



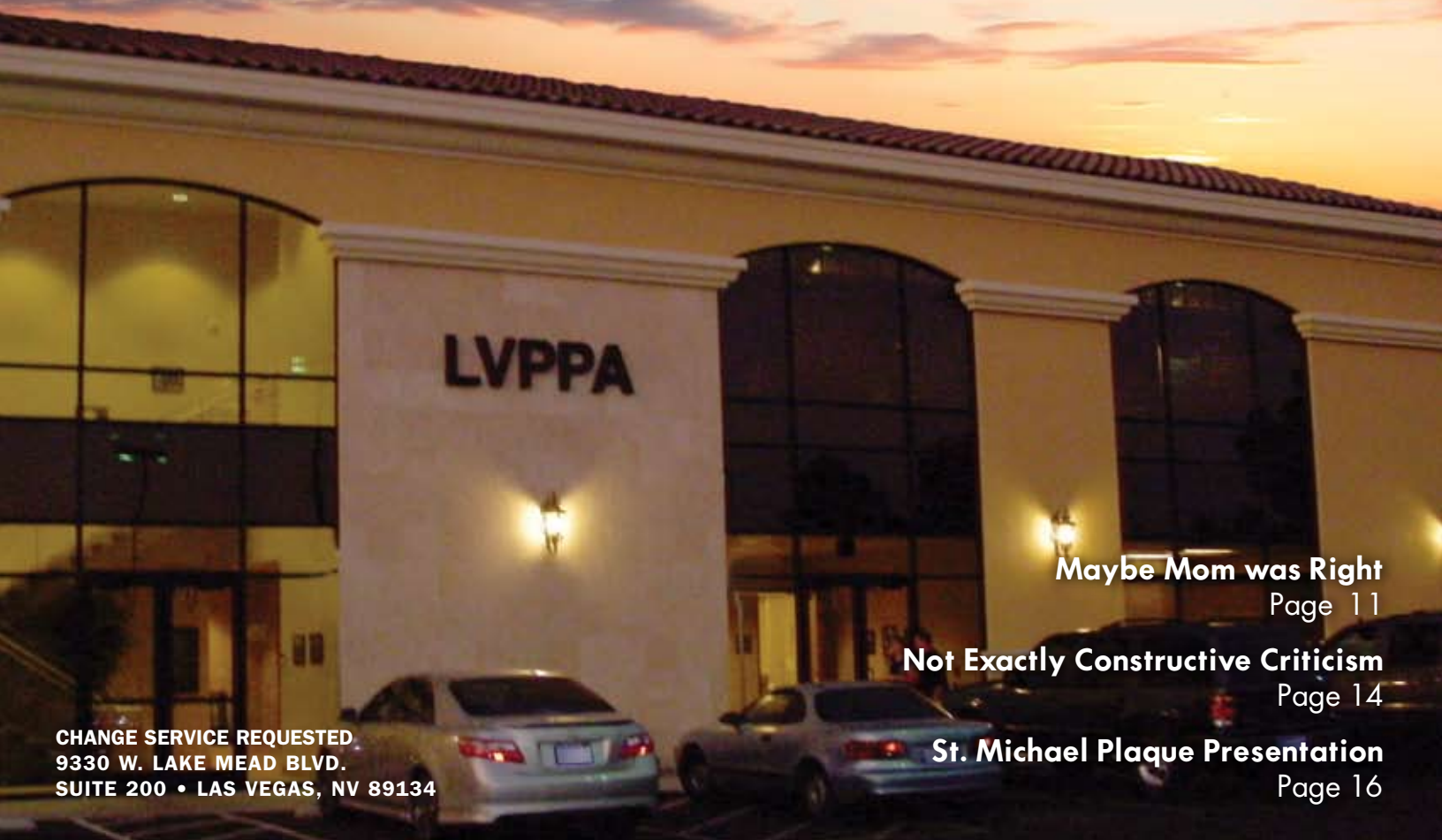
# LVPPA VEGAS BEAT

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

VOLUME 3 | ISSUE 4

November/December 2008

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**Maybe Mom was Right**  
Page 11

**Not Exactly Constructive Criticism**  
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Suite 200  
Las Vegas, NV 89134

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

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

**SNCOPS** – Southern Nevada Conference of Police and Sheriffs



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# Executive Director's Message

**DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR**

## The City and the Fundamental Service Review

In June of this year, the City hired William Kirchhoff and Associates to review "essential items" so their findings could be presented to the City Council for an analysis of spending. Each department of the City was asked to provide input relating to restructuring recommendations to eliminate redundancies, program and/or service reductions that could provide cost savings and other cost reduction suggestions. In doing so, the Fundamental Service Review generated several proposals that impact our members.

Included in the suggestions is that there be a one-time freeze to payroll or a reduction in future increases. The Review quotes that, "If all the collective bargaining units could agree to a one-year freeze in conjunction with the \$11 million efficiency reductions, the model indicates that would sustain Las Vegas' fiscal health over the five year forecast." The other suggestion was that associations agree to reduce annual step increases from 5% to 2.5%. The Review believes that option will have a better impact on the overall fiscal plan in the long term.

Obviously, any changes to contractually agreed upon step increases or COLAs would have to be approved by the membership. I want you to be aware of what we have been told and I will continue to keep you advised of

information as it becomes available. Obviously, with the LVMPD contract expiring on June 30, 2009, we don't have any intention of changing the existing contract. Keep in mind that the upcoming contract negotiations are going to be difficult.

As always, stay safe! **VB**



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# Contract Surveys

**DETECTIVE MICHELLE JOTZ**  
Assistant Executive Director

After months and months of harassing the membership about the impending contract surveys by bringing it up in briefings, posting it on our website, and even listing it here in the magazine, we finally sent them out. We heard that you were going to tell us what you wanted us to talk about in contract negotiations and we were prepared for the firestorm. We sent out a total of 2,392 surveys and got back....wait for it.....wait for it.....a grand total of 464 surveys. I must say that is impressively depressing! It is far better than the last time we sent out contract surveys four years ago, but it is still pathetic. Perhaps it is the state of the economy that has everyone assuming, "Why bother?" It still seems that the membership (who I am fully aware DOES have an opinion because you've given it to us on a regular basis) would have at least told us what you thought was important.

