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

VOLUME 7 | ISSUE 1

May/June 2012

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**ENOUGH
IS ENOUGH**

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

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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

Fighting for Your Rights

By the time you read this article, you should have received an e-mail from the LVPPA talking about what you should do to protect your rights during an administrative or criminal investigation. This article is to explain how we got to this point and what we are doing to get the message out to all of you.

This all started three or four years ago, when I had a meeting with four lieutenants who were interested in changing the way our officer-involved shootings and other critical incidents were reviewed. The LVPPA was opposed to this because we saw it as just another way to discipline our membership. This was really our first introduction to the concepts of a Force Investigation Team (FIT) and a Critical Incident Review Team (CIRT), only these terms were not used at that time. Over this three- or four-year period, several members of the Metro command staff have been to Los Angeles to review the procedures they have in place for these reviews. Many aspects of the Los Angeles system made it here to Metro and are now part of our procedural system. Ironically, perhaps one of the most important parts of their process, at least from your perspective, is the fact that in L.A. all officers are given the *Garrity* admonition/protection before any criminal or administrative statement is taken. Somehow, this part of their procedure did not make it into what we adopted from their system here in Las Vegas.

The next major thing in this long chronology that has occurred took place in October 2010 when the Clark County commissioners put together a panel to review the inquest process. I am sure you remember it was this panel that voted to allow an ombudsman representing the decedent's family to cross-examine you during an inquest proceeding. The part you may not remember is that this change came at the recommendation of the Sheriff. This led to the LVPPA's initiation of litigation in order to protect your rights by challenging the new inquest system; it likewise led to use of a substantial amount of resources to fight this important fight. Presently, we have appeals pending in the Ninth Circuit Court of Appeals and the Nevada Supreme Court as an ongoing part of that litigation.

The litigation has led to several meetings between the LVPPA and the Department in an attempt to find a resolution we could all live with rather than wait to see what the courts may decide. During the approximately 14 months of meetings that occurred, at times it appeared we were making headway and might actually come to an agreement on several issues and even find a global resolution that everyone could live with. Unfortunately, despite months of meetings, never-ending changes in how we would respond to an OIS and other critical incidents, etc., none of these resolutions materialized and the litigation is ongoing.

Because of this, I asked our legal team to research the best way of protecting our officers. They discovered that many of the larger associations around the country demand *Garrity* protection before giving statements to FIT investigators, just as occurs in Los Angeles. In other words, in those departments, officers require *Garrity* admonitions prior to submitting to either administrative or criminal interrogations. Consequently, statements given with the *Garrity* admonition/protection cannot be used against officers in a criminal case. Remember, the changes implemented by our Department were primarily adopted from Los Angeles, yet our Department somehow forgot to include the *Garrity* protections for our officers here at Metro.

Effective the first week of April, on the advice of counsel as the best way of protecting our police officers' rights, we began advising officers to refrain from speaking to FIT detectives or providing any statements at all unless they are afforded their rights under *Garrity*. This includes public safety statements, walkthroughs at the scene of an OIS, statements given regarding traffic accidents or any other criminal or administrative investigations.

Hopefully, as you read this you'll discover that it is old news to you. The LVPPA Executive Board and the Board of Directors will have already started a round of briefings where we will pass out cards for you to carry that will assist you in asserting these rights to ensure you are protected. You are the first line of defense in protecting your rights, so please use the cards and the information on them to protect yourself. If for some reason we missed you at the briefings or you don't have the card, please let us know so we can get you what you need. You can be assured that the entire team here at the LVPPA will continue to work vigilantly to protect your rights. As always, stay safe and fight the good fight. **VB**

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INSIGHT

Keep away from people who try to belittle your ambitions. Small people always do that, but the really great make you feel that you, too, can become great.

— Mark Twain (1835-1910)

In *Morally We Roll Along*, Gay MacLaren, 3.5, 1938



Enough Is Enough

POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

We are greeted with smiles, handshakes and pats on the back, coupled with speeches filled with words of encouragement, caution and wisdom. We are beaming with pride and a sense of self-accomplishment and success. The whole world is now at our fingertips and we look forward to a life of helping the innocent and weak, as well as locking up bad people who choose to violate our society's rules and laws. Oh, how sweet life is at that very moment you graduate from the Academy, so full of these optimistic thoughts and philosophies. We hold our heads high; we have a righteous job to do, and no one can stop us. And then it happens: The career we ached to achieve and the position we viewed as so noble and courageous is somehow tarnished and difficult to maintain because many of us lose the support, empathy and backing that we need to fight our battles and save humanity from itself each and every day. At some point in your career, you will likely ask yourself, "What the hell happened to this Department?"

A clear lack of leadership (not to be confused with supervision) serves as a large part of what the average police or corrections officer experiences on our Department. How many of us have heard a supervisor tell us that they promoted because of a salary increase, a safer working environment or just because "all the other knuckleheads are promoting"? My guess is that the majority of supervisors on this Department have made those statements. How many supervisors have told you they promoted because they honestly believe they feel they can make a difference and lead people to be more productive, safe and happy? I can count on one hand, not including my thumb, when I've heard that said.

Policies, regulations and training standards change around this Department more frequently than the months on the calendar. How in the world does this Department actually believe that anyone could keep up with the pace of all those changes? The policy manual alone is about 700 pages long. SEVEN-HUNDRED pages, folks! If you fail to keep abreast of all 700 of those pages and your performance is deemed to be out of compliance with that 700-page policy manual, they have a battery of Internal Affairs teams waiting to painstakingly investigate each and every i that you failed to dot and t that you failed to cross.

A healthy vacation and sick leave benefit are afforded to each of us as Department members. That is a really great benefit! The problem lies in the application of the use of those benefits. Many supervisors act as if they own your vacation or sick time. Those benefits are yours and you earned them! Silly, inadequate attempts at limiting patrol squads to "one off" per squad, including FMLA, military leave, administrative leave and TDYs, are a glaring example of a supervisor rather than a leader. Hold your supervisors accountable and demand they make the "leave book" accessible

to you. An effective way to hold your supervisor accountable for decisions they are making and frequently deny later on is the use of e-mail. Ask them for vacation requests (outside the application for leave policy limits) through e-mail. It's a great way to record what they have told you. Use your sick time as necessary. It's your supervisor's job to call in overtime people if he or she needs more staffing. Don't fall for the guilt trip. If you're sick, you're sick. Anyone hired after July 1, 1994, is not allowed to use any of their sick leave bank above 1,250 hours unless they experience a medical catastrophe, so they might as well use every hour possible if they are ill, because the rest will simply go to waste if they don't.

