



LVPPA VEGAS BEAT

WIN
\$500
See Page 25

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

VOLUME 5 | ISSUE 1

May/June 2010

INCREASES IN TERMINATIONS: DON'T BECOME A STATISTIC



See page 11

Let Me Introduce Myself

Page 7

Why Join the PPA?

Page 10



Likeminded.

American Military University is a learning community of likeminded adult professionals with established careers in law enforcement, emergency services, national security and intelligence.

Our students persevere to reach their personal education goals while supporting their families and protecting our citizens. As a member of this community, we invite you to join them in furthering your education.

- More than 70 online degree programs
- Member, Fraternal Order of Police University Program
- May accept in-service and training academy credit toward your degree



Partner, FBI National Academy Academic Partnership Program, offering graduate and undergraduate transfer credit awards for National Academy graduates.



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

Las Vegas Police Protective Association Metro, Inc.

9330 W. Lake Mead Blvd.
Suite 200
Las Vegas, NV 89134

General information:

(702) 384-8692

Fax:

(702) 384-7989

LVPPA BOARD OF DIRECTORS

CHRIS COLLINS

Executive Director

THOMAS REID

Assistant Executive Director

MARK CHAPARIAN

Assistant Executive Director

PAUL BIGHAM

Secretary

KENNETH LOCHNER

Treasurer

MICHELLE R. JOTZ

Director of Governmental Affairs

DARRYL CLODT

Sergeant-At-Arms

GUY HUI

Airport

KIRK HOOTEN

At-Large

GARY SUMPTION

At-Large

NOEL ROBERTS

At-Large

BRAD VOYLES

At-Large

DAVID OLIVE

Bolden Area Command

DAVID COMPSON

Deputy City Marshal

KYLE LOPEZ

Convention Center Area Command

MYRON HAMM

Detention Center (1)

JOHN LAURITA

Detention Center (2)

SCOTT NICHOLAS

Detention Center (3)

LUCIANO ZACCARELLI

Detention Center (4)

JOSHUA MARTINEZ

Downtown Area Command

MICHAEL RAMIREZ

Enterprise Area Command

DON TREMEL

Investigative Services Division (1)

RORY NESLUND

Investigative Services Division (2)

ALISHA MARTINO

Municipal Court Marshals

ED SHOEMAKER

Northeast Area Command/In-Service

RAY BERNI

Northwest Area Command/Academy

FRED CASTLE

Personnel/City Hall

CHRIS CRAWFORD

Resident – Laughlin

HENRY HOFFMAN

Resident – North

MIKE MALONE

Retirees

HECTOR NAVARRO

Southcentral Area Command

STEVE MAURI

Southeast Area Command

JOE LEPORE

Special Operations Division

CARL LUTJENS

Special Operations Division

ROBERT JOHNSON

Special Units

DAVE ROBBINS

Traffic

LUIS PAYAN

National Latino Peace Officers Association

VACANT

Asian Pacific Police Officers Association

VACANT

Black Police Officers Association



911Media® is a division of Trade News International, Inc.

Published by 911Media®
For Advertising call
(702) 987-4789

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

NAPO – National Association of Police Organizations, representing nearly 220,000 police officer members in 4,000 police associations nationwide.

"BIG 50" – An informal association of the 50 largest law enforcement associations in the United States.

SNCOPS – Southern Nevada Conference of Police and Sheriffs



CONTENTS

EXECUTIVE BOARD

Executive Director's Message	4
Relief in Hard Times	5
Updating Your Information	6
Let Me Introduce Myself	7
Aetna Supplemental Insurance	8
Protect Your Right to Have a Contract By Voting	9
Why Join the PPA?	10
Increases in Terminations: What You Need to Know to Avoid Becoming One of the Statistics	11

FEATURES

Sheriff's Message	13
We Want You — To Give Us Your E-mail Addresses!	15
Public Employees' Retirement System Information	18
What We Do for You	19
Thank You Letters	20
LVPPA Metro Charities Donation Form	23
Vegas Beat Contest	25
Discount Theme Park Tickets	26
Calendar	27
Retirements	27



Executive Director's Message

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

Great Police Work, Training and Cooperation

On the night of March 23, 2010, police work, training and cooperation all came together to help save the life of one of our own, Officer Michael Madland. As I started to write this article, it became very apparent that I could not begin to name all the people who played a role in saving Officer Madland; therefore, I won't even try. Another thing that came to my mind was that, as tragic as that night was, it was but one event that took place in a string of events that started many months and even years ago. You may be asking yourself what I mean by that. Events like the one that took place on March 23rd show me that the LVMPD, City and County Fire, AMR and the UMC Trauma Center, and all the other public safety organizations in our valley, have recruited and trained the best people in the world for extremely difficult jobs. If any of those organizations had less than the very best people, the very best training and the ability to work together, events like the one on March 23rd and others that involve our officers and citizens might very well turn out differently. If you work for one of these organizations, I would like to say thank you for your dedication; you should all be proud of what you do and what you accomplished that night.

Without going into great detail, let me tell you a little bit about what occurred on March 23, 2010. I am sure that day started out like many others

for the men and women at Metro. One piece of information given officers that day was to be on the lookout for a stolen Mercedes with a known Nevada license plate.

As the swing-shift officers went about the business of protecting the citizens, at approximately 2053 hours, officers observed what they believed was the stolen Mercedes they had been looking for. A short five minutes later, at 2058 hours, the PIT maneuver was used to stop the suspect vehicle. At 2059 hours, the Air unit advised officers that the driver of the Mercedes was running, that officers were in a foot pursuit and that the suspect was armed with a gun. Less than a minute later, the Air unit advised that shots had been fired. At 2100 hours, ground units advised that the suspect and Officer Madland were both down. At 2101 hours, medical was advised of the shooting, and at 2102 hours, the first AMR unit arrived on scene. At 2106 hours, AMR transported Officer Madland, along with city of Las Vegas paramedics and one of our officers, to UMC Trauma. At 2115 hours, AMR arrived at UMC and Officer Madland was turned over to the on-duty trauma team at UMC.

I give this timeline to show that in just 22 short minutes, life can change

(continued on page 16)



*You're committed to serve,
and after 58 years in the community,
we're still committed to serving you.*

Clark County Credit Union is Nevada's only not-for-profit, state-chartered credit union for law enforcement and their families.

**Better rates on loans and deposits • More free and low-fee services • Savings & Checking accounts
Mortgages • Vehicle loans up to 84 months • In-house auto buying service • Visa credit cards**



www.ccculv.org • (702) 228-2228

2625 N. Tenaya, Las Vegas • 3778 E. Flamingo, Las Vegas • 303 S. Water Street, Henderson
803 Shadow Lane, Las Vegas • 1425 E. Windmill, Las Vegas • 9311 W. Sunset at 215 Beltway

Your deposits are insured up to \$500,000



American Share Insurance insures each account up to \$250,000. Excess Share Insurance Corporation provides up to an additional \$250,000 of insurance per account. This institution is not federally insured, and if the institution fails, the Federal Government does not guarantee that depositors will get back their money.





Relief in Hard Times

POLICE OFFICER MARK CHAPARIAN
Assistant Executive Director

As all of you reading this are aware, hard economic times are upon us and the immediate future does not appear to be comforting. As one of the trustees who is tasked with overseeing our Health and Welfare Trust, I and the rest of the group recognize and acknowledge the situation we are all in and have taken some bold steps in an effort to deliver some relief during these hard times. Due to the hard work of past LVPPA contract committees, the Las Vegas Metropolitan Police Department Employees' Health and Welfare Trust has been funded properly and has utilized its financial resources wisely. After a recent review of the trust's reserves on hand and the projected income of this fund, we as trustees have decided it was high time to lessen the burden of expense on the members for the quality health care they so rightfully deserve. It is sincerely my pleasure to announce the following changes to our health insurance.



All primary-care office visits are now free of charge for the member and his or her dependants. This means that if you need to visit your internist, OB/GYN, general practitioner or pediatrician, the co-pay is \$0. The annual deductible does not apply to office visits unless further testing or procedures are ordered or completed. For example, if you're feeling ill and need to see a physician, your visit is free, and if that doctor writes you a prescription for medicine and it's generic, that is free, too! *Please note that emergency room and urgent-care facilities are not part of this incentive program.* So, if you need to seek medical care for a non-emergency or a non-urgent reason, find a primary-care physician and be seen for free.

Certain over-the-counter (OTC) medications are now free and carry no co-pay or retail expense to you. You are required to have a prescription for the medication which is sold over the counter, and you must bring that to the pharmacy. The pharmacist will give you the same medication you could purchase; however, there's absolutely no charge to you! The covered medications include Loratadine, Claritin or Claritin-D Cetirazine, Zyrtec and Zyrtec-D. Ask your doctor to write you a prescription for these medications, even though you can buy them over the counter. If you do so, you are ultimately able to see your

doctor and get an OTC medication for ZERO out-of-pocket expense to you or your dependants.

Physical, occupational and speech therapy pre-certification are no longer needed.

Non-PPO, emergency-related services in a PPO facility will be paid at the PPO benefit level.

The Tier 4 classification of medications has been REMOVED, and all of the drugs which fell under that tier are now in either Tier 2 or Tier 3, depending on the medication. This is a substantial savings for some who use these drugs, and many could save up to \$120 every month!

Additionally, I am very happy to announce that there will be no increase to the dependant coverage for health insurance this fiscal year of 2010/2011. This is the fourth year in a row that the trust has voted to hold the line on dependant-coverage premium increases.

Keep in mind, all of these benefits and cost savings are a direct result of strong union leadership, wisdom and skill. The LVPPA remains strong, loyal and dedicated to its membership. Every day, in some fashion, myself and the rest of the LVPPA team are fighting to make your health and welfare benefits stronger and better.

We have a great health insurance program that just got even better. All of you should have received your new insurance cards in the mail reflecting the updates I have written about. If you have not received a new card or need additional cards, please contact UMR at (866) 868-1395 or me, Mark Chaparian, at the LVPPA office at (702) 384-8692. Since taking a position on the Health and Welfare Trust, I have committed myself to bringing all of you the best and most affordable health-care coverage possible. These changes are a reflection of not only my commitment, but the commitment of the entire Board of Trustees, to doing what is right to better serve you, the member. Thank you all for allowing me to represent you as a labor trustee. ***Your health and welfare are always my number-one goal! VB***

Spring Mountains Acupuncture

Dr. Lisa Mathews, OMD
Board Certified and Licensed Acupuncturist

Acupuncture helps heal:

Pain (back, neck, shoulder, etc) / Stress / PTSD / Depression
GYN issues / Lack of energy / Addictions / Trauma injuries
Anger Management

10% discount for all LVPD employees and family members.
For more information go to www.springmountainsacupuncture.com
(702) 539-9185

Spring Mountains Acupuncture
9402 W. Lake Mead Ave., Las Vegas, NV 89144

Feel better, feel balanced, love life and thrive!