That being said, we have received the surveys and are in the process of compiling the results and putting together the list of what you did tell us is important to you. We are also putting together all of the documentation that

members have sent us backing up some of the suggestions (thanks to Zack Ivins, Don Evans, Bobby Johnson, and the numerous other folks who have submitted documentation for our use). Obviously, you've heard the news about the economy so things won't be a walk in the park but please don't throw in the towel yet. We haven't!

If you have any questions, please feel free to contact me at [mjotz@lvppa.com](mailto:mjotz@lvppa.com) or at the office at (702)384-8692 ext. 220. **VB**

## INSIGHT

Standing for right when it is unpopular is a true test of moral character.

-Margaret Chase Smith



## John H. Hastings D.D.S.

Attention: Las Vegas Police Protective Association Members!!!

We are pleased to inform you that our dental office accepts your dental insurance Fiserv Health as payment in full. We are located on 4660 S. Eastern St., Suite 209, Las Vegas, NV 89119. We are looking forward to servicing you. **This offer is not a seasonal promotion, but a salute to our local MetroPolice Protection Employees.** Dr. Hastings office has a team of great people to serve you. They deliver personalized care to their patients utilizing the newest technology!

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# Health Plan Exclusion/Workers' Compensation

**CORRECTIONS OFFICER THOMAS REID**  
Assistant Executive Director

## Putting Your Claim in the Proper Hands

The Board of Trustees of the Las Vegas Metropolitan Police Department Employees Health & Welfare Trust would like to remind you of the Plan's exclusion pertaining to claims related to a workers' compensation illness and/or injury. Please be advised you could be held responsible for payment of medical claims if you do not follow the appropriate procedures pertaining to filing a workers' compensation claim.

Your Summary Plan Description, PART 4(G): **WHAT BENEFITS ARE PROVIDED, General Health Care Coverage Exclusions**, states the following:

The following exclusions apply to all health benefits and no benefits will be payable under these Health Care Coverages for:

24. Work Related Conditions – Any condition for which the Covered Person has or had a right to compensation under any Workers' compensation or occupational disease law or any other legislation of similar purpose. However, if the Plan provides benefits for any such condition, the Plan Sponsor will be entitled to establish a lien upon such other benefits up to the amount paid.

**What does this mean to you?** If you are diagnosed with a work related injury and/or condition as a result of your occupation, you **must** file a workers' compensation claim. This applies not only to obvious on-the-job injuries, but also to conditions that are "presumed" to be occupational illnesses, such as heart or lung conditions and hepatitis (NRS 617.455, NRS 617.457, and NRS 617.485). Your healthcare plan **will not** cover services related to certain conditions regardless of whether or not your claim was accepted or denied by the workers' compensation administrator. It is your responsibility to file a workers' compensation claim and follow it through to avoid the claim being denied by

workers' compensation and the Las Vegas Metro Health & Welfare Trust, which will leave you totally responsible for payment of the claims.

**Heart disease and lung disease** are conclusively presumed to be work-related for active and retired commissioned police officers who have been employed full-time for 5 years or more.

**Cancer** is covered under workers' compensation only when the cancer can be attributed to a specific incident.

**Hepatitis** is conclusively presumed to be work-related for active and (to a certain extent) retired commissioned officers who have been employed full-time for 5 years or more, unless the particular type of hepatitis is diagnosed upon initial employment. The presumption ends for retirees after they are retired for 1 year.

Should your physician diagnose you with one of these conditions, you must contact TriStar Risk Management at (702) 693-5923 for assistance with filing your workers' compensation claim. It's important you do this immediately since there is a timely filing period for the initial claim. If your claim is denied for any reason, you must file an appeal within the appeal filing limit and continue to pursue the claim under workers' compensation.

We realize this process may take some time; therefore, you will be required to complete and sign a Reimbursement and Repayment agreement which will allow your medical claims to be paid under the Health & Welfare Trust while you are pursuing your workers' compensation case. Please contact UMR once you file the workers' compensation appeal to request the repayment agreement. Once you provide UMR with a copy of the workers' compensation denial, proof of your appeal, and the signed agreement, your claims will be paid. It will be your responsibility to notify UMR once your workers' compensation claim has been finalized. Unless this process is followed, no claims will be covered under the Health & Welfare Trust if they are determined to be related to a work injury or illness.

As always, if you have any questions, please feel free to contact UMR at (702) 413-1701 or visit their office at 700 East Warm Springs, Suite 210, Las Vegas, NV 89119. **VB**

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# Your Association, Your Board Of Directors, Your Concern

**OFFICER MARK CHAPARIAN**  
Secretary

As members of the Las Vegas Police Protective Association, we should all be aware of the importance of the Association as it serves to assist us all, protect us all, and generally advocate a better quality of life for every police and corrections officer it represents. The strength of the Association lies clearly within the membership and who they ultimately elect and send as their representative to the Board of Directors. Each and every Director is a direct link from the group of officers he or she represents to the entire Board and its power to conduct business. The Executive Board depends greatly on the insight, strength and wisdom each Director brings to the Board. Our Directors are truly the voice of the officers.

Attendance is key for each and every Director concerning our Board meetings. Our Association generally conducts a Board of Directors meeting the first and third Thursday of every month. During these meetings, much business is conducted concerning current trends in discipline, career enhancement, legal issues or administrative policies and procedures. The influential political world we live and work in is a topic of many of the Board meetings as well. Why am I writing about this and why should you care? These matters directly affect you and your family. The relationship that your area representative and you have is crucial. Please don't take any benefit or luxury you may have for granted. Most of the things provided for you in relationship to working for Metro have come as a result of hard work from the Association and its dedicated area representatives. Support them, involve them and give them the respect that they so much deserve. Don't forget that YOUR representative is not compensated for his or her time that they spend to attend meetings, listen to your complaints or suggestions, make and receive phone calls, and conduct other Association business. The Board of Directors is truly the backbone of this Association.

Now that you all are clearly aware of the importance of your local representatives, I would like to address an issue that is long over due. No representative can ever be effective to truly bring your issues to the table who fails to attend meeting after meeting after meeting. The presence of YOUR representative at meetings should never be underestimated. Would you really feel comfortable knowing that your area representative just wasn't showing up to meetings for no excusable reason? I think not. Are you aware of the attendance record of YOUR area representative? You should be. You need to be. It may adversely affect your working environment.

