



LVPPA VEGAS BEAT

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

VOLUME 3 | ISSUE 5

January/February 2009

Representation *in* Difficult Times



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

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

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

"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

Upcoming Contract Negotiations

I think we all would agree that there has been an economic downturn all across the United States. That downturn has not missed the state of Nevada and, more important to the LVPPA and its membership, it has not missed the City of Las Vegas and Clark County. As most of you know, the current contract expires June 30, 2009. As in the past, we are in the process of gathering the needed information and documents so we can enter into negotiations early in 2009. The rumor mill is already running at full speed about what the PPA is going to give up in the next contract. There are two reasons that rumor mill is incorrect: first, we do not even have the necessary information that would allow us to make an educated decision reference giving anything back and second, we have not been asked by any party to the negotiations to give anything back. It is true that I have participated in many meetings with the City and the County in reference to the upcoming negotiations and how it will affect their budgets. These meetings led me to write the following press release which was released to all media outlets on November 20, 2008:

"I am Detective Chris Collins. I have worked as a police officer in our community for the past 25 years. I currently represent the 2700 police and corrections officers employed by the LVMPD as well as the officers employed by the City of Las Vegas. However, I come to you

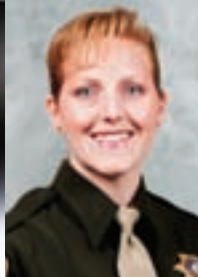
today not only as the president of an employee organization, but also as a taxpayer, just like you. We all realize that the economy is bad, but you and I also know that it's the fundamental job of government to provide for the safety of our community. We must be sure that before budget cuts are made that would negatively impact our ability to keep our community safe that the County first cut out all unnecessary spending. A budget cut that affects your safety should be a last resort. The County says they are in a budget crisis, but we have yet to see any numbers or books to confirm that position."

I do not think that it is a secret that the upcoming negotiations will be difficult and the result may not be the same raises we have become accustomed to in the past. If the City and County simply do not have the money for increases in cost of living and benefits, we may have to accept the status quo. I would never accept any reductions without having them forced upon us by an arbitrator's decision. However, I can make you all this promise right now: If our reports and information gathering show that the City and County can indeed afford raises, that money will not be left on the table. As in 2005, the PPA stands ready to fight all the way to arbitration to protect your cost of living raises and other benefits. Please feel free to contact me or any other Board member with your concerns or thoughts. Your input is not only needed, but welcomed. As always, stay safe and fight the good fight. **VB**

Happy
New Year!

From the staff & board of the
LAS VEGAS POLICE PROTECTIVE ASSOCIATION

The Members Have Spoken



DETECTIVE MICHELLE JOTZ

Assistant Executive Director

First, let me thank those of you who did take the time to complete your contract surveys. Those responses are invaluable to the people who will represent you, the members, at contract talks. The PPA Executive Secretary, Laura Pavlowski, and Receptionist, Roy Hoernke, slaved tirelessly to calculate the responses from the surveys that the PPA received from the membership (I don't envy the work they had to do!). Let me explain how the numbers were calculated: From the 465 surveys we received, Laura and Roy added the totals from each of the rankings you marked. Those final numbers determined the rank order of the choices from the 12 options provided.

According to the responses we received, the members felt that the most important item was receiving 100% value of sick leave rather than the current 75% we receive upon cashing out. Following that choice, the members want to see additional pay step increases and to see caps raised on the vacation, sick and bonus leave hours. I was pleasantly surprised to see that the majority of the people who responded had an interest in seeing a physical fitness incentive implemented.

We also received a significant amount of responses relating to what you would like to see done with the insurance. It was nice to see some of the creative ideas you came up with. Obviously, this information can and will be used for discussion in reference to our contract, but it will also be provided to the LVMPDH&WT representatives so they can be made aware of what specific concerns the members brought to our attention.

There were many other ideas provided that we have compiled. It is very interesting to read the list of thoughts. On some of the more detailed responses, we get an idea of how frustrated some of you are about things such as staffing! That's been a hot topic lately, so the feedback was very enlightening. As things progress, we will keep the membership updated. If you have any questions, comments or concerns, please feel free to contact me at mjotz@lvppa.com. **VB**



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 Education



CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

As you read this letter from your Summary Plan Description (SPD), it is the start of a new year and this is a friendly reminder that your Calendar Year Deductibles (CYD) must be met before your health plan pays health benefits. The individual calendar year deductible is \$250.00, while the family calendar year deductible is \$500.00.

In general, the plan pays 90% of the contracted rates for PPO benefits and 60% of usual customary & reasonable rates (UCR) for non-PPO benefits. UCR rates are higher than PPO contracted rates, and you are responsible for charges higher than the UCR.

The Trustees of the Las Vegas Metropolitan Police Department Employees Health & Welfare Trust ("Plan") are pleased to present you with this Summary Plan Document (SPD) describing the Plan's benefits, including medical, prescription, dental and vision. This book contains important information about the benefits available to you and your family. **You should read this SPD book carefully and keep it where you can find it in the future or view this book by logging on to www.umar.com.** In this book, you will find information about who is covered by the Plan and what benefits are available. This Plan Document supersedes and replaces all previous Plan materials.

The Trustees want the Plan to continue to provide good medical benefits well into the future. However, these benefits are not guaranteed to always be available for you and your family (the benefits are not "vested"). Events may happen in the future that force the Trustees to change the benefits or even stop providing benefits altogether by economic or legislative actions; therefore, the Trustees have full authority to change, reduce, or end any Plan benefits at any time they deem necessary. If the Trustees change the Plan, you will be informed of any changes in the form of plan amendments. **Currently, there have been 12 plan amendments since the 4/1/2007 SPD was distributed to the participants.** All questions about the Plan should be made to the Plan's Administrative Office (UMR), whose address is listed below. **The only people who are authorized to give you official answers to your questions about the Plan are the Trustees or the Administrative Office.** No employer or labor organization, or any of their employees, can give you official answers to your questions about the Plan.

