



LVPPA VEGAS BEAT

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

WIN \$500
See Page 22

VOLUME 3 | ISSUE 6

March/April 2009

The Las Vegas Chamber of Commerce believes the salaries and retirements of public employees should be **MORE IN-LINE** with the Private Sector...

Private Sector

Public Sector



Kara Kelley
President, LV Chamber
\$273,883 per year*

VS



Sheriff Doug Gillespie
\$147,971 per year



VS



Jil Flores
Vice President, LV Chamber
\$162,923 per year*

Greg Gammon
City of Las Vegas Fire Chief
\$149,940 per year



VS



Chris Wilson
LV Chamber, Sales
\$166,725 per year*

20-year Police Officer**
\$79,448 per year



VS



Vance Adams
LV Chamber, Sales
\$138,650 per year*

20-year Firefighter**
\$78,270 per year



VS



Jackie Chambers
LV Chamber, Sales
\$104,571 per year*

20-year Teacher**
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*Source: Las Vegas Sun/Las Vegas One / **Base salary

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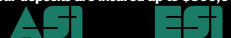
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Representing Las Vegas Metro Police Department Officers and Deputy City and Municipal Court Marshals

Las Vegas Police Protective Association Metro, Inc.
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 Las Vegas, NV 89134

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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

The Power of a National Endorsement

As many of you already know, the National Association of Police Organizations (NAPO), an organization to which we belong, voted in September of 2008 to endorse the Obama-Biden ticket for President and Vice President of the United States. This upset many of you because many of you did not believe that this ticket would support law enforcement. After I had a chance to speak with many of you and explained that this was not an LVPPA endorsement but a NAPO endorsement, it helped a little. As I further explained that this ticket was not going to give LVPPA members anything we did not already have, but that the ticket was going to help our brothers and sisters in law enforcement around the country with issues such as collective bargaining and a national police officers Bill of Rights, it seemed to help with your concerns. This endorsement was by no means asking you to vote for a ticket you did not support; it was an endorsement we believed would help law enforcement nationwide. It is my opinion that this is now starting to come true. Because of the NAPO endorsement, I have been included in a conference call with the Obama-Biden transition team where our input was at least sought out on many of the Cabinet positions. As recently as January 18th, I was asked

to fly to Washington, D.C., so that I and other NAPO leaders could meet with then Vice President Elect Biden on January 19th. There can be no doubt that throughout his career as a Senator and now as Vice President, Joe Biden has been a great friend of law enforcement. One of the first things President Obama wants Congress to pass is his stimulus bill. This bill has lots of funding for police programs that have been reduced or lost under the Bush administration. I would like to share with you some of the information and funding contained in the bill.

On January 15, 2009, House Democrats released their version of the economic stimulus bill – the American Recovery and Reinvestment Act. Included in the bill is \$4 billion for state and local law enforcement assistance programs: \$3 billion for the Byrne Justice Grant (Byrne-Jag) program and \$1 billion for the Community Oriented Policing Services (COPS) hiring program. The \$3 billion for the Byrne-Jag program will help to stabilize state and local governments currently struggling with budget deficits by providing funds to support fighting crime. The funds can be used for a variety of

(continued on page 16)



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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Contract Negotiations Team

DETECTIVE MICHELLE JOTZ

Assistant Executive Director

In January, the PPA Contract Negotiations Team was put together in anticipation of upcoming negotiations for our Collective Bargaining Agreement. The team (with the exception of two people) traveled for a two-day training seminar in San Diego with Ron York, the creator of **PolicePay.net**. This gave the team an opportunity to work together briefly, and since the majority of the team has never been involved in negotiations before, to learn about the negotiations process. The following is your Contract Negotiations Team:

- Detective Michelle Jotz (PPA Assistant Executive Director)
- Corrections Officer Thomas Reid (PPA Assistant Executive Director)
- Officer Mark Chaparian (PPA Secretary)
- Corrections Officer Kenneth Lochner (PPA Treasurer)
- Detective Don Tremel (Homicide)
- Officer Ray Berni (NWAC)
- Detective Robert Johnson (K9)
- Corrections Officer Myron Hamm (CCDC)
- Officer David West (Airport)
- Kathryn Collins (PPA General Counsel)



I've already received dozens of phone calls about rumors that have been running rampant. Interestingly enough (at the time this article was typed at the end of January), we hadn't even sat down at the table. Believe me when I tell you that P# 6439 we will share whatever information we can, but just as with the last contract negotiations, there won't be much to tell you until we have completed negotiations. This has nothing to do with hiding anything from the membership, but does have to do with wanting the process to go as smoothly as possible. It wouldn't make sense to tell you that something was agreed upon if it would only change later on in the process. If you have any questions, please feel free to contact me at the office at (702)384-8692, ext. 220, or via e-mail at mjotz@lvppa.com. **VB**



New FMLA Requirements Take Effect

CORRECTIONS OFFICER THOMAS REID
Assistant Executive Director

The Department of Labor (DOL) has published a final rule on the Family and Medical Leave Act (FMLA), which became effective on January 16, 2009. The rule both implements recent amendments to the FMLA that provide leave entitlements for family of military service members and revises the DOL's prior FMLA regulations in various respects. The following is a summary of the highlights of the new rule. (Please note the Full FMLA rules are extensive. I have provided what I believe are the rules that will most affect the employees of the LVMPD.)

- **Military Family Leave** – The National Defense Authorization Act for FY 2008 (NDAA), which President Bush signed into law on January 28, 2008, provides new FMLA leave for families of military service members: “Qualifying exigency” leave, stemming from the call to active duty of an employee’s family member who is in the National Guard or military Reserve.
- **Qualifying Exigency Leave** – An eligible employee who is the spouse, son, daughter, or parent of a member of the Armed Forces may take FMLA leave for “any qualifying exigency” if the service member is on active duty or has been notified of an impending call or order to active duty in support of a contingency operation.
- **Relationship to other FMLA leave** – Qualifying exigency leave is part of, not in addition to, the 12 weeks of FMLA leave that an eligible employee may take in a 12-month period.
- **Restriction to family of National Guard and Reserves** – “Qualifying exigency” leave is only available to employees with family members in the National Guard or the Reserves and to employees with family who are retired military service members called to active duty. It is not available to employees with family members in the regular Armed Forces.
- **Broader definition of “child”** – Unlike previously available FMLA leave (which may be used to care for adult children only in limited circumstances), qualifying exigency leave is available to employees for a “qualifying exigency” that concerns a son or daughter service member of any age.
- **Definition of “qualifying exigencies”** – The new rule defines the categories of qualifying exigencies for which eligible family of a covered military member may take leave:

Short-notice deployment: Up to seven calendars days of leave “to address any issue” that arises when a covered military member is called to active duty seven days or fewer before deployment.

