



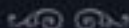
# LVPPA VEGAS BEAT

WIN  
\$500  
See Page 22

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

VOLUME 4 | ISSUE 1

May/June 2009

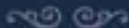


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**Las Vegas Police Protective Association Metro, Inc.**  
 9330 W. Lake Mead Blvd.  
 Suite 200  
 Las Vegas, NV 89134

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

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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



**CONTENTS**

**EXECUTIVE BOARD**

Executive Director's Message	Page 4
PPA Charities Non-Profit Organization	Page 5
Useful Health Insurance Information	Page 6
Availability of Tools	Page 8
Free Money	Page 9
Your Board of Directors and What They Do For You	Page 10

**FEATURES**

Crisis Intervention Team - CIT PROGRAM	Page 13
My Father	Page 14
Discount Theme Park Tickets	Page 14
Policeman's Prayer	Page 15
Post-Retirement Trust (LVMEBT)	Page 15
The Basic Principles of Investing Have Not Changed	Page 17
Why Is It Important for Field Training Officers to Be CIT Certified? A Personal Perspective	Page 18
What We Do For You	Page 19
The Concession Contract - A Sign of Weakness?	Page 20
Thank You Letters	Page 21
Vegas Beat Contest	Page 22
Retirements	Page 23
Calendar	Page 23



# Executive Director's Message

**DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR**

This is an article I have wanted to write for a couple of months now. I have waited so that the article was not written while I was upset. As the Executive Director of the LVPPA, it is my responsibility to choose an Executive Board that can work together, and most importantly, be successful in protecting the membership's rights and benefits. It is not my job to hold a popularity contest. So that you understand the process of picking an Executive Board, I would like to provide you with a little background on how it is done. To be considered for a position on the Executive Board, you must first be elected or appointed to the Board of Directors and hold that position for a period of no less than one year. I then choose from the eligible Board members the people whom I think are best for the Executive Board. Those names are then submitted to the Board of Directors in December of each year. The Board of Directors then must vote and either confirms or rejects each name that I submit. As I said earlier, I do not do this based on popularity. I figure they have already won the popularity contest when they were voted in by their peers. I make my selection based on two factors: first, the person who can work the hours and get the job done; and second, will they be able to work in the small unit environment and get along with the other members of the Executive Board?

Executive Board that was up and running like a well-oiled machine. For this reason, I saw no reason to make changes. For those of you who do not know, the Executive Board consists of me and six others. Their names and positions are as follows: Tom Reid, Assistant Executive Director (Corrections); Michelle Jotz, Assistant Executive Director (Detective Bureau); Ken Lochner, Treasurer (Corrections); Mark Chaparian, Secretary (Patrol); Kevin Barker, Sergeant-At-Arms (Traffic); and David Kallas, Director of Governmental Affairs (Detective Bureau). These officers came to the LVPPA from all over the Department.

I think it is important for all of you to know that I had never worked with, nor did I even know, any of these officers prior to all of us working together at the LVPPA. Why do I think that is important? It shows again that the positions on the Executive Board are not filled by my friends, or through some popularity contest, but rather by a person's ability. None of this was ever an issue to me until last December when I submitted the names of the current Executive Board to the Board of Directors for reappointment. It was then that I learned for the first time that two people on the Executive Board were not well liked at CCDC. I must admit, I found this a little hard to believe. Someone must

I was elected Executive Director in January of 2007 and inherited an

(continued on page 16)



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

**Attention: Las Vegas Police Protective Association Members!!!**

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# PPA Charities Non-Profit Organization

**DETECTIVE MICHELLE JOTZ**  
Assistant Executive Director

When Chris Collins first came to the PPA full-time, he had the opportunity to talk to Officer John Flynn from the New York Police Benevolence Association. During that discussion, Chris learned quite a bit about their Widows and Orphans Fund and what it does. Chris began working on a plan to get something similar for the PPA members and their families. In March, John Dean Harper (one of our esteemed attorneys) advised us that we, in fact, did receive our non-profit status for the PPA Charities. The goal of the PPA Charities is to provide assistance to our members and their families during and after catastrophic incidents, to assist families of officers in the event an officer is lost in the line of duty, and to eventually provide scholarship opportunities to the children of members.

Recently, one of our members was in need of assistance from the PPA Charities. We were honored to be able to provide some assistance to Officer Dave Rooney and his family. Most people are aware of his situation, so I won't explain it. These are exactly the times when the PPA Charities can reach out to help someone in need. Although we don't wish difficult times on anyone, we hope we are able to provide a little relief if those times do happen.

PPA Charities is currently in its infancy, and we are looking for ways to generate monies to fund events like the one above. If you or someone you know (either an individual or a business) is interested in making a donation to the PPA Charities, please feel free to contact the PPA office at (702) 384-8692. **VB**

## INSIGHT

Plans must be simple and flexible...They should be made by the people who are going to execute them.

-George S. Patton, Jr.



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# Useful Health Insurance Information

**OFFICER MARK CHAPARIAN**  
Secretary

I was appointed as a Trustee to the Las Vegas Metropolitan Police Department Employees Health and Welfare Trust in August of 2008. Since that time, I have discovered that there is much confusion and misunderstanding concerning the benefits and usage of our health insurance. No benefit is of use to our members if they don't understand how to use it or are unaware of its existence. I am publishing some of the basic information to better assist you with our coverage. I am planning to continue to publish helpful, useful and educational information about our health insurance in each coming issue of *Vegas Beat*. I hope this information assists you in becoming healthy and staying fit. **VB**

## IMPORTANT BENEFITS CONTACT INFORMATION

<ul style="list-style-type: none"> <li>• Customer Service</li> <li>• Walk-in One-on-One Assistance</li> <li>• Add / Change Dependent Status</li> <li>• Inquiries / Appeals Filing</li> <li>• Other Plan Related Information</li> <li>• Retirees / Preparing for Retirement</li> <li>• Health Plan ID Cards</li> </ul>	<b>UMR—formerly Fiserv Health</b> 700 E. Warm Springs Rd., Ste #210 Las Vegas, Nevada 89119 (702) 413-1701 Office (702) 413-1707 Fax
<ul style="list-style-type: none"> <li>• Mail Medical Claims</li> <li>• Mail Dental Claims</li> </ul>	<b>UMR—formerly Fiserv Health</b> P.O. Box 690450 San Antonio, Texas 78269-0450 <a href="http://www.umar.com">www.umar.com</a> (866) 868-1395
<ul style="list-style-type: none"> <li>• Prior Authorization of Medical Services</li> <li>• PPO Provider Search</li> </ul>	<b>Beech Street Corporation</b> Utilization Management <a href="http://www.beechstreet.com">www.beechstreet.com</a> (800) 227-7464
<ul style="list-style-type: none"> <li>• PPO Dental Providers</li> </ul>	<b>Diversified Dental</b> (702) 869-6200 <a href="http://www.ddssppo.com">www.ddssppo.com</a>
<ul style="list-style-type: none"> <li>• Vision Benefits</li> <li>• Vision Providers</li> <li>• Vision Claim Forms</li> </ul>	<b>Davis Vision</b> (800) 999-5431 <a href="http://www.davisvision.com">www.davisvision.com</a>
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Benefit Per Calendar Year Deductible	PPO	Non-PPO
<b>Calendar Year Deductible</b> Individual Family <b>*PPO &amp; Non PPO deductibles do not accumulate together*</b>	\$250* \$500*	\$500* \$1000*
<b>Out-of-Pocket Maximum</b> Individual Family	\$2,000 per Person N/A	N/A N/A
<b>Physician Services</b> Office Visits: Primary Care Dr. Injections Specialists Chemotherapy Radiation Therapy	\$15 Co-pay/ 100%. \$10 Co-pay per injection/100%. \$25 Co-pay/100%. 90% after deductible 90% after deductible	60% of UCR after Deductible 60% of UCR after Deductible 60% of UCR after Deductible 60% of UCR after Deductible 60% of UCR after Deductible
<b>Preventative Care</b> (includes Well-Child Care) <b>Up to a Calendar Year Maximum of \$2000 Per Covered Person</b>  Office Visit & Lab Services  Radiology Services	90% of contract rate, deductible waived  <b>Preferred Partner and Radiology Service Area – 90% of contract rate, deductible waived</b>  PPO – 75% of contract rate, deductible waived	60% of UCR after deductible  60% of UCR after deductible  60% of UCR after deductible
<b>Prescription Drugs</b> <b>1st Tier – Generic</b> <b>2nd Tier – Formulary</b> <b>3rd Tier – Non-Formulary</b> <b>4th Tier-Lifestyle Drugs</b>  <b>Specialty Drugs</b>	Retail                      Mail Order \$0                              \$0 \$25                             \$50 \$40                             \$80 \$50 + 50% of cost      \$100 + 50% of cost  20% of cost; \$50 min/\$100 maximum: per 30-day supply (prior authorization required)	No benefits except in case of emergency outside of PPO's service area
<b>Urgent Care Facilities</b> <b>Facility Charges:</b>  <b>Physician Charges:</b>	PPO – \$35 Co-pay per visit/100%  100% deductible and Co-pay waived	60% of UCR after deductible  60% of UCR after deductible
<b>VISION BENEFITS</b> <b>Please contact Davis Vision directly for more information.</b> <b>Allowed every January 1st</b>  <b>Exam</b> <b>Eye glasses and Contacts</b>	\$10.00 Co-pay Contact Davis Vision for specific benefit info.	Reimbursed up to \$60.00 Contact Davis Vision for specific benefit info.

