



LVPPA VEGAS BEAT

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\$500**
See Page 2

VOLUME 6 | ISSUE 5

January/February 2012

65 YEARS PPA FIGHTS THE GOOD FIGHT

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**EXECUTIVE
DIRECTOR'S
MESSAGE**

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**THE FIGHT
COMING
AHEAD**

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



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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 Wednesday, February 15, 2012, to be considered eligible. Telephone entries will not be accepted. Visit our website for more details.

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

2

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

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

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

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

SNCOPS – Southern Nevada Conference of Police and Sheriffs



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Executive Director's Message

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

The Executive Board

It has been my privilege and honor to be the Executive Director of the LVPPA for five years now. During those five years, the Executive Board has worked very hard on behalf of the membership, I believe. Over the past few weeks, I have heard a rumor that some of the membership believes this is a "cake" position. I don't believe that is true, so I am writing this article to tell you what the day-to-day operations of the PPA look like and what each member of my executive team does individually.

Let's start with the things we all do every day. Most of you know that we represent our members in IAB interviews. What you may not know is that as of press time, we had covered approximately 1,050 IAB interviews. As we are open five days a week, that works out to about four IAB interviews per day. And while most of those interviews are conducted Monday through Friday from 6 a.m. to 5 p.m., some interviews are done at the bureau level, which means the interviews can be done on the weekend at any time of day or night. But you don't have to worry, because if you want a PPA representative to be there we WILL be there, regardless of the day or hour.

Now let's talk about the *other* interviews we do: We also provide representation for diversity interviews, Critical Incident Review Team (CIRT) interviews, Accident Review Board (ARB) hearing meetings, Use of Force Board hearings and officer-involved shootings and in-custody deaths. We help you out in diversity complaint investigations. These are difficult because most times they involve one employee against another employee. If both parties are members of the PPA, we will provide a separate representative for each member. The two representatives will not discuss the case so that both parties get fair and impartial representation. We also help you out with CIRT interviews, which are typically conducted some 48 hours after an event that warrants a CIRT investigation. This obviously means that if you are involved in an event on a Thursday or Friday, the CIRT interview will likely be conducted over the course of the weekend and a PPA representative will be there with you. Additionally, we send a representative to the ARB so that each member who appears before the Board can rest assured that their best interests are being protected. We accompany all members to the Use of Force Boards, and I can assure you that it is critical that we are there for you because often we are able to use our years of experience and other positions we have held on the Department to help you best articulate and explain whatever situation you have been involved in.

Now for the 800-pound gorilla: OFFICER-INVOLVED SHOOTINGS AND IN-CUSTODY DEATHS. We respond to all officer-involved shootings and in-custody deaths, no matter the time of day or location. Not only does an Executive Board member respond, but one of the PPA attorneys comes out as well. For officer-involved shootings and in-custody deaths, the PPA goes above and beyond the call of duty by representing members *and* nonmembers at the time of a critical incident. Leaving a nonmember standing there by him or herself at this very difficult time simply would not be the right thing to do. Be aware, however, that the PPA will *not* assist a nonmember with all the other interviews that take place after a shooting or an in-custody death. As for the members, you will have the help of one of the PPA representatives at your CIRT interview and the Use of Force Board hearing, and one of our attorneys will be at your inquest (should they start having them again). And while we are on the subject, let's talk just a little more about the Use of Force Board hearings in reference to officer-involved shootings and in-custody deaths. I am sure you all still remember the five-part article written in the *Review-Journal* this past November. Several of the citizens who have been

on the Use of Force Board, as well as past members of our own Department, were quoted as saying the Board was a joke and that the hard questions were not asked. While I disagree with that assessment, I would not be surprised if in response to these criticisms the Department makes changes to the Use of Force Board. And if they do, I am sure that from our members' perspectives they won't be for the better.

The next thing I want to address is the collective bargaining agreement. You may not be aware, but we work on the contract every day. Negotiating and enforcing the contract are probably the most important things we do for the membership. And even though they do not pay dues, nonmembers receive the same benefits from the contract as do all of you dedicated, dues-paying members of this Association. You should know that we monitor the local economy and its many factors. We stay informed on the consolidated tax, sales tax and property tax. We work with an out-of-state CPA firm and watch the financial health of the City, the County and Metro itself. By tracking this information, we have the needed facts to make good decisions about upcoming negotiations. Those may be things you all know we do on a daily basis.

Now, let's talk about the things many of you may not know we are involved in.

- If the Department wants to make changes to a policy, they first send out a draft of the new policy. The PPA receives a copy of this draft and we circulate it around so that everyone up here can review the draft and send in their recommended changes. I won't tell you that all our recommendations are put in place, but many are; the policy manual would look very different if not for our input.
- Members of the Executive Board sit on many committees throughout the Department. When you want to get money out of your Hartford account, you must fill out the paperwork which is sent out to the Hartford committee. The PPA has three seats on that committee.
- We also have a seat on the uniform committee. Once again, I won't tell you that we get all the changes we want put in place in the uniform policy, but we have been successful on many occasions.
- We also have a seat on the hardship overtime committee.
- The PPA has one seat on the Post-Retirement Trust.
- The PPA has two seats on the Health & Welfare Trust. The seats on these trusts are very important to all of us. They allow us to help protect your benefits and keep your out-of-pocket P# 7323 expenses down.
- Historically, the PPA has had a seat on the Nevada Public Employees Retirement System board. The Governor appoints people to this board, so we may not always have this seat, but currently we do.
- The Executive Board also runs the PPA Charities. It is our job to make sure the Charities will be able to meet its obligations. This includes helping pay for college for the children or spouses of our member officers who were killed in the line of duty. The PPA Charities also pays for holiday and birthday presents for the children of our fallen heroes. How can we do this? We have many officers who donate money from their biweekly paychecks. We also have businesses that donate money to the PPA Charities. Lastly, we attend events around the Valley selling PPA logo wear, challenge coins and other items. Most of the events take place on the weekends, so the Executive Board members who generally attend are there on their days off.
- We meet with citizens' groups all over the Valley in an effort to educate them about what our officers do and help them understand how difficult your job is.

