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

VOLUME 4 | ISSUE 3

September/October 2009

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

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Executive Director's Message

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

The LVPPA and Its Building

I am sure by now most of you have either read or heard about the article written by Frank Geary, in reference to the LVPPA office building. The article I am referring to was printed in the August 2nd edition of the *Review Journal*. I hate to even respond to an article written by someone better suited to write fiction than the news and printed by a paper that only tells one side of the story. This entire saga started approximately six or eight weeks ago.

One day while sitting at my desk, I received a telephone call from Frank Geary asking me if I was concerned that we had overpaid for the LVPPA building. I told him that I did not believe we overpaid for the building and then asked why he believed we had. He told me he had looked up the building and found it to have a taxable value of \$2.7 million. I let him know that I did not know the formula that the County used to figure taxable value of commercial buildings but, based on the taxable value of my own home compared to its purchase value, the \$2.7 million taxable value of the LVPPA building did not surprise me. I further went on to tell Mr. Geary that I would call the County and find out how the taxable value was figured and call him back.

During my conversation with the County, I learned that taxable value was based on replacement costs and had nothing to do with what a building would

be worth at the time it was sold or purchased. With this information, I called Mr. Geary back and told him I was not worried about the taxable value of the LVPPA building. I also let him know that I had in my possession the 171-page appraisal, not 141-page appraisal as stated in his article. I asked Mr. Geary, if we had so grossly overpaid for the building then why would anyone be willing to finance the building? I let him know that we not only had one financial institution but several who wanted to finance the building. Looking back, I guess Mr. Geary believes the LVPPA has the power to make financial institutions take on bad loans. Thanks, Mr. Geary, but we are not that powerful. P# 9061

Also during this conversation, I told Mr. Geary that I doubted he was just sitting around with nothing to do and decided to look up the taxable value of the LVPPA building, to which he said I was correct. When I asked him what made him check, he said he could not give up his source. When we ended our conversation, Mr. Geary told me he did not think the story was worth printing, but if it was going to be printed then he would let me know. Mr. Geary is clearly not a man of his word as I am still waiting for the phone call to let me know that he and the *Review Journal* would be printing the story reference the LVPPA

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The Good, The Bad and The Ugly

OFFICER MARK CHAPARIAN
Assistant Executive Director

Police Sergeant Crowley responds to a possible burglary in progress at a home and ultimately confronts a suspect who forced his way into the home and verbally identifies himself as the rightful occupant, Henry Gates Jr. Crowley is a professional and understands his sworn duty to serve and protect, as he requests Gates' identification in order to prove his statement that he is the person belonging in the residence. Gates refuses to comply and begins to berate and harass the police sergeant. Words are exchanged and Gates ends up in police custody. Gates is apparently pals with the President of the United States, who just can't help himself by making a derogatory comment about Crowley, telling the nation that "he acted stupidly."

Why do these situations continue to plague our society? Why would a university professor go out of his way to become non-compliant with a police officer? Why in the world would the most powerful man in the world take

the time to address something that he has no business sticking his nose into? Does the President of the United States really have an interest here? Are we that distracted from real issues that even the President addresses a situation he knows little about?

I, for one, am quite sick of some American individuals with agendas that many seem to think are of national importance. Those who are sporting a chip on their shoulder need to come to terms and get real. We are a society based on the rule of law. One's emotional state of mind has no bearing on the duty of every American to comply with the law and, more specifically, a uniformed police officer giving you clear, lawful and sound orders. Let's get real, Professor; you acted like a punk on the street trying to prove yourself. Not cool! Mr. President, shame on you. The police unions overwhelmingly had your back during your campaign for office...thanks for your gratitude!

The Good: Sergeant James Crowley.

The Bad: President Barrack Hussein Obama.

The Ugly: Professor Henry Gates Jr. **VB**



John H. Hastings D.D.S.

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OPENSKY Digital Radio Coming to LVMPD

CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

Last week I visited the Radio Systems Bureau (RSB) and spoke with two of the people who are heading up the LVMPD's shift from the current analog radio system to the digital, data-based radio system called OpenSky. Captain Herb Baker and Officer Michael Barnbeck comprise the leadership that is taking LVMPD to the digital age in radio communications. There are two other key personnel in the RSB that are helping make the digital radio system a reality. Randy Rounds is the Lead Technician and has been on the ground floor of this project since the inception and brings a wealth of knowledge on digital radio systems. Jeff Yeagley is the Radio Shop Manager and will be the one to continue to maintain the digital system once it is up and fully functional. I asked several questions about the new system, and here are the answers they provided.



Q: Why was there a need to change the current radio system to a digital system?

A: Our current analog system has reached its end life. LVMPD no longer has the ability to add radio channels to our current system. If we opened a new area command today, we would have to take a tactical channel away in order to give them communication. The federal government has also mandated that first responders move to a public-safety spectrum in the 700 to 800 MHz range for better commonality and disaster coordination with other local, state and federal agencies. A digital system offers better radio coverage and better building penetration along with the scalability the Department needs for the future. Additionally, OpenSky can do Over The Air Programming (OTAP), which means that upgrading or changing the radio codes can be done without the officer having to go to the radio shop to accomplish these tasks or taking the radio system down for several hours.

Q: What was the process in choosing the radio system that LVMPD is going to?

A: There were some starts and stops in choosing the vendor. A request for proposal (RFP) was completed and two companies, MA-com and



Motorola, submitted bids. MA-Com (now called Harris) won the bid mostly because of the data ability of the system and that its programming is backwards compatible.

Q: What is the fielding schedule for the units to receive the digital radios?

A: Currently, the plan is to have a cut over from the analog system to digital during the first quarter of 2010. As many officers have seen, the digital mobile radios are in the cars now, but are not fully functional. Between now and first quarter 2010, there will be digital radio testing with about 500 to 1000 employees, starting with Gangs, TAS, CSI and Cadets/ PSRs. This will include training officers on the capability of the new system. This system is much more capable than just turning it on and pushing a button to talk. Officers will get hands-on training to be able to fully utilize its potential. As with any new system, there are possible delays that could push back the cut-over timeframe we have established, but we are hopeful that by early next year Metro will be in the digital age.

Q: Were federal funds used to pay for this system, or was it the LVMPD operating budget?

A: Forfeiture funds were used to fund the contract. The terminal equipment, mobile (car) and portable (officer) radios were funded by a combination of sources such as forfeiture, a Public Safety Interoperability Communication (PSIC) grant and a state grant for the radio cache system.

Q: Has there been any testing around the Las Vegas Valley and Metro Resident Officer areas?

A: A scientific drive test was completed throughout the Las Vegas Valley area, 20 residential areas in Clark County and all the paved roads throughout Clark County. Testing of interfaces with Dispatch and the interface between the new OpenSky radio system to the old legacy radio system is ongoing. Currently, there is about 85% reception coverage with the analog radio system. The digital system will give officers approximately 95% or better

(continued on page 16)



Aetna Life Essentials

CORRECTIONS OFFICER KENNETH LOCHNER
Treasurer

In these hard economic times, each and every way that you can save money is a great thing. The benefit Aetna Essentials is a program that is designed to help you while you are alive, not after you have passed away. This is a benefit to all PPA members that is offered through the basic life insurance that the PPA carries on all members. The website where you can find additional information is http://www.aetna.com/group/aetna_life_essentials/Life/services.htm.

The program is comprised of four (4) parts: **Financial**, **Legal**, **Emotional** and **Physical**. Once you get to the website, it breaks each category down with more information. It will look like the box to the right.