Military events and related activities: To attend any ceremony, event, program, or activity sponsored by the military, a military service organization, or the American Red Cross.

Childcare and school activities: To attend to various childcare and school activities affected by a covered military member’s call to active duty, such as to arrange for alternative childcare, provide emergency childcare, or deal with school or daycare enrollment, necessitated by the active duty call, or to attend school meetings necessary due to circumstances arising from the active duty call.

Financial and legal arrangements: To “address” the covered military member’s absence.

Counseling: For oneself, a covered military member, or a child, other than by a health care provider, necessitated by a call to active duty.

Rest and recuperation: With a covered military member who is on temporary, short-term R&R during a period of deployment.

Post-deployment activities: To attend military-sponsored events within 90 days after deployment.

Additional activities: Arising from a call to active duty that are agreed upon between the employer and the employee.

Other Revisions to the FMLA Regulations

- **Intermittent Leave** – Employees taking intermittent FMLA leave for planned medical treatment must make a “reasonable effort” (as opposed to the previous “attempt”) to schedule their leave so that it does not unduly disrupt an employer’s operations. Intermittent FMLA must be calculated in the shortest increment of time used for other forms of leave (or increments of one hour, whichever is smaller), not necessarily in the shortest increment for which an employer’s payroll system is capable of accounting.
- **Serious Health Condition** – The new rule does not change the basic definitions of “serious health condition”, but clarifies them in three ways:
 - If an employee’s “serious health condition” is based on three consecutive calendar days of incapacity plus two visits to a healthcare provider, the first visit must occur within 7 days of and both visits must occur within 30 days of the beginning of the period of incapacity.
 - If an employee’s “serious health condition” is based on three consecutive calendar days of incapacity plus a “regimen of continuing treatment,” the employee must visit a healthcare provider within 7 days of the onset of incapacity.
 - If an employee’s “serious health condition” is based on “periodic visits to a healthcare provider” for a chronic serious health condition, the employee must make at least two visits to a healthcare provider per year.

• **Notice Obligations for Employers and Employees** – The final rule makes several changes to notice provisions affecting both employers and employees.

Employers:
May post a general FMLA notice (explaining the statute’s provisions and providing information concerning the procedures for employees to file complaints) in electronic form if such posting meets the other posting requirements.

Must also include notice in an employee handbook or other written guidance to employees concerning employee benefits or referencing leave (if such documents exist); otherwise they must distribute such notice to employees upon hiring.

Must, where a significant portion of an employer’s workforce is not literate in English, provide the general notice in a language in which the employees are literate.



(continued on page 13)



You Get What You Pay For!

OFFICER MARK CHAPARIAN
Secretary

What exactly does this title mean? Just what it says! You cannot get something for nothing and that applies to all of our Domestic Soldiers too. Just who are our Domestic Soldiers? It's the men and women who call themselves cops who are employed with the Las Vegas Metropolitan Police Department. What attracted the best of the best to hire on with Metro and give their heart and soul to this career? A big part of that motivation was the benefits package. Yes, most of us put honor, duty and commitment first and foremost when we think of why we chose law enforcement as our profession, but one would be less than truthful if they didn't admit that the money and benefits were a big part of that decision.

The Las Vegas Metropolitan Police Department has long enjoyed the honorable title of best performing, best trained and most effective police department nationwide. Not so coincidentally, this police department has been one of the best compensated in the country as well. So there is no confusion, the fact that Metro is the best performing and best paid do in fact go hand-in-hand.

Let's face it, Las Vegas attracts a lot of undesirable people who do not necessarily appreciate laws and rules nor society norms or standards. The cops of Metro single-handedly protect the entire interest of the bread and butter of this state. Las Vegas does not exist in a vacuum. Without Las Vegas, the state of Nevada would return to the dirt poor days of dust bowl poverty and despair. Las Vegas is the largest single source of revenue for the entire state. Why is this important and how does this relate to the cops of Metro? The answer is a simple equation: If you attempt to take away from the cops of Metro their rightfully earned pay and benefits, Las Vegas and the entire state of Nevada will suffer greatly.

Imagine Las Vegas without an elite police department such as Metro. Keep in mind, the department is what it is because of the PEOPLE it hires, trains and retains. We, as cops, are constantly reminded that we are public servants and are cautioned to not "bite the hand that feeds us." However, there would be no hand or food to feed anyone if not for the cops who protect it. We are not fire fighters. We don't have the luxury to "hold short" on our response to violent situations. Our enemy is not predicted by science as theirs is. We can not deem a situation too risky and cut our losses to watch something get destroyed. We are simply the heroes everyone loves to ridicule. We understand that; we accept that. Someone has to do what we do. Furthermore, our task is much more extensive than that of our brothers and sisters of the Henderson and North Las Vegas Police Departments. The policing that those two agencies are required to do has no direct impact on gaming in Las Vegas or the state of Nevada. It doesn't make them less important nor have a less dangerous job, but it does justify the fact that the performance of what they do has less impact on the overall quality of life the entire state enjoys. (I love our brother and sister police departments, but they aren't Metro.)

I'm not bashing other police departments or fire fighters. I am saying that whether you like it or not, there is a pecking order and *Metro defines public safety in Nevada*. Hands down, the cops of Metro are the most important public servants! All the others are honorable, noble and commendable careers. All of our fellow public servants have important jobs and are indirectly contributing to our quality of life. The bottom line is this: without the men and women of Metro, who is going to make sure our gaming district with all of its arms and legs is protected? Who is on duty night and day every year making sure our tourists are safe and feel comfortable traveling to Southern Nevada? Who tirelessly hunts down fugitives and brings them to justice? From Laughlin to Overton to Mount Charleston to Primm and McCarran International Airport, the cops of Metro are there to ensure

tranquility, stability, and safety. *No other single public agency has the responsibility or direct impact upon on the gaming industry.*

In the tough economic times we are facing in this country and specifically in this great city of ours, it's imperative that we do not forget that the only thing between felons, petit criminals and terrorists are the police officers of the Las Vegas Metropolitan Police Department. If this community chooses to continue to have the best police officers in the world, they will choose to also compensate them accordingly. It has never been more important to understand the concept that Las Vegas is the gaming industry and the gaming industry is Las Vegas.

