



LVPPA VEGAS BEAT

WIN \$500
See Page 13

VOLUME 6 | ISSUE 4

November/December 2011

Here Comes the CAVALRY

See page 16





a great new-home neighborhood



Community is the key.

Exclusively for teachers, firefighters, police officers and nurses:

For all you contribute to the community, you deserve the great benefits of owning a brand new KB home!



the home you want prices for your budget



Call 888-KB-HOMES to schedule a personalized appointment and learn more!

888-KB-HOMES | kbhome.com



Broker Cooperation Welcome. ©2011 KB Home (KBH). Payment of Broker Co-op requires Broker or agent to accompany and register buyer on first visit and comply with Broker Co-op Agreement. See Built to Order™ options and upgrades offered at KB Home Studio. All options/upgrades require additional charges, may require ordering at predetermined stages of construction and are subject to change/discontinuation anytime by KB Home. KB Home is not a custom homebuilder and Built to Order only applies to appliances/options available at KB Home Studio. Photos show upgraded landscaping/options and may not represent communities' lowest-priced homes. See sales representative for details. Photos do not depict racial preference. LV-95748





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:
Phone: (702) 384-8692
Fax: (702) 384-7989

LVPPA BOARD OF DIRECTORS

CHRIS COLLINS
Executive Director

MARK CHAPARIAN
Assistant Executive Director

THOMAS REID
Assistant Executive Director

PAUL BIGHAM
Secretary

KENNETH LOCHNER
Treasurer

MICHELLE R. JOTZ
Director of Governmental Affairs

DARRYL CLODT
Sergeant-At-Arms

KIRK HOOTEN
Director of Communications

GUY HUI
Airport

GARY SUMPTION
At-Large

NOEL ROBERTS
At-Large

LUIS PAYAN
At-Large

RORY NESLUND
At-Large

VITO PASQUALICCHIO
Bolden Area Command

DAVID COMPSON
Deputy City Marshal

VACANT
Convention Center Area Command

MYRON HAMM
CCDC Special Operations Bureau

SCOTT NICHOLAS
CCDC Central Booking Bureau

VACANT
CCDC North Tower Bureau

VACANT
CCDC South Tower Bureau

JAMES BURT
Downtown Area Command

MICHAEL RAMIREZ
Enterprise Area Command

ROBERT SEGAL
Headquarters (1)

VACANT
Headquarters (2)

MICHAEL YANDRIC
Municipal Court Marshals

TYLER TODD
Northeast Area Command/In-Service

RAY BERNI
Northwest Area Command/Academy

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

CHUCK BURGESS
Traffic



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
Personal Accountability	5
The Citizen Review Board Process: Less Difficult if You Communicate	6
Use of Force Boards	7
Over the Top and Business as Usual	8
Free Money	9
Do I Need a Representative?	10
The LVPPA ... Not Your Dad's Crusty Union Anymore!	11
Contract Arbitration	12

FEATURES

Sheriff's Message	14
Discount Theme Park Tickets	14
Contract Ratification and Moving Forward From Here	15
Here Comes the Cavalry	16
Calendar	19
Retirements	21
Thank You Letters	21
What We Do For You	22



Executive Director's Message

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

The PPA and the Rumor Mill

Recently there have been many rumors floating around about the PPA, the executive board and myself. I certainly don't think the rumors can be avoided altogether, but I don't think it is asking too much of anyone that they not spread the rumors, especially without first attempting to determine whether there is any accuracy to what is being said and spread. Sometimes the rumors are totally wrong and other times there is only very little truth in them. It would be best if everyone would make an effort to find out whether there is any truth to the rumor whatsoever, rather than just accepting and perpetuating what you hear. You may be asking yourself how you can do that, and I have the answer for you. The PPA has eight full-time executive board members whose cell numbers and e-mail addresses are on our website. Each of us also has a phone on our desk with a direct extension. The entire executive board answers their cell phones 24 hours a day. With all this in place, there is no reason any of you should be unable to contact an executive board member. I know this is a really wild idea, but our office is open Monday through Friday from 7:30 a.m. until 5:00 p.m. and we have five staff members who will be happy to answer your questions or find someone who can, so please stop by. Additionally, we are more than happy to come and have a one-on-one meeting with you or come to your office or briefing room and answer questions from a group of you. We work for you and there is no reason for you not to know the truth about everything the PPA is doing.

The rumor concerning me personally that I have been hearing is that Sheriff Gillespie and I are the best of friends and spend our weekends golfing, having drinks, etc. Let me set the record straight: the Sheriff and I have a professional relationship. I don't think either one of us always agrees with the other, but we are at least able to talk through our differences in a professional and respectful manner. As for the golf and drinks, well that is simply not true. I know the Sheriff is a golfer, but I am not. Trust me, I can shoot 125 on any golf course and I don't believe the Sheriff and the folks he does golf with want to drag me around any golf course he might play. As for the drinks, I can honestly say I have never had a drink with the Sheriff; for that matter, I'm not sure I have ever even seen the Sheriff have a drink.

The next thing I have been hearing is folks wondering if the PPA will be there to represent you in tough times. The rumor is that you can join other organizations and get the same service for less money. I will admit, there are organizations you can join for less money, but those groups will not be able to provide you the same level of service we here at the PPA provide. All the other plans that I am aware of have limits on the amount of money they will spend to defend you; we have no such limits. Let's talk about some real life examples: We just spent approximately \$100,000 providing a criminal defense counsel who was able to get one of our members acquitted on all criminal charges he was facing; we have also currently spent approximately \$75,000 in our fight to protect you from the changes to the inquest process. This litigation will protect not just you, the men and women of Metro, but every law enforcement officer in Clark County. Ask yourselves whether any of these other employee groups stepped up to help fight this fight on behalf of their members. I can tell you unequivocally that none has done so yet and I don't expect that any of them will in the future. Frankly, the PPA has been contacted by several other law enforcement associations who themselves want to join the PPA because they are not happy with the organizations they currently belong to. As commissioned members of the LVMPD, you have a right to choose to be a member of PPA or not. If you choose not to be a member of the PPA, that is fine with me. But I can promise you this: You P# 312 will not be able to find better, more professional representation for any amount of money than what you have available to you here at the PPA.

I am not asking anything of you that I and the others up here at the PPA don't do ourselves. Every time one of you is accused of something by a supervisor or a citizen and the rumors start to fly, we don't just take it for face value and believe it. We reach out to you and get your side of the story. We then use our entire staff to help defend you and get the truth out. That is all we are really asking of you. If you hear a rumor about the PPA, the executive board, the board of directors or our staff, I ask you to please make an effort to look into the rumor and get to the truth. After all, as law enforcement officers we are taught to deal in facts and the truth. If you have any questions about this article or anything the PPA is doing or not doing PLEASE FEEL FREE TO CONTACT ME DIRECTLY.

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

Service Deserves Its Rewards.

Get 25% commission back when you buy or sell a home, plus other discounts!



Before you buy or sell a home, go to www.HomesForHeroes.com

Available to all Law Enforcement



622 North Rainbow Blvd.
Las Vegas, Nevada 89107

(702) 385-COPS
Fax (702) 385-9509



Personal Accountability

POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

I was recently in attendance at a Health Services Coalition seminar where the topic was Obesity Prevention and Education. The overall theme was to find the reason people in our country are becoming obese at an alarming rate and to stop this trend before it becomes a national health care epidemic and cripples our country. After listening to many educated and qualified expert speakers on this topic, it hit me. The current popular philosophy many of these people were trying to relay to us was that this problem was not about personal choice, but rather unfortunate circumstances. The modern American, socially-engineered society was to blame and not the individual people who were stuffing their faces with high-calorie foods and doing very little exercise. One speaker described "Food Deserts" within our communities. He was referring to low income people who didn't have easy access to fruits and vegetables but could find a one dollar cheese burger around the corner. This, according the speaker, was the reason people are becoming obese and "we" must do something to save these people from themselves.

