



LVPPA VEGAS BEAT

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

VOLUME 2 | ISSUE 1

May/June 2007

THE FUTURE HOME OF THE PPA



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Office Building
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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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The PPA's New Office Building

EXECUTIVE DIRECTOR CHRIS COLLINS

Many of us have memories of the old Debriefing Room located at 1250 S. Burnham. What many of you may not have known is that building was also the home of the PPA office. After being located there for several years, the value of the real estate in that area began to decline. In the spring of 2003, the Board of Directors voted to sell the building along with a separate piece of property owned by the PPA at approximately Decatur and Sunset. After the sale of both, the PPA moved to its present location at 201 South Las Vegas Boulevard, Suite #200, in the summer of 2003. It was always the intention of the Board of Directors and the Executive Board to take the proceeds from the sale of the building and property and reinvest it into another office building. Here it is, almost four years later, and you may still be wondering where the new office building is.

You can stop wondering! We have a location and should break ground soon, but let me tell you how we got to this point. The first thing we had to do was decide on a location. We decided to try and stay in the downtown area because many of the functions we perform and the people we do business with are located in the downtown area. We started out looking at existing office buildings to purchase. Many were too small and simply would not work. A few were too large and the expense was more than we wanted to pay. When we were able to find a building with the location and the size we wanted, most times the building was so old that it needed millions of dollars in renovation. After some time, we gave up on buying an existing building and started looking for a piece of land to purchase.

After looking at more dirt than I care to remember, the Board of Directors made a decision to purchase the land located on the northwest corner of 7th and Stewart from the City of Las Vegas. It was now time to hire a contractor to build our building. We interviewed several contractors and we decided to hire Dean Bryan of Bryan Construction. Bryan Construction was responsible for building many of the office buildings located in the downtown area. Over the next several months, we had several meetings with Mr. Bryan and finally came up with a set of plans that fit all of our needs. These plans were submitted to the City of Las Vegas and were finally approved. We were set to break ground on January 18, 2007. In December of 2006, we were contacted by representatives of the City of Las Vegas who told us the City wanted to buy back the property at 7th and Stewart so the City could go forward with plans to build a new sports arena.

After some negotiations with the City, we agreed to swap our property for the vacant lot located on the southeast corner of 4th and Clark, a much more valuable piece of property. This property came with many restrictions on it, including the building height, commercial square footage and the number of parking spaces for every 1000 square feet of office space. These restrictions made it so that the plans we already had approved could not be used with this lot. The City did everything they could to help us build at this new location. The City put us in contact with several major developers. We met with all the developers to see if it was possible to do a joint venture with any of them. These meetings resulted



in the PPA learning that it would cost us approximately \$11 or \$12 million to joint venture at the corner of 4th and Clark. The Executive Board and the Board of Directors felt this was too much money to spend and not end up owning the entire building. Once again, the Executive Board was given direction by the Board of Directors to find a new location for the PPA office building.

This time, the land search was opened up to the four corners of the Las Vegas valley. We looked at property on Mojave between Washington and Harris, North Rancho and Horse, all over downtown and up in Summerlin. After careful consideration, the Executive Board felt that the best investment we could make would be to purchase the lot located at 9330 West Lake Mead, which is just east of Del Webb and on the north side of Lake Mead and directly behind the Summerlin Animal Hospital. This lot is technically located in Sun City Summerlin and it is the only commercial building lot left in Sun City. In the next 12 to 24 months, the Lake Mead and I-215 interchange will open up, giving the lot freeway access to the West. You can also access the freeway system at Anasazi, Rampart and, of course, at Lake Mead and US-95. We discussed this with the Board of Directors at the March 15, 2007, meeting. Again, after careful consideration by the Board of Directors, a motion was made to purchase the lot and go forward with the building of the future home of the PPA. This motion passed unanimously.

As of the writing of this article, we do not yet have City approved plans; however, we do have some conceptual drawings and know the building will be a two-story building between 16,000 and 17,000 square feet and will cost between \$6.5 and \$7 million to build. This building is slightly larger than the office building the PPA owned on Burnham and it will allow us to grow and meet our needs for years to come. The best news is that we will no longer be paying rent for leased space, but paying off a mortgage and building equity in the membership's building.

I will keep you updated as the new building progresses and we will have an official ground-breaking ceremony when the time comes. **VB**



Vegas Beat : Award Winner?? (And other updates!)

DETECTIVE MICHELLE JOTZ
Assistant Executive Director

Vegas Beat : Award Winner??

This issue of the *Vegas Beat* marks our first anniversary of the publication! I can't believe it has been a year already. If that weren't exciting enough (to know that we were able to sustain a real magazine for more than one year), we also received some amazing news from our publishing company, 911Media. We were told that *Vegas Beat* is a finalist for a Maggie Award. What is a Maggie Award? Good question! The Western States Publications Association holds an annual Maggie Awards Banquet to honor magazine publishers in the west and celebrate the achievements of the past year. *Vegas Beat* was nominated for the category of Best New Publication/Trade. Not only were we nominated, but we were chosen as a finalist. The other finalists are Code 3 Magazine, Natural Food Network Magazine and Redmond Developer News.

This is the 56th Annual Maggie Awards Banquet and it will be held on April 27, 2007 at the Westin Hotel at the Los Angeles Airport. I will be in Los Angeles at that same time for my mom's surgery and the publishing company was kind enough to allow me to join them for the banquet, so I will be attending the event with them to see if they win. Keep your fingers crossed! Since this issue of the publication will already be at print at the time of the event, I will let you all know the results in the next issue...

Open Communication

In the last issue of the *Vegas Beat*, I told you about the Sheriff and Undersheriff attending the PPA Board meeting and taking questions from the Board. I also mentioned that the Sheriff and Undersheriff were "extremely disappointed in the response from Patrol in reference to the Department-issued rifles. They are disappointed that, after officers insisted we needed rifles, those officers are not signing up for the rifle certification classes and signing out the rifles." Shortly after the members received the magazine, I received a response from a member outlining why his station was not able to attend the rifle certification classes. (Since I have not received that member's permission, I will withhold his name.) The member sent me a very detailed e-mail explaining that patrol must overcome time constraints with regard to the rifle classes. His station has been told that Deputy Chiefs have been logging on and checking calls for services holding in areas around the valley and that those same Deputy Chiefs have come down hard on the supervisors for the amount of calls holding. On top of officers being required to answer more calls in a shorter amount of time, patrol officers have been taken to the Saturation Team and other specialized units, leaving those same officers on the squad roster (because they are TDY). It has been creating problems with everything from scheduling vacation time to taking classes. The officers at this station would like to obtain rifles, but are struggling to find the time to take the classes due to the shortage of manpower. The member asked that I send the e-mail directly to the Sheriff so he would be aware of the problem. I did so.

Sheriff Gillespie responded by saying that he understands the frustrations relating to manpower issues. He also said this is a constant concern of staff and they are making every effort to increase the number of police officers in patrol. According to the Sheriff, compared to this time last year, there are an additional 130+ officers assigned to patrol and he is confident that the numbers will continue to increase. The Sheriff went on to say that it is his policy that bureau commanders run their area commands, and as such, are responsible for any manpower issues. He also said that he has the expectation from all of his staff that they monitor the radio (referring to the Deputy Chiefs). The Sheriff does

understand that there is a problem if the message trickles down that officers can't attend training as a result of calls holding. He feels that there are minimum manpower levels that are expected to be met and that is the bureau commander's responsibility. The Sheriff stated that he strongly believes that each patrol officer who wants to be trained in, and issued a Department rifle, should have the opportunity to do so. He went on to say that he would be passing the listed issues on to the bureau commanders and asking for their feedback.

My intent here was not only to provide you with the Sheriff's response to the officer's concerns, but also to tell you that the Sheriff is willing to answer and address concerns ... but you have to tell him there is a problem if you want him to fix it. You know the saying that "my ESP is broken today..." If you want to forward a legitimate concern up the chain of command but are concerned about including your name (whatever the reason), you can send that information to the PPA office. We don't have to provide your name, just your concern. As you can see from what I have included in my article, I haven't included the name of the officer involved because he hasn't yet given me permission to do so. His concern is a valid concern and should be addressed. Now, because he has given us the basis for his concern, it has been provided to the Sheriff for his response.

You can send your responses to me at mjotz@lvppa.com. Likewise, you can send your concerns to the same location! I look forward to hearing from you. **VB**



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Tracking Bills in Carson City

DETECTIVE DAVID F. KALLAS
Director of Governmental Affairs

Aloha from beautiful, and sometimes cold, Carson City. For the first time in almost 30 years, I had the privilege of shoveling my car out of the snow during the early part of March. I was happy to learn that I was still capable of correcting an ice-induced fishtail. Hopefully, though, it will be another 30 years before I have to experience that again.

Anyway, as I wrote you in January, the Legislature began on February 5 and has been in full swing since. To date (March 26), there have been 1464 "Bill Draft Requests," of which 606 have become Assembly Bills and 554 have become Senate Bills. There are over 700 registered lobbyists representing the interests of hundreds of different businesses, citizen groups and individuals who all compete for the time of our elected officials.

The Association is tracking 100 of the bills that could have impact on the officers we represent and I am assigned to be in Carson City full-time to oversee our issues. There is nothing like living in a motel room regularly to make you appreciate the comforts of home. It may come as a surprise to some officers, but the majority of the bills that we track are not the implementation or elimination of criminal laws, although we do track those too. The majority of bills we track on behalf of the officers we represent have to do with the Peace Officers Bill of Rights (NRS 289), the Public Employees Retirement System (PERS), health care, prescription drugs, collective bargaining (NRS 288), workers' compensation, disability benefits, Heart and Lung Bill coverage, education incentives, jury duty and mileage fees for witnesses.

Three of the four bills that the LVPPA and SNCOPS have submitted on behalf of our officers have received bill numbers. They are AB 49 (Jury Duty exemptions), AB 50 (Prohibits a Law Enforcement Agency from releasing the Home Address of an Officer), and AB 323 (Mileage Fee for Witnesses). The

one bill draft request we are still waiting to be introduced as a bill implements a "Deferred Benefit Option Plan" (formerly referred to as a PLOP) to PERS. Currently, two of the bills, AB 49 and AB 323, have been passed out of the Assembly Committee on Judiciary and are waiting approval on the "Assembly Floor" before being submitted to the Senate. On Friday, March 30, AB 50, which will prohibit the release of an officer's home address, will be heard in the Assembly Committee on Government Affairs. By the time you read this article, it is my hope that both AB 50 and our PERS bill will have been heard, passed, and sent on to the Senate.

To view these, or any other bills, please log on to www.leg.state.nv.us and go to the "Session info" link.

During the legislative session you may hear or read about proposed changes that may either benefit officers or negatively impact officers. As I have learned over the years, you cannot believe everything you hear or read, especially when it comes to the legislature. Before drawing any conclusions, I would ask that you either contact me, at dkallas@lvvpa.com, or someone at the Association office at (702) 384-8692. That way, we all stay on the same page.

As always, stay safe!! VB

2007 POLICE AND FIRE GAMES SEEKING NEW BLOOD

The Clay Target events for the 2007 Police and Fire Games on May 9-12 are: Trap, Sporting Clays and Skeet. Corrections Officer Dave Crunden and Sergeant Wally Pinjuv are the only two LVMPD employees participating in this event. Nearly all of the participation comes from out of state, so they are seeing some new blood.

You can view the Website for the Police and Fire Games at www.npaf.net. You can also contact Dave Crunden or Wally Pinjuv for further information.

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Treasurer's Message

DETECTIVE FRED GALEY

LVPPA Treasurer, Trust Representative for the LVMPDEH&WT

I would like to talk about the Heart and Lung Bill one more time. There have been numerous calls from both active and retired members about denials for claims that have been covered in the past. The Las Vegas Metropolitan Police Department Employee Health and Welfare Trust (LVMPDEH&WT) has come up with a way that these claims can either be paid or have them at least reviewed. It does not matter when you retired, Benefit Planners will assist you or give you advice on how the claim can be handled.

If you have had a claim for a heart or lung problem that has not been paid, or if it has been denied, you need to call Benefit Planners at (702) 413-1701. You should speak with Denise Best. She has been very helpful in assisting our members in these problem claims. You may have to call Metro's Worker's Compensation people in Health and Safety Services Section, and maybe even fill out a Worker's Compensation claim, just to get it denied, then it can or should be processed through Benefit Planners. Each individual claim will be handled on a case-by-case basis.

Remember, it is your responsibility to make sure that a claim for worker's compensation has been filed, especially if you are retired. Right now, you are still covered through the Heart and Lung Bill. There is no sunset clause in place at this time. **VB**



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End of Watch

(Note: Absent direct notification to the LVPPA, we do not otherwise know of a member's death.)

