge meal and take the time to visit us at work meant the world to me. I remember a deputy chief a few years back coming into CCDC on Thanksgiving to say "Hi" and spend some time



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**Broker/Former Officer
Bill Rohac**

with his officers on a holiday. I guess things like that are an afterthought now. We have five captains and a deputy chief assigned to DSD, and to my knowledge not one felt it was worth their precious time to visit the men and women working on Thanksgiving. Imagine how far a gesture like that would have gone and the good feeling it could have generated. With all that is happening right now, the slightest gesture would go a long way to ease the tension and promote some goodwill. I am fortunate to have numerous officers confide in me, and the thing that is most reiterated to me is that they are tired of being treated like children or tired of not everyone being treated equally. Simply put, the rules don't apply to everyone, or at least they are not adhered to by everyone. Concessions are made for certain people based on where they work.

I was told that some of the things written in this publication by me and my counterparts are inflammatory and bring a negative light upon all of DSD. But then, after each article I write, I receive emails, texts and phone calls from members stating that they love reading my perspective and they tell me to keep it up. Maybe those who don't like what is written have a hard time dealing with the truth, or maybe those in power don't like the fact that someone has a voice and is willing to call them out on P# 9193 what they perceive as ill will. There have been a lot of people in power throughout history who have ruled with a red iron fist or claim that they are merely holding people accountable for their actions. This type of power, as history has shown, does not last long or does not generate the desired effect. Respect and power are not things that can be given to someone; these are things that must be earned. I would also like to remind our members to keep moving forward and to never let the threat of punishment keep you from doing your job. In this profession, you will fight many battles on many fronts, and you will be scarred or wounded for your trouble. Never be ashamed of a scar. It simply means that you were stronger than whatever tried to hurt you. I look forward to moving forward and finding some common ground to work with our new chief. I would like to extend my heartfelt congratulations to Captain Richard Forbus on his appointment to chief of DSD. I look forward to working with the new chief to help build and strengthen the morale of the hardworking men and women in this division. **VB**

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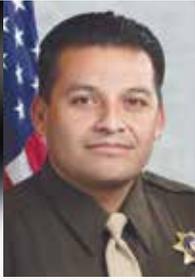
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New Year, New Legislative Session

POLICE OFFICER MIKE RAMIREZ

Director of Governmental Affairs

As 2017 has come to an end, I want to start the new year by thanking you all for your hard work. Our diligent, committed membership is what keeps our Association rolling, and this past year we had the opportunity to give back to our members and their families with events, activities, tickets and more. Our Trunk or Treat, Santa Day, Gravady trampoline family event and tailgate parties were enjoyed by many and were a great opportunity for our members to gather on a social level. The feedback from our members was very positive and is helpful for planning future events. It is a team effort, and we have a strong team. With all the new recruits, we hope to make the events bigger and better and make the team even stronger! The small team within the larger team would be the staff and representatives at the LVPPA who are the people behind the awesome efforts, and with that in mind, I want to thank Steve, Scott, Tyler, Bryan, Myron, Kirk, David, Kelly, Laura, Adella and Roy.

Now, for the sounding like a broken record part. With the 2017 legislative session having ended in June, the cycle starts over moving into 2018. This will be the year that we work hard on endorsements for the upcoming

elections to determine which candidates will be in place for the 2019 legislative session. This includes everyone from judges, county commissioners, state assembly members and state senators all the way to the national level, with representatives and senators. A new governor will also be elected this year, making it a pivotal year for us, so hopefully, along with the successful wins of our endorsed candidates, we can make it an awesome year for our members. It seems that we are constantly under attack, but with the right people in place, it could be smooth sailing. The law enforcement coalition that we are a part of will be hard at work with the endorsement process shortly, and I will keep you all informed as the process moves along.

Whether you celebrated Christmas, Hanukkah, Kwanzaa, Solstice or Festivus, I hope you and your family members enjoyed it to the fullest! As always, be safe out there. If you ever have any questions, feel free to call me at (702) 373-1006 or email me at mramirez@lvppa.com. **VB**

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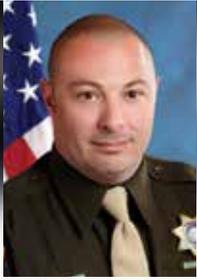
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What Can a Dollar Per Check Do?