I reflected upon that seminar for a few days and each time I thought about that philosophy I became a bit more disturbed at the modern thinking that is spreading across America. Do we REALLY believe people are fatter now because

they don't have access to fruits and vegetables or is it just because they eat too much and don't bother to exercise enough? My mind keeps racing back to one of the basic values I was taught growing up — PERSONAL ACCOUNTABILITY! I have no doubt that if someone is obese, the amount of money they have is not related to the size of their belly.

America was created by people who believed strongly in personal accountability. Have we become so entitled that we don't reflect upon ourselves for our successes, our failures and our future? I would like to think not! We are a strong world leader among nations because we have always possessed the ability to change what needed to be changed and press forward in order to achieve what is right and just. Let us not allow accountability to fall upon anyone other than ourselves first.

From health care to career progression to family wellness, personal accountability is the key to success. Each of us is accountable to ourselves first and foremost. It's concerning to me when I encounter well-educated people within our society attempting to deflect accountability away from people in order for them to "feel good" about themselves. I ask you to keep this thought in mind as this year winds down and you reflect back on what you have done and the personal accountability you have accepted or deflected in your life. I do as I preach and it's been a wonderful, enlightening experience for me personally and professionally. **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



The Citizen Review Board Process: Less Difficult if You Communicate

CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

As officers, we go to work on a daily basis with the intent of enforcing the laws, preventing crime and keeping arrested persons in jail until the courts determine otherwise. With all of these citizen contacts, detainee contacts and criminal contacts that Metro officers make on a daily basis, there are bound to be some citizens who are not happy about their encounters with law enforcement. These are the disgruntled individuals who make a complaint through the various complaint processes the department and local government have in place. One of these is the Citizen Review Board (CRB).

The CRB was statutorily created by the state legislature in July 1997. It was not until early 1999 that the City of Las Vegas and Clark County enacted mutual ordinances to create the CRB. The mission of this board is to provide civilian review of alleged misconduct by peace officers of the Las Vegas Metropolitan Police Department. The CRB reviews complaints by citizens, provides recommendations for discipline and advises on Departmental policies and practices. It is interesting to note that the CRB was intended for LVMPD only and not the other police agencies in Clark County.

There are some restrictions, by CRB policy, that a person complaining against an officer must adhere to or the complaint will be dismissed:

1. The incident giving rise to the complaint must be less than one year old.
2. The complainant must have seen or heard, in person, the alleged misconduct.
3. The complaint cannot be filed anonymously.
4. The complaint must be submitted in writing on a CRB complaint form.

When an officer gets a notice of a CRB complaint against them they will find a copy of the complaint along with any additional documentation (if available) and a cover letter that will state the alleged misconduct. The CRB's correspondence advises the officer to provide his or her side of the story, in writing, including any documentation or reports that may be helpful. An officer who has received a complaint is not required to respond to the CRB, but I recommend that if you are the subject of a complaint, you do respond with your side of the story so the CRB five-member screening panel can make an informed decision. The options available to the panel are as follows:

1. Dismiss the case for lack of merit.
2. Determine the case does not warrant further action or investigation.
3. Refer the case for voluntary mediation.
4. Refer the case to IAB for investigation.

The PPA legal department can help you when you receive a complaint from the CRB. It is important that you contact our office as soon as you get a CRB complaint letter. Usually you only have 30 days to respond. We will ask you to fax or e-mail the letter and other documentation you received from the CRB to our office, provide us with any additional documentation you have, such as arrest or officer's reports, provide a brief description of what you recall of the matter and perhaps have a telephonic interview with you about the incident. The PPA will write a letter on your behalf outlining your side of the story and send it to the CRB for their review. In the vast majority of these cases this is where the complaint ends and no additional action is required.

Lately, the PPA has seen a number of Statements of Complaint (SOCs) on officers stemming from recommendations by the CRB that the matter be investigated. These CRB recommendations, in turn, stem from the fact that the officer in question received a CRB complaint but failed to respond in any way. In those circumstances, the CRB only has one side of the story and absent your version of events to clarify what occurred, they tend to recommend further investigation by IAB.

I hope you find this of interest and informative so that if you get the dreaded CRB letter, then you know to give us a call so that we can help you through the process.

For more detailed information on the CRB go to www.citizenreviewboard.com.

If you have any questions about this article, contact Thomas Reid at (702) 384-8692 x219 or e-mail treid@lvppa.com. **VB**

You're committed to serve, and after 60 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 • Visa credit cards
Vehicle loans up to 84 months • In-house auto buying service**



www.ccculv.org • (702) 228-2228

2625 N. Tenaya, Las Vegas • 303 S. Water Street, Henderson
803 Shadow Lane, Las Vegas • 1425 E. Windmill, Las Vegas



Your deposits are insured up to \$250,000.
American Share Insurance insures each account up to \$250,000.
This institution is not federally insured, and if the institution fails, the Federal Government does not guarantee that depositors will get back their money.



INSIGHT

True heroism is remarkably sober, very undramatic. It is not the urge to surpass all others at whatever cost, but the urge to serve others at whatever cost.

— Arthur Ashe (1943-1993)

"Points to Ponder," *Readers Digest*

August 1994



Use of Force Boards

POLICE OFFICER PAUL BIGHAM

Secretary

This past year has seen many changes, not the least of which has been the County's changes to the coroner's inquest process. You all certainly know about it as this issue has been on the forefront of our local news. These changes enacted by the County have in turn triggered changes in the way we, the PPA, and our members do business at officer-involved shootings or other critical incidents that result in a death or constitute the use of deadly force, whether a death actually occurs or not. Under the old system, a Use of Force Board was not convened to review a use of deadly force until after a coroner's inquest had been conducted. But as we have changed the way we respond to officer-involved shootings, this has also changed.

Our litigation challenging portions of the new inquest process is pending. But as with many matters filed in court, it could be several years before the matter is fully resolved. Therefore, it could likewise be several years before a coroner's inquest is ever conducted again. The unfortunate and unintended consequence of all of this is that we started to see a significant rise in the number of officers in modified-duty assignments, waiting for their use-of-deadly-force situation to be reviewed so that they could return to their regular assignment. In fact, until just recently, there were officers working in modified-duty assignments due to use-of-force incidents they were involved in as long ago as July 2010.

I am glad to see and report to you that the Sheriff realized he could not keep stacking people up in these modified-duty assignments with no end in sight for either a resolution to the coroner's inquest process or the review of these critical incidents. Instead, the Sheriff decided to schedule and conduct Use of Force Board reviews, even though there has not been a coroner's inquest into the incident, so that if the officer or officers were cleared, they could be put back to work as soon as possible.

As a result, we have had several Use of Force Board reviews in the past month. Our new Critical Incident Review Team (CIRT) has been conducting the presentation to the board, rather than homicide detectives. After sitting through several of these, I am happy to report that in my estimation, CIRT is presenting an accurate and comprehensive summary of the critical incidents that are subject to review. And CIRT's presentations seem to get better each time.