Be a Wise Consumer . . . It Will Save You Money

We all know that obtaining health care benefits has become more complicated for both the Plan and you. This is because health care benefits have become more expensive than ever before, but there isn't an unlimited amount of money to pay for these benefits. Like your family, the Plan has a budget and needs to spend wisely the limited amount of health care money it has available. By understanding your health care benefits and using them wisely,

you will get the most benefits with the least cost to you. There are two easy ways to reduce your medical costs when receiving benefits through the Plan. First, use PPO ("Preferred Provider Organization") providers. As you can see from the descriptions of benefits in the SPD, you pay a lower co-payment or coinsurance for many medical services when you use PPO Providers. To view providers, use the websites listed below:

Medical provider: www.beechstreet.com

Dental provider: www.ddsppo.com

Vision provider: www.davisvision.com

Pharmacy provider: www.envisionrx.com

The second way you can reduce your medical costs is by being a wise consumer. Be sure to ask questions of your health care providers and demand proper answers. Don't rely on your physicians or health care providers to know your benefit Plan and use it wisely for you. You must do it! For example, if your PPO physician refers you to another physician or laboratory, be sure that YOU confirm that the other physician or laboratory is on the PPO list. Some services require prior authorization (see Part 4(A)(5) of the SPD). You are responsible for confirming that your physician obtains prior authorization for certain services as described in your Plan booklet. Don't rely on your Doctor or other health care provider to obtain prior authorization. You must check on it yourself. If you do not obtain prior authorization, the Plan will pay a much lower amount and you will pay a much higher amount. Your health care is your responsibility. Remember that prior authorization only verifies medical necessity. Prior authorization does not mean that the Plan covers the authorized service or fully pays for the service. These are two separate matters, so don't confuse them. If you would like further information or assistance, please call or write the Plan.

Administrator:

UMR

700 East Warm Springs, Suite #210

Las Vegas, NV 89119

(866) 868-1395 or local (702) 413-1701

The Trustees believe that this Health and Welfare Plan fully complies with all applicable laws, regulations, and amendments. Any omissions or oversights will be resolved in favor of the laws and regulations. If you have questions about this article, contact Thomas Reid at the LVPPA. **VB**

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Board Attendance

OFFICER MARK CHAPARIAN
Secretary

I hope this issue of the *Vegas Beat* finds you healthy and happy after the holiday season. It was a busy year in 2008, and I am looking forward to 2009. I have compiled an attendance roster which reflects all the past and current Executive Board and Board of Directors' positions. Every meeting I take attendance, as the Bylaws require I do so. Our Executive Director, Chris Collins, asked me to produce the attendance of each elected and appointed member of our Board for the year of 2008 up through the end of November. Many positions were transient and some were vacant for some time. I hope

this list will be used to praise those who attended regularly and encourage those who don't. Keep in mind, there were a total of 21 meetings anyone could have possibly attended, if they were on the Board since early January. Board members who were not holding a seat on the Board the entire year will show how many meetings they could have possibly attended next to their name.

Many of our Board members hold positions with Metro that take them out of state or require them to finish an assignment which leaves them unable to attend meetings. Some of our Board members have had issues requiring them to take care of themselves or family members in need. If a Board member knows he or she will not be able to attend a meeting AND they call in prior to that meeting, they are carried "excused." If a Board member just does not show up, they are carried "absent." Keep in mind, our Board members are NOT compensated for these meetings and these hard working people do this to ensure YOU get representation. **VB**

Board Member's Name	Present	Excused	Absent
Collins, Chris	17	4	0
Kallas, David	10	12	0
Reid, Tom	12	9	0
Jotz, Michelle	18	3	0
Chaparian, Mark	17	4	0
Lochner, Ken	16	5	0
Galey, Fred (12 possible)	8	3	1
Barker, Kevin	18	3	0
Bell, Kendall (19 possible)	8	5	6
Berni, Ray	20	1	0
Brown, Jon	7	12	2
Castle, Fred (19 possible)	3	8	8
Clodt, Darryl	12	9	0
Crawford, Chris	2	14	5
Demetres, Harry (9 possible)	7	1	1
Fortunato, Mike (9 possible)	7	1	1
Dwyer, Jim	6	5	10
Hamm, Myron	5	9	7
Hoffman, Henry (9 possible)	6	1	2
Johnson, Darryl (19 possible)	5	6	8
Johnson, Robert	17	3	1
LePore, Joe (11 possible)	9	1	1
Lopez, Kyle (9 possible)	2	4	3
Malone, Mike	17	3	1
Martin, George (17 possible)	10	4	3
Martino, Alisha	15	6	0
Nicholas, Scott	15	3	3
Parascando, Sal (17 possible)	4	9	4
Pendleton, Jim	4	10	7
Perns, Doug (18 possible)	6	10	2
Reinarz, Mike	5	7	9
Roberts, Noel	9	8	4
Schofield, David (12 possible)	1	6	5
Shoemaker, Ed	19	2	0
Tremel, Don	12	3	6
Wellcome, James (20 possible)	11	3	6
Ramirez, Mike (9 possible)	6	3	0
Neslund, Rory (9 possible)	4	4	1
Lutjens, Carl (17 possible)	12	4	1
Payan, Luis (5 possible)	2	1	2
Voyles, Brad (3 possible)	0	3	0
Robbins, Dave (2 possible)	2	0	0

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Is It... Management Rights or is Management Wrong?

CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

As I start this, let me say that there may be more questions than answers. You, as the person reading this, can have input as to what goes on. When I started at DSD, one of the problems that always came up was that DSD runs out of overtime money before the end of the year. Management says that we have to tighten our belts and cut back. Now, when we do this, we have always cut back on the number of officers on posts to reduce the amount of money being spent – at the cost of officer safety as well as affecting the budget for the next year (the “do more with less” theory). This has happened for many years. Money seems as if it will always be an issue for DSD. We work and report to two budgets, Metro and Clark County, and so does management. We all fall under one and only one boss-the Sheriff.

