



LVPPA VEGAS BEAT

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

VOLUME 3 | ISSUE 3

September/October 2008

THE NEW **LVPPA** Bumper Sticker



**The Politics of Killing: Getting
Shot with Paper Bullets**
Page 9

The Dead Man's Hand
Page 14



Talk to your non-profit mortgage lender.

Clark County Credit Union's mortgage experts are dedicated to finding a mortgage solution for every situation. Don't wait any longer to evaluate the options available, including*:

- **30-year fixed**
- **FHA/Conventional loans**
- **3% down programs available**
- **Flexible loan amounts, including Jumbo loans**



Don't just use us, own us.

All LVPPA members are eligible to own a part of CCCU, a full service financial institution. Since 2000, CCCU has returned over \$44 million dollars to our member-owners who share directly in our success**. Unlike banks, we don't profit at your expense. Instead, we return the profits back to you as lower loan rates and fees, higher savings yields, and bonus dividends that actively reward your participation. We prove every day that it pays to belong.

www.ccculv.org • (702) 228-2228



*Membership is not required for mortgage loan products.

**Past performance is not a guarantee of future returns. Visit our website for membership qualification.



CCCU selected American Share Insurance (ASI) to insure your deposits up to \$250,000 per account, rather than the federal government's \$100,000 maximum. This institution is not federally insured. ASI is not a government agency. Members' accounts are not insured or guaranteed by any government or government-sponsored agency.





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

Las Vegas Police Protective Association Metro, Inc.
 9330 W. Lake Mead Blvd.
 Suite 200
 Las Vegas, NV 89134

General information:
 (702) 384-8692
Fax:
 (702) 384-7989

LVPPA BOARD OF DIRECTORS

- CHRIS COLLINS**
Executive Director
- THOMAS REID**
Assistant Executive Director
- MICHELLE JOTZ**
Assistant Executive Director
- MARK CHAPARIAN**
Secretary
- KEN LOCHNER**
Treasurer
- DAVID KALLAS**
Director of Governmental Affairs
- KENDALL BELL**
Downtown Area Command
- KEVIN BARKER**
Traffic
- JON BROWN**
Black Police Officers Association
- RAY BERNI**
Northwest Area Command/Academy
- DARRYL CLODT**
Special Operations Division
- CHRIS CRAWFORD**
Laughlin
- VACANT**
Enterprise Area Command
- DAVID SCHOFIELD**
Asian Pacific Police Officers Association
- JIM DWYER**
Airport
- JAMES WELLCOME**
Bolden Area Command
- MICHAEL RAMIREZ**
Convention Center
- ENTERPRISE VACANT**
At-Large
- NOEL ROBERTS**
At-Large
- GEORGE MARTIN**
At-Large
- FRED CASTLE**
At-Large
- ED SHOEMAKER**
Northeast Area Command/In-Service

- RORY NESLUND**
Investigative Services Division
- MYRON HAMM**
Detention Center (1)
- DOUG PERNS**
Detention Center (2)
- SCOTT NICHOLAS**
Detention Center (3)
- SALVATORE PARASCANDO**
Detention Center (4)
- VACANT**
National Latino Peace Officers Association
- MICHAEL REINARZ**
City Marshal
- ALISHA MARTINO**
Municipal Court Marshals
- HECTOR NAVARRO**
South Central Area Command
- ROBERT JOHNSON**
Special Units
- MIKE MALONE**
Retiree
- DON TREMEL**
Investigative Services Division
- JIM PENDLETON**
Resident
- CARL LUTJENS**
Special Operations Division
- MIKE FORTUNATO**
Southeast Area Command



911Media® is a division of Trade News International, Inc.

Published by 911Media®
 For Advertising call
 (702) 987-4789

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.

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

SNCOPS – Southern Nevada Conference of Police and Sheriffs



CONTENTS

EXECUTIVE BOARD

Executive Director's Message	Page 4
Open Door Policy? Apparently Not Here...	Page 6
A Glimmer of Hope	Page 7
Is This Just the Beginning?	Page 8
Legal Corner	Page 10
What We Do For You	Page 13

FEATURES

The Politics of Killing: Getting Shot with Paper Bullets	Page 9
The Dead Man's Hand	Page 14
The Importance of Financial Planning in an Uncertain Economy	Page 16
Law Enforcement Officer Fatalities Plummet 41% During First Six Months of 2008	Page 17
Leadership: It's a Promise	Page 18
Calendar	Page 19
Sheriff's Message	Page 19
Discount Theme Park Tickets	Page 20
End of Watch	Page 20
Thank You Letters	Page 21
Retirements	Page 22



Executive Director's Message

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

NAPO 2008 Convention

Some of you may remember (and others may not), but as the Executive Director of the LVPPA I was given a seat on the National Association of Police Organizations (NAPO) Executive Board. One year ago, I was elected to the Elected Officers Board as the Executive Secretary. Part of my duties are to attend the annual NAPO convention and to assist in helping get the business of NAPO done. The big item of business at this year's convention was the endorsement of a presidential candidate.

As you can imagine, this decision split the NAPO membership, just as it has done to the country. For three days during the general session, at the pool, and at the bar, groups of people could be seen and heard talking about who NAPO would endorse for President of the United States. NAPO's President, Tom Nee, gave only this simple advice: "Think about the mission of NAPO and your own mission as a labor leader, and when you cast your vote at the convention, cast it for the candidate who you think will best help your members." The NAPO Executive Board was then honored to receive teleconference calls from both Senator Obama and Senator McCain. Both made statements that contained pros and cons to the mission of NAPO and police labor leaders. These calls were made, I am sure, to help make our decision easier . . . It did not.

NAPO Director of Governmental Affairs Andy Mournighan prepared a document that showed how each candidate stood on 14 bills most important to NAPO and its membership. I am going to try and give you a brief overview of the bills and tell you the position of each candidate. The bills are not listed in any particular order.

- **Total repeal of GPO/WEP:** This bill would change the laws governing Social Security benefits. As it is now, your Social Security benefits are reduced depending on the amount of your PERS retirement.
Senator McCain: Would consider this as part of any comprehensive effort to overhaul the Social Security system.
Senator Obama: Not only supports the bill, but was the co-sponsor.

- **Mandatory Social Security:** I think the title speaks for itself.
Senator McCain: Generally opposes mandates, but would consider if recommended by the President's Commission to strengthen Social Security.
Senator Obama: Opposes.
- **Collective Bargaining bill:** This bill would give all public safety professionals the right to collectively bargain with their employers.
Senator McCain: Opposes.
Senator Obama: Not only supports the bill, but was the co-sponsor.
- **Law Enforcement Officers' Bill of Rights:** This bill would help officers across the United States have some of the benefits we all have under NRS 289.
Senator McCain: Believes it is better left to states and localities.
Senator Obama: Supports.
- **HR 218 (The right of a police officer to carry a concealed weapon in any state in America):** Currently there are two bills in the Senate to expand the rights under HR 218.
Senator McCain: Supports all three bills.
Senator Obama: Supports all three bills.
- **Extradition of cop killers:** This deals mostly with cop killers who flee to Mexico.
Senator McCain: Supports.
Senator Obama: Would address this issue with the Mexican government.
- **End Racial Profiling Act:** This bill basically makes it a crime for a law enforcement officer to use racial profiling.
Senator McCain: Opposes – believes federal legislation is unnecessary.
Senator Obama: Supports.
- **Federal funding for state and local law enforcement grant programs:** This is important to local law enforcement to offset costs.
Senator McCain: Supports funding state and local law enforcement;

UPCOMING CONTRACT NEGOTIATIONS

The PPA is preparing for upcoming contract negotiations for the Collective Bargaining Agreement (CBA). Our current CBA expires June 30, 2009, so you will be receiving surveys in the next few months in order to help us determine your desires for the next CBA. Please start thinking about what you would like to see in the next contract. If it isn't listed in a survey, it won't be an item that is open for discussion ... the squeaky wheel will get the grease!

however, believes Byrne-Jag and COPS programs are ineffective and endorses consolidating them into a separate, new program.

Senator Obama: Supports full funding.

- **Death penalty:** This bill speaks for itself.

Senator McCain: Supports the federal death penalty and the right of states to enact and enforce the death penalty in accordance with their respective laws.

