



LVPPA VEGAS BEAT

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

VOLUME 4 | ISSUE 5

January/February 2010

★ ★ ★ IN MEMORIAM ★ ★ ★



OFFICER TREVOR NETTLETON

DATE OF BIRTH: MAY 5, 1979

END OF WATCH: NOVEMBER 19, 2009



OFFICER DANIEL J. LEACH

DATE OF BIRTH: NOVEMBER 8, 1960

END OF WATCH: NOVEMBER 21, 2009



★ ★ ★
IN MEMORIAM
★ ★ ★



OFFICER TREVOR NETTLETON
★ 1979 - 2009 ★

OFFICER DANIEL J. LEACH
★ 1960 - 2009 ★





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See Page 21

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

Las Vegas Police Protective Association Metro, Inc.
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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

2009: A TRAGIC YEAR

I have been an officer with the LVMPD for 26 years now and never has our Department seen a year so tragic as 2009. As I sit and write this article I have several thoughts. Foremost, I think about the loss of our four brother officers.

The loss of these officers hit us all very hard. Thank God we are not accustomed to losing our brothers and sisters here at Metro. Each loss put a knot in the pit of my stomach. Some of you lost not only co-workers but friends and relatives. I cannot even begin to understand how you must feel. What I can tell you is how proud I am to be a member of the Metro family. When a few civilians and media types said these officers had not given their lives as heroes, that upset me far beyond any point I can describe. I am sure this upset all of you as well, but you could not show it or allow it to keep you from doing your job. Each of you continued to do your job with the utmost pride and professionalism, just as our lost brothers would have wanted you to do. The loss of these officers brings to light just how dangerous our job can be. It is not just a cliché that every day we go to work we put our life on the line. We have sadly proven that four times this year. It does not matter to me what your job title is here at Metro. What matters is that you have chosen a life of public service. Law enforcement is not just a job: It is a calling that we answer. Not everyone can

do this job. First you must be a person of unquestionable integrity; then you must get through the screening process. Next you must complete the training and last, but certainly not least, you must have a strong family because you will certainly miss birthdays, anniversaries and holidays. This profession will take its toll on your families and it is certainly not going to make you rich. In this great country of ours there are only 900,000 (approximately) law-enforcement professionals. It is not a job, it is a calling. So with that said, it does not matter if you come to work as a member of our civilian support staff, put on a vest and gun or walk the decks at CCDC: You are a HERO, let there be no doubt. We are the "THIN BLUE LINE" that stands between evil and the citizens we have sworn to protect. While standing watch on the THIN BLUE LINE more than 18,600 law enforcement professionals have paid the ultimate price: the loss of their lives. Eighteen of those are from our LVMPD family (before and after consolidation). How these people died is not what made them HEROES, but rather how they LIVED their LIVES that made them HEROES. You have all answered the calling, chosen to live the same type of life as our fallen heroes, so I say again there is no doubt that each and every one of you is a HERO.

My next thought is about our Sheriff, Doug Gillespie. This past year must have been difficult at best. No Clark County Sheriff has had to deal with the loss of four of his officers until Sheriff Gillespie. Many of us, including myself, do not always agree with Sheriff Gillespie, but during these tragic months I watched the Sheriff on TV. Sheriff Gillespie stood tall, and with each of these tragic losses told our community that our brothers died as HEROES. While I attended the funerals of our brothers I watched Sheriff Gillespie interact with the family and friends of our brothers each time promising those people they would never be alone, that they would always be part of the Metro family. Each time I saw these things I was proud to be one of Sheriff Gillespie's troops. For that, I say, "Thank you."

I write about my next thought as my last, but truth be told it has been my first and last thought every day since last May. That thought of course is about the families of our lost brothers. I cannot even pretend to understand the grief you are going through. What I can offer you is my help either personally or as the Executive Director of the LVPPA. You may not be aware that the LVPPA has recently formed the PPA Charities, a non-profit (501)(c)(3) that will help the families of our fallen HEROES with education expenses as well as Christmas and birthday gifts. For more information about the PPA Charities or anything else I may be able to help you with please do not hesitate to contact me. Neither their families nor our fallen HEROES will ever be forgotten here at the LVPPA. As always and now more importantly than ever, stay safe and fight the good fight. **VB**

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INSIGHT

Boldness, directed by an overruling intelligence, is the stamp of the hero.

—Karl Von Clausewitz



Who Is the LVPPA Going to Endorse for the Sheriff's Race? Only YOU Decide!

POLICE OFFICER MARK CHAPARIAN
Assistant Executive Director

I hope you all had a wonderful holiday and are ready for 2010. This year will hopefully be a safer year for our Metro family. We can certainly count on this year to be a busy one politically. I want to remind you that our Sheriff is up for reelection this year, and I assume he will be looking for an endorsement from the Las Vegas Police Protective Association. If you are not aware, this process has changed to empower YOU, the member, in making that decision. LVPPA Bylaws, Article 19.02, Section A, Subsection 2-a, states:

“For the purposes of an election for the office of Sheriff (and only the office of Sheriff), mail-out balloting will be done in accordance with Bylaw 28 (mail-out balloting). If P# 7521 a minimum of 51 percent of the ballots are returned by the membership, the majority of votes of the returned ballots will determine the candidate to be endorsed by the Association for the office of Sheriff.”

This Bylaw was created after the last election for the office of Sheriff and places a tremendous responsibility upon the membership to carefully, responsibly and dutifully choose whom our organization will endorse for Clark County Sheriff. The filing deadline for running for the office of Sheriff is early March 2010. It is safe

to say that, shortly after the filing deadline has passed, you will find a ballot questionnaire in your U.S. mailbox with the address you have on file with the LVPPA office, asking whom you would like your Association to endorse in the race for the office of Sheriff. Keep in mind, this is one of the most sought-after endorsements in the entire state of Nevada. I beg that you consider these factors prior to making your choice, sealing the envelope and sending it off to the LVPPA to be counted.

1. Is my decision based on who is best qualified to lead our agency?
2. Is my decision based on who will work with our Association instead of against it?
3. Is my decision based on who has the integrity, honesty and honor to be the chief law enforcement person in the state?
4. Is my decision based on a personal experience (good or bad) or is it based on an overall picture of this candidate's past record of performance, attitude and conduct?

Spread the word, encourage members to participate and ensure that we have a current address on record. You asked to be involved with this endorsement process so here is your opportunity! As always, BE SAFE and, if you have any questions regarding this article, please call, stop in or attend the next general-membership meeting. **VB**



John H. Hastings D.D.S.

Attention: Las Vegas Police Protective Association Members!!!

