



LAS VEGAS POLICE PROTECTIVE ASSOCIATION

LVPPA VEGAS BEAT

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

VOLUME 1 | ISSUE 1

May/June 2006

NEVADA LAW ENFORCEMENT OFFICERS' MEMORIAL



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

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

IUPA – International Union of Police Associations, an AFL-CIO organization representing over 100,000 police officer members in Puerto Rico, Virgin Islands, Alaska and the continental United States in 580 locals.

AFL-CIO - The American Federation of Labor-Congress of Industrial Organizations is the voluntary federation of America's unions, representing more than 9 million working women and men nationwide.

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

SNCOPS – Southern Nevada Conference of Police and Sheriffs



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CALENDAR



2006

- May 4** Nevada State Law Enforcement Memorial Ceremony (Carson City, Nevada)
- May 5** Hoff Memorial (Reno, NV)
- May 9** 11th Annual Blue Mass (St. Patrick's Catholic Church-Washington D.C.)
- May 12** National Police Week Challenge 50K Relay Race (Laurel, Maryland)
- May 12** Police Unity Tour Arrival Ceremony (Washington D.C.)
- May 12** 13th Annual TOP COPS Awards Ceremony (Washington D.C.)
- May 13** 18th Annual Candelight Vigil (National Law Enforcement Officers' Memorial-Washington D.C.)
- May 13-14** National Concerns of Police Survivor's Seminars (Washington D.C.)
- May 14** 11th Annual Law Ride (Washington D.C.)
- May 14** 4th Annual Steve Young Honor Guard Competition (Washington D.C.)
- May 14** 11th Annual Emerald Society and Pipeband March and Service (Washington D.C.)
- May 14-20** National Police Week
- May 15** National Peace Officers' Memorial Day (lower flags to half staff)
- May 15** 25th Annual National Peace Officers' Memorial Day Service (Washington D.C.)
- May 15** FOP/FOPA Wreathlaying Ceremony (Washington D.C.)
- May 19** Southern Nevada Law Enforcement Memorial (Police Memorial Park, Las Vegas, NV)
- May 25** 4th Annual Police v. Firefighters Charity Golf Tournament (Las Vegas)

Visit our website at www.lvppa.com.

You can also contact our webmaster, Nathan Egli at webmaster@lvppa.com.



Executive Director's Message

DETECTIVE **DAVID F. KALLAS**

Welcome to the first edition of *LVPPA Vegas Beat*. For as long as I can remember, our Association has tried to provide its members with an informative and timely newsletter that would keep them up-to-date on issues important to all of us. I regret that we have not been able to meet our members' needs on a regular basis but it hasn't kept us from trying.

With the assistance of Trade News International, which publishes other law enforcement organizations' publications, we will be providing a bi-monthly newsletter (magazine) for your reading pleasure. The intent of our publication is to provide informative, interesting, and up-to-date professional information to the officers we represent along with access to information that may benefit you in your personal lives. As with anything new, we would appreciate your patience as we work to make *LVPPA Vegas Beat* the best it can be!

On a personal level, I would like to thank each and every member for their support. As you may be aware, when the current Board Members began

overseeing the day-to-day operations of the Association back in the Spring of 2001, the Association was \$5,000,000 in debt, our membership had dwindled to approximately 1000, and another organization was trying to take over our "collective bargaining" status. Through the hard work and tireless efforts of many officers who have volunteered their time and reputations, the associations' staff and legal counsel, along with dozens of businesses and individuals in our community, I truly believe we have become the organization we were intended to be.

I realize that our members may not always agree with the decisions we may make but our goal as an Association is to continue to provide the type of representation, benefits, and service you deserve. It truly is what motivates us!

As always we appreciate your continued support and most importantly, stay safe!! VB

Employee Health and Welfare Trust Contact Information (Insurance):

Management	Chairman Doug Gillespie	(702) 229-3438	d2272g@lvmpd.com
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	Mike Snyder	(702) 229-3993	m5351s@lvmpd.com
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	Alternate Paul C. Page	(702) 384-2924	p4302p@lvmpd.com
Trust Rep	Fred Galey	(702) 380-2838	fgaley@lvppa.com

Third Party Administrator:

Benefit Planners

1050 E. Flamingo Road, Suite #E-329

(702) 413-1701

Insurance cards questions:

SAV/Rx (800) 228-3108



Contract/Arbitration How We Got to Where We Are

DETECTIVE CHRIS COLLINS

Assistant Executive Director and Chief Negotiator

I could not write this article without first thanking the people who made this contract possible by spending hundreds of hours each over the past 15 months working on behalf of our officers. First, let me thank the negotiation committee itself: Michelle Smaistrila, George Martin, Tom Reid, Jim Dwyer, Brian Porter, Will Seifert, Joseph Lepore, Ken Delzer, Brad Berghuis, Mark Chaparian and me (Chris Collins). I would also like to recognize the effort of our two attorneys, John Dean Harper and Kathy Werner. Thanks also to our office staff: Esther Green, Laura Pavlowski and Mary Gillins. Finally, I would like to mention our outside counsel, Ron Yank, along with the expert witnesses we hired: Ron York, Will Aitchison and Tim Riley. I may have been chosen as Chairman of this group, but I can assure you that without the hard work and dedication of these people, I would have been lost. I offer each of the people mentioned above, and anyone else whom I have inadvertently left out, my respect, friendship and heartfelt thanks. I hope you will read on to find out more about the contract/arbitration and how we got where we are today.

In November 2004, the Las Vegas Police Protective Association (LVPPA) Executive Board put together a negotiation committee and asked them to negotiate the new Collective Bargaining Agreement between the County of Clark, City of Las Vegas, Las Vegas Metropolitan Police Department and the LVPPA. In December of the same year, all the parties attended two days of training with the Federal Mediation & Conciliation Services. It was during this training that our committee first learned of N.R.S. 280. This N.R.S., along with the ground rules, made it clear that the process was to be done with as little outside influence as possible. That, as you now know, meant we could not provide you much information as to what was going on in the negotiations.

The parties did not meet again until February 2, 2005, the first day of negotiations. For the first time and on this day, both sides learned what issues the other side wanted to discuss. These discussions went smoothly and lasted until about May 1, 2005. It was not until late April that the Fiscal Affairs Committee gave the management team authority to negotiate the cost of living (COLA) raises and the increase to the Health and Welfare Trust.

This was the point in the process where things started to go bad. It became very apparent the County did not want to pay what we thought were fair raises. We made it known to both the City and the County that we had their books analyzed. These reports made it very clear that both the City and the County could afford the raises we were asking for. With no movement on either side, we claimed impasse in mid-June. At the request of the management team, we went back to the table several times in an attempt to settle the contract.

Sometime in late July or early August, it was agreed there had been no movement from either side; and that, therefore, we would proceed to arbitration. The original arbitration dates were set for October. Meetings continued to take place during which we told representatives of management's team that we thought we could settle the contract and sell it the membership for around 26 percent total compensation over four years. In late September, we met with a member of Metro's upper management to hear their latest offer, which was authorized by the Fiscal Affairs Committee. This offer was 25.64 percent total compensation over four years. We agreed to this offer and it was later ratified by you, the membership.

We all know what happened next: the County Commission took the unprecedented action of removing a sitting County Commissioner from the Fiscal Affairs Committee. A new County Commissioner filled the vacant seat and a vote was taken on October 24, turning down the Tentative Agreement. The vote was three against and two in favor. The City's representatives voted to accept the contract while the County's representatives, along with the Chairman, voted against the contract. New arbitration dates were set for the first week in January 2006. It was between these dates that the Review Journal printed many articles about the contract. The information leaked to the Review Journal was a clear violation of the ground rules. These articles contained just enough of the truth that they could not be called total lies. It does not take any great leap of faith to believe that the leak did not come from our team, since the articles were written in a manner to turn public opinion against the compensation numbers, which the LVPPA wanted to settle the contract or to be awarded in arbitration. Over the two months between the Fiscal Affairs Committee vote and the arbitration, both sides hired outside counsel and prepared their cases. Both sides then presented their cases at the arbitration and, as you now know, the Arbitrator chose the last offer submitted by the management team. In short, the LVPPA based our case on

local economy numbers while the County based its case on national numbers. If you are interested in reading the entire decision, you can find it on the LVPPA website, which is www.LVPPA.com. This decision can be looked at by our officers as the glass is either half full or half empty. If you see the glass as half empty, you could say we lost the arbitration hearing. I hope most of you choose to see the glass as half full: We got 85 percent of everything we wanted and forced the County to spend more money than they wanted. Additionally, during the course of the arbitration hearing, the County actually increased the COLAs it was offering in the third and fourth years of the contract. If you would like further information about the negotiations or the arbitration, please contact the LVPPA office at (702) 384-8692. ▀



From left to right, front row: Corrections Officer Brian Porter, Police Officer Jimmy Dwyer, Detective Michelle Smaistrila, Police Officer George Martin, Detective Joe Lepore, Detective Chris Collins. Back row: Police Officer William Seifert, Corrections Officer Thomas Reid, Detective Brad Berghuis, Police Officer Kenny Delzer, Police Officer Mark Chaparian.



PPA Member Benefits

OFFICER GEORGE MARTIN
Assistant Executive Director

It has been a long time since I last wrote on the subject of our member benefits. Now that contract talks are done and things have returned to some sense of normalcy, I would like to begin with benefits that are available to our members and their families.

If you didn't already know, you can save quite a bit of money using our preferred merchants. We have established preferred pricing with auto dealerships, mortgage companies, banks, a fitness center, theme parks — and we have also obtained preferred pricing for Lasik surgery.

Just to give you an idea: Consider getting a new vehicle at dealer invoice, plus any rebates or incentives they offer. You could literally drive away with a vehicle for less than dealer cost. How about getting a mortgage loan with no hidden costs? That's right! No origination points, no underwriting fee, no processing fee, no application fee and a 60-day rate lock with free float down. On a \$150,000 loan, that could mean a savings of several thousand dollars. You get the picture now, but this will only work if the membership uses the

merchants we have preferred pricing with. By doing so, you help us in obtaining more benefits for our members in the future.

We encourage you, our members, to shop our merchants for the benefit that works best for you. For example, we have several mortgage companies. Compare the benefits you receive from each one and choose the one that gives you the best deal. We also want you to keep us informed of the customer service you receive from our merchants. It should be a pleasant experience from start to finish. You should always leave our merchants with the feeling that you are special and that your business means something to them. You are our eyes and ears in these transactions. Keeping us informed of how you were treated, and of your experiences with these merchants, is the only way we can help improve service and benefits to our members.