## End of Watch

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

**Name:** Ben (K-9)  
**Rank:** Explosive Detector  
**Assigned To:** K-9  
**Retired:** Actively working  
**Died:** March 18, 2009

**Name:** Joe W. Grizzle, P# 265  
**Rank:** Detective  
**Hired:** January 1, 1965  
**Retired:** July 1987  
**Died:** January 1, 2009



# Availability of Tools

## CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

While we were going through the Academy, the staff always referred to our duty belt as the belt that carries the tools we use in our daily work. We have many tools—ESB, OC spray, Taser, handcuffs, flashlight, firearm, shotgun, rifle, etc.—and we use them all at different times. We also have our presence and our verbal commands. A tool that is not being utilized, but should be, is video. Actually, it is being used—by Internal Affairs.

Most officers' problems arise from the use of necessary force employed against a combative subject who may or may not be armed, but is nonetheless combative. An officer needs a range of tools that will allow him/her to use the appropriate degree of control that constitutes necessary force. Control is that degree of influence the officer must exert over the subject to safely restrain the subject to achieve or maintain custody. The officer needs to maintain self-control, as well, in order to control the subject.

It is clear that a huge part of what we do involves our verbal skills. I won't belabor numbers, but research tells us that 93% of a message is received and interpreted based on **how** something is said rather than **what** is actually said. We have to keep in mind that our suspects usually don't want to talk or listen,

and they are typically emotionally charged.

Another key point to remember is that we are always being watched by others, whether working inside or outside the jail. Obviously, we were all trained to use the minimum amount of force necessary to bring a situation under control. After a use-of-force situation (OIS or 416 or some other intense situation that causes the adrenaline to pump), we tend to replay the event over and over in our minds. The first hindrance to our recall accuracy, according to studies, is that officers typically have a more accurate recall of an event 48 hours after an event transpires.

After a use of force, when the officer sits down to write his/her report promptly, accurately and completely in conformance with policy (4/105.08-Completing Official Reports), the supervisor "shall" also complete an initial review of the reports, sign or initial as appropriate, and submit them for final processing. The review process P# 2188 is supposed to ensure that timely and accurate information is submitted and to assist in identifying problems and revealing essential modifications. Also, per policy (6/002.00-Use of Force), supervisors are to respond to each use-of-force incident in which reportable force is used, conduct an investigation and assist with the completion of the use-of-force report. It seems some supervisors are doing just that, but some supervisors are failing to "assist" the officers.

When an officer is expected to write reports, all available tools should be at his/her disposal—including video. This ensures that the reports are accurate since recall is not 100%. When the supervisor has access to available video but the officer has not had the privilege (or, I believe, the right), then the supervisor/mentor/leader has not only put the officer in a liability bind, but he/she has become liable as well.

Without the ability to view the video, an officer may write a report that he/she believes (based on perception) was accurate. Later, the officer may have to admit that he/she was inadvertently mistaken in the report that was written. Statements of Complaint could be reduced if the officer was provided the opportunity to view the video. This would also give the officer the opportunity to explain his/her perception of the events that transpired.

I believe it is management's responsibility to make available the necessary tools so we can complete our jobs in a professional manner, not set an officer up for failure. We should not be in more of a rush to place blame than we are to assist someone in handling things appropriately. Additionally, I hope that video is used on a level playing field so that both the officer and management are given adequate time and opportunity to review it. In closing, I am asking for the opinion of line officers. What are your thoughts? I'm awaiting your feedback so we can change things for the better. **VB**

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## INSIGHT

Policy should be tested out on those who will be affected by it, and the details worked out by those who will have to implement it.

-Antony Jay





# FREE MONEY!

## OFFICER KEVIN C. BARKER

Sergeant-At-Arms

As many of you know, the LVPPA began a magazine contest in the March/April 2009 issue. The contest provides two ways to win. The first way is for a member to find his or her P# hidden somewhere in the magazine. The P# selection is done by computer randomization selection software at the office. This avoids bias within the selection process. Members who find their P#s call the LVPPA office at (702) 384-8692 and inform the office staff of the hidden



an e-mail address. The reason for the e-mail address is so that the LVPPA can send an e-mail to the member that will allow him/her to register for the contest. (Several methods exist for registration, but this method enhances the security of the member's information and protects the integrity of the contest and registration process.) The member receives the registration e-mail link shortly after entering his/her e-mail address. The member clicks on that link and is forwarded to the registration page. The registration page provides information about the member who is registering for the contest. The LVPPA uses the registration information to verify the member's information, to update the member's information within the LVPPA database and to protect the integrity of the registration process. Security measures exist within the registration process to make the contest registration fair and ethical. Registration entries are time stamped, which allows for a more ethical selection of the winners.

Should you have any questions or comments about the magazine contest, please feel free to call me anytime. Congratulations to last issue's winners, and good luck to members for this issue! I can be reached at (702) 384-8692, extension 218. **VB**

## CONGRATULATIONS TO THE WINNERS FROM THE MARCH/APRIL CONTEST!

Cash winners from the March/April issue.

### \$50.00 P# Contest Winners

Michael Carroll  
Duaine Cowley  
Freddie Olige  
Michael Reinarz  
Casey Clarkson

### \$250 Poker Chip Winner

Jorge Marty

*Sadly only 2 of the winners came out and claimed their prize. Keep your eyes open and don't miss out on your chance to win!*

P# location. An Executive Board member will call and congratulate the member and make arrangements for him/her to receive the prize money. Five P#s are hidden in each issue, and each P# is worth a prize of \$50 cash.

The second way to win is to find the hidden poker chip within the issue. Some members have experienced confusion and frustration as a result of contest entry attempts for the poker chip. The LVPPA office staff have received a few complaints about the registration process and some of its complications. As a result, I want to explain the reasons for the registration process.