When it comes to staffing, DSD is always behind the power curve. Why do we keep changing our minimum staffing? Why is it that when we announce a test for FSS and 26 are going to test, only half (or even less) of the applicants show up? Wait, I can answer that one. I think it is because management took away our 10-hour shifts and turned them into 9s after the officers put in to test for the position. Why is that we reduce a four officer post to a three offi-

cer post, and a three officer post to a two officer post when this puts the officer’s safety at an even higher risk? I know that we went to split-tier free time and are now being told by sergeants that they are going back to regular free time. In the South Tower, minimum numbers go up and there is a module where a single officer is left to tend to up to 64 unstable psych patients. Some of those inmates have probably been without their medications for days after coming into the jail. Whether it’s sitting on inmates in court without radio communication, sitting in the Bubble, escorting them or in an open bay, it’s all officer safety. Isn’t that what we were all taught in the Academy: officer safety comes first?

We all know the theory that when the economy goes bad crime goes up. Arrests would also do the same. Let’s look back at the study that was done on the number of beds that was going to be needed by 2012. When this was done, the number of beds needed was 4000-5000. With the North Valley Complex (NVC), 1000 beds are coming on line by the end of 2009 or beginning of 2010, which leaves 3000-4000. This also results in the requirement for more officers. The NVC would need approximately 189 officers, 22 sergeants and 4 lieutenants. This all takes money and you know that once

(continued on page 12)

ATTENTION:
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What's next?



DETECTIVE DAVID F. KALLAS

Director of Governmental Affairs

As you may recall from an article I authored in November of 2007, I told you that, "2008 is going to be very busy year in politics." With the upcoming election of a new president and campaigns for Congress, the State Legislature, District Court, and the County Commission, I thought it important to remind our officers of the role of the Association and the need for you to be "involved." I am happy to say that many of our officers took those words seriously and became "involved." Though the Association played no role locally regarding the Presidential election, our Association and our officers played an integral role in our local elections.

The Association endorsed candidates in 60 different General Election races, from U.S. Congress to North Las Vegas Justice of the Peace. We would have loved to have had 100% of our candidates be successful but, unfortunately, that wasn't the case. However, I am happy to report that 56 of the Association's endorsed candidates were elected, which means we had a 93% success rate.

A lot of time and energy were spent interviewing, making endorsements and eventually working to support those candidates we endorsed. So what does that mean for us as we move forward?

By the time you read this article, our legislature will probably, sometime in December, have been called into "Special Session" by Executive Order of the Governor to deal with significant budget issues. Whether it is during this "Special Session" or during the 2009 Legislative Session, there will be both individuals and organizations that will ask our newly elected officials to make modifications or, in some cases, completely eliminate benefits that we currently receive.

One such group is the SPENDING AND GOVERNMENT EFFICIENCY COMMISSION (SAGE) that was formed by Governor Gibbons. Recently, they submitted draft proposals regarding PERS that could:

1. Redefine "compensation" for purposes of benefit calculations to base pay only.

2. Change final average salary definition from average of 3 highest years to average of 5 highest years.
3. Establish compensation cap at 10% per year for highest five years for purposes of benefit calculation only.
4. Eliminate retirement at any age with prescribed number of years of service and establish a minimum retirement age of 60. A reduced benefit would be paid at any age after 35 years of service.
5. Reduce retirement multiplier from 2.67 to 2.5, effective July 1, 2009, if legally permissible, for all existing employees and to 2.15 for employees hired on or after July 1, 2009.
6. The cost of purchasing years of service should be reviewed every biennium and priced to cover the full actuarial cost of the benefits purchased effective July 1, 2009, for all employees, if legally permissible.
7. Impose a moratorium on PERS benefit enhancements until the plan is fully funded; require that PERS enhancements receive a

super majority (two-thirds) in the legislature; and sunset any enhancements so approved in ten years.

In addition, the Governor or Legislature should conduct an interim study and make recommendations to the 2011 Legislature for additional changes to the system, if appropriate.

With those types of proposals and others that have or will be submitted, it is important that we have elected officials who understand the nature of our jobs, our value to the community and the justifications to keep the benefits we have earned. That is why the Association has always promoted our involvement in the political process and should continue to stay involved.



We realize that no candidate can or should promise anything other than "good government," but, by staying involved, the Association is in a position to participate in the conversations that affect you and the benefits you have earned. If you have any questions, comments, concerns or criticisms, you can reach me at (702) 384-8692, ext. 207 or e-mail me at dkallas@lvppa.com.

As always, Stay Safe!! **VB**

Is your contact information current? Do you have a new address? New phone? Keep us updated! Call the LVPPA office at (702) 384-8692 to keep your records current!

Marketing a Union



OFFICER KEVIN C. BARKER

Director of Marketing

The Las Vegas Police Protective Association (LVPPA) assigns Kevin C. Barker as the new Director of Marketing! Many will tell you that this assignment sounds cool, but those who know me ask, "What is Kevin doing there and why as a Director of Marketing?" Although I am excited and thrilled with the position, the title is a little intimidating. I am excited to be serving our members and hope to be a strong advocate for the interests of the men and women who work as officers within the Las Vegas community. Marketing is of particular interest to me and a great avenue for our organization. Marketing is a vital component of any business organization and that includes the LVPPA.

People often confuse the concepts of marketing and advertising and many believe that the terms have similar meanings. However, marketing and advertising are two separate ideas within business. Advertising is "the activity of attracting public attention to a product or business, as by paid announcements in the print, broadcast, or electronic media," (Answers Corporation, 2008, p. 1). Marketing is "the process of planning and executing the conception, pricing, promotion, and distribution of ideas, goods, and services to create exchanges that satisfy individual and organizational goals," (Koontz, 1998, p. 1). Simply, marketing is a process of evaluating and promoting a good or service while advertising is a tool of marketing that tells others about the good or service.