Lastly, some will argue that good, solid professional policing is NOT related to pay and benefits. Such ideology belongs in text books. What this view fails to realize is that police officers are people and have all the same wants, desires and dreams anyone else has. Making a choice to take the oath to serve and protect and being willing to lay your life on the line is in fact an ethical one that no one can argue. Choosing to do that while wearing a Metro Badge is simply a business decision – plain and simple. Rest assured that this Association is doing everything in its power to convince our department, our city, and our county administrations that you truly do *get what you pay for*. As you are all aware, this is a contract year. I hope they get it! **VB**



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Vesting vs. Longevity

CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

When we received the surveys back from the membership, it appeared that there might be some confusion about “vesting” and “longevity.” In the surveys, the terms were used as though they mean the same thing. I hope to clear some of that up for you here.

“Vesting” deals with the Public Employee’s Retirement System (PERS). In order to be “vested,” you must have been employed by the Department for a minimum of 5 years. That number has not changed since I hired on to the Department. At the five year mark, you are eligible to purchase up to five years of service toward retirement in PERS (and I encourage you to do that as soon as you can after your 5-year mark as the cost only increases!). Retirement can be achieved by reaching a specified age with a specified number of years of service. Below lists the current requirements:

- Age 65 with at least 5 years of service
- Age 55 with at least 10 years of service
- Age 50 with at least 20 years of service
- Any age with at least 25 years of service

You can find more information about this on the PERS website at www.NVPERS.com.

“Longevity” deals with your years of service on the Department for the purpose of receiving additional pay. When I hired on, the longevity payments were received by employees who were employed for 5 years. In July of 2001, that changed to a requirement of 10 years of service before receiving longevity pay for people hired after that date. What this means P#4717 is that an employee with 10 years of service will receive an additional 5% of his or her base pay. Each year thereafter, that rate will increase by 0.5% until the employee is receiving a maximum of 15% in longevity payments (meaning you top out after 30 years of service). This is outlined in the PPA contract under Article 13. You can also find it listed on our website.

Update: To follow up on my previous article reference the “utility squads” for the “NVC” (North Valley Complex) and a way for the County to start to staff the NVC before it opens, Management was able to fix the problem with the “bump” with a number of officers that were on the “utility squad.” This also is an advantage for them in cutting overtime. There will be other follow-up on shifts in “FSS,” split free time and O/T lists.

If you have any questions on this subject, please feel free to call me at my office at 384-8692 or on my cell at 328-0896. I will help you with your questions, and if I don’t have the answer, I will try and find the correct one for you. Stay Safe. **VB**

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INSIGHT

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-Bernard Law Montgomery

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Approaching Legislative Session

DETECTIVE DAVID F. KALLAS
Director of Governmental Affairs

Hopefully everyone had a safe and happy holiday. With the New Year behind us, it is time for the Association, in conjunction with most of the other law enforcement groups in Southern Nevada, to focus on the upcoming 75th session of the Nevada Legislature. The session begins on February 2nd, and is scheduled to conclude 120 days later on June 2nd.

As in years past, the groups (LVPPA, HPOA, HSPOA, NLVPOA, Clark County School District Police, and Las Vegas City Corrections Officers, under the umbrella of the Southern Nevada Conference of Police and Sheriffs [SNCOPS]), will be lobbying at the 2009 Legislature on behalf of all the police and corrections officers we represent. The only group we will not be representing is the PMSA. According to their Chairman, Paul Page, the PMSA will be hiring their own lobbyist, Stan Olsen, to address their issues and concerns.

Over the last several months, our Association has received several recommendations for legislation from our members. We have met with the other

representatives of SNCOPS and, to date, have requested five Bill Draft Requests (BDRs). Some of these BDRs deal with issues related to NRS 289 (commonly know as the "Peace Officers Bill of Rights"), NRS 286 (The Public Employees Retirement System Act), a Law Enforcement exemption to the "Brady Bill" requirements, NRS 212 as it relates to "Battery by Prisoner" and the "More Cops" sales tax issue, originally addressed in 2005. There have been other suggestions that the Association and SNCOPS will be addressing with other legislators in the hopes that they will agree to sponsor a BDR.

As with any other Legislative Session, there are many other issues that the Association monitors on behalf of our members to ensure that there is no negative impact to what you do or the benefits you have earned. Just so you know – in order to get a Bill Draft Request (BDR) submitted, a group, such as ours, must contact a legislator and ask that they "sponsor" the BDR on our behalf. To date, 5 legislators have agreed to do so and many others have agreed to support them.

If you have any other suggestions as to legislation, please forward them to me at dkallas@lvppa.com. As always, Stay Safe!! **VB**

ATTENTION:

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What a Deal!

OFFICER KEVIN C. BARKER

Director of Marketing

As the Las Vegas Police Protective Association Director of Marketing, I am constantly looking for opportunities that will offer benefits to our members. I have one to share with you. F. Hayden Ray from Liberty Mutual Group is an insurance agent that currently offers strong incentives to our members to switch insurance companies. To date, those who I have referred to Liberty Mutual Group claim a savings in auto insurance rates within a range of 25-60%. A lot of variables exist within the differences in savings, however, all who make the switch report a significant savings.

Allow me to share with you my personal experience. Prior to going to Liberty Mutual Group, I was with Farmers Insurance Agency. My insurance agent was kind and always professional and was providing me a value package. The value package cost me approximately \$400 per month based on my circumstances and insurance needs. Liberty Mutual offers an increase in coverage to my insurance package with \$1,000,000 umbrella coverage. The package at Liberty Mutual with the umbrella policy costs me approximately \$230 per month. This equates to a 42% savings while increasing my insur-

ance coverage. Furthermore, my insurance rate with Liberty Mutual Group is locked into a one year contract and will not change my premiums during this year period unless I change my coverage. Other insurance companies may offer only a six month lock-in rate or have monthly fluctuating rates. Average the differences in the payments over a year and my savings with Liberty Mutual Group increases to approximately 57%. What a deal!

Liberty Mutual Group has a strong presence in Nevada. Liberty Mutual currently offers affinity discounts to over 10,000 groups nationwide. They also work with Clark County School District employees, State of Nevada employees, University of Nevada, Las Vegas, University of Nevada, Reno, Las Vegas Valley Water District and more. Liberty Mutual Group and Hayden remain committed to serving the needs of members of the Las Vegas Police Protective Association not only now, but in the future as well (Ray, 2009).

