



# LVPPA VEGAS BEAT

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VOLUME 6 | ISSUE 2

July/August 2011

# POLICE UNITY TOUR

## TEAM VEGAS IN ACTION

See Page 19




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

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

**SNCOPS** – Southern Nevada Conference of Police and Sheriffs



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# Executive Director's Message

**DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR**

## RUNNING FOR RE-ELECTION

It does not seem like it, but it has been five years now that I have had the honor of serving as the Executive Director of the LVPPA. So with this article I am announcing that I will be running for a second term so that I may continue to serve in the position of Executive Director of the LVPPA. If re-elected, it will again be my honor and privilege to represent the hardworking law enforcement professionals who make up the LVPPA membership.

I would like to tell you just a bit about how I came to this decision. I have to start in the fall of 2006 when our former Executive Director, Dave Kallas, came to me and told me he was not going to seek re-election and that he thought I should run for the position. I was flattered, but I was not sure I was ready for the job. I sought the input of those officers who then were on the Executive Board and the Board of Directors. They all agreed that I was the person who should be the next Executive Director of our Association. I agreed to run and committed to do the best job I could, so long as they all agreed to stay and help me as ongoing members of the Board and Executive Board.

Over the course of the past five years, that team has, for the most part, stayed together and fought for your rights and benefits. As my first term comes to a close, my decision as to whether or not to run again has been very different. To be honest, I am not quite ready to retire; there is still a lot of work to be done

and I know I have fire in my heart. The team is in place to take on the battles that are left and the new ones that will most certainly come along.

However, before I committed to another term, I again wanted to be sure that the current Executive Board and Board of Directors still have confidence in my abilities. It is with great humility that I can say I have the unanimous support of the Executive Board and the Board of Directors in my re-election bid. I would like to thank each of them by name: Guy Hui, Gary Sumption, Noel Roberts, Luis Payan, Kirk Hooten, Vito Pasqualicchio, Kyle Lopez, David Compson, Myron Hamm, John Laurita, Scott Nicholas, Luciano Zaccarelli, James Burt, Mike Ramirez, Samuel Smith, Rory Neslund, Chris Crawford, Alisha Martino, Tyler Todd, Ray Berni, Fred Castle, Henry Hoffman, Mike Malone, Hector Navarro, Steve Mauri, Carl Lutjens, Joe Lopore, Robert Johnson, Charles Burgess, Darryl Clodt, Paul Bigham, Ken Lochner, Michelle Jotz, Tom Reid and Mark Chaparian. Without these individuals' support, I would not have sought re-election.

This election is not about Chris Collins. This election is about keeping the team together that for the past five years has fought and won many battles on your behalf. Now more than ever we need to stand together and fight the good fight.

If you have any questions, please don't hesitate to call me. **VB**

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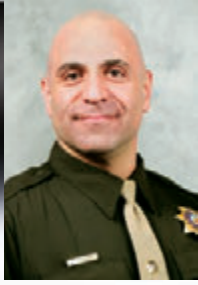
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# The Time to Fight has Come

## POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

I'm sure most of you have heard by now that our contract negotiation process for the 2011-2012 fiscal year has not produced the results we were hoping for. We started this process some months ago by diligently collecting data and preparing for the process as best we could. When we first sat down at the table with the management's team, most of us could already feel the management's sense of rigidity and lack of compassion toward our group. Nonetheless, we attended meeting after meeting and continued to drill down to the core of issues we brought forth. The Department's team did the same deflection dance as they have in years past, declaring they couldn't live with this or that or it didn't fit their idea of what would be easy to administer.

As I sat there this time as the chief negotiator for the LVPPA, I was quickly reminded that while the management's contract committee may have some new faces, we were still playing the same old game. My team worked long and hard to pour over YOUR ideas and suggestions. We heard YOUR voices, we presented our thoughts and concerns and we stood our ground, despite some of the deaf ears our message may have fallen on. As the process wound up tighter and tighter, we soon realized that the likelihood of going through an arbitration process was becoming a reality. The overwhelming message the LVPPA contract committee brought to the table was that our membership understands the state of the economy, but is not willing to support deep concessions while the Department grows its end-fund balance, continues to hire more and more people, builds its brick-and-mortar empire and has yet to implement and stick with true cost-saving measures presented to them time and time again.

The leaders of all three Associations were told last summer that the Department would suspend hiring for a year, yet the Department held an academy shortly after that speech. We were told that promotions above the rank of sergeant would be suspended, but that did not occur either. The new Southwest Area Command (Eldora) will open soon and the infamous "MetroPlex" has a grand opening scheduled for this summer as well.

As we took monetary concessions last year under the promise that some of these costs would not occur, the Department also grew its end-fund balance to an astounding \$84 million! To sum it up, we took approximately \$5 million in concessions last year because we were told the Department was in dire straits and that this was necessary to move forward to avoid layoffs. In the meantime, the Department grew its end-fund balance and then the county came in and simply took back \$44 million of that fund balance we helped the Department save! The Department has finished building two new buildings; has a low-level offender detention facility sitting pretty much empty that costs another \$1 million per month to keep; has hired and promoted more people; and has failed to capture wasted money—all the while P# 9389 making less money. Enough is enough! As we are most likely in for a big fight this year, I want you to be aware of a few things:

1. This is NOT a time to waiver in our unity. United we stand, divided we fall. Selfishness has no place in this process. We are looked upon as one group, and if we don't continue as one, we are all doomed for sure.

2. This is a fight we believe we can be successful at. Even if we go through arbitration and lose, we will have most likely lessened the cuts the Department is currently proposing.

3. The Department has clearly indicated that since they are not obligated to pay for certain things once the contract expires on June 30, 2011, they are not going to do so. Prepare to see a 1.375% reduction in your regular paycheck; this is your

half of the PERS increase that is set to go into effect July 1, which NRS states we must pay. In addition, the Department has advised they will pay no equipment/clothing allowance, educational incentive pay, Spanish pay or vacation sell back.

4. The Department is obligated to pay for all longevity increases, as well as merit step increases. However, if they ask for and are granted a freeze of those benefits during the arbitration process, and if an arbitrator orders this freeze to be "retroactive," we may have to pay those sums back to the Department.

5. We believe all other pay, salary and benefits will remain as is until we either have an arbitrator's decision or an agreement signed and approved. Please understand that this process may take us well into 2012 before everything is final.

All of us here at the LVPPA feel the same effects of this situation as all of you do. We are experienced, equipped, willing and ready to take this fight as far as it needs to go. As cops and corrections officers, we all understand that there is a time and place for negotiating, and then there comes a time to get the deed done, even if that means you must risk getting injured or damaged to do so. We, as your representatives, are willing to fight that fight for you. Are you willing to support us and back us no matter the outcome? I believe you are, and we are all counting on YOU, the members, to have our backs and know that together we are one voice, one Association and one family. **VB**

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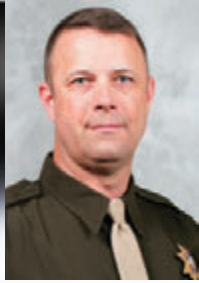


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# The Hospitalist Program

## **CORRECTIONS OFFICER THOMAS REID**

Assistant Executive Director

In May 2011, the Las Vegas Metropolitan Police Department Employee Health and Welfare Trust (LVMPDEH&WT) started to participate in the "Hospitalist Program," which was set up by the Health Services Coalition (HSC) for all of its 24 participating groups, including Metro. The HSC pilot project of the Hospitalist Program showed increased savings to its self-funded health insurance groups and provided better outcomes in patient satisfaction, along with lower hospital readmission rates. The following Q&A is provided to give you a better understanding of this program and hopefully answer many of your questions.

