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

VOLUME 5 | ISSUE 6

March/April 2011



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

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# Executive Director's Message

**DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR**

## Officer Involved Shootings: The Ongoing Saga

I know this is a subject you are probably tired of hearing about, but it is important and worthy of ongoing comment. I will make this as brief as possible. Many of you have contacted the PPA to advise us that your captains have been coming to briefings and offering you their opinions or advice on what you should do if you are involved in a shooting. I would like to address two of the complaints you have brought to our attention.

First, many of you have called to let us know that your captains have said the PPA is giving you bad advice. As much as I appreciate the fact that the captains seem to believe that the Executive Board of the PPA sits around and dreams up advice to give you, this is simply not true. The advice we have given you comes from no less than four attorneys. I instructed our in-house legal staff to meet with our criminal attorneys and develop the best legal advice we could give the membership. After several meetings, it was decided that officers who become involved in a shooting should answer the public safety questions, and from that

point on, plead the 5th. Funny that some of the captains would believe that is not good advice. Our two in-house attorneys and I had a meeting with several members of the Sheriff's executive staff and none of them expressed the concerns now being voiced by some of the captains. Even the Department's legal counsel was there and never indicated that she felt our recommendations were bad advice. It may not be the path they would like us to go down, but at least for now, we have agreed to disagree and found a way to make it work.

Your second complaint is that some captains have said, if you don't have anything to hide, then you should talk. It has even apparently been said that your refusal to talk would make them believe you have done something wrong. I was told that the words used were, "Don't act like a criminal." Consider the source: This statement comes from members of our Department who are more likely to get injured from a paper cut or spilling hot coffee on themselves than they are from being in a shooting. I believe captains need to pick their words carefully when they address a briefing. Many officers perceive their words as threats or orders, even when they are not meant to be, and some members take their words as coming from the Sheriff himself.

You should all be aware that the Sheriff came to our Board of Directors meeting on January 20th and told us that he does not want this issue to become an "us versus them" problem. The Sheriff also said that while he would obviously prefer that officers make criminal statements about critical incidents, he at least understood and accepted our rationale for giving the advice that our officers refrain from giving voluntary criminal interviews to the FIT team detectives. The Sheriff noted that the Department could always get the information it needs during a subsequent Garrity protected CIRT interview. This again is an example of how the Department and the PPA have a different view on something, but have found enough common ground to make it work. By the time you read this, I will have had an opportunity to address these concerns with the Sheriff. I do not claim to know how he will respond to them. I would hope he would ask all supervisors, and anyone else offering advice as well, to stop attempting to influence the decision made by an officer during a critical incident. If that is not the case, and captains, lieutenants and sergeants continue to offer you unwanted advice, my suggestion is that you respectfully tell them you are relying on the counsel and advise of your Association.

Rest assured that the advice you have been give by the PPA has been well-vetted and researched by our legal team. As always, there is only one group that has your best interest, and yours alone, at heart, and that is the PPA. While some may disagree with the advice we have given you, there is no one who can say it is not legally sound, and I am willing to debate that with anyone, anywhere including in any briefing room.

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

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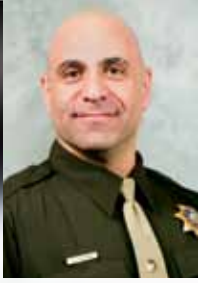
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# Chicken Little Was a Fool

## POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

I'm sure all of you are either very familiar or at least somewhat familiar with the story of Chicken Little, who goes into the woods for a walk when an acorn falls from a tree onto her head. Chicken Little immediately assumes that the sky is falling and soon the world as she knows it will come to an end. Chicken Little feels compelled to inform the king and soon meets Henny Penny, Cocky Locky and Turkey Lurkey while making her journey to inform the king of the great disaster that is looming. Chicken Little successfully convinces each character she meets during her journey that her assumption is the truth. Ultimately, she and each one she convinced of this myth are put into danger as Foxy Woxy exploits this silliness and plots to eat them all for supper! Chicken Little and her friends survive and she learns to use an umbrella while strolling in the woods from now on so as to protect herself from feeling the acorns falling upon her head, and therefore, not jumping to inaccurate conclusions. The moral of the story is that when one jumps to conclusions not based on factual information, the cost is very high and sometimes deadly.

I hear and see many "Chicken Littles" when I am out and about mingling with our members. I receive e-mails, phone calls and text messages with fears quite similar to that of "Chicken Little." Rest assured the sky is NOT falling and things all around us are in fact better than some will ever see or admit to. Allow me to reflect on this subject on a level you and I might recognize each day: We live in an area of the country that has low taxes and great weather. Our grocery stores are full of food that is affordable. Electric, gas, water and television sources are reliable and steady. We all have personal automobiles and the roads we travel on are safe and in good repair. We are fortunate that no matter where you

are in this Valley, one call to 911 and you will have any emergency service available respond directly to where you are to offer aid and life-saving assistance. We have medical, dental, vision and mental health insurance to cover whatever ails you and your family. We all make a living wage and have a pension to rely upon when we decide we are ready to hang up the badge and gun for good. Our children have schools to attend and parks to play in. Our homeland is not war torn and our families are generally safe to commute and move about freely.