I want to make it very clear that the vast majority of the Directors do in fact attend our meetings on a regular basis. The Directors who do attend frequently are vocal and inquisitive concerning their local issues and how it affects the people they represent. There are, unfortunately, always the exceptions to the rule. A few Directors seem to make an appearance less and less. Many have allowed meeting after meeting to pass without showing up. I feel for the group that they are representing, because truly they are the victims who will suffer the consequences of the inactions of these Directors. I'm not sure of the reasons why Directors fail to show up to meetings. Maybe they lose interest, maybe they have a heavy work load or maybe they fail to understand the importance of their presence at our meetings. Whatever the reason, I hope this article can and will inspire you to ask about YOUR representative. The next time you see YOUR PPA representative, ask him or her how many meetings they have attended. Ask them to share the information they have learned at those meetings. Sometimes we have to remind our own representatives that we care and tell them what they

do for us is appreciated and recognized. Let's never take for granted what our area representatives can do for us and should be doing for us.

Soon I will begin printing the attendance records for all of the LVPPA Board of Directors meetings. I want you all to know that the reason for this is accountability and recognition. If you read in future editions that YOUR representative has failed to attend many meetings with no valid excuse, inquire as to why. If you don't like his or her answer, consider running against him or her in the next election. Keep in mind, however, many of our hard-working representatives have qualifying events that keep them away from our meetings which they have no control over. Such events include but are not limited to: military duty, special assignments away from Las Vegas, family emergencies or FMLA issues, or their immediate need to be working due to staffing levels and shift changes which prevent them from attending our meetings.

I hope this article shed some light into the importance of your area representative, their attendance and involvement with our Association and your responsibility to hold them accountable. Ask questions, stay involved and be a part of YOUR Association. Our future depends on you and your willingness to make us the best we can be. **VB**

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# Change of Beneficiary

## CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

Let me start by saying that this is a very important subject. We all know that when we started on this department we were just happy to get the Academy over with and move on to the next step: Field Training. For some it's been a short period of time since then and for others it seems like an eternity. Either way, this needs to be revisited so all your efforts aren't wasted. It is important to make sure your correct beneficiary (or beneficiaries) is recorded on file.

I know from my years on the job and from watching others that relationships change, and I would believe that so should your beneficiary. The last thing I or the department would want is for the wrong person or persons to receive your benefit /payout. These changes could be from divorce, parents that have passed away or other family members that have fallen out of favor with you. It's a very simple process that one form can solve. This should be checked not only with the Department, but also with the LVPPA/Aetna.

We (LVPPA) have just rolled out a new program with Aetna Insurance who is our new provider for our life insurance accidental death and dismember-

ment (AD&D) policies. When we switched companies, the beneficiary that was listed with our former company, Reliance Standard, was carried over to the new provider, Aetna. All members are still covered with \$10,000.00 of Term Life Insurance and the same amount with the AD&D.

This new roll-out will give you the opportunity to purchase additional coverage at a lower rate without having to go through a physical exam for additional insurance up to the amount of \$250,000.00. Anything beyond that amount would require some type of physical exam. We will be out hitting the various bureau locations, similar to the way Hartford does, in order to try to be available to everyone. This is a supplemental life insurance policy that will pay out in the line of duty as well. We are formulating a calendar to accomplish this with the hope of achieving the completion of hitting all the locations within 45-60 days, and then leaving another 30 days for those we missed, that were on vacation or just didn't get the chance to look at it and complete the necessary paperwork.

We look forward to seeing all of you so that you can fulfill your families' and your needs. I can be reached via my cell at (702)328-0896 or at the office at (702)384-8692, ext. 221. **VB**

## ATTENTION:

Las Vegas Police Protective Association Members and Families!

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# What's the IRS Doing?

**DETECTIVE DAVID F. KALLAS**  
Director of Governmental Affairs

As usual, our members have been the subject of much debate over the last several weeks on issues such as our salaries, benefits, the retirement system, and, most recently, what is considered “normal retirement age.”

As you may have read or heard recently, the IRS is intent on implementing a regulation based on their interpretation of a provision of the Pension Protection Act of 2006 that would set a new standard for “normal retirement age” that is different than what we currently have in our retirement system (Public Employees Retirement System of Nevada-PERS). According to the new IRS regulation, they would set normal retirement ages at 55 for non-public safety employees and 50 for public safety employees and not take into consideration “years of service.” This new regulation could take effect as early as January 1, 2011.

Regardless of when the IRS may attempt to implement this new regulation, there are many people and groups that are actively working to resolve this issue in our favor. First and foremost is the belief that any attempted changes to retirement ages would be a breach of contract. Second, and just as important, is that the sponsors of the Pension Protection Act, including Congressman Sam Johnson, have stated that it was never intended to affect “Public Pensions” the way the IRS is trying to interpret it.

The concern about this issue raised by many groups representing public employees, along with Representatives of Congress, the Treasury Department, and the Government Accounting Office, culminated in a meeting on September 19<sup>th</sup> in Washington, D.C., with the IRS that Chris Collins and Tom Reid attended on behalf of the LVPPA. As one knowledgeable person put it, “It’s just not clear yet how this would affect any of the public pension plans.”

We received a summary of the meeting which stated: *The IRS regulation meeting took place in Washington, D.C., with representatives of the public pension*

*community (CalPERS, MOSERS, NVPERs, several public pension tax attorneys, the State Treasurers of Maryland and Georgia and others), the commissioner of the IRS related to tax exempt entities and his deputies, representatives of the Government Accounting Office (GAO) and the Department of the Treasury. The meeting was hosted by Congressman Pomeroy (North Dakota) and Chairman Charles Rangel (New York). Approximately 20 individuals were at the table, with another 20 (many congressional offices were represented as well as many public associations such as NASRA, NCTR, NCPERS, NAPO, NCSL,*

*National Association of State Auditors) observing.*

*For the first 20 minutes, the commissioner of the IRS described the new enforcement initiative while the Treasury and the GAO described their various programs or reports related to the public pension community. The second 20 minutes was given to the representatives of the public pension community who provided insight into the nature of public pension plans, the significant oversight at the state level, the statutory and constitutional framework within which these plans are created and concerns related to impairment of state’s rights and*

*property rights with respect to mandatory plan modifications such as the normal retirement age regulation. The remaining time was set aside for questions and comments from both groups, as well as congressional staff.*

**The representative from the Department of the Treasury appeared to indicate that relief on the IRS “Normal Retirement” regulations was on the way, yet did not provide any specifics.**

So what does this all really mean to us? As with any problem or issue, it takes time to resolve. Please rest assured that your representatives are working hard to resolve this issue and won’t stop until it is. Since we are all cops, I would ask that we deal with the facts and, the fact is, as you read this today nothing has change regarding your eligibility to retire.