Updating Your Information

CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

As police and corrections officers, we are required to provide current updates on daily work tasks to our supervisors. This is done by dictating officer reports, CAD notes on the MDTs and I-TAG logs on CCDC-module computers, to name just a few. When you are at home, it's a time to ensure that you update your information (such as your current address and family information, beneficiary information and so on) with companies and organizations that are associated or affiliated with Metro and that provide benefits to you. The myriad of companies and organizations that provide you and your family members' financial benefits in the event that you are injured or killed in the line of duty or off duty must be kept up to date and informed.

One misconception that needs to be cleared up is that when an officer fills out the LVMPD Form 29, *Employee Personal Information Form*, and turns it in, some believe that Metro then sends this information to all organizations that are associated or contracted with Metro. **This is not true.** The employee is responsible for contacting each organization individually and then periodically updating their information.

I have provided a partial list of organizations that you might need to call to update your information.

Who: LVMPD

Ask for: LVMPD Form 29, Employee Personal Information Form

Where to get it: Any LVMPD computer template page, LEST or administrative assistant.

Who: Public Employees Retirement System of Nevada (NVPERS)

Ask for: Survivor Beneficiary Designation or Change of Address Form

Where to get it: Call (866) 473-7768 or go to <http://www.nvpers.org/public/forms/Member/SurBeneDesig.pdf>.

Who: LVMPD Employees Health and Welfare Trust (LVMPDEHWT)

Ask for: Employee Enrollment/Change Form

Where to get it: Call UMR at (702) 413-1701 or (866) 868-1395 or go to <https://bp.umr.com>. Log in and go to the forms section.

Who: Las Vegas Police Protective Association (LVPPA)

Ask for: Information Form or Beneficiary Form

Where to get it: Call the LVPPA at (702) 384-8692.

Who: Hartford Deferred Compensation

Ask for: Change of Beneficiary Form

Where to get it: Call (702) 862-8296.

Who: AFLAC

Ask for: AFLAC Policy Change Form

Where to get it: Call (800) 462-3522.

Who: Sheriff's Protective Association (SPA)

Ask for: Member Update Form

Where to get it: Call (702) 452-1394.

In addition to the above-listed organizations and providers in this article, members should also periodically update information with their own automobile, home and life insurance companies. **VB**



**CALVADA
POLICE
EQUIPMENT** INC.

STATE OF NEVADA'S ONLY AUTHORIZED



REPAIR CENTER!!!

**STOP IN AND CHECK OUT OUR
MONTHLY SPECIALS!!!**

622 N. Rainbow Blvd. (702) 385-COPS
Las Vegas, NV 89107 Fax (702) 385-9509



**CHIROPRACTIC
HEALING CENTER**

Dr. Cheree Sandness • Dr. Danielle Buda
(702) 215-2090

Now a Beechstreet provider
\$20 off 1st 1-hour massage (mention this ad)
The #1 choice where athletes, police officers, fire fighters
and families go to get relief & feel better.

OPEN 6 DAYS A WEEK!	CARPAL TUNNEL
Mon: 12 pm - 6 pm	MASSAGE THERAPY
TUE: 12 pm - 7 pm	BACK PAIN / SCOLIOSIS
WED: 9 am - 12 pm	HEADACHES / MIGRAINES
THURS: 12 pm - 7 pm	AUTO / PERSONAL INJURIES
FRI: 9 am - 4 pm	REHAB / PHYSICAL THERAPY
SAT: 9 am - 12 pm	KNEE & SHOULDER INJURIES

7250 Peak Dr., Suite 106 • Las Vegas, NV 89128



Let Me Introduce Myself

POLICE OFFICER PAUL BIGHAM

Secretary

First, I would like to introduce myself to those of you in the PPA who don't know me. I am Police Officer Paul Bigham. I joined the LVMPD in November of 1985, after serving six years in the USAF, the last four of those here at Nellis AFB. The service brought me to Las Vegas, where I decided to stay. After leaving the Air Force, I hired on with Metro. Back then, my academy was small, with just 14 of us from Metro and one additional officer from the Henderson P.D. The academy was at the old SEAC, which is now the Traffic Building.

The first part of my career was spent in Patrol, including time spent working as an FTO. In 1991, I went to the Detective Bureau on a two-year TDY, which included time in Auto Theft. I then went back to Patrol for a short time until a permanent position was offered back in the Detective Bureau in Auto Theft. While in the Bureau, I worked the General Assignment Detail, which is one of the best jobs I have had on the Department. I still think it is unfortunate that the GA Detail went away. After that, I worked in the Robbery Detail, and from there I moved on to work as a Homicide detective. In January 2001, I went to Traffic as a motor officer, where I worked for several years. I then transferred to the Airport Bureau.

During my time in Traffic and at the Airport, I served as a board member of the PPA, representing those two units. When Executive Director Chris Collins called about an opening on the PPA's Executive Board and asked if I would consider having my name put in the hat of candidates who are interested in filling that position, I jumped at the opportunity. I felt honored to be considered for the position and vowed that if I got the position, I would do my best to represent the PPA and its members in a positive way. Suffice it to say, I have quite a diverse background with Metro. Additionally, over the years and in my various assignments, I have learned a lot of different things and have worked with a lot of different people, many of whom are now lieutenants, captains and above. I hope that my experience and the contacts I have made will help me serve you better.

Anyway, enough about me — let me now address another subject. One of the things I have been tasked with overseeing in my position at the PPA is representing our officers before the Accident Review Board (ARB). Many of you may not know that the Accident Review Board is working under some new and tougher guidelines. Because it is so new, only a couple of review boards have been held at the time that I write this. Additionally, the new guidelines have been described to me as “a work in progress” which may change over time, but the board is moving forward with these as I write this. The most notable change is that, while in the past a lot of minor automobile incidents were not subject to much scrutiny, things have now changed. With the loss of life to our fellow officers in the last year, the Department is taking a very hard look at our driving habits. Specifically, the Department is looking into whether there are any trends developing in our driving habits that could be unsafe or dangerous. The Department is also concerned about the associated cost to the Department stemming from these auto incidents by way of injuries to officers or civilians, repairing damaged vehicles, paying out on workers' compensation claims and so on. Unlike in the past, when minor incidents or accidents didn't call for a mandatory appearance at the ARB, now they do. The ARB will be looking to see if they can identify the beginning of a trend with an officer and correct that issue through either education, such as an EVOC refresher course, or even a suspension — ouch!

A lesser change, but one that is for whatever reason creating quite a stir at the ARB, is the board's concern about officers showing up for their hearings wearing jeans. While apparently this was never a concern in the past, the current board intends to enforce the Personal Appearance Policy, 4/107.00, and the Wearing Civilian Clothing Policy, 4/107.03, when an officer is at the ARB. Pursuant to these policies, an officer may not wear denim and must appear in business-casual clothing at the ARB. Be advised that unless you hear otherwise, if you show up for an ARB hearing in denim, the board will not let you in and will direct your supervisor to write you a contact report reflecting the fact that you appeared in jeans.

We have all been out there at one time or another responding to calls, and we certainly all know about the adrenaline rush and how things happen very quickly. We as officers tend to multitask by rolling code to a call with the associated noise, trying to listen to the radio, looking at the call details on the screen, and then it happens — you've just been involved in a 401. But those types of accidents are the ones that are few and far between; rather, it is the parking lot accidents and the minor incidents that really start adding up and can land you before the ARB.

My advice to you is this: Take that extra second before backing out, or take that second glance before changing lanes or beginning your move in your vehicle. Or take that deep breath before rolling code or whatever it takes to keep you safe and out of ARB. Hopefully, if I don't know you already, I will meet you in my new role at the PPA, but hopefully it will not be because we meet to prepare for an ARB hearing. **VB**

Southern Nevada Law Enforcement Memorial

Las Vegas Metropolitan Police Department Corrections
Officer Daniel Leach, EOW November 21, 2009.

Correctional Officer Daniel Leach was killed in an automobile accident on U.S. 95, near Searchlight, at approximately 5:45 a.m. He was driving a prisoner-transport van to the Tucker Holding Facility to pick up prisoners when the vehicle collided with a semi-truck that pulled into his path from a side street.

Officer Leach had served with the Las Vegas Metropolitan Police Department for 25 years. He is survived by his wife and two children.

(Reprinted from the Southern Nevada Law Enforcement Memorial on Facebook.)

GONE BUT NEVER FORGOTTEN



Aetna Supplemental Insurance

CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

By the time this article is published, the Aetna supplemental insurance rollout will have been in progress for over a month. The reason that we are doing this is to increase the number of members enrolled in the program. Aetna has told the PPA that we need a certain percentage to stay in the program at the low rates that Aetna has been able to offer our members.

We normally do our annual rollout in the month of September, but in an effort to meet the target percentage Aetna would like us to have enrolled in this program, they have set up a modified rollout date that started April 1st and goes through May 31st. Normally when we do a rollout, the guaranteed issue amount (GIA) that a member can purchase without having to go through a physical or answer a number of questions is \$250,000.00 of term life. If you include accidental death and disability (AD&D) and also insurance for the spouse, the GIA is \$50,000.00. This insurance will cover you on duty and off duty, and will cover those of you who are in the military, even when activated during time of war. There are a few other noteworthy things you should know about this program. The rates are low; when you retire, you can take the insurance with you (otherwise known as "port it over") without a physical, and you can also add

your children for a very small amount of money per paycheck — approximately \$0.43 for \$10,000.00 of term insurance.

An example of what the cost would be to a 30-year-old:

\$50,000.00 term life — \$2.70 a check

\$50,000.00 AD&D — \$1.00 a check

An example of what the cost would be to a 50-year-old:

\$50,000.00 term life — \$9.65 a check

\$50,000.00 AD&D — \$1.00 a check

Currently, the cost per paycheck for \$10,000.00 of AD&D for children is \$0.20.

I will close by saying that the Aetna insurance currently available to our members is a great opportunity to get in on low rates and be able to carry it with you when you leave the Department. Keep in mind that the rollout is only available until May 31, 2010. If anyone has questions concerning this offer, please give me a call at the office, (702) 384-8692, or on my cell at (702) 328-0896.

Thank you and be safe. **VB**



KURT A. SMITH, ESQ.

- Personal Injury
- Insurance Law
- Commercial Litigation

HOWARD C. KIM, ESQ.

- Bankruptcy
- Foreclosure Mediation
- Landlord-Tenant Disputes
- Business Law

JACK W. FLEEMAN, ESQ.