We are a professional organization and need to keep things in perspective. Appreciating what we have and understanding where we fall in the "big picture" is important as we move forward negotiating contracts, lobbying the Legislature and endorsing politicians. Our predecessors worked long and hard to bring us to the level we now enjoy. We may have to work even harder to attempt to maintain this same level we have come to expect and count on. Let's all work together to corral the "Chicken Littles" before they harm themselves and others they may encounter while delivering the message that the sky is falling, because it's not. **VB**

## INSIGHT - on Character

Character is what you do when nobody is looking.

— Henry Huffman, Mount Lebanon (Pennsylvania), assistant superintendent of schools. In Stephen Bates, "A Textbook of Virtues," *The New York Times*, 8 January 1995

There is no better indication of a man's character than the company which he keeps.

— Machiavelli (1469-1527), *The Discourses*, 3:34, 1517, tr. Christian E. Detmold, 1940

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# Las Vegas Health and Welfare Trustees and Advisors Information

## CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

A member recently asked me about the Health and Welfare Trust — things I think we just take for granted that everyone knows: What is the Trust? Who sits on the Trust? When do the Trustees meet and what happens in those meetings? I hope the information below helps answer these questions.

On the first Thursday morning of each month, the eight Trustees of the LVMPD Employees Health & Welfare Trust (LVMPDEH&WT) and our paid professionals gather at the conference room of the UMR offices to make decisions that affect the Health Trust and its members. The current Trustees are: Mike Snyder, Chairman; Thomas Reid, Co-Chairman; John Faulis, Labor Trustee; Karen Keller, Management Trustee; Mark Chaparian, Labor Trustee; Kathy O'Connor, Management Trustee; Karen Hughes, Labor Trustee; and Greg McCurdy, Management Trustee. The Labor Trustees are appointed to the Trust by Association heads of the PPA & PMSA. The Management Trustees are appointed by the Sheriff.

In addition to the Trustees, we also have a group of paid professionals that advises us on a myriad of health care issues and trends. Their expertise serves as an essential function to the LVMPDEH&WT Trustees in being able to make important decisions in regards to the benefits and sustainability of your health plan. The following is a list of the professionals who the Trustees meet with on a regular or quarterly basis:

- Andy Brignone Trust Attorney, Brownstein Hyatt Farber Scheck, LLP
- Patti Allen Benefit Consultant, Health Strategies
- David Berry Certified Public Accountant, Berry and Company
- Anne-Michelle Spring Patient Advocate, Multiplan
- Julia Nicholson Trustee Facilitator, J/N Consulting
- Amanda Delong Wells Fargo Investments
- Mel Murray Wells Fargo Banking Services
- Caroline Appelt Davis Vision
- Marisa Brand Envision RX Options
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Additionally, the Health and Welfare Trust is a member of the Health Services Coalition (HSC); this is Nevada's largest health care consumer advocacy group with more than 320,000 members, represented by 23 health funds and employers dedicated to improving the quality, affordability and accessibility of health care in Southern Nevada.

One of the ways the Trustees stay abreast of future medical trends is being part of the International Foundation of Employee Benefit Plans (IFEBP). This organization offers annual conferences, resource books, e-learning courses and a vast array of experts in the health care field that stand ready to assist our Trust.

At each monthly meeting the Trustees review and approve meeting minutes, act on member appeals and receive and review reports on the cost and usage trends for hospital, doctor, pharmacy, dental and eye services. These reports help the Trust manage the fund assets and give us a view of where the Trust dollars are being spent. The Trustees are fully engaged between the monthly meetings as we continue to help deal with members' issues, sit on the Trust's sub-committees for communication, wellness, workers compensation and finance. These "Trust jobs" are in addition to our Metro "day" jobs.

As you can see, your Trustees and paid professionals work very hard to ensure the Trust can provide sustainable, affordable health care benefits to its 11,694 members.

If you have any questions about this article, contact Thomas Reid at [treid@lvppa.com](mailto:treid@lvppa.com). **VB**



# Politics and Participation

## CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

In the last election cycle, as with many before, the LVPPA endorsed a variety of candidates for various positions. Those who you deal with most of the time are the judges. In this regard, your participation is vital to helping us endorse the right candidates. You go into the courtrooms and you deal with the judges on a regular basis. Your feedback on these judges, including how they handle cases before them, how efficiently they handle their courtroom and how they treat you, our officers, while you are in their courtroom, is important information that would greatly assist us when we make endorsement decisions. We want to know when there are concerns that judges are not getting you in and out of court in a timely manner. We want to know if a judge is having you wait and not calling your case until one of the last of the day. We want to know if a judge is routinely having you come down to the courtroom and only then taking the time to inform you that the case is going to be continued at the request of the defense.

Your input on other endorsements is valued as well. I am sure there are times when everyone does not agree with all the endorsements that the LVPPA makes, but rest assured that before these endorsements are handed out, great thought and consideration are given to the candidates. We have a Political Action Committee (PAC) whose members sit through hours of interviews with the candidates seeking our endorsement. After those interviews, the PAC discusses the strengths and weaknesses of each candidate, as well as some more practical considerations, such as their electability and whether they have the money and staff to run a successful campaign. After vetting these candidates amongst the PAC members, recommendations are brought before the full PPA Board of Directors and decisions are made about who we will give our endorsement to. You have the opportunity to share your thoughts and concerns about candidates with the representatives from the various areas and sections of the Department. Additionally, we have quarterly General Membership meetings (the dates are posted in advance in the Vegas Beat magazine and can be found on our website) and you can voice your thoughts about particular candidates at those meetings, too.