Remember, if we don't use them, we will lose them. So, give our listed merchants and advertisers a call, set an appointment and save some money. For a list of our preferred merchants, please visit the LVPPA website at www.lvppa.com and let them know you are visiting them because they are preferred merchants or have advertised with us. ▽

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Putting More Money in Your Pocket

CORRECTIONS OFFICER TOM REID
Assistant Executive Director

As our medical insurance rates have increased, it is time to look at ways of offsetting these costs. The Internal Revenue Service (IRS) has provided a vehicle for most of us to use tax-free money to pay for insurance premiums, out-of-pocket health care expenses and dependent care expenses. Here is a more detailed explanation of each of these plans and how you can start putting more money in your pocket today.

Section 125 Premium Only Plan

Section 125 Premium Only Plan (POP) allows employers to reduce payroll taxes by making one simple adjustment to the payroll process. Under a Section 125 Premium Only Plan, employees elect to pay their portion of health insurance premiums on a pre-tax or tax-free basis rather than on an after-tax basis. This creates savings for both the employee and the employer.

How do Employees benefit from a Section 125 Premium Only Plan?

Employees save 22.65 percent to 40 percent of their pre-tax Section 125 premium deductions in federal income taxes alone. The actual tax savings are on city, state and federal income taxes, including Social Security and Medicare taxes on all money employees use to pay for their portion of insurance premiums. Under a Section 125 POP, employees' take-home pay is increased, which helps reduce the high cost of providing health coverage for family members.

How Employers Benefit from a Section 125 Premium Only Plan.

Employers benefit by reducing the matching Social Security and Medicare taxes, and sometimes Federal and State unemployment taxes. Depending on the state, employers may also be eligible for worker's compensation savings.

Health Flexible Spending Account and Dependent Care Flexible Spending Account

Health Flexible Spending Accounts (FSAs) and Dependent Care Assistance FSAs allow employees to use pre-tax dollars to pay dependent care expenses and medical bills not covered by their insurance. Each FSA is covered by a separate Plan Document. Either of these plans can be offered in conjunction with a POP. The FSA is a budgeting tool that can help take care of out-of-pocket expenses such as daycare, dental and optical care deductibles, co-pays and prescription drugs. Like a POP, an FSA helps pay for itself by increasing employee take-home pay while decreasing employer payroll taxes.

Here's how it works: An employee decides how much of their salary should be set aside, before taxes are calculated. This amount is automatically deducted from their paycheck every pay period, just like any other payroll deduction, and is deposited into their FSA account. The employees would pay their out-of-pocket expenses up-front and then submit a claim and documentation, and a reimbursement is made from their own Health FSA or Dependent Care Assistance Plan account.

Health FSA out-of-pocket expenses include:

- Eyeglasses and contact lenses
- Medical insurance deductibles
- Prescriptions
- Co-payments
- Orthodontia
- Chiropractic services
- Dental treatments
- X-ray and laboratory services
- Over-the-counter medication

What is a Dependent Care FSA?

A Dependent Care FSA (DCFSA) allows an employee to be reimbursed on a pre-tax basis for childcare or adult dependent care expenses for qualified dependents that are necessary to allow the employee or their spouse to work, look for work or attend school full-time. A Dependent Care FSA can be used to reimburse employees with pre-tax dollars if the expenses for dependents meet the IRS definition of dependent for income tax purposes. An adult (e.g., parent, grandparent or adult disabled child) may qualify as a dependent if the employee is providing more than half of that person's maintenance for the year. Dependent Care FSAs limit the annual maximum allotment by law to \$5,000 per year or \$2,500, if married and filing a separate return. If an employee is currently receiving a childcare subsidy, they must ensure the total amount they elect through the FSA, combined with the total amount of the childcare subsidy they receive, does not exceed the \$5,000 limit. If married, the \$5,000 limit must be observed by the employee and his/her spouse where both individuals have access to an FSA and/or a childcare subsidy.

Who is a qualifying dependent for a DCFSA?

A qualifying dependent is either a dependent of the enrolled employee who is under age 13, or a dependent or spouse of the enrolled employee who is mentally or physically incapable of caring for himself or herself, and who the employee claims as a dependent on his or her Federal Income Tax return.

To claim dependent care expenses, employees must meet the following conditions:

- The employee must have incurred the expenses in order for him/her and his/her spouse to work or look for work unless the spouse was either a full-time student or was physically or mentally incapable of self-care.
- The payments for care cannot be paid to someone the employee can claim as their dependent on their tax return or to their child who is under age 19.
- Your filing status must be single, head of household, qualifying widow(er) with a dependent child, married filing jointly or married filing separately.
- The care must have been provided for one or more qualifying persons identified on the form you use to claim the credit.
- You (and, if you're married, your spouse) must maintain a home that you live in with your qualifying child or dependent.

Can a Dependent Care FSA pay for a babysitter in the employee's home rather than using a daycare facility?

Yes. Employees can include expenses paid to a babysitter if the services are necessary in order for the employee and his/her spouse, if married, to work, look for work, or for his/her spouse to attend school full-time.

Is day camp during the summer qualified childcare?

Yes, if attendance at that camp allows the employee and his/her spouse to work, look for work or for his/her spouse to attend school full-time.

Is private school tuition payments qualified childcare?

No. School tuition is not childcare. But before/after school care is a qualified expense. The employee's provider may be required to itemize the costs between tuition and before/after school care.

Does the employee have to submit an identical claim amount every week or can he/she set up an automatic reimbursement?

Employees must submit a claim every time they wish to request reimbursement of an expense. There is no automated process. Many individuals file claims

[continued on page 27]



LVPPA Statistics

DETECTIVE MICHELLE SMAISTRILA
Secretary

When we have gone around to briefings, we hear people ask, "What does the PPA do for me?" Esther Green, our office manager, was kind enough to compile the first quarter 2006 statistics for your reading pleasure. The chart reflects the alleged violation date, alleged violation, original discipline and the outcome/status.

As you can see, your PPA representatives have handled seven Labor/Management Board hearings, six pre-termination hearings, one arbitration, 15 Citizen Review Board complaints, seven officer-involved shootings (includes both use-of-force boards and coroner's inquests) and 154 Internal Affairs interviews.

Of the seven Labor/Management Board hearings held so far this year, three resulted in a reduction in discipline, two are still pending, one withdrew the appeal and one resulted in the discipline being upheld. Of the six officers recommended for termination, four officers kept their jobs, one officer resigned in lieu of termination and one officer was terminated. In arbitration, a previously terminated officer was reinstated.

I think you might be surprised at the volume of business we get from our membership. I would encourage members to attend our monthly General Membership meetings in order to gain a more accurate understanding of what happens with your Association. If I can assist you, please don't hesitate to contact me. Thank you for your support! V/B

LABOR/MANAGEMENT BOARD HEARINGS					
Alleged Violation Date	Alleged Violation(s)	Original Discipline	LMB Decision		
2/1/05	Conduct Unbecoming	30 hrs w/option	Written Reprimand		
6/19/05	Disputes/Arrests/Investigations where Personally Involved	8 hrs w/option	Written Reprimand		
7/18/05	Dissemination of Criminal History Information	50 hrs w/ 40 hrs option (vacation)	Upheld discipline		
2004/2005	Conduct Unbecoming	48 hrs w/o option	Pending Hearing		
6/26/05	Conduct Unbecoming	80 hrs w/20 hr option	Withdrew Appeal		
4/5/05	Neglect of Duty	50 hrs	20 hrs w/ 10 held in abeyance if training is completed		
8/21/05	Conduct Unbecoming	50 hrs w/30 hr option	Pending Hearing		
PRE-TERMINATION HEARINGS					
Pre-Termination Alleged Violation Date	Alleged Violations	Original Discipline	Outcome/Status		
1/4/05	Truthfulness; Neglect of Duty; False Information in Reports; Use of Force; and Reporting Requirements	Recommended for Termination	12 Hrs. - Neglect of Duty; minor Use of Force		
1/4/05	Use of Force; false information in Reports; Neglect of Duty; and Truthfulness	Recommended for Termination	12 Hrs. - Neglect of Duty		
1/4/05	False Information in Reports; and Truthfulness	Recommended for Termination	Exonerated		
7/12/05	Conduct Unbecoming	Recommended for Termination	160 Hrs. Conduct Unbecoming		
10/11/05	False Reports	Recommended for Termination	Resigned in lieu of termination		
6/28/05	Truthfulness; Obedience; Complaints and Internal Investigations Involved Dept. Employees; Booking Evidence & Property; Drug Free Workplace; Use of Controlled Substance; and CAB Article 24 - Random Drug Testing	Recommended for Termination	Terminated		
ARBITRATIONS					
Alleged Violation Date	Alleged Violation	Original Discipline	Outcome/Status		
2/20/05	Truthfulness; Police Business Confidential; and Consorting w/Persons of ill Repute	Termination	Reinstated		
CITIZEN REVIEW BOARD COMPLAINTS					
Dismissed	Referred to IAB for Review	Pending Response	Pending CRB Decision		
7	1	3	4		
OFFICER-INVOLVED SHOOTINGS			INTERNAL AFFAIRS INTERVIEWS		
Date	UOF Decision	Inquest Decision	Declined/Cancelled	Represented	Total
01/02/06	Justified	Justified	57	97	154
01/02/06	Justified	Justified			
01/11/06	Justified	N/A - no death			
01/31/06	Pending Scheduling	Justified			
02/09/06	Pending Scheduling	Pending Scheduling			
03/13/06	Pending Scheduling	Pending Scheduling			
03/15/06	Pending Scheduling	Pending Scheduling			



Your Insurance Plan

DETECTIVE FRED GALEY

LVPPA Treasurer, Trust Representative for the [VMFDEH&WT
(Las Vegas Metropolitan Police Department Employee Health and Welfare Trust)]

I would just like to give important information on how your insurance claims will be paid and how you can get assistance from Benefit Planners, the new Third Party administrator.

Benefit Planners replaced Trident Plan Administrators on January 1, 2006. The Trustees felt this new group was a more "full-service" group. This means that I will not be assisting our members much longer, as Benefit Planners will have their own staff. Trident has been paying the claims that were incurred in 2005, but that will not be happening much longer. Benefit Planners is responsible for all claims incurred in 2006.

Benefit Planners has a local office, located at 1050 East Flamingo, Suite #E-329. It is on the northeast corner of Flamingo and Cambridge. Their phone number is (702) 413-1701. Their main office, which is where the claims are processed, is located in San Antonio, Texas. If you wish to call that office, the phone number is (866) 868-1395. The local office is available for walk-in questions, or you can call them directly. Benefit Planners is planning down the road, to having one of their representatives go out to substations, CCDC, or

anywhere there is a group of our members to assist in getting problems taken care of. They will have computer access to look at our members' claims history live. I do not know when this program will start.