We are pleased to inform you that our dental office accepts your dental insurance 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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Veterans Exemption Program

CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

Economic times are tough all over and Las Vegas is no exception. Our officers and their families are always looking for ways to save a few dollars here and there. I want to let you know about a program that can help you save money and, believe it or not, it is a Nevada Revised Statute (NRS) that makes it possible. (Sometimes state government is really here to help.)

The Veterans Exemption Program allows certain individuals who qualify to pay a reduced amount in either their property tax or the motor-vehicle Government Services Tax (GST) during the annual vehicle registration. Only one vehicle per veteran is eligible for the Veterans Exemption. To qualify for this program, you must be a veteran or a disabled veteran.

Veterans Exemption applies to Nevada residents that have served in the Army, Navy, Marines, Air Force, Coast Guard or Merchant Marines during time of war or national emergency.

The veteran must have served 90 continuous days on active duty with at least one day falling within the dates listed in the following column:

- April 6, 1917 to November 11, 1918
- December 7, 1941 to December 31, 1946
- June 25, 1950 to May 7, 1975
- September 26, 1982 to December 1, 1987
- December 20, 1989 to January 31, 1990
- August 2, 1990 to April 11, 1991
- December 5, 1992 to March 31, 1994
- November 20, 1995 to December 20, 1996

Also eligible are veterans that have served on active duty or in support of combat operations in which a campaign or expedition service medal was awarded. Some examples are the Global War on Terrorism Service Expedition medals (GWOT medals), Prisoner of War medal, Joint Meritorious Service medal (JMUC) and Kosovo Campaign medal. Complete listings of qualifying medals are available at the Clark County Assessors office or the local Veterans Administration (VA) office. This means that veterans that have participated in Operation Iraqi Freedom (OIF) or Operation Enduring Freedom (OEF) qualify for this exemption even though the dates of this conflict do not appear in the listing above.

To see if you qualify for the Veterans Exemption Program, you must possess a valid Nevada driver's license and a copy of your DD214 (Certificate of Release or Discharge from Active Duty) or a written statement from the military that you performed duties in support of the Gulf War. Lastly, you can attest in a written letter by you explaining in detail the military assignments you performed in support of the Gulf War. The Clark County Assessor will review the written information and inform you if your duties and responsibilities qualify you for the Veterans Exemption.

Currently, the GST exemption on a vehicle is worth about \$119.00. If you choose to use the veteran's exemption on your property tax, the amount is worth \$2,380 of the "assessed value," which translates to a savings of approximately \$60.00 to \$100.00, depending on the area you live in.

Additionally, there are exemptions for disabled veterans that have a service-connected permanent disability rating of at least 60 percent, up to 100 percent. The exemption ranges from \$11,900 to \$23,800 of the home's "assessed value." The veteran will have to provide the Clark County Assessor's Office proof of disability, along with providing a DD214 and a valid Nevada driver's license or Nevada identification card.

If you would like more information, please contact the Clark County Assessor at (702) 455-3882. **VB**



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What Happened to Holiday Pay?

DETECTIVE DARRYL CLODT
Secretary

This is going to be a tough article for some members to read. I am going to attempt to explain why the perception of "I got screwed out of holiday pay" is just that: a perception. The reason holiday pay was created was to compensate our people when required to work a holiday instead of being off. The Department has the authority to direct when and where you work, to include whether or not you are required to be at work during a holiday. Now, I can say for the last 17 years this was not an issue but, in today's economic crunch, there just is not free money any more. We have no authority to demand to the administration that we work a holiday, just as we have no authority to demand to work our scheduled day off and get compensated for it. Additionally, if a holiday falls on your regular day off, you are paid for that holiday and are off.

Allow me to cut to the chase here and make sure we all remember that the police mission is first. If your work assignment requires you to be on duty on a holiday, you are paid double time or the equivalent in vacation time. If your work assignment does not require you to come in, enjoy your time off with pay. Keep in mind there are many assignments that will justify your coming to

work on a holiday if you are able to properly articulate the circumstances as critical to the Department mission. Do not be afraid to ask to work a holiday if you deem it necessary to accomplish your goals. If you are denied permission to work a particular holiday and your goals are not reached or the mission suffers, remind your chain of command that it was THEIR idea you take the day off instead of working. If you are "called out" during a holiday, enjoy the extra money and make sure they pay you accordingly.

Rest assured one day, hopefully soon, this economy will turn around and we will be back to focusing on police work instead of penny pinching. We all should remember that crimes increase in a bad economy. Therefore, our minds should be on fighting, solving and reducing crime instead of being distracted with issues like this one. **VB**

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



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Oppression Under Color of the United Way

CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

When I started on this Department some nine years ago, I knew then that it was going to be a great job with a lot of challenges and also give me the opportunity to expand my knowledge and wisdom. The one thing that I was not aware of was that I was going to get inundated with a request/briefing/lecture about United Way each and every year.

I want to preface this by saying that the United Way is a great organization that provides many services to people in need. United Way has been around for a long time and does a lot of good for the community. I was told recently that the United Way has a low overhead or operating cost of 6.5 percent of the donations they receive.

United Way, in and of itself, is not the issue. What I would like to talk about is what happens around this Department every year. We all get these sheets of paper (donation forms) either in our mailboxes, or they are handed to us by someone. These papers already have our names and P #s printed on them

and, of course, we are told that it's acceptable if you don't want to donate to United Way. But you still need to sign the bottom of the form and turn it in. You are supposed to just put a line through the rest of the form. They insist on getting the forms turned back in, whether you choose to donate or not. Our supervisors or the area representative handling the United Way constantly remind us about getting those forms back.

What I want to know is this: Where do all our names come from? Might this be a privacy issue? Who is providing these names and taking the time to do so? Is there a fiscal impact to our agency, especially in these times? We have recently been told that the operating overhead for United Way is 6.5 percent, but then I've heard several stories that contradict that. My suggestion is this: Just donate to the LVPPA Metro Charities. There are no overhead expenses since the existing staff at the LVPPA handles it and you simply donate via LVMPD payroll deduction. In addition, the money goes directly to PPA members and their families.

If you have any questions or feedback, please give me a call on my cell at (702) 328-0896 or at my office: (702) 384-8692, ext. 221. **VB**

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So You Want to Be a Politician? PPA Endorsement Process

DETECTIVE MICHELLE R. JOTZ
Director of Governmental Affairs

Our office has received a ton of phone calls from people who represent you at the legislature, people who want to represent you at the legislature, current judges, people who want to be judges and a plethora of folks who want to hold an office that the members of this agency will be voting on next year. In the past, endorsement interviews were done over a span of months and were sporadic so that we may have one interview today, none for the rest of the week and five next Wednesday. It didn't make any sense. Why do you care about our endorsement schedule? Because you need to know when we must have information about the candidates you think are great and the candidates who need to get the heave-ho.