In the fast changing business world that exists today, good deals today may become bad deals tomorrow. I encourage all members to take advantage of the potential savings that Liberty Mutual Group offers. I have not found another insurance company (except those who offer services to members of the

(continued on page 18)



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JOHN DEAN HARPER
General Counsel

The Duty to Ask for Help

One of the dichotomies of representing peace officers is that you get to see the best of people, and you are forced to see the worst. When an officer wins a grievance, you share the joy. The officer feels vindicated that their integrity and sense of professionalism have been restored. On the other hand, we sometimes see officers at their worst.

There are several situations when we work with an officer who is not at their best. We work with officers that are facing discipline or have been disciplined, are facing termination or have been terminated. We represent officers that have been injured on duty and cannot work, or are permanently impaired.

There is no doubt that working in the streets or in the Detention Center causes an incredible amount of stress and forces the officer to be hyper-vigilant (How many of you “check out” the patrons when you are out in public, even when you are out to dinner with your family?). Our officers are exposed to situations that are negative, traumatic and sometimes life altering. They see injured victims, and sometimes dead children. They face uncertainty every day, and sometimes the bad guys draw weapons and shoot at them. (I have attended

a seminar where a psychologist argued that officers should sue their departments because they intentionally send the officers into situations which they know cause psychological damage.) Officers are trained to act independently and maintain constant emotional control. They are trained to have “police presence” and be in command of the situation. Our officers overcome the bad spurred on by their sense of duty to a cause. Because of their training and the environment that our officers are forced to work in, I like to say that some of our officers ultimately put on a “street persona.”

This street persona spills over into the officer’s personal life. The officer sometimes has a hard time turning it off. (Your officer “best friend” may not be the person who you think they are.) Thus, when the stresses that are part of everyday life are combined with the above described training and work environment, the officer may need psychological or emotional support. However, because of the same factors, the officer’s need to be in control, to be in command and to act independently will cause him or her to believe that they do not need help or that seeking

help would be a sign of weakness. Sometimes they are paranoid of the stigma associated with seeking help.

When we represent officers, sometimes we get to know them without their street persona. This may happen after an officer involved shooting, after vindication at a Coroner’s Inquest or while preparing for a grievance or arbitration. When the officer is stripped of the street persona, you get the opportunity to learn what motivates them and what affects or stresses them. Sometimes, our members have been holding something inside for so long that they finally let it out. We then may realize that the member shows signs of depression or other potential psychological or emotional issues.

The purpose of this article is not for all of us to hold hands, hug and sing Kumbaya. It is a call to action for those that have denied that they need help, know that they need help but have refused to seek it, and, maybe most importantly, for those that suspect a fellow officer may need help.

There are factors that are particular to living in the Las Vegas valley, at this time in history, that give me great concern. To begin with, this is a 24 hour, 365 day a year town. We have a high number of officers working swings, graves and week-ends. We have officers working a lot of overtime either because of the Department’s or City’s needs or the officer’s desire to earn more money.

Because of this, our officers may not be taking proper vacation breaks, suffer from sleep deprivation, are fatigued and may ultimately get “run down.” These factors may also affect family relationships. The officer may rarely see their spouse, the kids are raising themselves and family time and activities suffer.

Next, I am concerned about what this town has to offer. I am no prude, but it is clear that a person exhibiting symptoms of depression or other psychological or emotional issues may attempt to self-medicate through gambling (I am sorry, I have a hard time swallowing the euphemistic term gaming), alcohol, prescription or illicit drugs, nicotine or sex.

Lastly, add in the effects of the economic downturn. Gasoline and food prices started spiking. Those living paycheck to paycheck started getting squeezed. The credit market seized up and the stock market indices crashed. The whole country has taken a beating on their investments. That is stressful enough.

(continued on page 15)





Sheriff's Message

SHERIFF DOUGLAS C. GILLESPIE

On January 22nd, I gave my State of Metro address, the 5th one since I became Sheriff. I have committed to keeping you informed, and this is one of the ways I am able to do so. I encourage you to watch the full address or read it on the Intranet. I'll give you a few highlights here.

Some of our accomplishments in 2008 were the overall 13% reduction in crime in our valley. Our goal to **prevent, reduce and disrupt crime and terrorism** is being met – that is in spite of an economic climate that many will tell you will spur an increase in crime. We are good at fighting these threats to our community because we fight them as a team. We discuss our challenges and put aside our differences, knowing we have a job to do and that job is to keep this county safe. We are meeting our goal to **recruit, train, and develop our people**. We continue to recruit our most critical positions. Our police and corrections academy process proceeds as planned. Our vacancy factor at Metrocomm is only 20%, and we hope to have 25 in an academy beginning March 7th. Fiscal demands have not allowed us to grow in all areas; however, I am committed to filling our most critical positions. Our third goal is to **initiate open and timely communication**. We are doing a better job today than we ever have. That is why we have been able to continue moving ahead in hard economic times. In these tough economic times, I truly believe that our goal to initiate open and timely communication will be our stimulus package. Without communication, money will not solve a thing. We are also achieving goal four: to **develop and implement solutions to traffic safety**. Well, in 2006, we had 163 fatalities, in 2007-133 and in 2008-113. Thanks to all of you, we have made our roads a safer place to drive. From the motor officers to the patrol officers, the focus has been on accident reduction. Because we made it a priority, we have seen the desired result. Our final goal is to **effectively use innovation and technology**. Our strategic approach to make technology a good word, not a bad word, has been the hallmark this past year. This may surprise some of you, but we are testing radios – portables and car radios – in the field. Best of all, it is working. Our new radio system is going to happen. Also in IT, we continue to move forward on mobile field reporting. The DOC is providing electronic information on a daily basis to help us in fighting crime.

I also want to give you an update on the progress of our facilities. The Low Level Offender Facility, now called the North Valley Complex, is scheduled for completion in fall of 2009, along with the new Air Support building and the new Northeast Area Command. The Range expansion, MetroComm expansion and EVOC expansion are moving forward. Having a 15-year capital plan developed in 2007 has allowed for this funding to be secured before the economic downturn. We also opened two new area commands: Enterprise,

which replaced the old Southwest Area Command, and the new Convention Center Area Command. However, with all this said, I think our biggest development was the approval of a Metro Complex. The new complex will be a series of buildings that will be built on the corner of Alta and MLK. When the Metro complex is complete, we will have a true home for the first time in our department's 35 year history.