- Family Law including:
 - Divorce, Alimony
 - Child Custody, Child Support
 - Adoptions
 - Grandparent's Rights
 - Termination of Parental Rights

(702) 485-3300
info@smithkim.com

1057 Whitney Ranch Dr., Suite 350
Henderson, Nevada 89014

www.smithkim.com

Free
Consultations

20%
discount
to LVPPA
members
and their
families





POLICE OFFICERS

Cruise Vacations on Sale!

	Interior from	Oceanview from
Mexico - 7 Days RT San Diego	\$449	\$549*
Caribbean - 7 Days RT Tampa	\$499	\$549*
Alaska - 7 Days RT Seattle	\$499	\$549*
Canada/ New England - 10 Days New York to Quebec City	\$999	\$1199*
Panama Canal - 14 Days Ft. Lauderdale to San Diego	\$1099	\$1199*

from \$449

Must present ID for purchase

Holland America Line
A Signature of Excellence

Rates p.p., dbl. occ. Cruise only unless otherwise noted. Offers are subj. to avail. at time of booking & may be changed at anytime. New bookings only & based on promo VC. *Odds Oceanview. Not responsible for errors or omissions in the ad. We reserve the right to substitute at any time. Restrictions apply. Ships registry: Bahamas & Panama.

For reservations, call today at

PRESTIGE TRAVEL & CRUISES  **Travel Representative**

946-5850



Protect Your Right to Have a Contract By Voting

DETECTIVE MICHELLE R. JOTZ
Director of Governmental Affairs

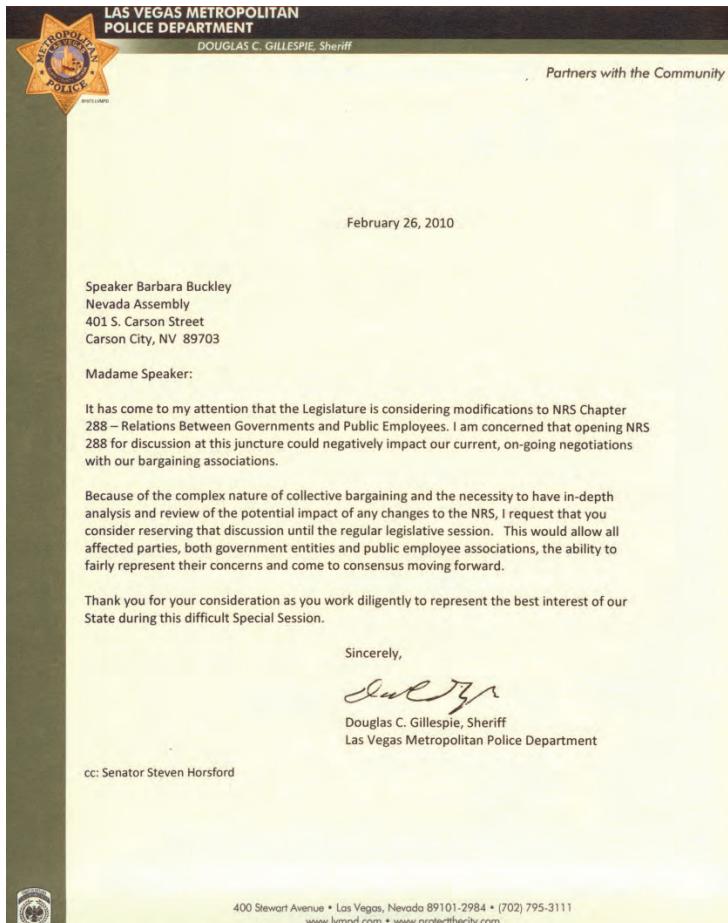
As the director of governmental affairs, I attended the special session of the Legislature to lobby on behalf of Southern Nevada Conference of Police and Sheriffs (SNCOPS) and the Police Protective Association. Several extremely important issues came up during the session that I think you should be aware of. First, the state attempted to implement furlough days for local government employees. We were ultimately able to get ourselves removed from that bill. The second item, and most important, was the attack on NRS 288. NRS 288, for those of you who aren't aware, is the statute that makes collective bargaining and our contract possible. This was the not the first time that NRS 288 has been under fire, but it was definitely a sign of things to come. What I was told by several assemblypersons was that their goal during this session would be to make contract negotiations subject to the open-meeting law. Essentially, news cameras and reporters could be sitting in the room with us while we attempt to negotiate our contract. This would bring the normal progress of negotiations to a grinding halt. What we've learned during our endorsement interviews is that many candidates believe we shouldn't have collective bargaining at all, but if we do retain that right, it should be subject

to the open-meeting law so that the public can more closely scrutinize what is occurring during the negotiation process. Again, we were successful in stopping this disaster from taking place, and we had the help of Sheriff Gillespie to do so. He sent a letter to Senator Steven Horsford and Assemblywoman Barbara Buckley telling them that this was not the appropriate time to address collective bargaining (see included letter). But, the fight isn't over.

What can you do to help protect our contract? Consider the list of endorsed candidates included here and on our website. These are the people who share our views on collective bargaining, and for that, they deserve your support. These folks were interviewed by representatives from SNCOPS (Las Vegas Police Protective Association, Henderson Police Officers Association, Henderson Police Supervisors Association, Las Vegas Peace Officers Association and North Las Vegas Police Officers Association) and PORAN (Peace Officers Research Association of Nevada — Washoe County Sheriff's Deputy Association, Reno Police Protective Association, Reno Police Supervisors Association and Nevada Corrections). We were able to ask questions about the issues important to law enforcement and, as a group, determined who would best represent the interests of **law enforcement and public safety**. Please take the time to vote and give these candidates your support.

2010 SNCOPS and Law Enforcement Coalition Endorsements to Date

- United States Senate: Harry Reid
- Representative in Congress, District 1: Shelley Berkley
- Representative in Congress, District 2: No endorsement given (no candidates interviewed)
- Representative in Congress, District 3: Dina Titus
- Governor: Brian Sandoval
- Lieutenant Governor: No endorsement given (waiting for general election)
- Secretary of State: Ross Miller
- State Treasurer: Kate Marshall
- State Controller: Kim Wallin
- Attorney General: Catherine Cortez Masto
- Nevada Supreme Court Justice: Jim Hardesty
- State Senate, Capital Seat: Kevin Ranft
- State Senate, District 1: Sheila Leslie
- State Senate, District 2: Mo Denis
- State Senate, District 4: Steven Horsford
- State Senate, District 5: Joyce Woodhouse
- State Senate, District 7: Mark Manendo
- State Senate, District 8: Tammy Peterson
- State Senate, District 9: Dennis Nolan
- State Senate, District 10: Ruben Kihuen
- State Senate, District 12: Aaron Ford
- State Assembly, District 1: Marilyn Kirkpatrick
- State Assembly, District 2: John Hambrick
- State Assembly, District 3: Peggy Pierce
- State Assembly, District 4: Gerry Mackin



(continued on page 14)



Why Join the PPA?

DETECTIVE DARRYL CLODT

Sergeant-At-Arms

I have heard many of you ask, why join the PPA? This is generally followed by a complaint along the lines of “My union does nothing for me, so why give them my money?” As I write this article, I know I will cause a stir, but you should all know what the PPA does for you and why it is so important to join, if you are not already a member.

The PPA has many important benefits. Probably most important is your benefit to have representation with you during the Internal Affairs process. If you work here long enough and watch what has happened under recent administrations, you may conclude, as I have, that our agency has a desire to have the highest Internal Affairs statistics in the country. Unfortunately, many of you over the course of your careers will find yourself in the Office of Internal Affairs. As a matter of fact, Internal Affairs investigations are always on the rise. We received 132 notices for Internal Affairs interviews during the month of March. If this pace continues, we may see as many as 1,584 Internal Affairs interviews by the year’s end. I’m sure many of you are thinking that you will never be the guy or gal who gets into trouble, so you will never need the association’s assistance. Well, don’t be so sure. And don’t naively go into an interview thinking that the Department has your best interest at heart. The bottom line is that the Department’s primary goal is to prove to the public that it knows how to police its own, and to do this it investigates cases with a vengeance. When you go to Internal Affairs, you most likely will be listed as a “subject” (“suspect,” in plain English, or should I say “guilty suspect, until proven innocent,” at least by my observations). This alone should cause you to want to have some form of representation when you enter the doors of Internal Affairs. And the PPA is there for you to clarify issues, document what occurs and to accomplish the goal of REPRESENTING THE MEN AND WOMAN OF THE LVMPD IN A PROFESSIONAL, FAIR MANNER.

All dues-paying members of the PPA receive this representation benefit as just one of many benefits in exchange for your dues. Know also that if you are more comfortable having someone else represent you, you are welcome to bring that person in along with your PPA representative or, alternatively, if you wish to hire an attorney to represent you in the process, you are welcome to bring in an attorney of your choosing instead of a PPA representative appearing on your behalf. You should know, however, that if you chose not to be a member and want a PPA

representative to assist you with an Internal Affairs investigation, it will cost you \$250.00 an hour, with a two-hour minimum, for their time. Should your matter proceed to a pre-termination hearing, members are entitled to representation by one of the two on-staff attorneys here at the PPA. Non-members, on the other hand, must pay for the use of an association attorney or retain outside counsel instead, all which costs a significant amount of money. The hourly rate for our PPA attorneys is \$500.00 per hour, plus advance down payments as follows: \$1,500.00 for a pre-termination hearing, \$2,500.00 P# 4492 for a labor management hearing and \$10,000.00 for an arbitration hearing. That is a pretty expensive alternative to the biweekly dues payment charged by the association. But you will never need that, right? Are you sure you are willing to take that risk?

So why take a representative with you when you go to Internal Affairs? I cannot stress enough — it is *always, always, always* to your benefit to take a representative familiar with the process and the people with you to Internal Affairs. It is also your right under NRS 289 to bring a representative with you. Going to Internal Affairs can be stressful, and knowing that you have a person sitting next to you to make sure your rights are not violated and that the Internal Affairs investigators stick to the correct process during your interview may ease your stress. The Department would never sidestep the process or cut corners, would they? Are you confident enough that you are willing to show up without representation?

Some of the other things we here at the PPA do for you is review new policies, procedures, orders and directives that are implemented by the Department. This gives us a chance to ask our questions and voice our concerns about potential new rules and policies before they ever come out and, hopefully, make the rules better and more workable for the working officers who must follow these new rules and policies.

There is also the contract itself. Now, while contract talks are in full swing, I ask you to consider how you think about your wages, benefits, insurance and understand how those wages and benefits are obtained. Your great salaries and the ratification process are not the result of the good graces of the agency; your salaries and great benefits are the result of a lot of hard work and good negotiating on the part of many individuals who have served as PPA representatives over the years. If the union did not exist, do you really believe we would have the pay and benefits that we all enjoy? Are you so sure that you think membership in the association does not matter?