The interview schedule for endorsements is as follows:

| | |
|--------------------------|---------------|
| Local Judicial Races | January 19-21 |
| Statewide Races | February 8-12 |
| Local Non-Judicial Races | March 16-18 |

What is also going to be different for this next election cycle is that candidates won't have to interview with every single association or union in the state individually. During the statewide races interview week, associations and unions from throughout the entire state of Nevada will be in one room interviewing candidates together. It used to be that different organizations

wouldn't discuss their endorsements with one another and the PPA might think Politician X has damaged their relationship with us when he or she didn't support us at the legislature. Politician X wouldn't get our endorsement, but they would go across the valley and get the endorsement of Henderson POA, North Las Vegas POA, PMSA, etc. Now, if someone isn't a friend of law enforcement, every agency in the state is welcome to share that information with every other organization so that we have a more united front. The firefighters have it right and they have been doing it this way as long as I can remember. There will be more communication amongst the law-enforcement organizations that represent the police officers, corrections officers, marshals, bailiffs, etc.

With all that said and a brief explanation of the process, we want, NO, WE NEED your input about these folks. It is really frustrating when we get calls, after an election, from members telling us that they have been having problems with a particular judge or city councilman or county commissioner for months or years. By then, we are too late. Please give us your input now so that you are a part of this process that really does affect you in your everyday life.

I can be reached by e-mail at mjotz@lvppa.com, cell phone at (702) 429-7202, or in the office at (702) 384-8692, ext. 220. I look forward to hearing from you! **VB**

INSIGHT

Courage is contagious. When a brave man takes a stand, the spines of others are often stiffened.

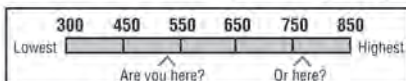
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Leaders Versus Managers

OFFICER KEVIN C. BARKER
Sergeant-AI-Arms

“Managers” and “leaders” are common terms that people use within organizations. People often use these terms interchangeably. A clichéd phrase in business is that leaders are effective managers while managers will not always be effective leaders. Regardless of one’s viewpoint, managers and leaders are different and have various roles in organizations. Leaders may not necessarily be managers and managers are not necessarily leaders. A brief look into these two terms will help readers understand the differences between a manager and a leader.

Let’s start by evaluating some definitions. A manager is “an individual who is in charge of a certain group of tasks, or a certain subset of a company” (*Business Dictionary*, 2009). Typically managers start within a police agency at the first promotional rank within the organization. Sergeants within the Las Vegas Metropolitan Police Department (LVMPD) are the first-line supervisors for the organization and, as such, those who fill the sergeant ranks are serving in the beginning manager level for the department. While managers are people with the assignment and authority to supervise others, a leader is “a person who rules or guides or inspires others” (*Princeton Word Net*, 2009). Leaders do not necessarily have the responsibility or authority to supervise others. Oftentimes within agencies, the person who others go to for advice is not the manager, but the informal leader. This informal leader may be a senior employee with more experience or education or a person in whom others place their trust in regard to the issue at hand. Simply, managers are responsible and have the authority to supervise others within an organization while leaders inspire.

Is a manager or leader more valuable to an organization? Well, honestly, that is an arguable question. People will offer differing points of view to find answers based upon individual experiences and perceptions. Both managers and leaders have value to an organization. However, organizations should strive to develop leaders regardless of the position of responsibility that the employee holds. As I reflect on my experiences with the LVMPD and the LVPPA, I recall several experiences where I looked to leaders for answers rather than a supervisor. Shortly after graduating field training, I worked

on a graveyard squad. I trusted the senior officers on the squad and looked to them for answers. These officers took the time to teach me, lead me and guide me to be a better officer. Please do not misinterpret my message here. I am not saying that we should not seek out the advice of our supervisors. However I do believe that oftentimes the leaders that teach and inspire us are not necessarily a manager or a supervisor. Managers and supervisors can be leaders. I know a supervisor who is an example of a manager and a leader. The officers working for this supervisor always seem happy, productive and enjoy work. Now many may argue that this is just my opinion. Yet I dare say that anyone who knows this supervisor would agree. All of us can recall those who we view as leaders whether they are managers or not.

What, then, is the essential difference between a manager and a leader? *Government Executive* author James Colvard (2003) provides the following examples:

1. A manager takes care of where you are; a leader takes you to a new place.
2. A manager deals with complexity; a leader deals with uncertainty.
3. A manager is concerned with finding the facts; a leader makes decisions.
4. A manager is concerned with doing things right; a leader is concerned with doing the right things.
5. A manager’s critical concern is efficiency; a leader focuses on effectiveness.
6. A manager creates policies; a leader establishes principles.
7. A manager sees and hears what is going on; a leader hears when there is no sound and sees when there is no light.
8. A manager finds answers and solutions; a leader formulates the questions and identifies the problems.
9. A manager looks for similarities between current and previous problems; a leader looks for differences.
10. A manager thinks that a successful solution to a management problem can be used again; a leader wonders whether the problem in a new environment might require a different solution.

These examples help illustrate the differences between a leader and a manager. I believe that anyone can manage, but not everyone has the courage to lead. The critical link is that successful organizations need leaders. I hope all of us will take some time to individually reflect on the following questions: Am I a leader? Do I inspire others to be better? Do I set a positive example? Do I believe in people? Do I trust? Am I the type of person that others can come to and want to emulate? Do I care?

These are difficult times. The LVMPD and the LVPPA need leaders that are managers and leaders who inspire others to be their best selves. Please stay safe and may you discover the leader within.

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KATHY WERNER COLLINS
General Counsel

Social Networking and Its Adverse Impact on Your Career: Facebook, MySpace, Poor Judgment and Discipline

Introduction

Updating your activities on MySpace, “friending” new and old acquaintances on Facebook, posting pictures of yourself and others on these and other social networking forums that have become so popular in the past couple of years—it all seems harmless enough, doesn’t it? After all, it is all in good fun, just a simple way to mass-communicate with all your friends at one time. Well, you might want to think twice about the now commonplace practice of putting highly personal information on these social networking sites.

Often, the information gets to many more readers than the original or intended audience. And recently there has been a rash of cases involving law enforcement and others where the consequence of postings made in poor taste on these social networking sites has led to discipline, loss of jobs and even criminal convictions for the author. In fact, thousands of social networking site users have lost their jobs, or failed to secure new ones, because of what is contained on their Facebook or MySpace sites. And, today more than ever, schools, attorneys and current and potential employers are regularly monitoring these pages for what might be deemed inappropriate content.

Cases in Point

Think it can’t happen? Think again. Take the following cases as examples. (Note that these are but a few of the many examples I found while researching this topic. Examples of postings on Facebook and MySpace that were used for unintended consequences against the individual who posted them were just too numerous to mention in the space of this article.)

