



# LVPPA VEGAS BEAT

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

VOLUME 4 | ISSUE 4

November/December 2009

## IN MEMORIAM



OFFICER MILBURN "MILLI" BEITEL III

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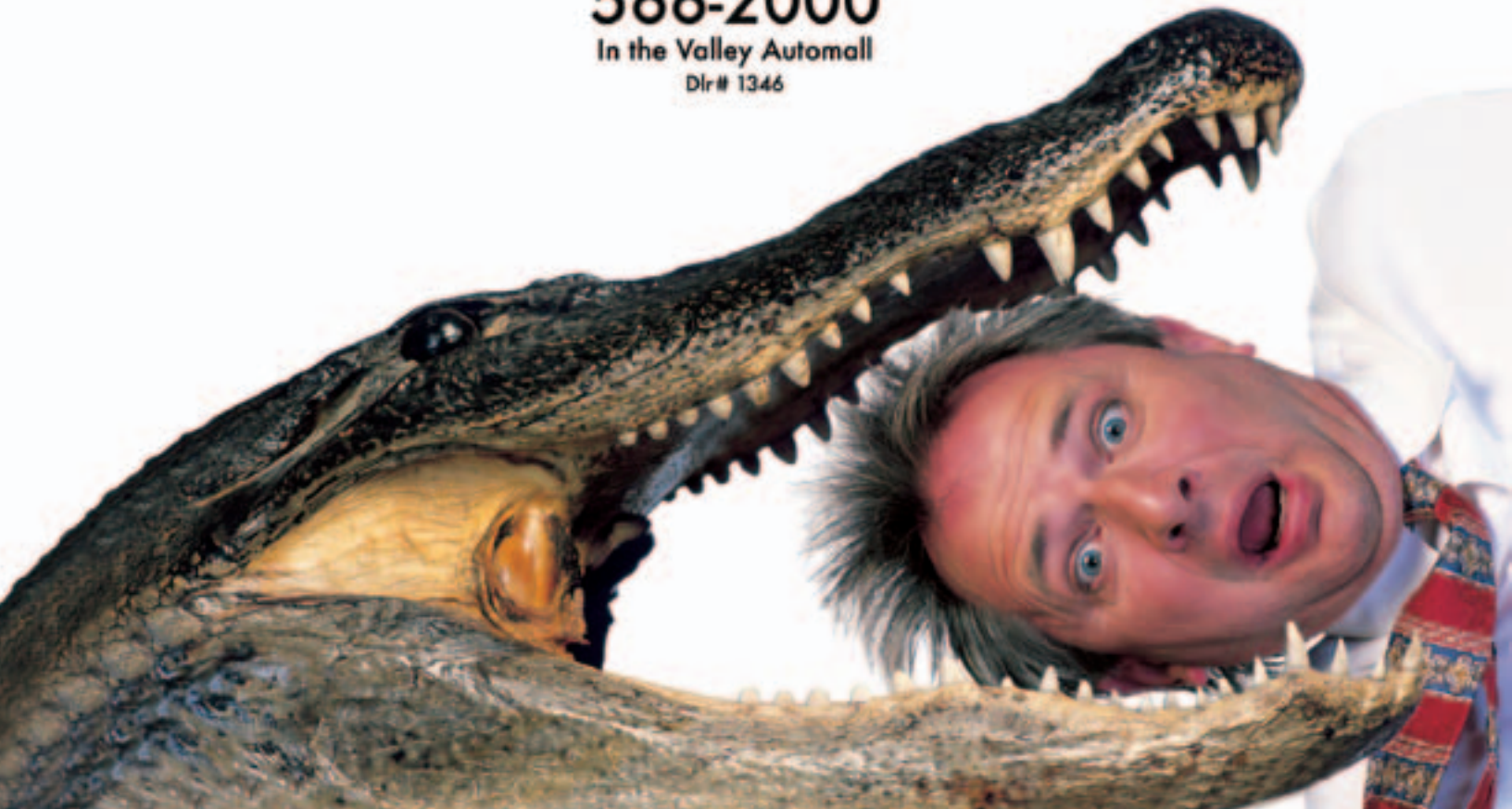
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The Las Vegas Police Protective Association is affiliated with the following organizations at the state and national level:

**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**

## Catastrophic Leave

The Catastrophic Leave Bank is a valuable resource in times of need. Few officers have had to use the bank, for which I am truly grateful. Some of you may not know that a Catastrophic Leave Bank exists or what you can do to help ensure that it will always be there for our fellow officers in times of need.

All have seen the request for catastrophic leave donations on behalf of fellow officers. However, the problem with requests for donations is that the fulfillment of these requests depends on the popularity of the officer who is in need. The more popular the officer, the more donations the officer receives. We have all worked with people that we liked better than others. You can guess what that means; some of our officers do not get as much time as others. This does not mean that the situation they are facing is any less serious than the more popular person. The result is that the less popular officer's family is more likely to suffer from a lack of income.

So far in 2009 only eight of our officers have requested catastrophic leave and we have been able to provide the needed hours. My concern is that the day may come when the Catastrophic Leave Bank cannot meet the needs of all the officers who need help when a serious injury or illness has devastated their lives. My reason for writing this article is this: At the end of this year some of you are going to find yourselves in the position of using time or losing it. When you "lose it," the Department simply takes it off the books, resulting in lost time and money. This action only benefits the Department. If you find yourself in this position, please consider donating this time to the Catastrophic Leave Bank. Donations will benefit your fellow officers, not the Department. Even if you are not in the position of having too much time on the books, please consider donating a few hours to the Catastrophic Leave Bank. We have almost 3,000 officers eligible to donate time to the Catastrophic Leave Bank. If every officer donated five hours to the Catastrophic Leave Bank, that would be 15,000 hours; four hours would be 12,000 hours. If we can make this happen, there is no reason any officer and his or her family should suffer due to a lack of time.

The following is the contractual article, 11.5 Catastrophic Leave, from the current contract. I encourage all officers to take some time to review this article in order to gain a better understanding of catastrophic leave.

**11.5 Catastrophic Leave.** *When an eligible employee suffers a catastrophic illness or injury, and the eligible employee has exhausted all accrued leaves as a result of the illness/injury, then the eligible employee may file a request for donations of leave with the Association.*

*The request must be accompanied by:*

*A medical statement from the attending physician explaining the nature of the illness/injury and an estimated amount of time the employee will be unable to work.*

*Evidence of the Bureau Commander's approval of leave of absence.*

*The Executive Board of Directors for the Association will establish eligibility standards and will review the request to verify the employee's eligibility to receive leave donations.*

*The Association will conduct the solicitation of donations and will be limited to an information-only solicitation, with no personal lobbying by employees. Solicitations will be conducted for 30 calendar days and all donations will be submitted to the Association on the provided form.*

*Donations can be made from the donor's bonus hours, vacation leave, and/or professional leave. Sick leave cannot be donated. The minimum donation is*

*four (4) hours. Employees must have a vacation leave balance of at least 40 hours after the donation.*

*The Association will forward donations to the Department Payroll Section, where the donated time will be converted to dollars at the hourly rate of the donor. The dollars will then be converted to sick leave at the hourly rate of the recipient. If any donated sick leave hours remain at the end of the catastrophic leave, they will be transferred to the Catastrophic General Fund Account (bank).*

*Bank hours, if any, may be approved by the Association Executive Board on a matching basis, if needed (e.g., a solicitation for an approved employee nets 100 hours - after the 100 hours are used, the Association Executive Board may approve up to another 100 hours from the bank, if hours are available). However, employees will be eligible to utilize up to 160 hours of bank time prior to applying the matching standards set out herein.*

*Eligible employees:*

*The Catastrophic Leave Program is available to all collective bargaining unit employees who require a minimum of 80 hours leave after all accrued leaves have been exhausted. This may also apply to intermittent leave situations directly associated with the catastrophic leave request.*

*Employees who have graduated the Academy and are covered by the collective bargaining agreement.*

*Employees must meet the following definition of catastrophic illness/injury:*

*"Catastrophic Illness/injury is an illness or injury that keeps an employee from performing the duties of their job (i.e., the employee is hospitalized, homebound, or is the primary care giver to a member of their immediate family). The illness or injury cannot be a result of an illegal act, nor can it be intentionally self-inflicted."*

*Employees with work-related Worker's Compensation claims are not eligible for the Catastrophic Leave Program. When an employee utilizes this benefit, the employee will be required to reimburse the above described bank with accrued vacation at a rate of 1.5 hours per pay period. This reimbursement will be required for any hours utilized (donated or banked) up to a maximum of 160 hours per incident.*

Please contact Ken Lochner or myself if you have any questions about catastrophic leave. As always, stay safe and fight the good fight. **VB**

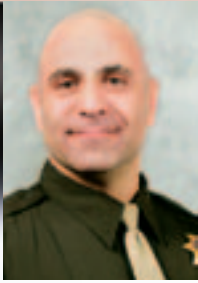
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# It's Your Benefit; Use It

## POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

There have been many recent improvements and questions concerning our Health Trust. In preparation for the new year, I would like to ensure that all of you understand some of the new and not so new benefits so you can fully enjoy them, thus saving you money and keeping you healthy.