The contest has two purposes:

1. To give members an opportunity to win some extra money
2. To update membership information

The registration process is relatively simple but does involve a few steps. Members who find the hidden poker chip need to go to the LVPPA Web site at [www.lvppa.com](http://www.lvppa.com) and click on the poker chip link. This link sends members to an exclusive registration site where the member enters





**KATHY WERNER COLLINS**  
General Counsel

## Your Board of Directors and What They Do For You

### The Importance of Your Board of Directors

Your current LVPPA Board of Directors has 39 elected and appointed members. Seven of these are your full-time representatives and the remaining 32 are your at-large representatives, representing the various bureaus, the area commands and the City marshals. Your representatives play several critical roles in the enforcement of the collective bargaining agreement (CBA) between the LVPPA and the LVMPD and the LVPPA and the city of Las Vegas.

First, and perhaps most importantly, representatives are the first line of defense against any violations of the CBA. By being on the scene and understanding and applying the CBA and other legal protections, your representative can often defuse potentially troublesome situations. Representatives can also immediately bring contract violations to the LVPPA's attention, ensuring that the LVPPA's contract rights are protected, documented and grieved (if necessary).

In addition to enforcing the CBA, your representatives also guard against violations of the LVPPA's collective bargaining rights. Representatives are usually the first to be aware of the Department's or City's plan to make any change in wages, hours and/or working conditions. By asserting the LVPPA's right to collectively bargain over "mandatory" subjects of bargaining, your representatives can ensure that the Department or City complies with its statutory obligation to collectively bargain.

A third important role played by your representatives is the representation of employees in the disciplinary process. Representatives are often charged with investigating the background of disciplinary charges made against an employee and representing employees in the initial interview process. Representatives may also assist employees at informal meetings during the first step of a grievance and work with LVPPA attorneys in preparing for pre-termination hearings and/or disciplinary arbitrations. By aggressively investigating charges made against employees and preparing the best defense against those charges at an early point in the disciplinary process, the LVPPA's elected and appointed representatives can play an invaluable role not only in assisting employees, but in preventing the Department or City from making an incorrect disciplinary decision.

### I. Enforcing the Contract/Processing a Non-Disciplinary Grievance

The importance of the role of your representatives in enforcing the CBA cannot be overstated. Representatives are often the only individuals who are in a position to be aware of violations of the collective bargaining agreement. Since the strength of a collective bargaining agreement is directly related

to the willingness of the LVPPA to enforce the contract, the representative's role becomes all the more important.

In enforcing the contract, there are five areas of information your representative possesses: (1) a working knowledge of the provisions of the CBA; (2) knowledge of how the grievance procedure works; (3) knowledge of the time limits imposed by the grievance procedure for the processing of grievances; (4) awareness of how to best write a grievance; and (5) knowledge of how to process the grievance through the steps in the grievance procedure.

Additionally, however, a representative's ability to represent his members is in large part dependent on what information he/she receives from the officer. How well an officer communicates with the representative about what is occurring at a particular bureau, area command or the City often determines whether or not the LVPPA is even aware of a situation that might warrant the filing of a grievance. It is important that you and your representative follow these basic steps:

**Communicate:** In all cases in which you think the contract or some policy or procedure is not being followed, or you believe you are being wronged in some way, you must communicate with your representative. The two of you should then communicate about the following:

1. Why you believe there has been an issue warranting a grievance;
2. What section(s) of the contract, Department Manual, etc. has been violated;
3. When the matter giving rise to a grievance happened;
4. What remedy to the grievance you are seeking;
5. Where the grievance happened and who was involved in the grievance;
6. Who you think might be a witness to the actions giving rise to the grievance;
7. Who you believe might be able to provide background information, either about the actions leading to the grievance or as to the general contract issues involved in the grievance;
8. What you believe the Department or City's motivation was for the actions that led up to the grievance;
9. Do you know of similar situations in the past involving either yourself or other employees? The similar situations may have been handled in the same way by the Department or City, or they may have been handled in a different manner.

**Examine all records:** Before the grievance is written, you and your representative will examine all records relevant to the grievance. This should include records you possess and records that the Department or City may have in its possession.

**Speak with the Department or City representatives:** Before writing the grievance, your representative will attempt to get the Department's or City's side of the grievance.

(continued on page 11)

## LEGAL CORNER

(continued from page 10)

**Speak with witnesses:** Your representative will try to speak with as many witnesses as possible, not only those who support your version of events, but those who might have a different point of view.

**Speak with other LVPPA representatives:** Another important step to follow prior to writing the grievance will be for your representative to speak with other LVPPA representatives to determine if they have encountered a similar problem and, if so, how they were able to successfully resolve the problem.

Armed with this knowledge and full information, your representatives are prepared and able to ensure that the contract is followed and enforced.

## II. Protecting the Right to Collectively Bargain

Under the law, the LVPPA is given the right to collectively bargain over wages, hours and conditions of employment—so called “mandatory” subjects of bargaining. The LVPPA’s right to bargain over mandatory subjects of collective bargaining does not end when negotiations for a new agreement are completed. Rather, the LVPPA’s right to bargain continues throughout the entire time a contract is in place, and even after a contract has expired. This continuing right to bargain can be enforced whenever the Department or City attempts to (or makes) a change to a mandatory subject of bargaining.

Mandatory subjects of bargaining can be loosely defined as any matters that touch on or concern wages, hours or working conditions. Virtually anything that involves monetary compensation to an employee, whether in the form of salary, incentive pay, allowances or reimbursements, is a mandatory subject of bargaining. Thus, whenever your overall compensation is affected by a change in the practices of the Department or City, your representative should be made aware of this as there may be mandatory bargaining issues inherent in the change.

For example, if an employer has been calculating overtime in the past on the basis of an assumption that employees work 2,080 hours in a work year,

and if the employer decides to change this method of overtime calculation to the assumption that employees work 2,088 hours in a work year, the resulting effect will be a reduction in employees’ overtime rates. Since employees’ wages have been affected by a change the employer has made, the organization representing the employees would have a right to bargain over the change before it is implemented.