There have however been a few recurring questions from staff at these board reviews. In very general terms, I would like to share those with you, so that if you are faced with having to appear before a Use of Force Board, you can be prepared to answer similar questions. Perhaps you all may even want to toss some of these ideas around at briefings and on training days so it becomes second nature if you don't already do it.

One of the recurring themes that we have been hearing at these reviews concerns communication. Board members are often wondering whether you communicated sufficiently with dispatch, with your partner, with your supervisor, etc. They are also wondering how that communication was made (i.e. was it verbal, was it through body language, do you work so closely with someone that you know what each other is doing or are you simply reacting to your partners movements and is this alone sufficient communication?). Finally, these boards are analyzing whether the communication, however made, was effective. As you know, a lot of things happen in the split seconds surrounding a critical incident and it is important to share that information with those who are also involved in the incident. I commend those of you who are communicating effectively and efficiently. But you must also be able to articulate these communications to the board or alternatively, articulate why you could not communicate. For example,


it may be as simple as conveying that there was just not time to communicate with others. I am sure you all can probably replay several scenarios you have been involved in where this may have been an issue. Think about how you would relay that information to a board of people who weren't there when it happened.

The second recurring theme or area of inquiry is whether there were alternative options available to an officer. In other words, the board members have been asking officers involved in critical incidents what other options they may have had rather than using deadly force; whether there may have been a less-than-lethal option; could an officer have maneuvered a tactical retreat; could the officer have brought the situation to some resolution without getting so close; could the situation have ended differently if an officer had notified a supervisor; was there even time to notify a supervisor; or did the suspect in question dictate your actions — just to name a few. Again, if you find yourself in the position of having to appear before a Use of Force Board, you need to be prepared to articulate to the board that you considered other actions or options and to articulate why you chose to proceed in the fashion you did. It is important to convey to a board that you acted in a way that was the best of many options and that you did not go into a situation with only one thought in your head on how to respond.

Being prepared before the board is always a good idea. Try to anticipate questions they may ask you. And be mentally prepared for the tough questions. You will not only be asked to explain why you did what you did, but also why it was the *right* thing to do. Be ready to explain this before your Use of Force Board takes place. That way you are comfortable with your answers and actions and confident that you can articulate them to others, including people who are not law enforcement officers themselves. This way you will not be caught off guard and appear unsure when answering a question. Anytime any of you are involved in a use-of-force incident that will be reviewed by a Use of Force Board and want to go over anything beforehand with us here at the PPA, please do not hesitate to call us. We are all happy to sit down with you and go over all the policies involved with the use of force, as well as your specific actions. You should do this anyway, whether in your own head, with your supervisor or with those of us down here at the PPA who are here to represent you.

I just wanted to give all of you something to think about and maybe discuss at briefing or training days with your squad if you don't do it already. Thanks and take care. **VB**

LAW ENFORCEMENT PREFERRED FINANCING PROGRAM
 I HELP POLICE OFFICERS PURCHASE AFTER A SHORT SALE



- First-Time Homebuyer Programs
- 100% Financing with No Money Down
- Refinance Programs
- Assistance with Credit Challenges

UNBELIEVABLE DISCOUNTS FOR LAW ENFORCEMENT!

ALDERUS
 FUNDING & INVESTMENTS

Gina Baker | 702.255.5783 ext. 106
 NMLS 316808 www.alderus.net Terms & conditions apply.



Over the Top and Business as Usual

CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

The months of August and September were a very busy time at Metro for those of you wanting to be promoted. As we all know, Metro now has a new undersheriff and a couple new assistant sheriffs. I firmly believe that our new undersheriff is a good man, and while he will be truly missed at the jail, we are lucky to have him serving in his new position. Nonetheless, his promotion and others certainly adds to the increase in the number of individuals at the top of this agency. In addition to the promotions just mentioned, we also have three new captains (two on the police side, one at the jail), four new lieutenants and 10 or 11 new sergeants.

Adding these promotions to those mentioned in my last article puts us OVER THE TOP. Management seems to be conducting business as usual, forgetting that they tell us, the rank-and-file officers of this agency, that we are in a down economy. They tell us this downturn is going to continue and that the next few years will be very rough. But it doesn't make sense — the Department keeps asking the officers for concessions while the management side keeps getting FATTER.

When you look at the way our Department is structured and then compare it to the numbers in, say, the Phoenix Police Department, you can see that we are OVER THE TOP. The Phoenix Police Department has very close to the same number of rank-and-file officers as we have here at Metro, but that is where the

similarity ends. The number of managers and supervisors in Phoenix is significantly less than here at Metro. The comparison is similar when you look at the Los Angeles Police Department. While their department is much larger with a commissioned staff of some 8,400 officers, proportionately they too have fewer managers and supervisors per officer than we do here at Metro.

What I don't agree with is that our Department keeps the same business model and status quo by promoting and not listening to what they themselves are preaching and saying about how bad things are going to get. I would hope that management would open their eyes and see that by going down that same road and not changing their business model or making cuts in the management while expecting the line officer to take lower pay or other concessions is just not realistic or reasonable. It will run all of the senior rank-and-file officers out of the Department and leave us all with a leadership gap or shortfall. This then will trickle down into officer safety issues and morale issues.

I will leave you with this: Why all the promotions and why the refusal to change the business model or the operations center? Could this be the Sheriff trying to spend his accumulated end fund balance? If this is so, it is absolutely being spent in the WRONG area, especially if the Department wants any kind of concessions from P# 9338 its commissioned personnel. If you have questions, comments or concerns, please contact me on my cell at (702) 328-0896 or e-mail klochner@lvppa.com. VB



Dave Janacek
Sales Manager
702-810-0331

ALL MEMBERS ELIGIBLE FOR GM PREFERRED PRICING

“Your Community Partner”.



Ken Doyle
Fleet Sales Manager
702-274-1080



215 & South Rainbow



FindlayChevy.com





Free Money

DETECTIVE MICHELLE R. JOTZ

Director of Governmental Affairs

Did you know that one of the benefits of being a PPA member is that you are able to participate in our Sports/Education Sponsorship program? If you were not already aware, the PPA currently distributes \$200 to each of five different members every month. That money is to be used specifically for members' children's sporting teams and competitions and for members themselves for sports team sponsorships or for training classes.

In order to be eligible to collect this money, you must be a PPA member. You also have to submit a letter (via e-mail is acceptable) outlining what the donation is being requested for, that you are a PPA member in good standing, your P# and the cost of the item you seek the donation for. Members are selected on a first-come, first-served basis, and five members receive a sponsorship each month. Each member is only eligible once per year for a sponsorship, but members can apply each year.

So, now comes the rub! P# 3351 This program has become increasingly popular over the last year or so. We are booked all the way through the end of the year with sponsorships and aren't currently accepting any additional requests. We have established a committee to determine if we should modify the program or if it works well as is. Our goal is to make the program as accessible as possible for

the membership, so we are looking at whether or not it would be better to change submissions to quarterly or continue to take them monthly, whether or not it would be better to change it to ten sponsorships per month at \$100 or continue to take five at \$200 per month, and other ideas that are being floated about.

If you have any opinions on how this program works, please e-mail them to us at office@lvppa.com and we will be sure that the committee takes those suggestions into account. As always, stay safe! **VB**

INSIGHT

Being a professional is doing all the things you love to do on the days when you don't feel like doing them.

— Julius Erving (b. 1950)

Quoted by David Halberstam

"Charlie Rose," PBS

July 23, 1993

CODE 444 ???