**1. Wellness Benefit:** This benefit is designed to encourage you to seek preventative care for potential health issues **before** they become real health problems. The design of this benefit is for zero out-of-pocket costs which would normally trigger the deductible (\$250 each year), a co-pay (typically \$15 or \$25, depending on the physician) and co-insurance (amount depends on the procedure). The maximum for this benefit for each family member is \$2,000 a year. You may be wondering what exactly fits into this category. As a general rule, if you have no "signs" or "symptoms" when seeing a doctor, he or she will most likely submit the claim as "routine" or "well care." His or her fees for these services will be paid under the Wellness Benefit. A few examples are check-ups, screening lab work to include cholesterol checks, radiology tests

such as mammograms, approved diabetic education programs and even Weight Watchers! Make sure when you call to make an appointment with your health care provider, you **clearly express** that you need to be seen for a wellness check and not an existing problem. Reiterate this when you are seen by the intake nurse and once again by the treating physician or other health care provider.

**2. Domestic Partner Benefit:** This benefit is effective January 1, 2010, and recognizes any member who chooses to file with the state of Nevada for domestic partnership and is approved. This benefit includes homosexual partners as well as heterosexual partners who choose to register with the state of Nevada as such. Simply put, this benefit extends eligibility to members and their partners just like they do for people who are married. A certificate from the state is required. Please contact UMR at (702) 413-1701 for further details.


**3. Dental Benefit:** The network was recently changed and with the savings, the Trust was able to increase the benefit of routine care to 100% coverage with no deductible. That translates to free cleanings and x-rays twice a year. Double

(continued on page 17)



## 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 UMR 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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# Horses for Heroes

## CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

### Local Organization Serves the Valley's First Responders and Other Community Heroes

#### Their Mission

Motivated by the tragic events of September 11, 2001, and the heroic acts that followed at home and abroad, Horses for Heroes was created to say "thank you" to the men and women whose daily sacrifices keep us safe and free by making it possible for these family members to ride a horse.

This northwest Las Vegas-based non-profit corporation is a program for families of the heroes of our community: police and corrections officers, military personnel, firefighters, critical care, pediatric and hospice nurses, special education teachers and others.

#### Their Program

Their focus on all aspects of horse care, including ground fundamentals, as

well as riding. Both English and Western riding disciplines are offered, along with beginning rodeo and equestrian gymkhana (barrel racing, pole bending, dummy roping and goat tying). Members also learn valuable leadership and teamwork skills.

Their facility, at the Diamond K ranch, includes a riding arena and round pen, a petting zoo with goats and sheep and, of course, horses. Their team includes professional riding instructors and trained, experienced volunteers. They participate in local horse shows and junior rodeo and are members in local and national organizations, including Nevada State Horsemen's Association, American Paint Horse Association and the United States Equestrian Federation.

#### Their Activities

##### Horseplay:

This program is for the youngest cowboys and cowgirls, ages three to six. Horseplay meets once a week for two hours. Each session will include age-appropriate riding instruction, beginning horse and animal care, ranch chores and games, snack time and an arts-and-crafts activity. Each month's activity will be focused on one theme. All ages are welcome, from P# 12909 infants to adults. In order to ride or be led on a horse, the child must be able to sit upright unassisted. Children in strollers can enjoy the petting zoo and other ranch activities.

##### Camps/Clinics:

Horses for Heroes sponsors camps and clinics throughout the year in and around the Las Vegas area. They try and keep the cost as low as possible for all to enjoy. For example, the Spring Break 2009 camp has a cost of \$50.00 for the first family member and \$25.00 for the second and \$15.00 for the others. The three day camp included three hours of instruction, lunch, crafts and games and a T-shirt.

For more information on the latest activities and to join Horses for Heroes, you can call (702) 645-8446 or visit [www.horses4heroes.org](http://www.horses4heroes.org).

*Information about Horses for Heroes reprinted with permission.*

*"Riding a horse is not a gentle hobby, to be picked up and laid down like a game of solitaire. It is a grand passion." --Ralph Waldo Emerson VB*



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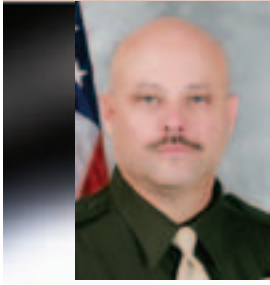


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# Darryl Has Arrived

## DETECTIVE DARRYL CLODT

Secretary

Having been recently appointed to the PPA in a full-time capacity as the Secretary of the Association, I thought I should tell you a little about me in case you weren't familiar. I have been employed with the Department since 1992. I am very proud to have worked in William area when it was still two-man vehicles. I spent my first five years on graveyard until I transferred to dayshift as an FTO in William area for one year. In 1998, I transferred to the Gang Unit as part of the first Enforcement Team. Two years later, I transferred to dayshift as part of the investigative team who investigated shootings, stabbings and other violent gang-related crimes. After 9/11, I was recalled back to active duty in the United States Air Force as a Security Policeman from October of 2001 until May of 2003. I have since retired, after 24 years of service, in April of 2008 from the USAF. In 2007, I joined the Counter-Terrorism Unit, where I traveled to and lived in Washington, D.C., as a liaison for the Department to the Department of Homeland Security's National Operations Center.

I have been a Defensive Tactics Instructor for nearly my entire career and became a Firearms Instructor in 1998.

I have been a Representative on the PPA Board since April 6, 2006. I spent the first year representing the Gang Unit and was appointed to an At-Large position representing Counter Terrorism, ARMOR, Emergency Management and the Department's DOC. After representing the Gang Unit and operating in an At-Large position for more than three years, Chris Collins and the Executive Board asked me to join the team as a full-time representative in the position of Secretary. The Board of Directors supported Chris' appointment, so here I am.

I am still learning the job around here, so be patient when you reach out to me with questions. I may not know the answer right away, but I promise to make every effort to get you right answer as quickly as possible. For those of you who don't know, let me fill you in on a bit of what my duties entail (this list is not inclusive):

- Internal Affairs representations
- Keeping the minutes for Board meetings, General Membership meetings and any other meetings as needed
- Typing and/or filing grievances
- Grievance representations
- Attending other committee meetings as deemed necessary
- Attending briefings
- Responding to officer-involved shootings
- Attending Use-of-Force Boards
- Attending Coroner's Inquests
- Attending Accident Review Boards
- And more...

I am married and have two beautiful children. By the way, I have to give a shout-out to the folks in the Gang Unit and Counter Terrorism and, before I forget, "What's crackin', Stumpo?" **VB**

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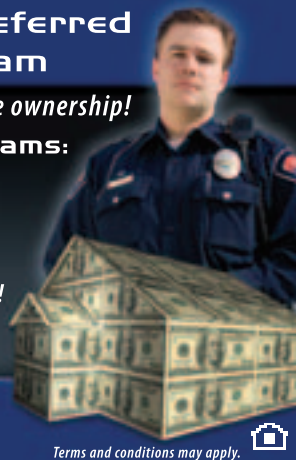
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# Internal Affairs and Overkill

## CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

Prior to my service on the Executive Board, I served on the Board of Directors for two years. My first five years as a corrections officer, I went to Internal Affairs three times. The process was overwhelming. Regardless of notification as a “Subject” or a “Witness,” Internal Affairs made you feel like you were guilty before the investigation was over. I have seen some outrageous notifications while working for the LVPPA. I have also seen some notices that were valid.