You are welcome to contact me with any questions at [dkallas@lvppa.com](mailto:dkallas@lvppa.com) or (702)245-6172.

As always, stay safe! **VB**



# The Unspeakable Horror: Suicide In Law Enforcement

**JOHN WILLS**

Officer.com Ethics Contributor

*“The thought of suicide is a great source of comfort; with it a calm passage is to be made across many a bad night.”*

That quote by German Philosopher Friedrich Nietzsche may explain the actions taken by a Chicago police officer just a couple of weeks ago. Upset about his divorce and in a fit of depression, he committed an unspeakable act - he shot his two children. His beautiful seven year old daughter died from a gunshot to the head; his little nine year old son lasted in critical condition from his head wound and then he too passed away. The officer then took his own life. He was discovered by fellow officers, lying dead from a self-inflicted gunshot to the head.

If you've ever answered a call like this, one in which a fellow officer has committed suicide or a murder/suicide, it's an image that is indelibly etched in your mind. It lingers; it haunts; it demonizes your psyche and it causes you to question your faith. You will never forget that scene; indeed it will become like a cancer eating away at your very core until you are forced to do something to either erase it, or at least minimize its impact on you. Some officers go down the wrong road; they turn to things like alcohol or drugs. They feel compelled to blot it out, to numb those painful recollections of an event too painful to even talk about.

Yet that's exactly what needs to be done - to talk about it. Too often we as cops put that macho-cop image out there for everyone to see. We build that wall around us, fearful of anything that might make us remember the horror. I'm talking about both guys and gals. Our sisters behind the badge see glimpses of hell as often as their male counterparts. No one is immune to the after effects of a critical incident like the suicide of a co-worker. To be involved in any way in a case like this, whether it's recovery of the body, as a negotiator or even a dispatcher as my fellow writer Michelle Perin points out in an earlier article, leaves a hole in one's soul. That damage needs to be repaired quickly before it leads to a total change of one's own identity.

My 33 years in law enforcement brought me close to several suicides. They are one of our dirty little secrets - not many people realize how pervasive the problem is. The National Police Suicide Foundation states that an average of 450 law enforcement suicides have taken place in the last three years, yet only 2% of LE agencies have prevention programs to combat the problem. I can recall that during my tenure with the FBI, there were years when we saw the number of agent deaths by suicide larger than line of duty deaths. Whether you're a federal agent or a police officer, the availability of that gun is the commonality - it's always there; it's a part of you. It makes the act of killing one's self quick and easy. We've been trained to take a life if we must, and we are confident that we can take our own - if we choose to.

But what can possibly be so bad; what depth of despair must be reached when the only answer is to end one's life? How can we not have at least one small sliver of light shining onto our otherwise blackened, uncaring soul? What causes us to sink below the water and not fight to capture that life-saving breath of air? The pragmatic answer is that there is no circumstance that will justify taking that drastic step. But we're human beings and many of us allow our emotions to control our actions. In the heat of the moment, we've all done things that we later regret or said things that we're ashamed to have said. But suicide...?

I do not have all the answers for the tragedy in Chicago, nor will I pass judgment on the actions that took place there. My prayers are for the babies and for the officer, and my faith tells me that God is a compassionate God. That's where I seek my comfort. But my question is: Could it have been avoided?

According to the experts - maybe. The warning signs are usually evident—heavy drinking, a strained marriage, separation, divorce, erratic behavior—they're all visible manifestations of inner turmoil. There's a silent cry for help that needs to be answered in the form of peer counseling, professional counseling or just a one on one talk with a partner or close friend. To dismiss the signs is to add fuel to the fire; it's not going to burn itself out. It needs to be laid out on the table, not put away in the drawer.

Intervention is a must, and simply saying “It's going to be okay” isn't going to help. I can guarantee that most times the effort to interject yourself into that person's life will be resisted. As a former EAP Peer Counselor, I've seen it. No one likes to admit to weakness, addiction or personal problems of any type - especially cops. We're supposed to be tough; we're immune to the horrors that would cause a normal person to faint or to flee. Try as we may to inoculate ourselves to these horrific events, we never seem to have the right dosage. We're always just on the edge of being able to totally turn off our human emotions.

While we need to shine the spotlight on prevention, we also need to shed light on the survivors of suicide - the one's left behind. Those left in the wake of a disaster like the one in Chicago need caring for; the emergency personnel, the cops, the dispatchers, crime scene people, the hospital ER, even the coroner who deals with death each day - they all need to talk. These horrific events can have a devastating impact on someone already on the verge of developing psychological problems. To leave a vivid image unchecked may just be the trigger that sets someone into a downward spiral.

Comfort and compassion are the keys, not silence and denial. To my brothers and sisters out there, I urge you to talk about this sad event. Unfortunately this is a dangerous part of our job, not unlike facing down a gunman. This is reality; this can happen to any one of us unless we're proactive and have the fortitude to face it head on. Reassuring your colleagues that sadness, tears and other emotions are all normal is the key to mental fitness. To hold everything inside, sometimes for years, can lead to grief, depression, anxiety and even withdrawal from friends and family. We need each other, and in times such as these, it becomes even more critical that we look out for each other. I urge you to pray for Chicago Police Officer Dannie Marchan and his family.

God bless you; stay safe brothers and sisters!

*Wills, an ILEETA member, spent 2 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 10 years. Before retiring from the FBI, he spent 7 years teaching at the FBI Academy at Quantico, VA. He has taught Street Survival domestically and internationally. John is presently a field manager with Advanced Interactive Systems. He also owns his own business - LivSafe. He is an authorized NCAA speaker on the danger of steroids, and he maintains a blog, Red State Papa. John serves as a judge for Law Enforcement Technology magazine's Innovations Awards, helping to evaluate new products. He can be reached at [john@officer.com](mailto:john@officer.com) or (540)226-9478. VB*



**JOHN DEAN HARPER**  
General Counsel

## Maybe Mom Was Right?

As I sit down to put into words this article that I have been writing in my head for the last few weeks, the Dow Jones Industrial Average has closed down 777 points. In the last year or so, billions of dollars on paper has disappeared from our portfolios, deferred compensation, household equity, etc. This latest Black Monday has a certain epochal feel to it. Are we witnessing the high watermark in the American living standard? What does it mean to those of us involved in public safety? I do not profess to know the answers, but I will discuss a few things to think about. I do know that individually and collectively, we need to be more involved.