Do You Suffer From:

- Weight Gain?
- Lack of Energy?
- Decreased Strength, Motivation or Sex Drive?

Would You Like To Be Able To:

- Lose Fat?
- Gain Muscle?
- Recover Faster from Physical activity?
- Possess the Sex Drive you had in Your 20's?

If you're "Handcuffed" by any of these Problems... Give us a Call!

Schedule your Free, No Obligation, Consultation with Dr. Pierce and let him Investigate **Your Code 425**

*Strictly Confidential
No Hidden Fees!*

*Insurance Not Accepted
Call for details*



Southwest Location
6020 S. Rainbow Blvd.
Las Vegas, NV 89118
702-838-1994

Northwest Location
7455 W. Washington Blvd. #280
Las Vegas, NV 89128
702-222-1994

www.AgelessForever.net



Do I Need a Representative?

DETECTIVE DARRYL CLODT

Sergeant-At-Arms

One of the most important questions you could ask is, "Do I need a representative to go with me to this Internal Affairs interview?" To answer this, you first have to consider what the climate is here for internal interviews at the Las Vegas Metropolitan Police Department. Last year there were 1,201 IAB interviews and the PPA represented 870 officers. WOW! We are likewise on pace this year to reach about the same number of IAB interviews. It sometimes appears to me that this agency puts more effort into bringing its police officers off the street and into internal interviews to respond to ridiculous allegations than it does in catching bad guys. Why won't our command staff stand up for our officers and say they are doing a good job and refuse to take any more of these frivolous complaints?

Anyway, with this in mind, the answer to my question posed above is that yes, you absolutely need to take a representative with you every time you go to Internal Affairs. If you trust that the Department has your individual best interest as their priority, then you probably do not need a representative. But if you wonder if this is really the case like I do, then you most likely should bring a representative who DOES have your best interest at heart.

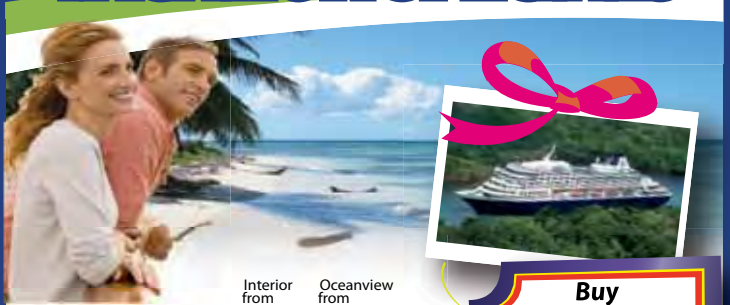
I will say that this Department is, and in my opinion always will be, one of the best in the nation. That being said, why would we not want to do things to make

our own people more content and satisfied in their jobs? Yes, I get it, I am glad I have a job! But it seems as though the attitude is that management doesn't care as much about our people as it does about the policy manual. This attitude from the administration needs to change. Those of rank within this agency are just as bound to comply with the ICARE values as those of us in the rank and file are. Those values count for something, and I happen to believe in them. So why can't this agency change for the betterment of the men and women who work here and not just for the citizens we police? Keep in mind — without the men and women here doing their jobs in a competent and professional manner, there is no Department.

So in asking yourselves if you need a representative, I would be willing to say you ALWAYS need to take one. Many times things are asked during an interview that the Department is not supposed to ask. Those of us there to represent you see this and call them on it every time. Would you know when to do this? That alone is a good reason to take one of us to your interview. In addition however, we are familiar with the process, familiar with the interviewers, and familiar with the common policy violations and can help you communicate your version of what occurred in the most effective way possible. Not comfortable with one of us? Every area or unit on this Department also has an area representative that is there for you; sometimes you are more familiar with that individual and know that area representative on a personal level and feel more comfortable with them rather than those of us up here at the PPA full time. This is another good option for you. Just don't show up alone.

In closing, this is the last issue of *Vegas Beat* for the calendar year. It has been a good year, considering all we have had to deal with. As you begin the holiday season, remember why we are here. I wish all of you a happy and safe next couple months and if I can ever be a help to you or any other member, please do not hesitate to call. **VB**

LVPPA MEMBER VACATION SPECIALS



Caribbean - 7 Days \$499 \$549*
RT Ft. Lauderdale to Grand Turk, San Juan, St. Thomas, Half Moon Cay

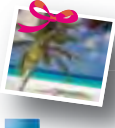
Mexico - 7 Days \$749 \$849*
RT San Diego to Puerto Vallarta, Cabo San Lucas

Cancun
The Westin Lagunamar Ocean Resort
3 nights from **\$354**
Packages include: Hotel stay, Transfers, Hotel tax & service charges

Jamaica
Iberostar Rose Hall Beach
4 nights from **\$495**
All-Inclusive hotel packages also include: meals, unlimited drinks & snacks, non-motorized watersports, entertainment & more

Buy Prestige Travel Gift Certificates

Holland America Line
A Signature of Excellence



Vacations

Rates p.p., dbl. occ. Cruise/land only unless otherwise noted. Offers are subject to availability at time of booking & may be changed at any time. New bookings only & based on prom. #. *Obs. Occasions. Not responsible for errors or omissions in the ad. Select dates and ships. We reserve the right to substitute at any time. Restrictions apply. All tours operated by Travel Impressions, a wholly owned subsidiary of American Express Travel Related Services Company, Inc. Blackout, weekend, holiday peak periods surcharges apply. Gifts & promotions are accurate at time of printing and are subject to change, exception, cancellation charges & restrictions. Cancun - valid for travel 1/8-1/12/12. Jamaica - valid for travel thru 1/23/12. All sailings are reflected in price. Not responsible for errors or omissions in the printing of this ad. Additional higher priced packages available. Prestige Travel acts solely as the sales agent for travel suppliers and is not liable for the actions or inactions of such suppliers. CST #2029006-20, IOWA #758, NEWJERSEY #2004-0029, Washington DDC #602 425 801/ships registry Bahamas & Netherlands.

Must present ID for purchase

Call today!

PRESTIGE TRAVEL & CRUISES
AMERICAN EXPRESS
Travel Representative

946-5850

CONGRATULATIONS

TO THE CONTEST WINNERS FROM THE LAST ISSUE!

Hidden Symbol Contest (\$250)

Paul Angeles, P# 9332

P# Contest (\$50)

Danielle Sigmund, P# 8102

Brian Paul, P# 6888



The LVPPA ... Not Your Dad's Crusty Union Anymore!

KIRK HOOTEN

Director of Communications

I remember the first time I wandered into the old LVPPA headquarters on Burnham wondering if I had gone into the wrong place. The downstairs smelled like stale beer and cigars and so did most of the LVPPA personnel at that time! The LVPPA has seen many changes in the almost 18 years I have been with Metro and has become a very professional, financially sound organization providing a wide range of services and benefits to our members. Unfortunately, many of the services and benefits go unnoticed or unused by the membership. In addition to the widely known function of contract negotiations and member representation, our association has a full-time legal section, governmental affairs section, charitable causes function and an entertainment function providing discounted and free tickets to various venues and events. We have a modern interactive website and offer supplemental group life insurance for our members.

We at LVMPD have had good fortune for most of the past two decades and our Association's functions have largely been behind the scenes. Most of us simply view our union membership like homeowner's insurance, auto insurance or life insurance: It's there when and if we need it. The reality is that the LVPPA staff is constantly working on your behalf. We are hard at work for you, whether you need us or not.