2009 Focus – 2009 will be a battle on two fronts, crime and the economy. Our goal for crime reduction will be 5%. That means as an agency (for the first time I am aware of), we will make it known that we have set a goal of an overall reduction in crime of 5%. Some may say the goal is too small, some may say too large. I say for a department that has a 20% reduction since 2003, a 5% reduction is a realistic goal. First and foremost is violent crime. I mean all those areas we track in Action are important, but Robbery rises to the top. In 2005, we had 4,092 robberies, in 2006-5,189; and in 2007-5,081. In 2008, we had 4,513. Too many thugs are still having their way on our streets. Let's continue our efforts, but let's really make this a department-wide focus. Get out your thinking caps, folks, for you are going to impact this crime like you did auto theft. Fatal accidents will continue to be a focus. As in past years, we will work toward a reduction. That goal will be a 5% reduction in fatalities this year. In 2004, we had 145 fatalities. In 2008, we had 113. Let's keep the trend going.

Let me make this very clear: I do not want the economy to be used as an excuse for us not moving forward. What separates us from others is that we don't make excuses. We accept the challenge of keeping this community safe. I am committed to having a 0% increase to our budget when it's voted on in April. Make no mistake, revenues are down and we need to adjust. We need to reduce in some areas so we can grow in others. But understand this, *reduce* does not mean to eliminate, fire or layoff current employees. It does mean slower growth. I am prepared to make the necessary cuts for us to submit a budget that secures your job and secures our future. We have made many good, hard financial decisions over the past years that have given us the ability to absorb these reduced revenues, but the hard decisions have just begun. I will be asking all employee associations to be a part of the process. **I am not asking for anyone to take a pay cut.** I am asking people to forgo salary and benefit growth. I could not ask your associations to consider this without making the same commitment myself. So, I have already asked the County to set aside my raise (set to go into effect this July). My salary will not grow. I also will continue meeting with each employee association to discuss their ideas for reducing salary and benefit growth. I want the best for you. I want the best for us all. I also want to see this police department continue to grow. For that to occur, salary and benefit growth can not continue at its current rate – the funding source will not sustain it.

I know many of you will have questions as we move forward in the budget process, and I am committed to keeping you informed. So, each month as we move forward, I will be doing a video to let you all know our current status. You all have very important jobs here at Metro; I don't want you distracted by our economic challenges. I will do my best to keep you informed. I am just as proud to wear this uniform today as I was when I joined 28 years ago. I am proud to be your Sheriff. No matter your role in this organization, I have faith that you will do your part to make us successful in 2009. Building on what you did in 2008 and 2009 will be a success. **VB**

INSIGHT

The more you establish parameters and encourage people to take initiatives within those boundaries, the more you multiply your own effectiveness by the effectiveness of other people.

-Robert Hass

REID

(continued from page 6)

Must (absent extenuating circumstances) notify employees of their eligibility for FMLA leave, their rights and responsibilities with respect to FMLA leave, and the employer's designation of an employee's leave as FMLA leave within 5 days (rather than the current 2 days) of the date an employee requests leave or the employer learns that the leave might be for an FMLA qualified reason.

Employees:

Must provide at least 30 days advance notice of their need for FMLA leave when leave is based on the on-time birth, placement or adoption of a child, or the planned medical treatment of the employee or a family member.

Where 30 days notice is not practicable P#3908, must provide notice "as soon as practicable," rather than within one or two business days as in the previous regulations.

Must comply with an employer's usual and customary policy for requesting leave (e.g., contacting a specific individual), absent unusual circumstances.

• **Certifications** – The new rule modifies the previous regulations governing medical certifications for a serious health condition of the employee or a family member and creates separate certification regulations for military family leave.

• **Certification of serious health condition** – The new rule:

Permits certification forms to state that medical facts regarding the health condition for which FMLA leave is requested may include symptoms, diagnoses, and whether medication was prescribed, and permits an employee to comply with the certification requested by providing the employer with an authorization to communicate directly with the employee's or family member's health care provider. Employees may not be required to provide such authorization in order to obtain FMLA leave.

Permits employers to contact an employee's health care provider directly to authenticate or clarify information stated in a medical certification form. The contact may not be made by the employee's direct supervisor, and the employer may not request information beyond what is on the certification form.

Requires employees to consent to the release of relevant medical information to a health care provider designated by the employer to provide a second or third opinion, if the information is necessary to render a sufficient and complete opinion.

Permits employers to require recertification's for long-term health conditions every six months, and to require a new certification every year.

• **Certification of qualifying exigency** – An employer may require an employee seeking qualifying exigency leave to provide a copy of the covered military member's active duty orders and a signed statement supporting the need for leave.

• **Fitness-for-Duty Certifications** – Employees have the same obligation to provide fitness-for-duty certification at the conclusion of FMLA leave (pursuant to a uniformly-applied policy or practice applicable to similarly-situated employees) as they do to cooperate and participate in the initial certification process. Employers may require that fitness-for-duty certification address the employee's ability to perform the essential functions of his/her job, as long as the employer has previously notified the employee that such a certification will be required and provided to the employee a list of essential functions.

• **Bonuses** – Contrary to prior regulations, an employer may disqualify an employee on FMLA leave from receiving an achievement bonus (e.g., using three (3) days or less sick leave) if the employee fails to make the goal because of FMLA leave, as long as the employer treats employees on non-FMLA leave the same way.

• **Substitution of Paid Leave for FMLA Leave** – An employer may now apply

(continued on page 16)

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Metro Officer Gives Back with “The Brite Blue Foundation”

DETECTIVE MICHELLE R. JOTZ, ASSISTANT EXECUTIVE DIRECTOR

Several months ago, Detective Damon Young made a donation request of the PPA. The request wasn't for him personally, but for something called “The Brite Blue Foundation.” Damon gave an explanation that it was to be able to provide education to some of the world's poorest children. Recently, the PPA received a Thank You card from Damon that included a photo with six of the children who received a benefit from the donation and Damon's time. Because of this, I dug a little deeper to find out about the organization that Damon was so deeply involved in and I thought you might like to get involved too.