Name: Lauraine Painter
Rank: Police Woman
Hired: November 15, 1944
Retired: August 3, 1946
Died: December 2, 2006

Name: William "Bill" Witte, P# 14
Rank: Deputy Chief
Assigned To: Technical Services Bureau
Hired: 1953
Retired: January 23, 1977
Died: March 8, 2007

Name: Howard Meadow, P# 1335
Rank: Sergeant
Hired: 1976
Retired: 1988
Died: March 12, 2007

Name: Ocie Pigford, P# 861
Rank: Detective
Retired: August 29, 1983
Died: March 11, 2007

Name: Robert "Bob" Murray, P# 130
Rank: Detective
Assigned To: Robbery/Homicide Bureau
Retired: January 7, 1994
Died: April, 1, 2007

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Future Stars of America, Inc.

JOHN DEAN HARPER
Chief General Counsel

The Association has encouraged the Executive Board and the attorneys to get involved in the community outside of our work with the Association. As such, I have acted as General Counsel for the Injured Police Officers Fund (IPOF) and as a Board Member and corporate officer for Future Stars of America, Inc. (Future Stars). Most of our readers are familiar with the IPOF (www.helpplavescops.com) and the services it provides. The purpose of this article is to briefly explain some of the services provided by Future Stars. Since its inception, Future Stars has helped over 1,300 youth in Nevada, most of whom are in the state's foster care system.

The Four Main Services

Youth Advisory Council - The Youth Advisory Council (Council) consists of youths ranging in age from 15 to 21. Its purpose is to work with the various governmental agencies to discuss issues of importance to the foster care youth in Clark County, Nevada. Every county in Nevada is required to have a Youth Advisory Council, yet we understand that the Council formed by Future Stars is the only active council in the state and is being utilized as a model to set up others. Officers for the Council are elected and function as parliamentary body.

Ansell-Casey Assessments – Future Stars has a team of evaluators who meet with foster children and their caregiver to assess the status of their life skills. Life skills assessed include, but are not limited to: housing and money management, daily living, career planning, self-care, social relationships and work life.

Independent Living/Transitional Case Plans – Future Stars' evaluators design these plans for foster children based on results from the Ansell-Casey Assessment, as well as input from the youth, caregiver, case manager and any other significant adults in the youth's life. These plans focus on short and long-term goals that are attainable prior to the youth exiting the foster care system.

Life Skills Classes – This service is the most exciting to me and offers the best chance of effecting change in the lives of the youth in the program.



Instructor Tiger Todd and several graduate students from the Center for Independent Living.



The classes meet in a variety of locations in Clark County and, upon successful completion, the student “graduates” from the class.

Current Classes

Below is a listing of the current classes offered by Future Stars. I believe

these classes fill a niche missing in our educational system and the lack of stability the foster children are sometimes subjected to while in the system.

Apartment Finding – Students learn how to search for an apartment, the legal ramifications of a lease, the details of apartment listings and the pros and cons of having a roommate.

Budgeting I – Students learn what components are included in a budget, the difference between needs versus wants and how to create their own personal budget.

Budgeting II – Students present their completed budgets from Budgeting I, identify items that were not included in the initial draft and learn to break

(continued on page 31)

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KATHY WERNER
General Counsel

Testifying as a Witness

Fortunately, or unfortunately, depending on how you might look at it, part of your job requires you to testify as a witness. This may be an unpleasant experience for some of you because as more and more cases are pled, your experiences testifying in court and at depositions are limited. As a result, your comfort level in that setting is not what it probably should be. Similarly, your experience testifying might arise in the context of appearing in Internal Affairs. Whether you are there as a witness officer or a subject officer, that is generally considered to be an uncomfortable situation.

Because testifying in any context is an uncommon experience for many of you, and because the experience generally involves some level of stress and concern, the testimony received in those settings sometimes seems strained at best and at times even somewhat evasive or disingenuous. The following information and instructions are offered in an effort to explain how you can be a more comfortable and effective witness.

Physical Appearance

It is important that you make a good impression.

- Dress as if you were actually going to appear before a jury. Wear clean, neat, plain clothing suitable for a job interview or church. This is not the time to make a fashion statement.
- If you wear a uniform at work, you may wear it for your testimony.
- Women should keep makeup light and should remove all jewelry except wedding rings.
- Men should remove all jewelry except wedding rings and should cover all visible tattoos.
- Do not drink alcohol or take any drugs that impair your mind the day of your testimony.

Giving Testimony

1. Tell the truth. In a deposition setting, the Court Reporter will swear you in with the same oath you would take in a court of law; telling a lie under oath could lead to perjury charges. In the Internal Affairs setting, an investigator will read you the Truthfulness Admonishment; telling a lie in an Internal Affairs interview could lead to termination.

Admit unfavorable facts - If you are evasive about an unfavorable fact it will hurt your overall believability about favorable facts.

Do not exaggerate - An exaggeration is a type of lie and it will hurt your overall believability.

Do not assume - Testify about what you actually saw, heard, smelled or felt. Be careful to say when you are assuming some-

thing, for example, "My light was green, I assume his must have been red."

Do not guess - If you never knew something, say so. If you once knew, but are not sure of your recollection, say "to the best of my recollection . . ." If you don't remember at all, say "I do not remember." If you try to testify about facts you can't recall, you will be lying.

Do not give exact measurements of speed, time or distance - Unless you looked at a watch or a ruler when something happened, you cannot give an exact measurement. However, you can give your best estimate. Say, "I would estimate it was about . . .," or "I think it was about . . ."

2. Listen to the question. Do not assume you know what the question is asking - wait until it is fully asked. If you do not understand a question, say so. It can be rephrased or clarified.

3. Pause before answering. Give yourself time to think about your answer, and give your representative or your attorney time to insert an objection if it is required. Objections by your attorney can help alert you to troublesome questions.

4. Answer only the question asked. If you can answer "yes" or "no," do so, and then stop talking. Do not volunteer extra information.

5. Do not get angry. Angry witnesses become confused and say incorrect things. Sometimes an opposing attorney will deliberately try to get you upset or angry. Do not take the bait. Give your answers calmly and directly, no matter how rude the questions sound.

6. Do not box yourself in. The opposing attorney may try to box you in with certain types of questions:

"IS THAT ALL?" QUESTIONS. No one remembers everything. If you are asked, "Is that all of your injuries?" or "Is that all you saw?" a good response is, "That is all that I can remember at this time." That way, if you do remember something later, you will be able to go back and add it without contradicting yourself.

"NEVER" or "ALWAYS" QUESTIONS. No one does something exactly the same every time. A good response to a question asking "Do you always . . .?" is, "No, but I usually do . . ." A good response to a question asking if you never do something is "I can't recall ever doing that."

7. When your testimony is rephrased, make sure you agree with it exactly. Some attorneys will rephrase your testimony and try to make it more helpful to them. If they try this, tell them, "That is not exactly what I said before." For example, you said, "The light was green." Later they ask, "You said you thought the light was green, and so you proceeded." This rephrase uses the work "thought," indicating you had some doubt about the color of the light. Your reply should be, "No,

(continued on page 11)

LEGAL CORNER

(continued from page 10)

that misstates what I said. I said the light was green.”

8. Watch for questions that assume an unstated fact. An attorney may get you to agree to an unstated fact by inference. Consider the question, “When did you stop beating your spouse?” This question has two unstated factual assumptions — that you have a spouse and that you started beating him or her. If an underlying assumption is wrong, say so. “I can’t answer that question because it assumes I started beating my spouse and I never did.”

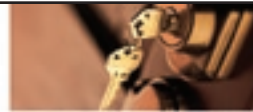
9. Take time to read all documents. If you are given a document, look it over carefully before you answer any questions about it.

10. Do not trust the opposing attorney. Some opposing attorneys will be overly friendly and cordial. They may try to get you to agree with statements with an encouraging nod of the head or a pleasant smile. Do not trust this. Listen carefully to every question.

11. Talk so the court reporter or person transcribing the internal affairs interview tape can get it down. Say “yes” or “no.” Do not answer with “uh-huh” or a nod of the head. Do not talk at the same time as others as the Court Reporter or transcriber can only get one person at a time.

Remember that perhaps the most important aspect of a lawsuit or an investigation is the people who testify and the impression they make. If you give the impression of earnestness, fairness, honesty, and keep in mind the suggestions made in this article, you will be taking a great stride toward successful completion of the case or investigation. **VB**

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Sheriff's Message

SHERIFF **DOUGLAS C. GILLESPIE**

As I began my first term in office, I sought your opinion about the priorities our Department needed to establish to move forward and continue our progress as one of the top law enforcement agencies in the country. The employee survey requesting your input had an outstanding response rate of almost 60 percent. A typical survey is lucky to have a 20 percent response rate. This tells me two things: First, our employees are engaged and care about this Department and its future, and, second, that the results are a true representation of what we need to focus on and not just the "squeaky wheels."

The results of that survey showed that Communication and Leadership Accountability are the priorities that our Department needs to progress and grow. These were consistently rated as being the most important issues that we face and so, that is where I will focus my attention. Communication will be my number one priority and Leadership Accountability will be a close second. As part of that focus, you should have already seen some of the things that have been implemented within the last few months.

First the Shop Talk with the Sheriff offers you a monthly opportunity to discuss matters that are important to you. Undersheriff Jett and I have made it a priority to meet with employees from throughout the Department in order to gain fresh perspectives on the challenges facing our organization. This forum allows you to express your views about the organization, as well as let me know what you would do if you were the Sheriff. I will not allow this to become a

complaint session, where we wring our hands about things we can't change, rather it is a way to exchange information and come up with solutions. I must say that participation has been disappointing. Even with numerous e-mails, briefings, and other attempts to get the message out, the Public Information Office has informed me that it has not been easy to fill the seats that are available. I find this difficult to understand, since communication was identified by you as your main concern. So, when the opportunity presented itself, I expected full participation. If there is some barrier to attending, I would like to be made aware of it.

Second, the Shop Talk forum on the Intranet is an extension of this outreach. This anonymous forum has had a much better response, and I appreciate your patience as I work to get answers to your questions as quickly as possible. Remember that you can get your questions answered face-to-face at the monthly Shop Talk meeting.

Finally, the State of the Department Address was held on March 27. Sergeants and above and civilian managers were invited to attend due to space constraints. The State of the Department was released on the Intranet for all employees shortly following the speech. I hope you've had a chance to watch this, as it was my first chance to give you my perspective of where we've been, where we are now and where we're going. As promised, I will address the Department again in 120 days with an update of our progress toward those goals. This is part of that second priority, Leadership Accountability, which I believe begins with me. Throughout my term, I will hold myself and the leaders of the Department accountable. This does not mean we won't make mistakes, but we will be looking to continuously improve and learn from those mistakes, which is the same as we expect from you. **VB**

REBEL DAY

Mayor Oscar Goodman declared Friday, March 23 as "Rebel Day." In that spirit, the Police Protective Association decided to show our support for our UNLV Runnin' Rebels by wearing our Rebel Red support gear and everyone working that Friday wore a Rebels shirt! **VB**



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USE-OF-FORCE MYTHS

This article is part one of a two-part series.

Civilians who judge the reasonableness of your use of force, whether they're members of the media, a review board, a prosecutor's staff or a jury, are likely to bring a welter of highly distorted beliefs to the process, because they've undergone thousands of hours of "training" based on fantasy rather than the "seething ferocity and violence" of street-level reality. The perpetrators and victims of these misconceptions "do not understand or appreciate the physics and dynamics of how force works," says Detective Commander Jeffrey Johnson of the Long Beach (CA) Police Department, author of a recent insightful report on force mythology. This "can lead to serious problems" because the same real-life force incidents that are viewed by law enforcement as perfectly reasonable may be seen by many gullible, but influential civilians as unreasonable and excessive, "particularly in high-profile or video-taped" encounters.

"Police officers often forget that most people do not share their experience and knowledge of how force works," Johnson writes. Moreover, as Johnson can testify from harrowing personal experience, otherwise savvy officers themselves sometimes unwittingly buy in to some of the common civilian delusions. And this can lead to potentially dangerous expectations, confusion and loss of confidence in the midst of life-threatening confrontations. What's needed, Johnson believes, is for the policing profession to work more diligently to educate the public — and itself — about force truths, while simultaneously reasserting its rightful role as interpreter and arbiter of what constitutes reasonable force applications. Johnson's report, titled "Use of Force and the Hollywood Factor," first appeared in the *Journal of California Law Enforcement*. You can read it now in its entirety on the Website of Americans for Effective Law Enforcement: <http://www.aele.org/law/2007-04MLJ501.pdf>.