**What are Hospitalists?** A Hospitalist is a physician trained in managing the care of patients while hospitalized. In most cases they are internal medicine physicians who have completed additional training in the complexities of inpatient care. They work with patients in the hospital full time and do not have primary care offices. They are experienced in the intensive care units as well as the day-to-day operations of the hospital and are familiar with all the staff and hospital services.

**Why use a Hospitalist?** Hospitalists help coordinate your care with your primary care physician (PCP) and other specialists to ensure you are receiving the right treatment plan and are prepared for a safe discharge home when you are ready. They are available 24 hours a day, 7 days a week to make sure tests and procedures are performed in a timely manner and that you and your family have a physician available to ask questions to and communicate with your other doctors as needed.

**Can I continue to receive care from my own doctors when I am assigned a Hospitalist?** Yes, any of your doctors—whether a PCP or another specialist (cardiologist, surgeon, endocrinologist, etc.)—can and are encouraged to consult on your inpatient care while you are in the hospital. The Hospitalist will coordinate the care with these physicians. Your PCP, who is in their office seeing patients, has a physician, the Hospitalist, to coordinate your hospital care with 24/7. All your doctors will receive a summary report of your hospital stay from the Hospitalist after discharge. This will help your doctors in the continuity of care.

**Why is the Hospitalist program mandatory?** As members of the HSC, we participated in committees that evaluated programs that were mandatory versus non-mandatory. If the program is not mandatory, the hospital is obligated to call in the on-call physician in emergencies. Many on-call physicians are not part of your plan's PPO and have no knowledge of your plan's rules and authorization requirements, causing high out-of-pocket costs for members. A recent survey conducted by a large number of members of the HSC found that 80% of the PCPs they surveyed no longer provided inpatient care and call in a specialist to manage their patients when hospitalized. In using qualified Hospitalists, the plan hopes to reduce NON-PPO care and ensure that inpatient care is provided by qualified doctors who have knowledge of our plan.

**Are there any other benefits to using a Hospitalist?** Yes. Hospitalists are becoming a standard of care throughout the national health care system. There have been studies showing that Hospitalists improve patient communication and reduce readmission rates. We hope to team with these physicians to teach them how to reach out to us if members need assistance or specialized programs and learn how we can better care for the membership. They will work hand in hand with the plan's case management nurses

to help prepare for home health care, rehabilitation and any other services that may be needed after hospitalization.

**Are Hospitalists involved in all emergency room visits and hospital admissions?** No, the Hospitalist will NOT be involved in any pediatric, obstetric or neonatal care. The Hospitalist will also consult with both emergency room physicians and surgeons on the appropriate cases for which Hospitalist services are needed.

**Are Hospitalist services mandatory in all hospitals?** No, currently we have made Hospitalist services available only in the Las Vegas service area for the following hospitals: Sunrise Medical Center; Mountain View Hospital; Southern Hills Hospital; Desert Springs Hospital; Valley Hospital; Centennial Hospital; Summerlin Hospital; Spring Valley Hospital; St. Rose Siena Hospital; San Martin Hospital; St. Rose Delima Hospital; North Vista Hospital; and University Medical Center. The program will not apply at other hospitals at this time.

**My kids live in a different city in Nevada or out of state. How does the Hospitalist program work for them?** Our Hospitalist program does not affect ANY children under the age of 18 and it does not affect ANYONE using a hospital in another Nevada city other than Las Vegas. It does NOT apply to any hospitals in any location outside Nevada for any members.

**I have a PCP I have known for years. Can I have him act as my Hospitalist if I'm in the hospital?** No, your PCP can see you in the hospital and act as a consultant to the Hospitalist assigned to your care, but they cannot replace the Hospitalist. The PCP will be able to bill for his/her consults to the plan, but only the Hospitalist can bill for the management and evaluation codes associated with inpatient care.

**What are the added costs for me to have a Hospitalist and my PCP care for me while in the hospital?** We believe in most cases there are no added costs, as most PCPs have electively decided to turn over inpatient care to Hospitalists and specialists already. We do not believe this is an added or duplicative cost, as PCPs are referring to Hospitalists and calling in specialists to assist them. In addition, the plan is paying 100% of the HSC-negotiated discount rate for Hospitalist fees under this program, therefore costs will be less for both the plan and members overall.

**I went to the emergency room and did not see a Hospitalist during my brief stay; why was this?** If you can easily be treated and released by the emergency room physician, they will not call in the Hospitalist. Examples of easily-treated issues are respiratory cold and flu illnesses, stitches, sprains, strains, etc. At any time when there is a question as to whether you should be admitted for observation or treatment, a Hospitalist will be called in as your attending physician.

**This Hospitalist program seems like extra doctors get paid to see me, is this true?** In some cases where a dedicated PCP consults on your hospitalization daily, there may be an "extra" bill for physician care. In most cases, however, the PCP is happy to turn over daily care to the Hospitalist so they can remain in their office seeing patients. We believe having a Hospitalist available 24/7 will save you days in the hospital, as tests and procedures do not have to wait until your PCP can make rounds. We also believe discharges are often delayed waiting for physicians to write proper orders. We believe the efficiency of having two or more doctors will easily save in both overall costs and reduce readmissions and complications.

(continued on page 16)



# Check Out Our Upcoming LVPPA Metro Charities Events

## POLICE OFFICER PAUL BIGHAM

Secretary

It has been a busy time here at the PPA with ongoing contract negotiations, the legislative session in Carson City, addressing the new Coroner's Inquest Process, IABs, ARBs and other things of that nature. It has also been busy for the LVPPA Metro Charities. The LVPPA Metro Charities has been getting out to more events in the community. We just finished the Mad Mud Run in Providence. What a crazy and fun event that was for the runners. It started out with participants going through a gauntlet of people with fire hoses and squirt guns of many different kinds, soaking the runners. On the return trip, runners had to make their way through a very large mud hole. It was quite entertaining to see these runners crossing the finish line covered in mud from head to toe. They also had events for the kids who got a chance to play in the mud as kids love to do. There was even a bouncy house and slides for the younger kids. Overall, it was just some good family fun!

The next event that we'll be at is the NAV Shoot Charity Challenge at the Clark County Shooting Park June 11-12. It will already have happened

by the time you are reading this. Hopefully it is a success and will grow bigger and better next year and every year thereafter, with more teams from Metro participating.

We are also scheduled to be at the Enforcement Expo coming August 31-September 2. The Department is a sponsor of this event, so there should be more information coming soon. There will be a lot of free classes for officers and exhibits set up by all kinds of first responder manufacturers. This should be a big event and we hope to see some of you out there. We will be there with our LVPPA Metro Charities gear, selling coins and t-shirts to raise more funds.