If you have not received an insurance card, or received it and it was incorrect, please contact SAV/RX directly at (800) 228-3108. Their customer service has been instructed to assist in getting you your cards. Make sure that your mailing address is correct and the dependents on your plan are correct. There was a problem with the file that was shipped to SAV/RX when the new cards were ordered. This has since been fixed, but there are still members who did not receive their cards.

For the time being, you can still contact me. The best way to do this is to email me at fgaley@lvppa.com. This will assist me in getting your problem to the correct person quickly and this will create a record of the inquiry.

Also, please do not contact the LVPPA for insurance questions, as the LVPPA has not controlled the health insurance for the last four years.

I will try and keep everyone informed, even when I leave, of changes to the plan.

Thank you for reading. VB



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Land/Building Update

JOHN DEAN HARPER
Chief General Counsel

The Association is getting nearer to realizing its dream of constructing a new building that is more convenient and centrally located to our growing area and membership. The Association owns a piece of raw land, located at Stewart and 7th Streets. After the Association purchased the land, a portion was rezoned from residential to commercial in order to make the entire piece commercial and suitable to for our required development.

We have hired P.R. Engineering as our Civil Engineer and Dean Bryan as our Contractor. Dean Bryan will take care of the required architectural drawings. The plan, at present, includes the construction of a two-story, 20,567-square-foot office building. The first story will include covered parking and approximately 4,000 square feet of leased space. The second story will be utilized by the Association for office space. In addition, it will have a Board Room, meeting room and additional space for lease.

Based on the projected growth of the Department, this project should satisfy our needs for the next several decades. If all goes as planned, we should obtain approval for the plans in the first quarter of next year and be in the building before the end of 2007.

Currently, we are utilizing Bank West for financing. We have been given preliminary approval and now are finalizing the terms of the construction loan and permanent financing. We are very excited about this project and the benefits it will provide our membership as a whole. We will keep you updated as things progress. ▽

BYLAW MODIFICATIONS

If you are interested in submitting a change to the current Bylaws, all submissions must be received by Detective Michelle Smaistrle at the LVPPA office by May 29, 2006. Bylaw modifications must be accompanied by signatures from at least 5 percent of the Association members. To view the existing Bylaws, please visit the LVPPA website at www.lvppa.com.



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Flagstar Bank offers MyCommunity Home Lending Program

Flagstar Bank, FSB has recently joined with International Union of Police Association to offer the MyCommunity Program to union members across the country. The MyCommunity program is geared specifically towards the needs of Law Enforcement Officers and Firefighters. The program is eligible to union members, family members and personal referrals by union members.

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KATHY WERNER
General Counsel

The New Collective Bargaining Agreement-Labor/Management Board

As you certainly all know, we (finally) have a new Collective Bargaining Agreement, which will cover the terms and conditions of your employment with the LVMPD through the summer of 2009. Amongst other changes that have been agreed upon, the two negotiation teams have concurred to certain changes to Article 12 of the contract, the article which sets forth your appeal rights in order to address disciplines, contractual disputes and now also disputes regarding the application or interpretation of Department rules and regulations. This article will give you some history regarding the hearing process for disciplinary and contractual matters so that you have an understanding of how the process has gotten to where it is and will also set forth, in detail, how the new Article 12 works.

When I first joined the LVPPA legal team in September 1998, the Collective Bargaining Agreement in place at the time allowed an employee to grieve (appeal) disciplines of written reprimands through suspensions up to and including 60 hours to the Civil Service Board. Any disciplinary matter involving a suspension of more than 60 hours was resolved by an independent arbitrator, selected from a group of potential arbitrators provided by the American Arbitration Association. Contractual matters were appealable to the Civil Service Board as well. I personally had a number of appeals heard by the Civil Service Board, some with a favorable result, some not. However, I think that regardless of the outcome, there was a concern shared by both myself and representatives of the Department's Labor Relations Bureau that members of the Civil Service Board were civilians who were not entirely familiar with many of the Department's rules, regulations, policies, procedures, critical procedures and training that you as police and corrections officers are intimately familiar with. Beyond that, I felt strongly that if an officer's actions were being questioned or judged, the judging should be done by the officer's peers, who can fully appreciate the challenges an officer faces and the difficult decisions he or she must make, rather than a group of civilians who would not necessarily have that same understanding or appreciation.

As a result of these concerns and in the negotiation process that resulted in the 2001-2005 Collective Bargaining Agreement, a new process was developed so disciplinary matters ranging from a written reprimand through and including an 80-hour suspension would be appealable to a Labor/Management Board comprised of five members: two whom were selected by the Labor Relations Bureau from Department employees at a schedule D or above; two whom were selected

by the Association from our bargaining unit (POIs and COIs) and a fifth member from a standing list of three individuals from outside the Department. Contractual disputes would also be resolved by a Labor/Management Board. Other disciplinary matters above an 80-hour suspension through and including termination would still be handled by an independent arbitrator.

The Labor/Management Board process has now been in effect for about five years. I think that I speak for the entire LVPPA Executive Board and Board of Directors when I say that it has been very successful. While there will always be those employees who are upset about discipline and dissatisfied with the outcome of a disciplinary appeal, for the most part I think that all police and correction officers participating in the Labor/Management process have been satisfied with the result even if their discipline was upheld altogether or only reduced and not completely overturned. Why? Because you have had an opportunity to have the matter reviewed by fellow officers and, if your own fellow officers think the discipline was appropriate, then perhaps they are right and you were wrong. In other words, it seems that discipline is more acceptable if it has been sanctioned by an officer's peers. What is even better about the process has been the positive input many officers have received from the Deputy Chiefs who have participated in these hearings. Many hearings have concluded with comments from the chiefs along the lines of the fact that they have had discipline themselves, that it is certainly nothing that will end or even negatively impact your career in the long run, and that the discipline is merely designed to get an employee's attention, teach them why what they did was wrong and then allow them to move forward in a positive fashion. And, believe it or not, it seems as though most officers look upon the process in a positive way, treat it as a learning experience and do in fact move forward in a positive way.

Obviously, you can tell from my comments above that the Labor/Management Board hearing process has been a significant improvement over the process that was in place under the 1997-2001 Collective Bargaining Agreement. Nonetheless, there is always room for improvement, and the Labor/Management Board hearing process is no exception. In the early stages of last year's contract negotiations, both negotiation committees expressed certain interests or ideas on how they would like to improve the process — what has resulted in the new Article 12 is a combination of both committees' interests. So keep in mind that when reading about the new process, if something in it strikes you as a bad idea, it is prob-

(continued on page 30)



Sheriff's Message

SHERIFF BILL YOUNG

The Balancing Act

By now, at the printing of this article, you should have received your retro-active pay following the approval of the PPA contract. I realize that this was a long, drawn-out process. I'd like to take some time and explain a little bit of the process, as well as my position.

The process of contract negotiations the Department uses, using a Fiscal Affairs Committee, is not all that unique. What is unusual is that we have to work with both the City of Las Vegas and Clark County in order to secure funding. In almost all other jurisdictions, the Sheriff only has to deal with the County Commission. The principles of good stewardship and winning the hearts and minds of other elected officials to fund the operation are the same. The only other difference is that our employees are not employees of the County, but they are employees of the Department.

As Sheriff, I am responsible for selecting the management negotiation team. The City and the County select their own representatives. Our team will usually consist of two or three people from Executive Staff, and one or two people from Labor Relations. Historically, the Department uses "interest-based bargaining," which is a cooperative problem-solving process. It is intended to keep the parties away from the traditional adversarial process. The problem-solving process requires the parties to set out issues based on identified and valid problems. The key part of the process is that neither side can make proposals that require some sort of counter. The issues are laid out, explained and then the parties brainstorm together to reach a mutually acceptable resolution. This requires a huge amount of trust between the parties.

Unfortunately, during the recent negotiations, the Association and the Management offers were too far apart, so the decision of Fiscal Affairs was to go to arbitration. This is the first time the Department has gone to arbitration on any of our contracts. The arbitration process consisted of five days of hearings. The Association, as the moving party, presented their case first. Both sides had the opportunity to present exhibits and witnesses. After the hearing, the parties submitted post-hearing briefs to summarize their case and present arguments as to why the arbitrator should select their last and final offer. Under the statute, the arbitrator had ten days to make a decision once the hearing was closed. (The hearing was not technically closed until the arbitrator received briefs from both parties.) The arbitrator submitted his award on the tenth day and awarded the employer's final offer.

As the Sheriff, I am elected by the citizens of Clark County and given the responsibility of enforcing the laws of and protecting the citizens of Clark County. I am charged with overseeing the more than 5,000 employees of the Las Vegas Metropolitan Police Department. I know, as you do, that policing is the most difficult occupation in America, particularly in Clark County. The work that you do is very challenging and, from my perspective, I doubt the average citizen knows what we are up against. I must balance the needs of the employees with the fiscal restraints that come from being a metropolitan agency, funded by the City and the County. During my career, I have been on both sides of contract negotiations. I have experience both as a union representative and Chairman of the PMSA. I was involved in the negotiations of four contracts. I understand the frustrations everyone felt, as I have raised a family on a cop's salary. As you know, I came up through the ranks just like most of you. The recent contract negotiations and subsequent arbitration created a lot of attention, both in the media and in the community.

The LVMPD is one of the finest law enforcement agencies in the country, and you, the officers, are the best in the nation. As I have said many times, you deserve every dime you are paid. I want you to know I am proud to be your sheriff. VB



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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.



Meet the Board of Directors

Executive Board of Directors



Detective David Kallas, Executive Director

Detective Kallas has been an officer with the LVMPD for 26 years. Before being elected as the Executive Director of the LVPPA in 2001, he spent 11 years working in the Criminal Intelligence Section and the first 11 years of his career in patrol working as a Field Training Officer, Gang Unit officer and Street Narcotics officer. He is the State Law Enforcement appointee to the P.E.R.S. Board and from February to June 2005, he was the Association's full-time lobbyist in Carson City.



Detective Chris Collins, Assistant Executive Director

Detective Collins was hired by the LVMPD in January of 1984. For the first six years of his career, he worked in the Patrol Division assigned to the Southeast Area Command and Northwest Area Command. In February 1990, he transferred to SWAT, where he spent 12 years. In January 2002, he transferred to the Detective Bureau where he spent time in both the Domestic Violence Detail and the Robbery Detail. In August 2002, he was appointed as the Assistant Executive Director of the LVPPA. Chris sits on the Board for the National Association of Police Organizations (NAPO) and was the Chief Negotiator in the 2005 Contract Committee.