There are also times when the LVPPA calls upon its Board and its members to help with political events for candidates we have agreed to support. This may involve walking from door to door to distribute flyers and just help to get the word out for a particular candidate or on a particular issue. This P# 5036 legislative session, more than ever, might be the time when we look to you for help. We are facing attacks to PERS, N.R.S. 289, our Peace Officer Bill of Rights, and N.R.S. 288, our Collective Bargaining statute, just to name a few. These items will affect our livelihood: The amount of income we are able to earn; our ability to support our families; and the way we all want to retire. Now is the time we need to work together.

Times have been challenging in the recent past. Just remember last year when we entered contract talks — there were huge disputes as to just how much money the Department had on hand to dedicate to personnel costs. To this day, the parties disagree as to the accuracy of some of the numbers that were bantered about during the negotiation process, and some questioned whether everyone was engaging in “good faith bargaining.” As you may have heard, there was a meeting between the Department and all three

Association’s boards (LVPPA, PMSA and LVPPACE) at which someone asked Metro when it was going to finally tell the City and the County that enough is enough and stand with us and not cut the budget any further. Yet here we are today, looking at starting contract talks again this year — the third year in a row of one-year contracts — facing many of the same concerns and doubts as last year.

The number of police and corrections officers with Metro is already down. In addition, according to an article in the paper, the recent census numbers indicate that Clark County grew by 30,000 people over the 2009-2010 year. Combine this with the fact that we have lost a large number of officers over the last two years through attrition and you see that we are really behind with regard to the number of officers we should have policing a community of our size. Even with the anticipated Academy that the Department is planning on, we are still behind the ideal ratio of officers to citizens.

There are obvious lingering questions. What is our new governor going to do to try to set things right? Is the state going to lower the pay of state workers yet again when it just happened two years ago? Can teachers afford to take a pay cut as is being proposed? Can police afford to take a hit with the PERS increase that is coming up? The governor says he will not raise taxes no matter what. Yet if he wants to make up for this \$3 billion hole he is facing, I don’t see how he can do so without some tax increase. We also need to keep an eye on what will happen with the “More Cops” sales tax issue since, as noted above, our numbers are down and we need officers. Lowering employees’ pay across the board just can’t be the answer; this, in turn, would cause a domino effect where families could not afford what they need, and may even result in more layoffs and more foreclosures.

I know I am rambling on, and that some of you may not agree with me. What I would at least hope is that you understand the importance of your involvement and input to issues facing you as police officers and public employees. When you get that call from the LVPPA and are asked to walk with us or get involved PLEASE do so, because these are very IMPORTANT TIMES and IMPORTANT SUBJECTS that are under attack by the Legislature, the Governor and even by some within our own organization. VB

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# Career Opportunities

## POLICE OFFICER PAUL BIGHAM

Secretary

Let's face it, we have a great job with very a good Police Department. If we didn't think so, we would have pulled out and gone in a different direction in our career paths. Yes, these last few years have been tough on a lot of us. Contracts with no raises, the new Coroner's Inquest changes that we are still waiting to see how they will play out, home foreclosures, the list can go on and on.

The one thing that is consistent around here is the change. You are probably asking yourselves what the heck I am talking about. Well, it is this, I am talking about moving around in the Department and taking advantage of the opportunity to do different types of police work. We all start out in patrol — the backbone of police work. We spend several years there learning how to do the job. Then you have a chance to test to be an FTO if you want. Now you are doing the training and shaping of the new recruits.

Maybe some of you have skills you brought to this Department from the military or other places. Maybe the move for you is to Homeland

Security, working in counter terrorism or intelligence. Or perhaps you want to work K-9 and love being out there when things are hopping.

For corrections officers, you all have three bureaus you can choose from, as well as field services, classification, house arrest, gang intelligence and ICE. There may even be more that I have missed on this list.

The point I am making is this: All of these places are open and available at different times throughout your career. So maybe you didn't perform so well on an oral board. Don't be discouraged — try it again (and again if need be). Show some interest in the unit you want to go to. Maybe talk with a supervisor in that unit about what you can do to prepare yourself before ever getting there, but in anticipation of doing so. Show them that you are interested and ready to do what it takes to get there, including working some lousy hours and lousy days off.

Don't listen to all the naysayers who will try to convince you that there is no way a guy or a girl like you will ever get that job. Some officers complain that "the powers that be" already know who they want for a particular spot so why bother to test and try at all. Some argue that the process is just a formality and that the Department is just doing oral board exams for show because a certain guy or gal already has the position locked up. You will never know until you put some time into preparing for the job and taking the oral board or whatever selection process they may have if that is the case.

Take it from me, I don't for one second think that whoever fills these positions is a predetermined outcome. I have moved around this Department throughout my career. I have worked patrol, the bureau, traffic, homicide and even the PPA. It keeps the job interesting, exciting, fun and fresh.