Noted above are some of the most important benefits to being a member of the PPA. But there is much more. You also get assistance preparing grievances and get representation at the grievance meeting; you get assistance and representation at the Accident Review Board, the Use of Force Board, Officer Involved Shootings and Coroner’s Inquests, the Civilian Review Board; and representatives are always available to answer your contract questions or any other questions you may have. Still think it doesn’t pay to belong to the association?

I am planning on writing a more in-depth article on the “NEW PROCESS” that the Department has chosen to implement: the Critical Incident Review Team, or CIRT. I believe there will never be a more important time in your career to have the association on your side than when you use deadly force on a suspect and this new CIRT team steps in to inquire. As your association, we are here to go through that process with you and to ensure your rights are protected.

You represent the future of not only this Department but also this association. It is important that we remain strong, and to do this, we must remain together. Your membership is important to us, and we should be important to you. **VB**

COMPLIMENTARY EXAM FOR ONE PET
AND 10% DISCOUNT ON ALL SERVICES FOR ALL LVPPA MEMBERS AND FAMILIES, FIREFIGHTERS, AND MILITARY

Full Service VETERINARY FACILITY

OPEN 7 DAYS A WEEK!

MONDAY - FRIDAY
7:30 A.M. - 6:00 P.M.

SATURDAY - SUNDAY
8:00 A.M. - 5:00 P.M.

General Medicine and Surgery
Laparoscopic Surgery
Dentistry/Dental Radiology
Digital Radiology
Skin Allergy Testing
Wellness & Preventative Care
Nutritional Counseling
Full Boarding
Highly Educated and Trained Staff
We treat dogs, cats, birds, reptiles, pocket pets, pigs, goats and most other exotic animals.

Creature Comforts ANIMAL HOSPITAL
(702) 658-7339
5741 Sky Pointe Drive, Las Vegas, NV 89130

Privately Owned and Operated



BY KATHY WERNER COLLINS
General Counsel

Increases in Terminations: What You Need to Know to Avoid Becoming One of the Statistics

This year, we are on pace to have a record number of terminations within this agency. I can only speculate as to why this is the case. For one, I know that some supervisors have come under fire recently for failing to investigate an incident or for failing to conduct a full and proper investigation and, for this reason, it seems that more matters are going to an SOC (Statement of Complaint). I also believe that some of our employees are simply under a great deal of stress due to these challenging economic times; some have seen a great decrease in overtime or other similar opportunities, some have spouses who have lost their jobs, some are upside down in houses they can no longer afford, etc. and these stresses have caused them to make poor decisions, either on the job or off.

The LVPPA's current legal office has handled the majority of disciplinary appeals on behalf of the rank-and-file police and corrections officers over the past 12 years. What I have learned from this experience is that officers make the same general mistakes and violate the same general policies. This pattern, coupled with the recent surge in serious disciplines, has prompted this article. I hope you will take the information contained in this article to heart so that you don't become one of our disciplinary statistics.

You should know that in a review of the cases that have gone to a pre-termination hearing over the past couple of years, by my calculations almost 75% of them have a truthfulness element to them. In other words, almost three-fourths of the cases resulting in a recommendation for termination involve some allegation of misconduct, e.g., conduct unbecoming, use of force, neglect of duty, etc., compounded by a corresponding charge that the officer in question was in some way untruthful about the matter, either in the initial reporting of the incident or later, during his or her Internal Affairs interview, or both. In this regard, you should know what the Department's policies are with regard to some of the most commonly violated rules and regulations, as well as what the Department's *Discipline Decision Guide* says with regard to these commonly violated policies.

Civil Service Rule 510.2(G)(1): Standards of Conduct

The Conduct Policy 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 is generally limited to addressing concerns

with an employee's behavior that occurs while the employee is on duty. As you can imagine, on-duty conduct allegations can cover a vast array of things. They can stem from something as simple as joking around with a fellow employee that is taken the wrong way to serious allegations such as workplace violence, inappropriate contact with members of the public, etc.

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. However, an employer can discipline an employee for off-duty misconduct where there is 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.

We all know that discipline for misconduct, both on and off duty, is on the rise. With this in mind, you should know what the Department's *Discipline Decision Guide* recommends as the appropriate level of discipline for the most common types of conduct-unbecoming allegations. Conduct issues where the supervisor believes a written record of discipline is necessary in the personnel file to correct the behavior (*Guide* p. 18, line item 1) or where the employee has received prior counseling for a similar or dissimilar problem (*Guide* p. 18, line item 2) call for the following discipline: first offense — written reprimand, second offense — minor suspension, third offense — major suspension, fourth offense — major suspension or termination. Conduct issues where the employee has received one or more written reprimands for a similar or dissimilar offense (*Guide* p. 18, line item 5) or where the act or omission taken by the employee is detrimental to the Department in achieving its goals and living up to its mission and values statement (*Guide* p. 18, line item 6) call for the following discipline: first offense — minor suspension, second offense — major suspension, third offense — major suspension or termination, fourth offense — termination.

6/002.00: Use of Force

As you know, the U.S. Supreme Court has analyzed a claim of excessive use of force under the Fourth Amendment right to freedom from unreasonable seizures of persons. In *Graham*, the court stated that "[t]oday we make explicit what is implicit in Garner's analysis [a case analyzing the use of deadly force on a fleeing suspect], and hold that all claims that law enforcement officers have used excessive force — deadly or not — in the

(continued on page 12)

LEGAL CORNER

(continued from page 11)

course of an arrest, investigatory stop or other ‘seizure’ of a free citizen should be analyzed under the Fourth Amendment and its ‘reasonableness’ standard. ...”

The Use of Force Policy states that “[i]t is the policy of this department to accomplish the police mission as efficiently and unobtrusively as possible. The department has the highest regard for the dignity and liberty of all persons, and places minimal reliance upon the use of force and authority. In vesting members with the lawful authority to use force for the public welfare, a careful balancing of all human interests is required. The level of force must reflect the totality of the circumstances surrounding the immediate situation. The member will select a level of force that is within the range of ‘objectively reasonable’ options. [*Graham v. Connor*, 490 U.S. 386 (1989).] Department members should use only that force that appears reasonably necessary to bring an incident under control, while protecting the lives of citizens or department members. Any force used will be only that which is reasonably necessary to accomplish a lawful police task.”

What you should know is that under the Department’s *Discipline Decision Guide*, in general, the discipline recommended for inappropriate use of force is as follows: first offense — written reprimand or minor suspension, second offense — minor or major suspension, third offense — major suspension or termination, fourth offense — termination. (*Guide* p. 18, line item 4.)

4/104.04: Obedience

The Obedience Policy states that “[m]embers shall obey all lawful orders given by superiors, including any order relayed from a superior by a member of the same or lesser rank. ... Such obedience shall be willing and prompt. ... The willful neglect or deliberate refusal of a member to obey any lawful order given by a superior shall be considered insubordination. Flouting the authority of any superior by manifest disrespect or by disputing orders shall be considered insubordination.”

The widely accepted rule as to obedience issues is “Work now, grieve later.” Under this rule, where an employee refuses to follow an order rather than following it and then later files a grievance, arbitrators generally uphold the discipline on appeal. While there are certain recognized exceptions to the “Work now, grieve later” rule (i.e., when an order threatens one’s health and safety, where an employee has been denied representation by a union representative and the employee refuses to participate in a meeting or interview, where an employee refuses an order that directly conflicts with a clear right of the employee and the employee has no time to proceed with the grievance process and where an employee is directed to engage in illegal or immoral behavior), aside from these few exceptions, you are well advised to follow an order, and then address its propriety through the grievance process.

Assuming one is found to have violated the obedience policy, here is what the *Discipline Decision Guide* calls for as discipline: first offense — minor suspension, second offense — major suspension, third offense — major suspension or termination, fourth offense — termination. (*Guide* p. 18, line item 7.)

4/102.11: Neglect of Duty

The Neglect of Duty Policy, 4/102.11, states that an “employee who fails to comply, by act or omission, with any law, or with any order, procedure, rule or regulation of the department, or who fails to perform his official duties or who acts in the performance of his official duties in a manner which could bring discredit upon himself, upon the department, or upon any other member of the department, may be considered in neglect of duty.”

While not a specific line item in the *Discipline Decision Guide*, the typical disciplines we see for this offense are generally in the range of a written reprimand to a minor suspension.

4/102.12: Interaction with the Public

This policy states that “[m]embers should at all times be courteous, patient and respectful in dealing with the public. Members should avoid answering questions in a short and abrupt manner and should not use harsh, coarse, violent, profane, insolent, indecent, suggestive, sarcastic or insulting language.

Members should maintain an even-tempered, professional demeanor regardless of the provocation, remaining cool and collected at all times. Members will provide their name and personnel number when requested to do so by a citizen.”

Discourtesy to members of the public that you come into contact with is yet another common source of discipline that is dealt with by our office. Discipline for discourtesy often depends upon the pattern and severity of the conduct. Discipline for discourtesy will usually be upheld only if the employee violated a particular work rule (of which we have), if the employee was engaged in a pattern of discourteous behavior, if the employee has previously been disciplined or counseled for such behavior or if the conduct was particularly egregious.

Again, while not a specific line item in the *Discipline Decision Guide*, the typical disciplines we see for this offense are generally in the range of a written reprimand to a minor suspension.

4/101.19: Truthfulness Required at All Times

This policy states that employees “... have the responsibility to be truthful in all matters related to the scope of their employment and the operations of the department. Failure to be truthful in any matter that impacts on the integrity of the department or its members is unacceptable behavior and will not be tolerated. Additionally, members formally noticed of official investigations conducted by the department who are found to be untruthful during the investigations, or who are found to be untruthful in completing official department documents, will be subject to termination. ...”

This is perhaps the most serious form of employee misconduct in your profession. Intent is a critical component when employees are disciplined for untruthfulness. When there is clear intent to steal or defraud or lie, many arbitrators take a strict approach, concluding that if the employer-employee relationship of trust has been breached, no mitigating factors can or should lessen the penalty.

Specifically as it pertains to law enforcement, however, the duty of loyalty and honesty goes a step further. This stems from a United States Supreme Court decision in *Brady v. Maryland*, 373 U.S. 83 (1963). In that case, Brady and a companion were both convicted of first-degree murder and sentenced to death in separate trials. At his trial, Brady admitted to participating in the crime, but claimed that his companion did the actual killing. At the trial, petitioner’s counsel conceded that petitioner was guilty of murder in the first degree and asked only that the jury return a verdict with a sentence of life in prison but not capital punishment. Prior to the trial, petitioner’s counsel had requested the prosecution allow him to examine the companion’s extrajudicial statements. Several of the statements were shown to him. However, the one statement in which the companion admitted to the actual killing was withheld by the prosecution and did not come to the petitioner’s notice until after he had been tried, convicted and sentenced and after his conviction had been affirmed by the Court of Appeals. In a post-conviction proceeding, the Maryland Court of Appeals held that the suppression of evidence by the prosecutor denied petitioner of due process of law, and it remanded the case for a new trial on the question of punishment. This decision was upheld by the Supreme Court.