College Students:

Four students at Northern Kentucky University were fined for posting pictures of a drinking party on Facebook. The pictures, taken in one of the dormitories, proved that the students were in violation of the university’s policy of no alcohol on campus. (*Wikipedia: Use of Social Network Websites in Investigations*)

Penn State University Police used Facebook to track down students who rushed the field after the October 8, 2005, Ohio State game. Two of the students involved were charged with criminal trespass for their involvement. In fact, officers turned to the names contained on sites such as “I rushed the field after the OSU game (and lived!)” to come up with a laundry list of suspects in their investigation. (*The Daily Collegian Online*)

Criminal Prosecutions:

A Colorado high-school student who posted photos of himself posing with guns was convicted on a charge of possessions of a handgun by a juvenile. (*The Rocky Mountain News; Boy Who Posed With Guns Convicted*)

A Newport man was ordered by a magistrate not to contact his estranged wife, but when he joined Facebook, an automatic “friend request” was sent to everyone on his email list, including his former partner. She contacted police and the man was arrested and served 10 days in jail. (*Independent.co.uk: Facebook Can Ruin Your Life. And So Can MySpace, Bebo...*)

Employees:

Twenty-seven workers at the Automobile Club of Southern California were fired for inappropriate messages about their colleagues on their MySpace sites. (*Independent.co.uk: Facebook Can Ruin Your Life. And So Can MySpace, Bebo...*)

A teacher at a Catholic school in Las Vegas was fired after he declared himself gay on his MySpace page. (*Independent.co.uk: Facebook Can Ruin Your Life. And So Can MySpace, Bebo...*)

Law-Enforcement Personnel:

A state trooper in Indiana was investigated for questionable entries on his Facebook page as well as for whether they were made while he was on duty. The Facebook postings at issue contained references to himself as a “garbage man” and referred to those he arrests as “trash.” On the page, he also bragged about heavy drinking and included photographs of himself pointing a gun at his head and drinking a beer. Yet another posted picture depicted a crashed police cruiser. He also posted an entry stating that individuals who resist arrest and threaten police officers would “probably end up shot.” The subject officer resigned while the investigation was ongoing. (*Officer.com*)

A Florida sheriff’s deputy was fired after an investigation confirmed that his MySpace page revealed his heavy drinking and a fascination with female breasts. (*Independent.co.uk; Facebook Can Ruin Your Life. And So Can MySpace, Bebo...*)

And in case you were wondering, there have already been investigations here at Metro for employees’ postings on these social networking sites.

Propriety of Administrators and Employers Using Posted Information for Disciplinary Purposes

Some have complained that it is legally or ethically inappropriate for policing agencies, school administrators and employers to use information posted on these sites for investigatory and/or disciplinary purposes. Some argue that using these postings against the individual who made them is a violation of that person’s right to privacy and right against unlawful search and seizure. The Fourth Amendment, which

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Sheriff's Message

SHERIFF **DOUGLAS C. GILLESPIE**

2009 was a very difficult year with the loss of four of our own. I know that each of you has felt those losses as deeply as I have. I know that that we will need time to heal. Most of all I know that we will come through this and emerge stronger than ever.

Even in the midst of these difficulties, there are many sources of pride for our Department. The services for each of our fallen gave honor to them, their families and our Department. As I interact with the public, I hear almost every day about the respect the community has for the work that you do. They were awed by the display of dignity and excellence during the tributes we gave for our own. While I thank them and do appreciate their kind remarks, I am most proud of the work that I know you do day in and day out for this community that so often goes unnoticed...but not by me.

In the face of this adversity, along with tightening budgets and economic turmoil, I asked you to commit with me to a 5% reduction in crime in 2009. I know there were many who didn't think we could do it. Even though we had reduced crime by 20% since 2003, with current events and budget restrictions, how could we possibly keep reducing crime? Well, folks, I knew you could do it.

With smarter, focused policing we have exceeded this goal. At the time of this writing, we have reduced crime by 11% over the same period last year and

reduced crime by 26% from five years ago. That is a direct result of your efforts out there on the streets, as well as the partnerships and trust you have built in our community over the years.

We do many creative things as a Department that I think contribute to this reduction. Look at Safe Village, KEEN, Homeless Liaison and the Citizens Police Academy. Our DOC has made advances in sharing information not only at ACTION, but to the officers on the streets so they can be more proactive. These are just a few of the things that I think help us to prevent crime in the first place, and give us partners in the community to help solve crimes when they do happen.

While these are all important aspects of our crime-fighting efforts, it's the feet on the street, the men and women wearing the uniform, staying alert and focused on our mission to protect the community through prevention, partnership and professional service, who are at the heart of our success. For that, I salute you.

I have said many times that I am proud to wear our uniform, proud to be your Sheriff. After this year of great adversity and great achievement, that has never been more true. **VB**



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New Deputy City Marshal Representative



BY DAVID COMPSON

My name is David Compson and I am the new LVPPA representative for the city of Las Vegas Deputy City Marshal unit. I just wanted to take a moment to introduce myself and discuss the unique law enforcement agency I work for.

I started with the Deputy City Marshals over 10 years ago, and have been a member of the LVPPA for the entire time. Prior to my employment with the city, I worked for the Mesquite Police Department for three years as a police officer. My family and I chose to leave the small-town environment for the financial benefits found here in the Valley. (Notwithstanding the current economic situation, I am still glad we made the move.)

Often as I patrol the city, members of the public, and even Metro officers, ask, "What is a marshal?" and "How do you like working for the court?" I have to explain my job, and how it differs from Metro. Most people do not know what we do or why we are around. To explain my current job, I must go back and explain how my unit was formed.

Back in the early '80s, we were called the city of Las Vegas Park Rangers. I was told they took care of just city parks, and worked under the Department of Parks and Recreation. In the early 1990s, the park rangers were moved from the Parks and Rec Department to the Department of Correctional Services. A court decision forced a title change from Park Rangers to Deputy City Marshals, and our responsibilities increased.

Now, just to make things a little more confusing, the city already had marshals; they work for the municipal courts and serve warrants. Those

men and women have been around for a very long time and work very hard. They are the ones that wear tan uniforms and drive white vehicles with a black-and-gold stripe. (If you have a 440, these are the folks that come out and pick them up.)

Currently, 57 deputy marshals are responsible for over 200 city properties. These include parks, recreation centers, public buildings, the Downtown Transportation Center and The Fremont Street Experience. We work very closely with DTAC and Bolden area commands. If the city is sponsoring an event, we will be there. We provide dignitary protection for the mayor during special events, investigate fraud against the city and have investigators that follow-up on crimes which fall within our jurisdiction. Also, we secure the city properties after hours and answer P# 7608 alarms. Members of my unit participate in the "joining forces" traffic-enforcement detail, the DEA and US Marshal task forces and directed patrol activities around the city with LVMPD.