I believe that in the past few years, the Office of Internal Affairs has fallen short. My experience with interviews is that detectives advise officers that the interview is not adversarial and that the goal of Internal Affairs is to find facts. Yet, while some detectives create a non-adversarial atmosphere, not all do.

Commissioned officers of the LVMPD take an oath and are held to a higher standard than citizens. The Department follows the ICARE acronym:

- I – Integrity**
- C – Courage**
- A – Accountability**
- R – Respect for Others**
- E – Excellence**

A double standard exists within this philosophy. The Department uses this against those that abuse the system, and rightfully so. However, the Department also uses this as a form of punishment for the innocent. Officers enter interviews with the ICARE shield worn proudly. However, this shield gets turned against officers in the interview. Rather than taking an officer’s testimony at face value and honoring the officer’s word, officers become belittled and the interview progresses into interrogations. Internal Affairs representatives repeatedly ask questions and challenge the officers’ INTEGRITY. Officers work hard to protect their integrity against all odds. Oftentimes, the complainants are the criminals that officers arrest, and these criminals do not adhere to the same values those members of the LVMPD do. The Office of Internal Affairs will leave no stone unturned and pursue a case to the ends of the earth, even if the case is folly.

The Office of Internal Affairs’ business practices have developed into an investigative system originally designed to protect the innocent, but now overkill resources. Often, investigations are completely meritless and pursuing them is a futile effort and a waste of time and money. By September of 2008, the LVPPA handled 483 in-person interviews that year (this figure does not represent bureau-level interviews). The same figures through September of 2009 show a 60% increase in this number to over 770 in-person interviews. The total number of in-person interviews for 2008 was 596. The LVPPA is currently 170 interviews higher than 2008 levels with three months remaining. The LVPPA had 851 interview notifications for 2008; currently, there are over 1,000 this year. I do not want to beat a dead horse, but I feel that this is very important to our members and all Department employees. Our Executive Director learned from conversations with other law enforcement labor organizations that in comparison to another agency of a similar size, the LVMPD does 10 times the amount of interviews.

I have asked administrative officials within the LVMPD why the dramatic increase exists, and a common answer is because the LVMPD has grown in size. I believe the more accurate answer is that we have experienced a failure on

the part of supervisors. Some of these investigations are necessary and valid. However, front-line supervisors can handle many of the issues themselves. For example, when a drug addict files a complaint that an officer took five dollars from his wallet during an arrest and a property in-take sheet reveals that the addict did not have a wallet, the investigation should be simple. Yet, rather than handle it at the supervisory level, a statement of complaint is filed, then Internal Affairs may interview many officers, find out the information on the property in-take sheet in the middle of the investigation and decide to continue with the interviews anyway. Does anyone else agree that this is a waste? How about those investigations where suspects cuss and are disrespectful towards the officers? Oftentimes, officers use language the suspect uses, go to Internal Affairs and admit to using the language and get sustained for discourtesy. Does this make sense? What about frequent-flier inmates (multiple arrests) who file complaints with Internal Affairs? Should Internal Affairs give credibility to these persons by accepting the complaint? How about those complainants who claim that officers used excessive force, but have no physical evidence that the complainant was injured? Am I the only one that believes that citizens should have some accountability with the Department to file valid complaints, not just rhetoric?

The LVMPD standards and values should protect our officers. The gate should swing both ways, and yet the commissioned officer facing Internal Affairs is in a Catch-22. The officer lies and is in trouble. The officer tells the truth and is in trouble. Any officer going to Internal Affairs is just in trouble because the appearance exists that officer is lying even when truthful. Do not misinterpret my intent here; I do believe that we have some bad apples. Officers are human and not always perfect. Yet, how many man hours does the Department waste in futile, meritless Internal Affairs investigations? How much additional stress do officers face as a result of these futile investigations?

I believe the Department needs to refocus on our Metro family. I am sure there are many ways to address this issue. One idea is to let front-line supervisors handle more of these issues and do the job for which they were promoted. Another idea is to stop these complaints by holding citizens as accountable as officers. Education-based discipline will also help correct behavior more effectively. A final thought is to evaluate wasteful man hours spent on these investigations and refocus manpower where the manpower will have the best value.

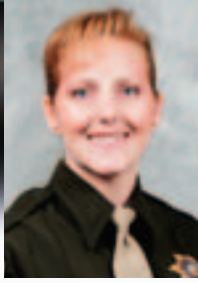
I am confident that if we all, regardless of rank, take a good look in the mirror, we will find ways that we can improve. If any of you have thoughts on this issue, please do not hesitate to call me at (384) 8692, extension 221 or at 328-0896. I would like to hear your thoughts on this very subject.

### References

Collins, C. (2009, August). *Personal conversation with LVPPA Executive Director Chris Collins about the Boston Police Department Internal Affairs Division.* **VB**

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





# Director of WHAT??

## DETECTIVE MICHELLE R. JOTZ

Director of Governmental Affairs

Now that I've assumed the responsibilities of being the Director of Governmental Affairs, I get this puzzled look from people about my title. As the Assistant Executive Director, nobody asked about my job duties. It seemed self-explanatory. Recently, however, it seems the new job title doesn't help people have any concept of what my new position entails. Let me give you just a glimpse of what I am tasked with.

I still have the typical PPA Representative duties of representations at Internal Affairs and/or bureau-level interviews, handling some retirement presentations, drafting grievances and representing members at grievance meetings and being a part of the Contract Negotiations Committee. In addition to that (and seriously oversimplifying it), I deal with the political aspect of the Association.

When candidates, whether an incumbent or not, desire the PPA's political endorsement, they will end up meeting with the Political Action Committee of which I am a part. We interview those candidates and ask the sometimes difficult questions regarding voting records, previous interactions with law enforcement and support for law enforcement and the issues surrounding law enforcement. This is the time when we can also address concerns that individual officers, Department sections or even Department bureaus have about the way this candidate deals with certain situations. As we are already being contacted by candidates for this next election season, now would be the perfect time for you to reach out to me with your concerns about a candidate, or, if someone has been particularly supportive of law enforcement, I'd like to hear that as well. Our decisions are not made in a vacuum.

I am also responsible for attending political functions in order to meet candidates and potential candidates. This also gives me an opportunity to speak with people in a less structured format and learn what they are about. Please don't hesitate to send me an e-mail at [mjotz@lvppa.com](mailto:mjotz@lvppa.com) with any information you have about candidates, whether good or bad.

In February of 2011, I will head to Carson City as the PPA's (and SNCOPS) lobbyist. Essentially, I will spend the better part of four months (February-June) living in a hotel in Carson City. I will actually stay in Carson City during that time period and occasionally travel back home to see my family and catch up

## INSIGHT

If bravery is a quality which knows not fear, then I have never seen a brave man. For the courageous man is the man who, in spite of his fear, forces himself to carry on.

— General Douglas MacArthur

on office work. This is in order to be at the Legislature trying to gain support for the legislation that is important to our members. This doesn't just refer to our benefits like the Heart and Lung Bill, but also to new and changing laws such as the Spitting Bill and the More Cops Initiative. If it affects law enforcement, it's what we are dealing P# 5577 with.

At a recent General Membership meeting, member Francisco Lopez-Rosende attended to address his concerns with AB142. AB142 deals with the Confidentiality Affidavits that some of you have completed in order to have your personal information removed from the Assessor's website. Francisco brought up his concerns that this same process is not available through the Recorder's Office, thus leaving a loophole in the process. I have heard this argument before from member Jennifer Vershall, so it is clear that this is a concern. I am keeping track of the concerns you would like addressed and will do what I can to effect changes. Just as the members in these cases did, I would ask that you e-mail me your suggestions/concerns so that I have record of the issues.