Following this case, it is now an accepted principle that the suppression by a prosecutor of evidence that would be favorable to an accused upon request violates due process, where the evidence is material either to guilt or to punishment, irrespective of the good faith or bad faith of the prosecutor. Included in this concept is evidence of the veracity, or truthfulness, of law enforcement officers involved in the matter. As a result, if requested, a prosecutor must produce evidence that an officer has been found to be untruthful if such is the case. It is for this reason that law enforcement agencies nationwide have moved to a very strict approach to dealing with employees found to be dishonest. And as you all know, this agency is no exception.

Truthfulness allegations against officers seem to be on the rise within the Las Vegas Metropolitan Police Department. While the association believes that

(continued on page 17)



Sheriff's Message

SHERIFF **DOUGLAS C. GILLESPIE**

As I am preparing this article for *Vegas Beat*, I am also preparing for the local, state and national memorial services that are held each year. Although I am frequently reminded of the tough job we have in policing when I visit officers and their families in the hospital, 2009 brought that reality home even harder. It was an infamous year for the LVMPD. Four officers lost their lives serving our community — more losses in one year than ever before in our Department's history.

When I speak in the community, I am often asked about these losses and if there is some explanation to offer. Although we can point to many factors — increasing violence, decreasing respect for authority, etc. — I counter that with the fact that our officers are better educated, better trained and better equipped than ever before. The advances in policing technology and techniques, as well as medical advances, give us a degree of safety that we did not have when I was in the academy.

But with that being said, I recognize those same advances have given the criminal advantages as well. The complexity of the issues we deal with today in local policing — Internet crime, violent extremism, domestic terrorism, etc. — were never considered in my early career. Social media, texting and cell phones give criminals the ability to communicate our positions through phone apps that check police scanners, and websites like Rate My Cop post our information for the public and criminals alike. Your job on the street today is an increasingly difficult one.

While those things may be true, I look at our officers today with a sense of

pride and a firm commitment. I am proud of the caliber of the men and women whom have come through our recent academies, whom no doubt will only serve to further our goals and mission as they develop and serve alongside our tenured force. I am committed to ensuring that those of you who are working here today will be working here tomorrow, even in these tough budget times.

I recognize that we all have tough jobs to do. I will remain focused on my job of leading this Department and continuing our progress in reducing crime, in the midst of our economic storm. I ask that you do the same: remain focused on your job and stay safe.

This May, we send the families of our fallen officers to the National Memorial in Washington, DC. Thanks in no small part to your efforts and generosity, we will keep our commitment to *never forget*. It will be my solemn honor to read the names of James Le'Treall Manor, Milburn W. Beitel (III), Trevor A. Nettleton and Daniel Leach at the Candlelight Vigil on May 13th. As I read those names, I will remember not only their sacrifices, but their contributions.

In their years on the Department, they made a significant impact on our agency and our community. It is a sad truth that all too often we don't fully appreciate what we have until it's gone. As we honor our fallen officers, I ask that you remember with me their lives and their legacies. **VB**

To All Las Vegas Police Protective Association MEMBERS AND FAMILIES

Especially Those in the NORTH/NORTHWEST Areas



- No Out-of-Pocket Cost for Any Dental Treatment (up to maximum benefit)
- FREE Take-Home Bleaching Tray (after X-rays, exam and cleaning)
- FREE Oral Hygiene Kit

Come in for FREE Invisalign Consultation

SEDATION PILLS AVAILABLE FOR THE FEARFUL!

Young Children Are Welcome!

CALL NOW FOR YOUR APPOINTMENTS

Miracle Dental

8001 N. Durango Drive, Suite 140
Las Vegas, NV 89131

702-456-0056

Precious Dental

4210 W. Craig Road, Suite 104
North Las Vegas, NV 89032

702-436-5222

CONTRACT BY VOTING

(continued from page 9)

State Assembly, District 5: Marilyn Dondero Loop
State Assembly, District 6: Harvey Munford
State Assembly, District 7: No endorsement given
State Assembly, District 8: Jason Frierson
State Assembly, District 9: Richard "Tick" Segerblom
State Assembly, District 10: Joe Hogan
State Assembly, District 11: Olivia Diaz
State Assembly, District 12: James Ohrenschall
State Assembly, District 13: No endorsement given
(waiting for general election)
State Assembly, District 14: Maggie Carlton
State Assembly, District 15: Cherina Kleven
State Assembly, District 16: John Ocegüera
State Assembly, District 17: Kelvin Atkinson
State Assembly, District 18: Venicia Considine
State Assembly, District 19: Scott Hafen
State Assembly, District 20: No endorsement given
State Assembly, District 21: Ellen Spiegel
State Assembly, District 22: Lynn Stewart
State Assembly, District 24: David Bobzien
State Assembly, District 26: No endorsement given
State Assembly, District 27: Theresa Benitez-Thompson
State Assembly, District 28: Lucy Flores
State Assembly, District 29: April Mastroliuca
State Assembly, District 30: Debbie Smith
State Assembly, District 31: Richard "Skip" Daly
State Assembly, District 32: Jodi Stephens
State Assembly, District 33: John Ellison
State Assembly, District 34: William Horne
State Assembly, District 36: Harry Schiffman
State Assembly, District 37: Marcus Conklin
State Assembly, District 39: No endorsement given
State Assembly, District 40: Robin Williamson
State Assembly, District 41: Paul Aizley
State Assembly, District 42: Irene Bustamante-Adams
Clark County Sheriff: Douglas Gillespie
Washoe County Sheriff: Mike Haley
State University Regent: Kevin Page

2010 PPA Endorsements to Date

United States Senate: Harry Reid
Governor: Brian Sandoval
Secretary of State: Ross Miller
Attorney General: Catherine Cortez Masto
Clark County Commission, District E: Chris Giunchigliani
District Court Judge, Department 26: Kurt Kay Harris
District Court Judge, Department 27: Nancy Allf
District Court Judge, Department 28: Jack Howard
District Court Judge, Department 29: Kenneth E. Pollock
District Court Judge, Department 30: No endorsement yet given
District Court Judge, Department 31: Phil Dabney
District Court Judge, Department 32: Rob Bare
District Court Judge, Family Division Department A: No endorsement yet given
District Court Judge, Family Division Department B: Gloria Sanchez (incumbent)
District Court Judge, Family Division Department C: Steve Jones (incumbent)
District Court Judge, Family Division Department D: No endorsement yet given

District Court Judge, Family Division Department E: Chuck Hoskin (incumbent)
District Court Judge, Family Division Department F: No endorsement yet given
District Court Judge, Family Division Department S: No endorsement yet given
District Court Judge, Family Division Department T: No endorsement yet given
Justice of the Peace, Las Vegas Township, Department 2: Joseph S. Sciscento (incumbent)
Justice of the Peace, Las Vegas Township, Department 3: Tony Abbatangelo (incumbent)
Justice of the Peace, Las Vegas Township, Department 4: Melissa Saragosa (incumbent)
Justice of the Peace, Las Vegas Township, Department 6: William "Bill" Kephart
Justice of the Peace, Las Vegas Township, Department 7: Robert Kurth
Justice of the Peace, Las Vegas Township, Department 9: Joe Bonaventure (incumbent)
Justice of the Peace, Las Vegas Township, Department 13: No endorsement yet given
Justice of the Peace, Las Vegas Township, Department 14: Conrad Hafen
Justice of the Peace, Searchlight Township: No endorsement yet given
District Attorney: David Roger
Clark County Sheriff: No endorsement yet given
Constable, Las Vegas Township: Robert "Bobby G" Gronauer

The PPA mailed out 3,088 P#14082 ballots for the sheriff's race. In order for the Bylaw to be satisfied, we needed to receive a total of 1,575 returned ballots, which is the 51% required. If 51% or more of the ballots were returned to the PPA, the outcome of the vote would have determined whom the association would endorse for the sheriff's race this year. The deadline of Friday, April 9th, at 5:00 p.m., came and went and we had only received 981 ballots. Nonetheless, we decided to count the ballots we did receive and make the results public, knowing that everyone who participated would be curious about the outcome. On Monday, April 12th, the PPA office invited representatives from several of the candidates to attend a ballot count of the ballots we did receive. The following were the representatives who attended: Dan Barry's representative, Mike Springer; Laurie Bisch's representative, Randy Titus; and Doug Gillespie's representative, Mike Sullivan. No representatives were present for Mark Beckerle, Gordon Martinez or Tim Deam. The following are the results (percentage of votes rounded to two decimals):

Candidate	Votes	Percentage of Votes
Dan Barry	307	31.29
Mark Beckerle	5	.51
Laurie Bisch	111	11.31
Tim Deam	0	0
Doug Gillespie	524	53.41
Gordon Martinez	27	2.75

We received 14 ballots on April 12th, which was after the deadline, so those votes were not counted. We had seven invalid votes (votes for candidates not on the ballot, no candidate chosen at all, etc.). Based on the fact that we did not receive 51% of the ballots back, the Board of Directors will be interviewing candidates on April 29th and will make a decision after those interviews.

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**

We Want You — To Give Us Your E-mail Addresses!

BY KATHY WERNER COLLINS

As you may recall from Assistant Executive Director Tom Reid's article from the March/April 2010 LVPPA *Vegas Beat*, we learned during our last round of briefings that many of you were interested in the association exploring a more convenient way for you to participate in contract ratification voting. You will be happy to know that we have answered your concerns, and it looks like electronic voting may be on its way!

Keep in mind a couple of things. First, know that we cannot change the current system of voting without a Bylaw change. As Tom Reid noted in his article from the last edition of *Vegas Beat*, the voting process is set forth in our Bylaws. Currently, the process for selecting area representatives and the executive director of the LVPPA is governed by Bylaw 28, which calls for voting by mail. The current process in place for contract ratification votes and for voting on Bylaw proposals and modifications is set forth in Bylaw 29, which calls for the vote to take place in person at a central location. In order for the association to change these processes to electronic voting, the above two Bylaws have to be changed. Proposals to make these



WE WANT YOU!

changes will be submitted at the June General Membership meeting and will ultimately be voted on in October. Assuming the changes to the Bylaws are approved, the changes will go into effect at that time. So the second thing that you must keep in mind is that electronic voting will *not* be available for this summer's contract ratification vote; you will all have to stick to the old system for one last round of contract ratification voting and one last round of Bylaw modification voting. But bear with us — it looks like change is coming.