Police Officer George Martin, Assistant Executive Director

Officer Martin is a New Yorker and, without a doubt, a Yankees fan. He began his law enforcement career in January 1986 with the New York City Police Department (NYPD). George worked patrol, Special Narcotics Unit (SNU), Community Policing (PO), and was an executive board member of the New York Police Department's Hispanic Society. During his service to the citizens of New York City, George was awarded several Meritorious Police Duty and Excellent Police Duty Citations, to include four commendations. George maintains his membership with the New York Police Department's Honor Legion.

After six-and-a-half years service, George resigned from the NYPD to continue his career in law enforcement with the LVMPD. In September 1992, George entered the Academy under Sheriff Moran. Since then, George has worked in the Problem Solving Unit, Northeast Area Command, Downtown Area Command, Northwest Area Command, Vice Section and the Airport. He has also been a Field Training Officer, Defensive Tactics Instructor and has served on several committees, including the Diversity and Equality Board, where he was the only patrol representative.

George has been involved with the LVPPA since 1995 as a member of the Board of Directors until he left the Board in 1999. George returned to the Board in the summer of 2000 in the move for change within the organization and its members. George has been a member of the Contract Negotiations Committee for the 2000 and 2005 contracts.

George has served 28 years in the military and is actively involved in the Army Reserves. He is a veteran of Desert Shield/Desert Storm where he was the team leader for a reactionary team. George has obtained the rank of Master Sergeant and is currently an Assistant Professor at UNLV for Military Science with the Army ROTC.

George represents the LVPPA and the LVMPD as an active member of our community. He is on the Board of Directors for the I Have a Dream Foundation, Executive Board of the National Latino Peace Officers Association-Las Vegas Chapter, active member of the Sheriff's Hispanic Recruitment Council, and the Knights of Columbus at S.E.A.S.



Corrections Officer Thomas Reid, Assistant Executive Director

Corrections Officer Reid was hired as a Corrections Officer for the LVMPD in July 1997. While at the Clark County Detention Center, Thomas became a member of S.E.R.T., a Defensive Tactics Instructor and a Firearms Instructor. He was voted onto the Board of Directors of the PPA in 2000 and was appointed as an Executive Board member in October 2004. Prior to being hired by the LVMPD, Thomas was an Artillery Officer in the United States Marine Corps. He is now in the USMC Reserves, where he currently holds the rank of Lieutenant Colonel.



Detective Michelle Smaistrila, Secretary

Detective Smaistrila has been employed by the LVMPD since graduating high school in 1993 and has been a police officer since March of 1997. As a civilian, she worked in Information Services, Validation, Community Relations, Crime Prevention, Youth Diversion and at Southwest Area Command. Michelle spent four years as a patrol officer where she worked at Northwest Area Command and Southeast Area Command. While at Southeast Area Command, she also worked in the Community-Oriented Policing Office, as a bicycle officer on the Strip, and as a Field Training Officer (VERY briefly). Michelle then spent more than four years in the Special Investigations Section as a Detective, beginning in 2001.

Michelle had the honor of serving as a member of the LVMPD Honor Guard from 1998–2005. Because Michelle was very active on the PPA Board and because she also became a member of the LVMPD Crisis Negotiations Team in 2005 as a negotiator, she was concerned that she was not giving 100 percent to all of her extracurricular activities and she stepped down from the Honor Guard.

She was voted onto the Board of Directors of the Police Protective Association in 2001 as the Representative for the Organized Crime Bureau and was appointed as the Secretary of the PPA in September 2005. Michelle is the youngest person and first female to be appointed full-time to the Executive Board of the PPA. Michelle was on the Contract Committee in 2005 and is a member of the Finance Committee.

In June of this year, Michelle will marry her boyfriend of seven years, Collin Jotz. Collin has been a Police Officer with the LVMPD since 1997 and works at Southwest Area Command as a Field Training Officer. Michelle's mom, Lynne Hansen, is currently the Administrative Assistant at the Airport and her aunt, Nancy Fox, is a Law Enforcement Support Technician in Crossing Guard Services.



Detective Fred Galey, Treasurer

Detective Galey joined the LVMPD in 1981. Before joining LVMPD, he attended the Illinois State Police Academy and worked for the Tuscola Douglas County Illinois Police Departments in patrol and the Investigative Section. After joining LVMPD, he worked in patrol, the Airport Detail, Vice Section, as a Field Training Officer and in the Detective Bureau.

While in the Detective Bureau, he worked in the Larceny Detail, General Assignment Section and the Robbery Detail. Just before going to the Bureau in 1990, he was voted in as a patrol representative to the LVPPA. He has continued to be with the PPA as the Secretary and, later, the Treasurer. He has worked as the Insurance Liaison when the PPA had the health insurance and is currently assigned to the LVMPDEH&WT, where he assists Metro in their insurance needs and problems.

Through his duties in the PPA, he was voted in as the Regional Vice President to the International Union of Police Associations (IUPA), a position he still holds, and he is a member of the Budget and Finance Committee. In 2000, Fred was also appointed as a Board member for the Nevada State P.E.R.S. Police/Fire Advisory Board. Fred is a Board member for the Nevada Industrial Relations Board, which deals with statewide workers compensation laws.



John Dean Harper, Chief General Counsel

Mr. Harper is a graduate of Ohio University in Athens, Ohio, and the University of Cincinnati, College of Law. Mr. Harper has been our Chief General Counsel since 1998. Mr. Harper represents the Association and its members at the Citizen Review Board, in workers compensation matters, throughout the Grievance Process (Non-confirmation hearings, Labor Management Boards and Arbitrations) and at the Employee-Management Relations Board, state District Court and Federal District Court.

In addition, Mr. Harper advises the Executive Board and Board of Directors regarding corporate and legislative matters. Mr. Harper volunteers his time as a founding officer and director of Future Stars of America, Inc., a non-profit corporation that educates foster children about learning to be financially self-sufficient.



Kathryn A. Werner, General Counsel

Ms. Werner began her legal career in the State of Ohio after graduating from the University of Cincinnati, College of Law in 1989. She was associated with the law firm of Helmer, Luginbill and Whitman from 1989-1993, where she primarily practiced in the areas of employment and False Claims Act litigation. After moving to Nevada, she practiced privately in the labor/employment, insurance defense and litigation fields while associated with the firm of Lefebvre, Barron & Vivone in Las Vegas from 1993-1998. In 1998, Ms. Werner became General Counsel to the Las Vegas Police Protective Association Metro, Inc. (LVPPA).

Ms. Werner also represents several other law enforcement related associations including associations affiliated with the Nevada Conference of Police and Sheriffs (NCOPS), the Las Vegas Police Protective Association Civilian Employees (LVPPACE) and the Injured Police Officers Fund (IPOF). Ms. Werner is primarily responsible for representing members in matters regarding labor/employment issues at the Civil Service Board, in Arbitrations and in State and Federal District Court. Ms. Werner is currently serving her second term as a member of the Taxicab Authority and has recently been appointed to serve as Chairman of the Taxicab Authority Board.

Meet the Board of Directors

Police Officer Kendall Bell, Director

DOWNTOWN AREA COMMAND

Officer Bell has been with the LVMPD for six years and is currently a Field Training Officer at DTAC. Prior to joining the Department, he was in the United States Air Force for seven-and-a-half years as a Security Specialist. During that time, he spent the first two-and-a-half years at Malmstrom Air Force Base in Great Falls, Montana. Kendall then spent one year at Osan Air Base in Seoul Korea before finishing up his time at Nellis Air Force Base. During Kendall's time at Nellis, he was deployed to Kuwait, Germany, and Saudi Arabia.

Police Officer Paul Bigham, Director

TRAFFIC

Officer Bigham is fairly new as a PPA Representative. Originally from California, he joined the United States Air Force in 1979. During that time, he was a Munitions Specialist. Paul realized there wasn't much demand for that type of work in the civilian world so, after completing six years of service in the USAF, he joined the LVMPD in November, 1985. He spent the first four years in the Department in patrol. During that time, Paul worked in the Street Narcotics Team and was also a Field Training Officer. In 1991, he went to the Detective Bureau for 10 years. During that time, he worked in the Auto Theft Detail, General Assignment Detail, Robbery Section and the Homicide Section. In January 1991, after approximately six years in Homicide, Paul left the Bureau and went to the Traffic Detail, where he is currently assigned.

Sergeant Jon Aaron Brown, Director

BLACK PEACE OFFICERS ASSOCIATION

Sergeant Brown has been an officer with the LVMPD for 12 years. He has worked in SWAC, NWAC, DTAC, BAC, and is currently assigned to the Airport Bureau. He was appointed to the Board of Directors as the DTAC representative in 2002 and, shortly after, he was promoted to Sergeant in November 2002 and then became the liaison for the Black Peace Officers Association and the National Latino Police Officers Association. He is also currently a member of the LVMPD Employment Diversity Appeal Panel. Sergeant Brown has earned an associate degree in Criminal Justice, a bachelor's degree in Political Science and is currently working toward a master's degree in Business Administration.

Police Officer Fred Castle, Director

SOUTHWEST AREA COMMAND

Officer Castle was born and raised in a very small town in Colorado and moved to Houston, Texas after graduating from high school, where he went to an underwater welding school. After graduating from diving school, Fred moved to New Orleans, Louisiana, and started with a company working off shore in the Gulf of Mexico doing underwater construction, salvage and inspections on oil rigs.

At the end of 1998, Fred moved to Las Vegas, where he met the love of his life, Diana. They married in 1990 and bought a small business in the northeast part of Las Vegas. In 1995, they sold their business and moved to Ely, Nevada, where Fred started working for the White Pine County Sheriff's Department. There, he was elected the Vice President of their police union.

In July 1998, Fred began his career with LVMPD and is currently a Field Training Officer out of the Southwest Area Command. He has had a wonderful experience and has become friends with a lot of great people. He also has had the honor to be the SWAC PPA Representative since January 2005, where he has learned so much and enjoys serving our PPA members.

Fred and his family all enjoy the outdoors, and every year he goes back to Colorado to elk hunt with his relatives. They ride their horses and pack their mules and ride to the top of the timberline of the San Juan mountain range for a week, usually in two to five feet of snow.

Fred and Diana are blessed with a beautiful seven-and-a-half-month little girl, Cierra Asyn. They adopted her in June 2005 and they couldn't be happier. Diana doesn't like sports, but Cierra is already a die-hard Denver Broncos fan!

Detective Darryl Johnson, Director

AT-LARGE PLAINCLOTHES REPRESENTATIVE

Detective Johnson was hired by the LVMPD in September 1988. He spent his first five years as a patrol officer and a Field Training Officer working out of the Southeast substation. Detective Johnson was then assigned to the Detective Bureau working in the Juvenile, Missing Persons and Repeat Offender Program details for the next two years. After a brief stint back in patrol, working out of the Northeast substation, he was then reassigned back into the Repeat Offender Program. Detective Johnson was appointed to the At-Large Plainclothes Representative position in 2000.