The next question that comes to mind is why is marketing of value to a union organization? Marketing is of value to any business that offers a good or service to others. The LVPPA offers different services to members and marketing has value to the LVPPA in evaluating and promoting the services

that members receive. One tool of marketing is a marketing analysis. A marketing analysis is "marketing research that yields information about the marketplace," (Farlex, 2008, p. 1). A marketing analysis can analyze business practices and goods or services that a company offers and evaluate the organization to determine future goals. I am working on a marketing

analysis of the LVPPA and hope to complete it shortly. I have three goals from my research that I believe will allow the organization to move forward and benefit our members:

Develop strategies to improve communication to members from the Executive Board and Board of Directors;

Encourage, support and promote positive relationships with the LVMPD administration, other union organizations, and political entities; and

Discover and establish relationships with businesses that can offer goods and services that will benefit our members in today's economic market.

I know that we are facing challenging economic times. I know that working as an officer

today is a challenging and rewarding experience. I also know and believe that together we can overcome any obstacles and challenges we face. I am proud to be able to serve you and hope that if any of you have questions, comments or concerns, you will feel free to call me anytime at (702) 882-0316. **VB**



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KATHY COLLINS
General Counsel

A New Wrinkle In The Garrity Line Of Decisions

As advised in a previous article, under *Garrity v. New Jersey*, 385 U.S. 493 (1967), public employees compelled statements by their employers cannot be used against them in criminal proceedings. In *Garrity*, some police officers were questioned during the course of a state investigation concerning alleged ticket fixing. The officers were ordered to respond to the investigator's questions, and were informed that a refusal to respond to the questions would result in their discharge from their employment with the police department. The officers answered the questions. Their answers were subsequently used to criminally convict them. On appeal from those convictions, the United States Supreme Court ruled that the use of the officers' statements in criminal proceedings violated the Fifth Amendment's guarantee that citizens cannot be compelled to be witnesses against themselves. The Court held that "the choice imposed on the officers was one between self-incrimination or job forfeiture," a choice the Court deemed "coercion." The Court stated that "policemen . . . are not relegated to a watered-down version of constitutional rights," and ruled that statements which a law enforcement officer is compelled to make under threat of possible loss of his job could not subsequently be used against the officer in a criminal prosecution.

The *Garrity* decision and its resulting protections are some of the most important rights that exist for you, as police and corrections officers. The basic idea of the *Garrity* protection is that an officer cannot be compelled, by threat of discipline and/or termination, to make statements that may be used in a subsequent criminal proceeding. Likewise, an officer cannot be terminated for refusing to waive his or her Fifth Amendment right to remain silent. See, *Gardner v. Broderick*, 392 U.S. 273 (1968). In *Gardner*, a police officer who was being questioned about alleged bribery and corruption was discharged after refusing to sign a waiver of immunity which would have allowed the use of his statements in a subsequent criminal prosecution. The Court reversed the officer's termination, holding that the officer was discharged solely for his refusal to waive a constitutional right. The Court ruled that while a law enforcement agency can conduct an administrative investigation of an officer, it cannot, in the course of that investigation, require the officer to waive the immunity necessary under *Garrity*.

In order for the *Garrity* protection to apply, the statement sought to be protected must be coerced and not given voluntarily. This means essentially that there must be an order, under threat of termination or some other disciplinary action, to give a statement on a work related matter. But this standard is a subjective one. In other words, "before a Police Officer's testimony will be considered 'coerced' within the meaning of *Garrity*, he must show that he subjectively believed that he would lose his job if he refused to answer questions and that his belief was objectively reasonable." *U.S. v. Waldon*, 363 F.3d 1103 (11th Cir.)

It is always wise to get *Garrity*'s protections explicitly stated in any record of the statement sought to be protected. Unfortunately, currently there is no direction from the United States Supreme Court addressing whether the Fifth Amendment and *Garrity* require a governmental employer to actually notify public employees of their immunity rights. Without this guidance from the Supreme Court, three different lines of thought have emerged in the circuit courts on this issue. The Second, Seventh, and Federal Circuit Courts have ruled that a public employer can compel a statement, or alternatively discipline or terminate an employee for refusing to give one, only if the employer explicitly notifies the employee that the statement is being compelled, that under *Garrity* the compelled statement cannot be used in a subsequent criminal proceeding, and that the employer may administratively discipline the employee if he or she refuses to give a statement. The First Circuit, on the other hand, has ruled that a public employer can compel a statement, or alternatively discipline or terminate an employee for refusing to give one, only when the "totality of the circumstances" indicate that the employee objectively should have known about his or her immunity, even if the employee was not expressly granted the immunity or given explicit notice of it. Finally, the Fifth, Eighth, and our Ninth Circuits allow a public employer to compel a statement, or alternatively discipline or terminate an employee for refusing to give one, in essentially any circumstance because they hold that *Garrity* immunity attaches automatically when an employee is coerced to answer questions, so long as the employer does not demand that the employee waive his or her *Garrity* immunity.

Our Ninth Circuit just recently expressed its decision on this issue in *Aguilera v. Baca*, 510 F.3d 1161 (9th Cir. 2007). That case stemmed from a September 5, 2002, incident in which a citizen had been hospitalized with injuries to his head and back due to an alleged assault with a baton or flashlight without provocation by a uniformed Los Angeles Sheriff's Department deputy. The citizen at issue, Flores, had been a bystander at the scene of a narcotics investigation when he was allegedly assaulted. The deputies in question were present while a search warrant was being executed by narcotics officers.

An internal investigation was commenced that night. After interviewing the alleged victim and obtaining video evidence of his injuries, a Sheriff's Department Sergeant then contacted the deputies who had been at the scene of the search and advised them that they should report to the station at the end of their shift and were not to leave until speaking to internal affairs. At some point that early morning, plaintiff Aguilera and the other deputies were informed that they were the focus of an internal *criminal* investigation. (The L.A. County Sheriff's Department has two separate internal investigation units - an Internal Affairs Bureau which investigates allegations of an administrative

(continued on page 12)

LEGAL CORNER

(continued from page 11)

nature and can recommend employee discipline and/or termination, and an Internal Criminal Investigation Bureau (ICIB) which only investigates allegations of a criminal nature for presentation to prosecuting attorneys who can pursue criminal charges.) Before the interviews commenced, a Captain approached the deputies stating that he knew one of them had used excessive force on the citizen in the hospital, that the others were covering it up, and that one or more of them could be criminally prosecuted or fired for doing so. He also informed the deputies that the only way to avoid criminal charges was to “come forward now,” which they understood to mean to give an immediate and voluntary statement to ICIB investigators without any protection against later use of such statements against them.