Assuming the process for electronic voting is approved and added into the Bylaws, here is what you can expect. As has been the case in the past, only active members of this association are permitted to vote. And if this system for electronic voting passes, only those members who have current personal e-mail addresses on file with the PPA will be able to vote. As a vote approaches, all officers eligible to vote will receive, via e-mail to their personal e-mail addresses, an election password

(continued on page 22)

A World of Financial Solutions..... From a World of Companies Financial Products with.....No Boundaries Offered through Richard L. Hoover*

- Federally "Tax Advantaged" Investments*
- Supplemental Retirement Programs
- 401k Rollover
- Retirees Deferred Comp Rollovers
- College Education Funding Programs*
- Mutual Funds*
- Life Insurance-All Kinds-All Companies
- Financial Planning*
- Roth IRA*
- Traditional IRA and IRA Rollovers*
- Managed Accounts*
- Exchange Traded Funds (ETF's)*
- Long-Term Care
- Disability Income Protection
- Health Insurance
- Disability Insurance



SagePoint 
FINANCIAL

Richard L Hoover, Investment Advisor Representative
(702) 221-8866 Ext. #11
2920 S. Jones Blvd., Suite #110-A • Las Vegas, Nevada 89146
www.richhoover.com
Email: richard@richhoover.com

*Securities and investment advisory services offered through SagePoint Financial, Inc., member FINRA/SIPC and a registered investment advisor.

EXECUTIVE DIRECTOR'S MESSAGE

(continued from page 4)

drastically. Let's look back at the title of this article. The first part is GREAT POLICE WORK — good, solid police work was accomplished all shift. That is how the stolen vehicle was spotted in the first place; that is how an officer was able to arrive on scene and address the threat before Officer Madland was shot to death; and that is how officers were able to care for Officer Madland until medical personnel arrived on the scene. The second part is GREAT TRAINING — undoubtedly, if not for good training and fast actions by those of you on scene that night, this situation could have ended differently: in a tragedy, rather than a success story. The third and last part is GREAT COOPERATION — on this night, cooperation was the key to success. As the shots-fired call was broadcast over the radio, the entire public safety community went to work as one. AMR arrived on the scene in two minutes. City Fire dispatched an entire station, consisting of an engine, the heavy rescue truck and the paramedic unit. As they arrived, paramedics rode with Officer Madland to UMC, while the others and two additional paramedic units stayed at the scene to help clean officers' clothing and equipment.

And speaking of GREAT COOPERATION, let's not forget that other Metro officers and officers from other law enforcement agencies in the valley began closing down the roads and intersections so that the ambulance transporting Officer Madland would have no traffic problems to deal with while en route to the hospital. At UMC, the lock-down process was again taken care of by law enforcement, as well as UMC security. When the ambulance arrived at UMC, the entire trauma unit stood waiting and provided the best medical care possible. None of this could have happened without great cooperation.

As we all know, Officer Madland is still recovering from his injuries, and no doubt all of the things I have talked about above helped. I also believe that it was Officer Madland's warrior spirit and great will to survive that played the biggest part. He is a TRUE HERO.

I know I have inadvertently left some people out, but trust me, it was not on purpose. I was simply overwhelmed by the vast, effective, coordinated

response and could never begin to personally mention everyone who played a part in saving the life of Officer Madland. As I sit here writing this article, I know that we are about to place the names of four of our Metro brothers lost last year in the line of duty on the walls of our national, state and local law enforcement memorials. I cannot help but think how lucky we are to have all of you, and the groups you work for, who played a role in preventing another loss to this agency. Whether you happened to be working that night or not, if you are employed by one of the law enforcement agencies, one of the fire departments, one of the ambulance companies or at UMC, it makes no difference what job you performed, how big or how small — you were a hero that night and every day that you go to work.

As always, stay safe and fight the good fight. **VB**

Southern Nevada Law Enforcement Memorial

Las Vegas Metropolitan Police Department Officer James Manor, EOW May 9, 2009.

Officer James Manor was killed in a collision when a vehicle turned in front of his patrol car, causing a head-on collision. Officer Manor was responding to a domestic disturbance call, but did not have his emergency equipment activated when the crash occurred on Flamingo Road.

The officer had served with the Las Vegas Metropolitan Police Department for two years. He is survived by his 4-year-old daughter.

(Reprinted from the Southern Nevada Law Enforcement Memorial on Facebook.)

GONE BUT NEVER FORGOTTEN



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 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!

- No out of pocket expense for root canals, crowns, partials, dentures, fillings, extractions.
- No annual deductible (usually \$25.00 per person).
- We are open 7 days a week, including normal hours on Saturday and Sunday.
- Children welcome!!!

Every new family will receive a \$25 gas card upon completion of the treatment.

Give us a call today to schedule an appointment.

4660 S. Eastern St., Suite 209, Las Vegas, NV 89119

(702) 671-0001

3965 E. Owens Ave., Suite 190, Las Vegas, NV 89110

(702) 366-0007



LEGAL CORNER

(continued from page 12)

many of these truthfulness allegations are without merit, many are nonetheless proceeding to termination. I'm sure it goes without saying that as to a truthfulness allegation, if an officer is found to have been untruthful in either an official document or at Internal Affairs, which are the most common truthfulness cases we see, the *Guide* recommends automatic termination. (*Guide* p. 19, line item 30.) So while progressive discipline generally is an element of just cause, when dishonesty is the issue, arbitrators tend to agree with our policy in this respect and usually do not require progressive discipline. This is why the Department's "You lie, you fly" policy has withstood arbitrators' scrutiny.

What I hope you have noticed from the above review is that of all the policies commonly violated by officers in this agency that are noted above, the only one that calls for automatic termination is untruthfulness. While there are specific line items in the *Guide* that call for termination for gross insubordination (line 32 P# 7558), gross inappropriate use of force (line 33) and egregious misconduct (line 29), even if it is a first-time offense, I think all would agree that what we usually see are the lesser forms of these violations that call for written reprimands and suspensions. With this in mind, the common-sense approach is to admit to the misconduct, if that is in fact what occurred, take the lumps you have coming under the *Guide* and move forward from there. What does not make sense is to lie about an incident that could only result in a suspension at most and then face a truthfulness charge in addition that will most likely lead to the Department's successful termination of your employment with this agency. What I always try to stress to individuals I represent is that it is always easier to deal with an underlying allegation of misconduct, even if it occurred exactly as alleged, than it is to deal with the underlying allegation coupled with a truthfulness charge on top of it. For your information, I have attached the full *Discipline Decision Guide*, Appendix A, to the LVMPD's *Handbook on Managing Employee Performance and Conduct*, which sets forth recommended disciplines for other policy violations not mentioned in this article.

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 so many 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**

APPENDIX A: Disciplinary Decision Guide				
CONDUCT	NUMBER OF OFFENSES			
	FIRST	SECOND	THIRD	FOURTH+
Minor performance or conduct issues may be dealt with by counseling employees and documenting these counselings on Contact Reports. A Contact Report is not discipline and is only used to retain written documentation of important events.				
1 Any conduct or performance issues not listed below, where the supervisor believes a written record of discipline is necessary in the personnel file to correct the behavior with or without prior counseling.	Written Reprimand	Minor	Major	Major/Termination
2 Any conduct or performance issues not listed below, where the employee has received a prior counseling for a similar or dissimilar problem.	Written Reprimand	Minor	Major	Major/Termination
3 Alcohol related incidents, not related to DUI	Written Reprimand/Minor	Major	Major/Termination	Termination
4 Inappropriate use of force.	Written Reprimand/Minor	Minor/Major	Major/Termination	Termination
5 All other conduct or performance problems where an employee has received one or more written reprimands for a similar or dissimilar offense (except for traffic accidents, unless there is a clear connection to the conduct).	Minor	Major	Major/Termination	Termination
6 Any other act or omission undertaken by the employee that is detrimental to the Department's achieving its goals and living up to its mission and values statement.	Minor	Major	Major/Termination	Termination
7 Insubordination — Direct refusal to comply with a lawful order and employee continues to disobey after a warning of discipline is given. Employee directs abusive language or comments toward a superior or exhibits manifest disrespect.	Minor	Major	Major/Termination	Termination
8 The accessing of any information system(s) which contains or may contain criminal history or personal information for reasons not related to official purposes.	Minor	Major	Major/Termination	Termination
9 4/101.06 NEIGHBORHOOD DISPUTES/PERSONAL ARRESTS	Minor	Major	Major/Termination	Termination
10 5/102.27 OBSERVERS IN POLICE UNITS	Written Reprimand/Minor	Major	Termination	
11 4/101.02 CONSORTING WITH PERSONS OF ILL REPUTE	Minor	Major	Termination	
12 4/103.22 UNAUTHORIZED WEAPONS AND AMMUNITION	Minor	Major	Termination	
13 5/103.05 USE OF DEPARTMENT VEHICLE FOR TRAVEL OUTSIDE OF NEVADA (relating only to taking vehicle out-of-state without permission)	Minor	Major	Termination	
14 5/103.29 REPORTING DEPARTMENT VEHICLE ACCIDENTS	Minor	Major	Termination	
15 4/105.08 POLICE BUSINESS CONFIDENTIAL	Written Reprimand/Minor	Major/Termination	Termination	

Managing Employee Performance and Conduct — LVMPD Handbook (11/06) 18

APPENDIX A: Disciplinary Decision Guide				
CONDUCT	NUMBER OF OFFENSES			
	FIRST	SECOND	THIRD	FOURTH+
16 4/106.02 AIDING AND PROTECTING FELLOW OFFICERS	Minor	Major/Termination	Termination	
17 4/109.08 MISAPPROPRIATION OF PROPERTY	Minor	Major/Termination	Termination	
18 4/110.05 RELEASE OF 9-1-1 TELEPHONE NUMBER AND ADDRESS INFORMATION	Minor	Major/Termination	Termination	
19 DUI VIOLATIONS BY EMPLOYEES	Major	Major/Termination	Termination	
20 The accessing of any information system(s) which contains or may contain criminal history or personal information for reasons not related to official purposes and then disseminates the information to another party.	Major	Major/Termination	Termination	
21 4/101.19 TRUTHFULNESS (see row 30 for other considerations)	Major	Major/Termination	Termination	
22 DUI VIOLATIONS BY EMPLOYEES IN A DEPARTMENT VEHICLE	Major/Termination	Major/Termination	Termination	
23 5/109.05 CIVILIAN FIREARMS & AEROSOL DEFENSIVE SPRAY (applies if you carry a weapon that is contrary to this policy)	Minor	Major	Termination	
24 Criminal conduct classified as something less than a felony (other than traffic and not otherwise defined herein).	Major/Termination	Termination	Issuance of a check or draft without sufficient money or credit can be considered a civil matter if the employee, upon notification that the bank refused the check, pays the holder of the check the full amount due plus any fees, within five days of such notice, regardless of the method of notification. If the employee fails to make this timely restitution, the conduct will be considered a criminal act.	
25 4/108.10 USE OF POSITION IN CIVIL CASES WHERE PERSONALLY INVOLVED	Major/Termination	Termination		
26 DOMESTIC ABUSE VIOLATIONS BY EMPLOYEES	Major/Termination	Termination		
27 5/110.24 USE OF NARCOTICS & CONTROLLED SUBSTANCES Prescription	Major/Termination	Termination		
28 This row left blank for administrative reasons				
29 Any act or omission of such an egregious nature that the employee is rendered ineffective in his position and/or the act or omission would tend to bring the Department into public discredit.	Major/Termination	Termination		
30 4/101.19 TRUTHFULNESS — Employees formally notified of official investigations conducted by the Department who are found to be untruthful during the investigations, or who are found to be untruthful in completing official department documents.	Termination			