Senator Obama: Supports the death penalty in limited circumstances, but believes it has been unjustly imposed.

- **Repeal of the Lautenberg Amendment:** This amendment has to do with domestic violence.

Senator McCain: Would consider a repeal of the law because it has proven ineffective in fighting domestic violence and because of the unintended consequences it has had on the careers of law enforcement officers.

Senator Obama: Supports the Lautenberg Amendment and would oppose any attempt to repeal it.

- **Gun control:** Once again, speaks for itself.

Senator McCain: Opposes – does not believe it is an effective tool in the fight against crime, and it adversely affects the Second Amendment rights of law-abiding citizens.

Senator Obama: Supports background checks, closing the gun show loophole, and making the federal assault weapons ban permanent.

- **Gang prevention deterrence:** This item speaks for itself.

Senator McCain: Supports and endorses an enforcement approach over a prevention approach to fight gang related criminal activity.

Senator Obama: Supports and endorses a prevention approach over an enforcement approach to fight gang related criminal activity.

- **FISA Amendments Act:** This amendment specifically grants immunity to telecommunications companies that thought they were acting lawfully.

Senator McCain: Supports.

Senator Obama: Opposes; however, voted to pass the bill.

- **Immigration.**

Senator McCain: Promotes an enforcement, then a legalization approach to immigration reform.

Senator Obama: Promotes immigration reform that includes enforcement.

At the end of the day, they each support nine out of the 14 bills. At this point, NAPO's endorsement for President of the United States is still as clear as mud. On the last day of the convention, each candidate sent a representative to address the NAPO members. Senator McCain sent Governor Frank Keating from Oklahoma. Senator Obama sent Senator Joseph Biden from Delaware. Both men spoke for approximately 30 minutes and had numerous reasons why their candidate should receive NAPO's endorsement. After the two speakers left, it was still as clear as mud as to whom NAPO would endorse.

A long discussion ensued and a motion was made to endorse Senator Obama for President of the United States. The vote was taken and the motion failed. A motion was then made and seconded to endorse Senator McCain for President of the United States. The vote was taken and this motion also failed. You should know that it takes two-thirds of the votes cast to receive NAPO's endorsement. The vote count on both motions was approximately 33,000 (Obama) to 40,000 (McCain). The total votes cast were 73,000, which means 48,180 votes were needed in order to receive NAPO's endorsement. So, after three days of meetings, the NAPO membership put the endorsement in the hands of the Executive Board. A decision will be made on Saturday, September 20. If you have any input, please send me an e-mail by September 17.

I hope this information helps you decide who to vote for in November. As always, be safe and fight the good fight. **VB**

FAMILY DENTISTRY

"Your Comfort is our Concern"

aura DENTAL

3774 E. Desert Inn Rd.
(At Sandhill Rd, Next to King Ranch Market)

Family Dentistry - Cosmetic Dentistry - Zoom Bleaching & Bonding
Crowns & Bridges - Root Canals - IMPLANTS
Extractions - Dentures & Partials

We accept your dental insurance payment in full with
no out of pocket expense and no annual deductible!

IN HOUSE LAB

EMERGENCIES WELCOME

Call for an
appointment
Walk-Ins Welcome!

257-2872

Hablamos Español



- Completely New Drivers Training System That is Proven to Save Lives
- Law Enforcement Instructors
- Drivers' Training and Education
- Motorcycle Training
- "How to Teach Your Child to Drive" Course for Parents

Giving Parents a Greater Peace of Mind
www.Code3DrivingSchool.com

(702) 880-8838

3841 W. Charleston Blvd. Las Vegas

Owned and Operated by Cops!



Open Door Policy? Apparently Not Here ...

DETECTIVE MICHELLE JOTZ
Assistant Executive Director

The PPA has what we believe is a pretty good rapport with most bureau commanders, but it seems at least one bureau commander doesn't feel the same. Recently, our office received calls from several concerned members regarding a problem they had reference vehicles in their bureau. As we normally like to do, we tried to handle this problem at the lowest possible level by contacting the bureau commander directly to make an inquiry about the rumors running rampant in that office. The response that I received via e-mail from the bureau commander shocked me. He implied that the officers were up to something nefarious by saying, "... there might be some truth to it since they are calling the PPA." (Does he have that much disdain for the PPA or that little respect for the people who work for him?)

This statement troubles me immensely for a couple of reasons. The first is the implication that just because members contact their union with a concern to ensure their rights aren't being trampled means that they are immediately

guilty of wrongdoing. Members of the PPA take comfort in the fact that they can reach out to their respective representatives to ask questions, and those representatives will do the necessary follow-up on the behalf of those members. Sometimes those inquiries are cleared up simply by making a couple of phone calls and clearing up some rumors; other times they require something not quite so simple. The above statement is also troubling because I am sure this same bureau commander enjoys the protections afforded to him by his collective bargaining agreement, policy, and the PMSA. Do the PPA members not deserve those same protections? I certainly think so.

We certainly don't take any joy in not being able to resolve an issue at the bureau commander level and having to make calls higher up the chain, and I am sure that staff doesn't appreciate those calls either. But when a bureau commander makes a statement that is so outrageous, it is clear that he is not open to hearing the concerns of the people who work for him. Where is the alternative?

If you have any comments, please feel free to contact me via e-mail at mjotz@lvppa.com. **VB**

Western Insurance Specialties

PROUD SUPPORTERS OF LVPPA

Serving your long-time Nevada

PUBLIC EMPLOYEES VOLUNTARY TERM LIFE INSURANCE PLAN

Where rates haven't increased in over 20 years!!

Affordable Term Life Enrollment for Active at Work full-time Members & their Dependents

Visit our Website for more details and all necessary forms.

ENHANCED Accidental Death & Dismemberment rider featuring coverage including:

- Speech & hearing loss;
- Paraplegia, hemiplegia, quadriplegia; Rehabilitative training;
- Dependent Education Benefit; Child Care Benefit
- 24/7 Coverage pays on or off the job even in the line of duty

Monthly cost for this is only:

Amount	Employee	Family
\$100,000	\$1.80	\$ 3.20
\$250,000	\$4.50	\$ 8.00
\$500,000	\$9.00	\$16.00

Continuing to be brought to you through payroll deduction

Easy forms download at www.wisnv.com—or Call 702-383-9187





A Glimmer of Hope

OFFICER MARK CHAPARIAN
Secretary

Resolving issues and creating a safer and higher quality working environment have always been top priorities for the Las Vegas Police Protective Association. Direct interaction and good communication with every member of this Association has always been my goal and will always remain on the top of my priority list. Another important task of our Association is to effectively communicate with our Administration. I believe the LVPPA is quite effective in communicating with the Department in regard to issues and problems that arise and many that have lingered for years. The “voice” of the membership is one that is taken very seriously and handled with great responsibility. I have had the opportunity to carry the voice of the membership to the Administration on many occasions. One recent issue that was brought to the Administration was the old, habitual problem of the lack of officers working in uniform at the patrol level. Our membership and the public have been suffering because of this situation for many years with no real solution in sight. I believe the article I authored, which was printed in the May/June issue of the *Vegas Beat*, caught the attention of the Sheriff and Undersheriff.

During a recent meeting with our two top officials, they acknowledged the problem with patrol staffing and indicated they are committed to resolving the issue. The fact that Sheriff Gillespie and Undersheriff Jett even acknowledged the problem and met with the Association to discuss the issue is a step in the right direction. I commend them for their integrity and commitment to fix things that are broken. I have since been hearing of many bureau commanders scrambling to address this issue with their sergeants and lieutenants. It appears that each commander has a different idea of how to solve this problem. Some of the things I have heard are good ... and some not so good. I do know that we must allow them to figure out what they need to do to ensure that each and every shift in patrol is staffed appropriately. Officer safety and response time to emergency calls must not be compromised.

On the other hand, earned vacation time and sick time are guaranteed by the collective bargaining agreement. A knee jerk reaction to resolve this will come back to haunt the Department. An organized, well thought out and collective resolution will ultimately have to be the long-term solution. Denying time off that has been earned because of a lack of supervisory organization of a patrol squad will not be an excuse that is deemed valid. I'm sure the Department does not want to deal with officers who are consistently denied vacation time and who have reached beyond the contractual limit of vacation and sick hours in the month of December.