- We meet with local, State and national politicians on a regular basis. Why? Metro receives funding from both the City and the County. When we negotiate a contract, it must be approved by both the City and the County, which means the City Council members and the County commissioners are the ones who ultimately vote on these agreements. The local politicians control the purse strings, so they are important to all of us. State politicians make the laws we have to enforce. They also control your retirement benefits, which I am sure is important to all of you. National politicians put monies in the national budget for grants that allow Metro to pay overtime, retain or hire officers and purchase equipment. This is a very simple look at a very complicated process.
- Every member of my executive team is expected to answer phone calls and e-mails within 24 hours of receiving them, including on their days off.
- You would be surprised how many members just walk into the office looking for assistance. They may need something as simple as theme park tickets, or they may have a complicated insurance matter. Most of the time they are there with a problem at either the squad or bureau level. Many times we are able to talk to them and make a phone call on their behalf that settles an issue before it becomes a big problem.
- The last thing I want to tell you about is how involved the PPA has become on the national level. Because you are PPA members, you are all members of the National Association of Police Organizations (NAPO). NAPO lobbies on Capitol Hill on behalf of all law enforcement. Amongst many other things, NAPO was very instrumental in getting H.R. 218 passed, which, as you know, allows officers to carry concealed weapons in all states. NAPO has paved the way for the PPA to have face-to-face conversations with President Obama, Vice President Biden, Attorney General Holder and other members of the President's cabinet. We are able to get information from unions around the country that helps us address concerns here at home. We know we have a fight coming over our pensions. This fight has already taken place in many states. We will be able to use tactics that have worked in other jurisdictions to address these same issues in Nevada. There is no need to spend a lot of money reinventing the wheel when you can get help from others who have already been there.

The above is only a sample of the things that are being done on your behalf on a regular basis; I am sure I have left out many things.

Now, I am going to give you a very brief overview of what each member of the Executive Board is responsible for in addition to the day-to-day activities already noted above. I hope this helps you know whom to contact should you have any questions.

Mark Chaparian is one of two Assistant Executive Directors. Mark is in charge of the PPA in my absence. Mark also sits on the Health & Welfare Trust and does a great job of acting as your voice when fighting against rate increases or benefit reductions.

Tom Reid is the other Assistant Executive Director. He is in charge of the PPA whenever Mark and I are not available. Tom also sits on the Health & Welfare Trust, where he has acted as the Chairman of the Board. Tom has been on the Trust longer than any other labor representative. In fact, Tom has dedicated much of his own time to becoming a Master Trustee.

Michelle Jotz is our Director of Governmental Affairs. This means that Michelle is the person who spends long nights at political functions eating rubber chicken. She also moves to Carson City every other year during the legislative session. She spends countless hours in political action committee meetings listening to politicians tell you what they think you want to hear. Michelle also sits on the Hartford committee.

Ken Lochner is our Treasurer. Ken has the difficult job of keeping the money straight and the bills paid. In his position, he also administers all the PPA insurance policies and the Catastrophic Leave Bank. Ken also sits on the Post-Retirement Trust, which helps pay for your health insurance after you retire.

Darryl Clodt is the Sergeant-At-Arms. It is his job to maintain order at all PPA meetings and functions. His expertise as a firearms and defense tactics instructor has been very helpful to the membership at Use of Force Boards. He also sits on the Hardship Overtime Board.

Paul Bigham is the Secretary. Paul's job is to keep all the minutes of the meetings and documents of the PPA in order. Beyond that, Paul takes care

of the ARB, and his prior experience in traffic makes him the perfect fit for that job. Paul also spent time as a homicide detective, which can be a big help at officer-involved shootings and in-custody deaths.

Kirk Hooten is the Director of Communications. Kirk has the difficult task of helping the PPA communicate with our members. We have heard from the membership that you want better communication from us. I have asked Kirk to help solve this problem.

Now me, I am the Executive Director. As the Executive Director of the PPA, it is my job to oversee the entire PPA every day, as well as look forward to the long term. I currently sit on the PERS board. I am also an officer on the elected board of NAPO, where I hold the position of Sergeant-at-Arms.

What I want all of you to know is that it has been a privilege for me to work with the members of my executive team. During my 28-year career here at Metro, I have had the good fortune of working with many exceptional people, but I have to tell you that the folks here at the PPA are the finest group of people I have had the honor of working with. These men and women do their jobs 24 hours a day, 7 days a week, knowing they will not receive overtime or callout pay. They do it because they believe in the mission, which is to protect your rights and benefits. However, no one is perfect, and I understand that we all have shortcomings. If you believe that a member of my executive team has failed you in some way, please contact me so I can address the issue. I cannot address issues I am not aware of. The PPA is ultimately my responsibility, and if we have in some way let you down I need to be aware of it so that I can fix any problems that exist. I hope this gives you a little insight into the Executive Board. As always, be safe and fight the good fight. **VB**

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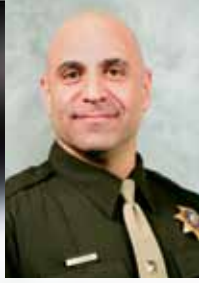


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A New Year's Thought to Be Grateful

POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

As I celebrated the Thanksgiving holiday with family and friends, I took some time to reflect upon my life and what I am thankful for. My children, my health, my friends and loved ones all came to mind immediately. As I sat and thought a little deeper, my police career and all its benefits came to mind. The more I thought about how lucky I am to have this job, the more grateful I became. So many others are much less fortunate than we are, and I believe it's healthy, from time to time, to remind ourselves of the excellent benefits we do have and how we all got them. It's important to acknowledge that we are all a "cut above" the average citizen, and therefore we deserve to be compensated appropriately. Additionally, none of us just walked into this career without preparation, skill, background and a little luck, too. Allow me to share just some of my thoughts which make me very grateful to have what we have and to be able to do what we do every day in this professional career we call law enforcement. I am grateful for:

- A salary which starts at \$50,000+ a year and tops out just under \$100,000. The average salary for commissioned officers on this Department is about \$81,000 a year.
- A pension system which has a defined benefit based on 2.67% of salary for each year of service after July 2001 and 2.5% of salary for each year before July 2001. Most of us leave this Department with **at least** 65% of

our average three highest consecutive years of salary after just 25 years of service.

- A collective total of about \$4,000,000 (*that's four million dollars!*) from date of hire to date of death in salary/pension benefits when you include a salary for 30 years and a pension for about 30 more years of your retirement.
- A comprehensive health insurance, dental and vision plan with a national network with low or no out-of-pocket costs which you can keep for the rest of your life upon retirement.
- A financial supplemental benefit for retirees (Employee Benefit Trust) which drastically reduces your health care costs in your retirement years.
- A career which offers flexible shifts, flexible hours, generous days off with a lucrative vacation and sick and bonus time benefits.
- Job security unmatched in any private-sector career with the financial backing and stability based on the health of the community in which we all live.
- Legal authority granted by the highest court in the land to make immediate decisions and, if necessary, take away liberty and even lives in the application of the law.
- The respect, honor and dignity of working as a law enforcement officer who makes a difference in the world each and every day and in the lives of the countless people whom we serve.