The Brite Blue Foundation is a non-profit 501(c)(3). Damon is one of three founders of the organization. He, along with Josh Christensen and Michael Ware, believe that by providing an education to some of the poorest children in the very poorest section of Latin America, Guatemala, they can help reduce the wealth imbalance in that country. According to the Foundation website, Guatemala has approximately 7.1 million people below the poverty line and over 400,000 unemployed. The theory is that education is the only way that poverty can be eliminated. In order to work toward that goal, The Brite Blue Foundation provides not only scholarships to children



with a low socio-economic status, but also other education-related expenses such as books, uniforms, bags, shoes, lunches at school and school trips. The Brite Blue Foundation is dedicated to all poverty stricken children regardless of religion, ethnicity or financial ability. They recognize that all humans are born with an inherent desire to be free of poverty and that education is the only means by which this right can be achieved. They also reject the notion from corrupt governments that the wealthy will continue to succeed on the backs of the downtrodden, belittled and ignorant. The Brite Blue Foundation strives to give each of their children the ability to break the chains of poverty through diligent, competent education from some of the finest private schools in Guatemala.

According to Damon, the children in the Brite Blue program are frequently the first people in their families to get any type of education and they are hand-picked for the program. The focus is on the children living far below the poverty line. In fact, many of Damon's students have never taken a hot shower, opened a refrigerator door, gone out to dinner, brushed their teeth with true toothpaste, used a computer, sent an e-mail, gone to a qualified school, enjoyed a vacation or had access to health care. They were born into third-world poverty and will die in third world poverty without intervention. Damon explains that these students have suffered a cruel, forgotten life because of corrupt governments and civil war.

Brite Blue actually contracts with private schools and will fund the education of these children from elementary school all the way through an undergraduate degree as long as they continue to get decent grades. The undergraduate education is at the University of San Carlos.

The Brite Blue Foundation knows that even a small success is a success and they focus on smaller groups in order to achieve the goal of the program. It is pretty impressive to think that an officer of our Department is stepping outside of his own world to help people that are so much less fortunate than we are. Please check out Damon's organization at www.briteblue.org. There, you are able to make a donation or personally get involved to help out the children in Guatemala. The Brite Blue Foundation has an open invitation for people to participate in the program. **VB**

Youth Scholarship Program

In 1996, the National Burglary & Fire Alarm Association (NBFAA) launched the Youth Scholarship Program. The program was created to promote goodwill among the electronic systems industry and police and fire officials by providing college scholarship awards to their deserving sons or daughters. Although the Youth Scholarship Program is just a few years old, thousands of dollars have been given to students attending higher education institutions across our country. In fact, more than \$250,000 has been given out by the participating states and NBFAA.

Today, NBFAA and participating Chartered Chapter Associations are involved in the scholarship program. The first place winner of each state's program is automatically considered for the national NBFAA Youth Scholarship Program awards. Students who reside in a participating P#M641 state must enter their state-level scholarship program to be considered for the national awards. Students who reside in a state without an NBFAA chapter or in a non-participating state should submit their applications directly to NBFAA. (Nevada does not have an NBFAA Chapter.) NBFAA will select one of these students as the national nominee to compete with the state winners. This student will be awarded a \$1,000 scholarship.

Each state program awards scholarships at various levels; check with your participating NBFAA chapter for information on specific state award levels. The first place winner of the national NBFAA Youth Scholarship Program receives \$10,000 to put towards their college education, the second place award winner receives \$7,500 and the third place winner receives \$2,500.

Awards are based on a combination of academic achievement, national test scores, extracurricular participation and the essay. In addition to completing the application and submitting the appropriate documentation, each student must write an essay explaining "What it means to *me* to have my parent or guardian involved in securing our community." **VB**

How to Apply:

Download application, rules and list of participating states from the website at http://www.alarm.org/pubsafety/ysp/2009_yspapp.pdf.

Mail Completed Applications (including transcripts, essay and other documentation) directly to: NBFAA if you reside in a **non-participating state**:

NBFAA Youth Scholarship Program
2300 Valley View Lane, Suite 230
Irving, TX 75062

or the participating NBFAA chapter if you reside in a **participating state**.

Application Deadline for students submitting applications directly to the NBFAA is March 31, 2009.

Deadline for participating states to submit winning entries to NBFAA is April 30, 2009.

If you are a student, parent, teacher or school administrator interested in the award, please e-mail your inquiries to NBFAA at lauriek@alarm.org, call (888) 447-1689, or write to:

NBFAA Youth Scholarship Program
2300 Valley View Lane, Suite 230
Irving, TX 75062

<http://www.alarm.org/pubsafety/ysp/index.html>



LEGAL CORNER

(continued from page 11)

All future plans for retirement, college savings, etc., have been set back ... maybe for years. But, and probably more damaging, is that this valley's real estate value has severely suffered. We have officers who bought at the high. Some financed the houses using teaser rates that re-adjust yearly. Others bought in with first and second mortgages to avoid mortgage insurance. Once the property values plummeted (some areas of the city to less than half of the high value), some had real property with outstanding mortgage amounts exceeding the fair market value.

These concerns and other stressors like divorce, paying child support or returning from a tour in Iraq or Afghanistan can combine to create the perfect storm. An officer will hold these feelings in and try to self-medicate as described above. Some will develop depression or other psychological problems. This is where the duty to ask for help is triggered.

Look for the warning signs: The officer will be more withdrawn in social situations or will shy away from squad activities, or the officer will be more negative and critical of coworkers, supervisors and family members. On the

job, he or she may become more aggressive, argumentative or heavy handed. Off the job, the officer may be drinking more than usual, spending time playing video poker or in the casinos, sleeping excessively and getting into arguments with family members. As a co-worker, you are not required to be a licensed professional; instead you will be more like Supreme Court Justice Potter Stewart – you will know it when you see it.

The solution is to seek some help, and if you are concerned about a co-worker, it is better to be safe than sorry. If you are a Metro employee, you have access to the PEAP (Police Employee Assistance Program) unit. I have had the pleasure of working with Sergeant Tom Harmon and the fine officers that work with him for over 10 years. This program is confidential and anonymous when outside help is utilized. The officer seeking assistance can self refer, or referrals can be made by the officer, a co-worker or a supervisor. I have never heard of the confidentiality or the anonymity being breached and have had a number of officers call me for assistance after their discussions with PEAP.

Think about being more vigilant about your own condition and the condition of your co-workers. If you suspect a problem, err on the side of caution and make a referral. **VB**

COLLINS

(continued from page 4)

purposes, including equipment, operations, and support for other criminal justice personnel (e.g. prosecutors, public defenders, police investigators, and crime and forensic analysts). These funds can also be used to pay overtime expenses of officers on multi-jurisdictional drug and gang task forces.

In addition to the Byrne-Jag funding, the House looks to aid states and localities in retaining and hiring police officers. The \$1 billion in funding for the COPS hiring program will allow for the hiring of approximately 13,000 officers nation wide. As federal support for the COPS hiring program has been drastically insufficient over the past several years, this funding is desperately needed as states and localities are being forced to downsize their police forces in the face of massive budget cuts.