Police Officer Mark Chaparian, Director

NORTHWEST AREA COMMAND/ACADEMY

Officer Chaparian is currently assigned as a patrol officer working from the Northwest Substation. He has been a board member with the PPA since June 2005 and was a proud member of the last contract committee concerning our labor agreement. He has a beautiful wife and two great children. His family is very busy with baseball, cub scouts, soccer and dance. They enjoy many outdoor activities and frequently travel to Lincoln County, Nevada, for recreation.

Mark was born and raised in Dearborn, Michigan, where he graduated from high school in 1985. He enlisted with the United States Air Force during his senior year in high school and left for boot camp shortly after graduation. After several months of training, Mark was sent to Nellis Air Force Base for his first permanent assignment as a newly trained Security Policeman in February 1986.

Mark realized two very important things soon after moving to Southern Nevada. The first thing he learned was that he was not cut out for a career in the Air Force. The second thing he learned was that this area of the country not only offered excellent weather, but also a booming economy, affordable living and an excellent place to make a career as a police officer with the Las Vegas Metropolitan Police Department.

Soon after Mark's hitch with Uncle Sam was over, he earned a spot in the Academy in February 1991. Mark attended college here and has had a colorful and rewarding career as a police officer with Metro ever since. He loves patrol and the freedom it provides, as well as the challenges it offers daily. To be right there in the thick of things and providing assistance to victims as well as incarcerating felons is a joy only a true uniformed cop can understand. Mark decided to enhance his career and give a little back to our community when he started training newly hired police officers in 1995. He was a Field Training Officer until 2004, which provided him with an opportunity to teach and learn from some of the best cops Metro has to offer. Mark is proud and honored to serve Las Vegas as a police officer and is even more proud to work with some of the most talented, dedicated and hard working people on earth.

Mark was a member of the Contract Negotiations Committee for the 2005 contract.

Police Officer Chris Crawford, Director

LAUGHLIN SUBSTATION

Officer Crawford started his law enforcement career with the New York City Police Department in 1995. After four years with NYPD, Officer Crawford resigned and joined the Las Vegas Metropolitan Police Department in 1999. Prior to his current position at the Laughlin (Resident) Area Command, Officer Crawford was assigned to the NEAC. Other assignments include DTAC and a member of the HELP Team. Officer Crawford is also a member of the Nevada Air National Guard located in Reno, Nevada. He is also six credits shy of earning his bachelor's degree in Public Administration, with a concentration in Law Enforcement from Nevada State College located in Henderson, Nevada.

Police Officer Alan Dong, Director

ASIAN PEACE OFFICERS ASSOCIATION

Police Officer Jim Dwyer, Director

AIRPORT SUBSTATION

Officer Dwyer has been a police officer with the Las Vegas Metropolitan Police Department for 23 years. His assignments have included Community Relations, Resident Section, Professional Standards and Field Training. He is currently assigned to the McCarran International Airport substation as a patrol officer. Jimmy has been an active representative and was on the recent Contract Negotiations Team.

Police Officer Richard Hall, Director

BOLDEN AREA COMMAND

Officer Hall has been a police officer with LVMPD since March 2000 and the Bolden Area Command PPA Representative since 2004. Richard is currently assigned to the Bolden area Command PSU squad. Prior to working for Metro, Richard was a Paramedic Lieutenant in FDNY for 11 years.

Meet the Board of Directors

Sergeant Kent Kirk, Director

NORTHEAST AREA COMMAND/IN-SERVICE TRAINING

Kent is currently an FTEP Sergeant at NEAC. He has served on the PPA Board of Directors since 1989, with the exception of a brief break a few years back. He was hired by the LVMPD in 1979 and was promoted to Sergeant in 1990. He is currently the NEAC/In-Service Representative on the Board of Directors. He maintains his membership in the PPA and continues to be active on the Board to ensure that Police Officers are treated with respect.

Detective Joe Lepore, Director

INVESTIGATIVE SERVICES DIVISION BUILDING

Detective Joe Lepore moved here from Chicago in 1998 to take the job of Police Officer for Metro. During his time on Metro, Joe has been assigned to SEAC and SCAC patrol, SEAC and SCAC PSU teams and, for the past two years, the Forgery Detail.

Joe was part of the PPA contract negotiating team for the most recent contract and is currently the PPA representative for City Hall (now Oakey 4th floor) consisting of the Property/ Financial Crimes Sections.

Joe is available for any questions anyone may have at any time, so please feel free to contact him.

Corrections Officer Ken Lochner, Director

CLARK COUNTY DETENTION CENTER

Corrections Officer Lochner has been with the LVMPD for five years as a Corrections Officer. Prior to that, Ken was a manager for a high-scale furniture store here in town for 15 years. Ken grew up in the military so he has had the chance to travel all around the world. Ken's hobbies include spending time with his family and NASCAR.

Police Officer Kyle Lopez, Director

NATIONAL LATINO POLICE OFFICERS ASSOCIATION

City Marshal Tameron "Butch" Martin, Director

CITY MARSHALS

Municipal Court Marshal Alisha Martino, Director

MUNICIPAL COURT MARSHAL

Marshal Martino has been employed with the Las Vegas Municipal Court Marshals since 2001. Born and raised in Eugene, Oregon, Alisha relocated to Reno, Nevada, in 1990 where she was employed at Washoe Medical Center as a K-9 officer. In 1998, Alisha relocated to Las Vegas with her husband. In January 2001, Alisha was accepted into the Law Enforcement Training Academy as a non-affiliate. Alisha graduated from the Academy in June and was hired by the Las Vegas Municipal Court in July of 2001. Alisha was voted onto the PPA Board in 2006. Alisha is a Firearms Instructor and Expandable Baton instructor.

Police Officer Hector Navarro, Director

SOUTH CENTRAL AREA COMMAND

Officer Navarro has been a member of the Department for 15 years. Hector has worked patrol out of NEAC, DTAC and SEAC and is currently assigned to SCAC. Away from work, Hector likes to travel, sail, SCUBA dive and attending sporting events. Hector has two younger brothers who are also in law enforcement.

Corrections Officer Doug Perns, Director

CLARK COUNTY DETENTION CENTER

Corrections Officer Doug Perns has been a Metro Corrections Officer for 14 years and presently works in the House Arrest Section of the Clark County Detention Center. Doug just completed a three-year tour in Field Services (Court Services) as he assisted with the transition from the old courthouse to the new Regional Justice Center. Doug has worked as a PPA representative for the last 18 months. He is married with two boys, ages six and nine, and enjoys coaching both of them in baseball. This April, Doug will be competing in his fifth straight Boston Marathon. He is involved with the Nevada Police Olympics and also competes on LVMPD's Baker-to-Vegas running team as well as CCDC's Brass Challenge team, the Runaways.

Corrections Officer George Perrone, Director

CLARK COUNTY DETENTION CENTER

Officer George Perrone has more than 35 years in law enforcement and security. He currently has more than 22 years with the LVMPD as a Corrections Officer and is assigned as the SEAC Prisoner Transport. In the late '60s, George was employed as a patrol officer with California's Santa Cruz Sheriff's Department. George also served five years in Vietnam as the Chief Investigator assigned to the Defense Attache Office in Saigon.

Corrections Officer Brian Porter, Director

CLARK COUNTY DETENTION CENTER

Officer Porter was a member of the Contract Negotiations Committee for the 2005 contract.

Police Officer Noel Roberts, Director

AT-LARGE UNIFORM REPRESENTATIVE

Officer Roberts has been a police officer for over six years and is currently a Field Training Officer assigned to the Southeast Area Command. Noel was born and raised in San Francisco and moved to Las Vegas in January 2000, when he was hired by the LVMPD. Noel has worked in patrol for five years, PSU for one year, and completed a TDY in the Vice Section. He has been on the Board of Directors for approximately six months.

Detective Gary Sumption, Director

SPECIAL UNITS

Detective Sumption was born in Cleveland, Ohio, and moved to Las Vegas with his family in 1960. He enlisted in the United States Air Force in 1973 and served until 1977 as a nuclear weapons specialist. He then returned to Las Vegas and went to work for Westinghouse Electric Corp. at the Nevada Test site performing research and development work with spent nuclear fuel for the Yucca Mountain project until 1986. After leaving Westinghouse when the Department of Energy contract was completed (and not wanting to move to Pittsburgh, Pennsylvania), Gary went to work for Mercy Ambulance and an EMT-I.

From 1979 until 1988, Gary spent his free time working as a volunteer doing Mountain Rescue/Search and Rescue work for the LVMPD Search and Rescue Unit. In 1988, Gary joined the LVMPD and worked as a patrol officer assigned to the Northeast Area Command until 1993. He then transferred to the Search and Rescue Section where he still works today. In 1994 Gary and another officer in the Search and Rescue Section developed the initial concept for the Tactical Medic program, which was subsequently implemented by the LVMPD SWAT Section. Combined with the Search and Rescue missions and training, the addition of the Tactical Medic mission has led to some very interesting days!

Gary and his wife, Shelley, have three daughters and currently live in the northwest area of the Las Vegas valley.

Retiree Police Officer Chuck Tartan, Director

RETIREES

Chuck is a lifetime resident of the Las Vegas valley. After graduating from Ranch High School in 1968, he enlisted in the United States Air Force and was discharged in 1972. He was hired as a Deputy with the Clark County Sheriff's Office, prior to consolidation in 1973. During the next 30 years, he worked numerous assignments both as a Patrol Officer and a Detective. His last assignment was in Sexual Assault/Sex Offender Detail. Chuck retired from LVMPD in December 2002.

Chuck and Janice, his wife of 30 years, still reside in the valley. They have two adult children. Jennifer is a high school math teacher in Carson City and Becca manages a veterinary clinic here in Las Vegas.

Chuck recently went back to work as a 20-hour a week, part-time employee with the Clark County District Attorney's Office.

Detective Don Tremel, Director

INVESTIGATIVE SERVICES DIVISION BUILDING

Detective Tremel is originally from Dearborn, Michigan, and he came to Las Vegas in 1979. Don hired on with LVMPD in January 1980, giving him 26 years. Don worked patrol for eight and a half years and was an FTO for five years. He went to the Detective Bureau in December 1988 and has worked in the Administrative Detail (now the General Investigations Section), Burglary, Fugitive, Robbery, and has spent the last twelve years in Homicide. Don has been a PPA member since his graduation from the Academy in 1980. Don has been on the Board of Directors since 2003, when he was originally appointed to fill a vacant spot.