I am proud, honored and grateful to be a part of this police department, this community and this great country of ours. I am thankful to the Las Vegas Police Protective Association for making it possible for all of us to have and maintain the salary and benefits we all enjoy. We all could be a bit more grateful and humble from time to time in our lives. Let us never forget just how good we really do have it here, and let's never stop striving to make this place even better for the ones who have not joined us yet. I hope this new year brings each and every one of you good fortune, good health and an appreciation for all the wonderful people and things in your life already, and for those things and people still yet to come. **VB**

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



Visit the PPA to obtain your bumper sticker.

INSIGHT

The right to be heard does not automatically include the right to be taken seriously.

— Hubert H. Humphrey (1911–1978)

Speech before the National Student Association, University of Wisconsin–Madison, August 23, 1965



The Health & Welfare Trust Subrogation Process

CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

Last year, I wrote about the LVMPD Employee Health & Welfare Trust (LVMPDEH&WT) subrogation process and how the money it recovers is used for the benefit of the Trust and its members. There still seems to be some confusion and misinformation about the policy, so I would like to provide you with this information to help clarify the issue.

First, please remember that the LVMPDEH&WT is a collectively bargained, nonprofit, self-funded health trust which provides the best, most comprehensive health care with low or zero out-of-pocket cost to our members. The Trust is not an insurance company. The Trust's owners are you. The members the Trust serves are our members and the money it spends is your money, not some insurance company's money. The Trust's mission is to provide sustainable, comprehensive and quality health and welfare benefits; to take care of the health care needs of our active and retired members and their dependents; and to do so in a financially responsible way in perpetuity. Compared to other health trusts, ours is financially stable and healthy, and we intend to keep it that way for you and your family.

The Trust is governed by eight individuals who serve as the Board of Trustees, including two from the LVPPA, two from the PMSA and four from the Executive Staff of the LVMPD. The Board establishes the policy, rules and guidelines for the Trust's operations. The Trust employs a legal counsel, CPA and an actuarial consultant for financial and benefit analyses. In addition, other paid health care professionals provide timely information and services to benefit our members. The Trust contracts UMR to administer our Plan of Benefits. UMR does not make the rules. They are responsible for paying the bills, collecting revenue and implementing and following the rules established by the Board of Trustees.

Subrogation is the Trust's right to be reimbursed for medical bills it paid for members injured as a result of the negligence of a third party. A common example is an auto accident where our member is injured through someone else's fault. The Trust pays the member's medical bills and then seeks reimbursement from the member if they pursue legal action against the at-fault party. Every health plan I am aware of has a subrogation policy similar to ours.

As a condition of paying the member's medical bills, the Trust requires the member to sign an agreement that if the member recovers money from an at-fault party, the Trust will be reimbursed for the medical bills it paid on the member's behalf. Just as the injured member has a legitimate interest in recovering his or her losses caused by the negligent third party, the Trust also has a legitimate interest in recovering from that third party its losses (your money!) in the form of medical bills the Trust paid on behalf of the member. The trustees have a fiduciary responsibility to you all to establish rules and policies for the financial well-being of all members of the Trust. That is exactly what the Trust's subrogation rule does.

This policy is a win-win for the injured member and the Trust because the member's bills are paid by the Trust whether the third party has adequate insurance coverage or not. Second, the bills are paid promptly, preventing the member from being sent to collections and having his or her credit impaired. Third, and very important, the bills are paid under our heavily discounted contracts the Trust enjoys through the partnership with the Health Services Coalition, creating a greater opportunity for there to be remaining insurance money going into the injured member's pocket.

The Trust enjoys some of the lowest discounted contracts for medical

services in Southern Nevada. These hospital discounts average about 70% to 80% off the hospital's billed charges. For example, if an injured member incurs \$100,000 in medical bills and the third party has \$100,000 in insurance coverage, the bills would be discounted, depending on whether the care is provided in-network or out-of-network, by about 70% to 90% P# 12717, which would leave \$70,000 to \$90,000 for the member. The LVMPDEH&WT just expects to be reimbursed for what it paid out for the member to get medical treatment.

Here are five real life examples of the differences between billed charges and what the Trust actually paid on the basis of its discounted contracts:


Billed Charges	Discounted Amount Paid by Trust	Savings
\$102,000	\$21,484	79%
\$512,000	\$81,664	84%
\$141,000	\$12,795	91%
\$78,000	\$15,051	81%
\$16,000	\$12,475	22%
Total Billed Charges	Discounted Amount Paid by Trust	Average Savings
\$858,000	\$143,469	71.4%

For just five claims this year, the Trust saved over \$714,531, or 71.4% on average, compared to the charges actually billed.

As you can see, the Trust's subrogation policy benefits the Trust (all its members), as well as the injured member who is subject to the subrogation rules.

I hope this article helps you understand how the subrogation policy works. If you have any questions regarding this article or other health trust issues, please call me. My number is (702) 384-8692, ext. 219. Or, e-mail me at treid@lvppa.com. **VB**

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Too Much Celebrating

POLICE OFFICER PAUL BIGHAM

Secretary

I hope that everyone had a wonderful holiday season with their families and friends. New Year's Eve snuck up on us again. I have learned to hate New Year's Eve ever since those in control decided to close down the Strip and let the drunken fools have at it. Now it has just become a bigger and bigger event, causing all vacations to be canceled and all hands on deck to be working. Only lately, with the budget problems, has the Department scaled back on those who are essential and need to be out there with the masses.

Why am I talking about New Year's Eve (NYE)? We all know that NYE is a time of celebration; to most of us, that means drinking alcohol. I do my fair share. I bring this up because of some issues we have been seeing here at the PPA.

Did you know that just over 50% of our current legal office cases involve Department members' DUI and/or alcohol-related events? There used to be a time, not so far back, when employees could have two DUIs and would get a major suspension. Well, those days appear to be gone.

Recently, members are being recommended for termination for a second-time DUI or a first-time DUI with extenuating circumstances such as a hit-and-run. Command staff is looking at all these situations where a

Department member is arrested for DUI and is considering termination rather than a suspension. One factor seems to be if there is a repeated offense of DUI. Another huge factor in being recommended for termination is the actions of the individual at the time of arrest. We have all made enough DUI arrests during our careers to know that some folks are easy to deal with while others are more of a problem.

We know there have been a lot of issues facing us these past few years: the economy, marriage, work and just plain old having a good time. When we mix in alcohol, we start forgetting about common sense. Let me remind you: Drinking alcohol then getting behind the wheel of your vehicle and driving is just plain stupid.

In today's environment, it is not worth it to lose your job over a DUI. The community is watching us. We are not held to the same standard as others in our community. When one of us is arrested, there are some in the community who would have our scalps. This creates an image problem for the Department.