The LVPPA currently has eight full time Executive Board Members, all of whom have specific collateral duties in addition to representing our officers on a daily basis in Internal Affairs Bureau (IAB) interviews, Critical Incident Review Team (CIRT) interviews, Use of Force Board hearings and any number of other Department-related administrative functions involving discipline or other work-related issues. Also, we monitor ongoing policy changes and the Department's operational changes to ensure our members aren't adversely affected.

We are instrumental in the legislative process of our local and state government by our political endorsements, candidate or cause support and our constant monitoring of legislation that affects our members and law enforcement in general. The LVPPA has a full-time director of governmental affairs who oversees the political landscape and even spends the entire legislative session in Carson City. We interview the majority of political candidates to ensure that our endorsees have our Association's, profession's and members' interest at the top of their lists.

We have two full-time attorneys who have been with us through the dynamic growth period and understand the ins and outs of our internal departmental processes, as well as the legal issues involving contracts, legislative matters and

termination proceedings. The demand on these attorneys is such that we are considering adding another attorney to the legal team.

We have a new, modern building that truly embodies the growth of our Association. The building is an asset that will continue to serve the membership for years to come and offer a place for meetings, functions and administrative support for all the current and future LVPPA members. We have sound financial advisors ensuring the current and future stability of the Association and its finances. We currently have the financial resources to actively pursue legal recourse for our members in matters involving differences of opinion with the Department. This is currently highlighted by our ability to represent those in the collective bargaining process and obtain the necessary resources to try and maximize employee benefits and salary in the current contract negotiation.

We have started and grown a charitable cause function that is nonprofit and emphasizes association sponsorships for worthy causes. These currently involve the support for the Unity Tour and a fund for families of fallen officers providing educational assistance and gifts. There are a number of other causes that fall in this category and we actively support and solicit member input and participation. We have the ability to have direct donation through our payroll system if you are interested in helping.

The LVPPA offers a wide variety of member entertainment and discount services. These include discounted tickets to a variety of regional theme parks, discounted services by local businesses and free tickets to a number of concerts and sporting events. We also offer discounted group rate life insurance and supplemental life insurance through our group insurer, currently Amalgamated Life. In addition, each member is covered for a \$10,000 life insurance policy paid for by the association.

We are actively involved in any issues our members identify as problems or potential problems and often work on their behalf when the issue doesn't even fall under the scope of our responsibilities. We work closely with the community resources and assist in many ways that go completely unnoticed or unrecognized.

In closing, if you were unaware of the wide variety of benefits and services afforded you through your membership in the LVPPA, then I hope this article has helped educate you. If you haven't taken a recent look at the LVPPA and still have some lingering issues from many years past, I encourage you to take another look, reach out to any of the Board members and vent your concerns.

Finally, if you feel brave enough to go without any type of coverage in these challenging times, swim in shark infested waters or cross the freeway blindfolded, I offer you my sincerest wishes of good fortune — you will need it! **VB**

Rants and Raves

Has shop talk lost its effectiveness? Are you looking for a truly anonymous way to air your comments and concerns? We think we have a solution. We at LVPPA Vegas Beat have decided to run a new column that will air our members rants and raves without Departmental oversight. No logging in with your P#, no LVMPD system administrator monitoring, no Department censorship. Please send your issues, concerns and accolades (if applicable) to us via e-mail at pparants@lvppa.com, and we will formulate a truly anonymous forum for our magazine each edition.



KATHY WERNER COLLINS

General Counsel

Contract Arbitration

By the time this issue reaches you, you will either have ratified a new collective bargaining agreement covering the next two years or you will have voted it down and we will be in the midst of our contract dispute arbitration hearing. I hope it is the former, as our arbitration system here in Nevada is an all-or-nothing proposition. Regardless of where we end up this year, I want to explain to you how our arbitration process works so that in this or any other year, you can make an informed decision of whether the risk associated with arbitration is truly worth it.

As you all have been hearing, the contract we brought you for a ratification vote is the result of months of negotiation, including a two-day mediation with a mediator we hired from out of state to assist us in reaching an agreement. Amongst the challenges preventing consensus from occurring earlier this year were the following: the ongoing stagnant economy; the Association's belief that the men and women of this agency have already given enough over the past few years; the Association's belief that while this might likely be another concessions contract, Management's requests of our officers was simply unreasonable; and a disagreement as to the meaning of some "spring back" language in the 2010/2011 contract pertaining to concessions that were made last year.

As a result of these issues, the parties were unable to agree upon the terms of a successor agreement to bring to you for ratification until October 5, 2011. Prior to then, the parties had declared impasse and the matter was heading to arbitration. After impasse was declared in May, the parties continued to try to reach an agreement but also began preparing for arbitration. Even after the parties settled on a Tentative Agreement, the arbitration hearing scheduled for the week of November 7-11 was left on the books in the event that the agreement is voted down by the membership. (In fact, as of the submission of this article, the outcome of the ratification vote remains unknown and the PPA is continuing to prepare for arbitration.) While it is certainly your right to vote against the agreement reached at the table, in this or any other negotiation year, you should all understand how the process works and the risk associated with it before concluding that arbitration is the best route to take.

The Statutory Framework

Nevada Revised Statute Chapter 288 governs relationships between governments and public employees, including the relationship between LVMPD and its employees. Of relevance here, NRS 288 provides that when parties negotiate over a subject or subjects of mandatory collective bargaining but fail to reach an agreement after at least six negotiation meetings, the dispute will be submitted to an arbitrator. For purposes of arbitration, NRS 288.215 provides that an arbitrator will make a threshold determination as to whether an agency even has the ability to pay. It states that:

7. A determination of the financial ability of a local government employer must be based on:

- (a) All existing available revenues as established by the local government employer and within the limitations set forth in NRS 354.6241, with due regard for the obligation of the local government employer to provide facilities and services guaranteeing the health, welfare and safety of the people residing within the political subdivision.
- (b) ... If the parties mutually agree to arbitrate a multi-year contract, the arbitrator must consider the ability to pay over the life of the contract being negotiated or arbitrated. Once the arbitrator has determined in accordance with this subsection that there is a current financial ability to grant monetary benefits, the arbitrator shall consider, to the extent appropriate, compensation of other government employees, both in an out of the State.

NRS 288.200 provides the following standards:

7. ...

- (b) Once the fact finder has determined in accordance with paragraph (a) that there is a current financial ability to grant monetary benefits, and subject to the provision of paragraph (c), the fact finder shall consider, to the extent appropriate, compensation of other government employees, both in an out of the State and use normal criteria for interest disputes regarding the terms and provisions to be included in an agreement in assessing the reasonableness of the position of each party as to each issue in dispute and the fact finder shall consider whether the Board (the EMRB) found that either party bargained in bad faith.
- (c) A consideration of funding for the current year being negotiated. If the parties mutually agree to arbitrate a multiyear contract, the fact finder must consider the ability to pay over the life of the contract being negotiated or arbitrated. The fact finder's report must contain the facts upon which the fact finder based the fact finder's determination of financial ability to grant monetary benefits and fact finder's recommendations or award.

NRS 288.215 also provides the following:

9. ... each of the parties shall submit a single written statement containing its final offer for each of the unresolved issues.

10. The arbitrator shall, within 10 days after final offers are submitted, accept one of the written statements, on the basis of criteria provided in NRS 288.200, and shall report the decision to the parties. The decision of the arbitrator is final and binding on the parties. Any award of the arbitrator is retroactive to the expiration date of the last contract [June 30, 2011].