Now what does this article have to do with my Mom? My 76 year old mother, Gracie, visits our family every few months. Other than being subjected to watching “American Idol” and “Deal or No Deal,” the visits are enjoyable. It is inevitable that we engage in a ten day tug-of-war over throwing stuff out. Whether it is leftovers, food past its expiration date or old clothes, we take part in friendly arguments regarding waste. Mom usually tells me for the hundredth time how Grandma used to have to walk next to the railroad tracks and pick up coal that fell off the coal cars to heat the house and how they took in boarders. I usually tell Mom, “The Depression is over; we will buy new stuff.”

I have been thinking of what I call the “Depression Mentality” quite a bit lately. Have we strayed too far from our roots as a society? Has conspicuous consumption ironically led to what could be the downfall of our standard of living? It is not only the question of “How much stuff do we need?,” but what is the “cost” of acquiring the stuff? How much time is spent caring for the stuff?

As to the current crisis, the national politicians are pointing the finger at each other for failing to come up with a bailout plan; everyone is blaming everybody else. Main Street is blaming Wall Street, Wall Street is blaming the banks. Why isn’t anyone blaming the credit rating agencies like Standard & Poor’s? These so-called independent companies blessed the quality of the bad loans. On a local level, we all saw what was happening. We may not have understood it then, but we do now. We saw the prices of houses double in the course of a few years. We found out that people with less than stellar credit were getting financed for mortgages they could not pay and houses they could not afford. They were getting signed up for mortgages by mortgage brokers who did not explain teaser rates or adjustable rates to them. Some of us incredibly bought a house with both first and second mortgages, banking on the house rising in price. Speculators jumped in thinking they could buy and flip properties. Appraisers were valuing real estate to satisfy the mortgage

brokers. Banks were bundling up the mortgages in a process called securitization and selling them off into the market. These bundled up loans ended up on balance sheets all over the globe. A lot of people made a lot of money during the run-up. However, it started to change when the mortgage holder could not pay the adjusted rate and speculators could not flip the houses anymore, thus having to rely on a rental payment that would not pay the mortgage. The whole bubble popped very quickly.

Do not let your federal, state and local governments kid you—they all also made a lot of money during this boom with corporate income taxes, capital gains taxes and real property taxes. They kept passing budgets like the good times would never end. The first reality is that there is enough blame to go around. The current crisis caused me to start rereading a book I read in 1988 after the 1987 Dow Jones Industrial Average one day plunge. The book is called *Panic on Wall Street: A History of America’s Financial Disasters*, by Robert Sobel. Sobel looked at twelve “panics” since 1792 up to the present. He did not arrive at a formula to predict panics, but he did find their common attributes. He found that the majority occur during periods of high optimism and enthusiasm. They arise as “moments of truth” after a time of self-deception. The actors suddenly realize the magnitude of the situation and are unable to come up with a solution for the problem. Sobel notes that strong financial leaders may act as a mitigating factor to the panic, and cited such common names as Vanderbilt and J.P. Morgan.

Our current situation seems to meet the above criteria. Confidence is lost and banks are afraid to lend to each other, let alone to small business people or consumers. Hopefully, somebody like Warren Buffett will be the savior since our current President seems to lack the credibility to settle the markets and allay the fears of the people. There exists a huge vacuum of power, i.e., no elected official to step up to the plate with an acceptable plan to stop the panic. As to the second reality, no matter who is to blame, we are all going to be affected. As I stated in my last article, peace officers are going to spend the next decade defending their economic package and financial status. But each of our members needs to look at themselves and their family from a more personal level. Maybe it is time to have more of a “Depression Mentality.” And maybe this mentality on a larger economic scale can bring us out of this slump and reignite growth.

It appears that no matter how you slice it, our standard of living is going to be changed for a long time. Whether there is a bailout or not, the American dollar will ultimately be devalued. Even if you do not vacation outside of the country, it will still affect you as the cost of credit will be higher. Sit down with your family and figure out what you

(continued on page 12)

## LEGAL CORNER

(continued from page 11)

need and what you want. Explain to the kids that from now on, you are only going to buy what you need. Go through your finances and cut out the fat. Plan better meals to alleviate waste, pack your lunch, and think twice about eating out. When driving, plan your trip better by doing all your errands at once. Maybe even think about carpooling. Get rid of some of your more time consuming toys or gadgets. You will welcome the free time. Sometimes it seems that we are a slave to our possessions by paying taxes and maintaining them. Have a stay-cation close to home or just stay home and turn off your cell. If you have "toys," share them with a friend or friends. Have boat buddies or quad buddies. You probably do not get your monies worth out of your toys working all that overtime anyway. Speaking of overtime (and we are all guilty of this, but this a must), treat overtime as a bonus-money to be saved. Do not count on it to pay your bills. When the City and the County start forcing cuts (and believe me they will), they will start with overtime.

This is also the time to get more involved. Come to the General Membership meetings (our next one is December 4<sup>th</sup>). Get involved politically. The people that we elected had a hand in the mess and we need to scrutinize them and others the next time we vote. Join a club or read a real news magazine. Get out and talk with people. (This is what people used to do. They did not sit at home and watch T.V., play video games, and not talk to their neighbors.) Compare notes and do not just get your information from what the media force feeds you or what some other cop or CO tells you. It has become quite clear that our local media and Chamber of Commerce have declared war on public employees and will be going after your step raises, COLA increases, workers' compensation benefits and PERS. The state government is going to try to get its hands on local revenue. The first attack will take place at the legislature next year. You and your family's future will be at stake in the political arena in the next few years.

On a more macro-economic scale, we need to quit wasting our resources and develop our alternative energy. We need to vote in those people that can make our transition to energy independence. Be aware of your family's "carbon footprint." Think about your energy and water use. We should pump as much oil and natural gas as we can. We should mine as much coal as we can, safely and in an environmentally sound manner. But, at the same time, we need incentives for solar, wind, and geothermal to help power our grid until the next generation of electric or hydrogen powered vehicles replace our gas or diesel vehicles. Maybe we have to pay a little more now, but in the end, the Petrocracies that gouge us at the pump now will have no one in this country to sell their oil to. We can eat our grain and wheat; they cannot eat their oil.

If you are still reading this article and have not started watching reruns on TV, the point is this: Maybe this current crisis is not so bad of a thing. Maybe this is a wake-up call for each one of us. Maybe Mom was right? **VB**

## INSIGHT

To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment.