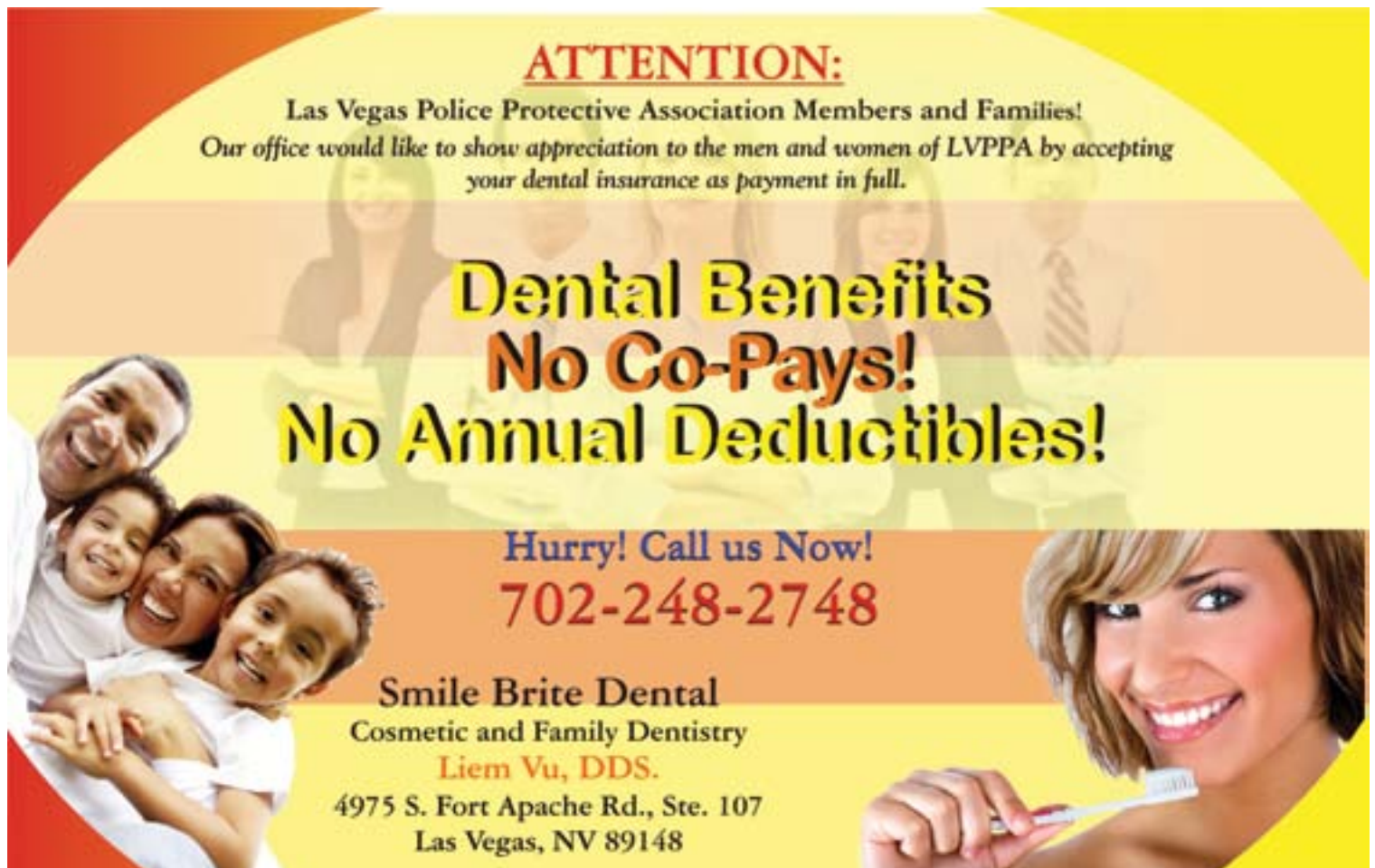
Mandatorily negotiable changes in hours of work practices are also fairly easy to identify. Wherever an employer makes any change in the times when employees are required to work, it is likely that the change is mandatorily negotiable. For example, if the employer changes the length of a work shift, or the way in which the work shift rotates, mandatorily negotiable hours of work issues may have been affected. In such a case, the organization representing the employees has the right to demand that the employer bargain over the changes in the hours of work before the changes are implemented.

Mandatorily negotiable working conditions or conditions of employment are not as easy to identify as wages and hours of work. In order to be mandatorily negotiable, a working condition must be one which has a substantial effect on an employee. The effect can be on the employee’s day-to-day job activities or on restrictions placed on the employee’s off-duty life.

The list of mandatory subjects of collective bargaining recognized in Nevada are contained in NRS 288.150 and are limited to the following:

- a) Salary or wage rates or other forms of direct monetary compensation;
- b) Sick leave;
- c) Vacation leave;
- d) Holidays;
- e) Other paid or nonpaid leaves of absence;
- f) Insurance benefits;
- g) Total hours of work required of an employee on each workday or workweek;
- h) Total number of days’ work required of an employee in a work year;

(continued on page 12)



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## LEGAL CORNER

(continued from page 11)

- i) Discharge and disciplinary procedures;
- j) Recognition clause;
- k) The method used to classify employees in the bargaining unit;
- l) Deduction of dues for the recognized employee organization;
- m) Protection of employees in the bargaining unit from discrimination because of participation in recognized employee organizations consistent with the provisions of this chapter [NRS 288];
- n) No-strike provisions consistent with the provisions of this chapter [NRS 288];
- o) Grievance and arbitration procedures for resolution of disputes relating to interpretation or application of collective bargaining agreements;
- p) General savings clauses;
- q) Duration of collective bargaining agreements;
- r) Safety of the employee;
- ....
- v) Procedures for reduction in workforce.

The representative's role in insisting that the Department or City bargain over changes in mandatory subjects of bargaining is a critical one. Often, such changes may be made only in certain areas of the Department's or City's operation, or may be instituted so gradually that it would be difficult to gain evidence that the changes were being made. By keeping a sharp lookout for any changes in mandatory subjects of bargaining and promptly notifying your representatives of any such changes (or even when you just think one might be occurring), representatives can ensure that the Department or City meets its continuing obligation to bargain with the LVPPA.

Once such a change is brought to the attention of the LVPPA, representatives will write a letter to either the Department or the City detailing the existing practice before the change, when the change was instituted, and the effects of the change on bargaining unit members. Time is of the essence for the LVPPA to request that an identified item be negotiated. Therefore, once you identify an issue, even if you are not positive that it constitutes a subject of mandatory collective bargaining, inform your representatives so that they may take the appropriate action in a timely manner.

### III. Representing Employees in the Disciplinary Process

Perhaps the most important thing your representative will do is assist you in the disciplinary process:

**Representation:** You have the right to have a representative present at an investigatory interview that you reasonably believe might result in discipline. This right stems from the *Weingarten* case out of the U.S. Supreme Court. Pursuant to NRS, you may have two representatives present during any phase of an interrogation or hearing relating to an investigation. The representative will assist you during the interrogation or hearing. The interrogator must allow the representative to explain an answer or refute a negative implication that results from questioning. Know that any information your representative obtains from you concerning the investigation is confidential and will not be disclosed except upon a request by you or a lawful court order. As noted, you are entitled to representation at an investigatory interview that you reasonably believe might result in discipline, otherwise referred to as punitive action. NRS 289.010(4) defines punitive action as any action that may lead to dismissal, demotion, suspension, reduction in salary, written reprimand or transfer for purposes of punishment. Once involved in the process, your representative will ensure that the following safeguards and protections are followed:

**Notice:** NRS 289.060(1) and (2) require that a law enforcement agency shall provide written notice to an employee at least 48 hours before an interrogation or hearing is held relating to an investigation. The notice must include:

- (1) A description of the nature of the investigation;
- (2) A summary of alleged misconduct of the employee;

- (3) The date, time, and place of the interrogation or hearing;
- (4) The name and rank of the officer in charge of the investigation and the officers who will conduct any interrogation;
- (5) The name of any other person who will be present at any interrogation or hearing.

**Garrity:** NRS 289.060(3)(b) requires that immediately before an interrogation or hearing, the agency shall inform the employee on the record that he is required to provide a statement and answer questions related to the alleged misconduct and that, if he fails to provide a statement or answers, the agency may charge him with insubordination. Keep in mind that the U.S. Supreme Court has held that such a compelled statement may not be used against the employee in a subsequent criminal proceeding.

**Compensation:** An agency shall interrogate you during regular working hours if reasonably practical or compensate you for your time based on your regular wages for the time spent in the interrogation if no charges arise from the interrogation. NRS 289.060(3)(a).

**Polygraphs:** NRS 289.070 allows an employee to submit to a polygraph examination, but the agency is no longer allowed to compel such an examination.

**Review of investigative record:** If an investigation results in the imposition of punitive action, you have the right to review and copy the entire file concerning the internal investigation. NRS 289.080(6).

**Appeal process:** For LVMPD members, the appeal process to contest a punitive action is set forth in the Collective Bargaining Agreement in Article 12. The dispute procedure for the City members is set forth in Article 14 of that Collective Bargaining Agreement.

**Purge policy:** All formal disciplinary actions, except oral admonitions, shall be recorded in the employee's personnel file and shall constitute the official record to be utilized in disciplinary proceedings. Ultimately, after a period of time, all disciplinary matters will be removed from the personnel file.

**For LVMPD members,** disciplinary matters will be removed at the following times and under the following conditions:

Written Reprimand: 18 months after the date the employee signs or is given the opportunity to sign the adjudication.

Minor Suspension: three years after the date the employee signs or is given the opportunity to sign the adjudication.