Twenty-five years ago, public perceptions about law enforcement force were "not a major issue," Johnson writes, because "few people had seen an actual use-of-force incident." If a force application was scrutinized, "it was normally done on the basis of a police report or witness testimony." He told *Force Science News*, "People didn't see the starkness and ugliness of force. And it is ugly. There's no way you can make it pretty."

Beginning with Rodney King, the increasingly ubiquitous video camera has effectively taken "the force incident off the cold, sterile pages of the police report and brought all of its seething ferocity and violence into the living rooms of the general public," Johnson notes. This has produced core conflicts between unappetizing street truths and the sanitized depictions with which people have been indoctrinated since childhood by movies, TV and now video games. People "truly believe they understand" how force works and should look, based on the thousands of fictional versions they've seen, Johnson explains. "Many also base their ideas of the rules, laws, policies and morality that govern police force" on these same perceptions. But ... they're dead wrong. Johnson identifies three predominant Hollywood myths impacting the public view of force reasonableness:

The Demonstrative Bullet Fallacy

In other words, bullets vividly demonstrate when and where they strike a human target because the subject "will jerk convulsively, go flying through windows [or] off balconies, or lose limbs, and there will immediately emerge a geyser of blood spewing forth from his wound ... This concept is reinforced by various firearm and shooting magazines that discuss and propagate the idea of handgun 'knockdown power' and 'one-shot stopping power.'"

Johnson experienced this myth first-hand as a patrol officer the night he and his partner were threatened by a shotgun-toting, PCP-fueled hostage taker. "I was shooting with a .45-caliber Colt revolver, a gun I thought would blow him off his feet, and nothing happened. I put four rounds in him — broke his femur and penetrated his heart — but there was no movement I could see and no blood. It was extremely traumatic. I thought the only way I could stop him was to put a round in his head," which Johnson, a master shooter, managed to do with the last bullet in his cylinder. Other officers with similar experiences

have told him how startled and stressed they were when their expectations of instant stopping proved false in the middle of a gunfight.

On the other hand, officers sometimes react to receiving fire "based on how they believe the dynamics of the force should work rather than how they actually do." For example, the Secret Service agent who famously took a .22-caliber bullet for President Reagan "jerked quite noticeably as he observed the bullet strike him in the lower torso." Johnson has seen the Demonstrative Bullet myth "even among armorers and range officers," he told *FSN*. In reality, as an FBI report on the subject put it, "A bullet simply cannot knock a man down. If it had the energy to do so, then equal energy would be applied against the shooter and he too would be knocked down. This is simple physics, and has been known for hundreds of years."

Indeed, "the 'stopping power' of a nine millimeter bullet at muzzle velocity is equal to a one-pound weight (e.g., a baseball) being dropped from the height of six feet," Johnson writes. "A .45 ACP bullet impact would equal that same object dropped from 11.4 feet." That is a far cry from what Hollywood would have us believe. "[U]nless the bullet destroys or damages the central nervous system (i.e., brain or upper spinal cord), incapacitation ... can take a long time," easily 10-15 seconds even after a suspect's heart has been destroyed. "[T]he body will rarely involuntarily move or jerk, and usually there is no ... [readily evident] surface tearing of tissue. Often there is no blood whatsoever ... [A]n officer can easily empty a full 17-round magazine before he or she observes any indication of incapacitation." With more than one officer shooting, "that total may reasonably increase exponentially." This contrasts sharply to the "one-shot drop" mentality the movies have created.

(continued on page 14)



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USE-OF-FORCE MYTHS

(continued from page 13)

Too often officers' judgment is questioned when it appears they have fired "too many rounds" at a suspect, Johnson charges. He recalls the controversial case of Amadou Diallo, at whom four NYPD officers shot 41 rounds, resulting in "serious rioting, public protest," and criminal charges against the officers. A medical examiner testified that Diallo was still standing upright when most of the fatal rounds hit him. "Do you think an understanding of the Demonstrative Bullet Fallacy might make a difference in the way the public views such incidents?" Johnson asks.

The Code of the West

"From the earliest days of filmmaking, Hollywood has instilled in us that there is an unwritten code that all good guys must live by," Johnson writes. "The code may not always make much sense in the real world, but it has created an implied expectation for real law enforcement." He cites nine examples related to force, including:

Good guys never have the advantage. "[F]ate places them in hopeless, outgunned situations from which they ultimately triumph." With this mind, how can an officer reasonably strike, pepper spray or shoot an unarmed suspect?

Good guys are always outnumbered. "The image of the lone hero facing numerous villains is pervasive in the movies. The real-life spectacle of numerous officers standing over a suspect, attempting to control him (e.g., Rodney King) just feels wrong, based on this standard."

Good guys are never the aggressor. Yet in real life, "officers must often be the aggressors to maintain control."

Good guys never shoot first or throw the first punch. In real life, an officer "must anticipate a suspect's actions" and not wait until "incapacitated by a bullet or knocked unconscious by a punch." To effectively control a volatile situation, an officer may need to take down, electronically neutralize or even shoot a suspect before the subject has shown any physical aggression. "[T]his will always look bad to untrained" observers.

Good guys will always outlast bad guys in a fight. Actually, an officer has only "a short time — maybe a couple of minutes — to gain control of a suspect before the officer's energy is spent, placing him or her at a dangerous disadvantage." Officers in a protracted struggle may need to use "increasing levels of force ... the closer they get to their fatigue threshold." Once that threshold is reached or passed without the resisting suspect being restrained, "the officer may easily be overcome, then injured or killed."

Good guys never shoot a person in the back. "This may be the best-known and most oft-quoted Code of the West ... proof that the shooting was unjustifiable and unreasonable." Yet there are "a myriad of scenarios in which an officer is perfectly justified in shooting a suspect in the back," including the situation in which a suspect presents a frontal threat to an officer then turns to run away just as the officer reacts. "The reality is a gunshot wound to the back only proves where the bullet struck. It provides no more evidence of culpability than does a gunshot wound to the front, side, big toe, or anywhere else," Johnson declares.

Violent Police - Violent Business

This final myth has officers flying "from call to call shooting and beating people" and causes one to "wonder how Hollywood cops ever get caught up on their paperwork," Johnson writes. "The fact is, [real] police rarely use force." Statistically, law officers "do not use force 99.9639 percent" of their calls for service. Further, in only a fraction of all cases where force is used — about 0.2 percent — do officers use deadly force. "And it is still true that the vast majority of officers (even in major cities) never fire their weapons on duty."

"The fact that law enforcement uses force so sparingly should be highlighted as a sign of success," Johnson argues. "Yet if Hollywood, the nightly news and some vocal activists are to be believed, one would think the police shoot and beat people as often as they start up their black and whites."

Dr. Bill Lewinski, executive director of the Force Science Research Center at Minnesota State University-Mankato, discusses the damaging impact of

myths on officers' physical, emotional and legal survival in his Force Science seminars, and he concurs with Johnson's conclusions about the dangers of the Hollywood Factor. "It is not an exaggeration," he told *FSN*, "to say that many officers receive more training from Hollywood by a thousand-fold than they do from any force instructor. To cite just one consequence, the dangerous tactic of holding your handgun up beside your head while searching a building or making entry — the so-called Hollywood high-guard — is not taught by any academy I know of in this country. But cops do it because they're been 'instructed' to by TV and movies.

"Some officers have been so convinced of their invulnerability by Hollywood depictions by that they've been unwilling to do the realistic training necessary for their survival in a showdown." And, as Commander Johnson points out, "even the most dedicated officers are at risk in the legal arena after a use of force, because many of the civilians who are in position to judge their actions believe they know much more about officer-involved shootings than they actually do, thanks to Hollywood brainwashing."

Lewinski explains that one of FSRC's important goals is to educate the public about the true dynamics of force encounters. In Johnson's opinion, that's a goal law enforcement itself also needs to be more proactive in pushing. Police managers can no longer afford to "allow the untrained, often misinformed public to be the final judge of what constitutes reasonable police force, particularly in high-profile incidents, without insisting on even a rudimentary understanding of force dynamics," he insists. Nor can they afford to continue allowing "the community to maintain unreasonable and conflicting expectations of its law enforcement officers."

Lewinski addresses some strategies for action in Part two of this two-part series.

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REPRESENTATION STATISTICS

DETECTIVE MICHELLE JOTZ

Assistant Executive Director

The following are the most recent statistics from the LVPPA. These statistics do not include any briefings attended (where most of you should have seen Officer Mark Chaparian visiting different areas of the Department), Police and Corrections Academy Class presentations, Political Action Committee

interviews, etc. Laura Pavlowski, our Executive Secretary, has been diligently compiling these for your perusal. As stated in the January/February issue, all statistics will be listed in each issue for the previous rolling 12-month period (commencing with this, our first anniversary issue). The statistics included in this issue are current through April 17, 2007.

If you have any questions about the information included here, please don't hesitate to contact me directly at mjotz@lvppa.com or my office (702) 384-8692 ext.220. **VB**

MARCH/APRIL 2007 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARD HEARINGS

All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
7/28/2006	Use of Force	8 hour Suspension	Written Reprimand
8/14/2006	Use of Force	16 hour Suspension	Upheld

NON-CONFIRMATION HEARINGS

All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
N/A	N/A	N/A	N/A

PRETERMINATION HEARINGS

All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
8/15/2006	Conduct Unbecoming an Employee	Recommended for Termination	Upheld

ARBITRATIONS

All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
N/A	N/A	N/A	N/A

CITIZEN REVIEW BOARD COMPLAINTS

Dismissed	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
0	0	0	6

OFFICER-INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS

Date	Use of Force Board Decision	Inquest Decision
2/9/2007	N/A	Pending 05/25/2007
2/27/2007	Pending 05/08/2007	Pending 04/27/2007

INTERNAL AFFAIRS SECTION and BUREAU LEVEL INTERVIEWS

Declined/Cancelled	Represented	Total
23	60	83

ACCIDENT REVIEW BOARD

Excusable	Non-Negligent	Negligent	Rescheduled
5	2	24	2

(continued on page 35)

WELCOME ABOARD

The Police Protective Association would like to welcome aboard the newest member of our office staff. A recent change in office staff made it necessary to hire a new staff member to replace the Office Manager. After posting an ad in the *Las Vegas Review Journal* for a receptionist/ office assistant, we received 120 resumes. Those were filtered down to the top 20 candidates within the right salary range, with good grammar and those people appearing to seek long-term employment. Interviews were scheduled for March 20 and 22, and Roy Hoernke III was hired on March 26, 2007, as the new receptionist/ office assistant.



Roy is as close to a native as you get, having moved to Las Vegas as a military brat when he was one year old. He graduated from Bonanza High School in 1994 and shortly thereafter enlisted in the United States Air Force, where he spent six years before receiving an Honorable Discharge. Most recently, Roy worked as a taxi driver for the last two years before applying with the PPA. Roy

is a single father of two beautiful children, Brendon and Roy IV, and we look forward to his having a long career at the PPA. Roy has several family members employed with LVMPD, including his mother (Carol "Lynne" Hansen) who works at Southeast Area Command, his sister (Michelle Jotz) who works at the PPA, his brother-in-law (Collin Jotz) who works at NWAC, and his aunt (Nancy Fox) who just recently got promoted! **VB**

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	One Day Ticket-Child (3-11)	\$16.95	\$17.00
Soak City-(Knott's)	CLOSED UNTIL MEMORIAL DAY		
Legoland	One Day Ticket-Adult	\$57.00	\$39.00
	One Day Ticket-Child (3-12)	\$44.00*	\$39.00
(Legoland tickets may be upgraded to a Two Day Ticket at Guest Services for an additional \$1.00)			
San Diego Zoo	One Day Ticket-Adult	\$33.00	\$29.00
	One Day Ticket-Child (3-11)	\$22.00	\$19.00
Sea World	Two Day Ticket-Adult	\$56.00	\$43.50
	Two Day Ticket-Child (3-9)	\$46.00	\$38.00
Universal Studios	Three Day Ticket-Adult	\$61.00*	\$46.00
	Three Day Ticket-Under 48@	\$61.00*	\$46.00
Wild Animal Park	One Day Ticket-Adult	\$28.50	\$25.00
	One Day Ticket-Child (3-11)	\$17.50	\$16.00

* Reflects single day admission price.

Tickets may be purchased in person at the LVPPA office located at 201 S. Las Vegas Blvd., Suite #200, during normal business hours. Acceptable methods of payment are cash or check.

For questions and information, please contact the LVPPA at (702) 384-8692.

The LVPPA makes no profit from the sales of theme park tickets; however, our ticket costs are rounded to the nearest dollar.

