



LVPPA VEGAS BEAT

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

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September/October 2013

IN MEMORIAM



OFFICER DAVID VANBUSKIRK

DATE OF BIRTH: AUGUST 24, 1976

END OF WATCH: JULY 23, 2013

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See Page 13

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



CONTENTS

EXECUTIVE BOARD

Executive Director's Message	4
A Broken System	5
Arbitration Primer	6
HELP — Not Soon Enough!	7
Things to Think About	8
LVPPA Legislative Summary 2013	9
Critical Incidents	10
The Process	11

FEATURES

Retirements	8
OC Lee — The Passing of a Legend	12
Vegas Beat Contest	13
Sheriff's Message	14
A Fallen Hero	16
Thank You Letters	20
Calendar	20
Discount Theme Park Tickets	22



Executive Director's Message

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

A Little Suggestion on How to Avoid IAB

As I am sure most of you know, those of us who make up your PPA Executive Board spend lots of our time down at IAB acting as a representative for many of you. In most cases, what was thought to be a very simple event, turns into several interviews. This can be a waste of time for IAB, the PPA, and most importantly, you and your squad mates. But it is a fact of life for those of us in this profession. When a citizen makes a complaint against an officer, there will be an investigation unless IAB can prove the complaint is totally false.

So the question becomes how can you help IAB prove the complaint is false? The detectives and supervisors at IAB have told me on several occasions that they would have been able to close a case out or to have handled it with just one or two short interviews if there would have been a little information from the officer at the time they received the complaint. It seems there are really two ways of providing the needed information to IA.

Before that, though, let's talk about a way to maybe avoid the complaint altogether. If you believe a citizen is going to make a complaint against you, consider asking your sergeant to come by the call and speak to the citizen. If the sergeant is too busy, at least let him or her know what happened and perhaps they can contact the citizen later. Often a little attention on the front

end can alleviate a big headache on the back end. Many times citizens just don't understand why an officer took the action he did. More often than you would believe, a bit of an explanation makes the citizen happy, and ultimately, there is no complaint filed.

If a potential complaint is not resolved in this fashion, for whatever reason, and it ends up in IA, there are two ways you can provide IA the information they need that will make the whole process simpler and shorter. First, you can update CAD. All of you in patrol at least work with the MDT every day. If you have handled a call that you think might generate a complaint, often some detailed notes in CAD that explain what happened and why you did what you did can assist IA or anyone looking at the allegation to understand what occurred and why, and may even help them avoid some unnecessary interviews. The second, and perhaps the best, way to document any event is with an officer's report. I bet many of you are wondering, "A what?" The officer's report, as best I can tell, has become a lost art. Now I know I am going back almost 30 years to when I was in field training, but back then, every training officer I had told me that anytime you think your side of the story could be important to reduce it to writing in an officer's report at the end of the shift. I worked patrol for six years and do not believe I ever ended a shift that I did not dictate at least one officer's report. I know this helps resolve an allegation on the front end, because once or twice in my career, I did get a phone call from IA asking me if my officer's report contained all the information about a certain event. When I advised them that it did, I was usually told that this took care of the matter or that they then only needed to do a short interview to answer a couple of additional questions. My experience was that in those situations, the IA interview was always very short, and most of the time, my squad mates did not have to be interviewed at all.

I realize that was a long time ago, but the investigative process is still essentially the same. When a complaint comes into IA the detective assigned to the case will check CAD for any information and look to see if an officer's report was done. If either was done, it may provide enough information to close the case out altogether, which will make your busy life a little easier and certainly less stressful.

I hope this helps you all avoid at least one trip to IAB. As always, be safe and fight the good fight. **VB**

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A Broken System

POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

Many of you may be wondering why we are arbitrating our contract this year instead of coming to a fair resolution with Metro. The system we are forced to use is flawed, convoluted, and frankly, disgusting. Here are some key points to keep in mind:

The LVMPD is funded by several sources, but the major two are the City of Las Vegas and Clark County. The City and County use a Fiscal Affairs Committee to oversee and approve monetary budgets that the LVMPD is required to submit to them. In a typical year, the LVMPD prepares a preliminary budget that is presented to the Fiscal Affairs Committee in early winter for the upcoming fiscal year that begins July 1. A final budget is submitted in April of each year, and upon approval from the Fiscal Affairs Committee, Metro is funded for that year.

One would only think if a budget is submitted for an upcoming year, all anticipated costs and expenditures that you know or should know would be included in the budget you submitted for approval. That only makes sense, right? Here's where it gets silly. In the years we are negotiating a contract, Metro typically submits a budget with either no increases to the contract or an extremely low increase that has *never* in my experience been sufficient to meet the needs of our workforce. Keep in mind, merit and longevity are known expenses each and every year, and there is no excuse to not budget for them every year. Annual increases for employer costs for health insurance is also a no brainer and Metro management has four front row seats on the Health Trust, so pretending to be ignorant that these increases are coming is not an excuse. Additionally, COLAs are always a topic of interest for bargaining groups, especially in the years that PERS increases are mandated to our employees.

Logic tells us that the responsible people who build Metro's budget would consider the following and incorporate all of it to present to the Fiscal Affairs Committee in April, thus taking responsibility for our organization's funding needs.

- Merits and longevity increases
- Clothing/equipment allowance
- Spanish pay
- Educational incentive pay
- Health insurance employer cost increases
- COLA (to ensure that your dollar earned today has the same spending power tomorrow)

Seems simple, doesn't it? No games, no gimmicks, just pure, clean, honest leadership!