—Ralph Waldo Emerson



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## AUGUST/SEPTEMBER 2008 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
2/12/08	CSR 510.2 Conduct Unbecoming an Employee	40 Hour Suspension	Upheld
PRE-TERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
3/6/08	LVMPD Procedure 5/110.24- Drug Free Workplace; Use of a Controlled Substance LVMPD Regulation 4/101.19-Truthfulness Required at all Times	Termination	Upheld
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
6/14/07	4/102.06 Giving Assistance to Suspects; 5/105.18 Dissemination of Criminal History Information	Recommended Termination	Pending
CITIZEN REVIEW BOARD COMPLAINTS			
Dismissed / Alt. Recommend.	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
0 / 0	0	0	0
OFFICER INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS			
DATE	Use of Force Board Decision	INQUEST DECISION	
8/3/08	Justified	Justified	
INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
39	129	168	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
1	1	37	1

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# Not Exactly Constructive Criticism

## OFFICER BLAKE FARRIS

Critical incidents for law enforcement officers are pretty much a daily occurrence in a community like ours. Every time something occurs that makes the news, everybody you know is weighing in on how things could have been done, should have been done, and how much better they would have done it. It's interesting how often Monday-morning-quarterbacking is immediately preceded by: "Now, listen, I don't wanna Monday-mornin'-quarterback the guy... **but**," or "Now, I wasn't there, so what do I know? ...**But if I had been there...**"

Seems like everybody gets it right later (when they're not in the field, but sitting calmly and talking about it after the fact). That critical incident debrief is a beautiful thing, and helps everyone consider possibilities and tactical improvements for the next unknown situation. The problem lies in taking criticism beyond constructive, to the point of affecting another officer's morale. It's a shame that in a profession that espouses brotherhood and camaraderie, we so easily dismiss the way someone feels. Of course, we mean well, but to maintain professionalism in this family, we have to take better care of our siblings.

Joking and ribbing have to happen after a critical incident; there's no better way for the officer involved to get out from under the lingering stress. But how easily can ribbing go too far, to the point where that officer's safety suffers?

I know an officer who was involved in a shooting not long ago. You might have heard the story of his shooting, too. I doubt, however, that you heard the story from him, but rather from a friend, who heard from a friend, and so on. In this particular shooting, there were only two people present: the officer and the suspect. So, if you think you've heard this one already, consider your source.

Leaving out most of the details, it goes like this: At the end of a foot pursuit in an alley at night, following an armed robbery, the suspect stops and faces the officer. Ignoring verbal commands, the suspect reaches into his pants, and (intentionally, he admitted later) does his best to make the officer believe he has another weapon. The officer, without conscious thought, and according to his training, draws his weapon and fires a round, hitting the suspect, who then discontinues his threat. The suspect, who survived, stated later that he "gave [the officer] no choice." He said that he wanted the officer to believe he was going to shoot him, so that the officer might hesitate long enough for him to get away.

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Sounds acceptable so far, right? The problem comes later when the officer, in an informal police station conversation, lets his guard down around his brothers. He describes the instinctive drawing-and-firing he performed, saying, "I don't even remember pulling the trigger... It just happened." Even though he performed exactly according to the standard we strive for with firearms training, by recognizing the threat to his life, and seamlessly translating that recognition to the use of the most appropriate self-defense tool he had, his audience heard only one thing: "It just happened."

Well, we know it didn't just *happen*. How many times have you holstered your weapon after not using it, and weren't able to remember drawing it in the first place? It's not a clunky, step-by-step operation, and it shouldn't be. We train so that we use our tools nearly instinctively, and *that's* how it should be. This officer, later feeling safe among friends, describing that feeling of surprise, opened himself up to peer criticism that turned into a monster.

His procedurally and tactically correct use of his weapon started being described, in a good-natured way, as an "accidental discharge." The ribbing went on for months, and it wasn't an issue until much later, when friends department-wide started asking him, "Hey, man, tell me about your A.D!"

If this same officer is faced with a self-defense situation again, is he now going to hesitate to use the appropriate tool, concerned that his peers might not approve? His lack of hesitation the first time became the root of his trouble later, so who can say? What begins as a healthy way to decompress and synthesize some of the feelings associated with a critical incident can become a hindrance to officer safety.

The heart of the issue is this: giving someone a hard time after a vehicle accident, a shooting, or any embarrassing or stressful situation is obviously therapeutic. The officer involved has had to remain very serious about it. They've had interviews with superiors, reports, debriefs, and, in some cases, faced the civilian public. Joking around about an incident that ultimately ended well for the good guys is necessary stress relief. And as the wisdom goes, if an officer's skin is so thin they can't take a joke, then how can they handle the occasional difficult subject without losing their head or their job? But too much therapy and too much criticism can have a destructive effect. It can cause an effective officer to break from their training. When advice and opinion goes so far that it causes hesitation and self-doubt, it's gone too far.

We've been trained to listen critically to any story and take what we need from it, both in debriefing/scenario-based training and in investigations. The same care that goes into our criminal documentation needs to go into the decisions we make about feedback to our brothers and sisters. Before you jump in and criticize, ask yourself if that one extra jab is necessary. Do you really have a perspective on the situation at hand? Can you really offer a piece of advice that will help? *Were you there?* If not, consider keeping your mouth shut. You might do more harm than good. We all need to learn from other officers' decisions and incidents, and offer advice when it's appropriate. But toss in a compliment now and then, too. Most cops value a "good job" from a senior officer as much as a written commendation. A little praise goes a long way, and never killed anyone. **VB**

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# St. Michael Plaque Presentation

On Thursday, September 25, 2008, the Las Vegas Police Protective Association hosted a Building Dedication and Open House to show off the new members' building, which is located at 9330 West Lake Meade Boulevard. An informal ceremony took place in the early evening and all who were present at this event enjoyed appetizers and cocktails. In attendance was Jake Jacobsen, former President of the Phoenix Law Enforcement Association, who presented Executive Director Chris Collins with a Saint Michael plaque. Jake has worked very closely with the Police Protective Association over the years, and his presentation of the plaque is reflective of this relationship. St. Michael is the Patron Saint of Police Officers, and the coins and pendant on the plaque are



The Saint Michael Plaque

symbolic of St. Michael watching over all who choose this path of public service. The inscription on the coin reads, "O' St. Michael, Heaven's glorious commissioner of Police, Protect us from evil," which is an inspirational prayer to many police officers. It was an honor and a privilege being presented this special plaque by a long time friend of the Association, and it now hangs proudly on the esteemed wall of plaques. The Association wishes to thank all of those who took time out of their busy schedules to attend the ceremony. **VB**



(L to R) Jane Jacobsen, Executive Director Chris Collins, former President of the Phoenix Law Enforcement Association Jake Jacobsen, Assistant Executive Director Thomas Reid, Kathy Collins, Assistant Executive Director Michelle Jotz and Secretary Mark Chaparian



The sun sets behind the new home of the LVPPA.