If you were to click on one of the sub-headings, it will tell you in detail P# 13729 what benefit it offers. Some of them are

discounts for fitness, eyewear, hearing, etc. They also help with wills, estate planning, financial planning and a variety of other things. I would encourage you to try the website and see for yourself how the benefits that are offered through the LVPPA life insurance could benefit you. Don't miss out on an opportunity to save some money. **VB**

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Changing Faces

DETECTIVE MICHELLE JOTZ
Director of Governmental Affairs

The PPA is in the process of some significant staff changes. Effective September 18, 2009, Detective David F. Kallas is retiring from the Department and will be leaving the ranks of the PPA Executive Board. His most recent assignment was as the Director of Governmental Affairs. Although he is leaving some enormous shoes to fill, I will make every attempt to make him proud as I replace him at the legislative sessions and as the new Director of Governmental Affairs. Along with that change, I will be passing the torch of the *Vegas Beat* magazine on to Kevin C. Barker. I have thoroughly enjoyed editing the magazine, but I also believe that change can be really good and I have every bit of faith that Kevin will be successful.

Mark Chaparian will move from being the Secretary to an Assistant Executive Director, taking my place. Our new Secretary is Darryl Clodt, who has been on our Board of Directors for several years.

Detective Darryl Clodt is coming to the PPA office from the Homeland Security Bureau Counter-Terrorism Unit. He has been on the Department for 17 years. He has also worked in the Gang Crimes Unit for 10 years, as a patrol

officer for six years and as an FTO. He is currently a Firearms Instructor and a Defensive Tactics Instructor. He is married and has two children. Feel free to reach out to Darryl anytime! He'll be looking for ideas to write his first article.

We'd like to welcome Tiffany Biggs to the PPA. Tiffany has joined the PPA as our new Legal Secretary. Tiffany is originally from Phoenix, Arizona, and has been in the legal field for 15 years. She has a 6-year-old daughter, and they enjoy movies, playing at the park, swimming and eating lots of ice cream.

That's more movement than this office has seen in quite some time. Although the changes are significant and there will be an adjustment period, we believe that we are changing for the better. **VB**

INSIGHT

Sometimes leadership is planting trees under whose shade you'll never sit.

- Jennifer M. Granholm

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The LVPPA Online Store

OFFICER KEVIN C. BARKER
Sergeant-At-Arms

The LVPPA is launching an online store! The goal of the online store is to raise money for LVPPA Metro Charities, Inc., whose mission is to “help our members with scholarship opportunities and to help the families of our member officers who have given their lives in the line of duty.” The LVPPA will donate all profits from the store to LVPPA Metro Charities.

The store offers various clothing items and LVPPA memorabilia. One of the more interesting product lines include our statement t-shirts. Currently, the LVPPA online store offers three statement t-shirts:

“God created police officers so firefighters would have heroes”

“A society that makes war with its police should be prepared to make peace with its criminals”

“People sleep peaceably in their beds at night only because rough men stand ready to do violence on their behalf —George Orwell”

Customers can choose between the LVPPA badge and the LVPPA logo flag design on the front of the shirts. The LVPPA will continue to look for creative

statements that will make great t-shirts. We recently received this suggestion: “The PD was created so the FD didn’t have to hold short.” It is currently being considered for print. The LVPPA encourages members to submit creative statements for t-shirts.

The online store also offers fashion t-shirts and polo shirts as well as memorabilia items such as pens, shot glasses, coffee mugs, teddy bears, lapel pins and baby attire. Customers can order online and ship items to different locations. Members can also purchase online store items at the LVPPA office.

Originally, the store was set to launch on August 1, 2009. LVPPA Executive Board members attended several briefings announcing this as the launch date. However, due to legal issues, the launch date has been postponed until late 2009 to early 2010. The LVPPA Executive Board did not intend to give members inaccurate information. I apologize for the postponement and the misinformation.

Members can access the store through a link on the LVPPA website home page at www.lvppa.com. I invite all members to spread the word and shop often. The profits go to a great cause! If anyone has suggestions for sales items, please feel free to contact me anytime at (702) 384-8692, extension 218. **VB**

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It Was More Than I Could Have Ever Imagined!

DETECTIVE DAVID F. KALLAS
Director of Governmental Affairs

When I stuffed my '73 Chevy Impala with all my belongings and drove almost 3,000 miles in July 1979 to become an officer with the Las Vegas Metropolitan Police Department, I never could have imagined what I would experience over the next 30 years. From the moment I started in Academy Class 3-79, I knew I had made the right decision. The first 11 years working Patrol were undoubtedly the most rewarding. A year downtown, three years as an FTO, five years on the "Westside" and two years working Gangs produced the types of arrests and unique experiences that a rookie cop could only dream of.

The next 11 years were spent in the "cloak and dagger" world of Intel. Whether it was sleepless nights conducting seemingly endless surveillances or countless hours doing the undercover work television wish they knew about, we were only limited in what we could accomplish protecting our community by an officer's imagination. Our mentality was, "What we do is on a need-to-know basis, so if you're not in the conversation, you don't need to know." That mentality didn't always go over well with some of our fellow officers and certainly didn't go over well at home, but eventually it was under-

stood. Organized crime, bookmaking, murder for hire, money laundering, loan sharking, political corruption... You name it and we investigated it.

Finally, and surprisingly, the last eight years were spent assigned to the Police Protective Association (PPA). I say "surprisingly" because never in any dream, wild or otherwise, could I ever have imagined that as a police officer I would end up working with and for a "union." To most cops, a union is a negative thing invoking memories of Jimmy Hoffa. For a guy who had just spent 11 years in Intel investigating organized crime, my feelings were even stronger. Through the years, though, I have come to understand the importance of having a group dedicated to protecting those who spend their lives protecting everyone else. As cops, we are expected to be all things to all people. Unfortunately, when our lives experience some turmoil, we also need someone to turn to. I am proud to say that our officers have those dedicated people at the PPA.

Please don't mistake the chronology for bravado. To me, it is a source of pride. Pride, professionally, for being part of an honorable profession, working with honorable people in an honorable organization. Pride, personally, for believing I may have made a little bit of difference, may have made someone's life a little better, a little safer and learned a lot at the same time.

It has been my pleasure working with the many officers I came into contact with over the past eight years while at the PPA. Hopefully, I gave you the type of time and attention you have earned and deserve. It has also been my pleasure working with and around the many officers and employees I have been fortunate enough to cross paths with over the last 30 years. If I had space, I'd name you all, but suffice it to say, you know who you are! You made my time here more than I could have ever imagined! For those of you who know me, you know I generally say what is on my mind. As I walk out the door, it will be no different. Please bear with me as I take the liberty to leave with some rants and raves.

To Sheriff Gillespie: It's not easy being at the top. I appreciate you taking on the challenge. It is a tough job. Please remind your staff that they expect a lot from our officers, understandably so, but they should remember that our officers have a right to expect a lot from them, too!

To Undersheriff Rod Jett: Thank you for always taking the time to look at things objectively. We didn't always agree, but you always allowed the conversation. If you ever get the urge to go through a door, call me.

To some of the folks at the PMSA (you know who you are): Remember, we were all created equal. It's time to put the egos aside and start playing nice with others.

To some of the folks at the *Review Journal* (you know who you are, too): If you had to meet the standards that our officers do, most of you wouldn't have jobs. You're supposed to be professionals. Don't you think it's time to start acting like one?

To my peers, co-workers and friends at the PPA: Chris, no one will ever be able to understand the sacrifices you, Tom, Michelle, Mark, Ken and Kevin have made to your careers and families to provide our members and their families with the benefits and protections they have earned and deserve. The depth and breadth of John, Kathy, Laura and Roy's work could never be truly appreciated enough.