LAS VEGAS METROPOLITAN POLICE DEPARTMENT HONOR GUARD

Sergeant Roxanne Ruthe
Advanced Training Unit



The LVMPD Honor Guard has existed as a formal unit since 1990, when now-retired Lieutenant Skip Coleman put together the first 12 officers. Today, the Honor Guard is under the command of Captain Mark Tavarez and currently includes one captain, one lieutenant, four sergeants and 24 officers. The officers who make up the Honor Guard are from units

throughout the Department and vary in experience and tenure.

Membership in the LVMPD's Honor Guard is completely voluntary. The members attend a practice every other month and are available on-call at all times in the event of a death of an active or retired member of our Department. The LVMPD Honor Guard is unique in how we honor our own. Unlike many other agencies, the LVMPD believes that all officers who have faithfully served their community, whether current or past, deserve to be honored for their career and service.



Multi-agency Southern Nevada Honor Guard at "Attention" at the Southern Nevada Memorial Services for 9-11.

the entire Honor Guard travels to Carson City once a year during Police Memorial Week to join with Honor Guards from all over the state to pay tribute to all of Nevada's fallen officers in a ceremony held in the courtyard of our state's capital building. Once a year, select members of the Honor Guard are chosen to fly to Washington D.C. and represent the LVMPD at the National Law Enforcement Memorial Ceremony every May 15.

The Las Vegas Metropolitan Police Department Honor Guard occasionally has openings for members. If you are interested in joining, you can contact Captain Mark Tavarez at (702) 229-2843.

Sergeant Roxanne Ruthe has been a member of the LVMPD Honor Guard for more than eight years. V/B.



Nevada Law Enforcement Officers Memorial located in Carson City, Nevada.



Honor Guard at "Present Arms" at the Southern Nevada Memorial Service for 9-11.



Presentation of the wreath at the Southern Nevada Services for 9-11.

YOUR FUTURE AND MINE

Officer William Seifert
Southeast Area Command

I have a question for you – the reader. What do way of life, quality of life, legislative law, County Code, City Ordinances, contract negotiations, compensation packages and (oh, yeah!) your future and mine, all have in common? I'll tell you in two simple words: political involvement. What I will now do is explain to you why I think this is so important based on my experience as an officer, a PPA Board member and Contract Negotiations Team member.

We have all seen laws passed recently, which most of would say are not pro-police, such as the Ex-Felon Address Change. We have also observed the difficulty in contract negotiations for acquiring the benefits we have earned. These decisions are made by elected officials and, as such, we as citizens, officers and as an Association have a say in these decisions. The trouble is that we do not voice our opinions and, as a group, remain relatively silent!

I will tell you that, as a PPA Board member, I have watched countless politicians come in and ask for our endorsement, and I have always thought to myself, "Why?" The reason I ask this question is, other than giving this person the right to say they are endorsed by the "Police Protective Association," there is not much more we do for them. I know other organizations such as the firefighters and teachers become very involved by doing such things as walking a neighborhood with a candidate to show their support. So then, the next question I ask myself is, "Why do these candidates crave our endorsement?" The answer to that question is that they know we are the sleeping giant. They all take surveys and quickly discover that an officer's opinion carries a lot of impact and our endorsement of a candidate legitimizes them. This is why they are satisfied with just being able to use our name.

I will now tell you that I have been a police officer for over nine years, and during that time I have done little to become politically involved. I do vote, but other than that, I have been satisfied with letting the Board of Directors of the PPA endorse a candidate and have done little to help outside of that vote. I have watched as laws have been passed that I have not been in favor of, or political decisions made that I am against, but I have done nothing other than complain with my peers and then go about my business as if it were forgotten.

Well, I now believe it is time to wake that sleeping giant. I feel that what most politicians either fear or are in favor of, depending upon whether or not they have our endorsement, is a vocal, motivated and politically involved Association. Seriously, could you imagine if 200 hundred officers showed up on a Saturday morning and walked a neighborhood for a candidate we supported? One would have to feel that this would make a powerful statement for our candidate, and would send a shock wave throughout the political landscape.

As I said earlier, up until this point I have done little to become involved. I have complained like many of you out there about how the special interest groups are making all the decisions. Well, I have now decided that it is time that I take part in my own special interest group and that group is simply the future for me and my family. I ask you to think about your family's future and consider becoming more involved. I think that, with over 2,400 of us, if we all took at least a small part and actively participated, we would make a tremendous difference.

I will get off my soapbox and leave with you this: In the very near future, the PPA will be asking you to walk a neighborhood with or for a candidate. There are over 2,400 of us and I know that I will be one of the 2,400 out there. I hope to see at least 200 of you out there with me when I do! VB

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POLICE EMPLOYEE ASSISTANCE PROGRAM

Lisa Flahive
PEAP Peer Counselor

How it all Started

The Police Employee Assistance Program (PEAP) was started in September 1984 by Detective Ed Jensen and Lieutenant Jerry Keller. They felt it was critical to respond to the scene of a shooting, 24 hours a day, seven days a week, to provide immediate emotional support to the involved officers. Since 1984, the focus of PEAP has expanded to include those stressors that are unique to law enforcement. Detective Jensen and Lieutenant Keller realized that both civilian and commissioned employees experienced stressors that affected their ability to work. Together, they wondered just what it was about the law enforcement job and lifestyle that resulted in high rates of divorce, heart disease, alcoholism and suicide.

In law enforcement, we are trained to handle everything ... everything except our own emotions. In the past, employees who experienced critical incidents were expected to accept it as part of the job, return to work and function normally as if nothing ever happened. This "stuff it" method of handling emotions revolves around the theory that "if I can't see it, then I won't feel it either" and this method works ... for a little while.

Just imagine an emotional backpack slung casually over one shoulder. When you ignore an emotion, you toss it in your pack. It seems to go away. Over the course of your career, you continue to "stuff it," but your pack can only hold so much. Sometimes all it takes is a caller running their mouth to be that last straw. How much more devastating would it be to experience a traumatic event while your pack is already full? Pay now or pay later.

A Need for Somewhere to Turn

Depending on who you talk to, about 80 percent of police marriages end in divorce. It's no wonder, if you consider the communication skills that we learn. We ask them nicely, tell them and then invite 30 of our best buddies to come over and make bad guys do exactly what we want. One way or another, we always win the conflict. This is how we conduct business and stay safe on the street, but it just doesn't work in marriage.

Law enforcement employees have higher rates of heart disease and our alcoholism rate is twice the national average. One reason is that we learn mistrust as a coping skill. In the Academy, officers are taught that everything that comes out of a person's mouth is a lie, until proven otherwise. That works as an interview approach, but not in our personal lives. It's no wonder we can't unload our backpacks when we don't trust enough to share with anyone.

Officers are eight times more likely to kill themselves than to die by homicide. Every 22 hours, an officer in this country chooses suicide as an escape from the pain. The packs on their backs become so heavy and painful that death seems easier than living. Something needs to be done. There is a tremendous need for somewhere to turn.

Who we are

We aren't counselors, therapists or nuclear physicists. We are peers with a variety of life experiences — people who have been there. We don't give advice (not even fashion advice), because we don't live with the consequences, you do. We are simply there to lend an ear and offer supportive, honest feedback. Most times, it is enough to unload your backpack to someone willing to listen and keep it confidential. Together, the five PEAP members provide a wide range of backgrounds, experiences, personalities and styles.

What we do

We are available 24 hours a day, seven days a week, for crisis intervention. We respond to all officer-involved shootings, serious accidents and injuries and give death notifications. After a critical incident, we provide follow-up contact with those affected and one-on-one or group debriefings. In addition to that, we have regular office hours when we meet with employees or talk on the phone. The PEAP staff teaches about 50 classes a year, including Post-Shooting Trauma, Death and Grief Issues, and Communication Skills.

Sometimes people want more than our short-term help. We give referrals to counselors, psychologists, chaplains and other professionals, if that is needed. We don't keep records or lists of who wants a referral, and it can be done anonymously on the phone too.

Why does it work?

There's no great secret to why PEAP is successful. We don't hold hands and chant or spread magic fairy dust on those in pain. Simply telling your story to someone who is willing to listen without judging promotes healing. It unloads weight from the sometimes crippling weight of your backpack.

Talking is a bit like defragging a disk drive. It reorganizes the critical incidents of your life into manageable parcels and, most importantly, it makes room for the next one. In law enforcement, there will always be another critical incident. If we can process it in a healthy manner then it won't be as devastating.

Commonly Asked Questions

Do I have to be commissioned to call P.E.A.P.?

ANY Department member can call and get help, civilian or commissioned. Their family members can also get help.

What if I don't want help?

No one will force you to talk. We're not going to put you in a headlock and pull your hair until you tell us your issues. Some people already have healthy support systems in place that they can turn to. That's great and we won't get in the way of that. All we can do is be there and offer to help. If that help is unwanted or not needed, just tell us and we won't be offended. PEAP cannot be used as a form of discipline either.

Is it really confidential?

The two exceptions to confidentiality are if you tell us about a felony crime or if you are an immediate threat to yourself or others. Otherwise, what you say remains with us. We don't report what you say to your supervisor even if it is about them. You can even call and talk without giving your name if you feel more comfortable. We don't keep any records or take notes, and nothing will be placed in your file.

Do I need to get permission from my supervisor?

No permission is needed to call PEAP. There would be no trust if you had to clear it with your boss first.

Why didn't you call me when I was ... (insert your issue here)?

If we don't know about your crisis, we can't help you through it. Our office is off-site for confidentiality. That means that we don't hear some of the things that are going on. It takes an e-mail or phone call to let us know when someone has died, has cancer, etc. If you want us to contact someone and not mention your name, we can do that too.

When can PEAP help?

- Grief/Loss Issues
- Marriage/Divorce/Relationship
- Parent/Child Conflicts
- Critical Incidents
- Job Stress (Chronic/Acute)
- Stress of Everyday Living/Substance Abuse Problems
- Death Notifications
- Seriously Injured Employees
- Critical Incident
- Stress Debriefings
- Any Other Type of Problem

What is a critical incident?

A critical incident is ANY situation that overwhelms a person's sense of control and their ability to cope. Common critical incidents for law enforce-

(continued on page 31)

SO YOU WANT TO WRITE?

Detective Kim Thomas
Forgery Detail

I received a call from a Homicide detective in Lewis County, Washington. He needed help serving a warrant on a local bank for information in his case. During our conversation, he mentioned that he heard I had written a novel. The conversation turned to how I'd gotten to the publishing stage. Going into all the details would have involved a discussion of a complicated process that was going to take longer than either of us had in our busy work schedule. So, I gave him the one piece of advice that I tell people all the time: If you have a story idea, write it down.