THEY LOST THEIR LIVES PROTECTING THE PRESIDENT

by Craig W. Floyd

President Bush spent the night of November 20, 2006, at Hickam Air Force Base in Hawaii on his way back from a trip to Indonesia and Vietnam. The following morning, he was being escorted by a group of Honolulu motorcycle officers to another part of the base to have breakfast with the troops when tragedy struck. A light rain had caused some of the roads to be slippery. As the presidential motorcade made its way across the base, three of the motorcycles crashed on a slick spot in the roadway. Members of the president's medical team, including an ambulance, responded immediately and the three injured officers were taken to the local hospital. Two of the officers were treated and released with minor injuries, but Officer Steve Favela, 30, was not so fortunate. One of the major arteries in Officer Favela's leg was severed in the crash and he suffered a significant loss of blood. When a plea for blood donations was made, the outpouring of support from Steve's fellow officers and the citizens he served was "tremendous," in the words of his wife, Barbara.

Despite all of the support, though, Officer Favela's injuries were just too severe and he died on November 26. In addition to his wife, the eight-year police veteran is also survived by four young children. "Officer Favela risked his life every day to protect the people of his community," declared President Bush after learning of Steve's death. "In this time of great sadness, we give thanks for his life of service."

A search of the records kept by the National Law Enforcement Officers Memorial Fund shows that Steve Favela is one of more than a dozen officers who have died while protecting the president, the president's family or, in a few cases, presidential candidates. One of the most famous incidents occurred on November 1, 1950. That afternoon, White House Police Private Leslie William Coffelt was at his security post at the front door of the Blair House, which was then the temporary residence of President and Mrs. Harry S. Truman. President Truman was taking a nap upstairs when two Puerto Rican terrorists approached the Blair House with the intention of killing or kidnapping the president.

A brief, but fierce gun battle ensued. Officer Coffelt was mortally wounded in the shootout, but before he went down, he killed one of the would-be assassins. Two other officers, Donald Birdzell and Joseph Downs, were also wounded, but they recovered.

U.S. Secret Service Operative William Craig was the first officer to ever die while protecting the president. On September 3, 1902, he was struck and killed by a trolley car while protecting President Theodore Roosevelt in Lenox, Massachusetts. Before Scott Pavela, the most recent officer to be killed in a presidential protective assignment was U.S. Secret Service Special Agent Scott E. Deaton, who died in an automobile crash while on his way to St. Louis to protect First Lady Hillary Clinton.

On July 3, 1922, the town of Marion, Ohio was preparing for its centennial celebration and was delighted to be welcoming President Warren Harding the next day as part of their centennial celebration. Marion City Police Captain Edward J. Masterson was part of the president's advance team. He had a foot injury, but refused to relinquish his duties. While preparing for the president's arrival, he stepped off the running board of a slowly moving vehicle and his foot gave way, causing him to stumble backwards and hit his head on the sidewalk. He died the next day.

On August 15, 1928, Wausau, Wisconsin Police Officer Edward Baerwald was performing crowd control duties during a visit by President Calvin Coolidge when a cable broke, throwing Officer Baerwald to the ground and causing a fatal skull fracture. On November 28 of that same year, Virginia State Police Inspector Phillip C. Via was escorting President Coolidge when he crashed his motorcycle. He died from his injuries a little more than a month later. William Flack, a Kearny, New Jersey police officer was also killed in a 1928 motorcade, this one for presidential candidate Al Smith. His motorcycle was struck by a vehicle on October 31 and he died the next day.

Palm Beach County, Florida Deputy Sheriff Kevin D. Mathews was another officer killed in a motorcycle accident while escorting a presidential candidate.

The crash occurred on March 6, 1992, while he was escorting Democratic candidate Paul Tsongas. A limousine pulled into Deputy Mathews' path as he was attempting to block traffic at an intersection. A very emotional Paul Tsongas visited with the family of Deputy Mathews soon after his death. "I want to express my deep sadness over the death of Officer Kevin Mathews," Senator Tsongas said in a statement. "I did not know Kevin, but we are now linked forever. His death at such a young age (35) will be impossible to understand."

It was around 11:30 a.m. on November 22, 1963, and Dallas Police Officer J. D. Tippit had come home for lunch as he did every day. But he ate quickly, telling his wife he had to get back to work since most of his fellow officers were downtown for President John F. Kennedy's motorcade. After lunch, Officer Tippit started working a beat in a section of town called South Oak Cliff. He was riding in his patrol car when the radio call went out. President Kennedy had been shot and all officers were instructed to move closer to the downtown area to look for the assailant.

It was approximately 1:00 p.m. when Officer Tippit, an eleven-year police veteran, stopped his car to question a suspicious young man who fit the assassin's description. After some brief conversation through the passenger side window, Officer Tippit exited his vehicle and approached the suspect. But, before any more questions could be asked, the man pulled out a gun and shot J.D. Tippit four times. The 39-year-old officer died on the way to the hospital. He left behind a wife, Marie, and three young children.

Meanwhile, witnesses saw the suspect run into a local movie theater. They notified police, who surrounded the theater and went in to make the arrest. When police confronted the man, he struck one of the officers in the face, pulled his pistol and attempted to shoot the officer. But, the gun misfired and the man was finally subdued, all the while screaming "police brutality." He was taken to police headquarters and booked for the murder of Officer J. D. Tippit. His name was Lee Harvey Oswald.

More recently, U.S. Customs Service Criminal Investigator Manuel Zurita VII was killed in a boating accident in January 1998, while helping protect President Clinton in the U.S. Virgin Islands. Special Agent Zurita, along with two other Customs agents, was seriously injured when their boat hit a coral reef off St. Thomas. The other two agents recovered from their injuries, but Special Agent Zurita died five days later.

"This tragedy underscores the dangerous and difficult work performed by our law enforcement bureaus every day," declared Treasury Secretary Robert E. Rubin, when announcing Special Agent Zurita's death. "We owe them a debt of gratitude for keeping our country safe."

Craig W. Floyd is Chairman of the National Law Enforcement Officers Memorial Fund. Visit www.nleomf.com for more information about law enforcement officers who made the ultimate sacrifice. Reprinted with permission of the author and AMERICAN POLICE BEAT. VB

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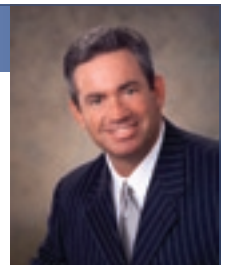
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Dave Radcliffe—Realtor
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EDITORIAL

When I decided that I was going to write for the magazine, I figured the best way for me to express myself would be with a type of article that allows me to state my opinion. Those of you who know me know that I have never been in short supply of that. The word *editorial* is defined by the Oxford dictionary as a newspaper article giving an opinion on a topical issue. That is exactly what my articles will be — my opinion on whatever I think should be discussed, thought about or addressed for us as an agency or law enforcement as a community. Keeping that in mind, let's discuss how receptive we are to problems that are raised and opinions that are shared amongst our "extended family," as we sometimes like to call it.

We are trained to be assertive, to take charge of a situation, "paid to be nosey" (as it was put to us in the Academy); however, it would seem that ideology only goes as far as our dealing with the public and no longer applies to interdepartmental issues. I remember a time in law enforcement (and now I wonder how long it will be before that phrase is determined to be too aggressive), when strong-willed officers were appreciated and supervisors would rather have to reign in an officer than to push him along. Now, all it seems anyone wants is someone who is "easily managed", gets along with everyone and is never critical of another's performance.

Apparently, we should all be friends all the time and simply overlook the shortcomings in policies, operations and performance. In a job such as ours, now arguably more dangerous than ever, that philosophy should not be tolerated. Does the squeaky wheel still get the oil, or is it more like the shaft? Why is it now when you express a concern about an operation, policy or decision, it is seen as a complaint and supervision gives you answers like, "I want to hear solutions, not problems." That makes a great sound bite for the five o'clock news, but doesn't really address the issue that the officer was trying to find an answer for and, if he had a solution that he/she could implement, they wouldn't have verbalized the problem. If they already had a solution, they

would have given it.

How is it we come to dismiss the opinions of the people who are supposed to matter most, label them malcontents, pigeon-hole their careers and drive them to the point of such frustration that they simply give up trying to make a change? They come to believe that they have nothing to contribute beyond whatever paperwork they turn in at the end of the shift, and valuable experience is now lost in addressing any issues the agency must face. Some, I am sure, would argue that we tried to include first-line officers in the decision making process with the meetings that took place last year at the stations. Has anyone heard anything since? Has anyone discussed the outcome of those "brainstorming" sessions? Have we seen any tangible changes as a result of those meetings? How counterproductive and bad for morale is it that our time and (hopefully) heartfelt opinions were put into that process and it was pushed aside for something deemed more important than the concerns of the troops?

Am I being hypersensitive about how administration responds to opinions? Could it simply be the way the questions are presented and not the content of those questions? Certainly, but we are not politicians, we are police officers. We move fast, think fast and are expected to get results fast. Is it unfair to expect the same from those who hold the job of listening to and addressing those issues?

I look forward to hearing what you think about this issue.

Respectfully,
Collin Jotz

Collin Jotz is a Police Officer assigned to the Northwest Area Command. He has been employed by the Las Vegas Metropolitan Police Department for over nine and a half years.

Editor's Note: Responses to this article and additional editorials can be sent to the Editor of Vegas Beat at mjotz@lvppa.com. VB

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1. Opinions expressed in *LVPPA Vegas Beat* are not necessarily those of the Las Vegas Police Protective Association.
2. No responsibility is assumed for unsolicited material.
3. Letters or articles submitted shall be limited to 500 words and must be accompanied by writer's name but may be reprinted without name or address at writer's request.
4. Freedom of expression is recognized within the bounds of good taste and limits of available space.
5. The Board of Directors reserves the right to edit submissions and/or include Editor's Notes to any submitted material.
6. The deadline for submissions to *LVPPA Vegas Beat* is approximately 30 days prior to the issue date.

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BACON BALL

2007

DETECTIVE CHRIS COLLINS

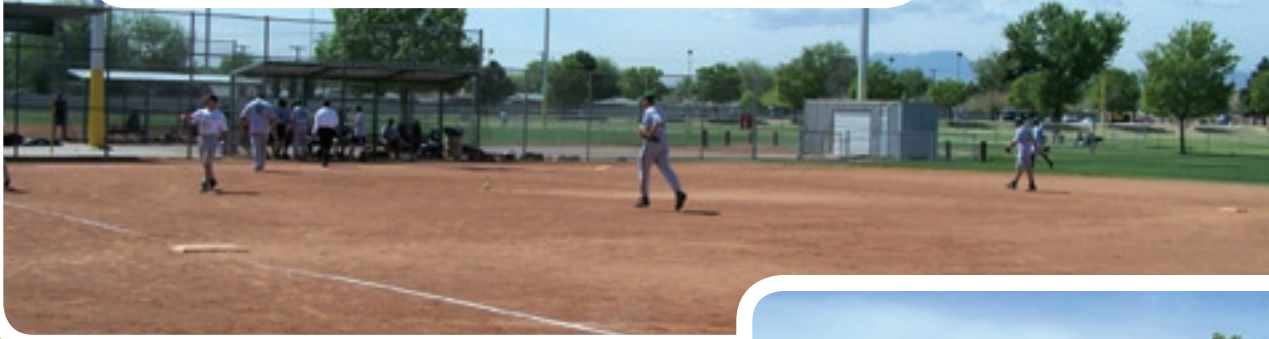
On March 23 and 24, the LVPPA hosted the second annual Bacon Ball Tournament at Lorenzi Park. For those of you who do not know what Bacon Ball is, it is a police-only softball tournament. This year, 19 law enforcement softball teams participated, and four of those teams were from the Las Vegas area. After two days of head-to-head battle, the So Cal Alliance finished in first place, followed by the Michigan Lawman in second, Miami Metro Red in third, and DEA Combo rounded out the placements taking fourth.

While I was at the tournament, I overheard many players say this was the best tournament they had ever played in. I have played police softball for over 20 years now and have participated in hundreds of tournaments, and this year's Bacon Ball was far and away the best. Besides the great weather and outstanding play by all teams, two things stand out about this tournament above all others, free beer and food.

That's right! As a registered participant, you were allowed to drink all the free beer you could and have lunch both days. On Friday, lunch was provided by Outback Steakhouse and, on Saturday, lunch was provided by Hennessy's Bar. Both days, the food was barbecued and served right at the park. It was delicious. Anderson Dairy provided a refrigerator truck filled with ice cream and ice for both Friday and Saturday. This tournament would not be a success if not for the local business community. Along with the three mentioned businesses, many others purchased ads in a magazine to help sponsor this year's Bacon Ball. As always, the LVPPA office staff was a big help. They have been working on this for the past year.