## Fallen Officer David Turner

Recently, Officer David Turner lost his courageous battle with cancer. The Department and LVPPA lost a terrific law enforcement professional; his family lost a husband and father. David was a client of ours here at AIG Financial Advisors and AIG American General.

Richard Hoover and staff of AIG Financial Advisors have set up a 529 College Savings plan for Casey and Cole Turner, David's children. One account for each child has been set up.

Donations are greatly appreciated by the family and can be sent using the following information:

### **Checks should be made payable to:**

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### **Checks should be mailed to:**

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# THANK YOU LETTERS

Dear Mr. Collins,

Thank you for your support. The endorsement of the Las Vegas Police Protective Association Metro, Inc. meant a lot to me.

I am humbled and blessed to be able to continue to serve the citizens of Nevada as a District Judge. I love my job and will continue to work hard to improve the management and adjudication of cases in the Family Court. Continued success.

Sincerely,  
Art Ritchie, Jr.  
District Judge

---

Dear Ms. Jotz,

Thank you so much for your nomination of Officer Blake Penny, Sergeant Steve Custer, and Officer Christian Jackson, to receive one of this year's Heroes of Southern Nevada awards. Our selection committee was impressed by your story and by your nominees' commitment to helping others. Nominations were reviewed by a panel of community members, who considered and carefully scored each application. Unfortunately, your nominees were not selected to receive a Heroes award this year, but in recognition of their efforts we are sending them a Heroes of Southern Nevada certificate, on behalf of the Red Cross.

The Heroes of Southern Nevada program is an annual one, and we will be seeking nominations again next year. Our next round of Heroes honorees may be nominated for any lifesaving action that takes place between August 2008 and August 2009, so please feel free to make a nomination for 2009 at any time.

Thanks again for your time and your support of the Red Cross' Heroes of Southern Nevada Awards.

Sincerely,

Kris Darnall  
Director, Communications and Public Support  
American Red Cross, Southern Nevada Chapter

---

Dear Mr. Collins:

I just wanted to take a moment to personally thank you for endorsing me in Department K of Family Court. Your endorsement and support is very important to me. I thank you and promise you my full commitment to the citizens of Clark County in Department K of Family Court. Again, thank you for your support.

Sincerely,

Cynthia N. Giuliani, Esq.

Dear Mr. Collins:

For all the kindness you have shown, we thank you very much. For sympathy in sorrowing days, for friendship's healing touch with gratitude our hearts are full, though words cannot convey the tender thoughts and thankfulness we hold for you today.

By the family of Loren E. Stevens

---

My name is Trevor Meade and I am writing on behalf of the men and women of the Nye County Law Enforcement Association in Nevada.

On September 19th, 2008, members of the Nye County Sheriff's Office responded to a report of shots fired in the Lakeside RV Park in Pahrump. Upon arrival, Deputies were engaged by an active shooter. During the course of the event, Deputy Eric Murphy was shot multiple times, to include very serious gunshot wounds to the back and side (he is now recovering and expected to be alright).

Deputy Eric Murphy was immediately air lifted to University Medical Center in Las Vegas. Several Deputies from the NCSO immediately drove into Las Vegas to be with Deputy Murphy. Upon the arrival of these Deputies at UMC, they stated that they were overwhelmed by the amount of the LVMPD Officers who were already on scene at UMC, in support of Deputy Murphy. One Deputy stated to me that he nearly became teary-eyed when he observed the amount of LVMPD support.

There are members of this union board who have been involved in shooting incidents, and we know how hectic and stressful the entire situation can be. We also know how much it means to be supported by our brother and sister officers.

We can't thank the members of the Las Vegas Metropolitan Police Department enough for the brotherhood shown to the Nye County Sheriff's Office on this day. What I should be saying is that we can't thank them enough for the brotherhood and support that they showed to the NCSO Deputy Eric Murphy on this day!

Once again, our sincerest thanks to the LVMPD.

From every member of the Nye County Law Enforcement Association, on behalf of our injured Deputy, JOB WELL DONE!

Trevor Meade, NCLEA Secretary





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Department employees who refer applicants that successfully make it through the LVMPD academy will receive \$500 per candidate, provided they list the referring employee's name and P# on their initial application. See PO-40-06 for additional information. [VB](#)

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# INSIGHT

Once you say you're going to settle for second, that's what happens to you in life, I find.

—John F. Kennedy

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Legoland	One Day Ticket-Adult	\$59.95	\$41.00
	One Day Ticket-Child (3-12)	\$49.95	\$41.00
<i>(Legoland tickets may be upgraded to a Two-Day Ticket at Guest Services for an additional \$1.00)</i>			
San Diego Zoo	One Day Ticket-Adult	\$34.00	\$29.00
	One Day Ticket-Child (3-11)	\$24.00	\$19.00
Sea World	Two Day Ticket-Adult	\$61.00	\$46.50
	Two Day Ticket-Child (3-9)	\$51.00	\$41.00
Universal Studios	Two Day Ticket-Adult	\$64.99	\$54.00
	Two Day Ticket-Under 48"	\$64.99	\$54.00
Wild Animal Park	One Day Ticket-Adult	\$34.00	\$29.00
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The listed "Gate Price" reflects one-day admission only.

Tickets may be purchased in person at the LVPPA office located at 9330 W. Lake Mead Blvd., Suite #200, during normal business hours. Acceptable methods of payment are cash or check. **Credit and debit cards are not accepted.**

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.