Make sure the Department isn't taking advantage of you with intimidation or implied threats. Many of our members have called with concerns about being told they can't submit overtime when going past their scheduled shift. Others have been told that they must accept "comp time" instead of overtime. Some patrol supervisors are apparently now asking on the radio if a backup unit is really necessary on calls that this Department trains and requires that two officers respond to, I guess as a means to curtail the need for manpower even further. Why does this Department condone dangerous, deadly and inappropriate behavior from many of its supervisors, and yet hold all of the nonsupervisory employees accountable if they so much as fart wrong? More and more, the "benefit" of going with the flow is disappearing, if it's not already gone. Do not allow this Department to hold you hostage to flagrant policy and training violations conducted by supervisors while dangling the "early out" carrot in front of you or some other minor "favor" that a supervisor may insinuate he or she is giving you.

The ICARE values are a neat little concept, but it's time to push back and demand that the ranks of sergeant and above be held just as accountable, if not **more**, to those same values. If a police or corrections officer is held to a higher standard, then a supervisor should be held to an even **higher** standard than that.

Let's stop being our own worst enemy. If this Department continues to foster supervisors instead of leaders, treat them as such. Stop going the extra mile for an organization which chooses to not respect nor invest in its employees as it should and how it used to. A true leader will understand that they actually work for YOU instead of the other way around. A true leader will get to know YOU and find out what YOU need to do your job better and safer and provide YOU with every tool and opportunity and the time to complete your tasks. In return, you will want to work for your leader and your performance will make him or her look great. A supervisor who threatens or forces an employee to perform is a failed leader.

There are some true leaders within this organization, and I have the highest respect for them and what they do each day for our members. Whether you work for a leader or supervisor, always respect their title and rank and never act insubordinate. However, if you are asked to do something that compromises your safety or your integrity you must push back and tell them no way. When one of them asks you to do something that contradicts our contract or policy, let them know where you stand. Enough is enough!

Please don't hesitate to call, e-mail, text or visit any one of the LVPPA Executive Board members with questions or concerns. **We exist so your employment with Metro is safer, healthier, wealthier and productive. VB**

INSIGHT

If you tell the truth, you don't have to remember anything.

— Mark Twain (1835-1910)

Mark Twain's Notebook, ed. Albert Bigelow Paine, 1935
February 2, 1894



NRA: "We're the Government and We're Here to Help" — Not So Fast

CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

When law enforcement thinks of the NRA, they imagine the powerful lobbying group that is the guardian of the right to bear arms and the defender of all things in the Second Amendment. Of course, leave it up to the U.S. government to create *another* acronym having the same three letters but meaning something totally different, and with potential far-reaching and undesirable consequences. The NRA I am talking about is the acronym for "normal retirement age."

In 2006, Congress passed the Pension Protection Act (PPA) (ha-ha — another acronym with different meanings). The Internal Revenue Service (IRS) announced final guidance to multiemployer and private retirement plans in May 2007. The problem came in how the IRS should define the NRA with respect to public sector plans, most notably public safety retirement plans. The 2007 IRS regulations, in attempting to put all retirement plans into a one-size-fits-all approach, failed to recognize that virtually all public employee plans use a two-pronged formula (years of service *and* age) to determine an unreduced retirement figure. Without getting too technical, the IRS attempted to establish a new regulation that requires a pension plan's normal retirement age to be an age that is representative of the typical retirement age for the persons in the industry which the plan covers.

As you can imagine, this caused virtually all local, state and national organizations that advocate for public employees to stand up and take notice of the IRS train that was about to hit their active and retired members square on. As luck would have it, around that same time Chris Collins and I were in Washington, D.C., visiting our state representatives. The National Association of Police Organizations (NAPO), a national police employee organization and lobbying group to which we belong, asked if we would like to attend a hearing on the

NRA along with some of their officers. We jumped at the chance to hear from the legislators, the U.S. Treasury, the IRS and many public employee plan leaders on this issue. Nevada's PERS Executive Director, Dana Bilyeu, was one of the speakers at this hearing as well. The end result of this meeting was a two-year deferment of the implementation of the NRA on public employee retirement plans. This deferment has since then been extended two more times, until January 1, 2013. This delay allowed the IRS to gather more information and get input from state and local retirement plans on how this legislation might affect and potentially be harmful to its members.

So ... What Is the Latest Status on the NRA with Public Employee Retirement Plans?

The U.S. Treasury and the IRS have stated that the final rules are very close to being published, but they stated that public safety retirement plans should be pleased with what comes out. No written details have been disclosed yet, but based on conversations with many of the retirement plans watching this issue closely, we are hopeful that the rules will not adversely affect those of you here at Metro. What we do know is that organizations like NAPO, the Nevada PERS and many others exerted a lot of pressure on the IRS to recognize that state retirement systems need the flexibility of allowing members to retire based on years of service and age in a particular industry (e.g., corrections, police, teachers, etc.). Congress also took notice of our unique retirement plan circumstances by introducing H.R. 3561 on December 5, 2011. This bill would eliminate the uncertainty of the IRS regulations and preserve the retirement ages under the local and state plans, such as Nevada PERS. Once we get notice of the final passage of the bill, we will provide an update.

If you have any questions about this article, please contact Thomas Reid by phone at 384-8692, ext. 219, or by e-mail at treid@lvppa.com. **VB**

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The Newest Member

CORRECTIONS OFFICER SCOTT NICHOLAS

Secretary

On February 4, I became the newest member of the LVPPA Executive Board. I am excited to be part of the Executive Board after being part of the Board of Directors for the past five years. I look forward to helping all of you and representing you whenever called upon. Let me first tell you all a little bit about my background so you will all know where I have been. I was born in Buffalo, New York, in 1964 (you do the math). I grew up on a farm where we raised Arabian show horses. My family owned and bred mostly Polish Arabians, but we also had a Russian stallion that was imported from Europe and a Spanish stallion that was a three-time national champion in Spain. My parents also raised dogs and would sell the puppies so they could buy more horses. The pattern continued for most of my childhood. You are probably thinking this was really cool. Well it was, but it was also a lot of hard work cleaning stalls and bailing hay, and being kicked, bit and run over by large animals was only part of the fun of having as many as 118 horses at any one time.

On a personal note, I have been married to Corrections Officer Jessica Nicholas for over 23 years. Together we have two beautiful daughters, Shawna, 20, and Amanda, 23. I am also the proud grandfather to Charlotte, who is just turning 2.

After leaving the family business, I worked for Gibraltar Steel as a truck driver carrying oversized loads of steel to the Ford Stamping Plant in Buffalo, New York. Most of my day was spent in the Ford plant watching car parts being made and listening to auto workers complain about overtime, days off, seniority, safety, etc. This was my first real experience dealing with union representation. I was truly impressed by the speed with which they could resolve problems. Most complaints were handled without ever having to write a grievance. I also found out why my car costs as much as it does. Although we are not technically a union like that, our representation is very similar to union representation.

In 1999, I tested to become a Corrections Officer with Metro and was hired in February 2000. I graduated with Class 1/2000 in May 2000. The day after my graduation, I was en route to a graduation party with my family when we were hit from behind by a vehicle that was drag racing another car. Our vehicle rolled at Las Vegas Boulevard and Tropicana. My entire family was transported to UMC with various injuries. After coming out of surgery, I found my family

surrounded by our new family of Metro officers. My girls were treated and released, so fellow officers brought food to the hospital while I was in surgery, filled my truck with gas, retrieved my house keys from Ewing Brothers and even gave us a ride home. These are some of the reasons I want to be there for all of you if you ever need anything, just as you were there for me.