I encourage our members to be vigilant about the time they have on the books. We need to exercise our responsibility to request time off and project our vacation and sick time accounts to end up under the mandatory limits. Submit your requests in writing and, if they are denied, keep them for documentation purposes. We can't all use vacation at the same time, so let's do our part in taking responsibility for scheduling our own time off in coordination with our squad members and supervisors. Put pressure on your immediate supervisor to institute a calendar to assist you with projected time off if he or she is not already doing so now. A wise sergeant once told me, “The worst thing a supervisor can do is to require an officer to physically be at work while he was mentally at home.” Let's hope our talented bureau commanders understand this and do the right thing!

Another hopeful project on the horizon is the formation of a committee that is supposed to review the Department policy and procedure manual. I was

told that this committee should begin its work sometime in September of 2008 and is expected to finish in about June of 2009. A cover-to-cover review of all the Department policies and procedures are expected to take place. The goal is supposed to identify and reduce the redundancies within our manual. Another goal is to separate the procedures from policies in a more organized fashion. Some of the policies are outdated and to be very frank, confusing. My understanding is that Quality Assurance is heading this committee and the LVPPA has been asked to sit on the committee and participate. I would say this is a step in the right direction, and we certainly appreciate the invite and anticipated input that the LVPPA may have concerning policies and procedures that directly affect our members. I am hopeful that some of the vague, outdated and impractical policies and procedures are thrown out, or at least revised, so the application of these will keep our members out of IAB. What good is a policy or procedure that you can't apply, don't understand or isn't practical for today's standards for policing and off-duty conduct?

The Department has embraced the idea of experimenting with two-officer cars. I have long been a supporter of this concept due to the increased safety it provides for our officers. I have spoken to countless members who also support this idea. Many other cities near our size and with a similar crime rate have been using two-officer cars for years. I don't know what finally sparked the interest of using two-officer cars in our Department, but I can safely say that the outcome of this experiment greatly falls within our members' hands. The measurement of success will directly depend on how our members perform and the impact they make while riding together during a patrol shift. I hope that this program is successful and that the Department adopts two-officer cars as a normal patrol function. I encourage all of you involved to assist the Department in reaching its goals with this project so we can achieve ours as well.

I can certainly say that our Department has taken a positive step toward solving some of the issues that our Association has brought to their attention. There are things the Department and our Association must agree to disagree upon. There are things well worth fighting for and there are things resolved with a simple phone call or conversation. I appreciate the open dialog the Sheriff and many of his key people have created with me and others within this Association. As situations surface and are brought to our attention, rest assured we will continue to work with the Sheriff and his people for a resolution. I ask that we allow them to gear up and give them some time to figure out what to do and how to do it. Concerning the above issues, they have acknowledged there is a problem or agreed to look into something they may have had no idea was a problem. If we continue to take the high road and push the Department to resolve issues that directly affect the quality of life of our members, then we have done our job successfully. We will not win every fight we decide to engage in, but we are committed to continue to fight for what is right, deserving and proper. **VB**

INSIGHT

At times leaders must also be followers if they wish to remain leaders.

—Carl Leiden and Karl M. Schmitt



Is This Just the Beginning?

DETECTIVE DAVID F. KALLAS
Director of Governmental Affairs

Recently, our Sheriff authorized his administration to cut back on the use of take-home cars by our officers. Though the philosophy behind the policy change may be understandable – gas prices, wear and tear on vehicles, etc. – its application is not practical. There are some unanswered questions, at least as far as the LVPPA is concerned, that need to be answered with our officers in mind. Response times and witness detention issues aside, the one question many of our officers (who had formerly been assigned a vehicle and now must report to their area of assignment to get one when called out) are asking is, who is responsible if the officer is involved in an accident while on duty, driving his/her own vehicle, en route to pick up a Department vehicle? From my perspective, if you are on duty, you should be covered by the Department for anything that may occur, including your involvement in an accident if it is in the course and scope of your official duties.

According to a representative, the Department does not agree with this position. It is the representative's position that an officer will not be covered by Department insurance if involved in an accident while on call-out and responding to get a Department vehicle. Unfortunately, there is not much we can do at this point until a situation occurs where one of our officers is involved in an accident while on call-out, driving his/her personal vehicle en route to get a Department vehicle. It is a shame that we have to wait for some property damage, or worse yet, bodily injury, to occur to an officer and/or his/her vehicle before the Department recognizes its obligations.

I realize that this is a very big issue for some of our members and we will continue to try and convince the Department that the obligation is theirs. As we move forward, I thought you might be interested in knowing that the situation could always be worse. The following is part of a story that was first reported in The Baltimore Sun on June 2:

ANNE ARUNDEL COUNTY, MD – In the latest instance of fuel-price-conscious government agencies looking to save money, Anne Arundel County officials are urging police officers to increase foot patrols and refrain from using cruisers' air conditioning as ways to cut down on gasoline use.

County Executive John R. Leopold and Police Chief Col. James Teare Sr. said yesterday that officers will also be asked to stop idling, to cut vehicle weight by eliminating unnecessary items and to carpool when possible to crime scenes and training exercises.

Officers were asked not to use air conditioning unless it is "oppressively hot," though they were also told to roll up the windows when driving faster than 55 mph to cut drag and increase gas mileage.

The move follows the county Sheriff's Department's recall last month of about a third of the agency's fleet of take-home cars. Deputies now must drive from their homes to headquarters to pick up the vehicles. Across the country, police departments and other government agencies are implementing similar cost-cutting strategies."

The story also said: "The U.S. Justice Department warned in a memo that gas-saving measures could reduce police services, according to a report in USA Today."

As always, stay safe! **VB**

INSIGHT

Any damned fool can write a plan. It's the execution that gets you all screwed up.

—James F. Hollingsworth

painting. passion. professionalism.SM

CertaPro Painters
NV C-4 Lic# 60628

★★★★★

Residential. Commercial. Interior. Exterior.
No surprises, just beautiful results.
Locally Owned & Operated

Call CertaPro Painters® of Southern Nevada to schedule your free estimate **702-739-3471** or email Jim Zades at jzades@certapro.com

Thank You
LVPPA

10% OFF Any Painting Project
for LVPPA Members
Must be presented at time of estimate. One per customer. Expires 12/31/08

Law Enforcement Preferred Financing Program

Helping you attain your dream of home ownership!

Offering Unique Loan Programs:

- 100% Financing with NO MONEY DOWN
- Low credit score exceptions
- Closing Costs may be gifted
- 50% Debt forgiveness on qualifying properties

Unbelievable discounts on your transaction!

ALDERUS
FUNDING & INVESTMENTS

Gina Baker
(702) 255-5783 ext. 106 • www.alderus.net
3321 N. Buffalo Dr., Ste. 207, Las Vegas, NV 89129

Terms and conditions may apply.

The Politics of Killing: Getting Shot with Paper Bullets

JOHN WILLIS

Officer.com Ethics Contributor

On any given day, in any city across this great nation of ours, one can read a headline emblazoned across a local newspaper containing words similar to these: “Cops Shoot Man Who Has Toy Gun,” or perhaps, “Unarmed College Student Killed by Cops.” Recently, we were reminded by the press, *ad nauseum*, of just how murderous we cops really are, *vis-a-vis* the Sean Bell case. In particular, the New York papers reported, with what seemed to be a sense of glee, that Mr. Bell had been killed in a hail of 50 bullets.

Whenever we read reports, such as the ones mentioned above, that are purported to be factual, we never hear much about what prompted the cops to use deadly force. Moreover, most victims of police shootings are eerily represented as cut from the same cloth – they were minding their own business; they were respected members of their community; they were loved by everyone; they were hard-working; and none of them had ever said a bad word about anyone. Sound familiar?

The news media sink their collective teeth into police shooting stories, especially if the cops are white and the individual killed was black. Racism, or the mere hint of it, sells papers. Circumstances and justification rarely factor into reportage. No doubt you’ve heard the old axiom, “If it bleeds it leads.” Any police incident in which cops have fired their weapons is front page news more often than not. I have no qualms about the media reporting incidents involving police gunfire. Indeed, all of us as citizens expect that the news media will report the events that shape our communities every day. What seems remarkable however is that most shootings that are reported are couched in terms of the police having done something untoward.