Speaking of our jurisdiction, we share concurrent jurisdiction within the city of Las Vegas with the Metropolitan Police Department. We are all Category 1 peace officers under NRS, 289.150 (2). We are authorized to enforce traffic laws under the City Charter 11.04.040, which states, "It is the duty of officers of the Las Vegas Metropolitan Police Department and such other officers as are assigned by the Sheriff to enforce," and officers of the city's Deputy Marshal Unit are authorized to enforce all street traffic laws of the city and all of the state vehicle laws applicable to street traffic in the city.

If you have any problems on city properties, feel free to call us at (702) 229-6444. You would be surprised at how many park rules there are.

During these tough economic times, it appears we are being staged to be the first public safety in the Valley to be laid off. I hope everything works out, but I know for sure being part of the LVPPA is our best protection. In closing, I am proud to be a member of the LVPPA and feel each and every officer no matter the color of uniform is a brother or sister. **VB**

LEGAL CORNER

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guarantees the right of an individual to be "secure in his persons, houses, papers and effects, against unreasonable searches and seizures..." has been interpreted by the U.S. Supreme Court to mean that it protects persons from unreasonable searches and seizures. Essentially, the Supreme Court has said that where an individual has a subjective expectation of privacy and where that expectation of privacy is one that society is prepared to recognize as reasonable, police must acquire a warrant based on probable cause to search a protected area or information (*Katz v. United States*, 389 U.S. 347, 1967). Unfortunately, the Supreme Court has yet to address this and other privacy protections in the context of these social network sites.

It seems unlikely to me that someone would be able to make a credible

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You can also contact our webmaster at
webmaster@lvppa.org

argument that he had an expectation of privacy in such a posting, given the nature of how these forums are set up to work. Users of these and other similar forums create online profiles, where they can list personal information, contact information, photographs and diaries. They are also used to create lists of friends, post public comments on friends' profiles and send private messages to users. A requester can ask another user to become his friend. If the requested friend accepts, the two "friends" will be allowed to view each other's profiles. And while there are privacy settings available to limit who and what can be viewed, the very natures of the sites are public forums that others can use to search you out. With this in mind, not only would it be hard to argue one has an expectation of privacy in what he is posting on Facebook and MySpace, it is also doubtful that society will be prepared to recognize an expectation of privacy in these Facebook and MySpace postings as reasonable.

Facebook's Terms of Use state that "the website is available for your personal, noncommercial use only," which, admittedly, may lead some to believe that the material placed there is off-limits for disciplinary investigations. However, the bottom line is that these social networks are public forums and all information published on the sites should be presumed available to the general public. This includes school administrators and current and prospective employers, not to mention law enforcement agencies who, as noted, are

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Honoring Our Fallen Heroes



BY OFFICER HECTOR NAVARRO

It's with a heavy heart that I find myself writing this, as we once again are laying to rest one of our own, while another recovers from his injuries. Officer Milburn Beitel, who was lost in the line of duty after a car accident, comes just five months after we lost Officer James Manor under similar circumstances. Now while we're still healing from those events, we're faced with the sudden and tragic losses of Officer Trevor Nettleton and Officer Daniel Leach. So how

do we choose to honor them? We have flags at half-staff, motorcades, 21-gun salutes; we shroud our badges, and we mourn. But what could we really do to honor these heroes once all of the ceremonies are over?

We should be angry that these officers' lives came to a tragic end, as well as those that went before them, and should honor them by learning from their sacrifice and by doing our jobs better. We should act like the professionals we are and the professionals we want to be recognized as. We should lead by example and should use common sense when responding to, arriving at and handling our calls. We should implement our training and experience to our advantage, so that we are as safe as we can be in the field and survive to the end of our shift.

I didn't personally know any of the officers we've recently lost or all of the circumstances of how they were taken from us, but I have seen how their deaths have affected the people that did. When any officer, especially one of our own dies in the line of duty, it cuts deep into everyone wearing a badge. We are left behind to wonder how or why something like this could happen and how to deal with all the critics who second-guess everything we do. We too like to criticize all the naysayers, our supervisors and staff, and it is well deserved at times, but let's not forget to take responsibility for our own actions. We can't expect someone who has never done our job or someone who wears a uniform while sitting behind a desk to understand what we have to deal with in the field, no matter how hard they believe they do. That's why it is up to us to step up and do things to the best of our ability. We should wear our seatbelts, drive safely and not push our cars beyond our control whether we're responding Code 3 or not. We should wait for our back up when possible before we approach "in-progress" calls. We should avoid off-duty incidents that could compromise our safety and job effectiveness.

I'm not going to sit here and act like we don't have to take risks sometimes to do our jobs. This job is dynamic and uncertain and that's why we love it. That's the reality of being a "Cop's Cop", and those that second guess us have either forgotten that, never figured it out or just don't know.

So let's honor our fallen heroes through our actions and be as safe as we can. Let's look out for one another and make sure we all go home at the end of our shifts. Let's keep their memory alive and never forget. **VB**

Joining Forces

BY MYRA BOURNE

Two Las Vegas women have joined forces to honor the men and women in our Armed Forces. Their plan is to produce a chronology in art and poetry through the eyes and hearts of those serving our country in Afghanistan and Iraq. Carol Hawley, an accomplished artist, will create paintings from actual photographs taken in those countries. Myra Bourne, a poet, will translate the photographs into a written record of what our servicemen and women witness and experience through prose and poetry. They hope to capture the emotions of the people there and our servicemen and women as they interact with one another.

The women are in the process of collecting photographs now. They have contacted all branches of the service and have received their support for this

project. Anyone may participate though by allowing their own photographs to be reproduced in this fashion. A written P# 13656 release of all rights to the reproduction will be required for any photographs we elect to reproduce. The photographer will be credited for his/her original photograph. Please forward any photographs taken in these countries that you would like to be considered for the project. The paintings will be auctioned off along with an entire collection reproduced in the form of a coffee table book. The proceeds from the auction will be donated to a program for veterans injured while serving our country.

If you have questions or if you would like to participate by donating photographs or by helping with promotion of the project please direct all correspondence to americanherochronology@yahoo.com. Reference "Photo Chronology" in your email. Thank you for your support. —Myra Bourne **VB**

A Tribute to Officer Nettleton



BY OFFICER THOMAS BLAKE FARRIS

The job of policing has never ceased to surprise me, or reward me with experiences that I never dreamed I would have. Usually I look forward to these new happenings, but today I had a new experience that no one wants: burying a close friend, Trevor Nettleton. Now, I cannot claim that we were as tight as he and Larry, or he and Brian or countless other family friends and brother marines that have known him for years. I did spend about nine months as his partner

on the EAC Power Squad. As all of us know, the bond of combat, whether actual battlefield warfare or the careful, nervous unknown dangers of patrol, is a bond indeed. I could not imagine two individuals with more divergent politics than Trevor and me, or cops with more polar-opposite approaches. But we certainly got the job done, somehow made it work (must have been our mutual love for Copenhagen) and formed what I consider a true friendship.