Obviously, the concept of financial ability is a little different when talking about concessions rather than the granting of monetary

(continued on page 19)


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 Tuesday, December 13, 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.



Sheriff's Message

SHERIFF DOUGLAS C. GILLESPIE

As your Sheriff, the safety of each and every one of our employees is first and foremost on my mind. As of October 3, 2011, the law enforcement community throughout the United States has lost 131 officers in the line of duty. This is an increase of 5% over the same time period last year. Vehicle-related deaths have decreased by 14% from last year, however, officer deaths that are the result of gunfire increased by 16%. Regardless of the statistical data, even one line-of-duty death is one too many.

These sobering statistics are what I think about when I look at new policies, regulations and/or procedures for this agency. Your safety is paramount in the difficult job that you do so well every day. Specific examples of what I am referring to regarding change are reflected in several mandatory changes that have occurred over the last three years.

In 2008, I mandated a change to Department Regulation 4/107.00, Part I, which states that the wearing of a soft body armor vest is mandatory for all on-duty uniformed police officers, corrections officers on duty outside of the Detention Center, police cadets and Patrol Service Representatives hired on or after July 1, 2008. This mandate was initially met with a lot of resistance, but in light of the sobering statistics of line-of-duty deaths, I felt this was necessary to help ensure the safety of our employees.

On December 5, 2009, the Safe Driving policy was rolled out Department-wide. The policy mandates the use of seatbelts while driving a department vehicle. This policy mandate was not a difficult decision for me to make in light of the three

traffic-related line-of-duty deaths that occurred during 2009, our deadliest year in the history of, not only the Las Vegas Metropolitan Police Department, but also the Las Vegas Police Department and Clark County Sheriff's Department as well.

Recently, PO-035-11, which contained the "use of cell phones" modification to Policy 5/207.00, was released. This policy states that, "texting, emailing, or use of a cellular phone device, without a hands free mechanism while driving, is prohibited while the vehicle is in motion." I realize the newly enacted state law provides for a "law enforcement exemption," however, your safety is the most important thing to me. That is why I mandated that members of this agency will utilize a hands-free device while operating a department vehicle.

I realize that decisions that I make as your Sheriff will not always be popular. Each decision, however, is measured against the needs and concerns of the community and all members of the Las Vegas Metropolitan Police Department as my principal focus. I can live with those decisions if it makes each one of you that much safer while you are out protecting the community in which we live. Every one of you do a difficult and demanding job with the utmost professionalism and it is each one of you that make this agency so great.

It is an honor to be your Sheriff and to have been a part of this Department for the last 31 years. Please, wear your vest, buckle up and don't use cell phones while driving unless you can do so safely with a hands-free device. These simple things will help ensure that you return home safely to your families at the end of your shift. **VB**

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) 2 and under Free	\$24.99	\$22.00
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) 2 and under Free	Adult - \$91.00/Child - \$81.00	\$66.00
Magic Mountain	One Day Ticket - Adult	\$59.99	\$27.00
	One Day Ticket - Child (under 48") 2 and under Free	\$34.99	\$17.50
San Diego Zoo	One Day Ticket - Adult	\$40.00	\$35.50
	One Day Ticket - Child (3-11) 2 and under Free	\$30.00	\$27.00
Sea World	One Day Ticket - Adult/Child 2 and under Free	\$69.99/\$61.99 one day ticket	\$48.00
Universal Studios	One Day w/6 months free Ticket — Adult/Child under 48" 2 and under Free	\$74.00 one day	\$64.00
Wild Animal Park	One Day Ticket - Adult	\$40.00	\$35.50
	One Day Ticket - Child (3-11) 2 and under Free	\$30.00	\$27.00

Contract Ratification and Moving Forward From Here

CHRIS COLLINS

Executive Director

By now you have all heard that the Tentative Agreement has been ratified by a vote of our membership. It has also been approved by the LVMPD Fiscal Affairs Committee. This means we now have a contract covering the pay and benefits of our rank-and-file police and corrections officers for the next two years, expiring on June 30, 2013.

Thank you for your participation. We had a record-breaking turnout for this contract ratification vote, with 1,358 members casting a vote, which is 55.98% of our membership.

The vote was:

- 1,108 in favor of ratification, which is 82% of all those voting.
- 250 voting against ratification, which is 18% of all those voting.

During the process of providing you information about this contract, we learned that many of you have some questions and concerns about the PPA. We learned that many of you feel as if the PPA is not sufficiently communicating with you, our members, about what we are doing on your behalf. In fact, a number of individuals has left our association; unfortunately, we have not been told why so that we may either straighten out what the misunderstanding was or address what their concerns were. In any event, rest assured that we have heard you loud

and clear, and changes are forthcoming in the way we communicate with our members. For example, we will be assigning each executive board member to various areas of assignment around the agency, and they have been asked to stop in and visit with all of you on an informal basis on a couple of occasions throughout the month. We will also be sending out an e-mail every other Monday to keep you up to date on meetings, hearings and various issues we have been dealing with during the preceding two weeks.

If this is not what you have in mind, we welcome any other ideas or recommendations you may have, but we cannot give you what you want if we do not know what that is. Communication is a two-way street. We will try to respond to your concerns and do a better job of communicating from our end. We would hope that you will all do the same.

As the executive director, I am ultimately responsible for this Association and how it serves our members. If any of you feel as though you have an issue, quitting is not the answer. If you have an issue with me, an executive board member assigned to your area of assignment, your area representative, legal service you received or any other concern or complaint, please contact me directly so that I may look into your issue. While we may not always agree on the solution, at least your issue will have been fully vetted. **VB**

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



Visit the PPA to obtain your bumper sticker.

Visit our website at www.lvppa.com

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

Here Comes the CAVALRY

OFFICER KELLY KORB, LVMPD MOUNTED UNIT



So you're on a car stop at Palo Verde and Twain and you need assistance safely removing a group of pistol-toting, drug-dealing, gang-bangers in the backseat of the vehicle. You ask for another Unit to assist. Isn't the cowboy in these pictures what every cop wants to see when they ask for backup?

Well, it is very possible that your backup will arrive looking like this in CCAC. Officer Tim Ruiz is an Officer in the Mounted Unit and has been a Police Officer with the LVMPD since 2003. During August 8-13, 2011, Tim competed in and won the Western U.S. Championships for the Cowboy Mounted Shooting Association at the South Point Hotel and Casino. He is now qualified to compete in the World Championships in Amarillo, Texas, scheduled for October 18-23.

Cowboy Mounted Shooting Association is the fastest growing equestrian sport in the nation. Mounted contestants compete in this fast-action, timed event using two .45-caliber single action revolvers, like those used in the late 1800s, each loaded with five rounds of specially prepared blank ammunition. Riders run their horses through a patterned, timed course consisting of 10 targets that the riders have to shoot while riding at top speed.

Being that Tim is a Mounted Unit Officer, one would expect him to be able to gallop his horse at a target, shoot at it and hit with accuracy! Isn't that right? Well, I can tell you that it is much harder than it sounds. Tim spends a lot of time training both at home and at work. Yep, I said at work. Some of the techniques Tim uses to train for Cowboy Action Mounted Shooting are the same techniques he has brought with him to the LVMPD Mounted Unit. This type of training is especially

important as it is necessary for the horses to be able to tolerate the sound of gunfire while on the street. What good is a Mounted Unit's horse if you can't shoot from his back? Tim's horse Jess is an 8-year-old Quarter Horse Buckskin mare. (Greenhorn translation: A light brown female horse with a black mane and tail, bred to run a quarter mile race very fast.) Tim has been riding and training Jess for three years now. Last year, Tim was offered \$15,000 for Jess before she had even won an event! Needless to say, our herd of police horses is well versed in gunfire with Tim on our squad.