I sincerely look forward to being a part of this legislative process and also look forward to your input. I do ask that you include suggestions for the changes you would like to see with your e-mailed concerns. Take care! **VB**

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# What I Choose to Remember

**OFFICER KEVIN C. BARKER**  
Sergeant-At-Arms

The recent deaths of Officer James Manor and Milburn "Milli" Beitel cause me to reflect on the impact that an officer's death has. People who know and are close to those who die find ways to deal with the grief associated with the loss. Some cry. Others laugh, cherishing fond memories. Regardless of how one deals with the loss, the loss is a tragedy.

Personal responsibility is an interesting topic in tragic situations. Officers and administrative personnel feel the burden of responsibility and attempt to find ways to prevent or reduce the possibilities of future deaths. Analysis of the situation leads to questions that include: Why did this happen? What can officers learn from this situation? How can officers avoid facing this situation? Will policies reduce the risk of future incidents? If so, which policies? How can the Department prevent this from occurring? A cliché phrase in law enforcement circles is that officers should not second guess or "Monday morning quarterback" the actions of other officers. Yet, are we not all guilty of venturing opinions in tragic

situations? Officers do not like these types of situations, as these tragedies hit too close to home in regard to the realities of the dangers of policing. As difficult as this is, the tragedy becomes worse when people say that this situation could have been avoided. The reality is that the situation happened. My experiences in life teach me that good things happen to bad people and bad things happen to good people. People make decisions that, upon reflection, could have caused positive and negative results. That's life and life is not fair.

What can we gain from these tragedies? I firmly believe that we will gain what we choose to gain. I do not believe that we are victims of circumstance. I have heard the rumors, stories and facts that surround these tragedies both positive and negative. Yet, I choose to remember the positive. I choose to remember the aggressive nature in which these officers pursued their careers. I choose to remember that if I were in trouble, these officers would get to me. I choose to remember their passion for the job and their love of life. I choose to remember their laughter, their work ethic, their friendship, their camaraderie. I choose to remember and honor these officers for their life and their ultimate sacrifice. I choose to remember... **VB**

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# Your Mind: Preparing For and After Stressful Events

**JOHN DEAN HARPER**  
General Counsel

It happened again last evening in the Las Vegas Valley. A domestic call, family member with a knife. Our officers respond, the suspect refuses to obey commands and because the suspect either is an immediate threat to another or one of our officers, our officers are required to use deadly force. After each of these critical incidents, those of us that respond represent the involved officers at the scene and then at voluntary interviews generally conducted at the Homicide Section's offices. Generally, these incidents happen in the evening or at night. This means that I am usually driving home late at night, physically and mentally exhausted.

As I drove home on many nights, I have pondered what went through the mind of the officers, in particular the shooting officer. Why are some officers calmer than other officers I have represented? How will these shooting officers be affected in the future? Is the Department doing enough to ensure that there will be no lasting emotional and psychological effects?

Interestingly enough, I had just purchased two (2) books for the Asso-

ciation, written by Lieutenant Colonel Dave Grossman: *On Killing* and *On Combat*. I opened *On Killing*, and could not put it down. Essentially, it chronicles why and how humans have an aversion to killing, and how through conditioning (training), modern armies have been able to overcome that aversion. It also discusses the psycho-physiological aspects of killing and ultimately discusses the aftereffects of killing on the individual who completed the act. I have not read *On Combat*, but it is next on the list.

*On Killing* is utterly fascinating, but I will focus on a couple of points that I think are interesting and pertinent to law enforcement. The first concept that absolutely blew my mind was the percentage of "non-firers" in past wars. As an avid reader of history, I have studied literature about wars and battles from ancient history to the present. While envisioning the soldiers in those battles, I assumed that a percentage either deserted or claimed "battle fatigue." However, I always believed that once the arrows started dropping, the glint of steel was in your face or the bullets whizzed past you, that YOU figured

(continued on page 12)

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## LEGAL CORNER

(continued from page 11)

since they were trying to kill you, you better try to kill them. And with that rationalization, I believed every soldier overcame their individual fears and went about fulfilling their “duty.”

Grossman delineates the “Soldier’s Options” on the battlefield as: 1. Fight, 2. Flight, 3. Submit and 4. Posture. The first two (2) options are well-known; however, that Posturing and Submitting have some nuances. According to Grossman, when a man is frightened, he quits thinking with his forebrain (i.e., with the mind of a human being) and begins to think with the mid-brain (the portion of the brain indistinguishable from an animal). And in the mind of an animal, the one who makes the loudest noise or puffs himself up the largest will win (Posturing).

Examples of Posturing are plumes on the helmets of ancient Greeks and Romans to make them look taller, and brilliantly shining armor to make them appear broader and brighter. In the modern times, the noise and fire of gunpowder-propelled weapons have a similar effect.

Submission is more expansive than just surrendering. It can take an active form that is essentially doing nothing. There is compelling evidence showing that prior to the Korean War (1950-1953) the actual number of infantrymen who fired their weapons were only 15-20% of the total. Therefore, 80 to 85% of infantrymen on the battlefield were non-firers, unwilling to take part in combat. And of the actual firers, there was a percentage who simply shot over the enemies’ heads (a form of Posturing) instead of at them.

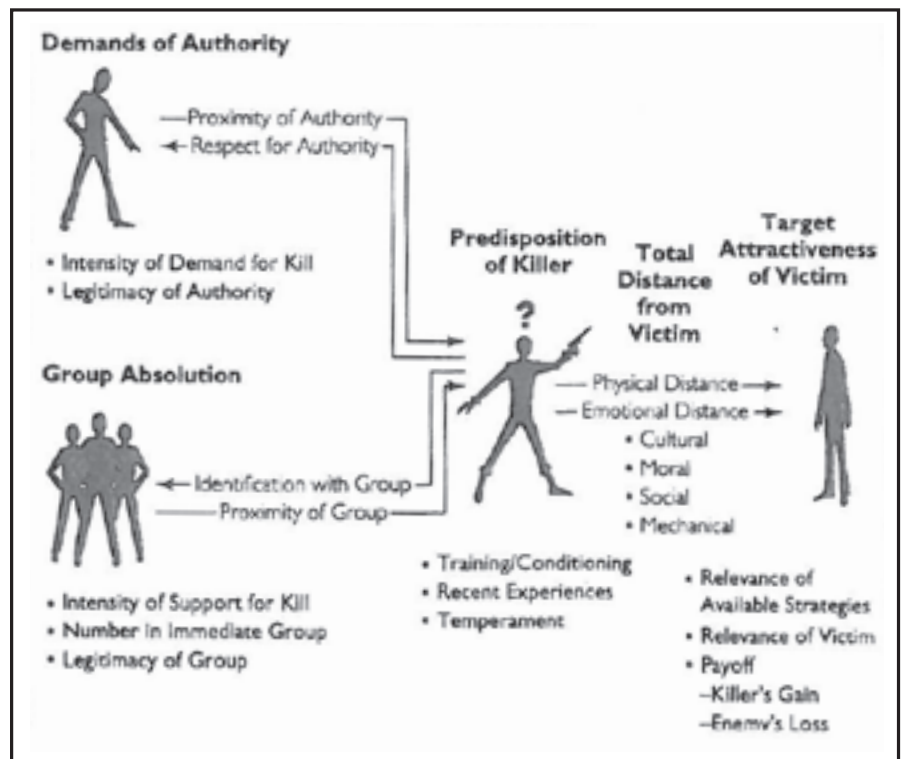
What? This cannot be? The Minutemen were not hiding in the woods having a smoke! The Blues and the Grays of the American Civil War were not cowards! The Doughboys couldn’t be yellow. Look at Sergeant York. He captured a platoon of Germans by himself. What about the GI of WWII? He could whip the Fuhrer and the Japanese Emperor by himself, just like Audie Murphy.

Unfortunately, it is true. Not just American infantrymen, but all infantrymen in all armies. Mind-numbing drills of loading your weapon and firing at bull’s-eye targets were not effective. However, the most important question was: why? Grossman never puts his finger on it, but concludes that it is a powerful combination of instinctive, rational, environmental, hereditary, cultural and social factors that provide resistance to killing one’s fellow man.