The last eight years have been wonderful! I appreciate all that you do and have the utmost respect for you all. Thanks for letting me be part of such an important aspect of what we do as officers. Protecting those that protect everyone else is a special calling. I'm glad you allowed me to stick around and be part of that. It has been special!

Lastly, to the men and women of Metro: You do a sometimes unappreciated and thankless job, but you are professionals. Don't ever let anyone else tell you differently. It takes a special person to do what you do. I will always appreciate the sacrifices you make every day for our community.

Thank you for always being there and, as always, stay safe! VB

CONGRATULATIONS TO THE CONTEST WINNERS FROM THE LAST ISSUE!



Poker Chip Contest \$250
Billy Riggan



P# Contest \$50
Kai Hoskins



P# Contest \$50
Antonio Morales

Not Pictured:
Matt Downing and Justin Marzec



KATHY WERNER COLLINS
General Counsel

I first joined the Las Vegas Police Protective Association's legal team in 1998. I had come here after working for about nine years in private practice, both in the Midwest and here in Las Vegas. And while I won't go as far as to say my Midwest upbringing and my years of legal practice there were sheltered, I will at least admit that the vast majority of my clients were your "average Joe" who had sustained some personal injury, lost his job or "blown the whistle" on his employer and had either been disciplined or terminated. Suffice it to say, the world of crime and law enforcement in Las Vegas was outside the realm of my experience.

When I came to the PPA, that was all soon to change. Now, in addition to expanding my knowledge of labor and employment law to include practice focusing on public-sector employees, I was also suddenly immersed in a world beyond anything I had ever seen before. Nonetheless, as my partner John Dean Harper (whom I have known since law school) commonly refers to me as "one of the guys," I figured I would be able to "hang" in the world of arrests, guns, excessive-use-of-force allegations, officer-involved shootings and the like.

Despite my "one of the guys" reputation, it still took me some time to come up to speed with all the agencies, Metro acronyms and unusual responsibilities and people I would encounter in my new job. It was in my early days at the PPA, back in the time that we were working out of the building on Burnham Avenue, that I attended one of my first Board of Directors' meetings. For those of you who don't know, we have a full-time Executive Board, which back then consisted of about four full-time officers assigned to the PPA, as well as a Board of Directors, which then was another 20 to 25 officers elected to represent their respective area commands, other areas of assignment and the City Marshals. The full Board of Directors would meet (and still does) two times a month, in the evening, to handle PPA business.

As a newcomer to the Board meetings, I chose a seat at the end of a u-shaped table. There I was, minding my own business, following the recitation of the Pledge of Allegiance, when in walks an unshaven, shoddily dressed individual, clearly not belonging to this Board, who chose to sit right next to me. I figured he was either homeless (recently homeless, since at least he did not reek) or some felon looking to rob the Debriefing Room bar that was in the Burnham Avenue office building immediately adjacent to the Board room. I waited with bated breath, certain that this room full of some 20 to 25 police and corrections officers comprising the PPA Board and Executive Board would take action and come to my aid. I waited for what seemed like an eternity, but no one did anything, said anything, nor seemed surprised about the presence of this "ne'er-do-well" in our Board meeting.

Thank You, Dave Kallas!

As the meeting continued (I remember we were discussing the potential endorsement of a local politician), this shabby, unkempt individual actually had the gall to speak up and put in his two cents about the issue at hand. I mean, who did this guy think he was, and when was one of the officers going to put a stop to this madness and remove this guy from our Board meeting? Then he actually spoke. He spoke articulately. He spoke with a commanding voice. He spoke with great knowledge and understanding of the issue, the politician we were considering and how the endorsement process works. And that was my introduction to Dave Kallas, our then Board Director representing, amongst other assignments, the Intel group, where (now obviously) Dave worked.

It was not long after that, amid allegations of impropriety surrounding the relationship between the PPA and its third-party health insurance administrator and efforts of a rival union to take over as the exclusive bargaining agent for the police and corrections officers at Metro, that David Kallas was asked to assume the responsibilities of PPA President. David had the support of the then-current PPA Board of Directors, the PPA attorneys and even the Administration.

In his early days as the president of the PPA, a title that later changed to Executive Director, David worked tirelessly, long hours addressing the move brought by this rival union to decertify the PPA as the exclusive bargaining agent for the officers of Metro. Suffice it to say, his efforts were successful and we are all thankful for it, because as the saying goes, the rest is history!

David Saved the PPA and By Addressing the Concerns of Its Members and Non-Members Has Caused Its Membership to Grow

In the early 1990s, after successfully maintaining the PPA's recognition as the exclusive bargaining agent for the rank-and-file officers of Metro and the City Marshals, Dave knew his work was only beginning. There were many who thought the PPA was headed in the wrong direction and membership was at an all-time low. Dave worked hand-in-hand with the Department, local politicians and our members to phase out the existing health plan that was so problematic and created the LVMPD Health and Welfare Trust that we have today. Additionally, Dave worked with the PMSA to create the Post-Retirement Trust which is in existence today to provide retirees with a monthly supplement to aid in the cost of health-care coverage.

Through his endless diligence and efforts, officers began to see a change. They recognized that David Kallas and the new Executive Board that he put together were sincere about fixing the perceived problems that existed under prior leadership. Additionally, David and his fellow Executive Board members individually contacted all non-members of the Association to

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LEGAL CORNER

(continued from page 11)

determine their concerns and ask them for an opportunity to prove that the "new" PPA was going to do a better job of responding to the needs and desires of the membership. And, slowly but surely, David's efforts paid off over time; David brought membership in the Association from an all-time low to an all-time high, where it remains today.

David Has Made the Association More Transparent and Representative

In conjunction with David's efforts to respond to the needs and concerns of the membership in a more accurate and timely fashion, he has strived to make an Association that is more transparent and representative. Under Dave's leadership, the Board of Directors has increased in size so that more areas have direct representation than before. Additionally, Dave created non-voting Board seats for organizations such as the Black Police Association (BPA), the National Latino Peace Officers Association (NLPOA) and the Asian Police Officers Association (APOA) so that their diverse interests could be considered as the Board considers matters of interest and importance to its members.

David Has Been Instrumental in Negotiating Some of Our Richest Collective Bargaining Agreements Over the Years

David participated as a member of the 1997 and 2001 negotiation teams that were responsible for the 1997-2001 and the 2001-2005 Collective Bargaining Agreements. Those contracts saw significant cost-of-living increases (often as much as two percent or more every six months over a period

of years). Those contracts also brought about significant improvements in the way the Association is able to address disciplinary grievances.

David Has Strived to Improve Communication with Our Members

In an ongoing effort to improve service to the membership, which Dave has always made his top priority, Dave has made huge efforts over the years to improve the way the Association communicates and responds to the membership. This has resulted in surveys to the members over matters of interest; regular briefings that the Executive Board attends and a PPA website that contains our contract, Bylaws, links to groups that aid and assist PPA members and contact listings for all Executive Board members and attorneys.

A New Home for the PPA

When Dave took over as head of the PPA, the Association owned a building, previously mentioned, down on Burnham Avenue. And, as mentioned, many of our members felt the organization was moving in the wrong direction at that time. In an effort to "start fresh," Dave, along with the assistance of other Executive Board members and Board of Director members, was instrumental in working to sell that property, and through a series of land swaps, ultimately obtained the land and plans to build the Association's new home in the north-west area of town.