One of the things we are trying to do is get out into the community to let people know who we are, who we represent and what LVPPA Metro Charities does to take care of the families of officers lost in the line of duty. Most folks out in the community have never heard of our group, which is not unusual since LVPPA Metro Charities was only established about two years ago. There are even members of this Department who have no idea that we exist. So we attend these events to get our name out and earn money for LVPPA Metro Charities by selling one coin or one t-shirt at a time. Hope to see you at some of them! **VB**





# Whose Sick Leave is it?

## CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

We here at the PPA have received numerous calls about the usage of sick leave and how the Department can use it and treat you in reference to that usage. I have included some relevant sections from the sick leave policy below.

### ARTICLE 10—SICK LEAVE

**10.3 Utilization** Upon approval of the Department, sick leave may be used by employees who have:

- **Illness or Injury:** Incapacitated from the performance of their duties by illness or injury.
- **Public Health Requirements:** Attendance is prevented by public health requirements.
- **Doctor Appointments:** Required to absent themselves from work for the purpose of keeping an appointment with the doctor (up to a maximum of four (4) hours for any one appointment).
- **Bereavement:** Required to absent themselves from work for bereavement subsequent to the death of a member of their immediate family (up to a maximum of 48 hours per occurrence). The Sheriff/designee may grant more than 48 hours, not to exceed 240 hours, upon request of the employee. Employees may utilize other paid leave for the purpose of bereavement.
- **Medical Emergency:** Required to absent themselves from work to personally care for a member of their immediate family in those medical emergencies that require the employee's prompt attention. Emergency leave shall be taken as sick leave, except for a one-time provision of 48 hours of vacation leave that may be used per fiscal year.

*Annotation: In 1997, the parties modified 10.3 Utilization to allow flexibility for employees to use sick leave for a significant other they consider a mate. It was agreed this flexibility was not to be extended anywhere else in the contract. This section also allows for an extension of time by the Sheriff/designee in an extraordinary loss.*

**10.4 Approval/Notice** All sick leave shall be approved by the designated Department representatives. Employees who do not become ill on the job shall call in as required by Department policy before the beginning of their shift when using sick leave.

**10.5 Immediate Family** Immediate family shall be defined as the husband, wife, parent, brother, sister, child, grandchild, grandparent, mother/father-in-law, sister/brother-in-law, son/daughter-in-law or step-relations of the same immediate family members referenced above, or significant other. This shall also apply to legal guardianship/dependent situations. For the purpose of section 10.3 Utilization only, "significant other" shall be interpreted to apply when it involves a person the employee lives with whom they consider a mate.

**10.6 Family and Medical Leave** Determination as to the eligibility of Family and Medical Leave must be made prior to, if foreseeable, or during the use of sick leave, and the employee must be advised before returning to work of the status of that leave. Employees with questions about FMLA should consult with the health manager or his/her designee and/or the Association for clarification.

**10.7 Reporting Requirements** Employees covered by this agreement shall be subject to the following reporting requirements for payment of sick leave:

- **Sick Leave Request:** Employees are required to file and sign a sick leave request as evidence that the reason for the employee's absence was a legitimate use of sick leave as outlined above, within 24 hours of returning to work.
- **Certificate of Recovery and Fitness:** A Certificate of Recovery and Fitness shall be submitted by an employee when requested to do so by the Sheriff or his designee. Such certificate shall be signed by a physician and shall state that the employee is capable of returning to work.

**10.8 Residence Requirement** Employees shall be at their place of residence, a medical facility or their doctor's office, or shall notify their supervisor of their whereabouts when using sick leave. Any gainful employment, pursuit of personal business, recreation, travel for recreation, non-sick leave purpose or other such activity when an employee is on sick leave is considered evidence of abuse of sick leave unless approved in advance in writing by the Sheriff or designee.

**10.9 Abuse or Excessive Use** Utilization of sick leave for purposes other than those defined in this Contract shall be considered evidence of abuse. Supervisors may discipline employees when evidence of abuse exists and for excessive use of sick leave. Discipline will not be applied for extended illnesses or injuries. When a supervisor has concerns about an employee's use of sick leave, he/she shall consult with Labor Relations to ensure consistent application of this section.

*Annotation: This section was changed in 1997 to allow the parties the flexibility to apply progressive discipline to employees who are using sick leave in a manner that has a negative impact on other employees and operations. The parties agreed that, as a general rule, any person who uses eight (8) or more sick leave days per year is excessive. It was understood that eight (8) days is not a specific standard, but merely a guideline for supervisors when assessing circumstances surrounding the absences of employees (e.g., supervisors will look at historical attendance, patterns of use, etc.). For the purpose of an extended illness or injury, the FMLA standard will apply. Contact with Labor Relations was made mandatory in 2005.*

### EXPLAINING THE MAGIC NUMBER

As you read the portions of the Sick Leave policy cited above, you will see that there is a specific process to be followed. One issue that comes up has to do with allegations of abuse or excessive use of sick leave. Those of us here at the PPA interpret the "per year" language as referring to a calendar year while the Department interprets this provision to mean a rolling calendar year. Despite how you read this, be aware of how the Department is interpreting this language so that you do not trigger a question of whether you have excessive sick days.

The other issue that has come up is the number of days that may be used before your usage may be considered excessive. The annotation above notes that the "magic" number of days is eight; in other words, a person who uses eight or more sick days per year is deemed to have excessive use of sick days. I would certainly hope that any supervisor would see that the contract instructs them to consult with Labor Relations if this becomes an issue to ensure that this contract provision is applied consistently. Additionally, the contract instructs that the eight days is not a specific standard but rather a guideline for supervisors. It also says that the supervisor will look at historical

(continued on page 16)





# 2011 Legislative Recap

## DETECTIVE MICHELLE R. JOTZ

Director of Governmental Affairs

The 76th Legislative Session wrapped up on June 6, 2011. A lot of bill draft requests were submitted. Some of them became law, many did not. I'll give you a brief overview of some of the bills that will affect you and are either going to or already have become law and some of the interesting ones that didn't make it.

**A.B. 250**—This is the jury duty exemption for police officers. This law was set to sunset (expire) on July 1, 2011. We were able to successfully get the Legislature to remove the sunset provision, thus continuing to exempt peace officers from jury duty. (Effective July 1, 2011)

**A.B. 265**—This is the Peace Officers Bill of Rights. Existing law did not allow for witness officers to have representation for interviews. The new law provides witness officers the right to representation as well. Witness officers are entitled to two representatives, but the presence of the second representative cannot unnecessarily delay the scheduling of the interview. (Effective July 1, 2011)

**S.B. 98**—This is the collective bargaining bill. There was a ton of controversy regarding this bill. The Chamber of Commerce wanted to take away the right to collectively bargaining so they could get rid of our contracts. Since they weren't able to make that happen, they worked to erode as many of our rights as they possibly could. Ultimately, we ended up with language that clarifies what a supervisor (for the purposes of negotiations and collective bargaining) truly is. It did not change the fact that the members of the PMSA (sergeants, lieutenants and captains) can still bargain. The law also requires that all contracts that are for periods longer than one year must have a "reopener" clause that allows for contracts to reopen in the event that the economy takes another dive. (Effective July 1, 2011)

**A.B. 405**—The Public Employees Retirement System (PERS) bill initially started out eliminating PERS contributions for callback/call-out work time and eliminating longevity for people hired after July 1, 2011. The bill ended up authorizing a study of the PERS program, the expense of which would be split between the Legislature and a matching \$250,000 contribution that the Chamber of Commerce would make. (Effective July 1, 2011)

**S.B. 135**—This was a bill that would have changed your heart and lung coverage. Currently, police and fire members are covered under the heart and lung bill for life. The Nevada Taxpayers Association and the Public Agency Compensation Trust want to limit our coverage to three months of coverage for every year of service with an age cap of 65. We tried to work with the interested parties and offered one year of coverage for each year of service with an age cap of 75, but the other side was not interested. This bill ultimately died.