Ultimately, those factors have been identified, but it appears that no one factor is pre-eminent. I have attached a chart from *On Killing* entitled “An Anatomy of Killing.”

It appears that modern armies have focused on the Intensity of Demand for Kill, Intensity of Support for Kill and Training/Conditioning. By changing the language and terms utilized in training (Desensitizing) and making the training more realistic (e.g., using silhouettes or mannequins instead of bull’s-eyes), modern armies were able to increase the firing rate to 55% in the Korean War and around 90-95% in the Vietnam War. Some examples are marching songs utilized by the United States armed forces that focused on killing and doing such things as having a recruit name their rifle a woman’s name and sleep with it.

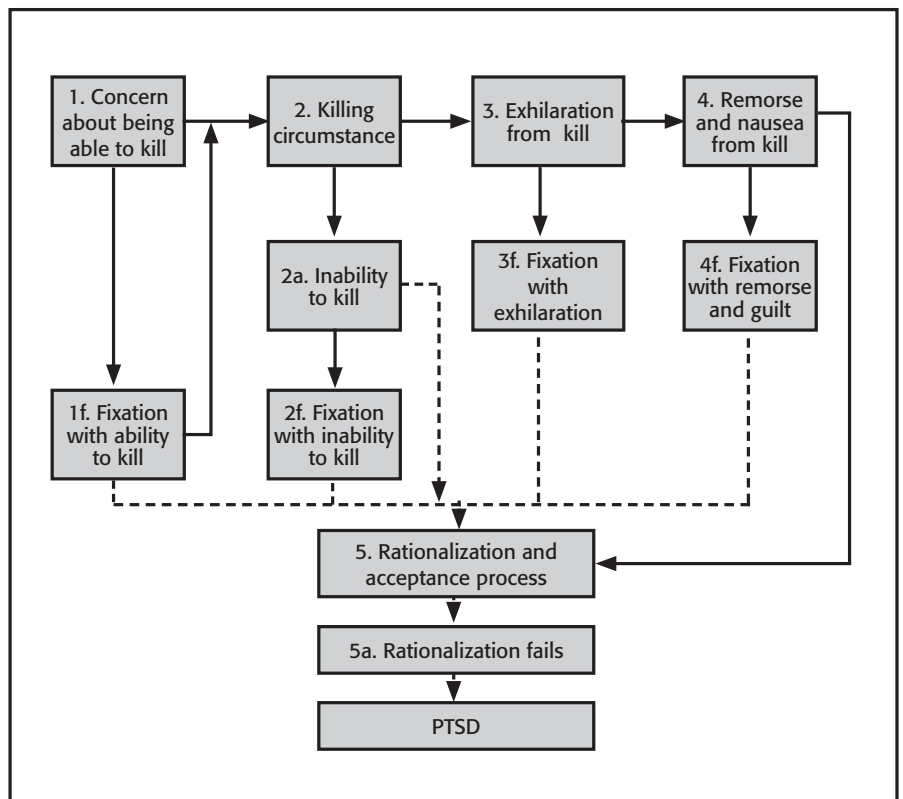
Law enforcement agencies have adopted some of the training and conditioning techniques of the modern armies and applied them to recruit and ongoing training. Firing ranges simulate real-life situations and utilize more lifelike targets, even incorporating good guys into the scenarios. Grossman gives no statistics, yet one can only surmise that that firing rate for law enforcement officers when put in that critical situation must also be high. I firmly believe that this training and conditioning saves civilian and law enforcement lives.



I have also pondered about how the shooting officer would be affected in the future. I have attached another chart from *On Killing*: “The Killing Response Stages.”

From that chart, you can see that whether the officer is exhilarated or remorseful, the officer still must rationalize and accept the act. If the rationalization fails, the officer will suffer from PTSD.

I have had it explained by an expert that the officer must “make friends with the ghost.”



(continued on page 13)

## LEGAL CORNER

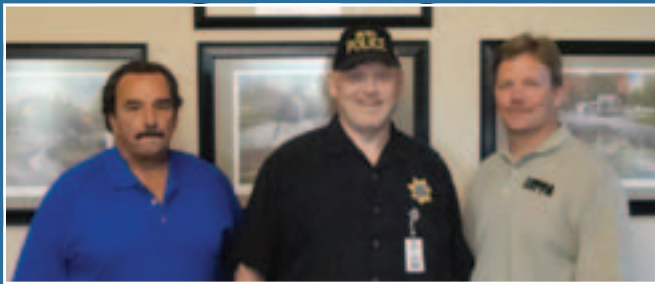
(continued from page 12)

From my experience, the officers I represent are not exhilarated. Instead, they are in a sense remorseful, detached and surprisingly collected. If I could crawl into their heads, I believe that they are replaying what they did and weighing (not struggling) all the factors. That replaying and weighing process is ongoing, and in conjunction with talking to friends, family, other officers, the Association representatives and the Department psychologist, the officer ultimately rationalizes the act.

There is a small percentage that we have to be concerned about. They will tell everyone that they are all right; however, they will ultimately give off signs that those close to them must heed. I have spoken about these signs in other articles. The key is to get that person help through the Police Employees Assistance Program or a licensed professional.

I have just started this fabulous journey through YOUR mind when you are involved in a critical or stressful incident. I encourage you to prepare yourself by reading some of the books on the subject or attending seminars. **VB**

### CONGRATULATIONS TO THE CHALLENGE COIN CONTEST WINNERS



Rick Hart (pictured left) and Jimmy Smith (pictured middle).

The LVPPA General Membership voted to purchase the artistic rights to the challenge coin renderings from these two artists for \$250 each in the General Membership meeting on September 3, 2009.



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# Surviving in the Hood

BY JOHN WILLS

December 22, 2008

## Not Picking Up the Signs Can Spell Disaster

We read a lot about street survival techniques and training, and about the importance of knowing basic things such as interpreting body language. We recognize that these things have a huge impact on a cop's safety. The fact is that having "street sense," that kind of sixth sense that allows a person to intuitively know what to expect, is something that is innate. Most cops have it; that's why they gravitate toward law enforcement. Some have it as a result of immersion. They've grown up in an environment that forced them to develop this survival tool. Others have it after gradually becoming exposed to the street through other avenues. No matter how or where you acquired your instincts, it's something that every cop needs in order to survive.

If you doubt that street smarts aren't important to every cop's well-being, consider it from the perspective of a correctional officer—that's right, *Correctional Officer* (CO). We all know the other words used to describe them: "guards," "detention officers," "screws" and some others that aren't fit to print. But when you think about whose life is more at risk every moment of their shift, hands down it's got to be the CO.

Those of us outside the walls have a distinct advantage over our brothers inside. We carry guns, OC, batons and TASERS. We have the ability to get into our vehicles and remove ourselves from dangerous situations, if that's an option that we choose. We can use our radios to call in reinforcements when we are outnumbered. In short, we have some relief should we need it. Now consider the COs. Once they step inside the walls, that gate clangs shut behind them, a tangible sign that there's no escape. They are not only expected to maintain order, but they are expected to do so without any weapons. All that they have to survive is their training and instincts. Granted, there are some officers that are armed, but they are in towers in the yard, or on special response units summoned as a last resort. Except for those instances, it's each officer's ability to read the inmates in his charge that determines his survivability.

Picture your beat. You know the hot spots, where to expect trouble. You also know where the areas are that allow you to relax, maybe grab a cup of coffee. Inside the walls, each cell block is "the hood." There are no areas that aren't trouble spots. The COs must watch their backs 24/7. Every neighborhood inside is a bad neighborhood; every beat is dangerous.

I've had the opportunity to be inside several facilities, to include the Rhode Island (RI) State Prison. I've worked with the training staff and I've discussed officer survival with one of the instructors, Officer John Bray. In addition to being involved with in-service training and recruits, he regularly pulls shifts in the cell blocks. John is also commander of an honor guard that travels around the country, attending the funerals of COs that have been killed in the line of duty.

John is keenly aware of the importance of officer survival. He feels that one of the main reasons that COs are killed is due to apathy. They become too familiar with the inmates, grant them favors, e.g., give them cigarettes, gum, etc., and then pretty soon one day it turns into a cuff key. He tries to instill in the new recruits the importance of being firm and not showing favoritism toward anyone. The prisoners are no different than our bad guys on the street, they're looking for an opening; they're looking for the weak link.