David Has Helped Officers Statewide Through His Lobbying Efforts in Carson City and His Service on the PERS Board

In addition to all David has done internally at the PPA, we are forever in his debt for all the advancements he has made for law enforcement officers

Thoughts and Thanks from Others

David,

Thank you for giving me the opportunity to work at the LUPPA. You showed me, thru your leadership and example, how to build bridges to serve the greater good. The men and women who wear the badge everyday. You're a true professional in every way. I wish you, Kim, Chelsea and Evan all the best in your future endeavors. GO REDSOX!

Tom Reid

Dave,
Congratulations on your retirement. It has truly been a pleasure working with you!

DAVID,

THANK YOU FOR SHARING WITH ME YOUR TIME, TALENTS, AND ENERGIES. I APPRECIATE YOUR EXPERIENCE AND WISDOM. I WISH YOU THE BEST, ALWAYS! ENJOY RETIREMENT!

KIM C. BAKER

DAVE: YOU HAVE DONE GREAT WORK FOR THIS ASSOCIATION. IT WILL NEVER BE FORGOTTEN. HAVE AN ENJOYABLE "RETIREMENT!"

JPH

David,

Thank you for heaving the loads in me to bring me up full time. Your dedication has been an inspiration. You've left some enormous shoes to fill! Congratulations!

Michelle Jile

Thanks for all you have done on behalf of law enforcement over the years. I'll miss you, Kirby

All of your hardwork and dedication you have given to the LUPPA membership and staff is appreciated and respected. I wish you the very best. Laura

David,

Your dedication, commitment, and passion have always made you a true professional! Thank you for your service and inventing the infamous "Reprocat". You will be missed.

Mark Chapman

DAVID

All your hard work and commitment, integrity, and passion for the LUPPA and law enforcement in general will be missed. At first I had some misconceptions about you which were "false". Now I can say you are a true professional and a good friend, who will be missed. Now go enjoy life to its fullest.

Kenneth Lechner

DAVID,

WHAT CAN I SAY. I AM HERE TODAY BECAUSE OF YOU. YOU BROUGHT ME INTO THIS JOB AND THEN TAUGHT IT TO ME. BECAUSE OF YOU I MET KATHY, NOW MY WIFE. YOU HAVE CHANGED MY LIFE IN MORE WONDERFUL WAYS THAN I CAN TELL YOU. YOU ARE FARMORE THAN MY FRIEND. I LOVE YA LIKE A BROTHER. I WILL MISS YOU, BUT I HOPE ONLY TAKE THE BEST FOR YOU AND YOUR FAMILY. ENJOY RETIREMENT!

Chris

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LEGAL CORNER

(continued from page 12)

statewide. David has worked as a lobbyist not only on behalf of the men and women at Metro and the City Marshals, but on behalf of law enforcement officers throughout southern Nevada and throughout our state.

Over the years, Dave has forged relationships with other lobbyists representing the interests of law enforcement, political consultants and local, state and national politicians. Through these relationships, Dave has been able to bring about overt changes that officers in our state can actually feel, such as changes to laws affecting law enforcement.

Specifically, David has participated in drafting and testifying on behalf of legislation that has greatly benefited and expanded peace officers' rights in the state of Nevada. He has effectuated too many significant changes to NRS 289, the "Peace Officers' Bill of Rights," to mention in the space of this article. However, some of the more noteworthy include adding a law that makes it a crime to make a false complaint against a peace officer; initiating a statutory change prohibiting a department from interrogating an officer without 48 hours notice of the date and time of the interrogation (as well as other required information that must be contained in the notice as set forth in NRS 289.060[2]); creating a requirement that a law enforcement agency must expressly inform a peace officer that failure to provide a statement or answer questions related to an allegation of misconduct may result in a charge of insubordination before an interrogation may be conducted; creating language authorizing a peace officer to have two representatives present during an interrogation and clarifying the role of a representative to now allow the representative to make a recording of a hearing or interrogation; generating language allowing a peace officer or any representative of a peace officer to copy the entire file related to an investigation if the officer appeals a recommendation to impose punitive action against him or her; initiating a provision making the home address and photograph of a peace officer in the possession of a law enforcement agency confidential, unless the officer consents to the

release of the information or the officer is arrested; and changing NRS 289 to now prohibit the use of evidence that is obtained during an administrative proceeding or civil action against the peace officer in violation of the statutory rights of a peace officer in NRS 289.

In addition, through relationships cultivated over time, Dave has been able to bring about less overt changes that you may not immediately see but which certainly impact you and your families. These include advocating for budget increases for the Department as a whole, endorsing state and local candidates whom the Association believes will be supportive of issues that affect public employees in general and law enforcement in particular and the like.

Some time after becoming Executive Director of the PPA, David was appointed to serve as a Board member on the Public Employees Retirement System Board and since then has been representing the interests of law enforcement officers on that Board, as well.

David, on behalf of the PPA Executive Board, Board of Directors, the PPA office and the membership of the Association, thank you for all you have done over the years. Happy retirement! VB

Publisher's note: In the July/August 2009 Legal Corner article by General Counsel John Dean Harper, the word "tortiously" was erroneously changed to "tortuously" during the editing process. We apologize for any confusion or misunderstanding as a result of this mistake.



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Sheriff's Message

SHERIFF DOUGLAS C. GILLESPIE

For those of you who haven't had a chance to watch my sixth "State of Metro" presentation, I'd like to recap the main points for you here.

Goal 1: Prevent, reduce and disrupt crime and terrorism. With crime down 10 percent this calendar year, you are currently exceeding the goal of five percent that was set earlier this year. Crime, compared to 2004, is down 28 percent. Why? A strategic approach and teamwork. The quality of work being done in Patrol is second to none. I have always said a police department is only as good as the men and women in the uniform. Goal 1 is also about fighting terrorism and keeping our homeland secure. We have a Fusion Center that, for the first time in our history, allows us to have crime being monitored and analyzed 24/7, 365. This center continues to expand its duties. If you have not visited the facility, you should.

Goal 2: Recruit, train and develop our people. In June of this year, we hired our 600th police officer with the More Cops sales-tax funding. That was accomplished in two-and-a-half years. What a huge accomplishment. Recently, I have heard in Shop Talk and other forums that some of us at Metro think the best way to save money today is to cut back on training, to reduce or eliminate leadership development training. Well, I agree that we need to take a hard look at where we spend those training dollars. But I, for one, don't want to stop moving forward on these vital programs. I am committed to keeping us on track for the future, and training is the way to do that.

Goal 3: Initiate timely and open communication. Strategic planning has opened our eyes to the need for candor when discussing issues affecting all of us. Our improved communication has helped an organization of 5,905 people to work together in submitting a budget that should be modeled by other agencies; it improved our ability to reduce crime in difficult times. When I took office, your number one complaint/concern was communication. Well, no longer is that the number one issue. Make no mistake, people, we still have work to do. I still have work to do. I don't care what your P# is, and I don't care how long you've been a member—if you've got something to say, I want to hear it. And I believe the overwhelming majority of this organization feels the same.

Goal 4: Develop and implement solutions to improve traffic safety. Fatals are down 35 percent, compared to 2004 numbers. Traffic accidents are down 16 percent as well. This department has made the roads safer. Yes, I know there are theories out there about people driving less because of the economy and the price of fuel; however, we have exceeded many of our expectations in

regard to making our roads safer. This is not just because of Traffic. Yes, those men and women who ride those motors play a big part, but to lower this the way we wanted to, each and every one of you has had to be a participant. Our focus as an organization makes a difference. Keep it up.

Goal 5: Effectively use innovation and technology. I have spoken about the strategic planning process, and our ability to be innovative has been the hallmark of this process. When I talk about technology, I am always asked about the radio project. We will be testing radios and looking at migrating to the new system in the first quarter of next year. It's moving forward.