**S.B. 335**—This was referred to as the Clean Needle Bill. This bill would have removed hypodermic devices from the narcotics paraphernalia list in statute and it would have been legal for anyone to have needles, with or without a prescription. The theory behind this was that the transmission of communicable diseases would be reduced if intravenous drug users had access to clean needles. Obviously, our argument was that it would be better to discourage IV drug use rather than make it easier for IV drug users to obtain the implements to use those drugs. We prevailed and the bill died.

**S.B. 572**—This is the More Cops Tax Initiative. This was supposed to include enabling language that allowed Clark County to implement the second half of the More Cops money that was voter-approved

in 2005. You've heard the media talk about other agencies mishandling their More Cops funds. The bill created a new penalty portion that says we can lose our money if we don't handle it properly and also allows for another agency to request to receive our funds (or vice versa) if there is a mismanagement. The enabling language never made it into the bill. The penalty portion is all that was approved. (Effective July 1, 2011)

**A.B. 107**—This is the lineup bill. This bill would have made suspect lineups incredibly burdensome as the bill created a one-size-fits-all law that definitely was not good for every agency. The result was a law that required every agency in the state to have a policy in place for lineups, as there are several agencies that do not have such a policy. (Effective July 1, 2011)

**A.B. 320**—This was our Coroner's Inquest bill. We definitely exhausted all efforts trying to pass this bill. We were not able to overcome the fact that there had not been an inquest under the new process. This bill never even got a vote, so it died, but it did get a lengthy hearing.

**S.B. 177**—This was the bill that would have allowed folks who are 21 and over and have taken a motorcycle safety course to ride a motorcycle without a helmet. This bill ultimately died. It comes up every session, so we expect to see it next session again.

**S.B. 140**—This is the bill that makes it illegal to utilize a cell phone or other electronic device for the purpose of texting or phone calls unless utilizing a hands-free device. There is an exemption for police officers and firefighters who are within the course and scope of employment. There are also exemptions for people calling 911 for emergencies or to report accidents. The first offense within seven years is a \$50 fine, second offense within seven years is a \$100 fine and third offense within seven years is a \$250 fine. Law enforcement can only give warnings for this until January 1, 2012, when the law has actually taken effect. There were several other versions of this law that did not pass. (Effective July 1, 2011, for warnings; January 1, 2012, for citations)

There were more than 1,000 bills that were addressed during the session. There are many that will impact you in one way or another, but these are some of the key bills that I thought you might take interest in.

Stay safe! **VB**

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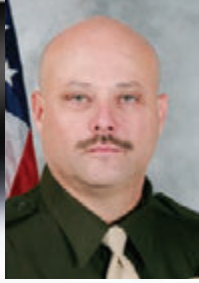
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# 12th Annual Police Union Leadership Seminar

## DETECTIVE DARRYL CLODT

Sergeant-At-Arms

I had the distinct honor and pleasure of attending the 12th Annual Police Union Leadership Seminar at Harvard University this April, along with Paul Bigham and Kathryn Collins. Union leaders from around the country attended and discussed some hot topics. We spent several days listening to the experts and discussing the overwhelming challenges facing unions today in America, and in particular, issues police unions are currently dealing with. Items of discussion included collective bargaining, the recession, social networking and its impact on law enforcement, and natural disasters and how they impact law enforcement agencies, just to name a few.

The alarming trend of blaming public employees' pay and their pensions as the cause of the economic downturn was shattered by Harvard's own Shelby Chodos, who teaches finance at the Harvard Kennedy School. He basically said it is a total distortion of the facts to claim that state and local governments are facing severe budget problems due to excessive pay and benefits to its police employees.

The seminar (to which the PPA sends two or three people every year) is just a great opportunity to meet and network with other police union leaders from around the country to share thoughts and ideas on the most relevant issues we face. This year was no exception. I know the three of us learned a great deal and hopefully we can put what we learned to good use down here fighting for your rights and benefits. **VB**

## INSIGHT

All truly great achievements in history resulted from the actualization of principles, not from the clever evaluation P# 7143 of political conditions.

Henry A. Kissinger

*The Meaning of History: Reflections on Spengler, Toynbee and Kant (unpublished thesis), 1950*





## Peacekeeper's Kids 5K

**KATHY WERNER COLLINS**

General Counsel

As many of you know, the LVPPA Metro Charities was established a couple years ago to help the families of LVPPA members who have made the ultimate sacrifice and lost their lives in the line of duty. The LVPPA Metro Charities provides generous holiday and birthday gifts to the spouses and children of our fallen officers. The fund also allows the spouses and children of these officers to attend college without having to worry about the associated financial burdens. As you may or may not know,



Nevada, through its state university system, already provides a college education, at no cost, to the children of fallen officers in Nevada. For these children whose tuition is already provided, the LVPPA Metro Charities will provide books and

living expenses up to an amount equal to the cost of in-state tuition in the Nevada University system. Should a spouse of a fallen officer choose to attend college in our state university system, or should a spouse or the children of a fallen officer choose to attend college out of state, the LVPPA Metro Charities will provide money to assist with the cost of that education, up to an amount equal to the cost of in-state tuition in the Nevada University system.



The LVPPA Metro Charities is a nonprofit 501(c)(3) organization, and donations are 100% tax deductible. Unlike many nonprofit organizations, this fund has no administrative fees, so all the monies donated to it go directly to the families of these fallen officers. Anyone can help by making a donation to the LVPPA Metro Charities. Metro employees also have the option of donating by way of a payroll deduction. And we now proudly sell LVPPA Metro Charities products, such as t-shirts and coins, which can be purchased in our office, on the website and at various events we attend. While there are certainly many important and worthy charities out there, especially now in these challenging economic times,

we here at the PPA hope you consider a donation that will directly impact the lives of our fallen officers' families.

Yet another great and fun way to help is by participating in the Annual Peacekeeper's Kids 5K Run/Walk. Officer Melissa Lardomita and Metro's Police Athletic League (PAL) put on the annual event, and this year was the 2nd Annual Peacekeeper's Kids 5K Run/Walk. It was held at Police Memorial Park on May 8, 2011. The event was designed to honor those officers who have lost their lives and allows us to let their families know they will never be forgotten. Funds raised from the event assist the LVPPA Metro Charities in helping the families as described above.