The manner in which many of the shooting occurrences are reported seems to insinuate that the cops were wrong or that they were covering something up. This unethical, and oftentimes inflammatory reporting, only serves as kindling to ignite a bonfire of hatred and mistrust by demagogues who purport to be spiritual or civic leaders of the community. It causes one to think that perhaps the media is in a partnership with hate-mongers, and those that would stir up emotions to the point of civil unrest.

The ethics question that immediately comes to my mind is this: “How does a reporter justify not reporting a story in-depth, i.e., only covering the side of the alleged victim, and not fully investigating the police explanation of what occurred?” How does that qualify as a fair and balanced analysis – an unbiased account? The quick answer is that unless they frame the story in terms of a “defenseless, innocent victim,” the story has no legs.

The other aspect of how the media shoots us with their “paper bullets,” is how many people think about the mechanics of killing. To the extent that the television and movies have portrayed unrealistic expectations of shootings, i.e., the ability to shoot a weapon from someone’s hand or Dirty Harry killing someone with one round that blows that individual through a plate glass window, the media, just like a few of us, expect that police can wound or kill somebody with one well placed round. When that fails to happen in the real world; when someone continues to fight even though struck several times with what proves later to be lethal rounds, the media jumps all over the authorities demanding an explanation. Yet, when for whatever reason, the police fail to use deadly force, or in the instance of an active shooter, they fail to move on the shooter immediately, the media are quick to assign blame for

cops’ reluctance to act.

In terms of the ethical responsibility involved in reporting and documenting deadly force situations, I not only fault the press, but contend that our own departments share the blame as well. We are reluctant to hold the media’s feet to the fire. When bad reporting happens, we need to get out in front of the cameras and set the record straight. Police work doesn’t just happen on the street; police work involves every aspect of the job. Just as we advise the people we serve in matters of legalities, so also must we advise the social structure that surrounds our community. The cops that hold admin positions are still sworn to back us up when the need arises. If that means addressing cases of media inaccuracies, then our own media reps need to have our backs. If we allow the press to continue down the path of sensationalism without stopping them, then we unwittingly sanction all that they say and do.

As a writer, I have an obligation to report all of the facts surrounding a story, not just those that I cherry pick. In prosecutions, to withhold any exculpatory evidence is unethical behavior as well. Just as we are expected to adhere to the highest of standards, we should also demand that our media operate within those same parameters. When they do not, we need to be proactive in our effort to reboot the reporting process to get it back in sync with reality. Stay safe brothers and sisters!

Reprinted with permission from Officer.com.

John Willis, an ILEETA member, 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 10 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. 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. VB

Visit our website at
www.lvppa.com.

You can also contact our Webmaster at
webmaster@lvppa.com.



KATHY COLLINS
Chief General Counsel

Protecting Your Rights

There are many rights available to you as sworn officers of the Las Vegas Metropolitan Police Department. Unfortunately, there are strict time lines and deadlines in place, and if you do not adhere to those timelines and deadlines, you may waive rights otherwise available to you. This article will, hopefully, remind you of what you must do in order to protect your ability to exercise the rights available under the law and our Collective Bargaining Agreement.

Rights Under the Collective Bargaining Agreement

Under our Collective Bargaining Agreement, there are basically four different appeal processes in place, depending on what you are appealing:

- Written reprimand – appealable to Deputy Chiefs if not satisfied with Step 1 response
- Suspensions of 81 hours or more, through and including termination – appealable to an independent arbitrator if not satisfied with Step 1 response
- An alleged violation of a civil service rule – appealable to the Civil Service Board if not satisfied with Step 1 response
- Everything else (including a dispute regarding the application or interpretation of a provision of the Collective Bargaining Agreement; a dispute regarding the application or interpretation of a Department rule, regulation, policy or procedure that governs the Department; and any discipline of one to 80 hours and disciplinary transfers) – appealable to a Labor Management Board

To File a Grievance

Under the Collective Bargaining Agreement, Article 12, the initial process and timelines are the same, no matter what type of a dispute you are dealing with. If you have any type of dispute mentioned above and you cannot resolve it informally, you then have 15 days from learning about the dispute to file a written grievance (this is Step 1 of the process). If the grievance pertains to the appeal of discipline, the 15-day time period starts to run from the date the employee signed his or her Adjudication of Complaint and received a copy of the adjudication. Thereafter, the individual charged with handling the grievance will hold a meeting with the grievant and his/her representative within 15 calendar days of the date of the filing of the grievance and will submit a written response to the grievance within 22 calendar days of the filing of the grievance.

To Appeal a Written Reprimand

If an employee has received a written reprimand and has unsuccessfully grieved that written reprimand, he/she may

appeal it. Under the Collective Bargaining Agreement, a written reprimand is only appealable beyond Step 1 to the Deputy Chief. An appellant has 30 calendar days after receipt of the Step 1 grievance response to request that the written reprimand be reviewed by a Deputy Chief. Thereafter, the Deputy Chief has 15 calendar days from the filing of the appeal to hold an appeal meeting and 22 calendar days from filing the appeal to provide the appellant a written response. The Deputy Chief's response shall be final and binding.

To Appeal the Denial of a Grievance Regarding a Suspension or a Contractual Issue

If an employee has received a suspension, or if an employee is bringing a dispute regarding the application or interpretation of a provision of the Collective Bargaining Agreement – or a Department rule, regulation, policy or procedure – and the employee has unsuccessfully grieved that suspension or dispute, he or she may appeal that denial to a Labor Management Board. The Labor Management Board is composed of a chairman, two representatives from labor and two representatives from management. The request for a labor management hearing must be submitted within 30 calendar days of receipt of the Step 1 response. Once submitted, the following time lines apply:

- Hearing schedule: All Labor Management Board hearings for an entire month will be conducted on one day. Specifically, all labor management hearings that have been requested in the month of March will be heard on the second Thursday in May; all labor management hearings that have been requested in the month of April will be heard on the second Thursday in June, and so on. This schedule has been developed to address scheduling and rescheduling problems that have existed in the past.
- The parties are to exchange exhibits at least 14 days prior to the scheduled hearing and witness lists and issue statements at least seven days prior to the scheduled hearing. Note that in the event these exchanges are not made in a timely fashion, and there is no agreement by the parties to accept a late submission, the Board has the authority to receive the late submission, refuse to accept the late submission or reset the hearing.
- Time limits for hearings: Each party has 90 minutes within which to present its case, including argument, presentation of witnesses and cross-examination of the other party's witnesses. The purpose of this time limit is to encourage the parties to conclude these matters in an efficient fashion.

To Appeal a Termination

If an employee has attended a pre-termination hearing, the

(continued on page 11)

Pre-Termination Board has 72 hours (three working days, excluding weekends) to forward a recommendation to the Sheriff. Thereafter, the Sheriff has 72 hours (three working days, excluding weekends) to advance a decision to the employee. If the Sheriff's decision is to terminate the employee, the employee has 30 days to submit a request to the Sheriff asking that the matter be reviewed by an arbitrator. Note that in the case of a termination, there is no Step 1 grievance.

Once a request for arbitration is put in and the case is assigned to an arbitrator, the assigned arbitrator shall schedule the hearing within 90 days of the notice of the assignment. Thereafter, the arbitrator shall submit a decision to the parties within 30 calendar days of the close of the hearing.

Time Limits in General

Note that in computing any period of time described in Article 12 of the Collective Bargaining Agreement, the day of the act, event or default from which the designated period of time begins to run shall not be included. The last day of the applicable time period shall be included, unless it is a Saturday, Sunday or holiday, in which case the period runs until the end of the next day which is not a Saturday, Sunday or holiday.

Note also that the Collective Bargaining Agreement is very clear that in the event that an employee and/or the Association fails to appeal a discipline, or respond to the next step of the grievance procedure within the time allowed (or in the event that the Department fails to answer a grievance within the time required at any step of the grievance procedure), then the grievance will be considered settled against the side that has defaulted for failing to act in a timely fashion. Therefore, if an appeal is not filed or processed within the time limits noted above, which the Association will not do unless you specifically ask it to, the appeal will be deemed withdrawn with prejudice.