So, after reading this, you might be asking yourself, "Why would the PPA sponsor this tournament?" The answer is two-fold. First, it gives our officers and their families a chance to meet and make new friends in the law enforcement family and, second, there is a small profit in it. This year's tournament raised \$23,251 for the PPA. The PPA is looking forward to a long relationship with Bacon Ball. We hope all of you who stopped by enjoyed yourselves and, for those of you who did not stop by, we hope to see you next year. **VB**





PPA WIFE WINS MRS. NEVADA PAGEANT

DETECTIVE MICHELLE JOTZ

On March 17, the Mrs. Nevada United States 2007 Pageant was held at the Nicholas J. Horn Theater of the Community College of Southern Nevada Cheyenne Campus. Two of the entrants for the pageant are associated with the Las Vegas Police Protective Association: Tracy Rodgers (wife of retired Logandale, Nevada Police Officer Ken Rodgers) and Michelle Jotz (Assistant Executive Director of the PPA). At the end of the pageant, 2006 Mrs. Nevada Juliette Kimoto crowned 2007 Mrs. Nevada, Tracy Rodgers.

Ken and Tracy have been married for just over seven years. Ken retired from the LVMPD in June of 2006. Tracy and Ken have several children: Kelly (24), Erinn (22), Derrick (12) and Damon (10). They also have a three-year-old granddaughter. Tracy is a Legal Nurse Consultant and is self-employed. She works with various law firms here in Las Vegas, where she helps with personal injury and medical malpractice cases for trial and litigation set-up. She also sits as an expert witness for Home Health, Nursing Home Abuse and Medical/Surgical cases for law firms



across the country. Tracy received her Bachelor of Science-Nursing in 1994 from Weber State University and went on to get her Legal Nurse Consultant degree in 2004 from Kaplan College. She has also received her national certification in Legal Nurse Consulting in 2006.

Tracy enjoys building and decorating new homes and has built four homes as a owner/builder. She also enjoys working out, running, playing the piano, playing board games with her children and Sudoku. Tracy counts her best hobbies as shopping with her mom and sisters and vacationing in warm, sandy places with her husband.

Tracy's special interests and community service include being actively involved with the Parent Teacher Association (PTA), the American Cancer Society, where she runs the 24-hour Relay for Life each year, performing free pre-school physicals, educating women at health fairs on women's health issues, mentoring and preparing high school students in career choices and preparation for state and national competitions and (even with all of that) she is the Pack Committee Chairman for Pack 326 for the Boy Scouts of America. **VB**

HUSBAND OF THE YEAR 2007

DETECTIVE MICHELLE JOTZ

Included in the Mrs. Nevada United States Pageant is a portion for the Husband of the Year. Contestants in the pageant are asked to submit a letter to the judges stating why they believe their husband should be the Husband of the Year. The judges then read each of the letters and, based on those letters, they make a decision on who they believe should be the winner. Near the end of the pageant, just prior to the winner being announced, all of the contestants were lined up across the stage while Mrs. Congeniality, Mrs. Photogenic and the Husband of the Year were announced. Imagine my surprise when the emcee, Chet Buchanan of 98.5 KLUC, called me forward to read my letter to the judges on why my husband, Collin Jotz, is my Husband of the Year!

After I asked Collin to come up on stage with me, I read my submission letter to the entire audience, and then Collin was presented with his Husband of the Year 2007 mug. I have included my letter to the judges on the adjacent page for your reading pleasure! **VB**



MRS. NEVADA UNITED STATES PAGEANT- HUSBAND OF THE YEAR LETTER

To Whom It May Concern:

When I was told I needed to write a letter about why I think my husband, Collin, should be husband of the year, I was lost as to where to begin. We watched our wedding video recently and I wanted to show you what I feel when I think about Collin. I couldn't decide if I should tell you about what type of person he is, what he does for me, what our relationship is like or how he makes me feel. Because I couldn't decide which to choose, I figured I would tell you a little about each of those things.

Collin is an amazing man. As a police officer, he goes out of his way to make the citizens he encounters walk away from a situation feeling as though they received all the help he could possibly give. He regularly comes home from work still pondering calls he has been on and people he has dealt with. I'll give you an example. There is a young woman whose mother has called the police regularly over the last several months. Her daughter is mentally challenged and becomes disruptive when she refuses to take her medication. Collin knew the history of their dealings with police and also knew that the young woman was regularly arrested, but that wasn't solving the problem. On his calls to that residence, Collin takes the time to truly listen to her concerns and speaks to her with compassion. Now, when Collin responds to a call at that residence, the young woman immediately calms down and she has thanked him for treating her so well. Collin still struggles with this because he honestly feels there is more he can do to remedy the situation, but he hasn't found that "cure all" solution.

Collin has been so supportive of me and my ever-changing career. When we began dating, we were both patrol officers. He has stood by me while I tested to become a Detective and was called out in the middle of the night; while I participated in the Honor Guard for seven years; while I became involved in the police union; while I became the first woman and youngest person ever to be appointed to the Executive Board of our police union; while I became a hostage negotiator where I am again called out frequently in the middle of the night; and while I decided to enter this pageant. He has accepted that my job requires much out-of-town travel, sometimes for weeks at a time, and even tries to make those trips as painless as possible for me by cleaning the house for my return. When I get called out in the middle of the night, Collin goes out of his way, even waking up with me, to help me get my work gear ready and help me get out the door in a timely manner. He always tells me that there is nothing I can't do if I apply myself and he helps me attain my goals, whatever they may be.

Each year, Collin knows that Christmas is my favorite holiday and that means he has a ton of work to do. I love to see the house covered in Christmas decorations, inside and out, and Collin graciously takes the trip to empty the storage unit of the decorations and then spends hour after hour putting up lights, projectors, yard stakes and much more. He doesn't love the job, but he knows how important the Christmas season is to me and he makes every effort to help build that up. He goes out of his way to make things memorable for me. That is exemplified by his proposal and our wedding day. Collin joked that he would never get married and this went on for several years. Without my knowing, Collin hand-picked a diamond for an engagement ring and had it put in a beautiful setting. He went to painstaking lengths to hide his plan, including borrowing a ring from my jewelry box to find the correct size and making up a story about his sister in order to find out what my ideal ring would be. For several months, Collin fine-tuned plans for a proposal that ultimately took place on a trip to Bryce Canyon at sunset while overlooking Sunset Pointe. It was like a dream and, honestly, a complete surprise! For the entire trip back to Vegas, we discussed our wedding date and the plan that our wedding would be a day that we and our guests would never forget. Collin wanted to make sure that our family and friends left the event knowing that we were in love and that, no matter how much of Murphy's Law was present for that day, everyone had a great time.

Although we don't yet have children, Collin and I look to our two English Mastiffs (dogs who weigh 185 pounds each) as our babies. When our "babies" become sick, Collin doesn't even question the cost of treatment. Not too long ago, Butler needed a knee replacement that was going to cost \$2600. Even the veterinarian was shocked that Collin didn't care about how expensive it would be. His biggest concern was that Butler be made as well as possible. It is wonderful to see him lie down on the floor with them after wrestling and watch them rest their heads on his chest and tummy. Collin even suggested that we take the boys to see Santa, just like any other proud parent. Santa was a bit shocked by their size!

Each time we are together, we greet one another with a kiss and a big hug. He knows just how to make me smile when I'm having a bad day because he has this uncanny ability to be able to cheer me up. Collin and I discuss any decision, in detail, that may affect us and our relationship. He values my opinion and we speak openly and honestly without fear of judgment or pride. After being together for more than eight years, I still get butterflies in my tummy when I think of him. My friends joke about how my face lights up when he comes up in conversation or when I speak to him on the phone, and it should definitely speak to his character that even his mother-in-law and father-in-law love him!

It is because of these things that Collin will always be my Husband of the Year!

Sincerely,
Michelle R. Jotz

LVMPD HEALTH AND WELFARE TRUST

(Excerpts taken from the First Quarter 2007 Your Health Benefits flyer.)

Benefit Enhancements

Your Trustees have approved several enhancements for your Plan in 2007, the most significant of which we outline here. We continue to review programs which will be presented to the Trustees for consideration and possible implementation in July 2007. Watch for updates in the mail, on the message boards and in future newsletters.

Active Participants and Retirees

Great news! There will be no increase in contributions for Active and Retired Participants across the board in 2007. This was accomplished because of the 2006 and 2007 financial and cutting edge healthcare programs this Board of Trustees has brought to its members.

Cancer Screening Program

We are proud to offer you a cancer screening program sponsored by the Nevada Cancer Institute. In March, you should have received a postcard announcing the program. When you call the number listed on the postcard, a nurse will ask you about your medical history, family history, etc. to determine which tests you may need to complete your customized screening. All of the services offered during this screening process are FREE to you. We urge you to take advantage of the program, which is available for a limited time only. The earlier you detect and treat cancer, the better the outcome. Look to the message boards for more information.

Orthodontia Lifetime Maximum Increase

Effective April 1, 2007, the Lifetime Maximum for orthodontia care has increased to \$3,000. That is triple what we have been able to offer in the past. This benefit is now available to eligible participants and their dependents. If you have already met the \$1,000 maximum prior to April 1 and are in an existing orthodontia treatment program on April 1, you are entitled to an additional \$2,000 for services received on or after the effective date of this change. Remember, if you choose an orthodontist who is contracted with Diversified Dental, your \$3,000 will be worth more as you benefit from the discounts negotiated with those providers. To find a Diversified contracted provider, call (800) 249-3538 or visit www.ddsppo.com.

Value-Added Benefit ... No Additional Cost

Fiserv Health-Benefit Planners has arranged for LVMPD Plan members to receive discounts from HearPO, the largest provider of hearing products and services in the United States. This free, value-added service is provided by Fiserv Health-Benefit Planners and includes discounts as follows:

- Savings of up to 62 percent on name brand hearing aids (average savings of over 31 percent off MSRP).
- Savings of 30 percent off audiology services.
- Access to a network of over 1,300 audiologists nationwide.
- An extensive selection of over 285 hearing aid products.
- Extension of all these benefits to your immediate and extended family.

VB

WESTERN STATES POLICE AND FIRE GAMES TO BE HELD IN MESA, ARIZONA OCTOBER 6 – 13



The Western States Police and Fire Games, a tradition of competition and friendship since 1967, is coming to Mesa, Arizona in 2007. Up to 6000 full-time sworn or retired police officers and firefighters will compete in Mesa, Arizona in nearly 60 different events taking place from October 6-13. Those interested in learning more about the event, including eligibility, can do so by visiting www.cpa.org or calling (858) 571-9919.

For those with a competitive spirit and an interest in sports, there is an event for just about anyone. There are traditional Olympic-style events, such as basketball, cycling, running, boxing, swimming, power-lifting and more. There are also other competitions, such as body building, shooting, paintball, flag football, softball, roller hockey, golf, motocross and the TCA (Toughest Competitor Alive) to name just a few.

Some of the competitors who participated in the very first games have returned every year since and will again compete in Mesa, Arizona. So, if you're interested in joining with them as well as other police officers and firefighters from western states, visit our website and learn more.

Submitted by Retired SJPD Officer Craig Buckhout VB

BRIEFINGS

OFFICER MARK CHAPARIAN

Northwest Area Command Representative

Since my assignment with the PPA on a full-time basis, I have had the opportunity and pleasure of meeting with many of you at your work stations, offices and other places. I can honestly say that traveling around Clark County to meet with Metro's finest has been nothing but an honor. I have spoken with officers I had not seen since my Academy days in 1991, some which I had trained years ago, some very familiar faces and many others which served as my first introduction. I am always taken aback and a bit awestruck when I see our cops in their own environment. It is truly honorable and humbling to be assigned to work out of the PPA office and serve the great men and women officers of Metro who give their blood, sweat and tears everyday and ask for so little in return. From my perspective, as a cop for sixteen years, you all are truly a professional team of hard working folks. Keep up the great work and always stay safe!

I had a mission as I attended the many briefings, offices and work stations. My mission was to introduce myself and to inform all I could where our PPA has been, where we are now and where we are headed as your Association. I attempted to solicit legitimate issues, complaints and problems arising and continuing within the workplace and deliver some positive news as well. I sincerely hope I was able to deliver that message effectively, accurately and interestingly. I wholeheartedly believe the success of the PPA falls within its membership and the support the membership bestows upon the individuals who are entrusted with the daily activities and functions of the PPA. I am truly honored to represent and work for all of you.

I would like to share some of the ideas and issues that came up during my travels throughout the Metro world. Most of these issues have already been or will be addressed with the administration for review and, hopefully, resolved or adjusted. It is always good to know that an issue that is important to you, as an individual, is often an issue that is important to others as well. Your Association takes each and every issue you have seriously and your ideas and input are heard and considered earnestly!