(continued on page 18)



# Sheriff's Message

SHERIFF DOUGLAS C. GILLESPIE

First, I would like to thank the PPA for allowing me the opportunity to express my views on important topics in *Vegas Beat*. I think it is important for you as an organization to hear from me in as many venues as possible. In the next few articles, I would like to provide everyone some information on our budget so that each employee understands the financial challenges that lay ahead. In order to give everyone a good foundation, it is important to first explain where we receive the funding for the department's budget. Secondly, I want to explain what the "fund balance" is, what it is used for and how we were able to save money for this account.

The budget to run the Department comes primarily from three different sources. The main portion of the budget, approximately 70%, is split between Clark County and the city of Las Vegas through a formula based on population. The remaining portion of our budget is self-funded, which means that the money comes directly to us from property taxes. There is a small percentage of money that goes to the county, the city and our agency, which is a portion of the consolidated sales tax. What everyone needs to understand is that property taxes and sales taxes are down significantly from 2007 levels. What does this mean? The amount of money coming into all government entities is down significantly.

Since budget year 2004-2005, the LVMPD has carried a year-end fund balance. This fund balance account is the result of saving money that was not spent from the previous budget year. Why were we allowed to save money? It is impossible to budget for incidents that may occur during any given year. Some examples would be lawsuits that finally go to court and the department is ordered to pay, or there is an unexpected critical incident that requires a large amount of resources and we have to pay additional overtime that was not foreseen.

We have also used the fund balance to purchase capital items at the conclusion of the fiscal year. Historically, this balance did not exceed \$1 million, however, since 2007 the fund has continued to grow and is anticipated to have approximately \$84 million at the conclusion of fiscal year 2010-2011, which ends June 30, 2011. So why did we work so hard to save money? The answer is that as your Sheriff, I have had the opportunity to interact with many people both locally and on the national level who spend their day looking at the economy. These people had concerns about the economy that caused me some concern. I decided that we should begin saving additional funding just in case we needed more than a few million dollars. Did anyone see the recession coming? No. However, when we began taking a critical look at how we do business, we were able to accrue this savings over many years.

Since the county budget meeting on April 27, there has been much discussion about our fund balance and why we should save money if the county and city will ultimately take that money to assist in their budget issues. I hope to give you some insight and feedback in order to show everyone just how important it is for the department and all of its members to continue to cut costs and save moving into the future.

A significant part of this fund balance growth is directly connected to our elimination of vacant positions. These positions were budgeted for but ultimately not filled or went vacant over the past three years. To date, we have eliminated 465 positions, 238 of which are police officer positions. All 465 of these positions were funded in prior budgets. We chose not to fill these positions and reduced costs for that fiscal year, allowing us to save money and ultimately place it in the fund balance. We also chose to

eliminate the positions in the next fiscal year in order to reduce our cost to run the organization. With fewer positions to fund, the cost to run the agency is reduced.

When we started the 2011-2012 budget process in October, we knew we would be using the fund balance to shore up any shortfalls to our budget. We knew from property tax indicators that our revenues would not meet the costs to run the organization. When the revenue numbers came in this spring, we learned we were right in that the cost to run the department would exceed that of our revenues.

For our fiscal budget that starts July 1, 2011, we will have \$456,853,839 in revenue. It will cost us \$501,307,011 to run the Department. That is a shortfall of \$44,453,172, which the fund balance will cover. In using \$44,453,172 of the fund balance, we will then be left with \$40 million for future years. If we had not been aggressive in saving money and eliminating vacant positions, we would not have a fund balance to fall back on.

Our ability to grow the fund balance in the future will be limited. We will not have the vacant positions to eliminate. I do not see revenues coming to the department increasing for fiscal year 2011-2012. If we are fortunate, and the cost to run the agency does not increase and our funding does not decrease for our next fiscal year, it will once again cost \$501,307,011 to run Metro, and we will receive \$456,853,839. We will need to use the fund balance, in which we have about \$40 million today. As you can see from the numbers, next year we will need an additional \$4 million to meet our budget requirements if the cost of running the Department remains the same.

In the next article I will focus our attention on the future and how I see us continuing to deal with reduced revenues. Don't lose faith; we are all in this together and we will find an approach that keeps us all working here. Remember, it is because of all of you that we are the finest police department in the nation. **VB**

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# Important Contract Negotiations Update!

## THE LVPPA CONTRACT COMMITTEE

As you all know, we are in the process of trying to negotiate a Collective Bargaining Agreement that would take effect when the current contract expires on June 30, 2011. As you can imagine, the process this year is slow going given the funding challenges facing the city and county and thus, Metro. There is a strong likelihood that a new contract will not be agreed upon and ratified by July 1, 2011, and that we will instead be heading to arbitration.

## What Does This Mean for You?

Under the terms of the contract that is now in effect, if we do not have a successor agreement in place at the expiration of this contract's term, the current agreement shall remain in effect. Besides that, with regard to compensation, the only things that you will continue to receive compensation for are the following:

- Base pay
- Step increases
- Longevity increases
- Shift differential
- Assignment differential pay

We have been advised that the following items of compensation that will not continue are:

- Vacation sell back
- Spanish pay
- Education incentive
- Equipment allowance

In addition, effective July 1, 2011, there will be an increase to your PERS contribution of 2.75%, half of which must be paid by the employee. (So you understand, employees have always been responsible for half of any PERS increase that occurs, but historically, you did not feel this in the same way as the employees' half was offset by a cost of living increase.) This means that as of July 1, 2011, your current paycheck will be reduced by 1.375%.

## What You Need to Plan for!

There is a possibility that some of the pay you will continue to receive will ultimately be taken away once the contract is either finally settled at the table or resolved by an outside arbitrator, if need be. As the new agreement will likely be retroactive to July 1, 2011, if any of the items mentioned above (i.e., step increases, longevity, etc.) are ultimately lost, you may be responsible for reimbursing the Department these amounts. Save and plan accordingly.

If you have any questions, please call the PPA office at (702) 384-8692 and ask to speak with a member of the Executive Board. This will go a long way in stopping all the rumors that are going around about the contract. I hope you all know that the PPA and your contract team are fighting to protect all your compensation and benefits. **VB**

## INSIGHT

There are no problems we cannot solve together, and very few we can solve by ourselves.

Lyndon B. Johnson (1908-1973)  
News Conference, Johnson City, Texas  
28 November 1964

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

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Craig Walters, P# 14192

**P# Contest (\$50)**  
Robert Crane, P# 7739



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# Mark Kahre Day

BY DEB LOCHNER

As a native Las Vegasan myself, I thought I knew who Officer Marc Kahre was. It wasn't until I actually attended Marc Kahre Day, both last year and this year, that I really got to learn about who he was and what he stood for. Marc Kahre was a dedicated officer with this agency for some 13 years, many of which were spent working in the Traffic Bureau. Officer Kahre made the ultimate sacrifice, losing his life in the line of duty on October 11, 1988. Following his death, he was honored by having a Clark County School District school named after him—the Marc A. Kahre K-9s. Marc Kahre Day is an annual event held at the school and is an opportunity to remember him and thank his family for their sacrifice. Even though this was my second year attending the event, I was still amazed at the support and love felt throughout the school for this man.