Rights Under the Law

To File a Worker's Compensation Claim

If, during your employment, you have an accident or incur an occupational disease, and your injury or illness arises out of and in the course and scope of your employment, it is imperative that you file a "Notice of Injury or Occupational Disease" (Form C-1) within seven days from the date of injury or illness. If medical treatment is sought, the Claim for Compensation (Form C-4) must be filed within 90 days after an accident or discovery of an occupational disease. Your treating physician must complete this form and distribute the copies as directed. You should not wait to see if your injury gets better on its own over time, but rather, act on the side of caution and complete and submit the above listed form C-1 (Notice of Injury or Occupational Disease) to your superior immediately. If you delay the completion and submission of the above listed forms, your claim for workers' compensation benefits can be denied.

Ultimately, if you disagree with an adjudication of a workers' compensation claim, or if you are denied workers' compensation benefits (which are made by Tristar Risk Management), you may appeal the decision within 70 days. You must file Form D-12a with the Department of Administration, Hearings Division, 2200 South Rancho Drive, Suite 210, Las Vegas, Nevada 89102, or request that our attorneys file this form on your behalf within the 70-day time frame. A hearing will then be scheduled before a hearings officer on your behalf.

To File an EEOC and NERC Complaint

Consistent with federal law, the Department has a policy that its employees shall have the right to work in an environment free of harassment and/or discrimination based on the employee's race, color, religion, sex, national origin, age, disability, veteran status or sexual orientation. The Department also considers political affiliation a protected class, though not recognized by law. Complaints of harassment or discrimination may be reported to

(continued on page 12)



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!

- No out of pocket expense for root canals, crowns, partials, dentures, fillings, extractions.
- No annual deductible (usually \$50.00 per person).
- We are open 7 days a week, including normal hours on Saturday and Sunday.
- Children welcome!!!

IMPLANT SPECIALIST ON SITE

Small co-payment for implants. No referral necessary!!!

Give us a call today to schedule an appointment.

(702) 671-0001

East location coming up early year 2008!



LEGAL CORNER

(continued from page 12)

the Office of Employment Diversity, an employee's chain of command, the Professional Standards Division commander, or the Human Resources Division commander. Know however, that an employee also has the right to file a complaint with the Nevada Equal Rights Commission (NERC) and/or the Equal Employment Opportunity Commission (EEOC). If you choose to proceed in this fashion, your complaint must be filed within 180 days of the last alleged discriminatory act to be accepted for review by the NERC; or filed within 300 days of the last alleged discriminatory act to be filed with the federal EEOC.

Miscellaneous

Civil Service Appeals

The enforcement and establishment of the civil service rules are excluded from consideration as a grievance. An alleged violation of a civil service rule, not otherwise covered by the Collective Bargaining Agreement, may only be appealable through civil service rules to the Civil Service Board. One wishing to appeal an alleged violation of a civil service rule must file the appeal (in the form of a Request for Receivability) with the Secretary of the Board within 10 calendar days of the final administrative action taken against him/her. Again, failure to file the appeal within the applicable time limit will result in the appeal being deemed not receivable.

Sick Leave Requests

Pursuant to Article 10 of the Collective Bargaining Agreement, employees are required to file and sign a sick leave request within 24 hours of returning to work, evidencing the fact that the reason for the employee's absence from work was a legitimate use of sick leave as outlined in the Collective Bargaining Agreement.

Conclusion

Again, I hope that this information helps you protect your rights under the contract, under Department policy and under the law. As always, if you have any questions about the information contained in this article, please do not hesitate to contact me. **VB**

INSIGHT

A true leader has to have a genuine open-door policy so that his people are not afraid to approach him for any reason.

-Harold Geneen (with Alvin Moscow)



www.cassadylawoffices.com

Henderson

702.650.4480 (office)

702.650.5561 (fax)

2649 W. Horizon Ridge Pkwy.,
Suite 120
Henderson, Nevada 89052

Conveniently located at
Eastern & Horizon Ridge Pkwy.

Summerlin

702.650.4480 (office)

702.650.5561 (fax)

7201 W. Lake Mead Blvd.,
Suite 500
Las Vegas, Nevada 89128

Conveniently located at
Lake Mead & Tenaya



Jasen E. Cassady, Esq.
Advanced Law Degree in Taxation
Licensed in NV & FL
Certified Financial Planner®

\$99 WillsSM

Living Trusts

Estate & Tax Planning

Retirement Planning

VEGAS POLICE OFFICERS RECEIVE ½ PRICE TRUST PACKAGES

WHAT WE DO FOR YOU

JUNE/JULY 2008 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
N/A	N/A	N/A	N/A
PRE-TERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
7/10/2007	4/101.19 Truthfulness Required at All Times	Termination	40 hour suspension
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
11/9/2006	4/102.11 Neglect of Duty, 4/101.19 Truthfulness Required at all Times	Recommended Termination	Upheld
6/14/2007	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	1	2
OFFICER INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS			
DATE	Use of Force Board Decision	INQUEST DECISION	
5/17/2008	Justified	Justified	
6/5/2008	Pending	Justified	
2/11/2008	Pending	Pending	
INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
48	125	173	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
0	3	26	5



2 LOCATIONS:
7995 W. SAHARA 259-8011
10575 S. EASTERN 451-2081
TRUSTED FOR OVER 20 YEARS

Large Selection of Fine Jewelry
Loose Diamonds | Custom Designs



Manufacturing
Expert Jewelry & Watch Repair
Master Craftsman on the Premises

Special
Discounts
For Our
Brave
Men &
Women
In Uniform

ABSOLUTE EQUIPMENT

Committed to serving those who serve



4310 LOSEE RD #2
NLV, NV 89030

10% OFF TO ALL
PUBLIC SAFETY
EMPLOYEES

Phone: 702-651-6693

Fax: 702-651-6694

E-mail: JASONS@ABSOLUTE-EQUIPMENT.COM

WWW.ABSOLUTE-EQUIPMENT.COM

The Dead Man's Hand

BY DAMIAN VELASCO

A pair of aces, and a pair of eights – four simple cards known simply as “The Dead Man’s Hand.”

For years, the symbolic meaning of these cards has been misconstrued and demonized. In our own Department, the cards were seen by some administrators and investigators to mean that we are all too enthusiastic about killing people. But nothing could be further from the truth. The true meaning of those four simple cards is so much more complex.

Wild Bill Hickok was a legendary law man who lived in the 1800s. He was cunning, devious and manipulative – all the characteristics of a good police officer today. He carried two guns, made sure that they were well oiled no matter how new they were, and carried an overabundance of ammunition. In terms of tactics, he was well beyond his years.

Wild Bill made it a habit, every time he walked into a saloon, to find a seat that gave him a clear view of the front and rear doors of the tavern. He made sure his back was to the wall. He was obsessed with safety and looked for danger around every corner. He was almost demented in his appreciation of a good gunfight. To some, he had a death wish, to others he was simply

overconfident. Nonetheless, the cards he held in his hand on the night he died in 1876 are a reminder to us all that officer safety and tactics must always be of utmost importance. “How,” you may ask, “can a hand of cards, held by a law man in the 1800s have any relevance to modern day police work?”

The answer is simple.

Despite his confidence, expert marksmanship and superb tactics for his era, Wild Bill had a few vices, namely women, alcohol and gambling. Many cops can relate. On the night he died, Wild Bill entered a saloon in the Dakota Territory. He wanted to join a low stakes card game some of the patrons were playing. He tried to find himself a seat at the table that gave him a view of the front and back doors, where his back would face the wall, but none was available. The only free seat was one that allowed him a view of the front door, and that left his back unguarded. Faced with a decision, Wild Bill chose to sacrifice his tactics and safety. Unbeknownst to Wild Bill, another man in the bar had taken notice of his poor decision. That man was none other than Jack McCall. McCall was convinced that Wild Bill had killed his brother when he was a lawman in Kansas, and Jack vowed revenge.

We're proud to support the Las Vegas Police Department.

As our way to acknowledge the Las Vegas Police Department for your commitment to your community, Verizon Wireless is offering you **savings of 18%***. In addition, save with our phone specials and PDA offers. The work you do is vital to the well being of Las Vegas, and we appreciate your dedication.

*On calling plans \$34.99 monthly access or higher. New 1- or 2-yr. activation required.

BlackBerry® 8830



Switch today! Contact your Employee Sales Representative:

Sherry Loving • (702) 274-9001 • sherry.lovings@verizonwireless.com

Activation fee/line: \$35 Waived on 2-yr. customer agreements.