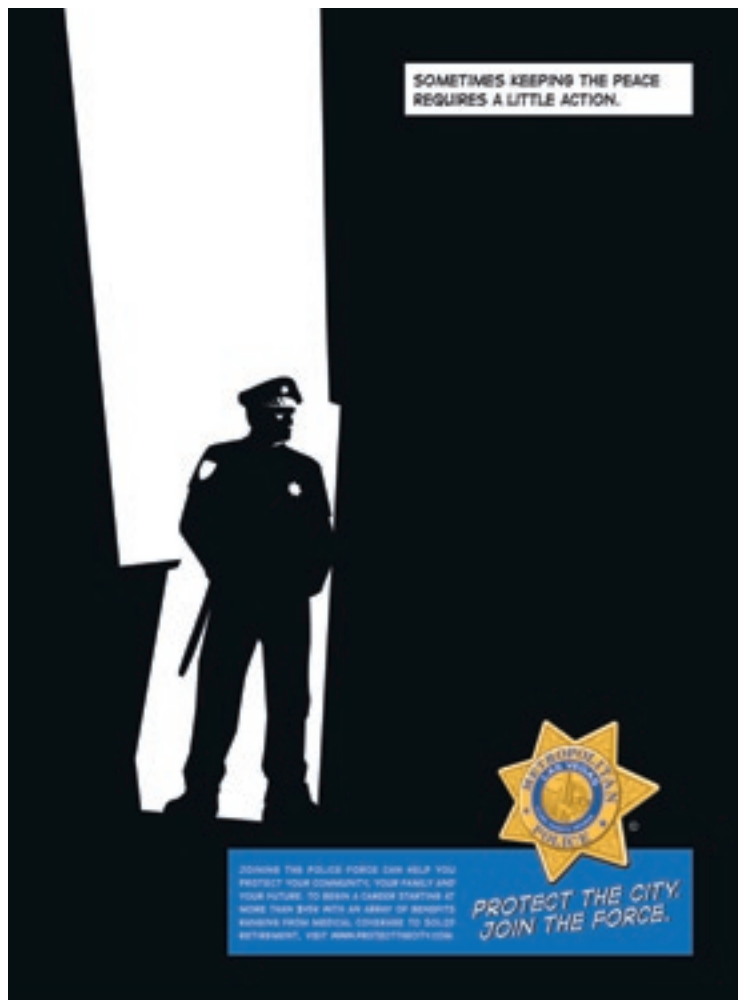
One significant issue voiced by the membership was with the patrol car cages, which had already been an active concern and is being worked on in cooperation with the Department. The radio system was also a hot topic during my visits and, as I have relayed to you in the last issue of this magazine, a new system is scheduled to be in place by January of 2008. Additional issues arose concerning the MP15s, the patrol car racks for them, the idea of placing them inside between the seats and the course required for qualification. More concerns were brought to my attention dealing with your vacation time, regular days off and all of the mandatory overtime and standby time required by the Department in order to deal with all the events which are coming to our city now.

Furthermore, some members are very concerned about time limits, which are apparently being instituted at PSU units in the stations. Finally, a few groups are having problems with subpoena times and travel pay to our outlying areas while under subpoena. There are some additional issues which were discovered and discussed with individual officers. I can assure you that each and every problem you are having was heard by me and will be or has been carried to the Board of Directors for further input and discussion. Many of these problems seem to be fixable and may have been created due to a lack of communication or misunderstanding. Your concerns are our concerns and any way possible that they can be rectified to your satisfaction, they will be.

However, I want to caution you and be frank with our membership. No

person on this Association's Board or any of its members can perform magic. Most problem solving and solution finding is based on compromise, negotiation and the understanding of our mission. It appears that Sheriff Gillespie and his staff are willing to work with you and your Association, and do in fact have a true "open door policy." My experiences, so far, in dealing with many of our bureau commanders and above have been nothing but a positive experience. The bottom line is — we can't win every fight we decide to engage in and we can't feasibly make a mountain out of every molehill either. We have already resolved many of the problems you were having and it is my intent to inform all of you when we reach resolutions of significant issues that affect our membership. I encourage you to participate in our meetings, utilize your local Representatives, experience our Internet Forum and call the PPA office when you have concerns that need immediate attention.

In closing, I want to sincerely thank each and every one of you for taking the time out of your busy schedules to allow me to come to your work stations and offices and discuss items that affect all of us. If I missed you during my travels, I hope to catch you on my next visit. My mission is to make your work experience the best it can be and fair and in compliance with policies, rules and regulations set by the Department and our Collective Bargaining Agreement. I implore you to help me (and our Association) help you by giving us helpful, relevant, timely and constructive input on dealing with issues that arise from time to time. I am dedicated to working for you and our entire membership! I look forward to seeing all of you again in the near future. **VB**



WILL YOU BE READY?

JOHN WILLS

Training Contributor, **Officer.com**

Have you ever known anyone who went to their doctor and was unfortunately given the terrible news that they had a terminal illness? When they were told that they had six months or a year to live, did they just give up and go home to die? Probably not. If you have known one of these individuals, you know that they drastically changed their lives for their remaining days on Earth. They completely changed priorities, putting themselves and their families first. Things that they thought were important before — jobs, projects, material things — moved way down on the list of what used to consume most of their time. Now what gained prominence were things like places they had always wanted to visit, things they had always wanted to try, people they had always wanted to meet and even things they had always wanted to say. They also, perhaps for the very first time, faced their mortality and very likely began a dialogue with the Lord unlike any they have ever had before.

Now let's move this same scenario from the medical field to the law enforcement domain. Imagine if you will, that you knew the exact date and time that you would be involved in a fight for your life — a gun battle. Let us presume that in exactly six months from now, at exactly 3:00 p.m., you knew that you would engage a bad guy in a gunfight. Tell me what you would be doing from the moment that you learned this challenge would take place, until the actual event occurred. Never mind ... I know your answer. You would be training day and night to prepare yourself for this life and death struggle. You would recognize that on your daily list of priorities, training to win has just superseded all else that you used to think was important. You would ensure that your marksmanship, tactics, equipment, strength and health were all "spot on." When that date and time finally arrived, chances are you would be the most efficient fighting machine that you could possibly imagine.

We know that the aforementioned scenario could never take place. That being said, if you will never know exactly when such a critical incident might occur, but know that your job as a police officer carries a high probability that you may be involved in a gun battle on any given day, why aren't you preparing yourself for that moment? Why do many of us, including our administrators, place a low priority on training? Why is it that whenever there is a budget crunch, the first area to take a hit is the training dollar? The paradox is that everyone recognizes the value of training, we all concur that training saves lives, yet we are quick to eliminate it from the budget at the first hint of a monetary crunch.

So that begs the question ... Will you be ready when your test presents itself, and how do you prepare? There are three areas of preparation: physical, mental, and spiritual.

Physical

Physical preparation involves, first and foremost, your individual fitness. This is an area in which no one else bears responsibility but you. You need to be doing something in this area each day. The very nature of our job demands that you be fit. We chase after people, we confront non-compliant subjects, we lift and carry people, we are more often than not performing physical tasks each shift. If we are unfit, these things become a liability for us and our colleagues. If I am chasing a subject up several flights of stairs, when I catch him I still have to have the strength to cuff him. I also expect that my partner(s) will be right there with me as well. Fitness does not mean that you have to be a competitive bodybuilder or marathoner, but it requires that you occasionally challenge yourself and get your heart rate elevated. If you never stress your body, when you encounter a stressful incident on the street there is a high probability that you will fail.

Physical also includes being instinctively familiar with your weapons and weapon systems. It means training thoroughly, getting to and manipulating every tool on your duty belt without thinking or looking at any of it. Being physically prepared also means being effective with that service weapon, shoulder weapon, and less-lethal weapon when the need presents itself.

Mental

Mental preparation means being focused on duty. It means not bringing any baggage with you from home or anywhere else. That argument that you had with your spouse or child last night needs to be shelved while you focus on the task at hand. Mental preparation includes having a "can-do" mentality that translates into a mindset that gives you the confidence that you can handle anything at anytime. Not overconfidence, but rather the piece of mind that comes with knowing that you have covered all the bases.

One other aspect of mental preparation involves that gray matter that we sometimes neglect. It is incumbent on each of us to stay current with the means and methods that will allow us to perform our jobs as efficiently and expertly as possible. That means constantly talking with our colleagues and doing our own research about new products, training techniques and tactics that have been performed successfully by other police officers. It also means not waiting for the training officer to deliver all of our training. Sometimes we need to be proactive and actually train ourselves when it is obvious that our department cannot provide us with all the tools that will likely keep us alive. Finally, it involves going over in our mind the "what ifs" that may possibly cross our path this day or any day, and the plan that we have to win those situations.

Spiritual

The last level of preparation is the spiritual component. It is no coincidence that most departments have police chaplains. These dedicated men and women minister to our every need, but most importantly, they are there in times of line of duty deaths and serious injuries. Spirituality has always played a role in law enforcement. Each year, recall that there is a national ceremony in Washington, D.C., that commemorates our fallen comrades and includes a mass said in their honor. Ensure that your spiritual house is in order so that when you walk out of roll call you leave nothing to chance. When body, mind and spirit are in tune, you are a righteous warrior, not unlike Michael the Archangel, patron saint of police officers.

Will you be ready? I pray that you are, because just like the thief that comes in the night, you never know when your test will come.

*John Wills spent two years in the U.S. Army before serving 12 years with the Chicago Police Department (CPD). He left the CPD to become an FBI Special Agent, working organized crime, violent crime, and drugs. John served as the Principal Firearms Instructor, Training Coordinator, and sniper team leader in the Detroit Division for ten years. Before retiring from the FBI, he spent seven years teaching at the FBI Academy at Quantico, Virginia. He has taught Street Survival domestically and internationally, as well as supervised new agent training at the Academy. John is presently a field manager in the Training Division with Advanced Interactive Systems. He also owns his own business — LivSafe, teaching personal safety classes. You can view that website at www.LivSafe.com. John can be reached at jmwills@hotmail.com or (540) 226-9478. **VB***



TRAINING FOR THE OCCUPATIONAL DEMANDS OF LAW ENFORCEMENT

Mark Philippi

Is there a difference between training programs for sport, occupational job demands and general fitness? While many “experts” will have you believe that task-specific training is a complex science of exacting physiological principles, generally speaking, the Occupational Demands of Law Enforcement training can be handled similarly to the demands of a sport. I/we design programs for individuals with physical jobs with similar methodologies as the athletes that we train.

To understand how training for your task may require a precise programming, I have outlined four basic principles with questions that need to be addressed:

Your Task’s Physical Requirements

The first thing you need to ask is whether your task is more aerobic or anaerobic in nature. Does your task require efforts of longer (slower) duration or faster more powerful play executions? Does your task require more muscle strength or muscle endurance? Do you perform one specific movement repetitively or do the movements constantly change? Is there a high degree of complex skills or are the movements more general? As far as conditioning and the actual program, this may be the most important set of questions to answer. The training program will be similar to the requirements of your task.

Injury Potential

Secondly, you need to discuss the potential for injury. Are many joints involved in movements? Are there many collisions (contact) in your task? Is your task indoor or outdoor? It is extremely important to prevent and prepare for injuries through proper training.

Individualization

Will you be training individually or in groups? It is hard to individualize programs for a large group.

Ambition

Are you serious about your job? Are you willing to make the time commitment to conditioning and training? Do you believe in yourself? As someone

once told me, “the difference between professionals and amateurs is that pros do it more consistently – they do it every day.” This thought holds true, as it would relate to general athletes being compared to college athletes and so forth. Having said this, it is important to understand the extreme sacrifices that must be made in order to be the best. You must truly have the desire to be the best!

Establishing a Program

Once you have answered these questions, it is time to set up a program based on your the Occupational Demands of Law Enforcement. The following eight components should be included in your training program.

Flexibility & Warm-up

I am an advocate of dynamic warm-up movements for pre-workout stretching instead of static type movements. Specific warm-up movements should incorporate the whole body like: lunges, lunges and twists, overhead squats, hip extension exercises, hamstring and quad movements. Static stretching can be done more effectively to improve flexibility when the body is very loose after a workout; utilizing a band to allow greater range of motion.

Cardiovascular Conditioning

It is important that every person has a good aerobic base even for the occupations and tasks that don’t require much aerobic activity. After an aerobic base is achieved, the conditioning should be based on the specific aerobic/anaerobic requirements of performing your day-to-day to activities. That is, do your general activities have long duration activity (aerobic), short duration activity (anaerobic), or both short and long duration periods? The easiest method to determine would be to separate durations as: a) under 20s, b) over 20s but less than three minutes, and c) over three minutes in duration. Further, you need to examine the rest period between each single burst of movement or activity. If the rest period is less than six times the duration (120s for every 20s on) and the tasks are repetitive then typically both systems (aerobic and anaerobic) need to be trained. With longest periods exceeding ten or more times the activity duration, the task should be considered entirely anaerobic. This leads one to the use of interval training. This method may be the preferred choice as you can get more reps at a high intensity. Refer to the table for guidelines. Fatigue may occur for several possible reasons; however, a proper diagnosis of the task requirements will allow you to design a good cardiovascular program.