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

Recently, the United Way donation forms made their way into everyone's mailboxes. This annual collection is pushed by the agency for charitable donations. But, the PPA has its own charity. Established in 2008, LVPPA Metro Charities, now known as the Law Enforcement Assistance Fund (LEAF), is a 501(c)(3) nonprofit organization that helps the surviving families of southern Nevada law enforcement officers killed in the line of duty. Following a line-of-duty death, the charity reaches out to the families of all former members of the LVPPA, including LVMPD police officers, deputy city marshals and municipal court marshals.

Colonel Sanford D. "Sandy" Mangold (USAF, retired) has been selected by the LVPPA as the new director of LEAF. In this capacity, he will be responsible for administering the funds to support the families of fallen LVPPA officers. He will also be responsible for developing new funding sources for LEAF.

Through fundraising events, such as the annual Peacekeepers' Kids 5K, payroll deductions, and corporate and personal donations, LEAF raises and collects funds to give survivors financial assistance with unforeseen

needs, like higher education opportunities, birthdays and holiday gifts. All proceeds go directly to survivor families in need. Following a tragedy, the goal is to help families get back on their feet so that they may care for themselves, achieve self-sufficiency, and regain and maintain hope for a positive future.

Under the oversight of the Board of Directors, the charity also contributes funds to children's and LVPPA members' athletic teams, such as the annual Peacekeepers' Kids 5K, Horses for Heroes program, and other activities and organizations. In the future, the Board of Directors would like to create a scholarship for the children of current officers to be used toward education and special camps.

So, what can a dollar per check from every member do to benefit LEAF? With close to 2,700 active members, a single dollar from every check could raise almost \$65,000 for LEAF. Thankfully, we have many members donating much more than a dollar. There are tons of charities out there, all worthy of every penny they receive. However, LEAF was created specifically for PPA members and their families. Please consider donating to your charity and help us support our own. Thank you. **VB**

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 Tuesday, February 6, 2018, 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.



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Lunch Time?

POLICE OFFICER TYLER TODD

Treasurer

We all knew when we took this job it would be demanding and dangerous. The needs of the community come first. When the call for help comes in, we go. We work different shifts, often call-to-call, and miss a lot of holidays and events with our families. We accept this and do not complain about it unless we feel we are being taken advantage of. Recently, I received phone calls from different people asking about a lunch break.

First of all, during each phone call, the officer made it clear to me that they understand that if they are busy, they may have to miss their lunch. The complaint comes in when supervisors go out of their way to use a lunch break as some kind of leverage or punishment. This prompted me to do some research about lunch breaks, and this is what I found.

NRS 608.019, Periods for meals and rest, spells out the minimum time frame an employer shall give breaks. The statute states, "ten minutes for each four hours or major fraction thereof." Meal periods of at least 30 minutes are required if you are working eight or more hours.

According to the Department of Labor's website, the Fair Labor Standards Act (FLSA) dictates that such breaks will be paid. You are not getting paid for a lunch

break because the Department is being nice. The Department is required to pay you as you are not completely free from your duties (i.e., monitoring your radio and potentially having to clear and respond).

The problem comes with section 3(b) of NRS 608.019, which states that employees who have a collective bargaining agreement are exempt from this section. The problem is that our contract is silent about lunch breaks. I believe that since it is silent, the statute would apply, but I'm no attorney.

The point is that we should never forget, and that it is essential to understand, that there will be times we will not get a break or lunch due to the needs of the community. I also believe the vast majority of supervisors take care of their guys and get them the proper breaks when they can. However, I want you to understand that when a supervisor tells you at a briefing that a lunch break is a luxury and they will decide if you get a lunch or not, they are wrong. The community decides if we get a lunch break or not. If calls are holding that need immediate attention, we go. If there are not calls holding that need immediate attention, and you have not had your break, you are entitled to a paid break as is outlined in NRS and the Department of Labor guidelines.