APPENDIX A: Disciplinary Decision Guide				
CONDUCT	NUMBER OF OFFENSES			
	FIRST	SECOND	THIRD	FOURTH+
31 Criminal conduct classified as a felony in Nevada, other State, or by federal statute.	Termination	Issuance of a check or draft without sufficient money or credit can be considered in a civil matter if the employee, upon notification that the bank refused the check, pays the holder of the check the full amount due plus any fees, within five days of such notice, regardless of the method of notification. If the employee fails to make this timely restitution, the conduct will be considered a criminal act.		
32 Gross insubordination — Battery on a superior, refusal to obey order where such refusal puts the public or fellow employees at risk. Also, where appropriate warning is given, the employee will be terminated if he does not comply with a lawful order.	Termination			
33 Gross inappropriate use of force.	Termination			
34 Theft	Termination			
35 4/101.03 FRATERNIZATION PROHIBITED	Termination	Termination will apply with this regulation as follows: Members shall not fraternize with, engage the services of, accept services from, or do favors for, any person in the custody of the department except as set forth in writing by the unit commander. Members shall not associate socially with, or fraternize with the spouse or any person in the custody of the department, as it applies to a sexual encounter.		
36 4/101.14 REFUSAL TO TESTIFY	Termination			
37 4/101.18 CHEATING ON EMPLOYMENT/PROMOTIONAL EXAMS	Termination			
38 4/102.06 GIVING ASSISTANCE TO SUSPECTS	Termination			
39 4/108.07 PROTECTION OF IDENTITY OF UNDERCOVER OPERATIVES	Termination			
40 5/110.24 USE OF NARCOTICS & CONTROLLED SUBSTANCES — Illegal drugs as defined by NRS 453 and/or policy.	Termination			

PUBLIC EMPLOYEES' RETIREMENT SYSTEM INFORMATION

The Public Employees' Retirement System recently sent the following counterpoints to the *Review-Journal* in response to a February 5 *R.J.* editorial. For those of you who have not seen it before, it is being reprinted herein, in its entirety. For any further information, you can go directly to the PERS website: www.nvpers.org. **VB**

Retirement Board

George W. Janssen Chairman	Mark B. Yensen Vice Chairman
Jean Klotz David F. Kallas Burt J. Mangum David Olson Charles A. Silvestri	



Executive Staff

Donna S. Bittner Executive Director
Tina M. Linn Operations Officer
Earl Lambert Investment Officer

February 5, 2010

The Public Employees' Retirement System (PERS) generally does not provide counterpoints to editorials regarding PERS. However, given the level of misunderstanding of PERS' long-term financing structure contained in the Las Vegas Review Journal's February 5 editorial, we thought our members, retirees, employers and the public may find the following facts informative.

- **The System is sustainable in the short-term and in the long-term.**

The PERS' trust currently holds \$22 billion in assets to support its ability to pay retirement benefits, and the actuarial funding mechanism absorbs current and future pension costs in today's contribution rate. The System's finances are measured, reviewed and audited on an annual basis and comply with all applicable accounting requirements and disclosures.

- **There is no funding crisis at PERS.**

The editorial implies PERS is in a state of fiscal crisis. Nothing could be further from the truth. The most significant portion of PERS' unfunded liability is being retired over the course of the next 26 years in a prudent and methodical manner that ensures intergenerational equity among current and future employees. There is no massive bill coming due in the future that will require taxpayers to "provide a bailout". PERS is well-positioned to pay retirement benefits in the short and long-term through the current financing mechanism.

- **The contribution rate is shared equally between the employer and employee.**

All employees share one-half the cost of financing their retirement. From the 1970's until today, PERS has over 1900 employer certifications attesting that this cost-sharing mechanism was properly implemented. The contribution rate is set based on valuations conducted by independent actuaries so that each employee, along with his employer, pre-funds his retirement benefit throughout his entire career. Each employee shares equally with his employer in any contribution rate increases or decreases that the independent actuary determines is necessary to pre-fund the benefit.

- **PERS' retirement benefits are reasonable.**

Nevada law states that the mission of PERS is to attract and retain public employees by providing a reasonable base income in retirement, and the facts confirm that PERS is accomplishing that mission in a very prudent, cost effective manner. The average teacher or state employee retires at age 61 and receives a monthly PERS' benefit of \$2,428.00, without a Social Security benefit.

LVPPA ONLINE STORE Now OPEN FOR BUSINESS!

WWW.LVPPA.COM — SHOP ONLINE NOW!



SHOW YOUR ASSOCIATION PRIDE AND HELP THE SURVIVORS OF FALLEN OFFICERS. PROCEEDS FROM THE PURCHASE OF STORE ITEMS ARE DONATED TO THE LVPPA CHARITIES METRO, INC. (SEE PAGE 23 FOR MORE INFORMATION ABOUT THIS ORGANIZATION.)



WHAT WE DO FOR YOU

FEBRUARY/MARCH 2010 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS				
All. Violation Date	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
4/20/2008	2/11/2010	Use of Force	8-hour suspension	Upheld
	2/11/2010	Conduct Unbecoming	40-hour suspension	Reduced to 8 hours
	3/11/2010	Conduct Unbecoming	32-hour suspension / no option	32-hour suspension / 16 hours w/ option
PRE-TERMINATION HEARINGS				
All. Violation Date / Hearing Date	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	2/24/2010	Use of Force / Truthfulness / Consorting	Termination	Resigned
	2/26/2010	Neglect of Duty / Conduct Unbecoming / Truthfulness	Termination	Termination
	3/8/2010	Conduct Unbecoming	Termination	40-hour suspension
ARBITRATIONS				
All. Violation Date	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	3/17-18/2010	Conduct Unbecoming	Termination	Pending
	3/12/2010	Use of Force / Truthfulness	Termination	Reinstated with full back pay and benefits
CITIZEN REVIEW BOARD COMPLAINTS				
Dismissed	Alt. Recommended	Referred to IAB for Review	Concurred w/IAB Finding	Pending CRB Decision
0 / 0		3	0	
OFFICER INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS				
Date		Use of Force Board Decision	Inquest Decision	
1/5/2010		Justified	NA	
1/9/2010		Justified	NA	
2/23/2010		Justified	NA	
3/8/2010		Pending	NA	
3/14/2010		Pending	NA	
3/22/2010		Pending	NA	
3/23/2010		Pending	5/21/2010	
INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS				
	Declined/Canceled	Represented	Total	
	50	133	183	
ACCIDENT REVIEW BOARD				
	Excusable	Non-Negligent	Negligent	Rescheduled
	0	0	0	0

THANK YOU LETTERS

This card comes with sincere gratitude for the kindness you have shown our family during this difficult time. Your kindness will always be remembered and appreciated.

Love,
The Melodie Walker Family

Dear Supporter,

We would like to take this opportunity to thank you for your support of the Police Unity Tour Inc. This past year we were able to raise 1.25 Million Dollars for the National Law Enforcement Officer's Memorial in Washington D.C. We owe our success to your generosity and we cannot thank you enough for your \$5,000.00 donation.

The Police Unity Tour Inc. was organized in 1997 by a group of 18 law enforcement officers from New Jersey who rode their bicycles from Florham Park New Jersey to the National Law Enforcement Officer's Memorial in Washington D.C. The purpose of the trip was to raise awareness of and financial support for the National Law Enforcement Officer's Memorial while honoring those law enforcement officers who died in the Line of Duty.

Very truly yours,
Patrick P. Montuore, CEO/Founder; Harry E. Phillips, Executive Director

Mark [Chaparian],

Just thought I would send you an update and thank you again for your help. You were one of just a few people that were treating me as a person during the last several weeks I spent with Metro. As I mentioned during a debrief with FTEP and the two Captains a few weeks ago, I truly feel that if I would have had even one person in my squad that was willing to help instead of perpetuate the effort to drive me out, I would be on the street working for Metro now.

As it worked out, within two weeks of my final non-confirmation date, I am working with Moapa PD with a take home vehicle and a small group of officers that are happy to have me.

I have to think, as [I mentioned when] we spoke, that there is always a reason for the things that happen in our lives. I am truly grateful to Metro for all of the training and see the benefits every day.

Thanks again for your support during a very stressful and dark time in my life.

Best regards,
Curt Taylor



Dave Janacek
Sales Manager
702-810-0331



Ken Doyle
Fleet Sales Manager
702-274-1080

**ALL MEMBERS ELIGIBLE FOR
GM PREFERRED PRICING**



AN AMERICAN REVOLUTION



**Findlay
CHEVROLET**

215 & South Rainbow



FindlayChevy.com

THANK YOU LETTERS

PPA,

Thank you all, so much, for sending me a Birthday Card for my 73rd. This is the first card since the beginning of my membership in the late 1960's ... you have my support, thanks again.

Ken West

Dear Chris,

Thanks for the beautiful flowers. It was very kind of you guys to think of me.

Yours truly,
Becky Huber

Kathy,

Not a day goes by that we are not thankful P# 6016 for you and all you hard work and help ... we were truly blessed! We can't thank you enough!

Rich and Karen Maramaldi

Law Enforcement Preferred Financing Program

Offering Unique Loan Programs:

- First-time homebuyer programs
- 100% Financing with NO MONEY DOWN
- Low credit score assistance
- Closing Costs may be gifted
- 50% Debt forgiveness on qualifying properties
- Refinance Programs



Unbelievable discounts for Law Enforcement!

Gina Baker

(702) 255-5783 ext 106
www.alderus.net

500 N. Rainbow Blvd., Ste. 110, Las Vegas, NV 89107

Equal Housing Lender. Terms and conditions may apply.



Better performance on the job...and off.