As to my career, soon after field training I was transferred to Las Vegas City Jail. CCDC was housing 550 inmates that were considered overflow. After my probation was completed, I joined the Special Emergency Response Team. In 2002, I transferred to the Central Booking Bureau, where I worked most of my last 10 years. In 2004, I became a Defensive Tactics Instructor. In 2004, I also went through the NRA training (National Rifle Association, not "normal retirement age" as in Tom's article — ha-ha) and the Department's Firearm Instructor Training. 2005 is a story for another day! In 2006, I won the election for a Board of Directors seat on the PPA, representing Detention Services. In 2010, I was elected for a second time to the Board of Directors for the PPA. I have to say that although this position is very stressful and extremely challenging at times, being part of the LVPPA Board of Directors for over five years has been, by far, the biggest accomplishment of my 12 years with Metro.

I look forward to representing the members of this organization with pride and thank you for the opportunity to work for you! **VB**

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Charities Update

POLICE OFFICER PAUL BIGHAM

Treasurer

As many of you know, the LVPPA recently hired David Roger as an attorney to help with the caseload our current attorneys have been trying to keep pace with. In addition to helping with labor management issues, pre-termination and arbitration hearings, callouts for use of force events and other day-to-day operations of the legal office, David has taken on assisting with the nonprofit charity we have established to help families of officers who lost their lives in the line of duty.

To us, this was a no-brainer as David has many contacts throughout the Las Vegas Valley from his many years of community service. During his short time here, he has had contact with many people in the local business community about our nonprofit charity, educating and explaining to others what it is and who it serves.

In the short time that David has been here, there have been several generous donations made to our nonprofit charity as a result of some of David's efforts. In particular, the Las Vegas Police Protective Association would like to thank Mark James, CEO of Frias, and Frias itself, which donated \$1,000 from each one of its five cab companies to the charity, totaling \$5,000.

We would also like to thank Caroline Ciocca at CashAmerica for CashAmerica's donation of \$2,500 to the charity. And finally, we would also

like to thank the David Roger Campaign for its donation of \$2,500. Without David's help, we would not have been able to secure these generous donations from our local businesses. Thank you to all.

In addition, a decision was made to expand the Board to include not just PPA Executive Board members, but also some P# 6071 police and corrections officers not already part of the PPA Board, as well as some local business and community leaders. We hope that the expanded and diversified Board will lend itself to reaching a wider range of individuals, both from within and outside our Department, who are interested in becoming active in our charity and what it does.

Additionally, as you may have heard, we decided that the name of our charity needed a change. We needed a name that would better describe what the charity is and what it does so more people would connect with it and understand what it is meant to accomplish. Several names were tossed around, and we sent what we thought were the best out to the membership to vote on. It was decided that the charity will now be called LEAF, which stands for Law Enforcement Assistance Foundation.

With the new name, new people on the Board and new monies coming in, we hope that the LEAF charity will grow and be able to provide more for our members' families. **VB**

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DETECTIVE MICHELLE R. JOTZ

Director of Governmental Affairs

Our Political Action Committee has been working diligently to interview candidates and determine which of them is most aligned with the PPA's issues. Interviews were conducted every 45 minutes and done over 11 days; two of those interview days were done in Reno, Nevada, along with officers from all over the state (including Peace Officers Research Association of Nevada, Reno Police Protective Association, Washoe County Sheriff's Deputies Association, Las Vegas Detention and Enforcement, Southern Nevada Conference of Police and Sheriffs and more). After interviews were conducted, the panel discussed the merits of each candidate and the issues pertaining to each specific district. Based on those interviews and the discussions that followed, the panel made recommendations for endorsements to their individual associations' boards of directors. Those boards then voted and determined that the people listed in this article are the candidates who will work with us on our issues in the upcoming legislative session. We made sure we asked the legislative candidates about PERS (your retirement) and collective bargaining (your contract). Those responses were carefully weighed when making the endorsement recommendations as these are two extremely important topics to our members.

Here are the endorsements we are making.

- District Court Judge, Department 5
- District Court Judge, Department 20
- Justice of the Peace, Las Vegas Twp. Dept. 1
- Justice of the Peace, Las Vegas Twp. Dept. 2
- Justice of the Peace, Las Vegas Twp. Dept. 5
- Justice of the Peace, Las Vegas Twp. Dept. 10
- Justice of the Peace, Moapa Valley Township
- Justice of the Supreme Court, Seat C
- Justice of the Supreme Court, Seat F
- Justice of the Supreme Court, Seat G
- State Senate, Clark District 1
- State Senate, Clark District 7
- State Senate, Clark District 9
- State Assembly, Clark County District 1

- Carolyn Ellsworth**
- Jerry Tao**
- Deborah Lippis*
- Joseph Sciscento*
- William Jansen*
- Melanie
- Andress-Tobiasson*
- D. Lanny Waite*
- Michael Cherry*
- Michael Douglas*
- Nancy Saitta*
- John Lee*
- David Parks*
- Justin Jones
- Marilyn Kirkpatrick*

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- State Assembly, Clark County District 19
- State Assembly, Clark County District 22
- State Assembly, Washoe County District 24
- State Assembly, Washoe County District 26
- State Assembly, Washoe County District 27


- State Assembly, Clark County District 28
- State Assembly, Clark County District 29
- State Assembly, Washoe County District 31
- State Assembly, Clark County District 34
- State Assembly, Clark County District 37
- State Assembly, Clark County District 41
- State Assembly, Clark County District 42

University Board of Regents, District 4

Given the amount of time and energy dedicated to this process, we would ask that you remember these candidates when you head to your respective polling places. If you have questions about any of the recommendations, please don't hesitate to contact me directly. Stay safe! **VB**

*Incumbent **Currently appointed and seeking election

- John Hambrick*
- Peggy Pierce*
- Michele Fiore
- Marilyn Dondero Loop*
- Harvey Munford*
- Dina Neal*
- Jason Frierson*
- Joe Hogan*
- Olivia Diaz*
- James Ohrensball*
- Maggie Carlton*
- Elliot Anderson*
- Heidi Swank
- Richard Carrillo*
- Felipe Rodriguez
- Lynn Stewart*
- David Bobzien*
- Randy Kirner*
- Teresa Benitez-Thompson*
- Lucy Flores*
- April Mastroluca*
- Skip Daly*
- William Horne*
- Marcus Conklin*
- Paul Aizley*
- Irene Bustamante-Adams*
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Talking to Internal Affairs: What Metro Doesn't Want You to Know

DETECTIVE DARRYL CLODT

Sergeant-At-Arms

So you get a notice advising you that you are either the subject of or a witness in an Internal Affairs investigation. I'm sure your immediate question is, "What do I need to know and what do I do?" Let's start by making sure you know what the Department is mandated to do first, before they even ask you a question. First and foremost, they are required to notice you, which they have obviously done. However, the notice itself must contain certain things. It must contain the date, time and place of the interview. Additionally, the notice itself must state name and rank of the detective, sergeant or anyone else who will be asking you questions during the interview, as well as anyone else who will be present. The notice must also have a summary of the alleged misconduct. Generally, along with this notice you will receive a copy of NRS 289, the Peace Officers' Bill of Rights, though this is not required by statute. Additionally, although not included in the notice, you should be aware that you may have up to two representatives with you during the investigation and that the Department may not limit you to only one. The interview must be during your regular work hours, if practicable. If not, you will be paid overtime to attend during nonregular work hours.