Moving around and doing the different jobs inside the Police Department can only make a more well-rounded and trained police officer. Plus, by the time you have worked four or five different jobs and put in about four or five years in each, the next thing you know, 20 years have flown by. Don't stay in a place doing the same thing every day if you don't like it. Move around, change it up and enjoy your career. **VB**

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## INSIGHT

Economists are about as useful as astrologers in predicting the future (and, like astrologers, they never let failure on one occasion diminish certitude on the next).

— Arthur M. Schlesinger Jr. (1917–2007). "A Clinton Report Card, So Far," The New York Times, 11 April 1993





# Is There a War on Cops?

## DETECTIVE MICHELLE R. JOTZ

Director of Governmental Affairs

We, at Metro, had 27 officer-involved shootings last year. That speaks to what we are up against out there. It is sickening to me that, sitting here on January 28, 11 officers have been killed by gunfire alone so far this year. That is a 57% increase from the same time period last year. The experts are undecided as to whether this is a trend or an anomaly. But it sure does seem to be a war on cops! Either way, it is disturbing. These are intentional acts of violence against officers by criminal suspects. For someone to walk into a police station (Detroit, Michigan) and open fire on cops is just completely unbelievable. It just goes to show you that you can't be complacent anytime, anywhere.

What's the cause of this war? I don't think anyone knows for sure. After many officer-involved critical incidents, we hear rumblings of retaliation. The most recent shooting in North Las Vegas resulted in "the word on the street" being that gang members intend to seek retaliation on ANY cop they encounter. They aren't discerning between North Las Vegas cops, Metro cops, Henderson cops or anyone else. They vowed to retaliate against any and all cops. They're just looking for excuses.

We need to be vigilant and be very aware of our surroundings. We need to be cautious about facing situations while running on adrenaline and emotion,

and make sure we aren't being lured into an ambush. I'm not suggesting that you hesitate, because hesitation is just as dangerous, but I am suggesting that you don't become lax. Be wary of blind corners, or running blindly around corners, think about the suspect's actions (is he dancing around, is he stretching like he's about to sprint, is he looking around for an avenue of escape, etc.) and consider that he may want to get away or he may want to do harm. You always have to prepare for the scenario where the suspect wants to do you harm.

In addition to what seems to be increasing violence against cops, agencies across the country are reducing their staffing. Cops are getting laid off from state to state. Take Camden, New Jersey, for example: They laid-off approximately half of their police force. Crime doesn't seem to be reducing by half, so why are the numbers of cops? And in places where cops aren't being laid off, their salaries are frozen or are being reduced. In a profession where we run toward what everyone else is running away from, how is it that there is so little respect for what we do?

"The wicked flee where no man pursueth but the righteous are bold as a lion." —Author Unknown

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

Stay safe! **VB**

## To All Las Vegas Police Protective Association

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# Back in the Day

## DETECTIVE DARRYL CLODT

Sergeant-At-Arms

I remember what it was like back in the day. Wow, what a phrase. We all have said or heard this a thousand times; we have all remembered back to how it was back in the day. I can only go “back in the day” 19 years — I hired on 19 years ago this March. But let’s face it, that was a heck of a long time ago. Many of you have much less time on with Metro, so I’m sure you sometimes wonder what it was like back in the day. Those of us who wanted an opportunity to hire on then all stood in a line that went from the front doors of 601 E. Fremont (which is where the Personnel Office was located back then) to the next block over. The line consisted of about 3,000 people who wanted to wear the Metro green. Testing was done at Cashman Field, including the written test, the physical abilities test and a mini background check.

I remember getting that letter in the mail that I had made it and thinking, “Wow, I did it.” After the hiring process, my first day in the Police Academy P# 9486 came. I can remember making deals with my fellow Academy members like, “I’ll agree to shine your boots if you agree

to drag me around the running track.” The inspections, tests and other stresses of the Academy seemed endless. I remember one time how I thought I had outsmarted the whole damn place — I found a bathroom to change in that was not completely packed with others as they normally were. Boy, I thought I was slick. Little did I know that at the old Academy off Mojave there were staff bathrooms that we recruits were not supposed to use. And as you can guess, this empty bathroom I had found was a “staff” restroom. And as you can also guess, the staff caught me! All I remember is getting yelled at for doing something I had no idea I was not to do. Of course, after being required to write an essay of about a thousand words, I pretty much got the idea that I was not to use the staff bathroom.

We all eventually graduated. Well, not all of us — I still remember the pinhead who just had to have a Master shooting badge and cheated to get it, so he did not make it to graduation, and rightfully so. After that, it was onto field training. Back then, there was only NEAC, WEST-SUB and SEAC. I started at WEST where I worked the William Area. Again, we all eventually made it through field training. Okay, not all of us — there was the guy who asked his FTO if he could make a phone call. His FTO asked who he needed to call so urgently, and when the FTO found out the guy was trying to call his probation officer, his training quickly came to an end. This was just another pinhead that didn’t make it through the program. After finishing field training, I literally moved two lockers over and was assigned permanently to the same place.