A lot of consequences accompany getting a DUI, not the least of which is your career. I am told that over the course of a 30-year career, averaging \$75,000 a year, with 20 years of retirement on top of that, it is worth about \$3.75 million. So it certainly pays to be a cop. In addition, this job was damned hard to get. Remember standing in line for testing, taking the written and the physical and then finally (hopefully) being selected out of 1,500 or more applicants? And then even once you were hired and had your foot in the door, you still had to make it through the Academy and field training before you were on your own. You finally made it, maybe even to a select unit. Is that all something you want to give up, and retirement too, all for a DUI? Oh yeah, there are your attorney fees and your increased insurance rates to boot (OUCH!).

There are still friends, family members and cab drivers who could come pick you up and drive you home. Or have that designated driver agreed upon before you start. It is just not worth losing your job over or hurting an innocent person if you are involved in a DUI with an accident. Please be safe, be careful and have a great new year. **VB**

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INSIGHT

If you do the very best you can, the future will take care of itself.

— Maine Senator George Mitchell (1933–)

Brian Lamb television interview, C-SPAN,

November 30, 1994



The Fight Coming Ahead

CORRECTIONS OFFICER KENNETH LOCHNER

Treasurer

Now that we have the 2011 legislative session behind us and our new CBA has been ratified and approved by Fiscal Affairs, we can forget about the big things and just put it on cruise control, right? Wrong! Not true at all. We have a fight coming **OUR** way that is sure to be a really tough one. We all saw what happened in Ohio and Wisconsin. Those are signs of what we have to try to stop in our own state. Let me touch on a few topics that we have to look forward to fighting together as members and as a **UNITED UNION** front.

1. We will be sitting down with the Department this coming October to start contract talks for the 2013 contract; we are starting earlier than usual so that we can hopefully come to some understanding with regard to money before the Sheriff presents his budget proposal to the Fiscal Affairs Board in April. Even so, our Sheriff is already laying the groundwork for how things are going to be, saying that things are bad and that he needs even more **MONEY** for his budget than before. This is because of a low revenue stream income. So he is looking for **NEW** sources of revenue streams. He did say that he will be going after the **MORE COPS SALES TAX** money from the Legislature in 2013. There is also some thought about charging the inmates at the County jail. In at least one officer's opinion (mine), I say don't come back asking for money

- to make up the shortfall from the line officers — that stream has dried up.
- 2. In April of this coming year, we will have more insight into the issues that are facing our fellow public employees in Ohio and Wisconsin, as there will be a meeting with the top unions in the nation and representatives from those two states. Then, in February 2013, when our Nevada Legislature opens, we will be fighting many issues that those states dealt with. Those include trying to preserve our collective bargaining rights (NRS 288), our Peace Officer Bill of Rights (NRS 289) and our retirement benefits through PERS. Rest assured that we will have our full-time lobbyist up there fighting on your behalf the whole time.
- 3. We are still fighting the coroner's inquest changes, which look to be ongoing into next year at least.
- 4. We will be dealing with an increase to PERS as well come July 2013, which is the same time our contract comes due.

We as a Union/Association, along with you, our members, must fight these battles and face these hurdles together. We need your help, involvement and membership, because united we can succeed in overcoming many of these hurdles we currently face.

If you have questions or want to talk to me, please call the office (702) 384-8692, ext. 221, or you can reach me on my cell at (702) 328-0896. **VB**

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It's Time!

DETECTIVE MICHELLE R. JOTZ

Director of Governmental Affairs

It's that time of year again! We frequently hear our members say that they want to be a part of the political endorsement process; well, now's your chance. The PPA is getting ready to conduct interviews of political candidates for the upcoming elections and we'd love to have some of those concerned members sit in on the process to be a part of it. It's not just one or two days, but rather a couple of weeks' commitment to sit through potentially a couple hundred interviews. If you've ever sat on an oral board for the Department, you can appreciate that the process is not a picnic. We'll be participating in interviews of candidates who represent not only Southern Nevada, but Northern Nevada and the P# 9037 entire state as well.

Our interview process consists of sitting in a room with more than a dozen law enforcement representatives from across the state and discussing each office and each candidate at length to determine who will best represent law enforcement's ideals. We need the consistency of a selection committee who is willing to sit through all of the candidates so that there is a basis in comparison. These candidates are people whose decisions could potentially impact our rights, the laws we enforce, the public we protect, the pension we are working for and much, much more. Collectively, we put together interview questions

as a panel and ask the candidates those questions in a format similar to the LVMPD oral board process, but with a board significantly larger. This gives us the opportunity to follow up and ask questions about decisions someone has made, statements someone has given and positions someone takes and utilize that information to ascertain if this candidate is the best choice for law enforcement.

Chris Collins has also allowed us to give a few members Association time so you won't have to worry about burning your own time to be here. If you are interested in participating, please send an e-mail to mjotz@lvppa.com and we'll see if the dates work for you. We have not yet established the dates (as of the print deadline) that we will be doing the interviews, but will hopefully have that information by the time this magazine is in your hands. I can also answer any questions about the process for you then. Even if you aren't interested in sitting in on interviews, we'd still like your feedback about the current elected officials and potential candidates. We want to hear your positive and your negative feedback, but we need it now, not after an endorsement has already been made.

I look forward to having some of our concerned members be a part of the process so that you can fully appreciate the lengths the Political Action Committee goes to in order to make the best endorsement decisions on behalf of the membership. Stay safe! **VB**

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Overtime: The New System and Tips on Its Use

DETECTIVE DARRYL CLODT

Sergeant-At-Arms

As all of you already know, we have a new overtime system. I hope by writing this that I can offer you some helpful advice on how to navigate the new system and provide you with some useful tips that may help you obtain the available overtime. The new system is still in its infancy. In other words, we are working bugs out as we go. If, after reading this and putting some of the suggestions into use, you still cannot seem to get any overtime, please call the Special Events Section and speak to them so that they can hopefully check to see if any problems are there.