Once you arrive at the interview, the Department must advise you that you are compelled or ordered to answer the questions and that if you refuse, you may be charged with insubordination. In other words, the Department is required to give you *Garrity* protection prior to questioning you. Once they start the interview, the questioning must be limited to the allegations set forth in the scope of the notice that you were previously provided. We here at the PPA believe the Department pushes this as far as they can, essentially going on what we call a "fishing expedition" looking for any potential policy violation they think they can make stick. We work hard to ensure that they limit their questions only to the topics contained in the notice, but you must be aware of this as well and listen closely to the question before blurting out an answer that you may not have to give. And last but certainly not least, we are there on your behalf and must be allowed to question you as well to assist you in explaining an answer you have given or refuting a negative implication that the Department may have made during an interview.

Another thing I want to touch on is when you are entitled to have a representative present. NRS 289 is not an automatic thing; sometimes you have to actively assert your right to representation. The rule is that whenever you believe that a meeting, talk, interview or whatever could result in

punitive action/discipline, you have the right to have a representative there to assist you. But you have to ask. Don't be afraid to ask for this; it is your statutory right after all.

With regard to these internal investigations, perhaps the biggest thing you should know is that it is the Department's burden to prove you did something wrong. In other words, it is not your responsibility to disprove an allegation that has been made against you; IAB needs to affirmatively prove that the allegation is true. So make them do their work; don't do it for them. In Internal Affairs, you may be asked something along the lines of, "So, tell me what happened on such and such a day." It is about now that an officer might then speak nonstop for about 20 minutes about everything under the sun and unintentionally disclose information that Internal Affairs was unaware of and that may lead to further problems for the officer. Don't be that one. If someone asks you such an open-ended question, it is appropriate to respond by asking them to be more specific. It is also appropriate to say that you don't understand a question and ask them to ask it in a different way. You are obligated to respond to questions. Likewise, in all internal investigations **you are required to and must tell the truth**; failing to do so during these investigations is a cause for termination. But remember that the questions you are asked must be narrowly focused on the allegations in the notice and that it is the Department's burden to prove you did something wrong. Don't go in there and start talking and disclose that you did something wrong that they were not even looking at.

Yet another common question that comes up often that just makes no sense to me is when they ask an officer, "Why would this person say this occurred if, as you are saying, it is not true?" I laugh every time this is asked. Remember, you have no idea why! Tell the investigators you have no idea what is in another person's head, and they should go ask that person himself.

The thing that makes me madder than anything is that it seems like any citizen can just lie to the Department and get away with it; they can walk in and file a false IAB complaint which is automatically accepted and investigated by this administration. Then when the allegations prove to be completely bogus, as they so often do, there is absolutely no adverse consequence to the person who made the false complaint and put our officer through weeks or often months of hell dealing with it and worrying about it. It makes me wonder, is Internal Affairs there to help you? Are they there to prove you did nothing wrong? Are they really on your side? It comes as no surprise to me that the Department gives out more discipline than it does awards. You may find it shocking, but the PPA Executive Board handled 1,064 internal interviews last year!

It is the POLICY of this agency to take all complaints. I wonder what would happen if citizens were required to come in and sign their name to the complaint and ultimately be held responsible, as the statute calls for, if it can be proven that the complaint was false. NEWS FLASH: It would not hinder one honest person who has a legitimate issue with how they were treated by one of our officers from bringing a complaint. What it would do is stop the lying folks out there who now know they can complain, create a nightmare for an officer and have no impunity for their wrongdoing.

I hope as you work your way through your career with this agency you are one of the lucky ones who manages to avoid IAB altogether. But given the number of investigations and interviews I have noted above, don't count on being so lucky. When you find yourself in that inevitable spot, keep in mind the things I have mentioned above; refer to your rights listed in NRS 289, which is attached to the back of our collective bargaining agreement; and call us here at the PPA. We are here to help our members. **VB**

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Working with a Target on Your Back

KIRK HOOTEN

Director of Communications

Having now spent some time working full time at the LVPPA, I can truly say that many of our officers have had the unfortunate and unnecessary experience of working with a target on their back. Almost every day, I go to Internal Affairs for interviews or field calls from members about supervisors who are targeting them with contacts, statements of complaint or generally overzealous and disparate oversight. Prior to my time on the LVPPA Executive Board, I would brush off many of these claims presented to our field representatives and our Board of Directors as oversensitive officers trying to milk the system and getting their feelings hurt. Now, my eyes have been opened to the reality and severity of this situation. I am shocked and saddened by the frequency with which these instances are occurring. I have averaged at least one such case each month since coming up full time in August 2011.

I wish I could offer good news that said we are always able to defend our officers against this type of “targeting,” but I can’t. The reality is that much like a committed criminal has an advantage in many police encounters, the Department and supervisors have an advantage in labor relations and administrative matters. Simply put, if they want you, they will get you. The manner in which they do this and the potential damage it can do to a career are significant and must be considered if you find yourself in the crosshairs of a supervisor or the Department itself. The ability to understand and counter this process takes on new significance. Utilizing the resources at your disposal through your Association becomes a key component in assignment and career preservation.

This type of “targeting” is often quite subtle and masked behind multiple levels of supervision and almost always has a personal element to it at some level. It is also found at every level of supervision. It can be a first-line supervisor like an FTO or a sergeant who wants to make a point. It can be a newly promoted lieutenant tortured by a Napoleon complex wanting to make an example out of someone. It can be a crusty old captain imposing his will through weaker levels of supervision to target an entire squad, or a newer captain trying to forward an agenda in hopes of pleasing the superiors. It can even be the unstoppable machine, “Uncle Metro,” who wants to purify the ranks and get rid of “problem” employees. The problem with the latter is that in their eyes, “problem” employees are only present at the officer level. We all know you could fill an entire substation with problem employees from the rank of captain on down. We could call it “the island of misfit toys”!

If you have fallen out of favor with your supervisor or chain of command, or a new chain takes over and decides they want you gone, face the facts and prepare yourself for an uphill battle as the mudslinging begins. If you have fallen out of favor with the Department, hang on for a long roller coaster ride of scrutiny and subjective, microscopic review of everything you have ever done in your career with an emphasis on finding a way to get rid of you. Getting rid of you ranges from being moved off a squad or detail to being “administratively” transferred out of a specialized unit, to being indefinitely assigned to a desk, all the way to suspension, relief of duty and termination. Remember what I said earlier: If they want you, they will get you, one way or another.