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CROWNE

Type of Activity	Distance/rep	Time/rep	Rest
Aerobic	Long (800m or longer)	3-15 minutes	3-10 minutes
Anaerobic/ Aerobic	Medium (100m – 800m)	20s – 2 minutes	45s– 3 minutes
Anaerobic	Short (less than 100m)	3-20 seconds	20-60 seconds

(continued on page 29)

FIELD DEDICATED IN THE NAME OF RETIRED LVMPD OFFICER ROY COX

Detective Michelle Jotz

On Saturday, March 31, the Western Little League held their opening day ceremony at the Doc Romeo Field. What makes this opening day more special than the average ceremony is that the Western Little League and its President, Marty Quintana, made the decision to dedicate the field to the memory of retired Officer Roy Cox. Roy was extremely involved in little league for many years. The Police Protective Association was invited to sponsor the event that would include Roy Cox's name and we made the decision to make a contribution in Roy's name.

The ceremony included the games, raffles, a performance by the Eldorado High School Marching Regiment, led by Drum Major Rebecca Parshall, the Presentation of Colors by Cub Scout Troop 135, a National Anthem Trumpet Solo and the National Anthem, the Roy Cox Dedication and Plaque unveiling, a traditional "first pitch" which was thrown by Assistant Sheriff Tom Lozich, a parade of banners and a performance by the Silver Doll Dancers. Mayor Oscar Goodman, Councilman Larry Brown, Assistant Sheriff Lozich and our own Executive Director Chris Collins all spoke about Roy and why honoring him was so appropriate. **VB**

INSIGHT

In the post-bureaucratic world, the laurel will go to the leader who encourages healthy dissent and values those followers brave enough to say no. The successful leader will have, not the loudest voice, but the readiest ear. And his or her real genius may well lie, not in personal achievement, but in unleashing other people's talent.

-Warren Bennis

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TRAINING

(continued from page 27)

The number of intervals should be gradually progressed and will vary for each individual. Typically, aerobic intervals will have two to five reps, anaerobic/ aerobic intervals will be five to ten reps and anaerobic intervals will be 10-30 reps or more in total. The intensity should be near maximal for each effort. In other words, you should be able to complete the set number of repetitions and require and welcome the recovery period!

Strength Training

Several sources will tell that you should train weights like the movements you perform in your daily tasks or attempt to mimic the task movement. The notion behind this is that skill transfer will take place faster. It is nearly impossible to duplicate the types of movements that may take place in law enforcement, especially in those unpredictable environments, in the weight room. For example, kicking, throwing, and swinging occur so rapidly that such a movement in the weight room could not be duplicated and attempting it could be far too dangerous. The best skill transfer takes place practicing the skills concurrently as the body becomes stronger, faster and more efficient (working on ground-to-ground combat and resistance training in the same week). By doing this, all the muscles that may act to help specific movements get trained. Practice the movement to improve its timing and efficiency. Emphasis, however, should be placed on the parts of the body (muscles) that are used more frequently. It is also important to program the number of sets, reps, weight and rest and those elements will depend on the training goal. The following table gives suggestions for a few the Occupational Demands of Law Enforcement.

Task	# sets/exercise	# Reps	Intensity Level	Rest
Grappling	2-4	10-15	High	30-60s
Foot Pursuit	2-5	6-10	Very High	60-150s
Jumping	2-5	10-15	High	30-60s
General Activity	2-3	10-20	Moderate	15-45s
Agility	4-6	6-10	Moderate-High	30-60s
General Posture	2-3	15-20	Low	15-60s

Speed and Agility Work

One of the major differences that separate athletes from weekend warriors is the extra time spent on speed and agility work. For almost all the demands of high-intensity occupational work, agility training is a must because it focuses on rapid change of direction and footwork. Agility drills should be selected according to the task's demands in both length and duration. For example, basketball, volleyball and tennis agility drills should be about 5-10 yards between

markers with two to five direction changes. Remember to always keep your head up so your eyes are task focused. The footwork should be task similar, in that if you have shuffle steps, back pedals or crossover steps, you should incorporate those into your program. For added difficulty, drills should be timed and performed in a head-on-head fashion (if possible).

Speed and the ability to accelerate are other components that are extremely important for law enforcement personnel. Speed drills should emphasize technique and length of drill should accord with the on-the-job or task-specific requirements. Therefore, when working speed, it is not necessary to run the same pre-set distances, rather it may be wise to run a variety of distances requiring both very fast and moderately fast applications of speed. Speed is the combination of strength (leg push-off) and the ability to cycle the leg around quickly (often called length and frequency). It is possible to train both; however, generally it is easier and less time consuming to train leg push-off strength. When training speed and agility, the key concept is that you are trying to perform all exercises at rapid speed with maximal effort and power. Therefore, the rest time between drills should be quite a bit longer (60s +, where rest should be at least six to ten times longer than the exercise duration). Sprint training should not be confused with conditioning.

Task-Specific Skill Training

This component is the most important for improving on the job performance. While strength and speed will definitely help, the officer must always spend time practicing his/her craft. Like time is spent in the shooting range, so should time be spent working on hand-to-hand combat and other job-specific tasks that may be part of everyday activity. This is especially important if the job requires many

(continued on page 30)



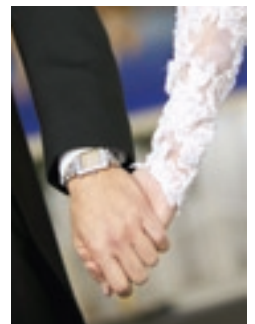
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TRAINING

(continued from page 29)

different abilities. To illustrate this concept, the simple example is that if a tennis player were to engage in strenuous weight training and not practice her stroke, she would have to spend time re-training her skills as the entire movement would change due to her increase in strength. Therefore, one or two days a week should be devoted to practicing job-related or job requiring skills.

Nutrition and Hydration

Proper hydration may be the most important asset during the summer here in Las Vegas. Dehydration is a state that occurs because all too often people are more concerned with appearance first. Proper hydration includes consuming 96-128 ounces of liquid per day. Further, liquid should be consumed not only when you feel thirsty, but before, during and after exercise. While water is always a beverage of choice, mixing it with a carbohydrate, protein and electrolyte combination will provide greater hydration and nutritional safety. We use SPR3 from StrengthPro to help with workout recovery and hydration.

Proper nutritional intake is a must. You need to analyze your diet and make sure that proper vitamins and minerals are being consumed (if not, use multi-vitamins). Supplementing the diet with various protein and carbohydrate shakes/drinks, is recommended when proper, regular meals are not warranted or it is used in addition to regular eating. If trying to lose weight, diet alone is not the only answer – exercise is very important. It is important to still eat properly. In general, you should expect to get approximately 30 percent of your diet from protein, 30 percent of your diet from fat and the other 40 percent from carbohydrates (preferably complex carbohydrates).

Injury Prevention

Obviously, having an injury limits job performance. It is necessary to combine injury prevention tactics into your workout. While it is important to remember proper technique and mechanics while lifting, there are some extra things you can do to strengthen under-trained areas. For example, strengthening the rotator cuff muscles to prevent shoulder problems, or targeting the anterior/posterior tibialis muscles (muscles that pull the toes up and push them down) and calf muscles to prevent shin splints are just a few. A comprehensive program includes special attention to areas that injure more easily or are stressed more vigorously. Various exercises can be incorporated into your workout using quick circuits. The most important area for job health is the abdominal/low back area. It is not enough to just add a set of abs or hyperextensions at the end of the workout. We try to strengthen the core with stability, flexion and rotation type exercises every time we train. Don't overtrain your strong areas or areas you like to exercise. Doing so can lead to muscle imbalances and injury.

Rest/Rehab/Recovery

“No Pain, No Gain” – True, but only if pain is defined as “the extra effort and discipline required to become a champion.” In the presence of lactic acid, you will feel burning; that is ok. But working out until you tear a muscle or injure a body part will not help. Taking proper amounts of rest is important; stopping when you need to is a must. However, there is a considerable difference between stopping and quitting. Only you can determine your tolerance to becoming a champion. But remember, it is always easier to quit.

Having said that, you should make sure that you have adequate rest. That is, careful progressions of your workouts will prevent over-training. Ensure that you have recovered properly before you begin another workout. If you have a low, dull soreness, that may be normal, but if your soreness is sharp, you haven't

completely recovered (and may need to seek medical attention). Also, if you are overcoming an injury, be sure to follow proper rehab exercises – don't leave anything to chance. Proper rehab will ensure a faster comeback to your task, but more importantly, prevent reoccurring and chronic injury.

In Summary

There are several components to consider when designing your task specific program. Use the KISS (Keep it Simple Stupid) principle. Also, do not try to do so many things that you become good at none. A very common practice is to find “new” exercises and try to do them because you heard they were good. Every time you introduce something new, you have to take time to learn proper technique and execution. Time may not always be on your side. Even if an exercise is a so-called must, if it takes too long to master, it may not be the best choice for you. Remember to try to get good at a few things and properly perform all your exercises. Quality, will always win over quantity.

Mark Philippi was the strength and conditioning coach for UNLV and a former Strongman competitor for many years. He is also the owner of the Philippi Sports Institute (Philippisportsinstitute.com). VB



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(continued from page 8)

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CALENDAR

2007

May 3	LVPPA General Membership Meeting (LVPPA office)
May 3	Nevada Law Enforcement Officers' Memorial Ceremony (Carson City, Nevada)
May 4	Hoff Law Enforcement Officers' Memorial-Northern Nevada (Reno, Nevada)
May 12	Police Unity Tour Arrival (Washington, D.C.)
May 12	14th Annual TOP COPS Awards (Washington, D.C.)
May 13	Mother's Day
May 13-19	National Police Week
May 13	19th Annual Candlelight Vigil (Washington, D.C.)
May 15	26th Annual National Peace Officers' Memorial Day Service & Wreath laying Ceremony
May 18	Southern Nevada Law Enforcement Officers' Memorial (Police Memorial Park-Las Vegas, Nevada)
May 19	Armed Forces Day
May 28	Memorial Day (observed)
June 5	LVPPA General Membership Meeting (LVPPA office)
June 14	Flag Day
June 17	Father's Day
June 21	Summer Begins
July 4	Independence Day

RETIREMENTS

02/24/2007	Gregory E. King, P#1519	PO II (A-2)
03/01/2007	Louis J. Brignardello, P# 7534	PO II
03/02/2007	Stan R. Olsen, P# 998	PO Lieutenant
03/07/2007	Paul F. Crandall, P# 4520	CO II

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THANK YOU LETTERS

Las Vegas Police,

The family of Donald Schmitt acknowledges with grateful appreciation your kind expression of sympathy. Thank you for the flowers and prayers.

God Bless,
Schmitt Family

Michelle,

Just a short note to say thank you! I will try to get some pictures out to you from Australia. Thanks to everyone in my union!

Thank you,
John Maholick

(Guns and Hoses Hockey Team)

Your well wishes and the beautiful flowers were appreciated by our family. Words can't express how much your thoughtfulness is appreciated. Thank you. We are grateful for your kindness.

God Bless,
Bill and Pat Schmitt

Hi Chris,

I want to thank you for your group's support on my campaign. I really appreciate it.

Thanks again,
Gary Reese

Dear Michelle:

On behalf of the Nevada Chapter of the FBI National Academy Associates and the Nevada Sheriffs' and Chiefs' Association, please accept our heartfelt thanks for your generous donation to our conference/golf tournament raffle which was held in December.

This annual event is the main fund-raiser for both associations and the proceeds are applied to benefit youth leadership programs, educational scholarships and worthwhile training sessions for law enforcement officers throughout the state.

Thank you again for your support.

Sincerely,

Dan Barry, President
Nevada FBI National Academy Associates

Dear Officer Chaparian,

Thank you so much for visiting the fourth grade Gifted and Talented Education students on Tuesday, January 30. We appreciate you taking time from your busy schedule to share your experiences in crime scene investigation. We learned a great deal about the importance of preserving, protecting and analyzing evidence.