Thereafter, the lead criminal investigator assigned to the case began interviewing each deputy sheriff individually. When asked if each deputy would provide a statement, each declined based on the advice of counsel. No deputy was asked to waive his or her right against having any statement used against them in a later criminal proceeding, and no deputy gave either a compelled or voluntary statement at this time. All the subject deputies were reassigned to station duties pending the outcome of the investigation which the deputies contend led to hardships. Later, the D.A.’s office requested compelled statements from some of the deputies, including plaintiff Aguilera. During that process, none of the deputies were asked to waive their right against having the statement used against them in a criminal proceeding. Within days of providing those statements, the deputies were cleared and returned to their pre-investigation duty assignments.

The deputies subsequently sued, contending that they were deprived their Fifth Amendment right against self-incrimination as they felt they were forced to have to give voluntary, non-immunized statements that could be used against them in a subsequent criminal proceeding or suffer reassignment, lose their jobs, or some other form of negative sanction. The Ninth Circuit disagreed. It essentially concluded that even though the deputies were never formally advised of their *Garrity* rights, there was no violation because they were not asked to waive those rights.

Plaintiff Aguilera appealed the decision of the Ninth Circuit to the U.S. Supreme Court, asking the court to address the following issue: Does a public employer violate its employees’ Fifth Amendment rights by punishing them for their refusal to provide potentially incriminating testimony in an internal investigation when it did not provide notice that the testimony could not be used against them in criminal proceedings and that they would therefore be subject to administrative discipline if they did not testify?

The LVPPA was one of five law enforcement employee organizations that contributed to the filing of an Amicus brief written on behalf of plaintiff Aguilera, asking the Supreme Court to hear her appeal and resolve the conflict amongst the circuits on this issue. The PPA felt the issue was important because notifying police officers of their *Garrity* rights is central to the fair - and constitutionally appropriate - treatment of officers who are subject to internal investigations by their departments. While police officers should not be afforded special rights or privileges under the Constitution, they should certainly not be denied the same protections enjoyed by other citizens. Again,

LOCHNER

(continued from page 8)

they build it, it will fill up. The question is: Where will they get the officers to fill it? The County hasn’t authorized the academies that will provide the number of officers needed. My point? Give us the money or more officers and stop sacrificing the safety of the officers.

This whole “utility squad” was created to cut overtime costs to help the budget in difficult economic times. Now, add in the problem with the bid process that the Administrative Lieutenants had with this and the problem is compounded. Is this a Management right? I would say no. The bid sheet itself actually has the Bureau that you’re assigned to on it so that you’re bidding for a platoon within your own Bureau. I have to give credit where credit is due in that they did the right thing and said that they would not do it the “old school way,”— that it would be done by the book. Although we did not

as the *Garrity* court made clear, “policemen . . . are not relegated to a watered-down version of constitutional rights.” *Garrity*, 385 U.S. at 500.

The PPA believes that the routine express notice of an officer’s *Garrity* rights is not only the constitutionally permissible rule, but that a clear rule requiring law enforcement agencies to provide officers involved in misconduct investigations with information about their Fifth Amendment rights promotes the shared interests of police departments, individual officers and the general public. Agencies would benefit as it adds a degree of integrity to the internal investigatory process and facilitates fact gathering by investigators. Individual officers would benefit as they would be provided the information necessary to make informed decisions as to how to proceed in an investigation that may have criminal ramifications rather than have to speculate as to what their constitutional rights are in the investigation. Finally, the general public would benefit as the notice would make clear when the immunity applies so that certain statements are not inadvertently immunized, thus hampering a prosecutor from using them if that was not the intent.

Unfortunately, in November, the U.S. Supreme Court denied plaintiff Aguilera’s Petition for Writ of Certiorari, declining to address the issue raised on appeal. The Supreme Court therefore declined to resolve the dispute among the circuits. In doing so, the Supreme Court has left in tact the rule of law in the Ninth Circuit that an agency does not have to expressly notify a public employee of his or her *Garrity* immunity when compelled to provide a statement in an internal investigation, or alternatively face discipline or termination for refusing to give one. Unfortunately, this leaves the subject employee guessing as to whether the compelled statement will be immunized and may, therefore, perhaps lead to reluctance to provide a statement, accepting the discipline or termination as the lesser of two potential evils.

Fortunately for the officers of the LVMPD, our Internal Affairs section expressly provides a statement advising officers of the *Garrity* immunity. Internal Affairs investigators read the following admonition into the record at the start of each interview involving one of our employees:

Because you are being compelled to answer questions as an employee, under threat of termination, your statements, any information, or evidence which is gained through such questioning cannot be used against you in any criminal proceeding. Do you understand this right?

This is an adequate statement of the *Garrity* protection in that it specifies that the statement is being compelled and that failure to comply with the order may subject the employee to termination. Outside the context of internal affairs, if you are in doubt as to whether you are being questioned in a situation in which *Garrity* should be triggered, don’t hesitate to ask and don’t hesitate to contact one of your representatives at the PPA. Be aware that it arises when you are being ordered, under threat of discipline, to give a statement about an incident or an event.

A final point to keep in mind is that a compelled statement under *Garrity* provides immunity in a subsequent criminal proceeding. The statement can, however, be used for many other purposes. For example, the statement can be used in a subsequent disciplinary proceeding against the officer, it can be used in a civil lawsuit brought against the employer and the officer, and it can even be used in a criminal prosecution of someone other than the one giving the statement.

I hope you have found this information informative. As always, don’t hesitate to contact me if you have any questions. **VB**

agree on what “by the book” meant, we agreed to disagree.