Trevor was eulogized beautifully at his service, and I would not dare to tread the same paths as the men who stood up and spoke from their hearts. They described the Nettleton we all knew with respect, reverence and dignity, as he well deserved. There isn't much more that can be said, and my "Trevor stories" pale in comparison to those told by the people that knew him better than I did. But there is an aspect of Trevor's life that was touched on briefly that cannot be stressed enough: his unwavering embodiment of excellence.

The Las Vegas Metropolitan Police Department's core values are hammered into our brains. More often than not, *integrity* wins out as the value most often mentioned, discussed and explored. But *excellence* shouldn't be forgotten. Excellence is the reason we stand out as a department. Excellence is the reason men and women from across the nation compete to be a part of our family. It was the reason Trevor chose our organization when he could have written his own ticket to any number of police agencies, municipal or federal. It is the core value I will always be reminded of when I think of my good and true friend, now gone.

Trevor did not bestow his respect on anyone lightly. A small number of former Marine Corps colleagues, academy classmates, FTOs, fellow officers and family were the only individuals he counted as worthy. He never said as much, but in our countless shifts together discussing and debating the merits of this guy or that guy, I came to understand that excellence was his philosophy. I often joked with him about his rigid standards for his fellow man, but I know now it was his penchant for excellence that drove him. His criticisms were sincerely rooted in his desire to find excellence in those around him.

I do not know if I can be counted among the few, but I like to hope so. Trevor was the action cop where I was the talking cop. We had different styles, but he still recognized the need to get in good with sometimes undesirable individuals. When this was necessary, he would flop into the driver's seat with a sigh, motion to the detained or arrested individual, and tell me, "Go ahead, do your thing..." Other times, he would simply say, "There's no talking to this guy. He's going to jail." I would usually just smile with no protest. Trevor once gave me his well-known look of disgust as I removed my off-duty weapon before changing into uniform. He'd noticed that I carried it "condition two," without a round in the chamber, and a lecture on preparedness followed. I have had

"one in the hole" ever since, and I thank God today that Trevor always did the same, and was ready when it mattered most.

The most touching thing Trevor ever said to me came after I was explaining the merits of *constructive* criticism, (and not gaining much ground). I told Nettleton I did not believe anyone who was not a Marine would ever be good enough for him. He thought for a while, and rebutted, "That's not true. Brian Jackson was in the Air Force." I explained that, in that case, it was too late for me since I was too old and too tied down to join the service. He thought a little longer and said, "You know what? You've got that tan suit and that gold badge on, and that's enough." I secretly treasured that statement, and that welcome, and it will stay with me always.

I don't need to go on any further about how great the man was, but I hope, in recognition of what we all know, that this may serve as a sort of open letter to the LVMPD command staff. In order that Trevor's memory not become one of simple sorrow for a missed friend and a fallen hero, the core value that he lived and breathed should be officially associated with his name. In my humble opinion, a Trevor Nettleton award of excellence would be a fitting tribute and appropriate remembrance of what he stood for. Whether it is offered to a Department member, an excellent academy graduate or a member of the community would not matter. I humbly and sincerely hope that our leaders consider this suggestion in honor of my friend who truly demonstrated excellence, even in the last moments of his life. **VB**

End of Watch

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

Name: Trevor Nettleton, P# 9633
Rank: PO II
Assigned To: Bolden Area Command
Hired: November 5, 2006
Retired: Actively Employed
Died: November 19, 2009

Name: Daniel J. Leach, P# 2761
Rank: CO II
Assigned To: Clark County Detention Center
Hired: June 18, 1984
Retired: Actively Employed
Died: November 21, 2009

LEGAL CORNER

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also using these sites to aid in prosecuting and convicting criminals.

That being said, how does this apply to an internal Metro investigation involving an alleged policy violation? Civil Service Rule 510.2(G)(1) Standards Of Conduct provides that "...(t)he term "misconduct" shall mean not only improper action by an employee in his official capacity, but also any conduct by an employee unconnected with his official duties, tending to bring the Department into public discredit which tends to affect the employee's ability to perform his duties efficiently, or any improper use or attempt to make use of his position as an official for his personal advantage."

An employer's right to question an employee's conduct is generally limited to behavior that occurs while the employee is on duty. Once an employee is off duty and away from the workplace, there is a presumption that the employee's private life is beyond the employer's control. An employer can discipline an employee for off-duty misconduct, however, where there is what is often called a "workplace nexus." There must be some connection between the off-duty misconduct and the employer's interests that legitimizes the employer's decision to take disciplinary action. The general rule is that discipline may be imposed for off-duty conduct if the employee's conduct harms the employer's business, adversely affects the employee's ability to perform his or her job or leads other employees to refuse to work with the offender. Harm is usually defined as actual business loss or damage to the employer's reputation.

In evaluating these off-duty cases of misconduct, arbitrators usually look to the amount of adverse publicity and embarrassment to the employer if the employee is not disciplined. And in determining whether an employer can discipline an employee because of the notoriety of the off-duty misconduct, the extent to which the publicity surrounding the conduct has connected the employee to the employer in the public mind is a crucial element. Unfortunately for you all as police officers, the public is very interested in stories regarding allegations of misconduct made against you, which does not bode well as far as this factor is concerned. An employee's ability to perform his or

her job has been found in situations where an employee has been jailed for a crime, thus preventing that employee from performing his or her job. However in the case of police officers this element can also be met if the off-duty misconduct is of such a nature as to impact the individual officer's credibility. It seems likely that this may be how employers are using these Facebook and MySpace postings to impose discipline.

Conclusion

We all know that discipline for off-duty misconduct is on the rise. Common sense and intelligence dictate what you need to do to avoid a sustained complaint of this nature. Please keep in mind that arbitrators in public-sector cases often find it easy to uphold discipline to an employee for off-duty misconduct, as both arbitrators and the courts have tended to protect the government employer's reputation and mission, citing the public trust as the reason.

In conclusion, I would just like to say that while some of this advice and some of my comments may seem obvious, I hope that some of the information contained in this article gives you something to think about and perhaps even helps to prevent you from making the same mistakes others before you have made. I am always available should you have any questions about what is addressed in this article or any other matters. Please do not hesitate to contact me. **VB**

INSIGHT

Learning to deal with setbacks and maintaining the persistence and optimism necessary for childhood's long road to mastery are the real foundations of lasting self-esteem.