So things that we use on the street—eye contact, a firm voice and a firm grip whenever we go hands on, these are all critical inside the walls. Routine events like escorts, pat downs and strip searches need to be done authoritatively without the least bit of hesitation. Any reticence on the part of the officer to perform these tasks is interpreted as a sign of weakness. When that happens, John advises that a mental or physical challenge is sure to follow. That can be a problem when all the officer has with him is a radio that may or may not work. And since there are many blind spots inside, not to mention that not all areas have camera surveillance, an officer does not want a physical challenge any time soon.

Twelve years or so ago, basic self-defense was taught to the COs. Thankfully the correctional system has advanced beyond that point. They now teach communication skills that help prevent and defuse potential problems. They have also incorporated more pragmatic physical skills such as ground fighting, jiu jitsu and kick boxing. Traditionally, COs have been on the short end when it came to money for training and equipment. That trend is beginning to change. RI Corrections now has a Judgmental Training Simulator to augment their firearms and less lethal capability.

But as is the case on the outside, it all comes down to the individual officer. John cautions his newbies to always know their surroundings and to keep their backs covered. He recognizes that being a CO is a vocation—it's a calling. Not everyone is cut out for the job, especially when you consider that you are always outnumbered. In the case of John's facility, it's 135 to 1, bad odds in anyone's book. Their motto is, "We work the toughest beat in the state." I certainly wouldn't dispute that notion at all. These guys and gals are warriors extraordinaire. They regularly do the job that many of us would never consider doing. Officer survival—it's a matter of life and death, especially inside the walls.

Stay safe brothers and sisters!

### Author Profile:

*John M. Wills is a former Chicago police officer and retired FBI special agent. John was a SWAT Team member, undercover agent, and taught street survival internationally. Before retiring, he taught at the FBI Academy in Quantico, VA for six years. A member of ILEETA and the FBI National Academy Associates (175th Session), John has written dozens of articles on training and officer survival. He is an NCAA-approved speaker on steroids and drugs, and owns his own company, LivSafe. He is a Certified Personal Trainer by Expert through ExpertRating.*

Reprinted with permission from John Wills. **VB**

## INSIGHT

Life is a grindstone; whether it grinds you down or polishes you up depends on what you are made of.

— Author Unknown

# IN MEMORIAM

OFFICER MILBURN "MILLI" BEITEL

DATE OF BIRTH: AUGUST 2, 1979

END OF WATCH: OCTOBER 8, 2009





# Everyday Heroes: Honoring Those Who Serve

BY JOHN WILLS

October 27, 2008

I recently read in the local paper about a number of officers being honored for their heroic efforts during the past year. The recipients of the awards had performed deeds that were above and beyond the call of duty. A couple of them were injured in the process and one made the ultimate sacrifice and was awarded his honors posthumously. These men and women exemplify the very best that law enforcement has to offer. There is no amount of money that we can pay our cops that is commensurate with the valor and selflessness that they demonstrate.

But while I am fully supportive of recognizing valorous acts, it got me thinking about those cops that may never stand up on a stage and have the mayor or chief pin a medal on their chests. I thought about those police officers that might even have been overlooked by superiors and politicians for an act of courage that took place. Sometimes these things take on a life of their own—jealousy and politics have been known to enter into the equation at times. But let's face it, one of the responsibilities of being a boss is to ensure that the people that work for you get the recognition that they deserve. That's all part of being a leader, acknowledging a job well done and in particular, rewarding those that go the extra mile. I know, I know, I've said it too—"Don't worry about giving me anything; just let me do my job." But truth be known, it feels darn good to have that light shine on you if only for a brief instant. We're all human; we need reinforcement from the boss once in awhile to let us know that the job that we're doing is appreciated.

Some of you may remember this...many years ago when I was a young police officer there was an ad about cops that ran in newspapers around the country. The ad showed a uniformed officer about to walk into a dark, dangerous looking alley and the text read, "Would you walk there? He does every day." The ad was meant to garner support for law enforcement, but it made a big impression on me. Some of my family and friends commented on that ad, telling me that I must be lacking sufficient cognitive function to have taken the job as a cop. I didn't see it that way; I saw it as a challenge. If Joe Citizen was afraid to walk into that alley, then it was up to me to do it for him.

I don't think that I was alone in that mindset. I think that if anything, the ad resonated throughout the law enforcement community shoring up morale and strengthening our resolve to do our best each day. It also served to show our communities some of the peril that we face on a regular basis. That danger that I'm referring to is the stuff that makes our job the only one of its kind. We strap on our gear every day and enter into a segment of time during which we have no clue about what or who we may face. We could be on the street for five minutes and have to stare down the barrel of a gun, or maybe the biggest challenge during that tour may be handling a dog bite.

That's the beauty of "the job." We never know what to expect. Sure we have some clues as to what may happen based on training and past experience, but for the most part we don't know what we're up against until it smacks us in the face. How can that be attractive to anyone? You tell me. I can't fully explain it except to say that the unknown, the anxiety and the challenge that it presents, it all adds to the allure of being a cop.

I see examples of unsung heroes each day. I'll be driving down the road and see a one man unit making a traffic stop. We all know the danger inherent in stopping a vehicle, yet we do it as a matter of course, as a part of the job. The cops that answer the domestic call—they know that it's generally a no-win

situation. That often times we wind up in the middle of a donnybrook, with the complainant jumping on our back and begging us not to take him to jail. How about the mismatch—the huge guy that you just ran a record check on that comes back with warrants? Now you're alone and you need to cuff the guy. Has it ever happened to you? Then there's the ubiquitous "Shots Fired" call. Will this one be the real deal or just another bogus one?

Then there are the heartbreakers—the calls that we never seem to be able to erase from our minds. The little boy that's been abused; the missing two-year-old girl; the fatal traffic accident involving a family; the rape victim; the old man who calls you when he can't awaken his wife of 60 years. They're all bad—bad enough to give you sleepless nights. Bad enough to cause you to creep into your child's room at midnight just to make sure that he's there, and then you find yourself lingering for awhile and thanking God that he's safe.

The guys and gals that face these things on a daily basis are my "everyday heroes." To do what we do, and to see what we see, and yet still manage to live a normal life is something that no badge or ribbon can ever honor. The ability to be strong yet compassionate, and to perhaps have to take a life or to save one, can never be adequately rewarded or compensated. Yet thousands of us do just that—routinely.

Everyday heroes—they walk among us each day. Some receive the recognition that they deserve, most do not. For whatever its worth, I say Thank You for a job well done. You are God's warriors. Without your fervor and dedication our lives would be in turmoil. Stay safe, P# 8425 brothers and sisters!

Reprinted with permission from John Wills. VB

## End of Watch

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

**Name:** Ignacio Pulido, P# 7169  
**Rank:** PO II (A-2)  
**Assigned To:** Sexual Assault  
**Hired:** February 28, 2001  
**Retired:** Actively Employed  
**Died:** October 3, 2009

**Name:** Milburn "Milli" Beitel III, P# 8092  
**Rank:** PO II  
**Assigned To:** Mobile Crime Saturation Team  
**Hired:** September 3, 2003  
**Retired:** Actively Employed  
**Died:** October 8, 2009



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**4. Radiology Benefit:** This benefit offers an enhancement in coverage if you choose any location under the "Preferred Partner Network" which is Steinberg Diagnostic or Nevada Imaging Center. These two companies offer benefits that far exceed the others, as they are 90% covered versus the other who are limited to 75% of covered costs. Some radiologist services can quickly get expensive, so I would strongly suggest you choose Steinberg or Nevada Imaging. Make sure you inform your doctor or other health care professional of this when you are being referred for any radiology work so they can help you save money, too.

**5. Orthotics Benefit:** This benefit has been enhanced from one \$400 lifetime benefit to a \$500 benefit every year. Furthermore, this benefit is extended to all covered members instead of restrictions on minors as it was in the past. This updated version only makes sense because a typical orthotic shoe insert costs about \$500 and only lasts about a year.