So there I was, a real single beat patrol officer. Wow, do you remember your first day working in a black and white? Nobody to ask questions — only YOU! Needless to say, I had a lot to learn, as we all do at that point, but I did. I remember once the lieutenant came into a briefing and said, “Gentleman, we got some new policies with some paperwork to go along with them.” Believe it or not, it was the Use of Force policy. Of course, I thought, “Hey, why the change ... what’s that all about?” I had been with Metro a whole 10 minutes and I copped an attitude about having to explain why I used force and had to make a report to explain it! Wow, have times changed. That policy, and many others like it, is engrained in how we do our jobs, and not only is it accepted practice, but I can even say that with regard to this particular policy, it makes good sense.

I often wonder what it would be like to go back in time on the Department with all the knowledge and training and experience of the last 19 years. Would I have been able to police this City better? The truth is you can’t go back. But the good news is we all learn from experience. One thing I have learned is, that in some ways, maybe the way we did things “back then” was actually better. In case you haven’t noticed, this is not the same Police Department I hired on to 19 years ago. Yes, it is better in some ways. But in others, I am not so sure change was for the better. Change should be for some good reason, not just change for the sake of change. If something is broken, I am all in favor of fixing it. But here at Metro, change often comes whether something is broken or not.

So, what is back in the day for you? I commented in a past article that I wrote that if you are not helping the employees accomplish the mission of the Department, then maybe it is time for a change for you, and by that, I mean a change to retirement. I remember what it was like back in the day. **VB**

Would you like to proudly display your support for the Police Protective Association?



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**KATHY WERNER COLLINS**  
General Counsel

## With Public Employees Under Attack, it is Important to Keep Your Integrity in Tact

If you are anything like me, I am sure you have grown tired of the never-ending stream of criticism aimed at public employees. One might think Nevada has become a state of two classes of people — public employees who receive lucrative salaries and rich benefits, and everyone else who has to pay for them. Here are just a few of the local newspaper headlines that have carried this common theme over the past year: “Unions’ Day of Reckoning Arrives;” “Public Unions Have Excessive Power, Influence;” “Benefits and Job Security Abound in Public Sector;” “GOP Senators to Advance Plan for Bargaining Talks in Public;” “Police Contract Finally Reveals Hidden Benefits;” “Editorial: Bull’s-eye on Salaries;” “Getting Serious About Personnel Costs;” “Las Vegas Approves Labor Pact for Corrections Workers;” “Changes to PERS Examined;” “Public-Sectors Workers Should Share the Pain;” “PERS Board OK’s a Study of Nevada Benefit Systems;” “We’re Not Crying for Government Workers;” “Union Offers Pay Concessions;” “Labor Costs Worry Candidates;” “Governor Seeks Pay Cuts Instead of Furloughs;” “Public Employees to Defend Benefits;” “Worker Wages and Benefits ‘Unsustainable,’ Panel Tells NLV City Council;” “Arbitrator Chooses Clark County Offer Over Firefighters Union;” “Editorial: Reforming Pensions;” “County Wins Labor Battle;” “Analyst Says Fix Still Needed for PERS;” “Workers Lament Cuts.” So how have you, as police officers committed to protecting and serving our community, somehow become public enemy number one? It certainly appears as though the upturn in anti-public employee sentiment has been in direct relation to the downturn in our national, state and local economies.

Unfortunately, this current trend does not appear to be changing anytime in the near future. You and I know there are a million great reasons why you receive the pay and benefits that you do, and that in general, you earn less than your private-sector counterparts. First and foremost, you literally put your lives on the line each and every day that you put on your uniform and badge and come to work. In addition, you keep order in our community, you keep our streets safe to travel on, you keep us and our families safe and you always run to a problem when everyone else is running away.

Despite all this, the public sentiment in opposition to public employees seems to be gaining momentum rather than running out of steam. One can only speculate as to

why. In part, those in the private sector typically have less job security, and in times like these that we have faced over the recent past, are sometimes more susceptible to at-will terminations or layoffs. Couple this with the current popular perception that public employees have better benefits and health care plans that are funded with everyone else’s tax dollars, and the end result is exactly where we are at today — public employees in the cross-hairs of the private sector.

I know this and many other recent articles you have read in this publication, as well as elsewhere, sound all gloom and doom and convey a message of helplessness. I don’t mean for it to. In fact, the purpose of this article is not to discourage, but rather to **ENCOURAGE**. I hear many of our members who express the feeling that they are powerless to do anything to change the current situation. That is not the case. First, know that the Association is doing a lot to protect your rights, benefits and wages, and will be working tirelessly over the next few months, both in Carson City and at the negotiation table, to fight for all you have attained over the years. But you too can help on an individual level. Law enforcement as a group needs to be the public employees that our community wants to support and rally behind. This group needs to perpetuate the traditional image of law enforcement — a group of individuals who are looked upon as heroes, committed to the safety of our families and community. I know this all seems corny, but the reality is that when the public is looking at every turn for a reason to criticize our law enforcement community and the individuals that make up our law enforcement family, the last thing you want to do is give them some good reason to do so.