Sadly, this is how they choose to play the game instead:

Metro submits a budget to the Fiscal Affairs Committee and purposely underestimates the costs that will likely be required to finalize a fair contract with the employee unions. They fail to take into account most, if not all, of the additional

expenditures already mentioned in this article. This devious practice puts the pressure directly upon the associations to scramble, lobby and wrangle approval from the elected and appointed persons sitting within City and County government. The big insult comes when Metro is funded and declares an "end fund balance" to the tune of tens of millions of dollars! Sadly, most contract resolutions can be funded and settled by spending well below the self-declared "end fund balance" that Metro seems to have year after year after year.

The solution is simple and I've hammered this concept to the Sheriff's office since 2004:

Negotiate with the association and come close to or finalize a contract *before* you submit a budget to the Fiscal Affairs Committee. Incorporate all foreseeable costs into the final budget, and fight tooth and nail for our Department at the Fiscal Affairs Committee meeting to obtain approval of one budget, one time, once a year that is inclusive of the labor agreements that year. Stop forcing the labor organizations to wrangle, plead and fight for the men and women who dedicate their lives to making this police department the P# 3662 greatest in the nation.

In the meantime, I'll keep fighting for what is fair and what is right. Your continued support is appreciated and respected more than I can express. Keep your letters, emails, texts, phone calls and visits coming. **VB**



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INSIGHT

I don't pay much attention to critics. The world is divided into two kinds of people: those who can, and those who criticize.

— Ronald Reagan, (1911-2004)
In Michael Korda, "Prompting the President,"
New Yorker, 6 October 1997.



Arbitration Primer

CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

At the writing of this article, the LVPPA and the LVMPD have not reached an agreement on a new collective bargaining agreement (CBA). The PPA has received many phone calls about the next steps to reaching a decision on a new contract. Here are some of the most commonly asked questions and the answers to them.

Question: Who decides on the arbitrator who will hear the contract dispute between the LVPPA and the Department?

Answer: Once the parties established that they were at an impasse and further negotiations would be unproductive, the LVPPA reached out to the Federal Mediation Conciliatory Service (FMCS) and requested a list of seven randomly chosen names of arbitrators. Counsel for both the Association and the Department agreed that none of the names on this list seemed to have much experience in handling interest arbitrations and they concluded that the list was not acceptable to either side. By mutual agreement P# 1948, the attorneys both put together a list of experienced interest arbitrators, and from that list, they mutually agreed upon using an arbitrator by the name of Robert "Rocky" Perkovich.

Question: What are the dates of the arbitration and what happens during the hearing?

Answer: The dates for the arbitration have been scheduled for September 10-12, 2013. This is a formal process in which the arbitrator acts like a judge. He keeps both parties on track and rules on evidence that can be presented. There are exhibits that are prepared to illustrate each side's positions and points, which are presented to the arbitrator, and witnesses appear and testify and are subject to cross examination as well as questioning by the arbitrator.

Sometime at the end of the presentation of evidence, both parties are required to submit to the arbitrator and the other party a final offer, referred to as their "last best offer," which contains the party's proposals as to all of the unresolved issues that are still in dispute. This is an important piece of the process because the arbitrator, by state law, must pick one of the two offers in its entirety. In other words, he can't take pieces of each final offer to put together his own outcome by blending some aspects of each party's offers. It is not unusual that each side waits until the last hour of the hearing to prepare a final offer for submission to the arbitrator, and it often changes based on an evaluation of all evidence that came out at the hearing and an evaluation of how the case went as a whole. So if you are wondering what the PPA's last best offer will be, I can tell you with all sincerity that we do not know that yet.

Question: What does the arbitrator do after the hearing while the parties wait for his decision?

Answer: The arbitrator will review the documentary and testimonial evidence from the hearing, which generally includes volumes of financial and budgetary information. Additionally he asks for each party to submit a written brief, which is typically due about 30 days after the close of the hearing. The arbitrator considers all of this information, makes a decision and reduces that decision to writing, which comes out about 30 days after the briefs are submitted in the form of his written opinion. Again, his decision will be to award one of the two "last best offers" submitted by the parties.

Question: How long does it take the arbitrator to let the parties know which side has won?

Answer: There is no statute that gives an arbitrator a hard deadline they must follow, but as set forth above, typically an arbitrator will render a decision within 60-120 days after the hearing is conducted. Obviously there are often delays in getting the transcript of the hearing and extensions granted, which is why a decision does not always come within 60 days of the hearing.

Question: Does the LVPPA membership have a vote in arbitration?

Answer: No. NRS 288.215 states that a decision of the arbitrator is final and binding. Once an arbitrator makes a decision, the case is over. There is no ratification vote and there can be no appeal. Each party has to live with the decision for the duration of the contract term.

Question: Who pays for the arbitrator to hear our case?

Answer: The cost of the arbitrator is split equally between the parties. **VB**

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HELP — Not Soon Enough!

POLICE OFFICER MIKE RAMIREZ

Secretary

It's article time again, and in deciding on a topic, I thought it would be an appropriate time to address a subject that many of you have recently emailed me to discuss. High on the list of concerns is the shortage of manpower out in the field. There are some obvious downsides to not having enough patrol officers on the streets.

Lack of police officers is a complete disservice to the community. The amount of time it takes to get to a call creates frustration among our citizens. When most people make the decision to call the police, it is of utmost importance to them. When it takes a patrol officer six hours to get to their home, it certainly gives the citizen an impression that their emergency is of little importance to the police. Naturally, they don't realize all of the calls we have holding or what we might consider to be urgent, but nonetheless, it leaves the community with a bad taste in its mouth.

In a recent email addressed to me, a frustrated officer who works the graveyard shift said that not long ago he went to a 406 call where the suspects left a ladder behind. The call had been holding since 1616 hours. The person reporting this incident had already brought in the ladder and no longer cared

that his items were stolen from his garage by the time police arrived. This officer further advised me that recently it has become normal for him on his graveyard shift to respond to calls holding from the 1600-1700 timeframe. He went on to say that it is hard to blame the citizens for being upset when he shows up and knocks on their door at midnight for a call they made at 1700 hours.