There was a time when the common decency of advising you your time was up was a common practice, and moving on was in the best interest of

your career. Now we are in an era of bureaucratic overload, documentation and justification hiding behind 700 pages of policies written in cryptic prose to allow unfettered manipulation and self-serving application.

If you are under the microscope or on the radar screen, you will begin to see a clearly established pattern and subsequent phases of implementation. This is the scary part. The Department and its labor relations experts have gotten so good at this process that there is an outline to follow.

Phase one consists of documenting menial infractions or subjective interpretations of policy and procedure on contacts. This is rarely consistently applied to others in the same way it is applied to the targeted employee.

Phase two is where any minute violation of the aforementioned menial infractions will be context for a statement of complaint (SOC) or multiple statements of complaint as these infractions are now made into mountains of misconduct under the heading of insubordination or obedience.

Phase three is when the SOC is sent to the “Kangaroo Court” for objective fact finding (aka subjective, biased and one sided in the case of targeted employees) and subsequent predetermined sustained finding, adjudication and discipline. Sadly, most of the investigators in IAB have little input into the angle from which the investigation will be conducted and the final outcome. There are always multiple levels of review and direction above their paygrade orchestrating the outcome or direction of the investigation. If the top wants you cleared, they will find a way. If they want you nailed, they will certainly find a way. Following these initial phases is where the real fun begins. As soon as you disagree or fight the process or outcome, the retaliation phase begins. This is the point that the target increases in size and scope and begins to negatively affect every aspect of your daily activity and, ultimately, your career.

Phase four is where your career and personal reputation begin to sustain damage. Your chain of command begins to claim that these internally generated issues have somehow made you ineffective in your current position and that they have lost faith in your ability to function in your current capacity. An anomaly otherwise known as an “administrative” transfer is next, almost certainly based on internally generated disciplinary documentation from the previously mentioned self-serving witch hunt that started the entire process.

Phase five is typically a desperate attempt by the officer to grieve the discipline, transfer or both. This is usually met with some false hope that the new set of eyes reviewing the actions against the targeted employee will result in objective reversal of a clearly vindictive process. Again, sadly, the new set of eyes is reviewing the IAB documentation and file, which was slanted against the officer in the first place and directed to justify the actions of the supervisor and/or Department and eliminate liability or further the desired outcome against the targeted employee. Even if the new reviewer feels an injustice has occurred they will rarely, if ever, reverse the process due to setting a precedent or angering a colleague or superior. Additionally, the grievance process is more often than not reviewed by the captain or deputy chief in the officer’s chain of command. This is problematic in that they would already have been made aware of the issues being presented and may have even been the driving force behind the “target” or outcome-driven investigation. In this situation, it is almost laughable that any objective review of the grievance is possible. The end result is that the

(continued on page 16)



JOHN DEAN HARPER
General Counsel

Is Las Vegas Real or Surreal?

The idea for this story came when I found out that the Las Vegas Metropolitan Police Department was able to convince Fiscal Affairs to agree to pay Mitchell Crooks \$100,000 to settle his federal lawsuit against the Department and Officer Derek Colling. I understand that the Sheriff was adamant that the settlement was righteous.

Crooks' Settlement

It just did not make any sense that the Sheriff would draw a line in the sand against the Scott family, but roll over and hand Crooks \$100,000 on a silver platter. We completed the arbitration hearing that is a review of the propriety of Colling's termination at the end of March. I suspect that we will have a decision in the beginning of June.

Through the efforts of Crooks and the ACLU, Officer Colling has been portrayed as a heavy-handed rogue cop. The Department did NOTHING to stop that. Colling is anything but that. He was an excellent officer known for his hard work, dedication and productivity. He was in two officer-involved shootings and, in this counsel's opinion, a hero when he shot and killed Tanner Chamberlain, who was holding his mother at knifepoint and as a shield. And again in my opinion, because of the political implications the Department did nothing to honor Colling for his actions in saving the mother's life.

More about the Crooks matter. Crooks matched the description of a burglary suspect who had run away from Officer Dewey at the burglary call across from where Crooks was filming the officers. Crooks had a hoodie on and the hood was deliberately pulled over to cover his face. Colling had reasonable suspicion and stopped to further investigate. He asked Crooks if he lived at the residence. Crooks lied by responding that he did not, giving Colling reasonable suspicion that there was now a trespassing.

The evidence from the video shows that Crooks first lied about living at the residence, then was backpedaling back, then to the side, causing Officer Colling and another officer to believe he was attempting to flee. At that point, under our use of force policy, he was offering counter-resistance and Colling was entitled to use hands on to restrain him. When Colling went hands on, Crooks tried to pull him down to the ground (now active resistance), and if you watch and listen to the video, you can see he acted dramatically and histrionically, screaming for help, flailing his arms and legs. Colling used a Department-approved takedown technique, and once on the ground, Crooks again attempted to pull Colling to the ground and kicked the other officer. Colling used two Department-approved punches to stop Crooks from attempting to pull him down, and Colling and the other officer took Crooks into custody.

Crooks had minor scratches, abrasions and his nose bled. He refused medical transport (despite later claiming a broken nose and a chest injury). He never provided any medical records

and of course did not participate with the IA investigation or the arbitration. Crooks told a sergeant at the scene that Colling punched him 50 times and told the newspaper something similar. He also called the sergeant a f----- b---- at the scene.

Crooks later posted the video of the incident and it went viral. He also has a website called Justice for Mitchell Crooks where he claims he was beaten and left in a pool of blood for two hours, where he claims Officer Colling "murdered two people in four years" and where he claims that "CSI and Internal Affairs stole the original HD tape" of the incident and edited it to their liking. On YouTube, there is the TheMitchellCrooks channel where, among other choice things, he tells Colling to put a bullet into his own head, he says that if you support police you support socialism and you are a terrorist and he says that Metropolitan Police Department officers are police terrorists and murderers and the Department is a murderous gang.

The night of the incident, Colling filed a Declaration of Arrest against Crooks for battery against a police officer and resisting arrest. The Department served him up to Crooks by ordering him to not cooperate with the District Attorney's Office when it wanted more specificity regarding his arrest for battery on a police officer. The charges were dropped because of his inability to cooperate. This gave Crooks fodder to claim his arrest was illegal. In Crooks' lawsuit against the Department and Officer Colling, he espoused his right to resist law enforcement officers with deadly force if necessary.

This case should never have been settled. It empowers every agitator like Crooks to provoke police encounters and to resist arrest. Why does this Department seem to allow outside interests to have power and influence over personnel decisions? Why would the Department ever settle with a guy who calls the men and women who work for it murderers and terrorists?

Is It Solely in Vegas, or Is It This Way in the Rest of the World?