I do not know what the future holds, but I will try to address this in our next contract. It is reasonable for us to get language that secures a lunch break during your shift unless called off due to matters that require immediate attention. **VB**

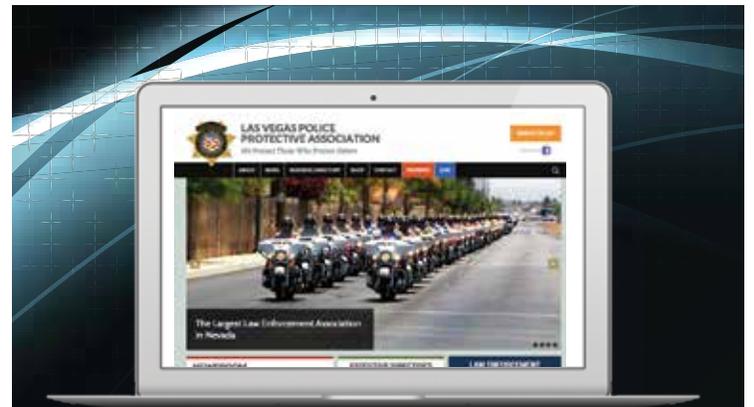


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Our website brings you the latest law enforcement news, Association information, member resources and more.



Plan for Retirement Health-Care Costs Now

DETECTIVE KIRK HOOTEN

Director

It is common to hear people discussing the cost of health care today. But it is a whole different conversation when people are preparing for retirement. Often, those retiring suddenly realize that a significant portion of their retirement income will go directly to pay for health care.

The luxury of being an active employee on our agency is that the entire amount of your coverage as an employee is paid for by the Department in a contractually negotiated amount, which is roughly \$10,600 annually per employee. This amount results in zero contribution for a single employee with no dependents and a small contribution for dependent coverage for those with a spouse or family. The end result is that there is not a lot of thought or worry placed on the cost of health care during our working years. That all changes as you approach your retirement date and begin to plan for a fixed budget based on your PERS monthly benefit.

Once you have left active service, you can elect to remain on the health plan, but the amount contributed on your behalf by the Department as an active now becomes your responsibility and is part of your monthly contribution as a retiree. Most people experience “sticker shock” when they discover the rate they will pay as a retiree, and that is not even the actual cost of the coverage.

I have included the current rate schedules below to illustrate my point.

RETIREE MONTHLY RATES

Retiree Only	\$883.50
Retiree + 1 Dependent	\$1,400
Retiree + 2 or more Dependents	\$1,400

ACTIVE EMPLOYEE MONTHLY RATES

Employee	\$0
Employee +1	\$188.67
Employee +2	\$217.30
Increasing marginally	

We have not done a particularly good job at the Association in informing members of the important facts about health care as a negotiated benefit.

First, exactly how much time and money goes into your health-care benefit and why is it so important? I have been a part of a few of our contract negotiations, and I have always been shocked at how singularly focused our members were on the COLA raises and some other ancillary benefits, all the while completely dismissing increases to health and welfare as part of the raise or benefits package in each contract. Many years ago, it was readily apparent that health-care costs were going to skyrocket and the aging population in our society, and our agency, was going to feel the brunt of it.

Just to level set the value of retirement coverage with the Health and Welfare Trust as compared to what you can purchase on your own today, please see the rates at right and pay close attention P# 15324 to the benefits themselves relative to the rates/package you get. This information is taken directly from the Nevada Individual Exchange and reflects a true rate for a family of five. When looking at the information, keep in mind that the LVMPD EHWTA includes medical, pharmacy, dental and vision coverage all within that rate. The other choices are medical- and pharmacy-only plans.