Fully funding the COPS hiring program not only creates jobs, but also greatly assists police departments in retaining their qualified, active officers who have relationships with the communities. The retention of police officers who know their neighborhoods is an integral part of community policing. This increase in funding is vital to keep our nation's communities safe.

NAPO, the LVPPA, and other law enforcement organizations that are members of NAPO are pleased that the house leadership has included \$4 billion in funding for these vital state and local law enforcement grant programs. It is crucial that this level of funding remains in the final economic stimulus passed by Congress.

After reading this, I hope each of you will take the time to contact the members of the Nevada federal delegation and urge them to support the passage of the \$3 billion for Byrne-Jag and the \$1 billion for the COPS hiring program in the final stimulus bill. If you have any questions about how our national lobbying efforts are going, please feel free to contact me. As always, be safe and fight the good fight. **VB**

REID

(continued from page 13)

its normal leave rules when an employee seeks to substitute any sort of paid leave for FMLA leave. The prior regulations permitted employers to apply their normal policies to sick leave or medical leave, but not to vacation leave or personal leave.

• **Retroactive Designation of FMLA Leave** – The new rule permits employers to designate an employee's leave as FMLA leave retroactively at any time, as long as that retroactive designation does not harm or injure the employee. An employer will only be liable for failure to comply with the time requirements for designation of leave when such failure causes harm or injury.

If you would like to view all the final regulations concerning FMLA go to <http://www.dol.gov/esa/whd/fmla/finalrule.htm>.

This article is for informational purposes only and should not use as a legal basis of fact. If you have any questions or comments about this article, please contact Thomas Reid at treid@lvppa.com. **VB**

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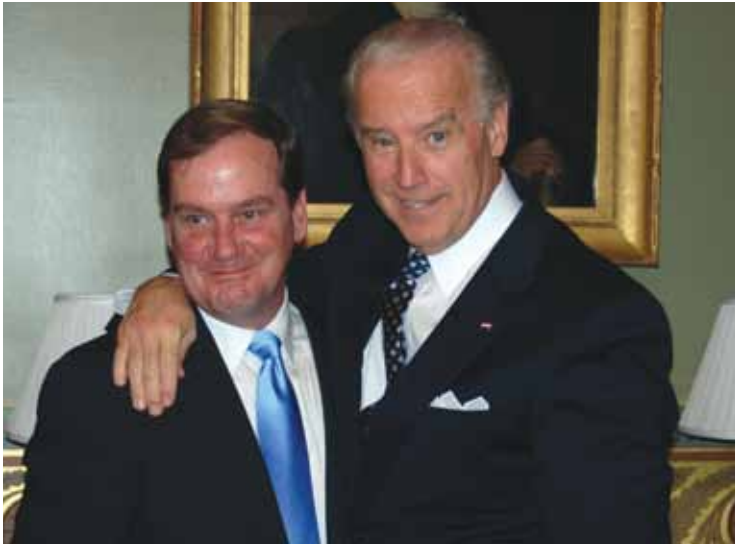
A Meeting with the Vice President

EXECUTIVE DIRECTOR CHRIS COLLINS, DETECTIVE

As I told you in my article on page 4, I have been to Washington, D.C., several times to meet with Vice President Biden concerning issues that are important to members of the LVPPA and all law enforcement professionals. As you know, it is said that a picture is worth a thousand words. These pictures were taken on Wednesday, February 11, 2009, in Vice President Biden's office. The Vice President invited 49 law enforcement professionals to join him in his office to discuss the needs of local law enforcement. Eight of the 49 people present were from the NAPO (National Association of Police Organizations) Board of Directors. During our talk, the Vice President committed to continue



PPA Executive Director Chris Collins with Vice President Biden



NAPO President Thomas Nee with Vice President Biden

to help local law enforcement do our job. There can be no doubt that without our membership in NAPO and NAPO's endorsement of President Obama and Vice President Biden, I would never have had the opportunity to sit with the Vice President and express the concerns of the LVPPA. Vice President Biden could only promise an open door and a willing ear along with the ability to make our concerns known to Congress. I can only promise you the same thing. If you make me aware of issues that are important to you, I will take them to the proper venue, up to and including the Vice President of the United States. We may not always like the answer we get, but it won't be because we did not fight for the issue and educate the people making the decisions. As always, stay safe and fight the good fight. **VB**

End of Watch

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

Name:	Guy Earle, P# 295	Name:	Toby Garibay Sr., P# 256	Name:	David Petrucci, P# 6733
Rank:	Sergeant	Rank:	Police Officer	Rank:	Police Officer
Hired:	November 29, 1965	Assigned To:	Organized Crime	Assigned To:	Bolden Area Command
Retired:	July 7, 1986	Hired:	November 12, 1964	Hired:	March 29, 2000
Died:	December 24, 2008	Retired:	August 3, 1985	Retired:	Actively Employed
		Died:	January 13, 2009	Died:	January 18, 2009

BARKER

(continued from page 10)

United States military organizations) that can match the coverage and savings offers currently offered by Liberty Mutual Group. Please call F. Hayden Ray with Liberty Mutual Group at (702) 736-8611, extension 58082, or toll free at 1-800-446-6347. Today, I believe that he will save you money and increase your protection. I will be looking out for tomorrow. If you have any questions or you would like to report your experiences with Liberty Mutual Group, whether good or bad, please feel free to call me anytime at (702) 882-0316.

References

Ray, F. H. (2009, January 23). *Personal telephone interview with F. Hayden Ray from Liberty Mutual Group.* VB

EDITORIAL POLICY

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

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“Brady” Material and How Truthfulness Affects You

DISTRICT ATTORNEY DAVID ROGER

As we all know, the U.S. Supreme Court has ruled, in *Brady v. Maryland* and *Giglio v. US*, that the constitution guarantees criminal defendants a fair trial. To that end, police and prosecutors are required to disclose exculpatory evidence and facts which directly reflect on the credibility of witnesses. In order to comply with these constitutional principles, the District Attorney's Office has implemented a policy concerning the disclosure of Brady material. This directive requires deputies to disclose to the court, and to the defense if ordered by the court, information about substantiated allegations of untruthfulness against a law enforcement officer who is a witness in a criminal case.

Substantiated allegations of untruthfulness seriously damage the credibility and integrity of the law enforcement officer witness and the case in general. Such a mark on an officer's record follows the officer throughout his career, since it will be reported to the court in all cases in which the officer is a witness.