Slow response time also creates issues for us internally. When an excessive amount of time goes by before we get to a call, evidence and witnesses are long gone. By the time an officer arrives, the initiator of the call tends to focus on their anger about our response time rather than the reason for the call in the first place. Pertinent information that was time sensitive would be gone and possible witnesses to the situation are no longer available. Obviously, with a lack of evidence or tampered evidence, it makes our job to solve the crime more difficult.

I wish I could say that shortage of manpower is a short-term issue and that help is on the way, but honestly, this would only be wishful thinking. A new Academy started in July with 41 recruits. By the time this article is published, that number will likely be less due to normal attrition. Hypothetically, if all 41 recruits graduate from the Academy on January 27, immediately following will be 18 weeks of field training. With eight area commands, this would place about five recruits in each area.

(continued on page 22)



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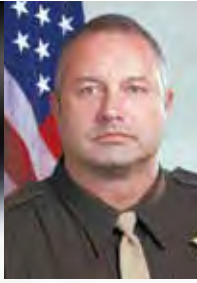


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Things to Think About

CORRECTIONS OFFICER SCOTT NICHOLAS

Treasurer

Here are some things to think about before you use force or deadly force. I'm not talking about the split second before, but the days or months before! Most likely at some point in your career, you will have to use force or perhaps even deadly force. I have no doubt that the force used will be justified and will be appropriate based on **your perception of the threat**, not to mention your training and experience, but when you are interviewed by the Force Investigation Team, the Critical Incident Review Team or the Use of Force Board, it is important to articulate how you arrived at your preclusion to use force.

We all deal with very hostile people during our workday. Whether it's on the street or in the jail, there is always a possibility of having to use force to gain compliance or protect yourself or others from bodily injury or even death. No one should ever feel like they should have to wait to be punched in the face before using force to take someone into custody or control the bad guy. No one should ever feel like they should have to wait to be shot at before they use deadly force to protect themselves.

We do, however, need to articulate how we arrived at that decision. Our use of force policy gives us some very distinct guidelines on how to justify our force.

Let's start with **Ability**. Ability exists when a person has the means or capa-

bility to cause injury, grave injury, serious bodily harm or death. The suspect's physical size or strength, skill level or access to a weapon, or any combination of these, could show ability. **Does this person have the ability to hurt me if I don't use force?**

Next is **Opportunity**. Is the person in a position to effectively resist an officer's control or to use violence upon the officer or another person? Examples could be relative distance from the officer or physical barriers between the officer and the subject. **Does this person have the opportunity to hurt me if I don't use force?**

Also think about **Imminent Jeopardy**. Based on all the facts and circumstances confronting the officer, does the officer reasonably believe the subject poses an imminent threat to the life of the officer(s) or other third parties such that the officer must act immediately to prevent death or serious bodily injury?

Am I in imminent jeopardy? Do I have the time to formulate a plan that may not require the use of force?

Next is **Preclusion**. How did you arrive at your preclusion? Were lesser alternatives reasonably considered and exhausted prior to the use of deadly force, to include disengagement? Deadly force in response to the subject's actions must remain reasonable while based on the totality of the circumstances known to the officer at the time force was applied.

Finally, consider **Threat Assessment**. Remember your threat assessment may differ from another officer standing right next to you. The threat you perceive at the exact moment or split second when you decide to use force is okay as long as you can articulate your reason for the force that was used and answer these questions: Did the person have the ability as described above? Did he or she have the opportunity as described above? **Was I in imminent jeopardy and did I exhaust all lesser alternatives before using force or deadly force?**

Keeping these things in mind will help you safely navigate your way through the exhaustive process of interviews and questions that follow a use of force incident. As always, we will be there with you every step of the way. **VB**

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08/14/2013	Janet L. Gilmore, P# 4501	PO II
08/14/2013	Matthew J. O'Brien, P# 3506	PO II
08/30/2013	Laura A. Thibodeau, P# 8828	CO II
09/06/2013	Susan J. Doty, P# 7765	CO II
09/23/2013	Dianne R. Becker, P# 7998	CO II



LVPPA Legislative Summary 2013

DETECTIVE KIRK HOOTEN
Director of Governmental Affairs

77th Legislative Session and 27th Special Session February 2, 2013 to June 4, 2013

The Las Vegas Police Protective Association (LVPPA) and the Southern Nevada Conference of Police and Sheriffs (SNCOPS) maintain a high level of interest P# 7380 in legislation that may affect its members and law enforcement officers throughout the state of Nevada. As such, the LVPPA and SNCOPS lobby for policing interests and organized labor interests throughout each year and specifically each biennium at the Nevada Legislature. We maintain a full-time presence in Carson City in addition to maintaining contact with elected legislators in the interim periods.

We have built and maintain a significant presence in the state as the largest and most notable law enforcement entity. Our continued presence and involvement is of utmost importance as the focus and scrutiny on law enforcement, labor organizations, and specifically, public employees continue to tighten and become increasingly negative. The purpose of this summary is to evaluate our legislative objectives, identify current and future concerns, evaluate the elected legislators and their actions regarding our

interests, and finally, to plan and maintain a strategy for ongoing involvement in the political process to continue to protect the interest of our members and our profession.

This biennium consisted of the 120-day 77th regular session and the one-day 27th special session. Combined, the sessions produced 1,252 bill draft requests. Of the 1,252 requests, 1,052 became bills with an additional 70 resolutions. There were 522 Assembly bills and 33 Assembly resolutions (AR, ACR, AJR) inclusive. There were 530 Senate bills and 37 Senate resolutions (SR, SCR, SJR) inclusive.