- You can go to your Coplogic OTMS account from ANY computer (it does NOT have to be a Department computer).
- Available overtime assignments are posted on Fridays at approximately 6 p.m. Any last-minute assignments received in the Events Planning Office are added to the list on Monday. All officers are encouraged to check their Coplogic OTMS available overtime and update their overtime preferences after 5 p.m. on Monday in order to see and rank any added assignments before the system fills the assignments on Tuesday morning. Once officers update and rank their preferences, they will see a list called “My Current Signup Preference” under the available overtime and under the “Update Signup Preference for New Overtimes” box. This list should confirm the officer’s list of assignments they want to be considered for when their P# is randomly selected to fill the assignments.
- Officers should rank as many assignments as possible in order to increase their odds of receiving overtime. If the system chooses you after all your overtime choices have been filled, you will not be considered for any remaining overtime spots that you would have been eligible to work.
- Another way officers can increase their odds of receiving overtime is by always selecting a preferred partner. You will basically double your chances of getting overtime if the system has two chances of selecting you for an assignment (once by randomly selecting YOUR P# and another by randomly selecting your preferred partner’s P#).
- Partners can be split up, or one partner may receive overtime while the other partner gets none. If a P# is selected and there is only one remaining slot to fill in the assignment you select to work, the system will fill it with the P# and leave the preferred partner in the pool of available officers to be randomly selected to fill the remaining overtime assignments. The system cannot move an officer to the next available assignment that has two open slots if their higher-ranked preferred assignment has one remaining open slot.
- Officers may receive more than one overtime assignment if the second overtime assignment occurs after the overtime week (Wednesday through Tuesday). There are times when Events Planning will list assignments that occur after the current overtime week. In those cases, an officer will be able to get an assignment from the current overtime week AND one from the future week’s assignments.
- The system sends an e-mail notification to the e-mail address in the officer’s account to notify them when they receive overtime. You can list any e-mail address in your account; it does not have to be your Department e-mail address. You can also set up your account to send you a text notification on your smartphone if you prefer. Please ensure that your filtering system does not send e-mails from OTMS to your junk mail file.

- If an officer needs to cancel off an overtime assignment, you can go into your OTMS account and click on the “My Overtime” tab. On the far-right side of the overtime assignment, you click on “Withdraw.” As long as the overtime assignment doesn’t start within 24 hours, the system will try to fill the spot by sending e-mails to the eligible officers who selected “Standby” for that assignment when they ranked their preferences before the system filled the overtime spots on Tuesday morning. If the officer needs to cancel within 24 hours of the assignment, the “Withdraw” link will NOT appear and the officer must contact Events Planning, Sergeant Kroll (cell/text: 813-8589) or Lieutenant Letkiewicz (cell: 401-5594; do not try to text him).
- Officers should NOT trust the e-mail system for notification of an overtime assignment. If you sign up for overtime, you will need to check your Coplogic overtime account each week (Tuesday afternoon) to confirm whether or not you received an overtime assignment. You will then need to obtain your event instructions/IAP/paperwork from the W-Drive, Events Planning folder, and confirm the dates/times/locations of your assignment. It is YOUR responsibility to make sure that the overtime assignment does not conflict with your regular duty schedule and that you are working the overtime in accordance with ALL Department policies and your own bureau or section’s rules. For example, Department Policy 5/101.33 states:

“Employees who are on sick leave, workers’ compensation; FMLA, military leave, maternity, paternity, extended or catastrophic leave; modified duty; leave without pay; or suspensions are not eligible to work overtime of any kind (except emergency overtime). Employees who are on suspension are considered to be suspended from the date and time indicated in the suspension notice until the beginning of their next regularly scheduled work day. (Exception: Personnel who are in an ADA Accommodated Position, in accordance with 5/110.17, may work overtime under certain conditions with the approval of the Health and Safety Services Section or by direction of the Sheriff.)

“Employees are not eligible to work overtime during their regular duty hours on any day that they are on compensatory leave, vacation, bonus, off in lieu of holiday, floating holiday or professional leave. However, employees can work overtime outside their regular duty hours during this type of leave and on any RDO during those work periods. It should be noted, however, that working reimbursable overtime does not relieve the employee from the responsibility of reporting on time for any normal tour of duty. All employees are subject to emergency overtime, as necessary.”

- If you fail to report or if you are late for an overtime assignment without a valid explanation, you will receive a contact report and you can be suspended from working Events Planning overtime and/or be subject to disciplinary action. If you have a problem (sick, flat tire, can’t get keys from a key room, empty gas tank, traffic jam, hailed by citizen on your way to an overtime assignment, etc.) notify your assigned overtime supervisor or officer in charge, or contact Sergeant Kroll or Lieutenant Letkiewicz.

Hope this helps. Happy overtime hunting! VB

LVPPA Looking in the Mirror and Opening Our Ears

KIRK HOOTEN

Director of Communications

With the recent conclusion and ratification of a two-year contract, the LVPPA and staff are doing some self-evaluation. Executive Director Chris Collins asked everyone on the Executive Board and the Board of Directors to redirect their energy to the needs of the Association and the needs of the members. He asked us to get out among the officers, members and nonmembers and make a distinct effort to maintain their support, regain their support or obtain their support for the first time.

This has not been an easy task. It has become very clear, through our initial efforts, that there are people who are not satisfied with our level of service. This is not acceptable. I will not ramble and defend any number of positions to the contrary. I can say with conviction that everyone involved in the day-to-day operations of the LVPPA works extremely hard on your behalf. I can also say with conviction that we needed to have done and need to do a better job of communicating that hard work. The reality is that we are here to serve your needs as law enforcement professionals and members of this Association.

As part of our renewed commitment to service, we will be sending out a monthly activity report to the members through e-mail. This will contain activity in the various sections of the Association, to include internal representations,

legal developments, legislative matters and member benefits. This will help keep members informed as we move toward the upcoming legal decisions on the coroner's inquest process and the critical issues facing our profession in the 2013 legislative session.

In addition to the monthly activity report, we are actively searching for ways to improve the communication process. We have heard loud and clear that communication is an issue. I will say that communication is a two-way street, and I can assure you that everyone involved with the LVPPA has cauliflower ear from the amount of time spent on the telephone servicing member issues. That being said, if you feel you need specific explanations, give us a call and we will be happy to get you the information you are looking for.

We have P# 6501 heard that e-mail is an impersonal way to communicate. We utilize e-mail because it is the easiest way to reach the entire membership and disseminate pertinent information. We will continue to use this medium, but you will also see us a lot more in person at the substations and at the bureaus. If you need any special considerations or just want us to stop by and address some issues, feel free to call and we will gladly stop by.

In closing, we are committed to you and your career. Just remember that it is as much your responsibility to utilize the benefits afforded to you by membership. APATHY is the ENEMY! **VB**

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JOHN DEAN HARPER
General Counsel

Sixty-Five Years and Counting!

On January 21, 1947, as the story goes, relayed to me by George Allen (P# 1), officers employed by the Las Vegas Police Department, operating out of the trunk of a vehicle, filed Articles of Incorporation with the Nevada Secretary of State forming the nonprofit corporation the Las Vegas Police Protective Association.

At that time, the population of the City was under 10,000 but was beginning to boom post-World War II with the building of then-considered-lavish resorts and casinos. I often wonder what those officers were thinking when they formed the original PPA. Were they being taken advantage of, were their wages coming up short because of inflation as a result of the building boom and/or were they observing the success of bigger city police unions like Los Angeles or New York City?