I believe that I could continue on and on and end up with a 10 page article with things that should and could be brought up, but the bottom line is a question of Management Rights. Are they being used correctly or are they being shoved down our throats when it’s convenient for them or when they don’t like the subject matter or don’t want to deal with it? I believe that would be MANAGEMENT WRONG. There are times when it is appropriate; however, it would be better if management would turn that “right” around and step up and use it for the right reasons: to better officer safety and to increase the budget for the number of officers and overtime. Fight for the right! Fight for one Budget (not PO/CO) and one Department-Metro (work more on the equality of PO & CO). I would end by saying this: Let’s hear from you, the officer. You can call me at on my cell at (702) 328-0896 or at the office at (702) 384-8692. You, as a member, have a voice and can also write an article for the magazine. Thank you! **VB**

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Sheriff's Message

SHERIFF **DOUGLAS C. GILLESPIE**

Hopefully, most of you have had the opportunity to watch the video on the intranet regarding our tough economic times. I thought it was important for you to hear directly from me that I understand the concerns that many of you and your families are facing in this economic downturn. You need to know that, even in these uncertain times, you have something you can count on here at Metro; that's the security of your employment, as we have no plans for lay offs, and the support of your Metro family if you're having personal financial difficulties.

As far as the Department goes, we are fortunate in respect to our budget because of the conservative measures we have always taken in that regard. Our budget process, although lengthy and involved, ensures that we critically look at our needs as an agency and are able to defend the dollars we ask for from the City and County as well as the community. Each time our agency has been audited, our efficiency is proven. Each time we have been accredited or re-accredited, others have praised our Department. Each time we have faced a challenge, you have risen to it.

One of our latest challenges has been to take a hard look at our budget and actual spending; recognizing that our funding comes from tax revenues that are declining. We are taking every step to contain costs, but we will not sacrifice your safety. Items that are critical to our operations will be fully funded. However, some of the things that we have taken for granted over the years are being considered for cost cutting measures. That has included our critical look at take home vehicles, SUV's and full-sized sedans. While that has made an impact, it is not the end.

During this budget cycle we have asked each bureau to look at their

NEEDS versus WANTS. We need creative solutions to what could be a long term decline. While other police departments across the country are being forced to cut officers, we have been conservative enough with our funding that we don't see a need to do that. In fact, our sales tax revenue is still providing funds to hire additional officers in this and the next budget cycle.

On the personal front, many of you have felt the financial pressure of a partner who has lost their job, a divorce, declining investments, a business venture that has been affected or the pinch of rising mortgage and credit card interest rates and payments. Those financial burdens are hard to leave at home, but it's critical to your safety on the street that you keep your focus on the task at hand.

I realize that's easier said than done, so I want to be sure that you know about the resource you have in PEAP. PEAP counselors are ready and able to provide you with referrals to counselors, lawyers, financial advisors, credit counseling services or just to lend a sympathetic ear when you need one. While there's no need to feel embarrassed about your situation, PEAP is completely confidential; you can even contact them anonymously. I urge you to contact PEAP if you think there's even a possibility that you are headed for financial trouble. You know, as officers, how much easier it is to deal with a situation before it has escalated out of your control.

The most important thing I want to convey to you is you are not alone. Just as with any adversity that we have met in the past or which may come in the future, we will face this financial crunch. Both as a Department and as a Metro family, I have confidence in our ability to meet any challenge, as long as we face it together. **VB**

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INSIGHT

History is filled with undistinguished leaders who succeeded because they had a flair for selecting sound counselors.

-George W. Ball



Playing To The Camera: Are You Comfortable On Stage?

JOHN WILLS

Officer.com Ethics Contributor

Lately, I've seen some strange photos and videos posted on the internet. Many of the pictures and movies that appear on certain websites are obscene in my estimation, yet there they are for everyone to see. People are caught in humiliating and embarrassing situations; some of them appear to be willing participants while others seem to be unaware that a lens is pointed in their direction. It's this latter group that I refer to in this article.

The ubiquitous camera ... one cannot seem to escape its reach. We are being constantly monitored from the time we leave our homes until we finally return. And even then some of us have cameras on both the outside and inside of our property. It seems that there is not one place where we can escape and breathe a sigh of relief. Schools, churches, supermarkets and malls, they are all equipped with cameras. The big cities have them. New York and Chicago put cameras up in busy downtown areas and in high crime neighborhoods hoping to spot those that break the law. Let's not forget the speed and red light cameras that are in vogue. Money makers for sure, but are all of these cameras good for society? And does the presence of so many recording devices cause all of us to change our normal behavior?

I know that I date myself when I tell you that when I first became a cop, the last thing on my minds was whether someone was taking our picture. Cameras were not cheap; moreover, the ability to develop and print the film was an expensive, laborious process. Generally speaking, it took several days to get a look at the finished product. Videos? Forget about it. No one took videos because the cameras were burdensome to carry and operate. Lighting was a problem; one needed to have an annoyingly bright light mounted on top of the camera to illuminate the subject. In short, it was best left to the professionals.

Fast forward to 2008 ... Who doesn't have a camera? Little children are walking around with cell phones, all of which are capable of taking both photos and videos. Storage media in the form of digital images not only allows for instant results, but now anyone can edit a photo to change it from its original form to something entirely different. (Can you say Photoshop?) Photos used to be best evidence in court, now their credibility is easily challenged.

So what does this mean to you as a police officer? How has your behavior changed, or has it remained the same? One aspect of this picture-crazed society that we live in is that you must now include the possibility of your actions being recorded whenever you respond to an incident. Are you reacting to a situation as your training and experience dictates, or are you acting differently because you see someone with a camera or suspect that someone may be taping you? This has a direct effect on your reactionary time. It's not unlike being in a deadly force situation and waiting to act because you are worried about how your actions will be portrayed on the evening news. It all serves to limit your ability to act and react quickly.

Now, the moral question about your actions that begs to be asked: Would your behavior be the same whether or not cameras were involved? Were you previously acting in a manner that was improper or unethical, but has the possibility that you may be filmed caused you to act more appropriately? Are you now simply playing to the camera?