RETIREMENT HEALTH-CARE RATES

	LVMPD EHWTA Retiree Coverage	Cheapest Monthly Premium Plan (Silver)	Lowest Deductible Plan
Contribution/Premium	\$1,400	\$1,517.28	\$2,335.72
Family Deductible	\$1,000	\$13,200 + \$3,000 on Meds	\$2,000 + \$500 on Meds
Co-Insurance	15%	N/A	20%
Plan Type	PPO (National Access)	PPO (Limited Network)	HMO (Local Only)

That brings me to the second point of inadequate messaging on our behalf. For years, there was very little education, preparation and information disseminated about the importance of preparing for future health-care costs. On the positive side, this has changed. Currently, through the Association, the Department, the Health and Welfare Trust, PERS and many other information outlets, there is ample information and messaging to prepare you for managing your retirement and your health-care costs. Fortunately for many of us, there was some foresight in the creation of the Employee Benefit Trust, where we will receive a monthly benefit amount to help offset the costs created through our years of contributions and trust management.

In closing, I wish each and every one of you a long, successful and healthy career. That being said, be smart and diligent in your planning and prepare yourself for the inevitability of health-care costs being one of the biggest cost obligations of your retirement, if not the largest. I urge you to attend at least one retirement seminar presented by the Association, or one through the Department, as these resources are available to you and give you the ability to learn and ask questions. Look for announcements regarding future dates and times for these events. At the very least, reach out to our Health Plan Director Kelly Taylor at (702) 641-2160, and she can walk you through your options. **VB**



CALENDAR

January 15	Martin Luther King Jr. Day
February 2	Groundhog Day
February 19	Presidents 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.*



DAVID ROGER
General Counsel

Litigation: 2017 Year in Review

The PPA Executive Board approved filing a number of lawsuits against the Department this year. Most of the litigation involves the Department refusing to negotiate with the Association and unilaterally changing the terms of our collective bargaining agreement.

Nevada law prohibits police officers from striking. In turn, police agencies are obligated to negotiate matters relating to wages and working conditions with employee organizations. Moreover, police agencies are not allowed to unilaterally change the terms of a collective bargaining agreement. The Nevada Employee-Management Relations Board is responsible for enforcing these laws.

Additionally, the Executive Board has directed attorneys to file District Court lawsuits challenging the Department's interpretation of our contract and other statutes.

Finally, Detective Lance Spiotto filed a federal civil rights lawsuit against the Department and numerous individuals for allegedly violating his constitutional rights. PPA continues to represent Detective Spiotto in his administrative hearings.

Of course, we continue to represent officers with their grievances, appeals and arbitrations. The following are cases we have filed or litigated this year.

LVPPA v. LVMPD, A-17-765826-C

PPA filed this to stop the Department from ordering officers to work overtime. At issue is Article 18.4, which states that overtime is "additional compensation earned by an employee who is held over on his regularly scheduled tour of duty, or is requested to return to duty at a time that is more than 12 hours after notice is given." On November 30, 2017, Judge Tim Williams issued a restraining order prohibiting the Department from mandating overtime.

LVPPA v. LVMPD

By publication time, PPA will have filed a lawsuit to prohibit Criminal IAB and the Department from coercing officers into waiving their Fifth Amendment rights and their right to representation. Criminal IAB relies on NRS 289.020(3), which states that "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."

The court will be asked to rule that the statute is unconstitutional because it forces an officer to either waive important constitutional rights or face termination. The statute, which allows the Department to fire an officer for refusing a "request" to give a statement, violates the U.S. Supreme Court's decision in *Garrity v. New Jersey*.

Detective Lance Spiotto v. LVMPD et. al., Case No. 2:17-cv-00153

While PPA is not a party to this litigation, a ruling against the Department will have significant impact on the way FIT conducts its investigations. Detective Spiotto alleged that the Department violated his civil rights when he was detained for over 60 minutes while FIT conducted its criminal investigation. Thereafter, according to the complaint, the Department arrested him for a misdemeanor, not witnessed by a police officer, and without probable cause. Additionally, Detective Spiotto claimed that FIT forced him to submit to a blood draw without a valid search warrant. The case will likely be heard by a jury in 2018.