Regardless of the initial motivation, those officers could not have had any idea of what the grown-up Association would look like from the cell they created. After the merger of the City of Las Vegas Police Department with the Clark County Sheriff's Office in 1973 (to form the present LVMPD), the Association added former sheriff's deputies, and subsequently corrections officers, and became the Las Vegas Police Protective Association Metro, Inc. Later, city marshals joined the Association.

George Allen used to tell me that for a long while, the Department had only one patrol car. Officers walked a footbeat and there were lights and phones attached to telephone poles. When the light went on, the officer would pick up the phone that was connected to the station and then be dispatched to the appropriate scene. Today, Clark County has a population of nearly 2 million and the LVMPD has 2,743 commissioned officers, over 200 vehicles and even seven helicopters. Can you believe the changes from George Allen walking his footbeat with no radio, armed only with his revolver, to today?

There were no collective bargaining agreements in the beginning. I was told that the officers in the Association soon learned that becoming politically involved was the only way to survive and prosper.

I am not certain when the Association negotiated its first collective bargaining agreement, but assume that it was sometime after the passage of Senate Bill 87 (Local Government Employee-Management Relations Act) in 1969. The first version of that act contained no provisions for binding arbitration. At that time, it allowed mediation and, in the event of no agreement, subsequent fact finding. If an agreement was not reached within five days after fact finding, the fact finder's report was made public. It was intended that public pressure would support the fact finding.

In 1971, the enactment of A.B. 178 gave the Governor power to order that findings and recommendations in particular

disputes be final and binding. However, our current "Last, Best Offer" system did not apply to police/corrections officers until 1985 (firefighters got it in 1977).

In 1983, the Association was instrumental in passing through the Nevada Legislature the original version of what is known as the Peace Officer Bill of Rights. This bill was modeled on a California law. As you are all well aware, it is from that statute that you derive most of your protections from what used to be one-sided interrogations if the Department suspected that you did something wrong.

George Allen passed away in 2001. From its beginning, the Association has grown so that we now have five full-time Executive Board members, two in-house attorneys and a third who helps with on-call work and three staff, all in a building you will soon own in the suburbs. What does the future hold for our Association? Have we reached the high-water mark? As I have reported in the past, the combination of globalization; recession; unemployment; and finger-pointing by politicians, big business and the media at "greedy" public employees has, for the first time I can remember, started to affect public opinion against law enforcement.

I still believe that we will be in a "control the football" type of environment for the next five to eight years, protecting the gains we have made and limiting any losses. It is clear that management has become emboldened; I see it in many ways, but most notably with the number and circumstances of the discipline that we see. Terminations seem to have skyrocketed as the Sheriff overrules the officer's own chain or a finding of the Pre-Termination Board. The City, County and State are using the Great Recession to fundamentally alter the present public employee and create a new public employee who makes less, pays more of his/her pension and enjoys fewer benefits.

However, it appears to me that this creation of a new employee is a result of the current times and circumstances. The unintended consequence of this is that highly experienced officers are choosing to retire. At first, this is beneficial to the government employer, but over time, there will be a drop in quality, and in order to attract properly qualified candidates, wages and benefits will have to be commensurate.

How will we operate as an Association in the future? Can we continue to meet our members' needs in a world of instantaneous communication where every diverse voice is heard? As the power of unionism continues to wane in this country, will new employees realize the indispensability and benefits of membership? To paraphrase an old proverb, the only thing I can guarantee is that we will live in another 65 years of interesting times.

Statutory history regarding the Local Government Employee-Management Relations Act attributed to *History of Major Collective Bargaining Laws in Nevada*, Fred W. Welden, Chief Deputy Research Director, Research Division, Legislative Counsel Bureau (1993). **VB**



Sheriff's Message

SHERIFF DOUGLAS C. GILLESPIE

2011 in Review for LVMPD

Hello, everyone. As 2011 comes to a close and we prepare to embark on a new year and all the new challenges that we as an organization will face, I would like to take this opportunity to look back at 2011 and some of the organizational changes and important issues we touched on throughout the year. As an agency, we are continually striving to evolve and move forward to meet the needs of our community and our law enforcement family.

2011 began with a period of adjustment to some changes in the way our agency investigates officer-involved deaths and various other critical incidents, along with changes to the coroner's inquest process. We rolled out the Force Investigation Team (FIT) and the Critical Incident Review Team (CIRT) to add consistency into our use of force investigations while, at the same time, enhancing our critical evaluation process. FIT was put in place to perform a thorough investigative review of a deadly force incident. CIRT has the responsibility of conducting an administrative review of high-risk operations in this agency. They provide an objective review of critical incidents to acknowledge deficiencies and promote improved operational tactics and decision making in future critical incidents. This was a move to get better as a law enforcement organization through improved self-examination and corrective training.

As expected, there was initial apprehension from the respective unions and a bit of confusion about how officers involved in a critical incident would respond to the investigative entities. Officers were, understandably, concerned about their rights and protection during the investigative process. I, along with PPA Executive Director Chris Collins, published a joint article to clarify the new changes to alleviate the uneasiness felt by our officers. My intent was to clearly communicate to officers exactly what information was required from officers involved in critical incidents (e.g., safety statements) and the reason for that needed information. As with anything new, there was a period of adjustment. I am pleased to say feedback from the unions and from individual officers regarding the changes has been positive, and much of the uneasiness about the new process has dissipated. I believe the steps we have taken here will help us to learn from previous experiences, provide instructional training where needed and continue to raise the standard of service to our community.

As we progressed through the year, I reached out through as many forums as possible, including *Vegas Beat*, to let everyone know how this organization has been affected by the economic downturn. Our goal has been to be open and transparent regarding our financial situation and to communicate what we are doing to face the agency's financial challenges.

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I touched on how previous operational budgets compared to our current budget and the manner in which the end fund balance was utilized. I want members of this organization to understand the budgetary issues we face as we move forward in an uncertain economic climate. Budget constraints have caused us to leave positions vacant. As we move forward, we will continue to look for ways to streamline our operation. We will look for ways to be more effective and efficient even as we continue to cut costs where possible.