Now that we've reviewed our strategic goals, let's look at some key topics:

The Economy: First, I want to give credit to you all for helping to submit a zero-percent increase to our operating budget for this fiscal year. It required a \$20 million reduction to our projected 2009/2010 budget, but we did it. I want to personally thank the PPA for the leadership demonstrated in dealing with the contracts. We have a difficult road ahead. We need to approach this new fiscal year being as frugal as the last. I, for one, am concerned that we can lose focus. A good example of this is our fuel consumption. Last summer, we instituted a plan to reduce fuel consumption, but it is creeping back up. Let's use these types of things to track our progress. Let's all be accountable. I want to make sure everyone understands that an approved budget that we just started is not guaranteed. The revenues which fund it are **projected**. We could be faced with a shortage of revenue. If that occurs, more cuts will need to be made. It is very hard to predict the economy. This is such a big part in our day-to-day life at Metro, as well as your life at home. If you hear a rumor, reach out to Shop Talk. I will make sure to set the record straight.

More Cops: As you know, the additional ¼ cent of the ½ cent approved by the voters was not enabled this legislative session. However, we are far from being done. We will be back in 2011 for that ¼ cent. And if I'm fortunate enough to be elected your Sheriff again, I will be there as well. I have already reached out to leadership in the Assembly and the Senate to get their support. We are a year and a half away; I will keep you updated as we move forward. The good news is that, with the inclusion of More Cops, we now exceed the goal that was established years ago of two cops per 1,000 permanent residents. The slowdown in growth and the economy have allowed that ratio to grow faster than had been anticipated.

Facility Projects: The new NEAC is scheduled to open in the first quarter of 2010. The long-awaited Air Support hanger will hopefully be completed in November of this year. The LLOF will be completed in July with occupancy available in November. As you know, I decided not to open the facility, but I am looking to D/C Leroy Kirkegard and his staff to find some ways that we can use some of the facility when we get the keys. We are still moving forward on the Metro Headquarters Complex.

James Manor: I could not think of doing this article without speaking of his life and of his death. As I said in my video message to you, James Manor is a hero. Nothing will ever change that fact. This tragedy is one that showed our need for "transparency" as a public-safety organization. This was a wake-up call to a glaring problem in our profession and our department. Driving is the most dangerous thing we do. Each day, two Metro employees are involved in an accident. This year alone, nationwide, the number of police officers killed in the line of duty as a result of a 401 has increased 17 percent. Thirty-five officers died in auto accidents and 22 died from gunfire. We have to get

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SHERIFF'S MESSAGE

(continued from page 14)

serious about our driving. We must make safe driving as high a priority as any officer-safety topic. Don't jump to conclusions about policy or training. We're taking a look at it all. As we move forward, I will keep you informed. But just keep this in mind as we do: safe driving is a priority for you and for your families.

As our last areas of focus, let's look at the next six months. I really want everyone to first and foremost focus on our vision to be the safest community in America. I want you to think about as an individual and as a member of a team what have you done to move toward that vision. I also want you to focus on Goal 1: Prevent, reduce and disrupt crime and terrorism—in particular, robbers. Don't lose focus; these street-level robbers prey on everyone and we need to continue to beat them back. You're making great progress. We're almost at a seven-percent reduction from what was occurring last year. Stay focused; robbers get no breaks. Develop and implement solutions to improve traffic safety not only for the community, but for us as well. I am tasking all of us with a goal to reduce our department accidents over the next six months by 10 percent. Take responsibility and drive with awareness. You, patrol folks, have it the hardest—working that radio, MDT and navigating our roads. However, as I was told in my academy, if you don't arrive, you can't assist. It's an old saying, but it's as true today as it was back then.

Closing

There is a reason we use P-R-I-D-E for our goals, and it's not because the letters fit the acronym. We use PRIDE because Metro is an outstanding organization with 5,905 incredible employees. We have a lot to be proud of. Thank you—all of you—for the work you do, as individuals and in teams, to make our community safer. **VB**



Unity Tour Recognizes the PPA

On June 4, 2009, Rick Goltart attended the PPA Board meeting to present the PPA with a plaque in order to say thank you for the PPA's sponsorship of the Unity Tour Ride. Each year, the PPA has continued to sponsor the Unity Tour, as we believe it is a very worthy cause. From the Police Unity Tour's® website, "The primary purpose of the Police Unity Tour® is to raise awareness of Law Enforcement Officers who have died in the line of duty. The secondary purpose is to raise funds for the National Law Enforcement Officer's Memorial and Museum." The officers who participate in the Unity Tour ride spend a lot of personal time and money in order to participate. P# 4751 They don't seek any acknowledgement but truly should be honored for their commitment to honoring the memories of fallen officers.

End of Watch

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

Name: Frank A. Tucker, P# 977
Rank: Corrections Sergeant/Temporary Investigative Aide
Assigned To: CCDC
Hired: October 30, 1973
Retired: April 2, 1995
Rehired: October 8, 2001
Resigned: Actively employed
Died: July 10, 2009

Name: George "Sonny" Carlman, P# 1546
Rank: Corrections Officer II
Assigned To: CCDC
Hired: April 11, 1978
Retired: April 28, 2003
Died: July 18, 2009

Name: James Ayers, P# 679
Rank: Police Officer, Part-Time Instructor
Assigned To: EVOC
Hired: January 13, 1971
Retired: January 13, 2003
Rehired: 2004 (Actively employed)
Died: August 5, 2009

~

The LVPPA sincerely regrets an inaccurate End of Watch notification for Officer James Manor. The July/August issue of the Vegas Beat should have listed his End of Watch as May 7, 2009, as it was also listed on the cover of the magazine.

COLLINS

(continued from page 4)

building—a story that Mr. Geary told me right out of his own mouth he did not believe was worth printing. This tells me one of two things: It was either a very slow news week the week prior to Sunday, August 2nd, or Mr. Geary and the *Review Journal* simply don't like the LVPPA. I believe it is the second choice and, for that reason along with the fact that Mr. Geary is not a man of his word (at least not with me), he will never get another quote or bit of information from anyone here at the LVPPA as long as I am the Executive Director.

As a true professional journalist used to say, "Now, for the rest of the story." The story of the new LVPPA building goes back many years, but let's get to the details. For approximately 18 months, the LVPPA looked at many sites to build our new office building. We also looked at purchasing an existing building and renovating it to fit our needs. During this process, we talked to three contractors and decided to hire Dean Bryan Construction. On February 1st, 2007, Mr. Bryan came to our Board Meeting and gave us the proposed costs associated with building on some of the sites we had looked at as well as the cost associated with purchasing and renovating a building.

- The first proposal was to purchase the old FBI building on East Charleston. The cost associated with this was \$13,400,000.00 for 40,000 square feet, or a cost of \$363.00 dollars per square foot. Then the building would have needed a complete renovation.
- Second was a piece of property located at 7th and Stewart. The cost associated with this piece of property and the construction of a building was \$7,500,000.00 for 19,658 square feet, or a cost of \$382.00 per square foot.
- Third was piece of property located at 4th and Clark. The cost associated with this piece of property and the construction of a building was \$11,400,000.00 for 24,000 square feet, or a cost of \$475.00 per square foot.

- Fourth was a piece of property located at 7th and Rochat. The cost associated with this piece of property and the construction of a building was \$10,300,000.00 for 23,000 square feet, or a cost of \$448.00 per square foot.
- Fifth was a piece of property located at 7th and Bonneville. The cost associated with this piece of property and the construction of a building was \$9,100,000.00 for 19,658 square feet, or a cost of \$463.00 per square foot.
- The last proposal was 9330 West Lake Mead. The cost associated with this piece of property and the construction of a building was \$6,612,000. That purchased 20,329 square feet of office building, of which 16,509 square feet are above ground and 3,820 square feet are below ground. Also included in the purchase were all the tenant improvements, covered parking and landscaping that go along with a class "A" office building for a cost of \$325.24 per square foot.