Insurance Accepted

When you age your testosterone level naturally decreases leaving you less energetic, often moody and sometimes battling weight and intimacy issues you never thought you'd experience. If your T-level isn't at its optimum, testosterone replacement can make a big difference in the way you feel and that can impact your success on the job and in your relationship. We understand because at Ageless Men's Health we're solely dedicated to assessing and treating patients who need testosterone replacement.

While results may vary, here are a few of the positive results patients have experienced.

**More energy | Better sleep | Lower body fat
Positive mood | Improved intimacy**

It's quick and easy to get your T-level checked. We'll even file your insurance for you. So, call Ageless Men's Health today to schedule your assessment and feel the difference testosterone replacement can make in your life... on and off the job.



Dr. Lester Krawitt, Medical Director
Steve Garrett, PA-C

702-252-TEST (8378)

LAS VEGAS

2911 N. Tenaya Way, Suite 105,
Las Vegas, NV 89128

HENDERSON

2821 W. Horizon Ridge Pkwy. Suite 111,
Henderson, NV 89052

WE WANT YOU
(continued from page 15)

and username. That member can then log into the voting website, insert their password and cast the relevant vote or votes. Know that the system is secure and anonymous, and there will be no capability of linking a particular vote to a particular member. Unfortunately, those members who do not have a current e-mail address on file with the association will, by necessity based on how the system works, be precluded from participating in the vote. So ... **WE WANT AND NEED YOUR E-MAIL ADDRESSES!**

Please contact our office at (702) 382-8692 and ask to speak to Roy (extension 200) or Laura (extension 211 P# 13909) to verify that we have your current e-mail address on file in our office. Know that if it is successful, we will be using this same electronic system to conduct surveys, sheriff candidate polls, etc. **VB**



Dolphin Babies Swim School
Your Child Is Irreplaceable - So Is Your Peace Of Mind.

- Aquatic Survival Skills
- One-on-One Lessons with Instructor
- Ages 10 Months through 4 Years
- Heated Pool
- Day & Evening Hours

Nancy Roth, Director
(702) 755-3575
DolphinBabiesSwimSchool.com 

Southern Nevada Law Enforcement Memorial

Las Vegas Metropolitan Police Department Officer Trevor Nettleton, EOW November 19, 2009.

Officer Trevor Nettleton was shot and killed after being confronted by several robbery suspects in his garage. He had returned home from his shift and was working in the garage when the three gang members entered and confronted him.

Shots were exchanged between Officer Nettleton and the suspects. Despite being fatally wounded, Officer Nettleton was able to wound one of the suspects. The wounded suspect was arrested after seeking medical treatment at a local hospital. Two other suspects were arrested a short time later.

Officer Nettleton was a U.S. Marine Corps veteran and had served with the Las Vegas Metropolitan Police Department for three years. He is survived by his wife, 2-year-old son, 2-month-old daughter, parents and his brother who is currently serving in Iraq.

(Reprinted from the Southern Nevada Law Enforcement Memorial on Facebook.)

GONE BUT NEVER FORGOTTEN

Actual Patients • 40 Day Program • Actual Results



- 40 lbs size 14 to 6
- 38 lbs lost 18 inches
- 46 lbs size 18 to 8
- 37 lbs size 42 to 32
- 32 lbs size 12 to 6
- 31 lbs size 12 to 5

**I know you are skeptical,
but so were they
Now Look at Them!!**

No Surgery

No Diet Pills

No Packaged Foods

Not an Exercise Program

\$100 OFF
40 day Program
Not valid with other offers.

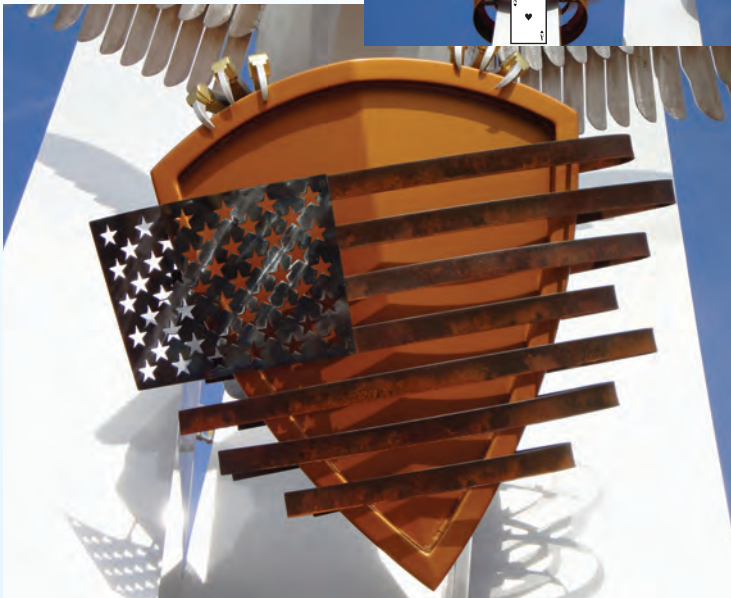
Amazing Success Rate!



**9330 West Sahara Ave., Suite 250
Las Vegas, NV 89117 • 702.312.1101**



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 was a rough year, a tragic year that hit all of us a little close to home. The long-term goal of the charity is to ensure that survivors have the opportunity to go to college. As such, the charity will donate the cost of Nevada state tuition rates to the 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 (24 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

Members who find the hidden  in this issue of Vegas Beat and register through www.LVPPA.com will be entered into a drawing for \$250. You must enter by Friday, June 11, 2010, to be considered eligible. Telephone entries will not be accepted. Visit our website for more details.

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

2

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

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

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

Each issue gives you the latest information on

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

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

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
Knoff's Berry Farm	One Day Ticket - Adult	\$52.99	\$29.00
	One Day Ticket - Child (3 and up under 48" tall)	\$22.99	\$21.00
Legoland	Two Day Ticket - Adult	\$80.00 one day ticket	\$52.00
	Two Day Ticket - Child (3-12)	\$68.00 one day ticket	\$52.00
Magic Mountain	One Day Ticket - Adult	\$59.99	\$26.00
	One Day Ticket - Child (under 48")	\$29.99	\$16.00
San Diego Zoo	One Day Ticket - Adult	\$37.00	\$34.00
	One Day Ticket - Child (3-11)	\$27.00	\$25.00
Sea World	Two Day Ticket - Adult	\$69.00 one day ticket	\$58.00
	Two Day Ticket - Child (3-9)	\$59.00 one day ticket	\$51.00
Universal Studios	Three Day Ticket - Adult	\$69.00 one day w/2nd day free	\$59.00
	Three Day Ticket - Under 48"	\$59.00 one day w/2nd day free	\$59.00
Wild Animal Park	One Day Ticket - Adult	\$37.00	\$34.00
	One Day Ticket - Child (3-11)	\$27.00	\$25.00

CONGRATULATIONS TO THE CONTEST WINNERS FROM THE LAST ISSUE!

Hidden Poker Chip Contest (\$250)

Richard Pautz, retired lifetime member



Boyse Francis

P# Contest (\$50)

Boyse Francis, P# 6805

Reggie Rader, P# 6099



Reggie Rader

Not pictured: Anthony Miller, P# 8236;
James LaRosa, P# 13448;
and Antonio Araiza, P# 8110.



CALENDAR

2010

- May 8** **Peacekeeper's Kids 5K Race**
- May 9** **Mother's Day**
- May 9-15** **National Police Week, Washington, D.C.**
- May 15** **Armed Forces Day**
- May 20** **Southern Nevada Law Enforcement Memorial, 7:00 p.m., Police Memorial Park**
- May 31** **Memorial Day**
- June 3** **General Membership Meeting, 5:00 p.m. (Note: This is the deadline for submitting Bylaws.)**
- June 14** **Flag Day**
- June 20** **Father'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.*

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.

In Appreciation for your loyal service Desert Dermatology is now offering special pricing for the following:

- | | |
|---|--|
| <ul style="list-style-type: none"> • Facials \$49.00 • Complimentary Skin Consultation • Eyebrow Shaping • Peels • Waxing • Back Facials • Mens Facials | <ul style="list-style-type: none"> • Microdermabrasions \$69.00 • Botox • Juvederm • Restalyne • Radiesse • Sclerotherapy • Hyperhidrosis (excessive perspiration) - underarms/hands |
|---|--|



9167 W. Flamingo Rd
Las Vegas, NV 89147
(702) 233-4569
Ask for Judi

RETIREMENTS

- 6/02/2010 Timothy Close, P# 4535 CO Sergeant
- 3/08/2010 Michael L. Gillins, P# 3297 PO II
- 3/19/2010 Warren Hensman, P# 7163 PO II
- 3/17/2010 Patryke (Kim) K. Thomas, P# 2378 PO II
- 2/17/2010 Pearl Ziola-Casadei, P# 2124 (30 years of service)

Southern Nevada Law Enforcement Memorial

Las Vegas Metropolitan Police Department Officer Milburn (Milli) Beitel III, EOW October 9, 2009.

Officer Milli Beitel succumbed to injuries sustained the previous day in a single-vehicle accident. He and his partner were traveling through an intersection when the driver of another vehicle pulled into their path. The driver of the patrol car took evasive actions, but the vehicle went out of control and crashed.

Both officers were transported to University Medical Center in serious condition. Officer Beitel succumbed to his injuries several hours later.

Officer Beitel had served with the Las Vegas Metropolitan Police Department for five years. He is survived by his parents and his younger brother.

(Reprinted from the Southern Nevada Law Enforcement Memorial on Facebook.)

GONE BUT NEVER FORGOTTEN

First Good Shepherd Lutheran School

301 South Maryland Parkway

Las Vegas, NV 89101 702-382-8610

145+ YEARS of Christian-based educational experience on staff



"My children were educated in an environment that mirrors yours and my morals and values. If you want your children educated by teachers who will know, love and care for your child as if they were their own, I recommend this school above all others. It's never too early or late to start. Call today."

Russ Wood, Patrol Sergeant,
NWAC, LVMPD

"During difficult financial times, First Good Shepherd keeps tuition manageable. This is done while offering an outstanding Christian based education and small class sizes. Our children have excelled greatly in Christ, life and education!!"

We currently have space available in grades 4,5,6 as well as the preschool. Bring/mention this ad to receive \$100 off of your **elementary school enrollment fee.**

Jeremy Hendricks
Detective
Crimes Against Youth & Family



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

Smile Brite Dental



**Las Vegas Police
Protective Association
Members and Families!**

Many Metro officers, retirees, and families satisfied and pleased with our **HIGH QUALITY, FRIENDLY, and HONEST SERVICES!**

**No \$50 Annual Deductibles!
NO OUT-OF-POCKET CO-PAYS!
Free Oral-B Hygiene Kit**



Call now!

Smile Brite Dental
(702) 248-2748

Children are Welcome!

Located in the Southwest
4975 S. Fort Apache Rd. Ste. 107
Las Vegas, NV 89148