Major Suspension: five years after the date the employee signs or is given the opportunity to sign the adjudication.

Disciplinary transfer: two years after the date the employee signs or is given the opportunity to sign the adjudication.

Note that any subsequent corrective action of a similar nature occurring during the above time periods will cause the existing disciplinary action(s) to be maintained in the personnel file for an additional 24 months or the purge length of the latest disciplinary action, whichever is shortest.

**For City of Las Vegas members,** disciplinary matters will be removed at the following times and under the following conditions:

Written Reprimand: 18 months and upon written request of the employee.

Suspensions of 80 hours or less: 30 months and upon written request of the employee.

Note that any subsequent disciplinary action of a similar nature shall extend the period of retention of the original disciplinary action for 12 months.

**Protection against retaliation:** NRS 289.020 states that a law enforcement agency shall not use punitive action against an employee if he/she chooses to exercise his/her rights under any internal administrative grievance process.

**Help your board representatives help you** by keeping them well informed of issues affecting you and your fellow officers and notifying them of these issues in a prompt fashion so that our ability to respond is not lost. As always, should any of you have questions about matters raised in this article or about anything else, do not hesitate to contact me. **VB**

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

# Crisis Intervention Team - CIT PROGRAM

## OFFICER RICK BASS

Rumors have led me to believe that some officers incorrectly understand the CIT program's objective. I believe the reasons are two-fold. First and foremost, there was a concern by many CIT officers when the program started that they would be "dumped on," but this isn't a common complaint from CIT officers. And it's not a problem now because of the number of CIT officers in the program. The belief was that anytime an officer had a call involving someone who looked or acted mentally ill, the officer would dump the call onto the CIT officer.

When the CIT program started in 2003, we initially certified 84 CIT commissioned officers. Over the next five years, from 2003 to 2007, the Department certified 235 commissioned officers through the program. In less than one year, since March of 2008, the Department has certified another 130 commissioned officers. We currently have 449 commissioned officers in the program. By the end of this year, we expect to certify another 280 commissioned officers, giving us a total of 729 LVMPD CIT officers.

Secondly, some officers incorrectly understand the CIT program's objective. They believe that CIT officers will be dispatched out of their area command on a regular basis. That's just not true. Yes, CIT units do get dispatched out of their area command, but not as often as one would think. We worked with IT to develop a CAD system that tracks all CIT calls. Statistics show that

out of 461 CIT calls in all eight area commands, one CIT officer per day was dispatched and arrived out of his/her area command for a total of 28 times in January 2009. In February, there were 430 CIT calls, and only 27 CIT officers were dispatched out of their area commands and arrived. The average for both months is one officer per day arriving outside of his/her area command. In comparison, during the month of January, there were 4,618 domestic violence calls where officers arrived.

One of the objectives of the CIT program is to educate officers on how to effectively deal with those individuals in a serious mental health crisis. The Department's goal is to dispatch CIT officers as the primary unit to calls involving individuals in a serious mental health crisis. CIT officers assess the person in crisis and attempt to de-escalate the situation. This has always been the primary objective of the program.

CIT officers have advanced training regarding mental illness and how to respond effectively to individuals in a serious mental health crisis. CIT officers attend 45 hours of training, during a one week period of time, and get P.O.S.T. credits for the class. Additionally, FTEP officers satisfy their recertification for the year when they attend the program.

The CIT program is coordinated through Patrol Services Bureau and is led by Lieutenant T. Fasulo, Sergeant D. Toney, Officer R. Bass, Officer P. Bonasera, Officer S. Harney and Officer K. Raybuck. We can be reached at the main office 828-0220 or via e-mail at [patrolservicesdetail@lvmpd.com](mailto:patrolservicesdetail@lvmpd.com). VB

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# My Father

## JACOB CHAPARIAN

*The following was a homework assignment for the son of Police Officer Mark Chaparian. This is an officer, seen through the eyes of a child.*

A special person I know is my father, Mark Chaparian. He has been a police officer for the last 18 years. He has been with the LVPPA protecting our police officers for the last two years. And maybe the most important, he has been my father for my whole life.

My dad joined the Las Vegas Police Department in 1991. He has been on the streets patrolling big areas in his police cars. He risked his life every day. He arrested thousands of criminals throughout Las Vegas. He protects, serves, and honors our city, our home. Sometimes late at night, early in the morning, or just in the day time in general, my dad got up and got to work.

For the last two years my dad has been with the LVPPA (Las Vegas Police Protective Association). This is an organization that is paid for and ran

through Metro Police Department, but does not associate with their ranks. They are like the defense attorneys of the police. When they break a rule or are accused of something, my dad and his associates help them. Also when an officer gets into a shooting, my father goes out and helps them through it. He is still a cop, just he doesn't patrol the streets anymore. He is protecting our city, just at a different point of view.

For my whole life my father has been there guiding me through everything. He is preparing me for the future and what it holds. When I need something explained or I have an issue, I can always go to him and he gives me an answer. He makes my sister and me dinner, he washes our clothes and sometimes even does some of our chores that we never did (on accident of course). He is sometimes strict, but that just makes me stronger. And he loves me.

Whether he is called, Officer Chaparian, Mark, or Mr. Chaparian, he is Dad to me. Making Las Vegas a little safer every day, and then coming home to make us dinner, he has a lot to do. Only a genuinely special person could do what he does, and that makes him the way he is. **VB**

## 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

# Policeman's Prayer

## JACLYN MANNING

The double exposure called, "Policeman's Prayer," is a photograph that depicts an officer praying in what looks a church. A double exposure is a picture composed of two pictures, which means that one photo is layering the other. The first part of the piece is showing a young man in an officer's suit praying. The second picture is actually the stained glass you see in George Washington's house. The colors in the picture P# 4343 are very vibrant and are the actual colors of the stained glass. I tried to show that the man was praying to God to keep him safe while he was in the line of duty. I was inspired mostly by my model, Zach Robertson, who is currently an Explorer for Metro. I was also inspired by my parents serving in law enforcement. What they do is very brave, and I admire the risks they take to keep our City safe everyday.

My name is Jaclyn Manning. I'm 16 years old, and I am a junior attending Arbor View High School. I am a Photo II student and use Photoshop, as well as the darkroom, to create all of my pictures. My photography instructor, Mrs. Ziegler, is a phenomenal teacher who pushes me hard to create the best pictures I can. Other than my teacher, my family has always supported my work. The biggest thrill a photographer can get is when a loved one wants to frame and hang up your art in their house. Other than photography, I love to do gymnastics, swim, travel and hang out with friends. When I'm older, I want to get into law enforcement or get into something that uses a lot of creativity, such as designing magazines.



The contest I entered "Policeman's Prayer" into was the Voice Contest, which is one of the biggest art

contests next to District. In order to get into the voice contest, an artist has to convey a message through his or her art in a preventive way. The contest was held March 6, 2009, from 6 to 9 p.m. on the Cheyenne Campus. The gallery ranged from drawings and ceramics to photographs. My picture won an Honorable Mention, the Viewer's Choice Award, and the Purchased Award. The Purchased Award means that the Stratosphere bought my picture for \$500, and it is going to be hung in the building and is going to be the first edition to the permanent collection. **VB**

# Post-Retirement Trust (LVMEBT)

## DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

I wanted to write this short article to let the members of LVPPA and all line officers know that your deduction for the LVMEBT will be going up. If you heard that rumor, it is absolutely true. Why hasn't Paul Page (as chairman) gotten this information out to the members yet? Who knows! A copy of the "Actuarial Valuation" was made available to me.

Your current contribution rate is \$75 per month. Under the scheduled contribution approach, that rate would have to increase to \$112 in order to sustain the current benefit of \$350 per month for each retiree. It sure sounds like Paul and company raised the benefit too quickly and too early.