This question gnaws at my very soul because there is no definitive answer. Are the people, institutions, government agencies, powerful corporations (of course the casinos) of the Las Vegas Valley unique and unlike similarly sized metropolitan areas, or has my being here 16 years insulated and walled me off from the rest of the world? My benchmarks are places where I have spent a considerable amount of time: growing up and spending 34 years of my life in Ohio; traveling as extensively as possible to my wife's country of origin, Australia; visiting Europe, the East Coast and Southern California.

Do the gambling mentality and a sense of invincibility permeate every aspect of life here? You would never bet against the Cleveland Browns or the Ohio State Buckeyes, no matter how good the point spread was. Here, there is no loyalty to a team; it is only to the line. People in Australia patiently wait their turn whether it is in a queue of traffic or at the grocery store. Here, if someone is in a

(continued on page 17)



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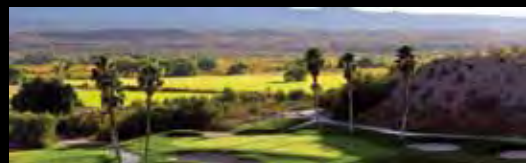
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Sheriff's Message

SHERIFF DOUGLAS C. GILLESPIE

What Is CNA?

By now, many of you may have heard that a group of individuals from the Department of Justice in Washington, D.C., has been here speaking with members of LVMPD. These same people have conducted site visits to places such as training and have been on ride-alongs with officers from various area commands. Although there was recently an Administrative Notice posted giving you some facts about the group, CNA (Center for Naval Analysis), I wanted to ensure you understand exactly who these people are, how they came to be here and what the end result of their critical review of our agency will look like.

I will start by explaining that in November 2011, as many of you are aware, the *Review-Journal* ran a series of newspaper articles focused on our officer-involved shootings. In December 2011, I reached out to the director of the Community Oriented Policing Services, otherwise known as the COPS Office, in Washington, D.C. The COPS Office is part of the Department of Justice, but separate from the Civil Rights Division. During my discussions with the COPS Office, I discovered that they were offering a new program. They had a team in place called CI-TAP, which stands for Critical Incident Technical Assistance Program. The goal of this team is to provide individual assistance to police agencies at the agencies' request.

After finding out there was a possibility of having the COPS Office conduct

an independent review of our use of force policies and procedures, I sent Undersheriff Jim Dixon, Assistant Sheriff Ted Moody and Deputy Chiefs Gary Schofield and Kevin McMahill to Washington, D.C. While in Washington, they visited the COPS Office, D.C. Metro and then flew to Denver to visit the Denver Police Department. The purpose of their travel was to delve deeper into the COPS Office and what they could do for us, as well as take a look at D.C. Metro and Denver and the recommendations they received from the Department of Justice reference their use of force. As a result of the information they learned, it was decided that we would request the assistance of the COPS Office.

Several members of an independent consulting group that works for the COPS Office in Washington, D.C., have been assigned to conduct an extensive investigation into our use of deadly force. This group is called Center for Naval Analysis or CNA, and they have a proven track record of improving law enforcement agencies by conducting analyses of high-profile and high-liability incidents (examples: the Baltimore Police Department officer-involved shooting on January 9, 2011, and the Oakland Police Department shooting on March 21, 2009). These CNA members have been to our agency twice for visits in order to gather data for critical review.

CNA will closely examine five areas: LVMPD policy, procedure, training, tactics and community engagement/involvement. Specifically, their objective

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is to: (1) Analyze five years of police-involved shootings by LVMPD using the LVRJ database in corroboration with LVMPD investigatory files. (2) Work closely with LVMPD and the COPS Office to identify, obtain and review policies and other formal documentation that guide officer tactics and decision making. (3) Work closely with LVMPD and the COPS Office to obtain and review investigatory files of LVMPD police-involved shootings. (4) Conduct site visits at LVMPD headquarters to conduct direct observation research and key informant interviews with LVMPD officers and community members. (5) Produce a final report on our analytic results.

The CNA team has already interviewed a wide variety of LVMPD employees, most of them at the police officer level. They have met with several citizens in our community, along with the NAACP and ACLU, as well as PPA, PMSA and PPACE board members. In addition to the interviews they have conducted, our agency is providing them with five years of data in regard to the use of deadly force for analysis, as well as policies, procedures and training curriculum. The end result will be given to us by CNA in approximately mid-August of this year, and it will consist of a list of recommendations regarding our use of deadly force.

As you can imagine, when we decided to invite CNA into our agency we had to have a team in place to liaison with them. The Office of Internal Oversight was recently created to handle the liaison work with CNA, but that is only a small part of what the office will do. Captain Kirk Primas heads up the Office of Internal Oversight that now also houses CIRT. In addition to assisting with the CNA review process, Captain Primas and his team will also be the central point for a continuous review of policies and procedures as they relate to the use of deadly force by our officers.

Once the CNA hands over their recommendations to LVMPD, everyone will be made aware of what they are. I have asked that all three unions work in conjunction with the Office of Internal Oversight in order to be successful in implementing the changes we see as beneficial to our agency and the overall goal of the Office of Internal Oversight, *which is to significantly reduce deadly force incidents*. It will take each of us on this agency, working together, to meet that vision. Our goal is to save lives, and saving lives is certainly worth the effort it takes to change for the better. **VB**

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WORKING WITH A TARGET ON YOUR BACK

(continued from page 11)

targeted officer now sits with discipline in their jacket and in many cases has lost a coveted position that took many years of hard work to obtain. This discipline eliminates them from consideration in other positions and/or the promotional process.

Shockingly, phase five isn't the worst-possible scenario. Phase six is where "Uncle Metro" puts your name on a whiteboard and will look for any and all opportunities to get rid of you. You are truly a "targeted" employee. They have deemed you a "problem" employee and will continue to find a way to get rid of you. They will begin a comprehensive search of your actions without any time limitation. We have seen investigations going back a year or more without any clear reasoning other than a connection to the officer on the target list. If you are unfortunate enough to find yourself in any of these phases or sense the writing on the wall, prepare yourself for a very unpleasant period of your career and wear protective clothing!

In all seriousness, situations like these are one example of the important role your Association plays in your career and highlight the importance of membership to take full advantage of the knowledge, experience and legal strength of the LVPPA. We are well-versed in your options through grievances, labor management hearings, arbitrations, collective bargaining provisions and civil service rules. We have the ability to get involved at multiple points in this unfortunate process and hopefully find a resolution. We have been very successful at different levels of intervening on behalf of our members with favorable outcomes. In the event of the worst-case scenario, your membership affords you a legal team working on your behalf that has the knowledge, skills and ability to prevent long-term damage to and, in many cases, preserve your career.

In closing, I do recognize that this article sounds much like an angry rant unfairly representing only one side of this process. However, if I didn't have 15 names to attach to the contents and substance of this article, I would never have felt compelled to write it. **VB**

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IS LAS VEGAS REAL OR SURREAL?