On February 15, 2007, the LVPPA Board of Directors unanimously voted to go forward with the 9330 West Lake Mead proposal. As you can see, it was the least expensive of all the proposals. There can be no doubt the Board of Directors lived up to their fiduciary duties. Agree or disagree with the location, but no one can say that we were better off paying rent than owning our own building.

What really bothers me about Mr. Geary's story is that some member, non-member or citizen had to hide behind the press. The LVPPA's financial records are open for any member to come in and review. Make no mistake—this is not the last we will hear from Frank Geary; he will, without a doubt, write more negative stories about the LVPPA in the future. I want you all to know, here and now, I will not be responding to stories written by a reporter better suited to write fiction and printed by a newspaper sold on the same racks as the *Enquirer*.

Don't let the press get you down. As always, stay safe and fight the good fight. **VB**

REID

(continued from page 6)

mobile/portable coverage with better reception and much faster data rate transfer. Officers know where the current radio dead spots are, and this system was tested to ensure that coverage would be available in those areas such as Lee Canyon, Sandy Valley, inside Laughlin and strip casinos and area hospitals.

Q: What is the cost of the portable radios?

A: We are purchasing two different styles of digital radios sets:

- The P7270 is \$3,791.50 each. This will be carried by all police officers and corrections officers assigned to the Field Services Section (FSS) and other non-fixed posts at CCDC. Other units that will be in support of the police mission, such as the Criminalistics Bureau and other civilian sections, will also receive the P7270. This model has a number keypad on the front of the unit which allows for additional functions.

- The P5250 cost \$1891.50 each. These radios will be assigned to fixed posts at CCDC and to other LVMPD sections that do not need the full functionality of the P7270. The P5250 has no keypad on the front of the unit but otherwise operates the same.

Q: Can anyone get a scanner and listen to our digital radio traffic?

A: The short answer is no. Digital scanner technology in the consumer market place does not exist today.

Q: Will the local news channels and the *Review Journal/Las Vegas Sun* newspapers be able to listen to our digital radio traffic?

A: The news outlets will be able to listen to only the area commands talk group (channels). This will involve them buying their own digital radio from Harris. These radios will be programmed only by our LVMPD radio shop and the talk button will be disabled. Additionally, they must engage in an end-user agreement with the LVMPD. All other talk groups will be closed to them.

Q: Will the officers' current earpieces work with the P7250 or P5250 radio sets?

A: No, they are not compatible. Metro will provide hand mics and earpieces for those currently authorized to have them. Officers can purchase earpieces on their own for about \$20-\$40.

Q: What is the advantage of the digital radios over the current radios?

A: Less interference, elimination of being covered by another radio, last unit history of talking, quicker data transfer, long-term interoperability, emergency button and scalability to meet the needs of the Department in the future.

I want to thank Captain Herb Baker and Officer Mike Barnbeck for their contribution to this article. If you have any questions about the digital radio system, please contact the Radio System Bureau at 828-3433. **VB**

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Leadership as a Subversive Activity

BY MARTY LINSKY

Cambridge Leadership Associates

When I edited a weekly alternative newspaper, called *The Real Paper*, I learned how hard it was to put out a single issue of a weekly publication with consistent high quality. That's why I am so in awe of how frequently *The New Yorker* meets that test. The most recent example was dated May 11, and called "The Innovators Issue." I could go on and on about all the interesting stuff in there (see the pieces by Adam Gopnik on scarcity or surplus as a driver of innovation, Douglas McGray on a charter school crusader, and John Colapinto on the frontiers of neuroscience), but the piece that really grabbed me was Malcolm Gladwell's essay called "How David Beats Goliath."

Gladwell's ostensible purpose was to explore why underdogs sometimes win. He isolated two factors: (1) endurance and (2) changing the implicit rules of the game. These are both critical elements of exercising leadership. Leadership requires challenging, not meeting, the expectations of the other people in the game. That's what makes it risky. People don't like it when you fail to meet their expectations. But doing so is, pardon the cliché, a game-changer, experienced as subversive, not fair, not playing by the rules.

Look at endurance. My Kennedy School colleague and fellow part-time Italy resident Frank Hartman calls it relentlessness. Whatever the framing, the quality is about playing harder, or longer, than you are supposed to. A dear friend and mentor of mine was able to exercise leadership successfully without great authority on many matters that he cared about during the tough bureaucratic infighting at the Kennedy School by making it clear to whoever was involved in the issue that he was willing to stay on the playing field as long as it took to get what he wanted. As soon as he announced his relentlessness, people started backing off, unwilling to match his effort.

Marathon runners understand this. Most of them—I used to be one, but never again—do not expect to win. The game is about finishing, completing those 26.2 miles. But if that is your goal, it is simple. All you have to do is to keep going and you will succeed. Endurance. Relentlessness. How many times have you backed away from your purpose when you realized that you were dealing with someone or someones who were committed for the long haul, and were going to stay in the game no matter how long it went on?

Gladwell's other insight is about bending the rules, or interpreting the rules and norms in a way that also changes the game and gives you an advantage. His has several examples. There is the biblical David, perhaps history's most famous successful underdog, who eschewed the armor and traditional weapons in favor of a sling shot, which would play to his strengths. And Gladwell profiles a young, not-so-skilled girls basketball team who were trained for endurance and coached to incessantly press the other team trying to get the ball over the half-court in ten seconds. They generated confusion and turnovers...and unlikely victories. Both David and the girls were accused of not playing fair. They had not broken any technical rules, but they had violated the norms of play, under which they could not have hoped to be successful.

Leadership requires the courage and skill to stay in the game for as long as it takes and to sustain the disapproval of those who like the game the way it is currently played, because it suits their purposes, whether or not it is in the interests of the organization or community as a whole. How many times have you sacrificed your objectives by playing by the informal and implicit rules that were designed to serve someone's interest and purpose other than your own?

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Marty's blog: <http://cambridgeleadership.blogspot.com/>

Cambridge Leadership Associates: <http://www.cambridge-leadership.com/> VB



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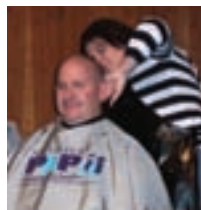
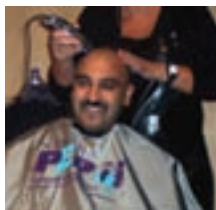
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Continued NAPO Membership

BY DETECTIVE CHRIS COLLINS

Executive Director

As you may know, the Las Vegas Police Protective Association has been a member of the National Association of Police Organizations (NAPO) for eight years now. During that time, I hope our members have seen the value of our membership in NAPO. Recently, I had the opportunity to travel to San Francisco, California, to attend the annual NAPO Convention. Following are a few highlights I'd like to share. Many Americans were upset with President Obama over his comments regarding the arrest of Dr. Henry Louis Gates Jr., by Sergeant James Crowley in Cambridge, Massachusetts. When asked about the incident, President Obama stated, "[T]he Cambridge police acted stupidly in arresting somebody when there was already proof that they were in their own home." Several law enforcement groups immediately demanded President Obama apologize for the statement. NAPO took a different approach. NAPO President Thomas Nee directly contacted President Obama within 48 hours, requesting he consider the harm done and reconsider his statements. As a result, President Obama personally called Sergeant Crowley at his home and asked him to attend a "beer summit." This beer summit took place July 30, 2009, at the White House, and was attended by President Obama, Vice President Biden, Dr. Gates and Sergeant Crowley.