IMPORTANT CONSUMER INFORMATION: Subject to Western States Contracting Alliance Master Service Contract #1523, Customer Agreement, Calling Plan & credit approval. Up to \$175 early termination fee & other charges. Offers & coverage, varying by service, not available everywhere. Limited time offer. Proof of employment required to qualify for discount.

© 2008 Verizon Wireless.

As Wild Bill got engrossed playing cards, McCall walked out of the saloon, only to return a short time later, coming in through the back door. Jack watched closely. Wild Bill played a few hands of cards and McCall inched closer to his backside. When he was certain that the lawman was relaxed, he made his move. He drew his pistol and shot Wild Bill in the back of the head, killing him instantly. As Hickok's body slumped over the table, clenched tightly in his fist was the last hand he had been dealt – two aces and two eights. Those cards, from that day forward, became known as “The Dead Man’s Hand.”

So what do four cards, held by a lawman in the Dakota Territory in the 1800s have to do with modern day law enforcement in the 21st Century? The



answer is everything. We learn from the mistakes of those who have passed on before us. Just as we critique the final moments of officers who have fought their final battle to learn from their mistakes, we should also remember the death of Wild Bill Hickok.

As you go through your day, think about how magnificent a lawman Wild Bill was and how a poor decision caused his demise. The lesson here is to never, ever sacrifice officer safety and tactics. Never give in to a vice at the expense of your safety, or you could be the next one to hold the dead man's hand.

Damian Velasco is a sergeant with the Los Angeles Police Department. LAPD Sergeant George Hoopes contributed to this article.

Reprinted with permission from apbweb.com, the website of American Police Beat. VB



I,700,000 REASONS YOU CAN'T BE IN CLASS AT 9A.M.

Don't worry. At American Military University our 27,000 students face the same challenges yet have found a solution.

- Choose from 57 online bachelor's and master's degree programs
- Log into class when time permits during the week (no specific times or days required)
- Learn from faculty and classmates who work in the field as command personnel, detectives, special agents, and more
- Start when you're ready with monthly class starts
- Book grant covers cost of textbooks for undergraduates
- No residency required

AMU, a member of the regionally accredited American Public University System, is one of the few colleges to be included as a member school of the Fraternal Order of Police University Consortium and to be approved by the FBI National Academy Governing Board to grant up to 15 semester hours toward selected graduate degree programs for FBINA Leadership Program graduates.



LEARN MORE AT
amu.apus.edu/public-safety
OR CALL
877.777.9081

American Military University

The Importance of Financial Planning in an Uncertain Economy

Second Part of a Two-Part Series

Too many people make their investment decisions based on what everyone else is doing. They follow the crowd into the hottest sectors of the market, only to suffer the consequences when those sectors take a dive. There is a way to safeguard your financial future without worrying too much about where the market is heading. It's called planning and you do it all the time. You plan for a vacation; you plan for a wedding; you plan when you put a new addition on your home. Yet, too often the most important plan is neglected – your plan for your financial future. A plan is simply a roadmap that shows where you are now, where you're going, and how best to get there. By putting your investment decisions into a larger perspective, a financial plan helps you avoid the trap of investing based on what other people are doing – instead of what is best for you.

To create a comprehensive plan, many people seek the help of a qualified financial professional. This person has the knowledge and experience to help guide your key decisions about your financial future. The planning process begins with a lot of questions. The purpose of these questions is to determine your goals, investment objectives, risk tolerance and dreams for the future, and to try to anticipate future events and contingencies so that they can be incorporated into your overall financial blueprint. The next step is constructing your financial profile. This consists of an accurate picture of your current financial status, including your net worth, current income, potential income, debts, taxes, insurance and other financial considerations. Step three combines step one and two by creating a guideline that shows how you can get from where you are now to where you potentially want to be. This is where the guidance of your financial professional is especially useful. He or she will help you determine how much you need to save and suggest ways to help you meet your financial obligations. Your financial professional will also help you select the right mix of assets (short-term investments, bonds, stocks and other vehicles) that may help you meet your future goals while controlling risk.

By implementing the plan, you free yourself from making ad hoc decisions about investments. You won't be chasing market fads because you'll know exactly what investments are right for you. That doesn't mean you can't play the market. But it does mean that you will know exactly how much of your investment assets you can afford to put at higher risk without jeopardizing the achievement of your goals. The final step is to monitor and review your progress over time. Your goals or situation may change, and you will need to adjust and refine your plan to reflect these changes. By sticking to the plan, monitoring progress, and making changes as needed, you'll have the best chance of achieving what you set out to accomplish.

An investment in the fund is neither insured nor guaranteed by the U.S. Government or any other government agency. Although the fund seeks to preserve the value of the investment at \$1.00 per share, it is possible to lose money.

This material is not intended as tax or legal advice. You should consult with your personal financial, tax or legal advisor regarding your specific situation before implementing any estate or business strategy.

Jason A. Souza, Vice President Western Division AXA Advisors, offers securities and investment advisory services through AXA Advisors, LLC (member FINRA, SIPC). (Exp. 10/09) VB

Value, Service, Respect...

What Our Member-Owners Get From Us

- **FREE CHECKING WITH ONLINE BILL PAYER**
- **CONVENIENT ONLINE AND MOBILE BANKING**
- **AUTO LOANS**
- **LOW RATE VISA® CREDIT CARDS**
- **100% HOME FINANCING**
- **FULL REAL ESTATE SERVICES**



This Credit Union is federally insured by the National Credit Union Association.

For more information please contact:
Trudy McClain at (702) 641-4300 or e-mail
trudym@nevadafederal.org

19 Convenient Valley Locations
(702) 457-1000 • nevadafederal.org



Advertise in
Vegas Beat

911 MEDIA
STRATEGIC COMMUNICATIONS FOR YOUR ORGANIZATION

702-987-4789
www.911media.com

Metro offers great orthodontic benefits.
Call to set up a complimentary consultation.

TRUMAN
ORTHODONTICS

MARK TRUMAN, DDS

851 S. RAMPART, SUITE 130 • LAS VEGAS, NV 89145
P 702.360.9000 F 702.320.9045 www.summerlinortho.com

Law Enforcement Officer Fatalities Plummet 41% During First Six Months of 2008

BY KEVIN MORISON

LOWEST MID-YEAR TOTAL IN MORE THAN FOUR DECADES;
TRAFFIC INCIDENTS CONTINUE TO CLAIM THE MOST OFFICERS' LIVES

Washington, DC – After an unexpected surge in 2007, the number of law enforcement officers killed in the United States plummeted 41% during the first six months of this year, reaching the lowest level in more than four decades, the National Law Enforcement Officers Memorial Fund (NLEOMF) and Concerns of Police Survivors (C.O.P.S.) have announced.

The groups' preliminary data show 59 officers died between January 1 and June 30, 2008. The last time the mid-year total was that low was 1965, when there were 55 line-of-duty deaths. By comparison, 100 law enforcement officers died in the line of duty during the first six months of 2007. That was the highest six-month total since 1978. By the end of 2007, a total of 181 law enforcement officers had lost their lives in the line of duty, which was 20% higher than the previous year. "While these statistics offer little comfort to the loved ones and colleagues of those officers who made the ultimate sacrifice this year, for the law enforcement profession as a whole, the preliminary numbers for 2008 are encouraging, especially in light of the dramatic increase in officer deaths that occurred just last year," said NLEOMF Chairman and CEO Craig W. Floyd. "It is our hope that 2008 will usher in a new era in which far fewer law enforcement officers are injured or killed in the line of duty," he added.

"The tremendous decrease in officer deaths so far this year is encouraging. However, the families of America's law enforcement officers know full well that each and every day is filled with risk, and at any time the number of officer deaths can soar again," said Jennifer Thacker, C.O.P.S. National President. "C.O.P.S. is actually seeing an increase in the number of requests for services from our membership of over 15,000 surviving families because of the large number of deaths in 2007. We keep hoping and praying that the number of law enforcement line-of-duty deaths will continue to decrease," she said.