As a member of the LVMPD myself, I take pride every time I put on my uniform; I remember how hard I worked to have the honor to wear it and every day I appreciate what it represents. Yet as I walk into the Marc Kahre School, there are no uniforms and there is no note of academy achievements. The school is simply a place filled with beaming children wearing K-9 t-shirts in recognition of their mascot. The walls are lined with patches from other police departments throughout the United States and pictures of Officer Marc Kahre, who served our department with honor and left behind a wife and two small boys when he died.

For their fourth grade writing assignment, these children write to other police departments to gain additional patches to place on the school walls. Each year on this day, officers from all parts of the valley come to eat lunch, visit with the children and remember Marc Kahre.

This school prepared for P# 6605 Marc Kahre Day all year. On the day of the event, the children present the patches they have received throughout the year, there is a drill team presentation, the choir performs and there is even a parade that a number of police agencies participate in, complete with K-9 demonstrations. My favorite part, however, is when Officer Robert Shaun Beebe from the Ocean Shores Police Department in Washington state performs. He is a talented singer and songwriter who once performed in Nashville, Tennessee. Officer Beebe wrote a song called "Carved in Stone," which is a tribute to all fallen officers. He and his daughter Blythe performed this song not only at Marc Kahre Day for the past two years, but also in Washington, D.C., this year at the National Law Enforcement Officers Memorial in honor of fallen officers nationwide. At Marc Kahre Day this year, Officer Beebe presented a copy of his CD, which contains this song, to Marc Kahre's wife and son, Officer James Manor's daughter Jayla, Officer Daniel Leach's wife Laura and Officer Millie Beitel's family. This heartfelt song is a true testament to the challenges an officer faces when he takes the oath to protect and serve and is a reminder of what his family faces when he leaves each day as they are left to wonder if their loved one will return home safe. **VB**

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## THE HOSPITALIST PROGRAM

(continued from page 6)

**I've been to the emergency room before and it seemed like my care was fine; why do I need another doctor to look after me?** Emergency room physicians are experts at treating emergency situations. Once you are stabilized and need inpatient care, they must turn over the care to another physician (the "admitting" or "attending" physician). This role will be taken by the Hospitalist, who will evaluate whether your care can be done as an outpatient or if it requires inpatient status and what type of nursing you will need (ICU, intermediate care or monitored observation). These decisions, as well as working with the family to obtain important history and educate them on what is the next step in the patient's care, will be in the hands of the Hospitalist. It is critical to have a physician help transition you from the emergency room to the inpatient setting. In the past you were assigned an on-call physician, or the emergency room team had to wait to process the admission until your PCP could come to the hospital or have someone see you in their place.

**Are Hospitalist programs normally used for HMO plans versus PPO plans, like the LVMPDH&WT?** No. In fact, more than 22 other plans in the HSC that are PPO plans have adopted this new Hospitalist program. Although we cannot quote HMO plan rules, we believe our PPO plan continues to maintain flexibility by allowing your PCP and any specialists you need to care for you without any special authorizations or restrictions. This is not always the case with an HMO plan. It is the responsibility of all plans to work with new standards of care, like a Hospitalist program, if we know it will improve the quality of care and reduce members' concerns while needing hospital care.

**What are some examples of how the Hospitalist will work with the patient and the plan?** Example No. 1: The patient enters the emergency room on Sunday night with severe abdominal pain. The emergency room doctor evaluates initial tests and determines the patient needs to be admitted. The emergency room doctor calls the Hospitalist assigned to this hospital on behalf of the plan. The Hospitalist immediately visits the patient and obtains history and consults with the PCP or specialist if requested by the patient. The Hospitalist writes admission orders and confers with the PCP and family on medication history, etc. The patient is admitted, further tests are immediately ordered and a specialist, such as a surgeon or gastroenterologist who is in the PPO plan, may be called in for consult if

needed. In this example, the patient has severe acid reflux disease affecting the stomach and colon. The patient is discharged the next day with proper medication and a report is sent to the PCP and specialist for follow-up care in an outpatient office. The PCP sees the patient after discharge and continues the coordination of care for this member.

Example No. 2: The patient is scheduled for elective knee surgery by an orthopedic doctor. The patient has a medical complication during surgery. This could be heart problems, infection, or pulmonary problems. The surgeon calls the Hospitalist to coordinate care from the medical side to include consults from a cardiologist, an infectious disease specialist, a pulmonologist, etc. The patient is evaluated, tested and treated under the help of the Hospitalist as the orthopedic surgeon is in surgery all the next day. The patient receives oxygen and antibiotics and is released. A report is sent to the orthopedic physician for the follow-up visit.

As you can see from the two examples, a Hospitalist is able to help orchestrate treatment quickly and efficiently using the PCP's or specialist's information, if available. If you do not have a PCP, then the Hospitalist will help you find one or a needed specialist at the time of discharge.

**How much of a say do my PCP, internal medicine doctor, neurologist, endocrinologist, etc., have in the decision of my health care while in the hospital?** In the situation where there are multiple doctors treating a patient, the Hospitalist plays a key role. The Hospitalist gathers the information and treatment recommendations from ALL doctors and executes the plan of care based on their directives. The Hospitalist makes sure that ALL requested tests and treatments are ordered and all results are reported back to the team of doctors so that next steps can be acted on quickly. The Hospitalist acts as the coordinator of care and is at the hospital to report any complications or negative test results quickly so that the team of physicians can decide the next step. The Hospitalist can also write orders in an emergent situation to supplement patient care. This includes pain medications, hydration, anti-nausea treatment, etc. They are also there to help coordinate the discharge planning process if the team of doctors agrees discharge is eminent and makes sure the patient leaves the hospital with instructions on new medications or other therapy ordered by all doctors with proper follow-up with their offices. A report is sent to ALL doctors so that they can provide continuity of care as an outpatient.

Should you have any additional questions regarding this P# 7849 program, please contact UMR at (866) 868-1395. **VB**

## WHOSE SICK LEAVE IS IT?

(continued from page 8)

attendance, as well as patterns of use. With this in mind, hopefully some of these questions and potential issues will be resolved short of a supervisor issuing an employee a contact report or, worse, the matter going to a Statement of Complaint.

I will be the first to agree that if an individual is showing a pattern or history of a great number of sick days, then they should be investigated and perhaps disciplined, but this is only after making sure that there are not real medical issues involved that are causing the use of sick leave. There are also supervisors who jump the gun and go straight to paper to just let IAB sort it out. This is the wrong way to go about things as indicated above.

The bottom line is that the PPA and the Department have different views on the way the calendar issue is looked at. Additionally, as long as an individual has called in and is sick or has a family member, such as a child, who is sick and follows the Department Policy on staying at home, etc., then there should be no issues and the usage should not be deemed an abuse.

If it comes to the point that a contact report is written or an SOC is opened, don't forget that you have a statutory right to write a rebuttal to the contact and that if you do so, it must be attached to the contact report that is placed in your file.