**6. Step Therapy:** This is a benefit which requires starting drug therapy with the most cost-effective and safest drug first and possibly progressing to a more costly drug if necessary. This may not be a popular item, but it saves you and the Trust loads of money every year. An important point to remember though is that you can get the more expensive drug you need as long as you can show that you have tried the cheaper drug and it has failed to achieve the results you and your doctor have targeted. If you have a history of this already, simply have your doctor submit a letter of medical necessity. Further instructions can

be found by having your doctor call Envision RxOptions at (800) 361-4542.

**7. Generic Drugs:** This benefit is simple. Always make sure to ask your doctor to write you a generic drug prescription (if available) when you need one. The prescription written for a generic drug will cost you zero! A brand-name drug will cost you at least \$25 and all the research shows the brand-name drugs are no better than the generic. If you are not already doing P# 13140 so, get on board and demand generic drugs and get it for free.

**8. Chiropractic & Acupuncture:** This benefit was made simple and easy to use. There is no pre-authorization required and each benefit requires a \$25 co-pay with a \$1,000 maximum annual benefit. Your yearly deductible does apply, however.

The Health Trust has seen many changes, and I am sure many more will follow. My objective, as your Trustee, is to continue to look for ways to improve both benefits for our members as well as saving money in order to maintain a strong, healthy and vibrant health care benefit for you and your family. Keep in mind to **always** use a PPO provider when possible. I encourage you to stay informed, be involved and know your plan **before** you need to use it.

As always, if you need assistance with health care issues concerning the application of our plan, contact UMR at (866) 868-1395 or (702) 413-1701. Additionally, an excellent website which gives you up-to-date information on your plan benefits, billing and paid claims is at <https://bp.umar.com>. Of course, if you have any issues that cannot be resolved or you feel that you are getting the **ummaround**, don't hesitate to call me, Mark Chaparian, at (702) 384-8692, ext. 217 or Tom Reid at (702) 384-8692, ext. 219. **VB**

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# Domestic Disturbance Calls: Always Dangerous and Sometimes Deadly

BY CRAIG W. FLOYD

November 2007

When a woman called the Beaufort County (SC) Sheriff's Office on January 8, 2002, to say that her friend was being held by a man against her will, Lance Corporal Dana L. Tate, Sr. and Corporal Dyke "A.J." Coursen raced to the scene. The woman who placed the call said later, "I told them my friend needed help."

The woman inside the home, Kimberly Blake, had been physically abused by the man who had fathered her child. When Deputies Tate, 43, and Coursen, 35, arrived on the scene, the man hid in a bedroom closet with a high-powered SKS assault rifle. As they searched the bedroom, Deputies Tate and Coursen were each shot multiple times and killed. The man briefly escaped, but was soon found and ultimately sentenced to death—small consolation to the families of Deputies Tate and Coursen.

Beaufort County Sheriff P. J. Tanner reflected on the loss of his two deputies, saying, "These officers meant everything to this department, to the citizens of this county. They paid the ultimate price." He added, "A domestic call is probably the worst call an officer can get because emotions run so high."

The records of the National Law Enforcement Officers Memorial Fund (NLEOMF) tend to support Sheriff Tanner's assertion about the dangers associated with domestic disturbance calls. Since 1855, when New Haven, Connecticut Night Watchman Thomas Cummins became the first officer ever to be killed on a domestic disturbance call, 546 other officers in the United States have suffered the same tragic fate.

Most recently, on September 8, 2007, three Odessa (TX) police officers were shot and killed when responding to a domestic violence call where a woman had reported being hit by her drunken husband. Corporals Arlie Jones, Scott Gardner and Abel Marquez were attempting to gain entry into the home when the suspect opened fire, killing Corporals Jones and Gardner. Corporal Marquez was critically wounded and he succumbed to his injuries four days later.

A look at the FBI's report on law enforcement officers assaulted and killed confirms the fact that no assignment poses more uncertainty and danger to an officer than a domestic disturbance call. More officers by far are assaulted or injured during domestic disturbance calls than any other circumstance. In 2005, 30 percent (17,534) of the 57,546 assaults on law officers occurred during disturbance calls, according to the FBI. The next highest category, "attempting other arrests," resulted in only 17 percent (9,602) of total assaults against officers.

In addition to the highly emotional state of the crime victim and assailant in domestic violence situations, alcohol or drugs are also often involved. In fact, of the 547 officers killed during domestic disturbance calls throughout history, alcohol and/or drugs were a contributing factor in more than one-third of those cases. One of those cases involved the shooting death of Las Vegas Metropolitan Police Sergeant Henry Prendes, 37. On February 1, 2006, Sergeant Prendes responded to a residence where a man was accused of beating his girlfriend with a stick. Sergeant Prendes was the first officer to arrive on the scene and he was shot and killed by a man on drugs, armed with an assault rifle. The man would fire more than 50 rounds at Sergeant Prendes and other arriving officers before he was finally shot and killed.

On February 11, 2002, New York State Trooper Lawrence P. Gleason, 28, responded to a domestic disturbance call and was interviewing the female who filed the complaint when the suspect arrived at the residence and killed

Trooper Gleason with a high-powered assault rifle. He then murdered the woman, before committing suicide.

During the early morning hours of November 13, 2005, Dallas Police Officer Brian H. Jackson, 28, responded to a domestic disturbance call at a local residence. The suspect had threatened his ex-girlfriend and fired a handgun inside the home. When Officer Jackson arrived on the scene the suspect fled and hid in a dark alley. As Officer Jackson approached, he was shot and killed.

Oxnard (CA) Police Officer John Adair was on patrol on October 7, 1980, when he received a domestic disturbance call. His wife was in the car with him as a "civilian ride-along." When he arrived on the scene, he left his wife in his patrol car and walked up to the house. While Officer Adair was speaking with a woman outside her front door, the woman's husband suddenly emerged from the house brandishing a handgun. The man started shooting immediately, striking Officer Adair, who along with his partner returned the fire, killing the suspect. John Adair died soon after and his wife witnessed the entire incident from her seat in the squad car.

Roughly three out of every four officers who died during domestic disturbance calls were shot to death, but there have been some unusual exceptions. On February 6, 2004, Orange County Deputy Sheriff Mariano Lemus, Jr., responded to a domestic disturbance call and was bitten by a suspect later confirmed to be infected with the Hepatitis C virus. Deputy Lemus contracted the disease and died a year later. In 1976, Medina County, Ohio, Deputy Joseph Baca responded to a domestic disturbance call and became involved in a fight with the suspect. Although he was not injured by the suspect, he did receive several bee stings during the struggle. The stings caused a fatal allergic reaction and he died.

It was one in the morning on December 28, 1985. Meridian, Mississippi Police Officer Alma Walters, 29, had just arrived on the scene of a domestic disturbance call. She had been to the house before. It was the home of John Lanier, 29, and his 51-year-old girlfriend, Catherine Smith. Lanier had fought with Smith because she had hidden his vodka bottle. Lanier became enraged and pushed his girlfriend out of the house. Smith called police and Officer Walters responded.

Officer Walters told Lanier to go for a walk with her to cool off. Lanier testified at his trial that he had been drinking and taking drugs for 18 hours prior to his outburst of anger. When they got to the driveway a fierce struggle occurred. Officer Walters was beaten badly. Lanier took her gun and dragged her inside. Moments later a back-up officer arrived and Officer Walters bravely warned her colleague to stay outside, yelling, "He's got my gun." Lanier then took the gun, placed it at the back of Officer Walters' head and pulled the trigger, killing her instantly.

When asked to comment on the case a couple of years later, Meridian Deputy Chief Steve Thomas said, "Domestic disturbances have always been and still are the most potentially dangerous call for a police officer."

*Reprinted with permission from the author.*

## **Author Profile:**

*Craig W. Floyd is Chairman and Chief Executive Officer of the National Law Enforcement Officers Memorial Fund (NLEOMF), a nonprofit organization established in 1984 to honor the service and sacrifice of America's law enforcement officers.*

(continued on page 19)

## DOMESTIC DISTURBANCE

(continued from page 18)

Over the past 25 years, he has been one of law enforcement's leading advocates—delivering speeches, hosting radio shows, publishing books, writing articles and conducting media interviews. His work as a congressional aide, journalist and nonprofit leader has been widely credited with changing America's attitude toward the law enforcement profession and saving officers' lives.