Sincerely,
Lorene Kincer
GATE Specialist

Students

Sterling Rosenbaum
Austin Ripley
Matthew Stark
Joel Perez (I really enjoyed, good luck out there)
Brianna Ault (don't mess up!)
Lauren Mayfield
Kara Henry
Brianna McGillivray
Vigitta Manounyavong
Brooke Locey
Sierra Goins
Hannah Ward
Jessica Cuevas (great job!)
Nicole Furashiro
Oscar Lopez-Huerta
Garrett Oberdin
Jacob Chaparian
Lindsay Irwin
Ryan Kelley
Bradley Guffy
Amanda Guercion
Mitchell
Ashley Castillo
Dustin Mastin

Michelle,

Just wanted to say thanks again for the magazine article and working with me on it at the last possible minute ... We were very pleasantly surprised to see us on the cover and we've been getting lots of compliments on the picture spreads.

Hope to see you out this Thursday for our big game, Police vs. Fire, Orleans Arena, 7pm to benefit the NV Childseekers and Nevada Children's Heart Foundation.

Joel Reiss

INTEGRITY/TRUTHFULNESS/RUMOR

CORRECTIONS OFFICER KEN LOCHNER

Clark County Detention Center Representative

When we first joined the Department, we were told that “integrity” was the most important value within the Department to be associated with our behavior. The word integrity by Webster’s definition is: honesty, sincerity wholeness. When you talk to officers or when you tested, you were asked what you valued the most and the answer was, “integrity.” We have all heard the saying, “Honesty is the Best Policy.” When I have represented someone, I’ve told them to be open and honest with the person asking the questions and to tell the truth at all times. Anyone who has gone to Internal Affairs and had to be interviewed has the feeling that our own Department has put us on the “hot seat” and, after walking out of the interview, you ask yourself or your representative how it went. You question yourself and your own honesty. We always want to improve ourselves, both in our job and within ourselves, but not at the cost of lowering our values.

“A lot of people mistake a short memory for a clear conscience.” (Doug Larson). The Department tells us it’s our responsibility to be truthful in all matters; that it’s the cornerstone of the Department’s partnership with the community. But, I would say that more importantly, in our personal life and our life as a whole that we our truthful in all things that we do and that we say. I am sure that we all have a friend or know of a fellow officer who is always open and honest with his friends and/or coworkers about their feelings or opinions on a subject, who you may not agree with but at least you know where they are coming from.

While recently representing someone at Internal Affairs, this individual went through an up and down rollercoaster ride of stress for an extended period of time. This began with the officer starting as a witness, then becoming a subject and ending up going to a Pre-Termination Hearing. This officer was on the “hot seat,” but was able to keep it together. This person used their integrity and truthfulness throughout the entire investigation and right up to the Pre-Termination Board. Even though he was on probation with still a very slim chance of keeping their job, we knew what the two words stood for. The investigation came back unfounded and this person was very pleased, naturally. I personally would like to commend this person for their doing that.

The time is always right to do what is right.

-Martin Luther King, Jr.

It takes less time to do a thing right, than it does to explain why you did it

wrong. -Henry Wadsworth Longfellow

As with the above Internal Affairs investigation, the Department does come down with the right decision — ones that are just, and also ones that are not just and with which we don’t agree. Then there are the ones that haven’t come down yet and all the rumors are circulating around the Department. These are the

ones that can cause the Department and the officers involved the most harm. In Webster, the definition of rumor is: an unconfirmed report. Being involved with representing officers, you find out the whole story of the investigation and when you hear other officers talk about it, they say well, “I heard this or I was told this,” and, by the time the rumor gets to the 30th person, it’s so distorted that the story or the incident has been changed so much that it doesn’t resemble the truth at all. Let us not forget that this can cause disharmony within the Department workplace and also cause morale issues, which I am sure a majority of members include as a Department priority.

The only exercise some people get is jumping to conclusions, running down their friends/co-workers, side-stepping responsibility; and pushing their luck.

-Author Unknown

This is what rumors will create and we, as officers and employees of Metro, are above such things but, if someone tries to start a rumor, stop it in its tracks — only you can. The following subjects of integrity and truthfulness go hand-in-hand and, if you are to stay with those two, then there won’t be any rumors started by you. These values in such a big organization would start at the top and with the new Sheriff. I believe that he has started off in the right direction. I was not a supporter of this Sheriff when he ran for office, in the beginning; but, with what he has done since taking office, with the new Undersheriff, and the way they have handled themselves with integrity and truthfulness with the press, public and LVPPA, the top has set a very good example for the Department to follow.


Corrections Officer Ken Lochner is a Representative at the Clark County Detention Center and has been employed by the Las Vegas Metropolitan Police Department for more than six years. VB

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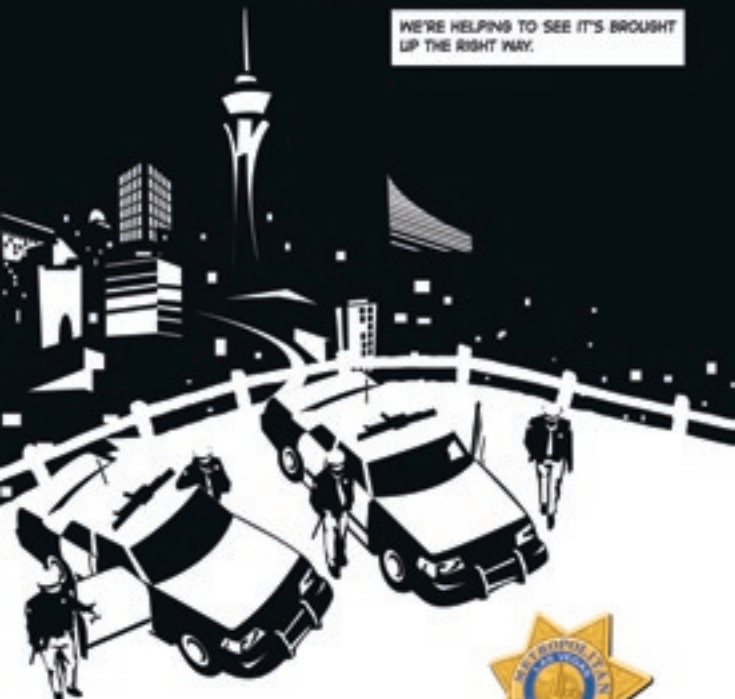
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REPRESENTATION STATISTICS

(continued from page 16)

JANUARY/FEBRUARY 2007 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARD HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
7/28/06	Use of Force	8 hours	Pending Hearing 3/8/07
NON-CONFIRMATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
2006	Consorting w/Persons of Ill Repute; Truthfulness Required at all Times; Use of Alcohol; Drug Free Workplace - Use of Controlled Substances; Authorization to Carry Firearms	Recommended for Non-Confirmation	Resigned Prior to Hearing
2006	Truthfulness	Recommended for Non-Confirmation	Unfounded
PRETERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
8/15/06	Conduct Unbecoming an Employee	Recommended for Termination	Pending Hearing 2/15/07
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
02/17/06	Truthfulness Required at all Times; Conduct	Terminated	Reinstated - received 320 hours
CITIZEN REVIEW BOARD COMPLAINTS			
Dismissed	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
2	0	0	3
OFFICER-INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS			
Date	Use of Force Board Decision	Inquest Decision	
10/19/06	Justified	Excusable	
01/01/07	Pending Scheduling	Pending 2/9/06 Hearing	
INTERNAL AFFAIRS SECTION and BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
14	51	65	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
1	1	22	0

(continued on page 36)

REPRESENTATION STATISTICS

(continued from page 35)

NOVEMBER/DECEMBER 2006 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARD HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
N/A	N/A	N/A	N/A
NON-CONFIRMATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
10/9/2006	Cheating on Employment/ Promotional Exams	Recommended for Non-Confirmation	Resigned prior to Non-Confirmation Hearing
PRETERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
05/19/06	Truthfulness Required at all Times; Obedience	Recommended for termination	Written Reprimand
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
02/17/06	Truthfulness Required at all Times; Conduct	Terminated	Pending Closing Briefs/ Arbitrator Decision
CITIZEN REVIEW BOARD COMPLAINTS			
Dismissed	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
2	0	1	2
OFFICER INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS			
Date	Use of Force Board Decision	Inquest Decision	
07/09/06	Justified	Justified	
07/26/06	Justified	N/A - no death	
08/09/06	Justified	N/A - no death	
09/16/06	Justified	N/A - no death	
09/30/06	Justified	Exusable Homicide	
09/30/06	Justified	N/A - no death	
10/19/06	Pending 1/24/07 Hearing	Pending 1/11, 12/07 Hearing	
11/03/06	Ruled an Overdose	Ruled an Overdose	
INTERNAL AFFAIRS SECTION and BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
20	77	97	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
4	2	43	3

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REPRESENTATION STATISTICS

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SEPTEMBER/OCTOBER 2006 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARD HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
N/A	N/A	N/A	N/A
NON-CONFIRMATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
8/11/06	DUI w/Accident	Recommendation for Non-Confirmation	Non-Confirmed
PRETERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
01/29/06	Neglect of Duty; Use of Force; and Truthfulness Required at all Times	Recommended for termination	160 hours suspension
5/19/06	Truthfulness Required at all Times; Obedience	Recommended for termination	Pending Hearing 11/01/06
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
02/17/06	Truthfulness Required at all Times; Conduct	Terminated	Pending Closing Briefs/ Arbitrator Decision
CITIZEN REVIEW BOARD COMPLAINTS			
Dismissed	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
2	1	0	2
OFFICER-INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS			
Date	Use of Force Board Decision	Inquest Decision	
06/27/06	Justified	N/A - no death	
06/27/06	Justified	N/A - no death	
07/04/06	Justified	Justified	
07/06/06	Justified	N/A - no death	
07/09/06	Justified	Justified	
07/26/06	Justified	N/A - no death	
08/09/06	Pending Scheduling	N/A - no death	
09/16/06	Pending Scheduling	N/A - no death	
9/30/06	Pending Scheduling	Pending Scheduling	
9/30/06	Pending Scheduling	N/A - no death	
10/19/06	Pending Scheduling	Pending Scheduling	
INTERNAL AFFAIRS SECTION and BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
30	58	88	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
5	4	45	5

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REPRESENTATION STATISTICS

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JULY/AUGUST 2006 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARD HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
10/21/05	Conduct Unbecoming an Employee/Misconduct	80 hours w/40 hour option	40 hours w/40 hour option
NON-CONFIRMATION HEARINGS			
No Non-Confirmation hearings were held during the month of July 2006			
PRETERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
12/01/05	Truthfulness Required at all Times; Conduct	Recommended for termination	Not terminated; no discipline; AOC Not Sustained
01/29/06	Neglect of Duty; Use of Force; and Truthfulness Required at all Times	Recommended for termination	Pending Hearing 08/17/06
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
02/17/06	Truthfulness Required at all Times; Conduct	Terminated	Pending Arbitration 09/26/06
CITIZEN REVIEW BOARD COMPLAINTS			
Dismissed	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
2	0	0	1
OFFICER-INVOLVED SHOOTINGS			
Date	Use of Force Board Decision	Inquest Decision	
04/28/06	Justified	Justified	
05/13/06	Justified	Justified	
06/3/06	Justified	Justified	
06/11/06	Justified	N/A - no death	
06/11/06	Justified	N/A - no death	
06/27/06	Pending Scheduling	N/A - no death	
06/27/06	Pending Hearing 08/16/06	N/A - no death	
07/04/06	Pending Scheduling	Pending CI Hearing 09/08/06	
07/06/06	Pending Scheduling	N/A - no death	
07/09/06	Pending Scheduling	Pending CI Hearing 09/29/06	
07/26/06	Pending Scheduling	N/A - no death	
INTERNAL AFFAIRS SECTION and BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
34	63	97	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
7	9	45	2

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REPRESENTATION STATISTICS

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MAY/JUNE 2006 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARD HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
10/21/05	Conduct Unbecoming an Employee/Misconduct	80 hours w/40 hour option	Pending Hearing 7/13/06
NON-CONFIRMATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
N/A	N/A	N/A	N/A
PRETERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
02/17/06	Truthfulness Required at all Times; Conduct	Recommended for termination	Terminated
12/2005	Truthfulness Required at all Times; Conduct	Recommended for termination	Pending Pre-Termination Hearing 7/1/06
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
N/A	N/A	N/A	N/A
CITIZEN REVIEW BOARD COMPLAINTS			
Dismissed	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
0	0	3	1
OFFICER-INVOLVED SHOOTINGS			
Date	Use of Force Board Decision	Inquest Decision	
03/15/06	Justified	N/A - no death	
04/24/06	Justified	N/A - no death	
04/28/06	Pending Scheduling	Pending CI Hearing 06/23/06	
05/13/06	Pending Hearing 06/26/06	Justified	
06/3/06	Pending Scheduling	N/A - no death	
06/11/06	Pending Scheduling	N/A - no death	
06/11/06	Pending Scheduling	N/A - no death	
INTERNAL AFFAIRS SECTION and BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
40	70	110	



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