Sounds easy, but it is difficult advice to follow. When I started writing, I wrote short stories, many no longer than ten pages. They were based on incidents that either happened to myself or to other cops. Because of this, and the fact I knew my subject matter well, they were relatively easy to write. If there was a hard part, it was finding the time to sit down long enough to finish each one. Later, when I was accepted into the Creative Writing Program at the University of Nevada, Las Vegas, I learned the secret to successful writing from my professors: You have to write every day.

It's like having a second job. You go to where you're going to write, sit for a period of time, and like the Nike advertisements say, you "just do it." Whether you write one page or ten, you have to sit and allow the story to begin by getting words on paper. That's the hardest part, getting started. Think about this: If you write five pages a day for a month, you have a short novel. If you write this way for two months, you will have an average-length novel. Everyone is different, but for me, five pages will take me about two hours to write on most days, and in half that time if I "find my groove." Writing in this fashion, I have completed nine novels and three screenplays, one already published.

Many people will say there has to be more to it than that, and they are right. Just like any other task you set for yourself, writing is an art that gets better with practice over time. There are tricks that can be learned. If you are a reader who pays attention to the way other authors do things, experiment with their technique until you can do it as well and then adapt it so it becomes your own unique style. A great shortcut is taking a class from someone who knows what they are doing. This has a tendency to eliminate a lot of trial and error and, better yet, it allows you a workshop environment where you can receive feedback on your efforts. Two places that teach creative writing are the University of Nevada, Las Vegas, and the Community College of Southern Nevada.

Another benefit about writing is that it opens your mind to who you are and how you think. This comes from the way you put the words together, the types of characters you create to fill the story and the incidents that happen to them. All the choices you make are dependent on your personality and will be referred to as your authorial voice. This isn't something most writers recognize about their own selves. To understand this, first think about your favorite author and how you know that person's work. Next, think about the way you talk. People may say you have an accent or a peculiar tone or a manner of diction, which you don't notice. Because it's just the way you sound in your head — normal. A writer's voice is something only others can read and hear in their minds. Attempt to hear yourself talk, and attempt to hear your voice as others hear it. You will not only learn about yourself, but also understand how others read your writing style and hear your voice. The next time you think of writing that screenplay, novel or short story, stop thinking about writing and just write. Remember that the hardest part is getting it on paper. If you don't write it, it'll never get published and your voice won't be heard. ▀



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NEVADA CONCERNS OF POLICE SURVIVORS

Lesla Peterson
NVCOPS

Each year, between 140 and 160 officers are killed in the line of duty, and their families and co-workers are left to cope with the tragic loss. Nevada Concerns of Police Survivors (NVCOPS) provides resources to help them rebuild their shattered lives. NVCOPS also provides training to law enforcement agencies on survivor issues and educates the public of the need to support the law enforcement profession and its survivors.

The National Chapter of COPS was organized in 1984 with 110 members. Our local chapter, Nevada Concerns of Police Survivors, was founded in 2002 by five survivors. Today, our National COPS membership is over 14,000 families. Members include spouses, children, parents, siblings, significant others and affected co-workers of officers killed in the line of duty.

To help surviving family members rebuild their lives and work through the grief process, we have many programs. COPS programs for survivors include the National Police Survivors' Conference held each May during National Police Week in Washington, D.C. We also have the COPS Kids counseling reimbursement program, the COPS Kids Summer Camp, the COPS Teens Outward Bound experience for young adults and special retreats for spouses, parents, siblings, adult children and in-laws. Other programs offered include peer-support, scholarships, as well as trial and parole support.

COPS knows that a survivor's level of distress is directly affected by the agency's response to the tragedy. COPS, therefore, offers training and assistance to law enforcement agencies nationwide on how to respond to the tragic loss of a member of the law enforcement profession.

In order to educate the public of the need to support our officers and survivors, we have two community awareness programs: Project Blue Light and the Blue Ribbon Campaign. Project Blue Light asks that during the holiday season you to put blue lights in your holiday decorations and your windows to show support for law enforcement officers who have given their lives in the line of duty for the citizens they have served. The Blue Ribbon Campaign is held during National Police Week. During this week, law enforcement personnel and citizens are encouraged to tie blue ribbons to their vehicle antennas. These blue ribbons are reminders of law enforcement personnel who have made the ultimate sacrifice and in honor of those men and women who serve their communities 24 hours a day, 7 days a week, year in and year out. NVCOPS encourages everyone to display the blue ribbons on their car antennas. National C.O.P.S. distributes over 1,000,000 blue ribbons prior to National Police Week to law enforcement agencies to display on cruiser antennas.

While all the programs are free to survivors, there is a cost. In order to keep these programs available, we need to raise funds to support them. NVCOPS operates solely on donations. We would like to be able to send all our survivors to these camps/retreats, but we need your help to do so. For more information, visit our Website at www.nvcops.org or e-mail us at nvcops@cox.net.

Lesla Peterson became a survivor when her husband Russ was killed on March 24, 1998, in a training accident. At the time, he was working for the Las Vegas Metropolitan Police Department assigned to Search & Rescue. Lesla was one of the founding members of Nevada COPS in 2002 and continues to serve as Treasurer. VB

Another Fine Reason to Be the Law

DETECTIVE HARRY FAGEL

The sirens fling your ears out and back out and back
Traffic melting by a blur of light and metal
Rush hour code run at 95 miles per hour
Squeezing through tiny spaces by holding breath and stomach in
No time to wonder what the wonderers are wondering
As they sit in formless cars pondering the insides of noses or
Listening to empty radio tracks or fumbling with their pants and
cigarettes
The highways are a hot wheels track
This close to death is always a good feeling
At the end of the journey some vessel full of bad ideas waits to be
poured into a waiting cell but
For now it's just high speed
Moving faster
Focused as a laser
This is being alive-er
This is police work

©2005 Harry Fagel

Harry Fagel is a detective with the LVMPD who is currently assigned to the Robbery Section. He is also a published poet.

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ASK THE E-BOARD

Q: What is the PPA's involvement in our medical insurance?

A: The PPA no longer controls your medical insurance. We do have limited involvement in the medical Trust Board. Two members of the full-time Executive Board, currently David Kallas and Chris Collins, sit on the Trust Board as voting members. The PPA office is not able to answer insurance questions and does not have access to insurance files or records.

Q: I was just given a contact report and I don't agree with it. What can I do?

A: Any time any document is placed in your file, you must be afforded the opportunity to review (read) it and you must be provided a copy of it. You are also allowed to attach a response, as long as it directly relates to the information contained in that document. You have 30 days to attach that response.

Q: Will the PPA sponsor my child's sports team?

A: The PPA does sponsor members' children's sports teams; however, there is a limited budget each month dedicated for such use. Essentially, the more requests received each month, the lower the amount of individual contributions we are able to provide. In order to request a sponsorship, interested members must forward a letter requesting the sponsorship to the treasurer of the PPA. That letter must contain your name, P#, contact information, who the sponsorship is for and the amount requested. All requests go before the Financial Committee for approval.

Q: I'd really like to get involved with the PPA on a more regular basis. How can I do that?

A: The PPA holds General Membership meetings the first Thursday of each month at 5 p.m. at the PPA office. To become even more involved, members are

encouraged to submit a letter of interest for a part-time Board of Directors position. Elections are held annually, or as vacancies arise (i.e., retirements, promotions, transfers, etc.). One quarter of the Board seats are up for election each year. Board of Directors meetings are held twice a month at the PPA office.

Q: I heard the PPA will do divorces and trusts. Is that true?

A: The PPA does not handle trusts any longer, but will be happy to refer you to someone who can assist you. We do perform "uncontested" divorces, but only as our schedule allows. We will draft the appropriate documents for PPA members and you are then responsible for the nominal filing fees.

Q: I was injured on duty, but am not satisfied with how it is being handled by Health and Safety. What can I do?

A: The PPA has two full-time attorneys on staff. One of their many functions is to work with members on their worker's compensation claims. If you are a member who is dissatisfied with how things are going with your claim, please contact the PPA office and ask to speak with someone regarding your claim.

Q: How does the PPA decide which politicians get our endorsement?

A: Not all political endorsements are handled in the same fashion. Many of the State Senate and Representative races are handled solely by the full-time LVPPA representatives. Races that have more of a direct impact on our members (i.e., Sheriff, District Attorney, Attorney General, judges, City Council seats and County Commission seats, are handled by our entire Board of Directors who represent all of you. Whatever the race, potential candidates who contact us seeking our endorsement are interviewed by the Executive Board,

(continued on page 31)

It is my privilege to work side by side with the talented men and women that make up the Las Vegas Metropolitan Police Department and the Las Vegas Police Protective Association.

Together, we're making a difference in this community and keeping our residents safe.

Thanks again for your hard work and dedication.

Bill Young



LVPPA POLITICAL ACTION COMMITTEE

Detective David F. Kallas
Executive Director, LVPPA

When I first became actively involved with our Association as a representative, I often wondered why a law enforcement organization needed a Political Action Committee or needed to be involved in politics at all. It did not take me long to understand that, if we weren't involved politically, then we would never be part of the solution and would always linger behind as part of the problem. I say this because I have learned there are hundreds of different groups in our community, the state and nationwide who take active roles through their Political Action Committees. Their roles determine how their communities, states and our country are shaped. This was never more evident than when I spent four months in Carson City last year working on legislation that would benefit all of us in law enforcement. Ironically, I learned we were a medium-sized fish in a big pond.

As a lobbyist, I was surprised to learn there were almost seven hundred other individuals registered as lobbyists, all pulling on our elected officials' coattails on behalf of the groups they represented. I can't even imagine what it must be like in Washington, D.C. If there was one thing I learned during my time in Carson City, it was that in order to have a chance of being successful, you must be active, constantly. The political culture in our community supports the political structure and the reality is that it is very unlikely to change. We must stay involved and at the highest level possible.

I realize, as officers, it is often hard to understand that what we do on behalf of our community every day, when showing up for work isn't enough for some people. Unfortunately, the reality is — it is not enough. Whether you are an officer, teacher, nurse or firefighter it is too easy for our elected officials to forget about us while others whisper in their ears. Not that there is anything wrong with others whispering in the ears of our elected officials, but in this day and age, those of us in public service — and especially public safety — are under siege from a variety of groups and individuals who think we "have it too good." Whether it is our salaries and benefits, or our participation in the Public Employees Retirement System, these so called "watch-dog groups" like the Chamber of Commerce and the Taxpayers Association would like nothing

better than to see our benefits eroded. This was never more apparent than when the Political Director of the Las Vegas Chamber of Commerce spoke at the Fiscal Affairs Committee on October 24, 2005, about our "Tentative Agreement" and said it should not be approved because of the impact it would have on taxpayers.