This summary will contain a general listing of bills relating to our agendas and some of specific interest to our members and our member organizations. As a note, there is such a significant amount of content relating to general law and order (judicial process) that this report will focus more on specific bills relating to our associations as organized labor groups and public employees. Please feel free to contact me directly or legal counsel for the LVPPA, David Roger, with questions or interpretations of the judicial process bills. They are listed at the end of this summary.

(continued on page 18)



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Critical Incidents

DETECTIVE DARRYL CLODT

Sergeant-At-Arms

As you all know, the Department's and our own response to critical incidents has become the focal point of the Department recently. The Department is forming new boards, implementing new policies and changing the way we do business. Change is sometimes good, assuming it is in response to a problem and the so-called solution is a better form of action. This does not appear to be the case, however, with the Las Vegas Metro Police Department's recent response to critical incidents. It appears to be more of an effort to impose the will of some over the rest of us to fix something that was not broken in the first place. This is never more evident than in the area of use of force incidents.

One new practice that has come about is the implementation of the CIRT team interviews. These are internal interviews into almost all critical incidents. I believe that to fully protect yourselves in these new and uncharted waters, there are some new things we all need to know and start doing. First, you need to spend some more time in preparation of these interviews so that you are fully prepared for what may occur. There seems to be some new push to question, and even disregard as unreasonable, what an officer perceived to be a threat out in the field. This is not only wrong, I believe it places our officers at a risk, causing them to second guess their initial decisions to shoot, which are based on training and experience.

Ironically, this push has come about right on the heels of the DOJ that came in and gave the Department its report on our use of force practices. Regardless of any changes that have occurred, remember that use of force cases are judged against *Graham v. Conner*. This has not changed although it seems that our new policies add to it. Anyway, here are the factors that *Graham v. Conner* looks at:

1. The severity of the crime(s) at issue;
2. Whether the subject poses an immediate threat to the safety of the officer(s) or others;
3. Whether the subject is actively resisting arrest or attempting to evade arrest by flight;

This is all the additional fluff the Department came up with to also now consider:

1. The influence of drugs/alcohol or the mental capacity of the subject;
2. The time available to an officer to make a decision;
3. The availability of officers/resources to de-escalate the situation;
4. The proximity or access of weapons to the subject;
5. The environmental factors and/or other exigent circumstances.

With all these new factors being thrown into the mix by Metro, here are some things you need to think about before you go to a CIRT interview following a critical incident.

- What are the elements of deadly force?
- What is the definition of ability?
- Why do you believe the suspect had the ability?
- What is the definition of opportunity?
- Why do you believe the suspect had the opportunity?
- What is the definition of imminent jeopardy?
- Why do you believe you were in imminent jeopardy?
- What is the definition of preclusion?
- How did you fulfill the elements of preclusion?
- What are the four firearms safety rules?
- Were you aware of your backdrop?
- What was your backdrop? Did you have a safe backdrop?
- Did you have target identification/isolation?
- What was your threat assessment?
- Why didn't you wait for your backup unit?
- Are you a CIT officer?
- What is a CIT officer?
- You were dispatched as a CIT officer, what is the criteria to dispatch a CIT officer?
- What could you have done to de-escalate the situation?
- What level of resistance was the suspect in?
- Why was the suspect's resistance aggravated aggressive?
- What level of force were you in?
- Why were you in deadly force?
- Why didn't you use verbal commands to manifest your intent to fire your weapon?
- Why didn't you attempt to use your ECD?
- What is reasonable force?
- What is reasonable force based upon?

Being prepared to answer these and other questions will give you a good chance at getting your threat assessment documented correctly. As a consequence, it will be harder for the Department to twist your description of the incident into something other than what actually occurred. We will be working with you in the day or two preceding your CIRT interview so you are fully prepared to accurately document what occurred. As always, stay alert and stay alive. **VB**

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The Process

DETECTIVE RORY NESLUND

Director of Communications

I know that by the time you have an opportunity to read this, the storm will probably have run out of rain, but I just wanted to comment on a few things. Recently, there was dissention among a few of the civilian members who sit on the Use of Force Board that is a portion of the CIRP process. This uproar started with the submission of a letter of resignation from the civilian "Co-Chair" of the Board, Robert Martinez (this is how this individual describes himself, although I cannot find anywhere in the current policy where it contemplates a civilian co-chairman of the Use of Force Board).

So we are all on the same page, I want to remind you that under the new process, there is a CIRP (Critical Incident Review Process) hearing that has two prongs. The first prong, if you will, is an analysis of whether the use of force was approved, disapproved, etc. After that, there is a tactical review to determine the propriety of tactics that were employed. The civilian members on this board only participate in the first prong of the two-part process. They only have a "vote" in the analysis of the officer's use of force. As you can imagine, the disciplinary decision that may result is based on more than just what was put before the Use of Force Board.

Again, the first of the two boards that together comprise the CIRP process is the Use of Force Board. This Board consists of seven voting members and a chairman. The Board makeup is an assistant sheriff as the non-voting chairman, a captain or above, the training bureau commander, a peer officer and four civilian Board members. That Board as a whole only has the ability to vote one of the five possible findings. The findings are: administrative approval; tactic/decision-making training/supervisory intervention; policy violation not related to the use of force; policy/training failure; or administrative disapproval. That's it! Not what the discipline will or will not be or if the

officer will or will not be fired. That is the roll of the civilian element of the process. Period — *the end!*

The second of the two boards is the Tactical Review Board, which is a review of the tactics used in the incident. That Board consists of five voting members, none of whom are civilians. The makeup of this Board is again the assistant sheriff who is now a voting member, a captain or above, the training bureau commander, a commissioned member of the Department deemed to be an expert in training/tactics and a peer officer. The outcome of this Board is to validate, overturn or modify the tactical findings made by CIRT (Critical Incident Review Team) during their investigation of the incident. The only civilian role in this process is as non-voting observers.