Not to point fingers, but you can all clearly see how easily the tide of public sentiment so quickly turned against the traditionally well-liked firefighters amid allegations that some of those employees fraudulently manipulated the use of sick time to pad their paychecks. While I certainly take issue with much of what John L. Smith writes by way of commentary in the *Las Vegas Review Journal*, some of what he notes in his January 30, 2011, article “Firefighters fiddled while the public got burned up over high pay” is just what I am talking about here. Smith writes:

*“Behold the firefighter. Enter a room, and women’s eyes brighten. Men envy you. Children want to be like you.”*

(continued on page 16)



# Sheriff's Message

SHERIFF DOUGLAS C. GILLESPIE

The best law enforcement organizations are those that create a culture where they learn from their past experiences. They recognize what they are doing well and identify areas in which they can improve. As a forward-thinking agency, LVMPD has recognized the need for a more robust approach to ensure consistency and timely feedback into our most high-risk operations.

To this end, we have moved forward with FIT (Force Investigation Team) and CIRT (Critical Incident Review Team) with the goals of lending consistency into our force investigations while enhancing critical evaluation. As I have explained at many of the briefings I have been attending, FIT is responsible for reconstructing a deadly force incident and determining if the officer's actions were in accordance with the law. FIT is comprised of many of the same homicide detectives who were previously doing the investigations on a rotational basis. FIT will develop our subject-matter experts in officer-involved shootings. LVMPD has grown, and with that, so has the complexity and number of use-of-force investigations we experience as an agency. It is prudent for us to manage these incidents with the most experienced investigators.

The purpose of CIRT is to conduct an administrative review of LVMPD's most high-risk operations to improve both individual and agency performance. We want to increase officer safety in our police operations. CIRT's process is similar to an after-action review where the goal is to dissect what was planned, what happened, why it happened and what can be done differ-

ently to improve performance. An honest examination of our experiences can advance our performances and potentially reduce unnecessary force — force that might be justified, but could have been avoided. Feedback is part of the process and is an important component of getting better, thus enabling us to move forward. In all that we do, we should maintain the willingness to evaluate ourselves, challenging ourselves to get better.

CIRT will evaluate decision-making, tactics, the actual use of force, supervision and policy. CIRT will identify any individual, unit, section or departmental training needs. This review process will elevate Department practices by identifying model standards and national best-police practices in an effort to affect positive change within our agency. Where deficiencies are noted or training concerns are brought to light, it is critical we address them. Where officers have performed to a high standard, CIRT has the added goal of highlighting superior performance by officers through validating the tactics applied and educating the workforce on what occurred.

Folks, we must continue moving forward and adapting to changing conditions; to do otherwise would expose us to stagnation and risk. If we, as an agency, do not critically evaluate ourselves, someone else will. I encourage you to reach out to your PPA Board for feedback on the CIRT reviews that have already been completed to get their perspective on the process. I will also be continuing my visits to patrol P# 8444 briefings to address any questions you might have and invite you to ask the tough questions. As always, stay safe out there. **VB**

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

### Hidden Symbol winner:

Paul Cervantes, P# 13529

### P# winners are:

Everard Fennell, P# 7611

Stefanie Ruesch, P# 14157

Peter Fuller, P# 8774

Paul Howard, P# 6003

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See page 17 for LVPPA Metro Charities Payroll Deduction Form

# 2nd Annual Peacekeeper's Kids 5K

In 2009, the Las Vegas Metropolitan Police Department lost four officers in the line of duty. On May 7, 2011, two years after we lost our first Metro brother of 2009, the LVMPD and the Police Athletic League will be hosting the 2nd Annual Peacekeeper's Kids 5K. Money raised from the event will benefit the children of our fallen Metro officers through the LVPPA Metro Charities. The race will start and finish at Police Memorial Park, located at 3250 Metro Academy Way, Las Vegas, NV 89129.

## The cost of online registration:

Early, early registration, 18 and older (through March 21st): \$30.00  
Early registration, 18 and older (March 22nd through April 29th): \$35.00  
Registration, 18 and older (April 30th through May 3rd): \$40.00

Early registration, 13-17 (through April 29th): \$20.00  
Registration, 13-17 (through May 3rd): \$25.00

Early registration, 12 and under (through April 29th): \$15.00  
Registration, 12 and under (through May 3rd): \$20.00

Early registration, Open Wheel Chair & Handicap (through April 29th): \$20.00  
Registration, Open Wheel Chair & Handicap (through May 3rd): \$25.00

The price of registration includes a commemorative T-shirt and food following the race.

Please visit us a [www.snpal.com](http://www.snpal.com) or [www.active.com](http://www.active.com) to register for the 2nd Annual Peacekeeper's Kids 5K and for information on registering as a team.

Race packet pick-up will be May 5-6 at the Jerry Keller LVMPD Training Center, 9880 W. Cheyenne Blvd. Las Vegas, NV 89129. Race day packet pick-up will be available 6:00 a.m. - 7:15 a.m. Commemorative T-shirts will also be sold at the race for \$20.00. **VB**



Last year's 5K Opening Ceremony



Some of our Fallen Peacekeepers' Kids

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**PROTECT THE CITY. JOIN THE FORCE.**

# Get the Facts — Noteworthy Facts Regarding Law Enforcement

There are more than **900,000** sworn law enforcement officers now serving in the United States, which is the highest figure ever. About **12%** of those are female.