This year's decline has been driven by substantial reductions in all types of officer deaths, especially fatal shootings. The number of officers shot and killed declined 45%, from 38 during the first half of 2007 to 21 this year. That was the lowest number of firearms-related fatalities since 1960, when there

were 18 such deaths. Traffic-related deaths were down by nearly 35%, from 46 during the first half of 2007 to 30 in 2008. Among those, 21 officers died in automobile crashes, three died in motorcycle crashes and six were struck by other automobiles while outside their own vehicles. If current trends continue, 2008 will be the 11th year in a row in which more officers were killed in traffic-related incidents than by gunfire or any other single cause of death.

Eight officers died during the first six months of 2008 from other causes, including five who succumbed to job-related physical illnesses and two who were fatally stabbed. Texas, with seven, experienced the most law enforcement officer fatalities during the first half of 2008. California had five fatalities, followed by Georgia with four, and Ohio and Oklahoma with three each. Twenty-six states and the U.S. Virgin Islands experienced officer fatalities between January 1 and June 30. Four members of federal law enforcement also died during this time period.

Saying it is impossible to isolate a single cause for this year's stunning decline in officer fatalities, Mr. Floyd noted that increased awareness of officer safety issues was undoubtedly a factor. "The dramatic surge in officer fatalities in 2007 grabbed the attention of law enforcement professionals, policymakers and trainers across the nation, which in turn prompted many agencies to bolster their officer safety procedures and equipment," he said. "Last year's shockingly high fatality figures were an important reminder to officers to treat every assignment as if it were potentially life-threatening, no matter how routine or benign it might seem." Mr. Floyd also credited an increased emphasis on law enforcement driver training, "move over" laws and other traffic safety measures for making it safer for officers on our roadways, where the majority of our officers lose their lives.

The statistics released by the NLEOMF and C.O.P.S. are preliminary and do not represent a final or complete list of individual officers who will be added to the National Law Enforcement Officers Memorial in 2008. The report, "Law Enforcement Officer Deaths, Mid-Year 2008," is available at www.nleomf.org. For information on the programs that C.O.P.S. offers to the surviving families of America's fallen law enforcement heroes, visit www.nationalcops.org.

Contact Kevin Morison at kevin@nleomf.org, (202) 737-7134. **VB**



environmentally friendly
organic cleaning

- Quality Work
- All Work Done on Site
- No Chemical Odor
- Non-toxic drycleaning machine
- Clothes Smell Fresh!

9555 S. Eastern Ave. #100
(between Serene and Silverado)
Las Vegas, NV 89123
702-270-9800

Expert Alterations Done on Premises
Officer Uniform Discounts
\$1.99 for Each Item



Janet Leedham, CRS

Lincoln County Specialist

Cell: 702-219-1990
Direct: 702-645-2897

Fax: 702-655-9200
jleedham@earthlink.net

*Call Me For all Your Lincoln County and Rural Needs.
Go to www.janetleedham.net for Property Slide Shows!*



Leadership: It's a Promise

LIEUTENANT RANDY SUTTON

Northwest Area Command

There is, perhaps, no greater honor earned than being chosen to lead others. It signifies that our agencies trust our decision making, policy interpretation and principles. Leaders affect all aspects of an organization, and as agencies around the country compete for a diminishing pool of suitable applicants, an agency's leadership qualities help applicants decide which to join. In fact, leadership often becomes the deciding factor when potential employees are choosing an agency. How the current roster of commissioned officers feels about their leadership is widely known in the community, and people thinking about applying for vacancies will surely learn of those feelings.

Perhaps more importantly, leadership also plays a role in the retention of your current ranks. Low morale within the Department, which is most often related to leadership issues, is like a cancer. It not only erodes the agency from within but either prevents the development of the healthy growth that accompanies new hires, or quickly poisons the attitudes of those who do join its ranks.

In business, leadership affects profit, productivity and human relations. But in the world of law enforcement, leadership has a direct impact on lives. Not only in the lives of those we serve, but in the lives of those who serve the people – our nation's law enforcement officers.

The topic of police leadership is without a doubt the most frequently discussed factor of police operations, spanning every level of law enforcement organizations. However, the viewpoints and concerns of upper-level cops often conflict with those who actually perform the enforcement/service functions – the line officers and first-line supervisors. While the characteristics and theories of leadership will forever be a matter of individual opinion and constant debate, until certain common leadership values can be embraced by all levels, agencies are forever doomed to an environment of distrust and an absence of unity.

Two Questions

Who bears the responsibility for generating positive change? And what must they do to nurture those changes?

Unquestionably, the top leadership of our law enforcement organization must step forward with courage and humility and declare that the law enforcement mission is too important to the security of our country to risk failure; and that they'll do everything necessary to ensure that all who serve in law enforcement will be guided by selfless and ethical principles.

While this may sound idealistic, it's actually a strategy that we, as a society, have employed for almost all of the most important decisions in our personal lives. It's a simple yet sacred statement that embodies the best of human intentions – a promise. A promise takes many forms throughout our lives. From youthful shared secrets to our wedding vows to our oaths of office, we hold dear the value of a promise.

As a young police officer, I yearned to believe in the dedication, fairness and ethical values of those who held positions of leadership within my organization. On more than one occasion, I was disappointed. All too often, I've shared the disillusionment of my co-workers, as those who I thought would make positive changes as they rose through the supervisory ranks adopted the very characteristics they themselves had vocally protested when they were line officers.

Although it takes years in most organizations to rise in positions of leadership, the memories of co-workers last a lifetime, so leaders must fully understand that the ethics and integrity they displayed as officers will follow them forever. Respect is something to be earned, and those who desire positions of leadership must accept that the surest way to sabotage the development of respect is to appear hypocritical.

I remember a high-ranking officer who, while speaking to a group of new sergeants at a leadership training session, spoke at length about treating subordinates with respect and dignity. Yet in his own dealings with some of the same supervisors attending the class, he was well known to be insulting and demeaning.

Ten Promises

As I grew into a position to lead others, I came to believe that I, as well as every leader in a law enforcement organization, from field training officer to the chief, owe a set of 10 promises to those we lead. And I believe we must live up to these promises if we are to truly honor our leadership role:

1. I promise to treat you with respect and dignity regardless of rank or position.
2. I promise to be fair and impartial in matters of discipline and reward.
3. I promise to recognize your achievements and acknowledge your accomplishments.
4. I promise to keep your confidences.
5. I promise to understand that decisions made in the field are often arrived at during difficult, complicated situations, and that even if I might not personally agree with your decision, as long as it is reasonable, I will not criticize or second-guess you.
6. I promise to do my best to help you grow professionally.
7. I promise to care about you, both as a person and as a law enforcement officer.
8. I promise to understand that mistakes and misjudgments are a part of life and to be careful of overreaction to either.
9. I promise to be accountable for my own actions and to take responsibility and ownership for my decisions whether things go right or not.
10. I promise to understand the law enforcement mission and to do my best to fulfill it.

Regardless of rank or position, law enforcement requires extraordinary dedication and commitment. The men and women who each day must face the physical, emotional and spiritual dangers of the job have a right to believe their leadership cares about them and values them as human beings, as well as employees. They have a right to believe their leadership embraces strong ethical values, just as law enforcement leaders have a right to expect that their officers are committed to the organization and concepts of loyalty and commitment to justice.

That is the promise we owe each other.

Randy Sutton is a 32-year police veteran and field lieutenant with the Las Vegas Metropolitan Police Department. He is the author of True Blue Police Stories by Those Who Have Lived Them, A Cop's Life and True Blue to Protect and Serve. He has written extensively on the topics of leadership and ethics and lectures nationally on policing with honor. He can be reached at www.policingwithhonor.com and www.truebluestories.com. VB



Sheriff's Message

SHERIFF **DOUGLAS C. GILLESPIE**

During the past few months, I have read some letters to the PPA, and letters to me, that have given the impression that some may believe I don't respect the role that the PPA and PMSA, as well as PPACE, play within our organization. So I am going to take my opportunity this month to speak about that.

Soon after I graduated from the Academy I joined the PPA. I continue to this day to remain a (retired) member of the PPA and PMSA. I believe this was the main reason I received their support when running for Sheriff. I knew when I first joined the Department the importance of balancing the needs of employees with the needs of the organization – and the necessity of employee associations to help maintain that balance. I recognize today, even more fully, the role that employee associations play in the complex issues that develop in agencies our size.