The next prong of this process, depending on the finding from above, is a recommendation by the administration of the Department, not any outside civilians, as to the type and amount of discipline or training needed to address any issues or findings resulting from the above process. That recommendation is made through the chairman of the Board to the Sheriff. This is done with the standard Adjudication of Complaint form in which all the policy violations would be listed that purportedly justify the desired action. If this rises to the level of termination, then that triggers the next prong, which is the Pre-Term Board. If the action is a discipline less than a recommendation for termination, that too may proceed through the appeal process set forth in the current collective bargaining agreement.

The Pre-Term Board consists of a deputy chief, a captain, and a civilian director of the agency. The Board is convened and all the facts of the case are presented to the Board as well as arguments from representatives of both the Department and the employee. That Board then makes a recommendation to the Sheriff as to whether it feels he should go through with the termination or impose a lower form of discipline instead.

(continued on page 22)

To: Sheriff Doug Gillespie, Las Vegas Metropolitan Police Department

It has been an honor to serve you and the community on the Las Vegas Metropolitan Police Use of Force Review Board. However, in light of recent events, I have determined that I can no longer continue to participate in a process I now view as flawed.

The Las Vegas Metropolitan Police Department has faced intense scrutiny from the community and various levels of government for its record and policies involving use of force, lethal and non-lethal weapons, training, and appropriate response levels in violent situations. In the past, I have proudly supported the community and the LVMPD as these issues were explored and solutions were determined. However, now I am no longer able to support the Las Vegas Metropolitan Police Departments Use of Force Review Board and am resigning my position as Co-Chair of the Board. I am saddened by what I feel is your inability to maintain the integrity and credibility of the Critical Incident Review Process (CIRP). I can no longer support the Department's consistent effort to minimize openness and transparency in the CIRP process. The Jacquar Roston board participants were presented with investigative files containing comprehensive background information, employee interviews and other information and those involved freely, openly and candidly expressed and discussed their impressions and opinions and then made their recommendation. With all these facts and opinions as evidence, you decided to set that information aside and render a decision that again supports the employee and ignore the conclusions of members of the civilian population specifically assigned to scrutinize these matters.

As long as the person in charge of our brave, strong and ever vigilant men and women who represent our police force continues to bow down to the Police Protective Association things will never ever change. The people of this community are strong and will continue to endure more of the same old police methods and policies.

It has been my honor and privilege to have served this community as a civilian representative on the Use of Force Review Board and wish the best to all board members and everyone involved in the Critical Incident Review Process.

Respectfully,
Robert Martinez

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KATHY WERNER COLLINS
General Counsel

OC Lee — The Passing of a Legend

Former Las Vegas Metropolitan Police Department Officer OC Lee passed away June 13, 2013, at the age of 75. While many of you have likely heard the name, most of you probably do not realize how much OC did for law enforcement throughout our state and the positive gains he was able to bring about for our officers here at Metro.

Let me start by telling you that, although OC was retired when I first came to the PPA in 1998, he was still around the office on a somewhat regular occasion (in part because we had some ongoing litigation that he was involved in). I had heard that OC could be ruthless, both in a fight on duty as well as in a fight with politicians while working to improve the pay and benefits of all law enforcement officers in the state, but I found that he could be charming as well.

OC grew up in southeast Oklahoma. I understand that he was the youngest boy of nine kids and grew up in a home where there was no electricity or indoor plumbing. He grew up with nothing, and as a result, he appreciated all the little things most people take for granted. As a child, his family never had a Christmas tree nor could they afford gifts, so as an adult, OC loved the holidays, the tree trimming and all the blinking lights.

As a young man, OC served in the Army at Fort Knox guarding the gold. Following his service, he became a bit of a roughneck, first working in the oil fields then later becoming a trucker. It was while working as a trucker and on a trip bringing drilling equipment to the Nevada test site that he first saw the lights of Las Vegas. This city had him at hello and he decided this was the place for him.

He met his wife, Georganne, on the stairs of the apartment where he lived when he first came here. He was going to work early in the morning at the test site and she was coming home from work. He paid the landlord \$50 to introduce him to her because he was too shy (hard to believe today for any of you who knew OC). They later married and had been together nearly 49 years at the time of his death.

Early on, and because OC loved flying, he took pilot lessons, received all his instrument and multi-engine ratings and ultimately became a pilot for Apache Airlines. But OC wanted decent hours and good working conditions in order to properly care for his family, so he applied to and was hired by the City of Las Vegas Police Department. OC was part of the force in 1973 when the City of Las Vegas Police Department consolidated with the Clark County Sheriff's Department to form the Las Vegas Metropolitan Police Department P# 4149 that we all know today.

In 1980, at age 42, OC was shot in the head while on patrol. Due to his injuries, he was unable to go back to patrol duty. Instead, he

put all of his energy into the Police Protective Association where he became the president, a position he held for the next 12 years before retiring in 1992.

It was in 1980s, when OC was at the helm of the PPA, that the Peace Officer Bill of Rights, NRS 289, was passed. There has perhaps been no more significant single piece of legislation for law enforcement in this state. And it was under his leadership and vision that the PPA first moved into its own building on Burnham Avenue.

OC was skilled in the art of contract negotiations. And it was in these years that the PPA enjoyed many successes at the negotiations table. OC and others from the PPA really set things in motion for the gains over the years to establish much of the pay and benefits you all enjoy today.

During this time, OC regularly lobbied in Carson City for public safety on behalf of the PPA and really all law enforcement across the state. OC and then-Clark County Fire Chief, Billy Bunker, worked tirelessly to pass the "Heart and Lung Bill" in the legislature. Ironically, as it turns out, OC would be one of the first recipients to test the bill as he had a heart attack at the age of 50. Apparently, the story goes that following his heart attack, an adversary said to OC, "How did you have a heart attack? I didn't think you had a heart!" OC smiled and answered, "I don't. I gave it to my wife the day we were married."