**Visit our website at [www.lvppa.com](http://www.lvppa.com).**

**You can also contact our Webmaster at [webmaster@lvppa.com](mailto:webmaster@lvppa.com).**

# End of Watch

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

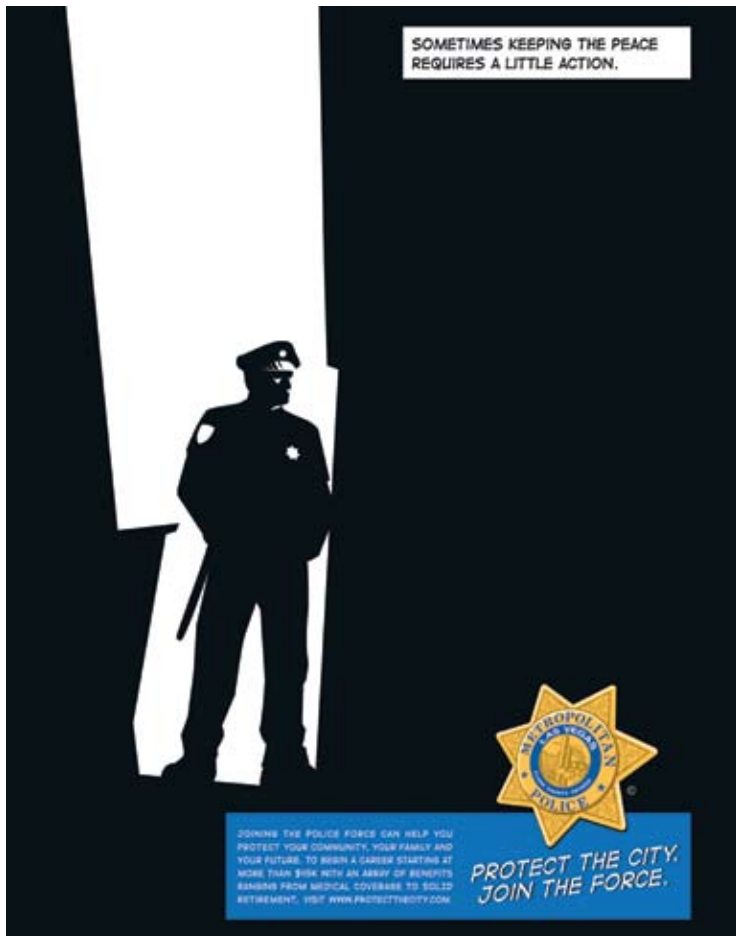
**Name:** John Mikolainis, P# 1511  
**Rank:** Detective  
**Assigned To:** Homicide  
**Hired:** January 4, 1982  
**Retired:** March 14, 2003  
**Died:** August 25, 2008

**Name:** John Lewandowski, P# 7325  
**Rank:** Police Officer  
**Assigned To:** Northeast Area Command  
**Hired:** June 25, 2001  
**Retired:** Actively Employed  
**Died:** August 30, 2008

**Name:** Arie Van Den Heuvel, P# 335  
**Rank:** Corrections Sergeant  
**Assigned To:** Clark County Detention Center  
**Hired:** February 6, 1967  
**Retired:** September 6, 1989  
**Died:** September 17, 2008

**Name:** Jim Phillip, P# 2203  
**Rank:** Sergeant  
**Assigned To:** Laughlin Substation  
**Hired:** June 2, 1980  
**Retired:** April 1, 2008  
**Died:** September 27, 2008

**Name:** Chris Van Cleef, P# 2025  
**Rank:** Lieutenant  
**Assigned To:** Southwest Area Command  
**Hired:** January 2, 1980  
**Retired:** January 22, 2005  
**Died:** September 30, 2008



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# RETIREMENTS

08/05/2008	Kendall M. Wiley, P# 2663	PO Sergeant
08/12/2008	Jennifer G. Clampit, P# 4084	PO Sergeant
08/20/2008	James A. Todd, P# 2822	CO II
08/21/2008	Charlie Mangrum, Jr., P# 2623	PO Lieutenant
08/22/2008	Michael A. Thompson, P# 1988	PO Sergeant
08/24/2008	Vicky L. Carlman, P# 2808	CO II
08/26/2008	Kevin F. Dupre, P# 3752	CO II
08/26/2008	Roanna Maczala, P# 2990	CO II
08/26/2008	William "Ron" Webb, P# 4094	PO II
08/27/2008	Walter V. Pinjuv, II, P# 931	PO Sergeant
08/27/2008	Richard J. Siefert, Jr., P# 2608	PO Sergeant
08/28/2008	Reagan Alexander, P# 2374	PO Sergeant
08/28/2008	John T. Gorski, P# 2194	PO II
08/28/2008	Howard Hall, P# 3832	PO Sergeant
08/28/2008	Robert "Scooter" Novack, P# 2103	PO II
08/28/2008	Barry D. Oaks, P# 2190	PO Sergeant
08/28/2008	Stephanie C. Parks, P# 3667	PO II (A-2)
08/28/2008	Robin D. Velasquez, P# 3469	PO II
08/29/2008	David S. Burtrand, P# 3386	PO II (A-2)
08/29/2008	Maria C. Elliott, P# 2993	PO Sergeant
08/29/2008	Juanita M. Goode, P# 4323	PO Lieutenant
08/29/2008	Priscilla R. Green, P# 3052	PO Sergeant
08/29/2008	Jacqueline E. Hedman, P# 2667	PO II
08/29/2008	John H. Hillenbrand, P# 2526	PO Sergeant
08/29/2008	Randy J. Titus, P# 2034	PO II
08/29/2008	Rory S. Tuggle, P# 2189	PO Sergeant
08/29/2008	Alvin N. Wartman, Jr., P# 2754	PO II (A-2)
08/31/2008	Stanley M. Hyt, P# 1505	PO Sergeant
08/31/2008	Thomas L. Taycher, P# 2349	CO II
09/09/2008	Pasquale Febbraro, P# 3790	PO II (A-2)
09/15/2008	Cindy Gifford, P# 3622	PO Lieutenant



# CALENDAR

2008

November 4	Election Day
November 7	Vacation Sellback deadline
November 11	Veteran's Day
November 27	Thanksgiving (Fourth Thursday in November)
November 28	Friday after Thanksgiving
December 4	LVPPA General Membership Meeting (LVPPA office)
December 5	Holiday Compensation Request Changes due in Payroll
December 13	SPA (Sheriff's Protective Assoc.) Annual Christmas Party
December 24	Christmas Eve
December 25	Christmas Day
January 1	New Year's Day

*\*\*Recent Bylaw modifications have moved General Membership Meetings to quarterly rather than monthly. If you need to present something before the Board prior to a regularly scheduled General Membership Meeting, please contact the PPA office so you can be accommodated.*



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