In 2008, there were an estimated **4.9 million** violent crimes committed in the United States, as well as an estimated 16.3 million property crimes (according to the National Crime Victimization Survey conducted by the Bureau of Justice Statistics). Violent and property crime rates in 2008 remain at the lowest levels recorded since 1973, the first year that such data were collected. The rate of every major violent and property crime measured by BJS fell between 1999 and 2008. The overall violent crime rate fell 41%, and the property crime rate declined by 32% during the last 10 years.

Crime fighting has taken its toll. Since the first recorded police death in 1792, there have been nearly **19,000** law enforcement officers killed in the line of duty. Currently, there are **18,983** names engraved on the walls of the National Law Enforcement Officers Memorial.

A total of **1,626** law enforcement officers died in the line of duty during the past 10 years, an average of one death every **53** hours or **163** per year. There were **116** law enforcement officers killed in 2009, the lowest annual total since 1989.

On average, more than **58,000** law enforcement officers are assaulted each year, resulting in approximately **16,000** injuries.

The **1970s** was the deadliest decade in law enforcement history, when a total of **2,286** officers died or an average of almost **229** each year. The deadliest year in law enforcement history was **1930**, when **285** officers were killed. That figure dropped dramatically in the **1990s** to an average of **160** per year.

The deadliest day in law enforcement history was September 11, 2001, when **72** officers were killed while responding to the terrorist attacks on America.

New York City has lost more officers in the line of duty than any other department with **693** deaths. Texas has lost **1,563** officers, more than any other state. The state with the fewest deaths is Vermont with **21**.

There are **1,002** federal officers listed on the Memorial as well as **565** correctional officers and **29** military law enforcement officers.

There are **237** female officers listed on the Memorial; just **one** female officer was killed in 2009, one of the lowest numbers in recent years.

During the past 10 years, more officers were killed feloniously on **Friday** than any other day of the week. The fewest number of felonious fatalities occurred on **Sunday**. Over the past decade, more officers were killed between 8:01 p.m. and 10:00 p.m. than during any other two-hour period.

Evan Rosenthal, CEO, AR-15 Tactical

<http://AR-15tactical.com> **VB**



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## KEEP YOUR INTEGRITY IN TACT

(continued from page 11)

*It wasn't so long ago that just about everyone adored local firefighters ...*

*Consider that love affair a thing of the past. County firefighters and their union representatives have only themselves to blame. By their arrogance and greed, they invited the scrutiny and criticism of their hog-fat contract that haunts them now that an arbitrator has sided with Clark County in [their] contract negotiation [arbitration] ...*

*The fact the union for more than a year failed to appreciate the dire financial predicament Southern Nevada finds itself in speaks to its naked hubris and lack of political acumen. And it never helps when dozens of firefighters are exposed for taking home \$200,000 in pay while others gamed the sick leave and overtime system.*

*Quick question: Why are the press and public still skewering the county firefighters instead of, say, the well-paid Metro police officers?*

*In part, because Sheriff Doug P# 7089 Gillespie and the Police Protective Association acknowledged the recession, took a pay cut, and avoided generating ill will from a struggling public. Today, Metro is perceived as a community partner while county firefighters are on the post office wall."*

Whether you believe the allegations leveled against the firefighters is not the point. The point is to stress the importance of conducting oneself in a responsible fashion. Act with integrity and pride. Don't invite criticism when many members of the public and press are chomping at the bit to find reasons to criticize. So what can you do? It is simple — be the type of employee, officer and community member you know your friends and neighbors want to support. Here are just a few examples:

### DOs

- Do be a role model to those who look up to you.
- Do respect others' opinions when discussing issues such as those surrounding public employees' wages and benefits, even if you don't agree with them.
- Do keep your personal finances in order.
- Do have a realistic expectation of what might occur in contract negotiations this year.

### DON'Ts

- Don't be the careless social networker.
- Don't be the discourteous cop when dealing with the public.
- Don't do personal business (or worse yet, nonsense) on Department time.

I'm sure these things seem like common sense. Nonetheless, with the amount of scrutiny law enforcement and all public employees are under, it is more important than ever before that our members conduct themselves in a manner that does not invite criticism. Remember you are held to a higher standard as you are looked up to — do not disappoint. Give the public the continued high level of service it has come to know over the years. Let our community know that you are worth every penny and every benefit that you have grown accustomed to over the years. Be the type of officer, neighbor and community member that the public will want to fight for — not against.

I hope that the information contained in this article gives you something to think about. 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**

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- Protective Association  
- Members and Families!





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	
<b>DUES</b>					

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)				

<b>MISCELLANEOUS DEDUCTIONS</b>					
---------------------------------	--	--	--	--	--

5405	City Hall Parking (24 pay periods)				
5200	LVPPA Metro Charities (24 pay periods)		<b>ASAP</b>		<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				

<b>LOANS</b>					
--------------	--	--	--	--	--

					<b>Declining Amount</b>
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)				\$

<i>Employee Signature &amp; PN (Sign name as it appears on paycheck)</i>	<i>Date</i>	<i>Representative Signature</i>	<i>Date</i>	

# THANK YOU LETTERS

Michelle [Jotz],

Thank you for donating to the Boulder Dam Museum and Historical Association [in lieu of flowers] in memory of Bill Ferrence. Bill's passion for the hotel and museum is one of the main reasons why they are here today, and your support is a dream come true for him.