In addition to his many accomplishments while working for the PPA, OC was the vice chairman of the Public Employees Retirement System (PERS) Board of which many retirees are currently reaping the benefits. And in 1995, he became a Nevada State Senator in District 8.

OC was outspoken and opinionated. You either liked him or not. There was never any gray area with him. Everything was either black or white. He was a tough union leader, always standing up for the little guy. OC said that any hardworking man had to be a strong Democrat, although he had some good Republican friends as well. He was always able to put situations behind him and move forward. He had a good sense of humor and laughed a lot.

One of the clubs he belonged to was called the "Rowdy Rovers." This club consisted of former cops who loved to ride ATVs. They would camp for a number of days, ride their ATVs and — I imagine, knowing OC — tell a story or two. The only rules of the club were that no one could talk about work and no one could complain about the food.

OC is survived by his wife, Georganne, and his sons, Gregory and Travis. OC loved Cajun and bluegrass music, hot and spicy Cajun and Mexican food, reading and basketball. He never lost his Okie accent even after living in Las Vegas since 1960.

He will be sorely missed by all of us in his law enforcement family. He was a champion of law enforcement and its officers, and his positive impact on the profession will be felt for years to come. **VB**




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Sheriff's Message

SHERIFF DOUGLAS C. GILLESPIE

A Salute to a Hero

The word "hero" is often used to describe an act of courage that saved another life, but even more of a rarity is the everyday hero.

The everyday hero is someone who lives in the service of others, not because they are paid to do it, but because they are called. It is a person who lives with integrity, whether they are in or out of uniform.

As officers, we come across countless people intent on doing harm to others. Then there is Officer David VanBuskirk, a man intent on saving lives. Men like David restore the balance to life, the order to things. They give us faith that there is more good than bad. He shows us that, "In valor, there is hope."

David worked alongside his other teammates at one of the Las Vegas Metropolitan Police Department's most elite units. Their acts of heroism happen each week without our notice. They work in the worst terrain, when storms are coming in, under the punishing desert sun, in the cold, driving wind. They fly toward the injured and the lost, sometimes in the middle of the night and in the middle of nowhere.

That was what David did for work, but his service extended into his personal life. To his friends, he was a giant among men, a kind and gentle man. He was a conscientious man driven by a sense of duty to others and a need to make his mark.

Whatever his goals were, he exceeded them. His partner at Search and Rescue, Officer Jim Roberts, became his mentor. The two worked side-by-side and became known as "Batman" and "Robin." David absorbed everything that Jim taught him. And when that wasn't enough, he spent his off-duty time putting himself through paramedic school, using his own money and making himself an invaluable member of the team.

Soon David — being the overachiever that he was — learned the job so well that people came to him for advice and the student became the teacher. "Robin" became "Batman."

A life is often measured by the good will we leave behind, by the deeds that we've done, and by that measure, David was exceptional.

What makes a man exceptional is someone who is willing to go out on that skinny branch if necessary, that unstable place where most men fear, where there are no guarantees, but where the rewards are great. There is no more honorable reward than saving a life.

David went on countless missions, logging an average of more than 150 rescues a year. His last rescue saved a man's life and tragically cost him his own.

Many people choose to live their lives as spectators. They live without really living. They die without every truly serving. Some take without sacrificing.



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David paid the ultimate sacrifice, and with that, he will live forever in our minds and hearts. His sacrifice reminds us that courage is putting aside our own discomfort and fear for something bigger than ourselves. Courage is unrelenting and selfless.

David reminds us that life can turn on a dime. He knew that and wasted no time. David was months away from trading his fatigues in for a patrol uniform. He was in the process of testing for sergeant, scoring 100% on the written exam. A smart, humble and well-spoken man, David recently came before the oral board and explained why he wanted to leave Search and Rescue after six years.

He said that he wanted to empower others with what he had learned. He wanted to instill change and make a difference. He described his path as the "Lifecycle," that would allow another young Metro officer to take his old position and learn from it as he did. And in turn, he would be afforded the opportunity to move forward, teach others and make a positive impact on the organization that he called the best police agency in the country. David completed his lifecycle on July 22, 2013.

Scripture says that, "There is no greater love than to lay down one's life for one's friend." Our officers take the oath "to protect and defend." We put on our gear every day, badge in front of our hearts — well armed, well trained and never knowing whether the call that day will take us away from our families for someone we have sworn to protect and defend, someone we've never even met.

David's path has caused us to learn more about him. The way David has lived his life, has empowered others, he has made a positive impact on the Las Vegas Metropolitan Police Department that he so loved and honored. His impact has gone beyond this Department and hopefully inspired our community.

Officer David VanBuskirk, P# 6482, showed us that no words hold more truth than those of a novelist who once wrote, "The legacy of heroes is the memory of a great name and the inheritance of a great example." VB

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A FALLEN

DETECTIVE CHRIS COLLINS
Executive Director

About seven weeks ago our agency suffered a tragic loss when Officer David VanBuskirk was killed in the line of duty. You all know that David, who was a Search and Rescue officer for the past number of years, lost his life while saving the life of a citizen. He was doing a job and working with people who he loved. I know that our entire Metro family has David's family in our hearts and prayers. The past couple of years have been hard years here at Metro, but when we all learned of the loss of this hero here at Metro, we put all of that behind us. While attending the funeral of Officer VanBuskirk, I saw the pride, dignity and love of the Metro family shine through. I have never been prouder to be a member of the Metro family than I was that day. I know that David will never be forgotten. I hope his family knows that they are forever part of our Metro family and that, should they ever need anything, we are here to help. A hero's work is never done. I am sure David is looking out over us now and helping us to stay out of harm's way. **VB**