Reductions in property tax revenues have significantly affected funding for our agency and will continue to have a negative impact for the foreseeable future. As I stated in earlier articles during the year, it costs an estimated \$501 P# 4342 million to run this agency, and we are anticipating a working budget of a little over \$456.85 million. This budget amount is not expected to change significantly over the next three to five years. We have to meet this challenge head on and find ways to cut costs and generate additional revenue to bridge the funding gap. My executive staff has been tasked with actively working to identify and implement cost-cutting measures throughout the Department. Earlier in the year, we created task forces to look at our vehicle fleet and our Department cellular phones. Those task forces were a success and will save the Department a significant amount of money. The fleet savings alone was determined to be \$3.1 million, with an additional Department cellular phone cost savings of \$60,000 per year. That is only one of the measures we have taken so far to address our anticipated \$44 million budget gap for the fiscal year 2013-2014. We are very active in exploring many other revenue-producing methods. We are looking at best practices of other law enforcement organizations and the private sector. I have also continued to meet with County, State and federal elected officials to fight for available funding for this organization.

In the most recent article, I addressed some of the recent safety measures implemented to keep our Metro family safe. As of October 3, 2011, the law enforcement community throughout the United States lost 131 officers in the line of duty, which was an increase of 5% over the previous year at this same time. Police officer deaths from gunfire also increased 16% over the previous year. These statistics are disturbing and demanded that attention

be given to keeping every employee safe throughout the holiday season and into the new year. Policy changes and new policies that address the wearing of body armor, changes to the driving policy specifically addressing the wearing of seatbelts and the most recent policy regarding the use of cellular phones were all implemented to keep our employees safe. Nothing would make me happier than not having to attend another funeral for a member of our Metro family. 2009 was an extremely difficult year for this organization and was the type of year I do not wish to repeat.

In closing, I would like to leave you with a couple of thoughts. 2011 has been a challenging year and 2012 promises to bring even more challenges. Make no mistake — we are facing a new fiscal reality as an organization. Our reality now is that we have to move forward with a smaller budget for the foreseeable future. At the same time, we must continue to maintain the high standard of service to our community. There will inevitably be more changes to our organization because of the difficult economic times. I choose to be optimistic and look at these new challenges to our organization as an opportunity to be innovative and to excel. We will continue to look for ways to streamline our operation and to look for new and effective ways to increase efficiency. I am also confident we will find new sources of revenue to bridge our funding gaps. With forward thinking and a commitment to success, this organization will emerge from this tough economic situation better, stronger and leaner for the future. I have said it before, and I still believe that it is because of you that we are the finest police department in the nation. I am truly proud to represent you as your Sheriff. Be safe and enjoy the new year! **VB**



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65 YEARS

LVPPA FIGHTS THE GOOD FIGHT

LVPPA Timeline Through the Years*

1947: Creation of the LVPPA by filing the Articles of Incorporation. Lyle Boardwell was believed to be the first President. It was comprised of police officers employed by the City of Las Vegas Police Department.

1960s: LVPPA marches on City Hall for raises and goes from \$407 to \$507 per month for starting pay. That was their last raise until Will Deiss became President.

1973 (July): The Las Vegas Metropolitan Police Department is formed by the consolidation of the City of Las Vegas Police Department and Clark County Sheriff's Department.

1976: Larry Irvine becomes President.

1980: O.C. Lee becomes President of the LVPPA.

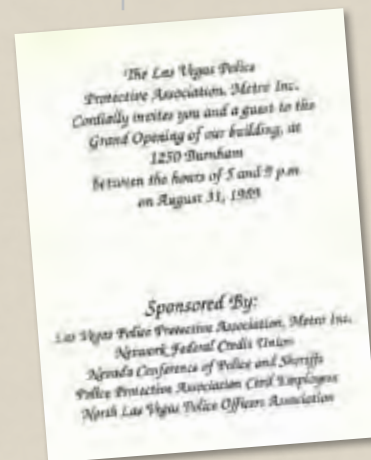


1957-67: Bill Regland becomes President.

1967: Will Deiss becomes President. He introduced the LVPPA to lobbying.

1980s: City corrections officers and, later, city park rangers are represented by the LVPPA; the LVPPA successfully lobbies the Legislature for the passage of the Peace Officer Bill of Rights, NRS 289.

1970s (late): LVPPA opens the first Debriefing Room on Maryland Parkway/Bonanza above the Federal Credit Union.



1989: LVPPA moves into its own building on Burnham Avenue.





1998: LVPPA successfully combats efforts to deconsolidate the LVMPD back into a City Police Department and a Clark County Sheriff's Office.



2007: Chris Collins becomes Executive Director of the LVPPA.



2010: The Save Our Marshals! campaign successfully saves jobs.

1995: LVPPA brings in its first General Counsel to represent it and its officers.

2001: LVPPA overcomes effort of rival union LVLEA to decertify it as the exclusive bargaining agent for rank-and-file officers of the LVMPD.



2003 (Dec.): LVPPA joins NAPO.



2008-2009: LVPPA constructs its current building and moves in.



1998: LVPPA legal team expands to two.

1999: LVPPA successfully lobbies the Legislature to stop the use of the polygraph on officers in administrative investigations.



2008: LVPPA Charities established to pay for the college tuition of children and surviving spouse(s) of members killed in the line of duty.



1992: Eldon "Andy" Anderson becomes President of the LVPPA. The Bylaws are later revised and the head of the Association becomes the Executive Director.



2001: Dave Kallas becomes Executive Director of the LVPPA. Under Kallas' leadership, rights are added to the Peace Officer Bill of Rights at the Legislature.



2011: LVPPA Metro Charities site (www.lvppacharities.org) goes live. **VB**

**Dates are approximate.*



GLOCK MAKES \$2 MILLION GIFT TO THE NATIONAL LAW ENFORCEMENT MUSEUM

By Cynthia Brown



The National Law Enforcement Officers Memorial Fund has received a \$2 million gift from Glock to develop an educational and interactive exhibition called “The History Beat” at the National Law Enforcement Museum, currently under construction in Washington, D.C.

One of the nation’s most popular firearms companies for the law enforcement profession, Glock has been a longtime supporter of both the Memorial and the Museum. The Glock \$2 million gift makes the company the third largest corporate donor to the Museum so far.

“Our company provides over 65% of the nation’s cops with their firearms, and we know when they draw their Glock, it is ready to be fired,” said Glock Vice President and former Officer Gary Fletcher. “Everyone at Glock is proud of our long history of supporting the people who put themselves in harm’s way to serve and protect.”

Glock V.P. Josh Dorsey added that those who go in harm’s way know what it takes to succeed and survive in a bad situation.

“It comes down to one word — ‘confidence,’” Dorsey said. “Confidence



Glock announced a \$2 million gift to the National Law Enforcement Museum at the National Law Enforcement Officers Memorial Fund's 20th Anniversary Gala held on October 12 in Washington, D.C. Three Glock Vice Presidents joined NLEOMF Chairman Craig Floyd on stage to make the presentation. From left are Josh Dorsey, Floyd, Gary Fletcher and Chad Mathis.

in each other, your training and your equipment. As a weapon, the Glock is safe, simple and fast. The Glock gives officers in every agency the confidence to succeed and survive."