Sincerely,

Leslie Woodbury  
Museum Development Officer

## INSIGHT

I was in search of a one-armed economist so that the guy could never make a statement and then say: "On the other hand ..."

—Harry S. Truman (1884-1972), as quoted in *The Wit & Wisdom of Harry S. Truman*, by Ralph Keys

## EDITORIAL POLICY

1. Opinions expressed in *LVPPA Vegas Beat* are not 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.

## End of Watch

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

**Name:** Jeffrey Flores

**Rank:** Corrections Officer II

**Hired:** August 14, 2006

**Died:** December 12, 2010

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

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



# CALENDAR

## 2011

- March 3 General Membership Meeting, \*  
5:00 p.m.
- March 13 Daylight Saving Time begins  
(spring forward)
- March 17 St. Patrick's Day
- March 20 Spring begins
- April 27 Administrative Professionals Day
- May 7 2nd Annual Peacekeeper's Kids  
5K at Police Memorial Park - to  
register go to [www.snpal.com](http://www.snpal.com)

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

## RETIREMENTS

- 1/18/2011 Teresa Spinoza, P# 3339 CO II
- 1/18/2011 Robert Spinoza, P# 2809 CO II
- 2/28/2011 Lilian Melgar, P# 4003 CO II
- 3/03/2011 Tina Snyder, P# 3589 PO II
- 3/24/2011 Caryn Karkos, P# 2415 CO II



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# Discount Theme Park Tickets

"Gate Price" reflects one day admission only.

Tickets may be purchased in person at the LVPPA office located at  
9330 W. Lake Mead Blvd, Suite 200 during normal business hours. (M - F 8a - 5p)

ACCEPTABLE METHODS OF PAYMENT ARE CASH OR CHECK.

Credit and Debit cards are NOT accepted.

For questions and information, please contact the LVPPA at (702) 384-8692.

The LVPPA makes no profit from the sales of Theme Park Tickets; however, our ticket costs are rounded to the nearest dollar

THEME PARK	TICKET	GATE PRICE	LVPPA PRICE
Knott's Berry Farm	One Day Ticket - Adult	\$46.99	\$31.00
	One Day Ticket - Child (3 and up under 48" tall)	\$24.99	\$22.00
	2 and under Free		
Legoland	Two Day Ticket - Legoland Only - Adult/Child 3-12	Adult -\$84.00/Child - \$74.00	\$56.00
	Two Day Ticket - Legoland Hopper -Adult/Child 3-12 (Legoland, Sea Life, Water Park)	Adult -\$91.00/Child - \$81.00	\$66.00
	2 and under Free		
Magic Mountain	One Day Ticket - Adult	\$59.99	\$27.00
	One Day Ticket - Child (under 48")	\$34.99	\$17.50
	2 and under Free		
San Diego Zoo	One Day Ticket - Adult	\$40.00	\$35.50
	One Day Ticket - Child (3-11)	\$30.00	\$27.00
	2 and under Free		
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
	2 and under Free		
Universal Studios	One Day w/6 months free Ticket — Adult/Child under 48"	\$74.00 one day	\$64.00
	2 and under Free		
Wild Animal Park	One Day Ticket - Adult	\$40.00	\$35.50
	One Day Ticket - Child (3-11)	\$30.00	\$27.00



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## INSIGHT

What is the matter with the world that it is so out of joint? Simply that men do not rule themselves but let circumstances rule them.

— Ralph Waldo Emerson (1803–1882),  
his journal, 25 June 1828.


# 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](http://www.LVPPA.com) will be entered into a drawing for \$250. You must enter by Friday, April 8, 2011, 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.***

# WHAT WE DO FOR YOU

## DECEMBER 2010/JANUARY 2011 REPRESENTATION STATISTICS

### LABOR MANAGEMENT BOARDS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	n/a	n/a	n/a	n/a

### PRE-TERMINATION HEARINGS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision

### ARBITRATIONS

All. Violation Date	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	9/28-29/10	Felony DV	Termination	Upheld
	11/2010	Truthfulness; Conduct Unbecoming	Termination	Upheld

### CITIZEN REVIEW BOARD COMPLAINTS

Dismissed	Alt. Recommended	Referred to IAB for Review	Concurred w/ IAB Finding	Pending CRB Decision
0	0	0	0	3

### OFFICER INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS

Date		Use of Force Board Decision	Inquest Decision	
5/19/10		Justified	Justified	
6/20/10		Justified	NA	
7/15/10		Justified	NA	
7/18/10		Pending	NA	
8/27/10		Pending	Pending	
9/5/10		Pending	NA	
10/11/10		Pending	NA	
11/15/10		Pending	Pending	
11/15/10		Pending	Pending	
12/11/10		Pending	NA	
12/26/10		Pending	NA	
12/28/10		Pending	NA	
1/12/11		Pending	NA	

### INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS

	Declined/Canceled	Represented	Total	
	52	153	205	

### ACCIDENT REVIEW BOARD

	Excusable	Non-Negligent	Negligent	Rescheduled
	1	3	34	2

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