At the current contribution rate, the fund is projected to be depleted by September of 2035. This assumes a steady active population and an investment

return of 7%—but after the 2008 - 2009 investment returns we have seen, we all know that is not attainable. The "Actuarial" has assumed a negative 20% return for the upcoming year. The Trust believes that the number of retirees is going to grow at a steady rate over the next 30 years.

According to this actuarial, the number of contributing officers in 2008 - 2009 is twice as many as the number receiving the benefit, but by 2016 - 2017, the number of officers receiving the benefit will exceed the number of officers contributing to the Trust.

How did the Trust end up in this position? I would make a call and ask Paul Page (the chairman of the Trust). I can tell you that the contribution rate is being raised to \$100 per month, and the benefit is being lowered to \$300 per month. **VB**

# Get Ready to Buzz ...

## “It’s Baldy Bash 2009 at the Hard Rock”



The 8th Annual Baldy Bash will be held on **Sunday, September 27, at the Hard Rock Hotel & Casino.** The Baldy Bash is Nevada PEP’s premier fundraising event, showcasing

Southern Nevada’s finest first responders. Funds are solicited from co-workers, family and friends to raise awareness for Nevada PEP. Last year, over **50 brave** men and women from the Las Vegas Metro Police Department, Las Vegas City Fire and Rescue, Parole and Probation, Henderson Police Department and Nevada Highway Patrol participated as “Baldys.” Also participating last year were veteran military Baldys currently deployed to Operation Iraqi Freedom, who recruited over **50 Baldys** to produce Operation Baldy Bash.

Last year the Bash generated over **\$33,000** in community support. These donations help Nevada PEP continue to offer community-based support services for families of children with disabilities. The event has become well known to families and the community, offering



entertainment for the kids, such as face painting and clowns with balloons. Smokey the Bear, Mad Science and Sonic the Hedgehog have been known to make an appearance. We are looking forward to Liaisons Salon and Spa donating their time to buzz the Baldys. This year we are hoping to have the biggest bash ever. So come on, Baldys! Start getting ready to buzz and help kids with disabilities reach for their dreams.

For additional information please contact Stephanie Vrsnik at Nevada PEP, (702) 388-8899.



### **COLLINS**

(continued from page 4)

like them—they had been elected to the Board of Directors by their fellow Corrections Officers.

It was said that they had lost touch with the officers at the jail and that perhaps they were not the best Correction Officers when they worked the decks. I can’t say if that is true or not. I don’t know if any members of the Executive Board were ever the best at their jobs prior to coming to the LVPPA. As I said, I never worked with any of them in the field. I still do not believe any of this is very important. What is important is the work they do now on behalf of the membership. I can tell you that Ken and Tom both work day and night and are available 24 hours a day by phone. In just the past two months, they have been to three officer-involved shootings and two in-custody deaths at CCDC, taken part in contract negotiations, and been to numerous briefings. This has had them working from 6 a.m. to 2:30 a.m. most days, including their days off, with no overtime.

Tom is also the co-chairman of the Insurance Trust. Many of you have called upon Tom to help with your insurance problems. I bet that none of you can say Tom has ever refused to help when you have called. Now for Ken: As the Treasurer of the LVPPA, Ken has saved the Association thousands of dollars

by trimming the budget in many places. Ken also sits on the Post Retirement Trust where he works on behalf of every officer currently employed by the Department and those who have retired in the past six or seven years. During the recent contract negotiations, we were able to get Assignment Differential Pay (ADP) for seven positions at CCDC. This is the first time since the Training Officers that the LVPPA has been able to get any ADP for Corrections Officers. This battle was fought and won with Ken and Tom out on the front of the spear. You may be one of the officers who is not happy with where the ADP was given, but that does not mean Ken, Tom and the entire negotiations team did not fight hard for a new benefit on behalf of Corrections Officers.

With all that said, I know I have made the right choice to keep Ken and Tom, along with the rest of the Executive Board, working together on behalf of the membership. I make all of you this promise—the positions on the Executive Board will never be filled by a popularity contest; they will always be filled by the person’s ability to do the job. I have been given the responsibility to protect your rights and benefits. I can only do this with the right people, which I have in place now. I write this article not knowing if what I have been told by your elected representatives reflects your true feelings or their personal feelings—please feel free to call and let me know. **VB**



# The Basic Principles of Investing Have Not Changed

RICHARD L. HOOVER

Have you ever gotten a virus? If so, your doctor probably recommended the basics: Get some rest, drink plenty of fluid and take ibuprofen as needed. If all goes as expected, you should be back on your feet in about 10 days. The problems afflicting the current market—the subprime mortgage crisis, the credit crunch and an economic downturn—are similar. There is no quick fix. You just need to remember the basic principles of investing:

**Adopt an appropriate asset allocation strategy:** A well-allocated portfolio includes diverse types of assets, such as stocks, bonds, cash, real estate and others that respond differently to market events. In general, an investor's allocation should become less aggressive as he or she gets older. However, longer life expectancies and varied retirement ages make it important to assess your individual needs carefully. We should review your asset allocation each year and make changes as needed.

**Select diverse investments:** If your doctor recommended that you drink lots of liquids, you could have ginger ale, orange juice, water, tea or other options. It's the same with investing. Each asset class includes many sub-classes. For example, a portfolio may include stocks of larger or smaller companies in the United States or overseas. Owning a variety of investments within an asset class can help reduce overall fluctuation in the value of a portfolio, even if it does not protect against loss in a down market.

**Avoid selling low and buying high:** More than a few investors have "sold low" and "bought high" because their investment decisions were driven by emotion. Unfortunately, these investors often miss opportunities in the marketplace. If you're tempted to move to cash, consider this: eight of the 10 biggest one-day percentage gains in the history of the Dow Jones Industrial Average occurred during the Great Depression.<sup>1</sup>

**Take advantage of falling share prices:** There is an upside to a down market. You have an opportunity to buy additional shares of companies at

significantly lower prices. In fact, investing a set amount of money at specific intervals can be a simple and effective way to overcome the emotion of investing.

**Keep a long-term perspective:** If knowing that your investments were chosen for the right reasons—based on your goals, time frames and risk tolerance—does not relieve your market jitters, try looking at the bigger picture. During the last P# 3625 century, there have been 21 periods of recession in the United States. The shortest lasted for six months, from January to July of 1980; the longest for 43 months, from August of 1929 to March of 1933.<sup>2</sup> More importantly, each recession was followed by a period of expansion.

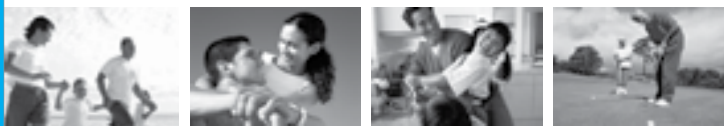
No matter how unnerving the market's downturn, history supports the idea that staying the course—with a well-allocated and diversified portfolio selected for your risk tolerance and investment horizon—is a sound way to pursue long-term financial goals. If you would like to review your portfolio or have questions about recent events, please call me. I look forward to talking with you about the potential opportunities of the current market.

*Richard L. Hoover Investment Advisor Representative (702) 221-8866 ext. 11. Securities and investment advisory services offered through SagePoint Financial Inc, member FINRA/SIPC and a registered investment advisor. VB*

<sup>1</sup> The Wall Street Journal, *Dow Takes Giant Leap as Bailouts Snap Gloom*, October 14, 2008

<sup>2</sup> National Bureau Economic Research, *Business Cycle Expansions and Contractions*

**Did you know** that LVPPA members could save up to \$327.96 or more a year on auto insurance?



You may already know that members of the Las Vegas Protective Police Association can get a special group discount on auto insurance through Liberty Mutual's Group Savings Plus® program.\* But did you know that Group Savings Plus offers many other discounts on both auto and home insurance? In fact, you could save hundreds of dollars a year on auto insurance alone. And you could save even more by insuring your home as well.