Glock's Chad Mathis said when Gaston Glock introduced his first pistol to the U.S. law enforcement market over 25 years ago, he made sure that the product he developed would be used to save lives and protect the officers who go in harm's way to serve and protect America's communities.



"The U.S. law enforcement officer is the one to which all others throughout the world are compared, and it is an honor for Glock to supply over 65% of our nation's cops with the Glock pistol."

Dorsey, Fletcher and Mathis agree that credit for the \$2 million Glock gift goes to Gaston Glock, the Austrian engineer who founded the company and still serves as its CEO.

Gaston Glock designed his first pistol in his basement and tested early prototypes by firing with his left hand so that if the gun exploded (it never did) he could draw revised blueprints with his right hand. He introduced his first pistol in 1980, and just two years later it was made standard-issue for the Austrian armed forces. Shortly after that, it was adopted by numerous European

countries for their military forces.

In 1985, the Glock pistol was approved for import to the United States, and by the mid-1990s it was the most popular gun among U.S. law enforcement agencies, as well as U.S. special operations forces.

"Mr. Glock is an honorable man whose word is his bond," Josh Dorsey said. "His focus has always been on the individual who is out on the street doing the hard job law enforcement entails. That's the reason he designed the Glock pistol. It's that simple."

The National Law Enforcement Museum will be located in the Judiciary Square neighborhood, adjacent to the existing National Law Enforcement Officers Memorial. Scheduled to open in late 2013, the Museum will be the world's most comprehensive museum focusing on the law enforcement profession.

"The Glock gift will fund the design and development of "The History Beat," noted Craig Floyd, Chairman and CEO of the National Law Enforcement Officers Memorial Fund and the National Law Enforcement Museum. "Through an innovative and captivating exhibit space, 'The History Beat' will educate individuals of all ages on the major milestones in law enforcement history. We are excited about this partnership and extend our gratitude [to] Glock for their generous gift and ongoing support of the law enforcement profession and the National Law Enforcement Museum."

Authorized by Congress in the year 2000, the 55,000-square-foot National Law Enforcement Museum, a mostly underground museum, will tell the story of American law enforcement mostly through high-tech, interactive exhibits; collections; research; and education.

The Museum is an initiative of the National Law Enforcement Officers Memorial Fund, a private nonprofit, 501(c)(3) organization established in 1984 and dedicated to honoring the service and sacrifice of America's law enforcement officers and to promoting officer safety. For more information about the National Law Enforcement Museum, visit www.LawEnforcementMuseum.org. **VB**

Metro Officers Honored

The Spring Valley Advisory Board honored Metro Officers Michael Ramirez, Cory Staheli, David Williams, John Abel and Beaumont Hopson for their prompt and courageous response and involvement in the September 9, 2011, shootout in Walmart. The shooting occurred after police responded to a call of a man and woman trying to make a large purchase of items using a fraudulent credit card. After the officers made contact with the male suspect, he pulled a gun and began shooting at them. While it occurred early in the morning, the Walmart was open and had numerous employees and a few customers inside, where the shootout took place. No employees or customers were injured in the incident. The Clark County Spring Valley Advisory Board recognized the officers for keeping their community safe, giving them a standing ovation in honor of their response to a situation that left one officer, Michael Ramirez, wounded and the suspect dead. VB



THANK YOU LETTERS

LVPPA,

The family of the late Harold H. "T-Bone" Kaku wish to convey our deep appreciation for your support, flowers and expressions of sympathy. Thank you for the beautiful flower arrangement.

Mahalo

From the Kaku Ohana/J. Kaku, P# 6397

Paul,

I thought your article in the [November/December 2011] *Vegas Beat* covered important issues. It was well-written and thank you for the positive comments on CIRT.

Jim (Lt. James LaRochelle)



CALENDAR 2012

January 1	New Year's Day
January 16	Martin Luther King Jr. Day
February 14	Valentine's Day
February 20	Presidents 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.*

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

12/09/11	Jage L. Larch, P# 3826	PO II
12/15/11	Tandi M. Romprey, P# 6294	CO II
12/27/11	Barry D. Reinink, P# 5628	PO II
12/27/11	Colleen J. Reinink, P# 5633	PO II
12/28/11	Jack L. Guenther, P# 3372	PO II
1/03/12	Richard G. Klein, P# 3933	Police Sergeant
2/01/12	Tamia L. Dow, P# 3687	PO II
2/01/12	Terri Robinson, P# 4282	PO II
3/30/12	Gary B. Sumption, P# 3521	PO II

CONGRATULATIONS

TO THE CONTEST WINNERS FROM THE LAST ISSUE!

Hidden Symbol Contest (\$250)

Vincent Walker, P# 5757

P# Contest (\$50)

Charles Jivapong, P# 9338

Jeremy Landers, P# 8073

David Maruyama, P# 10010

Joe McGill, P# 3351

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WHAT WE DO FOR YOU

OCTOBER/NOVEMBER 2011 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	10/13/11	Conduct Unbecoming; Duty to Report All Crimes	40-hour suspension	Upheld
	11/10/11	Conduct Unbecoming	8-hour suspension	Reduced to Written

PRE-TERMINATION HEARINGS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	9/28/11	Harassment and Discrimination; Harmony and Cooperation	Termination	Upheld
	10/12/11	DUI (Second Offense)	Termination	Upheld
	10/19/11	DUI	Termination	Upheld
	11/21/11	Conduct Unbecoming	Termination	Upheld
	11/30/11	Arrests w/o Warrants; Use of Force; Transporting Prisoners; Interaction w/ the Public	Termination	Pending

ARBITRATIONS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	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	
11/15/10	Justified	Pending	
11/15/10	Justified	Pending	
12/26/10	Pending	N/A	
12/28/10	Justified	N/A	
2/15/11	Justified	Pending	
2/23/11	Pending	Pending	
3/8/11	Justified	Pending	
4/3/11	Justified	Pending	
4/12/11	Justified	Pending	
4/19/11	Justified	Pending	
5/27/11	Justified	Pending	
7/5/11	Justified	Pending	
7/14/11	Justified	Pending	
8/8/11	Justified	N/A	
8/26/11	Pending	N/A	
9/9/11	Justified	Pending	
10/24/11	Pending	N/A	
11/6/11	Pending	N/A	
11/21/11	Pending	Pending	

INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS

Declined	Represented	Total	
41	139	180	

ACCIDENT REVIEW BOARD

Unk	Excusable	Non-Negligent	Negligent	Rescheduled
0	0	1	33	6

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