LVPPA and Officer Jake Grunwald v. LVMPD, EMRB Case No. 2017-006

In this case, Officer Grunwald accepted a suspension by agreeing to an expedited investigation. Thereafter, the Department removed his name from the sergeants promotional list. The Department's disciplinary matrix, which was negotiated with the Association, does not allow the Department to discipline officers by removing them P# 7128 from a promotional list. Additionally, the matrix does not allow the Department to impose double punishment. PPA and Officer Grunwald believe that these unilateral changes to the matrix are unfair labor practices.

LVPPA and Officers Dan Varner and George Rumbaugh v. LVMPD, EMRB Case No. 2017-021

PPA and Officer Dan Varner allege that Deputy Chief Richard Suey and the Department interfered with Varner's right to a fair hearing. The lawsuit claims that Deputy Chief Suey chastised supervisors who provided favorable testimony for PPA in a previous case and admonished them about cooperating in future cases. The same supervisors declined to voluntarily appear in Officer Varner's case.

In another matter, PPA and Officer George Rumbaugh allege that Deputy Chief Suey, former Captain Gary Driscoll and other supervisors discriminated against Rumbaugh when they displayed a red fist and a jar of Vaseline during a meeting to convince him to work overtime.

LVPPA and Officer Jessica Nicholas, EMRB Case No. 2017-023

This four-count complaint alleges that the Department violated NRS Chapter 288 for refusing to pay Officer Jessica Nicholas for association leave time. PPA and Officer Nicholas claim the Department interfered with union business and discriminated against her because she is married to PPA Vice President Scott Nicholas.

LVPPA and Officers Timothy O'Neil, Lyle Rohan and Terry Robinson, EMRB Case No. 2017-027

This complaint alleges multiple counts of unfair labor practices. At issue is the LVMPD's labor relations director's refusal to remove old discipline from personnel files when a new statement of complaint is filed against an officer. Additionally, PPA alleges that the labor relations director has continuously failed to provide PPA with the Department's denial of grievances. Both of these practices are contrary to the CBA and constitute unilateral changes to the contract.

LVPPA and Officer Jim Burt v. LVMPD, EMRB Case No. 2017-029

PPA and Officer Jim Burt filed this lawsuit alleging that Captain Chris Little and LVMPD discriminated against Officer Burt. According to the complaint, Sergeant Ryan Cook's recommendation that Officer Burt be assigned to a COP squad was rejected by Captain Little for no legitimate reason.

When Sergeant Cook filed a complaint with Diversity concerning Captain Little's alleged misconduct, Cook's chain of command transferred him to a patrol squad. Sergeant Cook has filed his own EMRB case alleging retaliation by the Department. Sergeant Cook has asked EMRB to consolidate his case with Officer Burt's case.

LVPPA and Officer Kelly Holloway v. LVMPD

In December 2017, PPA and Officer Kelly Holloway filed a complaint with EMRB concerning the Department's refusal to follow the negotiated grievance procedure, which requires the bureau commander or designee to personally hear an officer's grievance.

We will keep you apprised of these cases and new litigation filed in 2018. We hope you have a safe and happy new year. **VB**

RETIREMENTS

11/18/2017	Anton Gross III, P# 6047	PO	19 years
11/26/2017	Richard Vorce Jr., P# 4055	PO	26 years
12/6/2017	Troy D'Ambrosio, P# 4100	PO	25 years
12/20/2017	Alan Holland, P# 7810	CO	15 years
12/26/2017	Matthew Cerbin, P# 4924	PO	22 years
12/26/2017	Richard Valesano, P# 4782	PO	23 years

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SANTA DAY 2017

GIVING BACK TO OUR MEMBERS

ADELLA SOLANO
Events Coordinator

The PPA, PMSA and PPACE hosted our fourth annual Santa Day on December 2, 2017. Building off of the success of last year's event, this tradition of giving back to our members continues to grow each year.

This year, members and their families took pictures with Santa, rode in a holiday train, played in bounce houses and decorated cookies by Kathy's Angels. Our food and beverages consisted of food trucks featuring corn dogs, hamburgers and coffee. Holiday music added to the festive spirit, despite the unseasonably hot weather we were experiencing. A new feature we had this year was a table set up for members to print their Santa pictures from their mobile devices. The members also had the option of placing their photographs in keepsake picture sleeves.