No doubt P# M751 NAPO could have reacted like other police organizations, but nothing would have been accomplished. NAPO's patience and relationship with the President of the United States is what allowed such a meeting to take place. As stated by NAPO President Thomas Nee, "We look forward to continuing to work with all parties of goodwill to improve our common country's understanding of the difficulties and hazards that law enforcement officers face [and] to defend the legitimate rights of all officers..."

Also discussed at the NAPO Convention were legislative issues. NAPO continues to push legislative issues on Capital Hill on behalf of all law enforcement in the United States. Without boring you with too many details, two bills that appear to have a chance of passing late 2009-early 2010:

- National Collective Bargaining Bill for police officers
- National Bill of Rights for all police officers

Lastly, the elected officers of NAPO were unanimously re-elected and I was able to gain the position of Sergeant-At-Arms.

For further information about NAPO and our involvement, please feel free to contact me directly. **VB**

Managing Prescription Drug Costs

POMEROY & POMEROY

According to the Kaiser Family Foundation, between 1990 and 2005, annual spending on prescription drugs in the U.S. grew nearly five times, from \$40.3 billion to \$200.7 billion. Here are some suggestions to control prescription drug cost increases.

Three factors contribute to prescription drug cost inflation. First, we're consuming more prescription drugs. Between 1993 and 2003, the number of prescriptions per person increased from an average of 7.8 per year to 11.8 per year. Second, retail prescription drug costs have experienced greater cost inflation than the general economy—7.4% per year, versus an average of 2.5%. This stems from price increases for existing drugs and increased use of new, higher-priced drugs. Third, more people are using new, brand-name drugs. These cost more than older drugs due to research and development costs, advertising expenses and lack of competition from generics. Regardless of what type of medical coverage you have, prescription drugs are affecting your healthcare costs.

Here are some things you can do to lower those costs:

- **Ask if an over-the-counter remedy will work.** Over-the-counter remedies exist for many common, non-life-threatening conditions, such as pain, heartburn, yeast infections, and the like. In fact, many medications formerly available only by prescription are now available over the counter, such as Prilosec, a heart-burn medication. Even so, you can still buy prescription drugs for many of these conditions—at much higher prices.
- **Ask for generics.** When your doctor gives you a prescription for a brand-name drug, ask if there is a generic equivalent. Generics usually cost far less than their brand-name counterparts and are therapeutically equivalent. There may be reasons for your physician to prescribe a brand-name drug, however. Many newer drugs are protected by patents that prohibit other manufacturers from creating generic equivalents, or there may be a medical reason why your doctor prefers the brand-name drug. If so, ask why.
- **Ask for a formulary drug.** Newer and more expensive drugs are supplanting older, cheaper drugs as a first line of care. These drugs account for around

(continued on page 19)

Education-Based Discipline: A New Approach

BY MIKE PARKER

Education as an Option to Suspension

The young deputy shifted in his seat and looked nervously from side to side in a room full of his peers. Finally, he grimaced, raised his hand and somberly asked his question to the elected leader of the nation's largest sheriff's department.

"Our Core Values include treating all people with fairness and dignity, even criminals. Yet when it comes to disciplining our own personnel, why doesn't fairness apply to us too, Sir? I made a mistake. We all make mistakes. I admitted my error and agreed that there should be consequences for my actions. Yet, when I was suspended without pay, my wife and children were also punished for *my* mistake. Isn't there a better way?"

Sheriff Lee Baca agreed. He had heard comments like these for over a decade as sheriff. He responded recently by writing to the highest ranking members of the Los Angeles County Sheriff's Department (LASD). He said, "Effective discipline should not debilitate the affected deputy," and "ineffective discipline is when we fail to be fair."

He went on to assemble a diverse project team of LASD experts, then announced the inception of Education-Based Discipline (EBD) as an option to disciplinary suspensions. Rights are preserved while employees choose between suspension of pay or EBD. In describing the need for this dramatic change, he said, "Employees are led to the muddy waters of punitive discipline and made to drink, and then they get sick. Some are sick for the moment, and for some it takes a lifetime to cure."

POMEROY & POMEROY

(continued from page 18)

28 percent of the increase in the cost of prescription drug benefits. And often, the newer drugs are no more effective than older, proven medications. To prevent this problem, some health plans have formularies, or lists of drugs approved for specific conditions. When your physician selects a drug from a formulary, not only are you using a drug with a proven track record, you may save money. Many health plans encourage insureds to use formulary drugs by lowering co-payments for them.

- **Many mail-order pharmacies offer substantial discounts on drugs, particularly when you buy a supply for several months.** Many health plans encourage the use of mail-order pharmacies by lowering co-payments for mail-order drugs; if you have no prescription coverage, you will pocket any savings. Of course, if you need medication for an acute condition, you can't wait for it to arrive in the mail. But if you have a chronic condition that requires prescription drugs, you can use the Internet to compare pricing at several mail-order pharmacies.

Many health plans available to individuals include prescription drug benefits. For a review of your plan or information on prescription drug benefits, please call us.

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What Discipline Isn't

Discipline isn't supposed to be punishment. Its purpose is to work to ensure effective operations through employees' compliance with acceptable rules of conduct and performance. The vast majority of employees nationwide remain with their departments long after discipline is imposed and, for many, their perception of disciplinary fairness will be seen in their future perspective and productivity. Sheriff Baca's view is that "Our leadership values require us to believe that until a deputy leaves our service, he or she will always be our responsibility."

What is Education-Based Discipline?

Education-Based Discipline (EBD) is an innovative alternative to traditional disciplinary suspensions. EBD reduces management-employee conflict and embitterment that results from withholding employees' pay. Instead, offering optional behavior-focused education and training department-wide enhances communication, character, competence, and trust.

The Mission of EBD is to develop an individualized remedial plan with the involvement of the employee that emphasizes education, training, and other creative interventions, thereby promoting a more comprehensive and successful outcome.

How Discipline is Linked to Education

Guidelines help captains to create an individualized EBD plan while also allowing for employee input. The EBD "Discipline and Education Guide" links behaviors with "Action Items Menus" of education options. The LIFE (Lieutenants Interactive Forum for Education) class is a newly created decision-making course that is part of every employee's EBD plan. Meanwhile, a multitude of other classes and action item options include the LASD Deputy Leadership Institute, Steven Covey's Seven Habits for Highly Effective Law Enforcement, and writing a paper on what was learned.

EBD is flexible, can be duplicated, and is designed to stay, just like our employees.

Captain Mike Parker is a 24-year department veteran and the former unit commander of the Education-Based Discipline (EBD) Unit, Leadership & Training Division, Los Angeles County Sheriff's Department. STARS Center, 11515 S. Colima Rd., M-106, Whittier, CA 90604, (562) 946-7006, EBD@lasd.org. www.lasd.org. Published with permission. Sheriff magazine. Copyright 2009 by the National Sheriffs' Association.

The Los Angeles County Sheriff's Department (LASD) is the largest sheriff's department and third largest policing agency in the U.S. It is the largest contract policing agency and second largest transit police force in the country. The LASD manages the nation's biggest county jail system (about 20,000 inmates) and largest court security operation (600 bench officers and 48 Superior Courts).