OFFICER DAVID VANBUSKIRK

DATE OF BIRTH: AUGUST 24, 1976

END OF WATCH: JULY 23, 2013



HERO



2013 Legislative Priorities Evaluation

As most of you know, we went into the 77th session with several primary legislative priorities. These were:

1. Protect and preserve our NVPERS benefits.
2. Protect and preserve collective bargaining (NRS288)
3. Protect and preserve the rights of peace officers (NRS289)

In general terms, we fared extremely well in all three of the aforementioned areas. An aggressive pre-session lobby strategy and education/informational meetings with key legislators enabled us to avoid any changes to all three of our prioritized areas, and in fact, enabled us to avoid having some of the potentially damaging bills from even being heard. This was specifically attributable to the efforts of Democratic leadership in both houses and unprecedented contact with them throughout the session. Their plan to avoid these issues as hostage/leverage issues at the end of the session was successful.

1. NVPERS

As always, PERS was a hot topic at the legislature. Republicans continued their aggressive assault on our benefits as public employees. This was a clear Republican agenda item from the beginning with Assemblyman Randy Kirner (R-Reno) leading the charge. Kirner proposed **AB342**, which was a radical change to the existing defined benefit system to a hybrid system. This bill never got a hearing and subsequently died as the session expired since it had exempt status from normal deadlines.

2. Collective Bargaining

Again, there were numerous bills proposed to modify our collective bargaining rights. Assemblyman Kirner, again the culprit, proposed **AB112**, which attempted to eliminate “evergreen” clauses from CBAs. This bill, like his PERS bill, never got a hearing and died in the first house. Here again, we see the importance of our relationship with Democratic leadership and the

importance of supporting our endorsed candidates. Other bills related to collective bargaining were **AB342, SB353, SB168, SB439**, all of which died.

3. Rights of Peace Officers

We had a bill, **SB144**, seeking some minor language changes to NRS289. This bill morphed into a massive bill with numerous changes as other groups requested additional language as did our sponsor Senator Segerblom. This turned into a battle between law enforcement labor and management. All the groups cooperating on this bill agreed to kill the bill as the change would have been detrimental and was an unintended consequence of the LCB language drafting. Management proposed a counter to this bill asking for several changes to the current language of the chapter in **SB348**. These changes would have been a significant negative blow to our rights and representation. This bill never even made it to a committee for a hearing and died in the first house. Again, this highlights the importance of our endorsements and their relationship with labor overall.

Law and Order Related Bill List

AB21	AB146	AB304	SB26	SB139	SB277
AB30	AB154	AB307	SB30	SB141	SB284
AB39	AB174	AB311	SB31	SB169	SB312
AB40	AB195	AB313	SB32	SB175	SB347
AB54	AB202	AB325	SB37	SB176	SB388
AB55	AB207	AB338	SB38	SB179	SB395
AB64	AB212	AB358	SB39	SB189	SB410
AB67	AB217	AB365	SB45	SB224	SB414
AB82	AB223	AB377	SB71	SB226	SB423
AB84	AB233	AB415	SB76	SB235	SB451
AB97	AB236	AB422	SB101	SB237	SB478
AB102	AB249	AB423	SB103	SB243	SB501
AB115	AB256	AB444	SB104	SB258	SB503
AB116	AB284	SB19	SB106	SB264	SB520
AB117	AB287	SB24	SB107	SB268	
AB136	AB301	SB25	SB108	SB273	

Bills of Significant Interest

AB496/SB1: There were numerous bills of significant interest to all of our members and agencies. The most important and undoubtedly most labor intensive was the “More Cops” bill. This bill originated as **AB496** and re-emerged in the special session as **SB1**. Clearly, the special session was called because this bill did not make the regular session deadline, as the approving vote came mere minutes after the midnight deadline in a raucous final day.

The best way to describe this bill and its many personalities is to say we had significant input into the structure and content to ensure that the money would be used to *hire* new officers with the sales tax increase. This did not always appear to be the intent of agency heads driving the sales tax increase to Clark County taxpayers. In the end, we believe we have come out with a very workable product that will enable every participating agency in Clark County to hire some additional officers if the tax is enacted by the County Commission. Much of the focus in the final draft was to force agencies to *hire* funded but unfilled vacancies before they could access the new More Cops sales tax funds.

AB11: This bill deals with the reports required by insurers relating to our heart/lung/cancer workers’ comp benefits. They sought to eliminate the report but our interests and fire representatives fought to keep the reporting requirement for police/fire only. This bill exposed the numerous flaws in acceptance/denial of claims made by our personnel and has spawned some renewed focus on all the problems with workers’ comp claims in general. We anticipate bringing several related bills in the next session to address this problem. **AB90** also dealt with representation of workers by our associations in the workers’ comp process and is a positive step in solving the problems with the workers’ comp system and procedures. We had significant bipartisan

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support from a number of legislators interested in helping solve these issues and working into the next session.

AB129: This bill allows for a special license plate for peace officers who have been decorated by any number of medals or honors from their respective agencies. The plate is very nondescript, but was brought forward by a Carson deputy who was shot in the line of duty and he was passionate about the cause. We assisted and supported him in his efforts and had bipartisan support throughout.

AB130: This bill is the funding mechanism for the University of Nevada system to pay for the college tuition of any child of a public safety professional killed in the line of duty. Again, all our interests worked together and bipartisan support made this bill go through without any issues.

AB352: This bill was requested by LVMPD armor team and deals with expanding penalties for hoax bombs and establishing criteria for determining when it should apply. This bill also had bipartisan support and passed easily.

SB4: This bill revises provisions governing the testing of a person or decedent who may have exposed certain public employers, employees or volunteers to a communicable disease. This affects all of us and streamlines the process for testing. This bill passed unanimously in both houses.