To learn more about all the valuable savings and benefits available through Group Savings Plus, call today.

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\*Discounts and credits are available where state law and regulations allow, and may vary by state. Certain discounts apply to specific coverages only. To the extent permitted by law, applicants are individually underwritten, and all applicants may qualify. \*\*Figure based on a March 2007 sample of auto policyholder savings when comparing their former premium with those of Liberty Mutual's group auto and home program. Individual premiums and savings will vary. Coverage provided and underwritten by Liberty Mutual Insurance Company and its affiliates, 175 Berkeley Street, Boston, MA. A consumer report from a consumer reporting agency and/or a motor vehicle report, on all drivers listed on your policy, may be obtained where state laws and regulations allow. ©2007 Liberty Mutual Insurance Company. All Rights Reserved.

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# Why Is It Important for Field Training Officers to Be CIT Certified? A Personal perspective

OFFICER FRED CASTLE

*The Field Training Section asked every field training squad to send at least one FTO to each CIT class in 2008.*

I wrote this article to explain why I, based on my own personal feelings, believe it is important for FTOs to be CIT certified. First I want to speak a little about the practical reasons.

I'm sure everyone can agree that our FTOs should be the best of the best when it comes to patrol functions. FTOs must constantly keep up with ever-changing policies, laws, court decisions and tactics. FTOs have to be on the forefront of change to do their jobs effectively and to make sure that what they are teaching new officers is correct and current. The Academy currently gives four hours of CIT to recruits—and they may soon increase that amount. As an FTO, whether you want to be a CIT officer or not, you should at least know and understand as much as the new officers you are training.

If new officers are taught a new tactical way to clear a house, our FTOs need to know and be able to apply those same tactics in the field. Can anyone disagree? Also, doesn't it make sense that FTOs need to know if the new officers are carrying out those tactics correctly? The same logic applies to CIT.

Let's say, for example, that new officers in the Academy are taught that the best way to handle subjects with a specific mental illness is to just listen and let them vent rather than simply asking, "Who is your counselor?" A new officer in field training deals with someone he/she identifies as possibly suffering from that specific mental illness and handles it the way he/she was taught in the Academy. The new officer's FTO is a very good officer, but has not had CIT training. The FTO was taught that when dealing with a subject acting like this you immediately go hands-on. The FTO tells the new officer he/she was wrong in how he/she handled the situation and evaluates the new officer's performance as poor. Not only is this unfair to the new officer, but this is not the way our field training program should or will be allowed to operate.

Another very important point to be made involves the huge influx of men and woman in the military who are and will be returning to our community after serving one or more tours of duty. We will be dealing with veterans for many years to come who are suffering from Post Traumatic Stress Disorder (PTSD). Some of those veterans are going to be our family members, friends and fellow police officers. How, as an officer, will you handle someone going through PTSD and what is the best way to get them help? As an officer, do you know the answer to those questions? If not, you owe it to those heroes to find the answers.

Although not nearly as important as the issues discussed above, this point should be made as well: One of the major complaints the CIT unit deals with

is the dispatch of current CIT officers out of their assigned areas to respond to a CIT call in another area command. The CIT officer starts heading toward the call and drives for 20 minutes. Then he/she gets canceled because officers working the area have arrived and handled the call. The CIT officer turns around and drives another 20 minutes to get back into his or her area, then clears. If each field training squad had at least four CIT officers, it could take care of its own problems. But this is a simplistic answer. Did the officers who arrived and handled the call truly solve the situation by making sure that the person who was in crisis received the correct treatment? I'm not implying that those officers were at fault, but possibly, if a CIT officer had arrived, he or she may have had available skills and knowledge from different resources to better help this person and prevent future calls for service.

Now for my personal reasons: I have been employed with LVMPD for a little more than 10 years. I have been an FTO for about seven years, and I attended the first CIT class offered by the Department. I'm assigned to the Field Training Section as a Field Training Coordinator. I truly believe we have the best field training program in the United States. I have had the opportunity to speak with other FTOs around the country about their field training programs, and most are amazed how well our program works and how many new officers we train yearly. Our Department was recently contacted by the Los Angeles Police Department seeking information about our field training program. Police agencies on the West Coast are modeling our program.

As I mentioned earlier, I attended the first CIT class, which was given by the Memphis Police Department. I went for personal reasons, which I won't get into here, but let's just say I had a very personal interest in this type of program. I was an FTO at the time, and after I went through the class, I realized that I could pass these skills on to new officers. I honestly believe that CIT is not just about talking to people who are in mental crisis. Rather, it is about listening and applying knowledge from different resources, which might better help any person. There really are no magic words, and you don't have to be a great talker or hostage negotiator. My personal belief is that most, if not all, officers in this Department already are great negotiators or "B.S.ers," if you will.

I soon realized that by being an FTO who is also a CIT officer, I was able to expose new officers to situations that I would not have been able to expose them to otherwise. Prior to CIT, a supervisor would have spoken to the subject, or SWAT would be immediately called out. I'm not saying I act as a negotiator, but I am called upon to assist individuals in crisis. Sometimes successfully and sometimes not, but the new officers P# 9043 are right with me, listening to everything I am saying. Many times, I have them write down the things that an individual tells me, and we always discuss the call afterwards—what we did right and what we could have done better.

As time went on, I realized that the training techniques I was using fell right in line with the skills I was taught in CIT. The simple thing that made me a better FTO is something that we should do more of—listen. Just listening to what the new officer is saying. That's it. I started to listen to what my new officer was telling me. I asked him or her a couple of questions, then used that information to tailor or change how I taught; or I just explained further what I was trying to get across.

The following will give you a better idea of how CIT certification has improved my FTO skills: After a call, I try to debrief the call and use those few minutes to teach the new officer something, no matter how minor. Before CIT, I would tell the new officer this is what you did wrong; this is how to

(continued on page 19)

## INSIGHT

The love of popularity seems little else than the love of being beloved; and is only blamable when a person aims at the affections of a people by means in appearance honest, but in the end pernicious and destructive.

-William Shenstone

# WHAT WE DO FOR YOU

## FEBRUARY/MARCH 2009 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
8/27/2008	4/104.04 Obedience	16 Hours	Written Reprimand
PRE-TERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
7/5/2008	4/101.19 Truthfulness Required at all Times	Termination	Pending
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	
12/28/08	n/a	n/a	
1/19/2009	n/a	n/a	
2/14/02009	To be scheduled	3/27/2009	
2/18/2009	To be scheduled	To be scheduled	
2/28/2009	To be scheduled	n/a	
INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
48	180	228	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
3	0	20	1

(continued from page 18)

improve or not make the same mistake. Then I would ask, "Do you understand?" Most of the time, the answer would be yes. After CIT, I started to ask the new officer right from the start of the debriefing of the call, "Tell me how the call went. What did you do right? What did you do wrong, and how can we improve?" Those officers who were struggling, especially those who had poor threat perception, properly debriefed the call, but most of the time, they didn't realize what their main performance problem was. Many times they failed to pat subjects down who, without question, should have been patted down. Those same new officers would tell me their main problem was report writing. This let me know what they were thinking and how they perceived

the call. I could then immediately address their problems. I know this sounds like common sense, but before CIT, I wasn't listening to new officers. I was just telling them what they did wrong without listening and assessing their needs. Now I listen to them, identify their thought processes, then tailor the training to meet their needs.