Trainers see this phenomenon all the time. Put two or three people in a scenario, perhaps in a simulator, and we often see atypical behavior. Throw in a supervisor to observe them as they go through a scenario, and the atypical behavior is even more pronounced. What actually occurs is that the officers behave in a manner in which they think either the evaluator or the supervisor expects them to act. They aren't their normal selves; they are acting out. The danger, of course, is the principle that says, *The way you train is the way you fight* is violated. Ergo, when they are confronted with the same situation on the street, their reaction time is adversely impacted, causing them to be further behind the power curve. That can get you hurt or killed.

So what's the answer? How do we navigate through this camera laden society without it having too much of an impact on us? If you look at it from the perspective of cameras as impartial observers, especially dashcams, they can actually work in our favor. More than one officer has seen a beef thrown out due to dashcam evidence refuting whatever the complainant had to say.

I submit that the way to avoid most problems of this nature is to act responsibly and morally - just be you. There will be times when you have to thump somebody - we're cops, it's the nature of the job. It's when we give them that extra smack that they didn't need. It's when we give them that boot in the butt after the cuffs are on that we expose ourselves to litigation and prosecution.

Remember, we are not the judge and jury; rather, we are the keepers of the peace. We are the ones that sort out the confusion and bring those most responsible to the arbiters of the law. They will decide on punishment or mercy. If you do the right thing, the rest of it will take care of itself.

Stay safe brothers and sisters! **VB**

John 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.

Visit our website at www.lvppa.com.

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

WHAT WE DO FOR YOU

AUGUST/SEPTEMBER 2008 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
3/11/2008	Conduct Unbecoming an Employee; Leaving the Scene of an Accident	40 Hours	Sustained
4/26/2008	Truthfulness Required at All Times; Conduct Unbecoming an Employee	40 hours - 20 w/option	10 hours w/option
PRE-TERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
n/a	n/a	n/a	n/a
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
n/a	n/a	n/a	n/a
CITIZEN REVIEW BOARD COMPLAINTS			
Dismissed / Alt. Recommend.	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
0 / 0	0	0	5
OFFICER INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS			
DATE	Use of Force Board Decision	INQUEST DECISION	
n/a	n/a	n/a	
INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
41	87	128	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
1	0	21	1



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INSIGHT

A great leader is not one who does the greatest things. He is the one who gets the people to do the greatest things.

-Ronald Reagan

Our Third Year

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

As my third year starts as the Executive Director of the LVPPA, I would like to take a minute to reflect back over the last two years and take a look forward to the upcoming year. Looking back, I believe the LVPPA has been successful in protecting the rights and benefits of the membership. That is not to say that we have been successful in our every endeavor, but there is no doubt we have many more victories than defeats. There were times I have asked people to take on a fight that I did not believe we could possibly win. Instead of complaining about it, these people took on the fight with great courage and professionalism and many times surprised me by winning the battle. As I sit here, I cannot think of one benefit we have lost, and we have certainly not lost anything monetarily.

We had a very successful political season; only four of the candidates we endorsed lost (which means our success rate was over 90%). All of these things are important because 2009 is starting to look like a year with many fights in it for the LVPPA. The two biggest fights, and certainly the most important, are going to be the upcoming contract negotiations and the battle over our PERS benefits at the 2009 legislation which starts in February. These are just two of the many things the LVPPA will be involved in. Through our membership in other associations, we will be actively tracking national and state legislative agendas that would or could affect our membership and,

when necessary, we will take an active roll in supporting or defeating those acts of legislation.

None of this would be possible if not for the work of the tireless professionals who represent you every day. Those people deserve to be mentioned by name: David Kallas, Tom Reid, Michelle Jotz, Ken Lochner, Mark Chaparian, John Harper, Kathy Collins, Laura Pavlowski, Marge Adymy, Roy Hoernke and recently retired Fred Gale. Those are the people whose full time job it is to protect your rights and benefits.

The next group I will not list by name because I am afraid I would make a mistake and leave someone out, but that group is the LVPPA Board of Directors. In the past year, many dedicated people have served on this Board. During their time on the Board, each one of them gave freely of their time with little or no compensation. Each of them only wanted to make all our lives here at Metro and the City of Las Vegas (Deputy and Muni Court Marshals) a little better. I would like to give my thanks to this group of people. It has been both my honor and pleasure to work with these dedicated professionals. I know 2009 is going to be a difficult year, but I look forward to the challenges it brings because I know we have the right team in place to overcome whatever awaits us in 2009. I hope to enjoy a long, professional relationship as well as a long and personal friendship with each of you. THANKS AGAIN FOR ALL YOU DO! **VB**



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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
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*The Turner family thanks you, in advance,
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American Housing Rescue & Foreclosure Prevention Act

SIGNED JULY 30, 2008. EFFECTIVE OCTOBER 1, 2008

As of July 30, 2008, President Bush signed H.R. 3221, known as the American Housing Rescue and Foreclosure Prevention Act. Intended to be the most comprehensive response to the American mortgage crisis, this bill is designed to assist distressed homeowners in order to avoid foreclosure, to provide support to mortgage giants Fannie Mae and Freddie Mac and generally stimulate the housing industry.

Qualified borrowers must have loans issued between January 2005 and June 2007, occupy the residence and be spending at least 31% of their gross monthly income on their mortgage in order to be eligible.

The applicant must prove that they will not be able to continue payment on the mortgage and demonstrate that they are not defaulting in order to obtain lower payments. Applicants do not have to be currently in default on their mortgage payments.

In order to obtain the FHA-backed mortgage, all existing debt such as home equity loans or lines of credit must be closed. Borrowers will not be permitted to acquire any further home equity loans for the following five years, unless as qualified for necessary upkeep on the home, and will need to be approved by the FHA. Total debt cannot exceed 95% of the home's appraised value at the time. Borrowers will be required to relinquish to the government no less than 50% of any appreciation gained on the home upon the sale of the property.

The program officially began on October 1, 2008, and will end September 30, 2011. In some cases, lenders may be willing to begin negotiations before the official date.