—Lilian G. Katz

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10 Reasons Law Enforcement Officers Are Different

BY DR. DANIEL GOLDFARB

1. Law enforcement officers are seen as authority figures. People deal with them differently and treat them differently, even when they are not working. When a problem occurs, everyone looks to the officer to “take charge,” to “solve the problem.” Some say the cop is never off duty. Even when the officer is not working there is a tendency to attack problems and take charge. Sometimes taking charge is not preferable, and can cause particular strains in our world where many people like to linger with problems, never really solving anything. Recognizing the difference between a “problem-solving” situation, where action is desirable, and a more passive situation, where action may alienate others, is difficult for the cop.

2. They are isolated. The wearing of a badge, uniform and gun makes a law officer separate from society. This segregation leads to many psychological effects which research shows can create negative personality traits. For example, psychological research shows the wearing of a uniform will tend to make any person dehumanize people who are without a uniform. Just wearing a badge or a gun can cause people to act more aggressively. These are changes that could happen to anyone wearing a uniform, badge and gun, thus these factors are expected to operate in some way on the police officer. Many officers suggest there is a “role” or “mask” which they put on along with their uniform. Sometimes this role leaks into their personal lives and changes the course of their relationships and leisure time.

3. Law enforcement officers work in a quasi-military, structured institution. There are mental-health concerns associated with working within a “quasi-military structure” and other mental-health concerns of working in an “institution.” Military organizations require the sacrifice of the individual for the good of society. The “individual” is not a consideration; the “goal” of the group is paramount. In a military organization, the focus is on punishing the individual if he is not up to standards. It is a dehumanizing process to recognize that you are only valued as a part of a machine. The “institution” takes the same attitude, only a step further. In an institution, you are locked in a set process and the process is more important many times than not only the individual, but also the goal. When an officer does a remarkable job of police work, perhaps even saves a life, he can still be reprimanded if he doesn’t file the proper paperwork. The paperwork describing an action in many cases is more important to the institution than the action itself. Both the quasi-military nature of police work and the functioning within an institution combine for a mental-health situation that is quite undesirable and very stressful.

4. Shift work is not normal. The “rotating shift” schedule is very taxing on an officer’s life. Our bodies are adjusted on what is called “circadian schedules,” which is a repetitive daily cycle. Our bodies like to have a regular eating time, sleeping time, waking time, etc. An officer doing shift work never gets a chance to stay on a schedule. This upsets his physical and mental balance in life. The changing work schedule also upsets the routine patterns that are needed in healthy marriage and family development. Strong marital and family development is based on rituals, like dinners together, “inside jokes,” repeated activities, etc. The rotating shift worker has less chance to develop these rituals and his relationships suffer. This predisposes the officer’s family to potential problems ranging from divorces to children acting-out.

5. Camaraderie can be a two-edged sword. The law enforcement job nurtures a sense of teamwork and unity with co-workers, what was once called *esprit de corps*. The fraternity helps the officer on the job feel secure

about getting the needed support in dangerous situations. It also stimulates a sense of belonging that can create an “us-and-them” view of the world. This makes the law enforcement “clique” harder to leave when retiring and makes officers more protective of each other. It also makes it more difficult to accept someone within the fraternal organization leaving or being killed. This adds to the stress of an officer.

6. Even the stress is different. Officers have a different kind of stress in their jobs, called “burst stress.” Burst stress means there is not always a steady stressor but, at times, there is an immediate “burst” from a low-stress to a high-stress state. In other words, officers go from complete calm to high activity and pressure in one “burst.” The normal stress situation for most of the rest of the work force consists of a stress building process that can be either reduced or adapted to before it gets “out of control.” This is not the case for the officer, because “out of control” can happen in seconds. The law-enforcement job is reactive, not proactive. Officers cannot usually control entrance into most situations they face, unlike most people who get warnings. They have to react, not prevent problems. It is difficult to defend against burst stress.

7. The need to be in constant emotional control. Law-enforcement officers have a job that requires extreme restraint under highly emotional circumstances. They are told when they are extremely excited, they have to act calm. They are told when they are nervous, they have to be in charge. They are taught to be stoic when emotional. They are to interact with the world in a role. The emotional constraint of the role takes tremendous mental energy, much more energy than expressing true emotions. When the energy drain is very strong, it may make the officer more prone to exhaustion outside of work, such as not wanting to participate in social or family life. This energy drain can also create a sense of job and social burnout.

8. No gray areas. The law-enforcement officer works in a fact-based world with everything compared to written law. Right and wrong is determined by a standard. They have a set way of going about gathering the proper evidence for the law and can justify their actions because they represent the “good and right side.” In the real world, clear rights and wrongs are not as likely to occur. The newspapers are an opinion-based system, the court system is an

(continued on page 18)

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(continued from page 17)



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opinion-based system and, needless to say, relationship decisions and proper parenting techniques are opinion-based systems. Adjusting from right and wrong, black-and-white systems, to opinion-based systems is very difficult and requires a complete change in mental attitude.

9. The "at work" world of the officer is very negative. He sees the bad part of society—the criminal, the abuser of the rules. This may skew the officer's opinions on the character of the average human being. It creates a cynicism, a critical view of the world. It is hard to adjust to trusting a fellow human being when so much of the day is spent with people who are not trustworthy. It is hard to believe in positive intentions of people, when the day is spent with people who are intending to hurt each other. This lack of trust can show up in the way the officer deals with people on a personal level, with neighbors, with a spouse. It can even show up in the way children are raised, as police parents may tend to be stricter in discipline and more careful P# 8545 with privilege.

10. Even the children are affected. The children of law enforcement officers have a more difficult adjustment. As a young child, the police officer parent is seen as holding a prestigious, desirable position. The young child and his friends look up to the police officer as a minor celebrity, a person of great respect. As a teen-ager, their parent is part of the authority of society. Since teens rebel against authority anyway, this can cause a double rebellion against the parent both in their role as caretaker and as a symbol of the authority of society. Frequently, the officer's child is either overly compliant because of the rules imposed, thus causing depressive problems or personality restriction, or the teen becomes overly rebellious of the rule-oriented parent—the best child or the worst.