All the officers and FTOs who have gone through and will go through the CIT class will walk out of the class with their own personal feeling about CIT. I have no doubt that each of you will take something valuable out of the class. Like me, you may not immediately realize what that is, but trust me it will be of value to you, the new officers you train, our agency and this community we serve. **VB**

# The Concession Contract - A Sign of Weakness?

RON YORK - POLICEPAY.NET

*"There's been a load of compromising on the road to my horizon."  
Rhinestone Cowboy sung by Glenn Campbell*

Friday, the Las Vegas Police Protective Association (LVPPA) came to an agreement with the Las Vegas Metropolitan Police Department (LVMPD). The agreement is in effect a concession agreement. The details and specifics can be found in an article by the Las Vegas Review-Journal. There are those who will say that the LVPPA wimped out.

In a perfect world, wages would never be negotiated. They would be determined by a free and open bidding process. Wages would be traded on something like the Chicago Board of Trade (CBOT). Las Vegas would be listed as "New police officers - FOB Clark County, Nevada." Pay would go up and down daily. There are valid reasons why that will never happen, but we do not need to concern ourselves with those reasons. Wages for Las Vegas police officers and all other police officers are determined by alternative means. Eventually, the market economy sets the price, but not in real time, like commodities. At the time of negotiations, wages are set by a political process with corrections made later. Think of it like a large ship that is being steered through a channel. Any miscalculations are corrected once it is obvious that the ship is going off course.

Las Vegas is an area with few comparable departments, only Henderson and North Vegas. With only three departments, it is not possible to determine the width of the channel that LVMPD operates within, at least not one that would be reliable. The closest markets with large samplings are the San Francisco Bay and the Los Angeles Basin. The standard deviation for these two markets combined is 8%. This means that two-thirds of the agencies are within 8% of the average. This translates into a channel width of 16% (92% to 108%). For discussion purposes, I will assume that this 16% channel is applicable to Clark County, Nevada. The forces that determine where an agency falls within this 16% ban are mostly political.

In 1944—the peak production year of World War II—the United States produced \$15,623 (restated in 2008 dollars) in goods and services for every person in the country. For 2008, we produced \$46,241 per capita. This is part of the annual growth rate of about 2.16% per year above inflation of 3% per year since 1929. Wages have gone up with this dramatic growth. Everyone moved up with the P# 7577 economy. Some got there sooner, and some rode in first class, but everyone was on the bus. This bus is 16% wide. What determines who is riding at 108% and who is riding at 92% is politics. Who do you think rides at 108%? You do not really think that it is the union that is suing, arbitrating and complaining 24-7?

The miraculous growth of our economy was not a straight line up. Most of the years were up, while a few were down, but the long-term trend was a steep incline upward. 2009 is a down year. When things go south, the citizens see things differently for local government than they do for their households. They expect local government to make draconian cuts—impossible cuts. Management and elected officials who ignore this irrational concept are soon turned away. So what do you do when this occurs and the management of your city asks for concessions? I am afraid that most of you go into some type of macho posture—hanging tough. Yeah, real men do not give up anything. Do this and you will eventually find yourself at 92%. The smart guy plays along and helps management and the politicians, realizing that it is only a temporary retreat. Retreat is taught at West Point as a strategy. Do you think it is called, How to Lose a War 101? The thing that you must always do is to obtain the *quid pro quo* or, as the Mayor of Las Vegas Oscar Goodman would probably say, "Get their market."

Most of you need no more. You have figured it out. The rest of you, keep reading. The Las Vegas Police Protective Association has done a good job for its members. I can assure you that Chris Collins and the rest of the executive structure of the LVPPA are not lay-down artists. Neither is the management of the City of Las Vegas and Clark County.

Is a concession contract a sign of weakness? I do not think so. It takes courage. Thinking, planning and acting strategically is not well respected in our society of instant gratification. What matters is not where you will be in three months, but where you will be in five years and 10 years. A real leader is one who can even think and plan for the future that will not include him.

*Reprinted with permission from PolicePay.Net (March 16, 2009). VB*

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# THANK YOU LETTERS

Dear Sirs,

Thank you for your generous donation of \$50 to our Children's Ministry, in memory of Mrs. Cindy Fletcher. We pray it is a comfort to you to know that after her departure from this earth, she knew she would be with her Savior in heaven because she had accepted Jesus Christ as her personal Lord.

May God richly bless your generosity.

Yours in Christ,  
Margaret Childs, Church Clerk  
Paradise Church

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Dear Mark,

Thank you to you and the LVPPA Metro Charities for your \$500 donation. The contribution means a lot to us and to our Board of Directors who are so pleased to know that Metro supports Play By The Rules.

AJ has indicated you possibly will be part of our April 29th training. I hope so as I look forward to meeting you.

Judy Simpson, Executive Director

---

Michelle,

I just wanted to commend the negotiating team on the contract negotiations. The terms were acceptable, given the current economic conditions; and the P.R. we received in the local press was neutral, if not favorable.

I know we've all grown accustomed to receiving regular pay raises, but this was simply not the time to be aggressively pursuing them, for all of the reasons we discussed previously. The one year term, moreover, allows us to pursue future negotiations on an equal footing with the PMSA, which has always had the significant advantage of negotiating after the PPA. In short, all stakeholders received something on this one, which is the whole idea behind negotiations.

This contract represents an excellent strategic move, in my opinion.

Good job,  
Don Evans



Dear LVPPA,

Thank you very much for assisting me this season. My team was undefeated and we are getting quicker, stronger, and tougher every game. Organizations like yours who support girls like me and my team mates are awesome. Thank you for what you do everyday to make my world safer.

Amanda Chaparian

---

Michelle,

I wanted to thank you for writing such an awesome article about the Brite Blue Foundation. I shared the article with all those involved with the foundation. We are all very grateful for what you have done for us and for the foundation. If I can ever be of any help please let me know.

Again, thank you so very much for your great support and willingness to help such needy children, you rock!!

Best wishes,  
Damon

## 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.
5. The Board of Directors reserves the right to edit submissions and/or include Editor's Notes to any submitted material.
6. The deadline for submissions to *LVPPA Vegas Beat* is approximately 30 days prior to the issue date.


# 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 25th 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](http://www.LVPPA.com) for entry details. Telephone entries will not be accepted.

## 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

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- Benefit changes
- Retirement considerations
- Hot topics on the job
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- Upcoming events

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# CALENDAR

## 2009

- May 7** Nevada Law Enforcement Officers' Memorial Ceremony (Carson City, Nevada)
- May 8** Hoff Law Enforcement Officers' Memorial-Northern Nevada at 10:00 a.m. (Reno, Nevada)
- May 10** Mother's Day
- May 12** Police Unity Tour Arrival (Washington, D.C.)
- May 12** 15th Annual TOP COPS Awards (Washington, D.C.)
- May 10-16** National Police Week (Washington, D.C.)  
Visit [www.nleomf.com](http://www.nleomf.com)
- May 13** 20th Annual Candlelight Vigil (Washington, D.C.)
- May 15** 27th Annual National Peace Officers' Memorial Day Service & Wreathlaying Ceremony
- May 16** Armed Forces Day
- May 21** Southern Nevada Law Enforcement Officers' Memorial with statue dedication at 7:00 p.m. (Police Memorial Park, Las Vegas, Nevada)
- May 25** Memorial Day (observed)
- June 14** Flag Day
- June 21** Father's Day
- June 21** Summer Begins
- July 4** Independence 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.*

# RETIREMENTS

- 01/28/2009 Lisa G. Gonzales, P# 3338 CO II
- 03/04/2009 Richard D. Smith, P# 4142 CO II
- 03/06/2009 Domenica Hillenbrand, P# 3692 PO II (A-2)
- 03/06/2009 Richard G. Stankiewicz, P# 4519 CO II
- 03/06/2009 William Towery, P# 3677 PO II
- 03/20/2009 Cheryl Driscoll, P# 3552 CO II
- 04/22/2009 Frank William Laythorpe, P# 6186 PO II

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