Each year, the associations try to make this experience better for their members and their families. As I was running around throughout the event, I overheard a family say that the event had now become their tradition for

their family holiday card. These are exactly the memories that the associations are trying to help create for their members' families. As soon as the event began, the Executive Board was already thinking about how we could make next year's event even better for everyone.

We hope you and your family members had a great holiday season!

SPECIAL THANKS TO THE FOLLOWING:

County Commissioner Steve Sisolak
Marc Prager (DJ)
911 Taco
Joe2Go
The Corndog Company
Curt Schelin (holiday train)
Kathy's Angels **VB**



2017 ASSOCIATION EVENTS

ADELLA SOLANO
Events Coordinator

Wow, 2017 has flown by for the PPA! I feel like it was just yesterday when I planned our first event, the UNLV basketball game in

February. Almost every month this year, the PPA has hosted an event of some type for its members, and it's been an undertaking that has led me to become the events coordinator for the PPA. Let's recap what we did in 2017.

- Two UNLV basketball games
- Three Las Vegas 51s baseball games

- Two Gravadly events
- Two UNLV football games
- Two Vegas Golden Knights hockey games
- Trunk or Treat Halloween
- Santa Day
- Vendor Expo
- Two blood drives **VB**



Vegas Golden Knights Hockey Games





**Las Vegas 51s
Baseball Games**



UNLV Football Game



Gravady Event



Vegas Golden Knights Tickets

I would like to take a moment to address the Vegas Golden Knights (VGK) games and how the selection process works. When our Association reached out to the VGK, our thought was to buy some tickets to give back to our members. When we met with the VGK and toured the T-Mobile Arena, they showed us the amazing luxury suites. After our tour, Steve and I talked, and we thought about how great it would be to give our membership the ability to experience a luxury suite and to be able to afford our members the opportunity to enjoy the game in an environment secluded from others in attendance.

A luxury suite only holds 75 people, so the decision was made that only members were going to be allowed to attend, meaning only 70 members could attend each game, with five tickets reserved for the PPA Executive Board, bringing the total to 75. The thought process behind having only PPA members attend was to give our members a chance to interact and meet other members whom they might not normally work with. The result of the first game was a huge success; I saw officers talking to each other, with most meeting for the very first time.

The way that we select the members for the VGK games is as follows:

- 35 tickets are drawn at the quarterly General Membership meeting;
- Another 35 tickets are drawn when I send out an email asking for your name and P# to be put into a drawing.

No, we do not select who we want to attend — I am as fair as I can possibly be in this regard. If you attended a VGK game previously hosted by PPA, you can only be put on my waitlist for tickets. Just so everyone knows, I do pull extra tickets for our waitlist, and as people call to cancel, I contact those on the waitlist. What I try to avoid with each game is "no call no shows." If you are drawn for a ticket and are unable to attend, please contact our office as soon as possible so I can find someone to take your spot. I truly hope this clears up any questions on how we are handling the VGK games. We have two more games coming up in 2018, so keep an eye out for the emails. Please feel free to contact our office if you have any questions or suggestions for events. **VB**

UPCOMING EVENTS

January 26: Blood Drive

February 21: Vegas Golden Knights Hockey Game

Metro: Our History, Our Story

STAN OLSEN

Retired LVMPD and President, Metropolitan Police Museum and Historical Society

Your Finest Hour

For years I have said that officers today have to face things that we could have never imagined when I started in 1971. It continued to be true for those who began in 1980, 1990 and 2000. Make no mistake, each era had their unique challenges, but they were also different.

In the early 1970s, we didn't have to contend with gangs using machine guns. I first encountered that while working the Tam Street area, also referred to as the Naked City, when Cuban Marielito crime gangs came here in the early 1980s. Later in that decade, we faced the new and dangerous communicable diseases, AIDS and Hepatitis C. Until then, using your ungloved hand to control a wound's blood flow was not uncommon.