In order to keep open lines of communication with all three associations, I have regularly scheduled meetings. I, along with Undersheriff Jett, meet with all the association heads once a month for lunch. This allows us to discuss issues on a regular basis. We also meet with each association board at monthly and quarterly meetings. This gives us a broader feel for the issues facing each association.

Since becoming Sheriff, I have made communication a top priority. I knew when I did this that I would hear about more than just the good things; and, in fact, realized the greater importance of listening to those who want to discuss the problems and issues that we face as an organization. I don't want to hear just what people think I want to hear. I want to know what people really think.

Honesty is the most important part of open communication; and trust is essential to honesty. If I were to take offense and go after anyone who disagreed with me, soon I would have nothing but "yes men" around me. I would not be able to lead this organization effectively. That is why I hope the associations continue to write about concerns they have. Those concerns should include issues like those recently written about by my friend Mark Chaparian – in tactical operations you must look at all possible obstacles and plan accordingly

so the best possible outcome is achieved. If no one is willing to come forward with information about legitimate concerns and issues, we limit our ability to become the best we can be.

I think the best way to frame my beliefs on open communication is to put it in context with our core values. We must have the **integrity** to speak the truth; the **courage** to say that what we know may not be popular opinion; **accountability** to back up what we believe are issues with facts; **respect for people** to allow everyone a voice without fear of retaliation; and commitment to **excellence**, which requires that we address problems and issues openly to move our agency closer to our vision: **To be the safest community in America. VB**



PROTECT THE CITY. JOIN THE FORCE.

**Salary Range: \$53,000 after
the first year - maximum base pay over
\$77,000**

This also includes an excellent benefits package that includes health insurance, uniform allowance, court time pay, educational incentive, sick leave accrual, vacation leave accrual and much more ...

YOU, as an LVMPD Police Officer or Corrections Officer, can not only achieve your career goals with endless advancement opportunities, but you can also realize an excellent quality of life including home ownership in Las Vegas or any of the surrounding communities. Now is the time! Our agency must hire 400 Police and Corrections Recruits per year for the next several years to keep up with the "booming" growth of Southern Nevada. Visit www.protectthecity.com for details and to apply for one of our six annual Las Vegas testing dates. We may bring our testing process to a town near you.

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**



- September 1** Labor Day
- September 4** LVPPA General Membership Meeting (PPA office)

**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.*

Discount Theme Park Tickets

THEME PARK	TICKET	GATE PRICE	LVPPA PRICE
Knott's Berry Farm	One Day Ticket-Adult	\$49.99	\$25.00
	One Day Ticket-Child (3-11)	\$19.99	\$18.00
Legoland	One Day Ticket-Adult	\$59.95	\$41.00
	One Day Ticket-Child (3-12)	\$47.95	\$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
	One Day Ticket-Child (3-11)	\$24.00	\$19.00

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.

End of Watch

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

Name: Al Hepp, P# 4650
Rank: Sergeant
Assigned To: Northeast Area Command
Hired: February 22, 1994
Retired: Actively Employed
Died: June 12, 2008

THANK YOU LETTERS

LVPPA,

Thank you so much for the beautiful flowers that were sent for the services of my father, Robert L. Kemp. Your collective thoughtfulness gave comfort during our mourning.

Sincerely,

Matt and Nita Schmidt

Dear Friends at the Las Vegas Police Protective Association Metro,

Thank you so much for your recent \$50.00 donation for Dorcas House in memory of Stephen Velez-Confer. Your gift is a very fitting tribute. As you know, he devoted much time and effort these last few years to improving the lives of the children who live there. Dorcas House is a place where intellect and spirit are developed and nurtured. Health, as well as education, are important elements of the programming.

Your gift will be used to support the daily operations of the facilities, including the cost of food, medical care, education, transportation, utilities and maintenance. From time to time, we hope you will check

out what is happening at www.DorcasHouseFriends.org. There is always something new.

Sincerely,
The Reverend Barnabas Hunt, SSP
Chairman
Dorcas House

Mark,

I just wanted to say thanks for your latest article on the two-officer patrol cars. Prior to working for Metro, I was an officer at another department from the Midwest. We basically had 70%-80% two-man cars. I cannot begin to tell you the numerous advantages to operating that way. The mindset of running one-man cars to make it appear like there are more cops on the road does not accomplish anything. Of course, most members of this department have a hard time thinking outside the box and trying anything new to see the advantages. I could talk for hours about this topic, but just wanted to send a quick e-mail to say I appreciated the article. As always, stay safe.

An Appreciative Member

Got Your **FINANCIAL PLAN** Set for 2008?

LVPPA members get their first plan
at **NO COST!**

For over 10 years we have assisted hundreds of officers and their families
with their financial planning in areas such as:

- Federally Tax-Free Investments*
- Supplemental Retirement Programs
- Allocating Officer's Deferred Compensation Funds
- Retirees Deferred Comp Rollovers
- College Education Funding Programs*
- Mutual Funds*
- Life Insurance-All Kinds-All Companies
- Financial Planning*
- Roth IRA*
- Traditional IRA and IRA Rollovers*
- Managed Accounts*
- Exchange Traded Funds (ETF's)*
- Long-Term Care
- Disability Income Protection
- Medicare Supplements



AIG AMERICAN
GENERAL

Richard L. Hoover, Investment Advisor Representative
(702) 221-8866 Ext. #11
2920 S. Jones Blvd., Suite #110-A • Las Vegas, Nevada 89146
www.richhoover.com
Email: richard@richhoover.com

*Securities and Investment Advisory Services offered through American General Securities Incorporated (AGSI)
2727 Allen Parkway, Houston, TX 77019 713.531.1800 Member NASD and SIPC
Member American International Group
Richard L. Hoover Investment Advisor Representative



**CALVADA
POLICE
EQUIPMENT** INC.

STATE OF NEVADA'S ONLY AUTHORIZED



REPAIR CENTER!!!

**STOP IN AND CHECK OUT OUR
MONTHLY SPECIALS!!!**

622 N. Rainbow Blvd.
Las Vegas, NV 89107

(702) 385-COPS
Fax (702) 385-9509

RETIREMENTS

07/01/2008	Wesley Marsden, P# 2671	CO II
07/01/2008	Robert Schulz, P# 1855	PO Sergeant
07/02/2008	Terrence Mayo, P# 593	PO Captain
07/07/2008	Michael Givens, P# 1575	PO II
07/07/2008	Lewis Zaic, P#2768	PO II (A-2)
07/09/2008	Thomas Carbaugh, P# 3063	CO II
07/09/2008	Freddie Galey, P# 2383	PO II (A-2)
07/10/2008	Lawrence Foster, P# 3541	PO II
07/11/2008	John Somaduroff, P# 1974	CO II
07/20/2008	William Freiberg, P# 3350	CO II
07/23/2008	Thomas Harrington, P#1872	PO II
08/10/2008	Alfredo Cervantes, P#2156	PO Sergeant



Vegas Beat is looking for a part time or full time salesperson to assist with advertising sales.

Are you a retired LVPPA member?

Are you a spouse looking to support the Association?

Are you looking to earn aggressive sales commissions?

Please call **911Media**® at **702-987-4789** and ask for **Jordan**.

GOING TO LAS VEGAS?

LVPPA is now selling Las Vegas Shows, Tours, Front-of-the-line Nightclub passes, golf reservations and more with a portion of the proceeds coming back directly to benefit our organization. So if you have any family or friends visiting you please have them call us to book their Las Vegas activities and thank them for their support of the LVPPA.

CALL TODAY!
(702) 384-8692



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:

CollegeAmerica FBO Casey Turner
CollegeAmerica FBO Cole Turner

Checks should be mailed to:

Turner Children College Fund
AIG Financial Advisors-Richard Hoover
2920 S Jones Blvd Ste 110-A
Las Vegas Nevada 89146

*The Turner family thanks you, in advance,
for your kind donation.*

Richard Hoover
Investment Advisor Representative
AIG Financial Advisors
(702) 221-8866 ext. 11

Would you like to proudly display your support for the Police Protective Association? Visit the PPA to obtain your bumper sticker.



**I Support Those Who Protect Others -
Las Vegas Police Protective Association, Metro Inc.**

WE'LL DO ANYTHING TO SELL YOU A CAR!



Findlay
TOYOTA

www.findlaytoyota.com