Those who know Tim appreciate his low-key demeanor, unassuming personality and his ability to get along with virtually anyone. Those who don't know Tim can rest assured that he's got your back. Isn't that really all that matters? To learn more about Officer Ruiz and the rest of the LVMPD Mounted Unit, please come for a visit. To find out more about the Cowboy Mounted Shooting Association, check out the website, www.cowboymountedshooting.com, come to an event or just ask Tim. Happy trails! **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)	To purchase retirement you must initiate your request through PERS. You may stop the deduction using this form.			\$
5413	Purchase Retirement 2 (24 pay periods)				\$

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

CONTRACT ARBITRATION

(continued from page 12)

benefits, but the idea is the same. There still must be a finding as to financial ability and whether the funding entities, here Las Vegas and Clark County, need the deeper concessions they have been proposing or rather, whether their books show that they can handle concessions that are not so deep, such as those we are willing to agree upon. Once this threshold determination is made, the arbitrator then looks to what other jurisdictions are doing. Here the relevant consideration is looking to the pay and benefit schemes of Henderson and North Las Vegas as well as perhaps some other local public employees that are not law enforcement. Some arbitrators may look further and also perhaps consider some other "comparable" jurisdictions such as Reno and even perhaps other similar cities, for example, perhaps other destination cities like Las Vegas. The arbitrator will also likely consider the cost of living index to determine what might be the most reasonable offer.

At the end of the hearing, each side (the Association and Management) would submit what is called their "last best offer." Neither side knows or sees the other side's offer prior to submitting its own. The arbitrator must pick one of these two offers, in its entirety. The arbitrator may not choose some of one and some of the other. For this reason, it is important to submit an offer that is reasonable, based on the objective evidence, or you risk the chance that the arbitrator will find Management's offer more appropriate.

While we are not there yet, one would expect that in the event the current contract is not ratified and the matter proceeds to arbitration, that Management's last best offer would contain more concessions than were in the Tentative Agreement, while the Association's last best offer would contain less concessions than what is being voted upon. Obviously, the goal is reasonableness so as to have your submission be the offer that is selected and awarded.

Then it is in the hands of the arbitrator. There is no guarantee. And looking around both locally and nationally, you will note that in the recent economic climate, these awards seem to generally be going in favor of the employer. Is that risk really worth it?

Suffice it to say, a lot of hard work, analysis and consideration has gone into bringing you a Tentative Agreement. I can assure you that the negotiation team felt this was the best they could do, short of taking the "all-or-nothing" risk of arbitration. And while you all certainly have the right to reject the Tentative Agreement and proceed to arbitration, be careful what you ask for as it may turn out a lot worse. However the ratification vote turns out, it has been a long and hard fought battle this time around and I hope you appreciate the time, effort and angst that has gone into the contract negotiation process for 2011.

I welcome your feedback and would like to hear from any of you who have thoughts, comments or input on this process in general and this year's contract negotiations in particular. **VB**



CALENDAR 2011

November 24 Thanksgiving
December 1 General Membership
Meeting 5:00 p.m.

**General Membership Meetings P# 8073 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.*

GALLERIA

FAMILY DENTAL

ADVANCED DENTISTRY

Dr. Stephen P. Hahn DDS

- Nitrous Oxide •
- Implants •
- Same Day Crowns •
- Smile Makeovers •

www.GalleriaFamilyDental.com

433-9200

715 Mall Ring Circle, #200

Located Next to Galleria Mall



**No Out-of-Pocket Cost for Any
Dental Treatment**

(up to maximum benefit)

New Patients & Emergencies
Welcome

Children Welcome

Same Day Appointments

Now Offering Six Month Braces
Call Today for Your Free Consult

A great holiday gift!

Brave Hearts: Extraordinary Stories of Pride, Pain and Courage, may not be a perfect gift for everyone on your list, but it comes pretty close

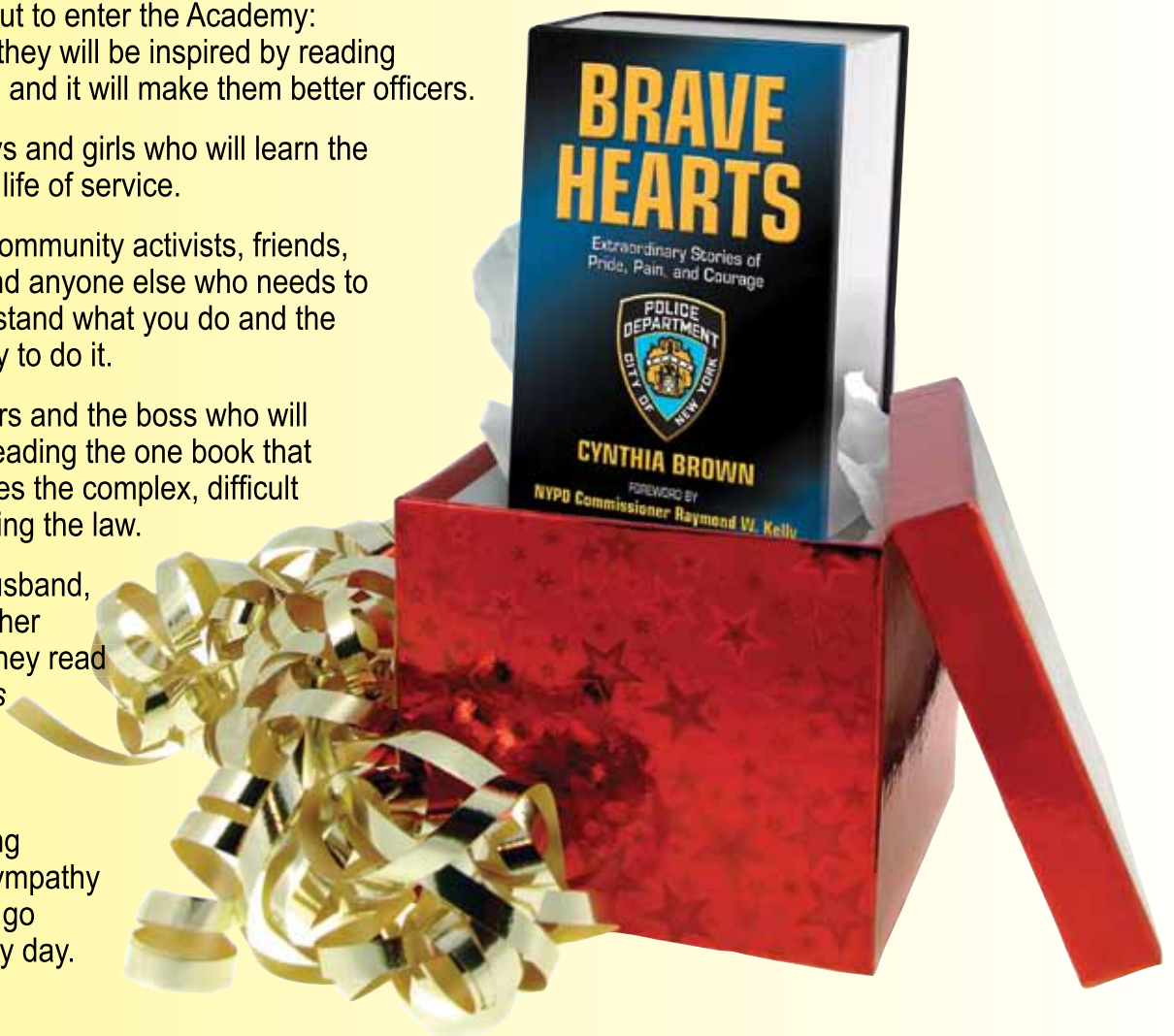
Recruits about to enter the Academy:
Guarantees they will be inspired by reading these stories and it will make them better officers.