(continued from page 12)

hurry they drive in the berm, cut in front of someone or weave in and out of traffic at recklessly high speeds.

I jotted down a list of things that I consider strange or unique to Las Vegas. This is by no means exclusive, just things that in their totality seem chaotic and not normal.

- Operation G-Sting takes down 4 of 7 County commissioners on federal corruption charges. This amounts to 57% P# 5619 of the County Commission!
- The County Commission is studying crime on the Strip. Where have they been the last several years? The walkways built off Las Vegas Boulevard to alleviate traffic and pedestrian problems turn into crime magnets as homeless beg for money, people dress up as characters and charge for photos, unlicensed vendors sell food and other items and drug dealers ply their trade, complete with lookouts to warn of police presence. Crime, like nature, seems to abhor a vacuum.
- People walk brazenly down the Strip with handguns in plain view, following the strictures of the law but wanting a reaction from law enforcement. Do they not have anything better to do?
- The FBI is in the middle of dismantling a massive corruption scam where builders, realtors, lawyers, police officers and apparently judges fixed homeowner associations' elections, whereby the boards of those associations filed construction defect lawsuits and funneled the proceeds to certain builders and lawyers. And what about some of those allegedly involved in the scam? Lawyer Nancy Quon, who was unsuccessful in killing herself the first time, either made good on her second attempt or, as rumor has it, got some help. Lawyer David Amesbury pled guilty in federal court, then was later found beaten inside his guard gated community, only to hang himself in California almost a year later. Former Police Officer Chris Van Cleef committed suicide previously, and Lieutenant Ben Kim is apparently accepting a plea. Would anyone in Ohio or Australia even dream this up, let alone have the means to carry it out?

- Two well-known casino moguls, Steve Wynn and Sheldon Adelson, have taken their personal animosity toward each other, and apparently anyone they do not like, into another hemisphere (e.g., Macau, where its \$35 billion in gaming revenue dwarfs Nevada's \$10 billion), literally and figuratively. While Wynn and Adelson sparred over parking at their Las Vegas properties, they used their money and influence to attempt to affect presidential politics. In 2010, in response to his distaste for President Obama's handling of the economy, Wynn stated he was considering moving his company headquarters to Macau. Currently, Adelson, via the so-called super PACs, has given Republican presidential hopeful Newt Gingrich \$16.5 million USD for his campaign. Where else would you find two individuals singlehandedly having the kind of power to believe that they can influence what is potentially the most powerful elected office in the world?
- Speaking of Adelson, a colleague of mine, an attorney who represented Adelson when he was sued by his former bodyguards, was attacked, stabbed and had his house robbed. Apparently, four assailants got into his guard gated community, broke into his house, robbed it and left him in critical condition.
- In today's paper, it was reported that two men got into a shoving match at a casino and one was shoved into the elevator doors, which opened and he fell 20 feet down an elevator shaft. He is in critical condition. Where does that happen?

These are but a few examples of many Las Vegas oddities that many here just seem to take in stride as part of normal, everyday life!

What Is the Answer? What Is the Lesson?

Sure, things like this happen in other places, but the frequency and oddity seem remarkable and not just a Vegas-centric perspective. The lesson is, do not take anything for granted in this city and while working on the Department or for the City. Do not do anything without a witness if you can help it. Document, verify and CYA. And, as stated many times before, keep your mouth shut about anything not involving business. **VB**



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WAYNE'S WORLD

BY ROBERT D. JOHNSON

“AS I SPOKE WITH WAYNE, HE ASKED ME IF HE COULD GO TO JAIL — **ANYTHING** BUT THE HOSPITAL AND ULTIMATELY MENTAL HEALTH.”

Recently, one of our officers was first to arrive on a domestic disturbance between a mother and her 24-year-old son Wayne. Wayne is a troubled young man born with diminished faculties. He has been diagnosed bipolar, schizophrenic and a host of other acronyms. As the officer neared the apartment, he could hear loud crashing noises coupled with the mother's screams emanating from the open door.

With his backup officer still several minutes away, he decided to enter. He decided to intervene. These are never easy decisions and should never be taken lightly. An officer alone, on strange turf, coupled with a great deal of unknown. Yet he knew that at the end of the day we are still the police, even when we are alone.

The officer was immediately involved in a fight with Wayne. Wayne is smaller in stature and shows obvious signs of problems, to include his physical appearance and manner of speech. Our officer certainly had use of force options such as his cap-stun, ECD, etc. He probably could have knocked the daylight out of Wayne with a punch or two. This officer chose to grapple.

Help arrived and Wayne was taken into custody without injury. That is to say, there was no physical injury. Wayne knew that he was going to the hospital and wanted no part of it. As I spoke with Wayne, he asked me if he could go to jail — anything but the hospital and ultimately mental health. I told him that was not an option. He nodded his head in understanding while his sadness draped over everything.

Here was a 24-year-old P# 14192 man with limited ability to manage his own self-awareness. He was conflicted. Part of him understood what was happening while a bigger part simply wanted control. Wayne wanted control of his thoughts, his life, his own destiny.

An ambulance arrived to take Wayne to the hospital. He was only slightly helpful as we moved him from a patrol car to a gurney. Wayne looked helpless as the restraints went on his legs. Tension rose as officers aligned themselves, preparing to remove the handcuffs behind Wayne's back. They were prepared for anything. This tension was displayed on the face of everyone there: the medics, the officers, Wayne's mother, his caseworker and most of all Wayne. As long as he was wearing a set of handcuffs, he was with the police. He was anywhere but mental health.

I'm not trying to suggest that mental health or the hospital is a terrible place. But for Wayne, they are symbols of his plight. As the cuffs were removed, he cried out, a sound so loud it hurt my ears. It was not rage or anger. Wayne cried out in anguish. He was relenting — and it hurt.

Wayne just wants what we all do. He wants what every human being's soul cries out for: freedom and self-control. For just one simple moment in his life, Wayne wanted his dignity. Each of us knew we were powerless to help Wayne get what he really wanted. Still, the officers found the compassion to thank him for trying.

Please remember that people call us when they are at their worst. They expect (and rightfully so) that when you arrive *you* will be at your best. I'm proud of the way our officers handled this event. It could have gone badly in 50 different ways. One officer chose to protect the public and acted alone. He was able to because he knew the team was coming.

Be safe, everyone. Keep doing what you do. Keep making a difference.

Author Profile:

Bobby Johnson has been with the Las Vegas Metropolitan Police Department since 1992. He is a Patrol Sergeant assigned to Bolden Area Command. VB


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



This issue contains **TWO** ways
to win your share of **\$500 CASH!**

Giveaway #1: One **\$250** prize

1

Members who find the hidden  in this issue of Vegas Beat and register through www.LVPPA.com will be entered into a drawing for \$250. You must enter by Wednesday, June 20, 2012, to be considered eligible. Telephone entries will not be accepted. Visit our website for more details.