Over four million people are directly protected by the LASD in over 3,100 of the 4,083 square miles of Los Angeles County. This includes 40 incorporated cities, 90 unincorporated communities, nine community colleges and over a million daily commuters of the buses and trains of the Los Angeles Metro and six-county Metrolink trains. The LASD includes over 10,000 budgeted sworn and 8,000 civilian personnel, as well as over 830 reserve deputies, 420 youth explorers, and 3,800 civilian volunteers. Leroy D. Baca was elected Sheriff of Los Angeles County in 1998. www.lasd.org. VB

WHAT WE DO FOR YOU

JUNE/JULY 2009 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
3/25/2009	Administrative Transfer	Administrative Transfer	To be determined
11/14/2008	4/105.09 Police Business Confidential	40 hour suspension	To be determined
11/25/2008	4/104.04 Obedience	8 hour suspension	To be determined
PRE-TERMINATION HEARINGS			
All. Violation Date	Alleged Violation(s)	Original Discipline	Decision
8/23/2008	LVMPD Regulation 4/101.19 Truthfulness Required at All Times; 4/102.12 Interaction with the Public; Critical Procedure 6/002.00 Use of Force	Termination	Terminated
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	
3/24/2009	To be scheduled	N/A	
4/3/2009	8/11/2009	N/A	
4/12/2009	6/17/2009	N/A	
4/21/2009	6/23/2009	N/A	
5/23/2009	8/18/2009	N/A	
7/1/2009	To be scheduled	To be scheduled	
INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS			
Declined/Cancelled	Represented	Total	
64	152	216	
ACCIDENT REVIEW BOARD			
Excusable	Non-Negligent	Negligent	Rescheduled
1	4	44	10

Choosing Wisely Can Save You Time and Money

LVMPD HEALTH AND WELFARE TRUST

When we talk to members about Emergency Room usage, the first thing most say is, "I can't get an appointment with my doctor." Why is that? Have you established a relationship with your doctor and their staff? Or, have you only chosen a doctor but have never been to see them?

Primary Care Physicians

Building a relationship with a doctor and their staff is vital to accessing care when you need it. You learn the office policy on "same-day" appointments and whether they accept walk-ins. Most offices reserve a few appointments each day for those calling in sick. Some offices may accept walk-ins either early in the morning or first thing after lunch.

When choosing a primary care provider, try to choose one that offers extended hours, weekends or urgent care services. By choosing a primary care provider that can meet these needs, you ensure that your medical history is available to your doctor during your visit. When you use the Emergency Room, the doctor does not have a historical perspective and only treats the immediate condition.

Alternatives to the Emergency Room

24-Hour Nurse Line: (800) 808-4424

January 1, 2009, the Trust began offering a 24-Hour Nurse Line to our members at no additional cost to you. If you need a little guidance or reassurance, the nurse is there to support you as to when and where to seek care when needed. They may be able to help you through the night so you can make it to your PCP or to an Urgent Care the next morning, saving you an unnecessary ER visit.

Minute Clinics

We have been discussing Minute Clinics for the past two quarters and have provided you with the locations both in the newsletter as well as have posted them on the message boards located throughout the Valley. If you don't have a primary care physician, this is the next best as there is no financial penalty. **You only pay \$15.00** to go to a Minute Clinic if you are sick. If you feel you need an x-ray, Minute Clinic is not for you.

Urgent Care Centers

There are several Urgent Care and After-Hour clinics available to you. You can phone Beech Street or go online to www.beechstreet.com to locate a center near you. Urgent Care centers are equipped to treat a host of illnesses or injuries, including sprains, strains, contusions, and fractures. Urgent Care centers are equipped with lab and x-ray stations to help diagnose more complex problems.

Emergency Room

This option should be your last resort in accessing care! ERs are not sites used for convenience. They are a precious resource, so use them wisely....The Emergency Room is reserved for the treatment of emergencies. If you are seen in the ER and it is determined to be non-life-threatening, your benefits will be REDUCED and it will cost you and the Trust more than you thought. By all means, if your situation is life-threatening, don't hesitate. But if you are using the ER for the convenience of location, time or day, think again. It will cost you both in time and money. P# 6516

Cost to you and the Trust

Primary Care	
Your Cost	Cost to the Plan
\$15.00	\$20.52-\$30.00
Urgent Care	
Your Cost	Cost to the Plan
\$35.00	\$76.00-\$90.00
Emergency Room (Facility Only Charge*)	
Your Cost	Cost to the Plan
\$100.00	\$493.00

**Remember, the ER doctors bill separately, so there is additional cost to you (10% co-insurance on top of the \$100 co-pay).*

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



DID YOU KNOW?



The Health Trust now offers a Weight Watchers program as part of your benefits under the Wellness Program. Your benefit entitles you to a \$250 annual reimbursement for program fees incurred by attending Weight Watchers.

Call UMR at (702) 413-1701 for more information!

THANK YOU LETTERS

Chris and all the gang at the PPA,

Thanks so much for the retirement gift. I love the watch. You guys are great.

Steve

Dear Mr. Collins,

Our thanks to you and the Las Vegas Police Protective Association for the recent payment of \$20,000 to complete your \$100,000 pledge for the National Law Enforcement Museum. This is a tremendous achievement! We have currently raised \$39 million for our Campaign goal. Your gift puts us closer to this fundraising goal! Without the generous contributions of leaders like you, this Museum would not be possible.

Visitors to the National Law Enforcement Museum will have the experience of a lifetime. It will be the largest and most exciting museum of its kind in the world, telling the incredible history of law enforcement in America. The museum will be filled with hands-on activities, state-of-the-art, interactive technology, and rotating educational exhibitions.

The interactive exhibitions will allow visitors to walk in an officer's shoes and to experience, first hand, what it is like to make the life or death decisions, solve crimes and see how law enforcement keeps everyone safe while maintaining a free society.

This national institution will be a powerful way to build respect and appreciation for the more than 800,000 law enforcement officers who serve our nation, especially among young people.

Thank you again for being a part of this historic project!

Sincerely,
Craig W. Floyd
Chairman and CEO

Dear Chris,

Please extend my thanks to your members for endorsing my re-election campaign for District Attorney. Together, we will continue to work to keep our community safe.

As always, please call me if there is ever anything I can do for you.

Best Wishes,
Dave
(David Roger, District Attorney)

Way to go! I, too, read the comments made and just shook my head. Typical RJ and typical civilians that probably got something against us, as usual. Thanks for standing up and writing a terrific "rebuttal!"

Brian Smith, P# 9673
BAC PSU
(Written in response to the PPA rebuttal to Frank Geary's article in the Las Vegas Review Journal.)

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 (3-11)	\$22.99	\$20.00
Legoland	Two Day Ticket-Adult	\$63.00	\$44.00
	Two Day Ticket-Child (3-12)	\$53.00	\$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 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



CALENDAR

2009

- September 1** Labor Day
- September 3** General Membership Meeting (PPA office)*
- September 27** Baldy Bash
- October 30** Nevada Day
- November 11** Veterans 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

- 06/12/2009 Lonnie Jolliff, P# 4298 PO II (A-2)
- 07/09/2009 Dennis W. Devitte, P# 2256 PO II
- 07/17/2009 James D. Evans, P# 1831 CO II
- 07/22/2009 Russell L. Jensen, P# 3551 Police Sergeant
- 07/23/2009 Michael T. Szeles, P# 3526 PO II
- 08/05/2009 Kenneth L. Marshall, P# 2640 PO II
- 09/01/2009 Anthony V. Grasso, P# 2772 CO II

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

The 10th member to find a  hidden somewhere in this issue of Vegas Beat and enter its location at our website will win \$250. See our home page at www.LVPPA.com for entry details.

Giveaway #2: Five \$50 prizes

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

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

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

Each issue gives you the latest information on

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

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

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



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