Lenders are not required to make concessions under the new law and may not be willing to negotiate unless they are convinced of a potential foreclosure.

REDEFINITION OF JUMBO LOANS: Fannie Mae and Freddie Mac now have authority to purchase loans up to \$625,000, up from \$417,000 for single family homes, to create affordable mortgage loans for moderately priced homes. They can now buy loans up to 115% of the local area median home price. Any loan over \$625,000 is considered a jumbo loan and will, in turn, cost more interest.

BENEFITS TO VETERANS: The Housing Rescue and Foreclosure Prevention Act requires that lenders wait nine months before beginning any foreclosure proceedings on any homeowner returning from military services in contrast to the previous waiting period of only 90 days. Lenders are also required to wait one year before increasing interest rates on the mortgage to anyone returning from military service.

BENEFITS TO SENIORS: Expands opportunities for seniors to tap into equity in their home through FHA reverse mortgage loans, by increasing the loan limit for the program, reducing and capping lender fees for such loans and strengthening consumer protections limiting the sale of other financial products in conjunction with FHA reverse mortgage loans.

BENEFITS TO FIRST-TIME HOME BUYERS: First-time home buyers purchasing a primary residence will receive a refundable tax credit that functions like an interest-free loan of up to \$7,500 or 10 percent of the purchase price of the home, whichever is smaller, to spur home buying and stabilize the market. Limits apply for individuals with an adjusted gross income of more than \$75,000, or \$150,000 if married and filing jointly. The benefits phase out completely for single people with an annual income over \$95,000 and for people married who file jointly with an annual income over

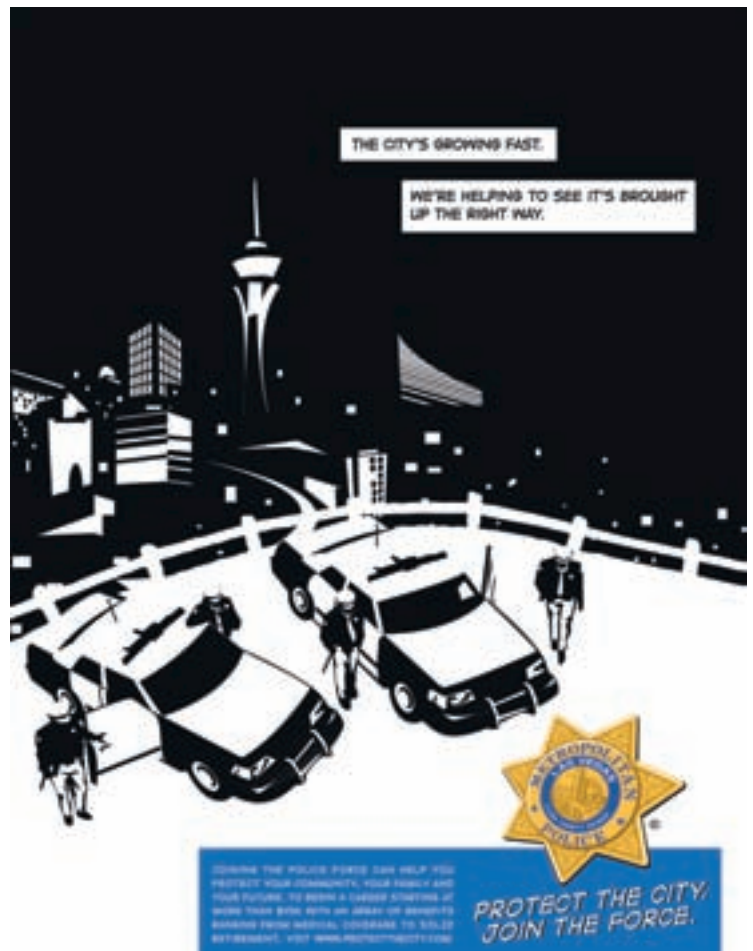
\$170,000. It is required that the "credit" is paid back over the next 15 years in equal amounts each year. The tax credit is retroactive to homes purchases on April 9, 2008, and expires on July 1, 2009.

PREVENTING FUTURE ABUSES AND CRISES: Establishes a nationwide loan originator licensing, and registration system that will set minimum standards for loan originator licensing, substantially improving the oversight of mortgage brokers and bank loan officers. Establishes improved mortgage disclosure requirements that will help ensure that mortgage borrowers understand their mortgage loan terms. **VB**

This information is provided for informational purposes only and is deemed reliable but not guaranteed. Please consult a mortgage, tax or legal professional for details and explanations. This information was provided by Kevin Polasko of EvofiOne.

INSIGHT

A staff can be no better than the man it serves.
-David Halberstam





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THANK YOU LETTERS

To the LVPPA,

Thank you so much for the flowers! Our family was so appreciative for you thoughts.

Dean Mills

May God bless you more than you can ever think.

Sincerely,

Ms. Magdaline Denby and Family



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



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)	\$49.95	\$41.00
<i>(Legoland tickets may be upgraded to a Two-Day Ticket at Guest Services for an additional \$1.00)</i>			
Magic Mountain	One Day Ticket-Adult	\$59.99	\$25.00
	One Day Ticket-Child (3-11)	\$29.99	\$15.00
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.

Visit our website at www.lvppa.com.

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

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protect your community. You need
your police. To have a career in law
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the LVPPA. You'll gain the skills and
experience you need to succeed in
law enforcement. Visit www.lvppa.com

PROTECT THE CITY.
JOIN THE FORCE.

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



RETIREMENTS

11/12/2008	Wesley B. Britt, P# 3957	PO II (A-2)
11/24/2008	Paul M. Osuch, P# 2141	PO II (A-2)
12/11/2008	Jerry Ross, P# 6682	CO II



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](#)



CALENDAR

2008

January 1	New Year's Day
January 19	Martin Luther King Day
February 2	Groundhog Day
February 16	President's Day
March 8	Daylight Savings Time begins
March 17	St. Patrick'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.*



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**.

Visit our website at www.lvppa.com.

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



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