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

2

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

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

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

Each issue gives you the latest information on

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

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

LAS VEGAS METROPOLITAN POLICE DEPARTMENT
PAYROLL RECURRING DEDUCTIONS SHEET

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

Wage Type	Deduction Type	Deduction Amount	Start Date	Stop Date	
DUES					
5009	Black Police Dues (24 pay periods)				
5010	NLPOA Dues (24 pay periods)				
5007	PMSA Dues (24 pay periods)				
5005	PPA Dues (24 pay periods)				
5006	PPACE Dues (24 pay periods)				
5008	SPA Dues (24 pay periods)				
MISCELLANEOUS DEDUCTIONS					
5405	City Hall Parking (24 pay periods)				
5200	LVPPA Metro Charities (24 pay periods)		ASAP		<input checked="" type="checkbox"/> One Time <input checked="" type="checkbox"/> Recurring
5403	Police Museum (24 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
5404	Prepaid Legal Svcs. (24 pay periods)				
5400	United Way (26 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
	Other				
LOANS					
					Declining Amount
4532	Misc. Payback (one time deduction)		Reason:		
5200	PPA Assoc. Loan (24 pay periods)				\$
5220	PPACE Assoc. Loan (24 pay periods)				\$
5210	SPA Loan (24 pay periods)				\$
5410	Purchase Retirement (24 pay periods)	<i>To purchase retirement you must initiate your request through PERS. You may stop the deduction using this form.</i>			\$
5413	Purchase Retirement 2 (24 pay periods)				\$

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

THANK YOU LETTERS

Mark,

Thank you so much for your support with our Heroes with Heart event last week. I was honored to have the LVPPA represented with a table and appreciate the support that was given... It was a pleasure to finally meet you in person, Mark. I appreciate you and also your entire association. Thank you for everything!

Warmest Regards,

Jill Bernacki, Executive Director, Trauma Intervention Program (TIP) of Southern Nevada, Inc.

LVPPA,

I'd like to take this opportunity to thank both Darryl Clodt and Kathy Werner Collins for their diligent work during my appeals process regarding my outside employment. This process started in September and finally ended in March after appealing the decision to a Labor Management Board. After many meetings and phone calls, it was finally determined that I would be granted my outside employment.

If it wasn't for the hard work of the PPA, and specifically Kathy and Darryl, I many have been denied or given up hope. They consistently told me to keep fighting and that it would work out in the end. Thank you for the time and energy spend defending my rights.

Sincerely,

Joe Giannone

Howdy Michelle,

Words cannot describe how incredibly thankful Team Vegas is for the PPA's donation!! This year has been more difficult than past years to raise the necessary funds, and without the PPA, we might not have been able to go. Thank you so incredibly much!!...

Again, thank you so much for the donation and, more importantly, everything the PPA does for us in general.

John Fullington

Team Vegas, Police Unity Tour

John and Tiffany,

I can't begin to imagine the time and effort it takes to put cases together (especially with half of the man power of the Department's legal). But I wanted to take a minute to tell you both how much I appreciate all you did for me. It was your professionalism and taking a sincere interest into not just my case but my well-being – thank you! And remember when it gets to you, you're all we have!!!

God bless and thank you again,

Dakota Almazon



CALENDAR 2012

May 13	Mother's Day
May 13-19	Police Week
May 28	Memorial Day
June 7	General Membership Meeting
June 17	Father's P# 255 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.*

RETIREMENTS

3/16/2012	Pasquale M. Varrati, P# 6030	PO II
3/30/2012	William K. Unangst, P# 4457	CO II
4/03/2012	Joseph C. Brobeck Sr., P# 4086	PO II
4/11/2012	Dean R. Mills, P# 4663	PO II
4/26/2012	Jose G. Montoya, P# 3501	PO II
5/24/2012	Michael Hope, P# 2058	PO II

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.

WHAT WE DO FOR YOU

FEBRUARY/MARCH 2012 REPRESENTATION STATISTICS

LABOR MANAGEMENT BOARDS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	2/2/2012	Obedience and Insubordination	16-Hour Suspension	Reduced to Written Reprimand
	3/8/2012	Denial of Request for Outside Employment	N/A	Settled Prior to Hearing

PRE-TERMINATION HEARINGS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	1/23/12	Conduct Unbecoming	Termination	Terminated
	2/15/12	Conduct Unbecoming; Truthfulness	Termination	Terminated
	3/14/12	3rd DUI	Termination	Terminated
	3/22/12	Truthfulness	Termination	Resigned
	3/28/12	Conduct Unbecoming	Termination	Resigned

ARBITRATIONS

	Hearing Date	Alleged Violation(s)	Original Discipline	Decision
	2/6-7/12	Discrimination	Termination	Pending
	3/1/2012	DUI; Conduct Unbecoming	Termination	Pending
	3/6-7/12	Dissemination	Termination	Pending
	3/19-20/12	Arrests w/o Warrants; Use of Force; Transporting Prisoners; Interaction w/ Public	Termination	Pending P# 8131

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
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
8/26/11	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
12/12/11	Pending	Pending
1/17/12	Pending	Pending
1/21/12	Pending	Pending
1/24/12	Pending	Pending
1/31/12	Pending	N/A
2/1/12	Pending	Pending

INTERNAL AFFAIRS SECTION AND BUREAU LEVEL INTERVIEWS

Declined	Represented	Total
56	144	200

ACCIDENT REVIEW BOARD

Unk	Excusable	Non-Negligent	Negligent	Rescheduled
0	3	2	71	3

Discount Theme Park Tickets

Tickets may be purchased in person at the LVPPA office located at 9330 W. Lake Mead Blvd, Suite 200 during normal business hours (M - F 7:30a - 5p).
ACCEPTABLE METHODS OF PAYMENT ARE CASH, CHECK, CREDIT/DEBIT (Visa/Mastercard only).

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	\$47.99	\$32.00
	One Day Ticket - Child (3 and up under 48" tall)	\$26.99	\$23.00
	2 and under Free		
Legoland	Two Day Ticket - Legoland Only - Adult/Child 3-12	Adult - \$92.00/Child - \$82.00	\$59.00
	Two Day Ticket - Legoland Hopper - Adult/Child 3-12 (Legoland, Sea Life, Water Park)	Adult - \$110.00/Child - \$100.00	\$69.00
	2 and under Free		
Magic Mountain	One Day Ticket - Adult/Child	\$61.99	\$33.00
San Diego Zoo	One Day Ticket - Adult	\$42.00	\$37.50
	One Day Ticket - Child (3-11)	\$32.00	\$29.00
	2 and under Free		
Sea World	One Day Ticket - Adult/Child	\$69.99/\$61.99 one day ticket	\$48.00
Universal Studios	One Day w/6 months free Ticket — Adult/Child under 48"	\$77.00 one day	\$67.00
	2 and under Free		
Wild Animal Park	One Day Ticket - Adult	\$42.00	\$37.50
	One Day Ticket - Child (3-11)	\$32.00	\$29.00
	2 and under Free		

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