Mr. Floyd helped form the Memorial Fund and has served from the outset as the organization's chief executive officer. Under his leadership, the National Law Enforcement Officers Memorial was built and dedicated in October 1991. Today, that monument stands proudly in our Nation's Capital as a richly deserved tribute to America's peace officers. More than 18,600 fallen law enforcement officers have their names inscribed on that Memorial, dating back to the first documented fatality in 1792.

Most recently, Mr. Floyd and his organization were successful in obtaining Congressional approval of a public law to authorize the establishment of a National Law Enforcement Museum on federal land adjacent to the Memorial. Mr. Floyd is now leading the effort to build that Museum, which will be the largest and most comprehensive institution of its kind in the world. The Museum is expected to open in 2013.

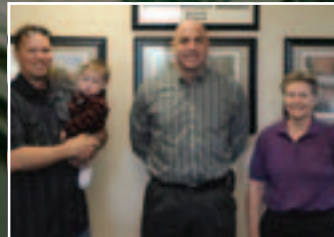
As NLEOMF chairman, Mr. Floyd has also spearheaded a number of other important projects to honor our nation's law enforcement officers. They include: enactment of a federal law authorizing all American flags to be flown at half-staff on "Peace Officers Memorial Day" (May 15); publication of the book, "To Serve and Protect: A Tribute to American Law Enforcement;" enactment of a federal law authorizing 500,000 commemorative silver dollars to be issued by the U.S. Mint honoring the service and sacrifice of America's law enforcement officers and their families. Prior to his work with the Memorial Fund, Mr. Floyd served for 10 years (1978-1988) as Legislative Assistant for U.S. Representative Mario

Biaggi (Ret.) of New York, a New York City police legend, and the founder of the National Law Enforcement Officers Memorial Fund. Mr. Floyd holds a bachelor's degree from The George Washington University in Washington, D.C. He resides in Alexandria, VA, with his wife, Veronica. **VB**

## CONGRATULATIONS TO THE CONTEST WINNERS FROM THE LAST ISSUE!



**Poker Chip Contest \$250**  
James Sink, P# 8757



**P# Contest \$50**  
Joe Hemphill, P# 9061  
and  
Jane Pinto, P#13729

Not Pictured:  
Marla Stevens

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These statements have not been evaluated by the F.D.A.

# WHAT WE DO FOR YOU

## AUGUST/SEPTEMBER 2009 REPRESENTATION STATISTICS


LABOR MANAGEMENT BOARDS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
3/25/2009		Administrative Transfer	Withdrew Request
1/12/2009	Truthfulness/Rules and Regulations/Conduct Unbecoming/Civil Service Rules	40 Suspension w/o option	32 hour suspension w/ option
11/25/2008	4/104.04 Obedience	8 hour suspension	To Be Determined
11/14/2008	4/105.09 Police Business Confidential	40 hour suspension	To Be Determined
PRE-TERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
N/A	N/A		
ARBITRATIONS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
8/23/2009	Use of Force/Truthfulness	Termination	Pending
	Conduct Unbecoming an Employee	Termination	Pending
CITIZEN REVIEW BOARD COMPLAINTS			
Dismissed / Alt. Recommend.	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
0 / 0	0	0	1
OFFICER INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS			
DATE	Use of Force Board Decision	INQUEST DECISION	
4/3/2009	Justified	N/A	
5/23/2009	Justified	N/A	
7/1/2009	Justified	Justified	
9/2/2009	To be scheduled	N/A	
9/11/2009	To be scheduled	N/A	
INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
67	135	202	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
4	1	35	5

# Now There Are More Than **1,000** Reasons Why It Pays to Read



This issue contains **TWO** ways to win your share of more than **\$1,000 CASH!**

## Giveaway #1: Hidden Poker Chip Contest

Poker chip contestants have a chance to win \$1,000 this holiday season! 911Media®, the publisher of Vegas Beat, is teaming with the LVPPA to offer a \$1,000 cash grand prize to a lucky member who finds the poker chip  in this issue of the magazine. Eligible contestants need to register their entries through the LVPPA Website prior to December 3, 2009. All entries prior to the deadline will be automatically entered into a drawing for the \$1,000 cash prize. The drawing will take place during the General Membership Meeting on December 3, 2009. Good luck!

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

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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**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

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

The personnel number giveaway is not a drawing and both giveaways are open to LVPPA members only. To be eligible for prizes, you must have been a LVPPA member for at least the previous four months, or from the date of your Academy graduation, whichever is shorter. You must be 18 or older to win.

# 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 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 and up under 48" tall)	\$22.99	\$20.00
Legoland	Two Day Ticket - Adult	\$63.00 one day ticket	\$44.00
	Two Day Ticket - Child (3-12)	\$53.00 one day ticket	\$44.00
Magic Mountain	One Day Ticket - Adult	\$59.99	\$25.00
	One Day Ticket - Child (under 48")	\$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 one day ticket	\$51.00
	Two Day Ticket - Child (3-9)	\$55.00 one day ticket	\$45.50
Universal Studios	Two Day Ticket - Adult	\$67.00 one day w/2nd day free	\$57.00
	Two Day Ticket - Under 48"	\$57.00 one day w/2nd day free	\$57.00
Wild Animal Park	One Day Ticket - Adult	\$35.00	\$30.00
	One Day Ticket - Child (3-11)	\$26.00	\$22.00

## 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.



# CALENDAR

## 2009

- November 11** Veterans Day
- November 26** Thanksgiving
- November 27** Friday after Thanksgiving
- December 3** General Membership Meeting
- December 24** Christmas Eve
- December 25** Christmas Day
- January 1, 2010** New Years 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

- 08/05/2009 Mary Fells, P# 2869 CO II
- 09/02/2009 Doreen Hunt, P# 4525 PO II (A-2)
- 09/09/2009 Paul M. Evans, P# 3802 PO II (A-2)
- 09/09/2009 Todd Rosenberg, P# 3816 PO II (A-2)
- 09/18/2009 Dale Jones, P# 4769 PO II
- 09/18/2009 David F. Kallas, P# 1903 PO II (A-2)
- 09/30/2009 Carlos "Chuck" Mendoza, PO II  
P# 3822
- 10/02/2009 Dennis Magill, P# 2716 PO II (A-2)
- 10/08/2009 Anna Courtney, P# 3332 PO II (A-2)

## THANK YOU LETTERS

Hey Chris,

Heather, my daughter was in a Sea doo accident on Sept 19th and hospitalized for 4 days. She suffered minor lacerations and bruises to her left kidney, but no long term injuries. She is actually back in school this week and doing good. She will not have any permanent injuries and no surgeries. Time will heal everything.

The PPA sent her a basket of cookies; she could not receive flowers because she was in PCIU. Please pass along a big thank you from Heather. It was a wonderful treat at a very trying time. This small gesture made her very happy. Please thank everyone for their calls, messages and prayers.

Thank You

Darren A. McCray, COII  
CCDC

I just wanted to take a minute to tell you I appreciated seeing your comments in support of the officers involved in the recent shooting. As a union member I'm glad to know my President will stand up to the rhetoric that comes in the wake of these

incidents. So as one of your union members, Thank you, and I appreciate what all you folks are doing for us up there.

Respectfully Submitted,  
TAC Officer John Liles  
LVMPD Academy Staff

Thank you for your kind sympathy and tribute to the memory of Frank J. Bruno.

Blessings,  
Joan, Nicole, and Christopher

Hello, Tom. Just got back. My son was turned down at the Embassy, but they did allow him to file the waver documents that I brought over, so now we wait. They said it would be 10-15 weeks before a decision would be made. I did, however, receive a letter of support from Mr. Klein, legal extern for Senator Reid's office -thanks to the letter from the PPA! I got it via email the day I arrived in London, so I would like to thank you and everyone else at the PPA who got involved, regardless of the outcome, I really appreciate the kind help.

Regards,  
Pat Cusack



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