Teenage boys and girls who will learn the benefits of a life of service.

Politicians, community activists, friends, neighbors and anyone else who needs to better understand what you do and the price you pay to do it.

Fellow officers and the boss who will appreciate reading the one book that really captures the complex, difficult job of enforcing the law.

Your wife, husband, significant other and kids. If they read *Brave Hearts* they will come away with a better understanding and more sympathy for what you go through every day.



Hardcover \$19.95 • 381 pages • 372 photographs • www.braveheartsbook.com 1-800-270-5317
Free shipping with discount code "COPS" • Costs less than Amazon • E-book available for Kindle, iPad, and Nook

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.

RETIREMENTS

12/08/2011	Carl R. Lutjens, P# 3481	PO II
12/10/2011	Diane M. Krause, P# 4176	PO II
1/03/2012	Laura A. Anderson, P# 2780	PO II
1/03/2012	Thomas M. Marin, P# 2894	PO II
1/04/2012	Thomas L. Stewart, P# 4696	CO II
1/05/2012	Paul Lowy, P# 3296	PO II
1/06/2012	Stephen R. Collins, P# 3025	PO II

THANK YOU LETTERS

To Our Friends at the PPA,

We would like to extend P# 10010 our sincerest thanks for the beautiful flower arrangement that was sent after the Walmart incident. We truly appreciate all of your continued support and calls, visits and warm wishes.

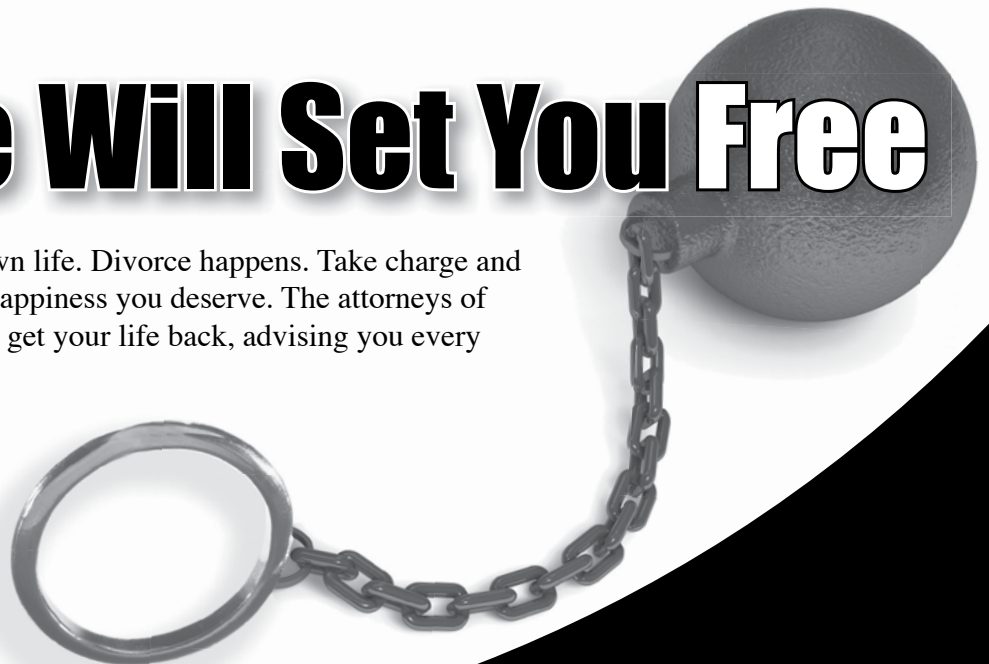
Sincerely,
Michael Ramirez and family

Divorce Will Set You Free

Don't be a prisoner in your own life. Divorce happens. Take charge and move on. Grant yourself the happiness you deserve. The attorneys of Dawson & Ford will help you get your life back, advising you every step of the way.

Don't hesitate:

Divide &
Conquer™



© 2011 Dawson & Ford

DAWSON
& FORD
Family Appellate Law

702.676.2006 • dafolaw.com
626 South Third Street, Las Vegas, NV 89101

WHAT WE DO FOR YOU

AUGUST/SEPTEMBER 2011 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	8/31/11	Truthfulness, Electronic Communications Guidelines, Neglect of Duty	40-hour suspension	upheld
	9/15/11	Conduct Unbecoming	40-hour suspension	Reduced to 8 hr
	9/15/11	Conduct Unbecoming	40-hour suspension	Reduced to 8 hr

PRE-TERMINATION HEARINGS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	8/17/11	Obedience & Insubordination; Protection of Undercover Operatives; Safe Driving Policy	Termination	Upheld
	9/28/11	Harassment and Discrimination; Harmony & Cooperation	Termination	Upheld

ARBITRATIONS

All. Violation Date	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
N/A	N/A	N/A	N/A	N/A

CITIZEN REVIEW BOARD COMPLAINTS

Dismissed	Alt. Recommended	Referred for further Review	Concurred w/ IAB Finding	Pending CRB Decision
0	0	2	0	2

OFFICER INVOLVED SHOOTINGS/USE OF DEADLY FORCE INCIDENTS

Date	Use of Force Board Decision	Inquest Decision	
8/27/10	Justified	Pending	
11/15/10	Justified	Pending	
11/15/10	Pending	Pending	
12/26/10	Pending	N/A	
12/28/10	Pending	N/A	
2/15/11	Justified	Pending	
2/23/11	Pending	Pending	
2/23/11	Justified	N/A	
3/8/11	Justified	Pending	
4/3/11	Justified	Pending	
4/12/11	Pending	Pending	
4/19/11	Justified	Pending	
5/27/11	Pending	Pending	
7/5/11	Pending	Pending	
7/14/11	Pending	Pending	
8/8/11	Pending	N/A	
8/26/11	Pending	N/A	

INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS

Declined	Represented	Total	
40	124	164	

ACCIDENT REVIEW BOARD

UNK	Excusable	Non-Negligent	Negligent	Rescheduled
0	3	2	30	4

Wigwam and Lake Mead Dental

**OPEN UNTIL 9 p.m.
and SATURDAYS**

- **NO** Deductibles
- **NO** Copayments

For Metro Personnel and Dependents
(up to dental insurance annual maximum)

Summerlin • (702) 304-1234



Green Valley • (702) 617-3333



CALL TODAY!



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



John H. Hastings D.D.S.

We have a team of great people to serve you. Dr. John Hastings is an Army veteran who has resided in Las Vegas for the last 10 years. He is a proud father of two. Dr. Hastings practices conservative dentistry. In these economically complicated times, we would like to give back to the community and this is what we can offer:



No out of pocket expense for root canals, crowns, partials, dentures, fillings, extractions.

No annual deductible (usually \$50.00 per person), open 7 days a week, including Saturday and Sunday.

Free bleaching trays with exam, x-rays or cleaning.

Every family will receive a \$25 gas card.

**Give us a call today
to schedule an appointment.**

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

(702) 671-0001