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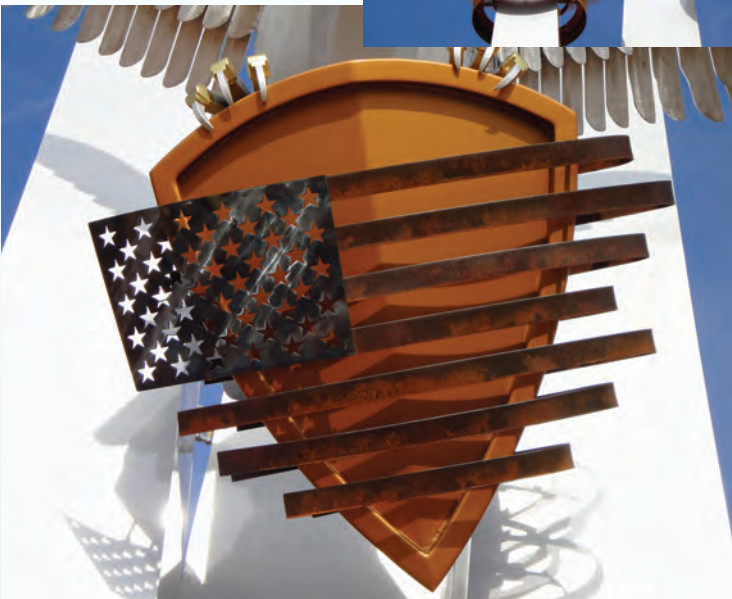
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These statements have not been evaluated by the F.D.A.

5476116R



The LVPPA invites all members to help take care of our own. The LVPPA has started a 501(c)(3) charity organization called the LVPPA Metro Charities, Inc. The goal of this organization is to help the survivors of fallen officers. 2009 has been a rough year, a tragic year that hits all of us a little close to home. The long-term goal of the charity is to ensure that survivors have the opportunities to go to college. As such, the charity will donate the cost of Nevada state tuition rates to any survivors of fallen Metro officers, to include children and spouses. The charity is off to a strong start, but we need your help and ask all officers to donate. Please look into your hearts and determine if you can give. The back of this form is a payroll deduction form. Just rip out this page, fill out the back with your deduction amount in block 5200 under LVPPA Metro Charities, then send the form in a 1000 miler to the LVPPA for processing. The LVPPA Metro Charities hopes that you will never need this, but will be here when you do. **VB**



LAS VEGAS METROPOLITAN POLICE DEPARTMENT
PAYROLL RECURRING DEDUCTIONS SHEET

| | | |
|---------------|----|------------------------|
| Employee Name | P# | Daytime Contact Number |
|---------------|----|------------------------|

| Wage Type | Deduction Type | Deduction Amount | Start Date | Stop Date | |
|-------------|------------------------------------|------------------|------------|-----------|--|
| DUES | | | | | |
| 5009 | Black Police Dues (24 pay periods) | | | | |
| 5010 | NLPOA Dues (24 pay periods) | | | | |
| 5007 | PMSA Dues (24 pay periods) | | | | |
| 5005 | PPA Dues (24 pay periods) | | | | |
| 5006 | PPACE Dues (all pay periods) | | | | |
| 5008 | SPA Dues (24 pay periods) | | | | |

| MISCELLANEOUS DEDUCTIONS | | | | | |
|---------------------------------|--|--|-------------|--|--|
| 5405 | City Hall Parking (24 pay periods) | | | | |
| 5200 | LVPPA Metro Charities (24 pay periods) | | ASAP | | <input type="checkbox"/> One Time <input checked="" type="checkbox"/> Recurring |
| 5403 | Police Museum (24 pay periods) | | | | <input type="checkbox"/> One Time <input type="checkbox"/> Recurring |
| 5404 | Prepaid Legal Svcs. (24 pay periods) | | | | |
| 5400 | United Way (26 pay periods) | | | | <input type="checkbox"/> One Time <input type="checkbox"/> Recurring |
| | Other | | | | |

| LOANS | | | | | Declining Amount |
|--------------|--|--|---------|--|------------------|
| 4532 | Misc. Payback (one time deduction) | | Reason: | | |
| 5200 | PPA Assoc. Loan (24 pay periods) | | | | \$ |
| 5220 | PPACE Assoc. Loan (24 pay periods) | | | | \$ |
| 5210 | SPA Loan (24 pay periods) | | | | \$ |
| 5410 | Purchase Retirement (24 pay periods) | <i>To purchase retirement you must initiate your request through PERS. You may stop the deduction using this form.</i> | | | \$ |
| 5413 | Purchase Retirement 2 (24 pay periods) | | | | \$ |

| | |
|--|------|
| | |
| Employee Signature & PN (Sign name as it appears on paycheck) | Date |

| | |
|--------------------------|------|
| | |
| Representative Signature | Date |


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



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

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

1

The 50th 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. Telephone entries will not be accepted.

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

2

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

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

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

Each issue gives you the latest information on

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

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

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 |

THANK YOU LETTERS

Thank you for the beautiful flowers. Your thoughtfulness meant so much during a very difficult time.

With our sincerest appreciation,

Steve Ritchey

Dear friends,

Our family would like to thank you for the beautiful flowers you sent to honor our son, Milburn. Your loving support and caring words meant more than you know. God bless you.

The Beitel Family

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

2010

- January 1** **New Year's Day**
- January 18** **Martin Luther King Day**
- February 2** **Groundhog Day**
- February 14** **St. Valentine's Day**
- February 15** **Presidents Day**
- March 4** **General Membership Meeting**
- March 14** **Daylight Saving Time begins**
- March 17** **St. Patrick's Day**

**Recent Bylaw modifications have moved General Membership Meetings to quarterly rather than monthly. If you need to present something before the Board prior to a regularly scheduled General Membership Meeting, please contact the PPA office so you can be accommodated.*

RETIREMENTS

- 10/06/2009 Alexis L. Jackson, P# 2879 CO Sergeant
- 11/08/2009 John P. Tracy, P# 2882 CO II
- 11/20/2009 George P. Perrone, P# 2708 CO II
- 11/28/2009 Herb Scholer, P# 1875 PO II
- 12/04/2009 Peggy A. Smith, P# 6698 CO II
- 12/10/2009 Bruce Harper, P# 1380 PO Sergeant
- 12/28/2009 Marvel A. Courtney, P# 3369 PO II (A-2)
- 12/28/2009 Michelle Hibbard, P# 2752 CO
- 12/29/2009 Jim Daley, P# 3592 PO II
- 12/31/2009 Stephen R. Popp, P# 2845 PO II (A-2)
- 01/04/2010 Kerry J. Tritschler, P# 2857 PO II
- 01/07/2010 Michael Bunker, P# 0653 PO Sergeant
- 01/07/2010 William J. Schmitt, P# 2195 PO II

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CONGRATULATIONS TO THE CONTEST WINNERS FROM THE LAST ISSUE!

Hidden Poker Chip Contest \$1000
Keith Adams, P# 10017

P# Contest \$50
David Koop, P# 4882

Not pictured:
Jared Staton, P# 8425, and Wilmer Guevara, P# 12909.



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