We have been addressing these issues with officers on a case by case basis. If you have any questions along these lines, please give me a call at (702) 328-0896 (cell) or (702) 384-8692 ext. 221 (office). **VB**

## INSIGHT

Officers who are constantly looking over their shoulders to see whether the ax is about to fall are diverting attention and energy from the more important matters on the battlefield.

Martin Blumenson (b. 1918) and

James L. Stokesbury (b. 1934)

*Masters of the Art of Command*

"Relieved of Command," 1975



# Police Week 2011

BY DAVID COMPSON



Police Week 2011 was an amazing event that every officer should attend. That's a pretty bold statement, but it's the truth. I have been a sworn officer in Nevada since 1996.

In that time, I have attended way too many funerals. I'll be honest with you, I cry at every one. It physically hurts to

lose a brother or sister. At every tragic event the same statement is made: We will never forget.

Well, I can honestly say, thanks to the National Law Enforcement Officers Memorial in Washington, D.C., we will never forget.

I was recently chosen to attend Police Week as a representative for the LVPPA. We had an agenda that included meetings, events and ceremonies.

I feel honored to have been chosen to represent officers from my agency. I had the opportunity to meet my counterparts from all over the country. We got to compare notes on practices and trends nationwide. Have you ever heard the statement, "The grass is not greener on the other side?" Well, I learned it's true. In fact, we have it better than A LOT of other agencies across the country. We are not currently facing layoffs; the entire department is not in jeopardy of being disbanded; and heck, the cuts we (the marshals) took last year are nothing compared to what others across the country have had to take. Times are tough and the future is still uncertain, but at least we still have jobs and an agency to work for.

That's pretty depressing to think about, but the trip was not all doom and gloom. We attended the 18th Annual TOP COPS Awards Ceremony sponsored by NAPO. I had no idea there was such an event that spotlighted the great things officers do from across the nation. I heard stories of real heroes who placed themselves in harm's way and saved lives. These were amazing stories of valor and honor. In our world, we never hear of the good things we do, only the bad things. At times the public and the administration appear to be against us. But at this event, it was a celebration of the great things we do each and every day. Metro officers involved in the Costco shooting last year were recognized for their courage and quick response. The common thread among the honored was, "I was just doing my job." Well, that event was great,

and when I walked out of the Warner Theater that night, I felt so proud to be part of a group of people dedicated to protecting the innocent and doing whatever it takes to get the job done.

The following night we attended the candlelight vigil at the national memorial. Thousands and thousands of cops from across the country gathered to honor those who have been lost in the line of duty. I have never seen so many different uniforms. The service was moving, and the sense

(continued on page 20)



## PEACEKEEPER'S KIDS 5K

(continued from page 11)

The event this year was again well-attended (despite the howling winds that made the run up Cheyenne in front of the Academy completely grueling!). Officers and their friends and family come out from all areas of the Department—some run, some walk and some even push strollers. T-shirts are provided to all participants. Metro's color guard is there to start the day off, and medals are awarded to the top runners from each age



group. It is truly a wonderful event and a great opportunity to remember our fallen heroes and thank their families for their sacrifices.

This event is not possible without the commitment and support of the many Metro officers from every bureau within this agency who participate. In addition, sponsorships from the law offices of Marquis & Aurbach and the PPA go a long way to making this event a success. Next year, the hope is to have even more sponsors from businesses within our community to help cover the overhead costs of the event, and even more runners and walkers to bring in money for LVPPA Metro Charities. I personally want to thank Melissa Lardomita for her commitment to the men and women of law enforcement and their families. To all of you who supported the 2nd Annual Peacekeeper's Kids 5K Run/Walk, you are appreciated for your help. **VB**

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# The Police Unity Tour

BY KATHY COLLINS

In May 1997, the Police Unity Tour was first organized by Florham Park Police Department Officer Patrick Montuore. His hope was to bring public awareness to police officers who have died in the line of duty and to honor their sacrifices.

When it first started, the Unity Tour was a four-day fundraising bicycle ride from Florham Park, New Jersey, to the National Law Enforcement Officers Memorial (NLEOM) in Washington, D.C. That first year there were only 18 riders, yet they managed to raise \$18,000. The Unity Tour has really grown over the years. This May, there were more than 1,200 members nationwide who made the trip to participate in the ride, and their efforts resulted in a \$1.325 million donation to the NLEOM Fund. The Unity Tour has generously donated about \$8.4 million to the NLEOM Fund over the years.

The organization, whose motto is, "We Ride for Those Who Died," has sponsored the NLEOM Hall of Remembrance, and the organization's



donations continue to fund the restoration of the NLEOM walls. This project includes the re-engraving, coating and sealing of the almost 19,000 names on the memorial, as well as the cleaning of the walls and other memorial improvements.

For the past eight years, a team of LVMPD officers has participated in the Unity Tour ride. In fact, Metro was the first Nevada agency to ride in the event. This year's ride was no exception; our agency had 12 riders participate, as well as three officers from the North Las Vegas Police Department. Collectively, the team was called Team Vegas. Team Vegas rides with the names of all Nevada officers killed in the line of duty with them and, upon arriving at the Memorial in Washington, D.C., the team tapes a memorial page on the NLEOM wall for them. This way, every year our brothers and sisters from this

state who have made the ultimate sacrifice receive a visit and prayer from our very special Unity Tour riders so that these fallen officers will never be forgotten!

As in years past, the Team Vegas riders traveled to New Jersey and then rode to the NLEOM in Washington, D.C. The arrival of the officers riding in the Unity Tour is the event that begins Police Week every year. We would like to recognize and thank our Unity Tour participants for their dedication and participation each year in remembrance of those in this state who died

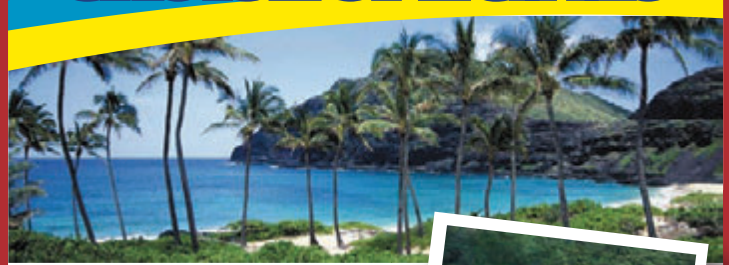


in the line of duty. I am told that besides their marriages and the birth of their children, this is one of the most moving and rewarding experiences that they have had.

The LVPPA is a proud sponsor of the Police Unity Tour, and we look forward each year to assisting those who take part in this ride. We would like to personally recognize all those on Team Vegas who participated in the ride

this year. They are: Richard Strader (LVMPD); Brian Godkin (NLVPD); John Faulis (LVMPD); Bill Johnson (LVMPD-Retired); Richard Goltart (LVMPD); William Gethoefer (New York State Police); William "Trey" Gethoefer III (LVMPD); Leonard Marshall (LVMPD); Paul Maalouf (NLVPD); Shellie Clark (LVMPD); Richard Best (LVMPD); Jill Morrison (NLVPD); Dee Taylor (NLVPD); and John Fullington (LVMPD). **VB**

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RT San Diego to Puerto Vallarta, Mazatlan, Cabo San Lucas		

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## POLICE WEEK 2011

(continued from page 17)

of brotherhood was overwhelming. From the reading of the names to the lighting of the candles, the event was breathtaking.