Though most Political Action Committees are set up specifically to provide contributions to candidates they support, the Associations' Political Action Committee is designed to meet with candidates for office, interview them and then, depending on which office the candidate is seeking, either vote to endorse them or recommend to the Board of Directors that the candidate be endorsed. On occasion, the Association does make financial contributions. The main criteria used to determine if the candidate warrants our support is their history of supporting law-enforcement-related issues in the past and/or their views on supporting law-enforcement issues in the future. We realize candidates may not always be able to support all of our issues, so we certainly take into consideration the "totality" of the candidates' background. We try to make this process as objective as possible, but realize our membership may not always agree with our decisions. All I can tell you is we truly weigh all our options before making our decisions and try to endorse the candidates that understand our issues.

Currently, our Political Action Committee is made up of the Association's Executive Board members. With the amount of time necessary to conduct all the interviews we do, it is not reasonable to believe other officers can make themselves available on a regular basis. If an officer has an interest in participating on the Political Action Committee or learning more about it, please contact me directly.

As an Association, we cannot emphasize enough the importance of the officers we represent getting involved with us during the upcoming elections. There are many incumbents and candidates who have shown a profound lack of support for what our officers do, how they are treated and how they are compensated. If we, as an organization, cannot get our officers motivated to participate at a level never seen before, then we can and should expect the continuation of the aforementioned "siege"...

As always, stay safe! VB

PUTTING MORE MONEY IN YOUR POCKET

(continued from page 8)

monthly to eliminate weekly claim submission. However, it truly depends on the employee's specific needs and whether he/she can wait until the end of the month for reimbursement or if he/she needs to receive funds weekly. Regardless of the amount on their claim, they will only be reimbursed up to the amount in their account at that time.

Can employees be reimbursed for dependent daycare expenses once they have paid for them?

Eligible Dependent Care expenses are reimbursable when they are actually incurred. Expenses are treated as incurred when the employee has been provided with the service, not when they are billed or pay for the service.

For example, on March 1, you pay for the entire month's dependent daycare expenses. You can be reimbursed once the services have been provided, not on March 1 when you paid for it. You can submit claims after each week, every two weeks or wait until the end of the month.

A Tax Identification Number (TIN) is required on the claim form. If the employee's babysitter does not have a TIN, the employee must submit his/her nine-digit Social Security Number with your claim form. If the employee's provider does not have a Social Security Number, the employee will be required to submit a letter indicating that they have attempted to obtain a SSN or TIN from the provider and they are unable to do so, as the provider does not have one or will not provide it to the employee.

Are there limitations that apply to DCFSA's on an aggregate basis?

The maximum amount an employee may elect to a Dependent Care FSA

is set at \$5,000 by law. This \$5,000 limitation is the maximum pre-tax benefit for all dependent care programs available to employees, including programs other than FSAs. As a result, if an employee is receiving a childcare subsidy and the combined benefit to that employee exceeds the \$5,000 limit, both the employee and the Agency will be responsible for tax on any aggregate amount that exceeds \$5,000 (\$2,500 if married but filing separately).

Amounts exceeding the applicable limit could also happen if both spouses work for employers offering an FSA program and both choose a Dependent Care FSA, which combined exceeds the applicable limit of \$5,000 (\$2,500 if married and filing separately).

If you want to start pre-taxing some of these expenses, LVMPD has established a plan through AFLAC. AFLAC Representative John Ennis can be reached at (702) 871-9997. VB

WEBSITE POLL

Should the LVPPA Forum allow non-PPA members to join the forum?

Current vote results (dated 04/11/2006):

Total votes: 54

Yes votes: 10 (18%) No votes: 44 (81%)

If you would like your voice heard, log on to the website at
www.lvppa.com.

LVPPA SPONSORS BACON BALL

Chris Collins
Assistant Executive Director

For those of you who do not know, Bacon Ball is the name of a company that hosts police softball tournaments around the country. We were contacted approximately one year ago and asked to sponsor the tournament here in Las Vegas. We contacted other law enforcement groups who had previously sponsored Bacon Ball tournaments in their cities and found out they had been very successful, with very few problems.

Bacon Ball makes money on these tournaments by selling advertisement in a magazine they publish. The question this brings to mind is, "Why would the LVPPA choose to sponsor this tournament?" We were given a percentage of the total sales, which raised approximately \$20,000 for the LVPPA.

Our tournament was held at Freedom Park on March 23 and 24. The tournament went off without a hitch. A total of ten teams participated: three from California, three from Nevada, two from Florida and one each from Iowa and Missouri. Having



Assistant Executive Director Chris Collins leads off at first base.

played in this tournament personally, I was able to speak with most of the other players, who agreed this was a first-class tournament. Prize money was awarded for first through fourth place.

A free lunch was provided both days. Thursday's lunch was provided by Outback restaurant and Friday's lunch was provided by Famous Dave's BBQ. There were many other sponsors who provided other items such as Pepsi, 7-Up, Nevada Beverage, and the New York-New York Hotel and Casino. A special thanks must go out to the Orleans Hotel and Casino for acting as the host for the entire tournament. I am sure there are many other sponsors I am leaving out and for that I offer our apologies and, of course, our thanks.

The last group we need to thank is our office staff: Esther Green, Laura Pavlowski and Mary Gillins. Without their help, the tournament would never have taken place. We are looking forward to next year's tournament and to seeing all of you at Bacon Ball. VB



Bacon Ball Banner at the tournament.



Miken, sponsor of Team Vegas, vendor booth.



T-Shirt and water sales.



Jack Olson-Bacon Ball Coordinator.



Team Vegas playing the Riverside, California team.

POLICE UNITY TOUR

Officer Eric Roberson
Public Information Office

The Police Unity Tour is a four-day, 300-mile bike ride from Florham Park, New Jersey, to the National Law Enforcement Memorial Wall in Washington D.C. The ride consists of both active and retired police officers from across the country. The ride is in its tenth year and originated with only 18 officers riding to raise \$18,000 for the National Law Enforcement Officers Memorial (which relies upon private donations) and to remember those officers across the country who have made the ultimate sacrifice.

This year, the ride is May 9 through May 12 and will include over 350 cyclists, including 12 officers from the Las Vegas Metropolitan Police Department, which the LVPPA was proud to sponsor this year. The ride is a challenging one, with two 100-mile days that are back-to-back over the rolling hills of New Jersey, Delaware and Maryland. Throughout the ride, the slogan "We

ride for those that have died" will be on the cyclists' minds as they deal with the minor aches and pains, so that the 16,000-plus names etched on the wall will never be forgotten.

Officer Eric Roberson is currently assigned to the Public Information Office. He is a founding member of Team Albiertz.

VB



Sgt. Rich Struder, Ofcr. Eric Roberson, Sgt. John Fadulis and Ofcr. Trey Gethoefer participated in 2006 Police Unity Tour. They were sponsored by the LVPPA.

TEAM ALBIETZ

Officer Eric Roberson
Public Information Office

When late Metro police officer Don Albiertz lost his life due to injuries sustained in an off-duty cycling accident last July, it touched many people's lives. His death served to inspire others. Team Albiertz is the new LVPPA Cycling Team. The team consists of primarily police officers (and a few civilians) who will be racing in cycling events and police/fire games throughout the southwest. The team will also be participating in cycling charity events.

Team Albiertz was founded to keep the memory of Don Albiertz and his love for cycling alive. On the team uniform is "P# 4204," which is Don's P#. Also on

the uniform is the flag of Don's home state, Texas. The LVPPA and Las Vegas Cyclery are major sponsors of the team and were a huge help in getting the team off the ground.

Team Albiertz entered its first big race at the Mesa Police/Fire Games on March 17 and 18 and came out big winners. Detective Ray Schaffner from Narcotics came in first place overall in the 36-mile road race, took first place in his age group for the road race and took second place in his age group for the time trial. Detective Chris Bunting from Major Crimes came in fourth place overall in the road race and first place in his age group for both the road race and the time trial. Detective Byron Twigg came in third place in his age group for the time trial and Officer Joshua Martinez from Laughlin placed second in his age group on the time trial.

Some upcoming events Team Albiertz is looking to participate in are the Tour De Summerlin on April 22, and possibly a memorial tour from Las Vegas to Carson City. This will be a 400-mile ride done in approximately three-and-a-half to four days. This tour will raise awareness of the sacrifices that all Nevada law enforcement officers make every day.

Officer Eric Roberson, a close friend of Don Albiertz, is the founder and director of Team Albiertz. Team Albiertz uniforms are available for purchase with half of the funds raised going to the Don Albiertz Memorial Fund (a college fund established for Don's kids) and the other half going toward keeping the team funded. For more information on Team Albiertz - how to join, how to sponsor, or how to purchase a uniform, contact Officer Eric Roberson at the Public Information Office at (702) 229-4083. VB



Team Albiertz members pictured left to right: Det. Ray Schaffner, Det. Byron Twigg, Det. Chris Bunting, Ofcr. Joshua Martinez, and Ofcr. Eric Roberson. Members not pictured: Det. Todd Hendrix, Ofcr. Zach Marsh, Det. Steve Kircher and Ofcr. Mike Anderson.

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POLICE EMPLOYEE ASSISTANCE PROGRAM

(continued from page 23)

ment are line of duty shootings, getting shot or seriously injured, suicides, or child abuse. But they can be something very minor too. If you have unresolved business in your backpack, sometimes what seems like a minor event can trigger a traumatic reaction. Depending on what baggage people are already carrying, one person may perceive a homicide as minor, while their partner on the same call may be overwhelmed with emotion. Both reactions are normal.

The above history and Q & A were provided by and taken from the P.E.A.P. Website, which can be found at <http://www.lvmpd.com/PEAP/>. Lisa Flahive is an 11-year employee of the LVMPD and has been a peer counselor for the last four years. VB

ASK THE E-BOARD

(continued from page 7)

the full Board of Directors, or sometimes both. Interviews address not only the candidate's philosophy and views on certain issues, but also their potential ability to succeed (i.e., whether or not they have raised a sufficient amount of money and whether someone is running their campaign). Members are always encouraged to share their views with their area representatives and are always welcome to send their comments and concerns to the Executive Board for them to address with candidates during interviews. The final Board decisions will be posted on the LVPPA Website for review. The PPA does not become involved in all political races. VB

The Las Vegas Police Protective Association (LVPPA) has made special arrangements with the FLEET DEPARTMENT of CHAPMAN DODGE and CHRYSLER JEEP for its members and their families to be eligible to purchase vehicles at low no hassle fleet prices directly from a fleet manager like the large volume buyers.

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