The 1990s saw law enforcement confronted with a significant new challenge: video recordings during police encounters. And, when responding to what was thought to be civil unrest, we faced a barrage of gunshots in 1992 during what is called the Rodney King riots. The world was changing, and it continues to change. Today, law enforcement throughout the nation faces violence on a scale unprecedented outside of open warfare.

On October 1, 2017, the Las Vegas Metropolitan Police Department faced that type of urban warfare on a level never before seen, and you were amazing! You made law enforcement proud and you made the community proud. You showed America what you are about. You showed Americans that police care, despite the negative speeches made by many politicians and the media.

It must not stop there. If ever there was a time for law enforcement to "circle the wagons" and show a unity of support, it is now. Over the weeks, months and years to come, much will be written about that tragic night in Las Vegas and the heroics of many people. Unfortunately, there will also be those who "Monday morning quarterback." We all know how that feels. It's unfair, usually void of honest facts and wrong. The same is true if we do it to ourselves. Now is not the time to publicly criticize any actions; no one is perfect.

The men and women of Metro faced the worst mass shooting in modern U.S. history, and those same men and women responded like a well-oiled machine: Dispatchers calmly relayed information to the field, and officers in the field professionally and calmly operated as though they had responded to this type of situation hundreds of times. Everyone P# 10054 from the top down had an unbelievably stressful situation on their hands, yet they did their job and did it well while operating on little sleep. Each of you should be proud, extremely proud.

You are simply the best and I, for one, have never been more honored to have been a part of such an excellent police department — *it was your finest hour.* **VB**

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.

CONGRATULATIONS
*to the contest winners
from the last issue!*

November/December

Hidden Symbol Contest (\$250)

Pearl Ziola-Casadei, P# 2124

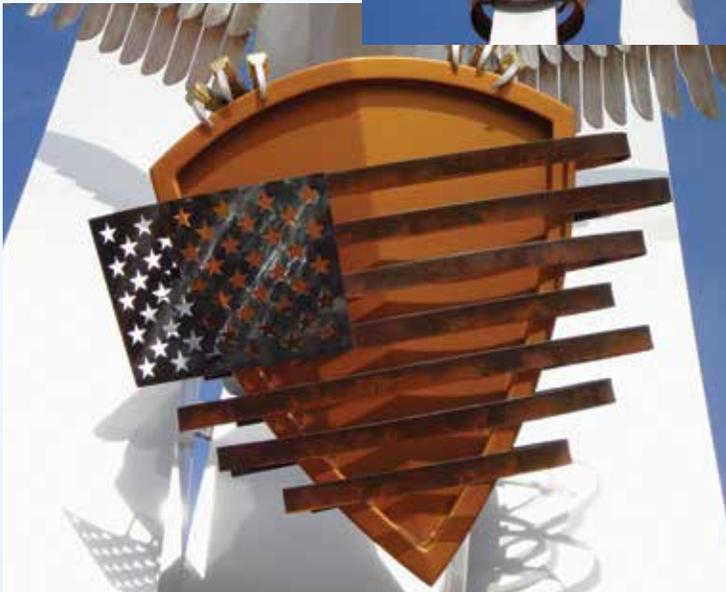
P# Contest (\$50)

Jim Bryant, P# 15876

Cameron Sims, P# 15054



The LVPPA invites all members to help take care of our own. The LVPPA has a 501(c)(3) charity organization now called the Law Enforcement Assistance Fund (LEAF). The goal of this organization is to help the survivors of fallen officers and ensure that survivors have the opportunity to go to college. As such, the charity will donate the cost of Nevada state tuition rates to the survivors of fallen Metro officers, to include children and spouses. The charity got off to a strong start, but we need your help and ask all officers to donate. Please look into your hearts and determine if you can give. A payroll deduction form is available online at www.lvppa.com/leaf-charities. Just print out the form, fill it out with your deduction amount in block 5200 under LVPPA Metro Charities, and then send it in a 1000 miler to the LVPPA for processing. LEAF hopes that you will never need this, but will be here when you do. **VB**



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)				\$

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

Representative Signature	Date

Many thanks.



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