Everywhere I walked in Washington, D.C., there was a brother and sister. Every train I got on, every restaurant, every event was another reminder that I am not alone. There were constant affirmations that, "We will never forget." Never forget those who have come before us and those who passed before their time. **VB**



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- Members and Families!





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



LAS VEGAS METROPOLITAN POLICE DEPARTMENT  
**PAYROLL RECURRING DEDUCTIONS SHEET**

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

Wage Type	Deduction Type	Deduction Amount	Start Date	Stop Date	
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<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>
--------------

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

**Employee Signature & PN** \_\_\_\_\_ **Date** \_\_\_\_\_  
*(Sign name as it appears on paycheck)*

\_\_\_\_\_  
**Representative Signature** \_\_\_\_\_ **Date** \_\_\_\_\_



# CALENDAR 2011

- August 2 - 6 Police Olympics  
(see [www.npaf.net](http://www.npaf.net) for more information)
- Aug 3 - Sept 2 Enforcement Expo (see [www.enforcementexpo.com](http://www.enforcementexpo.com) for more information)
- September 2 General Membership Meeting 5:00 p.m.
- September 5 Labor Day

*\*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.*

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## RETIREMENTS

4/28/2011	Blake W. Goddard, P# 5975	PO II
4/29/2011	Rodrick A. Meyers, P# 4829	CO II
6/05/2011	Steven E. Humble, P# 4447	CO II
6/13/2011	James D. Brooks, P# 3054	CO II
6/14/2011	Janice L. Blasko, P# 2816	PO II
6/23/2011	Larry G. Hanna, P# 2430	PO II
6/23/2011	James G. Hayes, P# 1043	PO II
6/24/2011	Kurt D. Gutbrodt, P# 1808	PO II
6/29/2011	Gerald A. Saldana, P# 3625	PO II
6/30/2011	Karl J. Conklin, P# 3489	PO II
7/15/2011	Thomas W. Pennington, P# 1994	PO II
7/20/2011	William E. Boone, P# 5708	CO II
8/19/2011	Thomas P. Fisher, Jr., P# 3204	PO II
8/19/2011	Weymount A. Drew, P# 5192	CO II



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# Discount Theme Park Tickets

"Gate Price" reflects one day admission only.

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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	One Day Ticket - Adult/Child	\$69.99/\$61.99 one day ticket	\$48.00
	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
	2 and under Free		

## THANK YOU LETTERS

Tiffany,

Just a quick note to relate how appreciative I am for all of your help the last few months. Each time I talked to you over the phone, you made me feel much better about my P# 189 worker's comp issue. You are a great help and asset to us officers!

THANKS!

Brian T. Boxler

Kathy,

I can't even begin to thank you for all that you've done. The reality is that my career and livelihood were literally in your hands and because of how great you are, I never had a doubt. Not that I wasn't before, but you and the PPA have a staunch supporter. I promise I won't let you and your hard work down! I go back to work this Saturday and although I still have an uphill climb, I couldn't be happier or more blessed. Once again thank you so very much and best wishes for the future.

B. Gallup



## 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.



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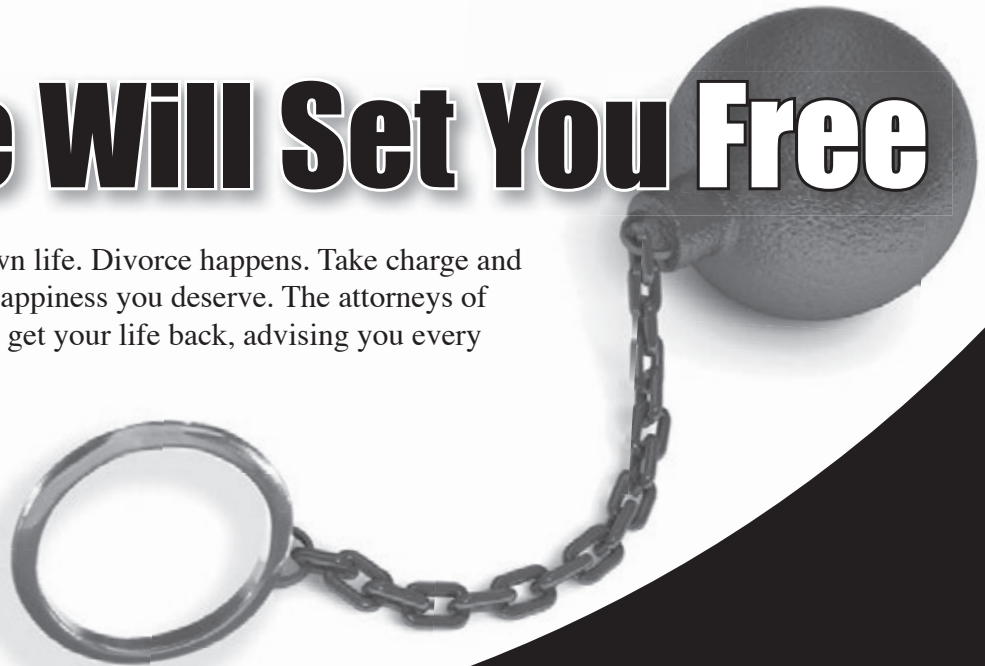
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# WHAT WE DO FOR YOU

## APRIL/MAY 2011 REPRESENTATION STATISTICS

### LABOR MANAGEMENT BOARDS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	2/10/11	Police Business Confidential; Dissemination of Criminal History information	40 hr suspension/10 held in abeyance	Upheld
	5/26/11	Unjustified Use of Force	8 hour suspension held in abeyance	Overturned - No Discipline
	5/26/11	Administering and Accessing SCOPE, Reporting Misconduct, Improper use of Electronic Communication Devices.	40 hr suspension	Reduced to 20 hours, 10 hours w/option

### PRE-TERMINATION HEARINGS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	4/6/11	Cheating on Employment promotional exam	Termination	Not Sustained - Returned to work

### 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 to IAB for 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	
9/5/10		Justified	N/A	
10/11/10		Justified	N/A	
11/15/10		Pending	Pending	
11/15/10		Pending	Pending	
12/11/10		Pending	N/A	
12/26/10		Pending	N/A	
12/28/10		Pending	N/A	
1/12/11		Justified	N/A	
2/15/11		Pending	Pending	
2/17/11		Justified	N/A	
2/23/11		Pending	Pending	
2/23/11		Pending	N/A	
3/8/11		Pending	Pending	
3/15/11		Pending	N/A	
3/28/11		Pending	N/A	
4/3/11		Pending	Pending	
4/12/11		Pending	Pending	
4/19/11		Pending	Pending	
4/27/11		Pending	N/A	
5/27/11		Pending	Pending	

### INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS

	Declined	Represented	Total	
	40	153	193	

### ACCIDENT REVIEW BOARD

	Excusable	Non-Negligent	Negligent	Rescheduled
	0	0	0	0

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