Because it is the prosecutor's responsibility to disclose Brady material and because this information must be forwarded to the court whether the defense has requested the information or not, the District Attorney's Office will submit a "Brady Request" to law enforcement agencies in all cases set for trial. It will be the responsibility of the law enforcement agency to provide a summary of all substantiated complaints for untruthfulness against the police officer as well as the associated discipline. Prosecutors

will forward the police department's response to the court for an in-camera inspection. Procedurally, the defense will be notified that the prosecution submitted arguable exculpatory evidence to the court for review. The defense will only be provided with the information if the court determines it is relevant and admissible evidence.

As police and prosecutors, it is our obligation to uphold the constitution and to make sure those accused of crimes receive a fair trial. By abiding by these principles, we will ensure the public's confidence in the criminal justice system. **VB**

INSIGHT

A leader must give credit to a staffer for a job well done both personally and if possible publicly as well. The best rule: Be generous in sharing credit with subordinates when an initiative succeeds and be prepared to take the blame if it fails.

-Richard M. Nixon

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



THANK YOU LETTERS



Dear PPA,

Thank you for your generous donation to the Brite Blue Foundation. Your contribution has provided one of the world's poorest children with six months of private education. Christian, on the far right of the photo, is so grateful for your donation and for the opportunity to go to school. The children of Guatemala send their love and appreciation.

Best regards,
Detective Damon Young
Violent Crimes
www.briteblue.org

Michelle,

Thank you sooo much for your presentation at my retirement party. I wear the watch everyday. I know this is very late getting out to you, but this is my retirement schedule.

John (Hillenbrand)

Dear Friend,

Thank you for your generous gift of \$50.00 to St. Jude Children's Research Hospital in tribute to Anthony (Tony) Smith. Because we did not have the information that would allow us to send notification of your kind gesture, we have enclosed a special tribute card so that you may do so.

St. Jude is dedicated to finding cures for children with catastrophic illnesses through research and treatment. Your donation is truly a gift of hope for thousands of children around the world.

On behalf of the patients and parents of St. Jude, we thank you for your support.

Sincerely,
Rebecca J. Farrell
Donor Services Director

Dear Mr. Collins:

It is with great pleasure and humility that I respond to your letter of December 17th wherein you advised me that I have the honor of receiving the endorsement of your Association regarding my re-election to Department Six of the Municipal Court.

I will take this opportunity to extend my deep appreciation to you and to all the members of your Association for the confidence and trust you have placed in me to continue serving this community in this position. As you so aptly stated it, decisions reached by a jurist are not always in sync with all members of society. I believe that I have made every effort to act in the best interest of all the citizens of this community and will continue to do so.

Mr. Collins, if I can ever be of service to you or your family, please do not hesitate to call upon me. Once again, I thank you for your courtesy and consideration.

Sincerely,
Martin B. Hastings
Municipal Court Judge, Dept. #6

WHIRLPOOL PARTNERSHIP



Dear Members,

As a NAPO member, you have the opportunity to receive substantial savings along with special promotions using the VIPLink(tm) Program from Whirlpool Corporation. These program benefits are for active members only and sharing pricing outside of the program is strictly prohibited.

As part of this program, you'll enjoy the following benefits:

Convenient shopping on a secure website, easy payment with Visa®, MasterCard® and Discover® credit cards, choice of pickup or delivery service and professional installation (see terms and conditions for details). You and your immediate family members can purchase up to 12 products every year* and save on appliances, accessories, and other products, all from the most popular brand names in the appliance industry.

Ordering is easy! You must have your NAPO membership number to have access to the order website. Please contact the PPA office directly to obtain the group user name and password and then visit the NAPO website at www.napo.org to get started.

Nina Kunkel, Executive Assistant
National Association of Police Organizations

Discount Theme Park Tickets

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. (M - F 8a - 5p) ACCEPTABLE METHODS OF PAYMENT ARE P#9170 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.

THEME PARK	TICKET	GATE PRICE	LVPPA PRICE
Knott's Berry Farm	One Day Ticket-Adult	\$52.99	\$27.00
	One Day Ticket-Child (3-11)	\$22.99	\$20.00
Legoland	Two Day Ticket-Adult	\$78.00	\$44.00
	Two Day Ticket-Child (3-12)	\$66.00	\$44.00
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	\$35.00	\$30.00
	One Day Ticket-Child (3-11)	\$26.00	\$22.00
Sea World	Two Day Ticket-Adult	\$65.00	\$51.00
	Two Day Ticket-Child (3-9)	\$55.00	\$45.50
Universal Studios	Two Day Ticket-Adult	\$67.99	\$54.00
	Two Day Ticket-Under 48"	\$57.99	\$54.00
Wild Animal Park	One Day Ticket-Adult	\$35.00	\$30.00
	One Day Ticket-Child (3-11)	\$26.00	\$22.00

Visit our website at www.lvppa.com.

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

Now There Are **500** More Reasons Why It Pays to Read



*This issue contains TWO ways
to win your share of **\$500 CASH!***

Giveaway #1: One **\$250** prize

1

The first member to find a  hidden somewhere in this issue of Vegas Beat and enter its location at our website will win \$250. See our home page at www.LVPPA.com for entry details.

Giveaway #2: Five **\$50** prizes

2

We've hidden **five personnel numbers** within this issue of Vegas Beat. If your number is among them and you call (702) 384-8692 to let us know that you found it, you'll win **\$50**. If you didn't find your number this time, try again in the next issue where we'll hide five more!

Excludes P#s listed in Retirement and End of Watch sections of Vegas Beat

**Cash is great, but our giveaways aren't the
only reasons to read Vegas Beat.**

Each issue gives you the latest information on

- Contract negotiations
- Benefit changes
- Retirement considerations
- Hot topics on the job
- Association news
- Upcoming events

For so many reasons, it pays to read Vegas Beat.

This giveaway is not a drawing and is open to LVPPA members only. You must be 18 or older to win.

RETIREMENTS

12/11/2008	Jerry Ross, P# 6682	CO II
01/02/2009	Steven R. Daily, P# 1615	CO II
01/02/2009	Cynthia Shane, P# 4544	PO II
01/02/2009	Tito R. Spiros, P# 2447	CO II
01/09/2009	Pat Barry, P# 1691	PO II (A-2)
01/28/2009	Lisa G. Gonzales, P# 3338	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

2009

- March 5** **General Membership Meeting (PPA office)**
- 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

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and ask for **Jordan**.



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