SB136: This bill revises provisions relating to justifiable homicide by a public officer by placing some clarifying language in the statute. The bill passed unanimously without any issues.

SB208: This bill revises the definition of "police officer" primarily for purposes of certain provisions relating to occupational diseases. Specifically, this bill gave court bailiffs and deputy marshals "police officer" status for heart and lung and other associated provisions by including them in the list of covered officers in the NRS. We assisted this group to passage and there was considerable opposition from Clark County.

SB16: This bill sought to authorize the issuance of administrative subpoenas by state law enforcement agencies in the internal affairs process. It failed to get out of committee after multiple contentious hearings. We vehemently opposed this even though it was specifically for state employees

covered under NRS284. We saw this as a stepping stone for all agencies in the state to obtain this controversial right if it passed. Unilateral support by the law enforcement labor reps at the legislature to oppose this and our political influence came in very significant on this one.

AJR9: This was an effort put forward by our Health Care Coalition to address out-of-network emergency room charges for involuntary transfer in emergency transports. This was made into an interim study after some very contentious hearings and more questions than answers.

AB13: This bill revises provisions relating to hearings conducted by the Local Government Employee-Management Relations Board. This bill was agreed upon by labor and management and the EMRB director to expand the 90-day provision for acceptance to 180 days in an effort to schedule more hearings to comply with current statutory provisions.

Controversial Bills

SB221: This bill was potentially the most controversial and contentiously debated bill of the session. There were significant benefits for law enforcement contained in this bill as it would beef up reporting requirements on gun sales and mental health patients. It would have provided for system upgrades in the central repository and easier law enforcement access to databases. This bill also contained very specific language on background checks that most of our members vehemently oppose. We rode the fence on this bill, supporting it conceptually with reservations on parts. This bill passed both houses, but was vetoed by the governor.

SB374: Another controversial bill to establish medical marijuana dispensaries in accordance with the provision placed in the Nevada constitution 13 years ago. This bill is actually a very positive bill for law enforcement and was constructed with all of us at the table. There was bipartisan support for solving the constitutional loophole and putting a system in place. The final bill provided for numerous improvements to regulation and enforcement of medical marijuana, and ultimately, will provide significant financial resources to all of our agencies to support this. **VB**

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THANK YOU LETTERS

To The PPA,

Thank you for the beautiful flowers you sent in memory of OC. They brightened the day! Your thoughtfulness was appreciated.

Blessings,
Georganne

Chris and all my friends at LVPPA,

The Nevadans for the American Dream thank you for your generous contribution of \$500.00! Your donation is truly appreciated and will help promote innovative leaders who support economic justice and causes, improved education and secure retirement.

Member

Dear LVPPA,

My name is Derrick Hood and I am one of the Devil-Pups you helped send to camp! I wanted to thank you for this wonderful opportunity and giving me a chance to prove that I have what it takes to be a Devil-Pup. Something about me is that I have to join the Navy after high school and that I'm a really athletic kid. I'm 14 years old, going to be a sophomore next year. Just because I'm young doesn't mean I can't keep up with the older pups. I am the only pup that got the perfect score of 400 so far in the physical fitness test. My favorite sport is football. My favorite team is the Green Bay Packers! My height is 5'11" and I weigh 168 pounds. My goal is 180 by football season. I wish you guys could see the faces of the pups that made it. I know I will never forget it. Knowing all the hard work we put in paid off is the best feeling every person should feel. We promise you won't regret that donation you put in for us. Thanks again.

Devil-Pup Derrick Hood

Dear LVPPA,

My name is Brisa Campos and I am with the Southern Nevada Devil Pups. I was selected into the 10-day encampment at Camp Pendleton and would like to thank you for donating and supporting the Southern Nevada Devil Pups.

I am 15 years old and will be a junior attending Veterans Tribute Career and Technical Academy. I take law enforcement and criminal justice. When I turn 16, I intend to join the Las Vegas Metropolitan Police Department in their Explorers program. After my years as an officer, I want to work with CSI. But what I aspire to become is an agent with in the FBI, CIA or Secret Service.

Over the past 10 weeks, training with the Marines and my amazing new friends, I've learned a lot about motivation. The Pups and Marines have really motivated me and made such an impact on my physical abilities and personality. I loved having all the support. And while they were there for me, I was right beside them cheering them along as well. They really became family.

Being a Devil Pup really means a lot to me. I was really hesitant on going to Camp Pendleton. My fear of "not knowing" really got to me. I had no idea what to expect. But then I saw how the whole community was being so supportive of Devil Pups and it really gave me a huge push of confidence and I just HAD to do this. Becoming a Devil Pup and attending this camp will shape me into a better and improved individual.

Again, thank you for your support. I am very thankful.
Proud Pup, Brisa Campos

Mark,

I want to thank you again for being a sponsor at our recent "Heroes with Heart" fundraising event. With your help, we were able to raise a significant amount of money to help our cause, which is to provide emotional and practical on-scene support post tragedy. I do hope that you enjoyed the event and am so pleased that you chose to be a part of the evening. Thank you so much for your kind and generous support.

Warmest Regards
Jill Bernacki, CEO
Trauma Intervention Program (TIP) of Southern Nevada



CALENDAR

September 6 General Membership Meeting*
September 10-12 Contract Arbitration Hearing

* *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.

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CONGRATULATIONS

to the contest winners from the last issue!

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P# Contest (\$50)

Blayne Calizo, P# 9903

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Tuesday, October 1, 2013

0700-1230 LVMPD Headquarters

(Building A)

1400-1800 Training Academy

Wednesday, October 2, 2013

1400-1800 South Central Area

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HELP — NOT SOON ENOUGH!

(continued from page 7)

And with 12 patrol shifts at each area, this works out to basically one half of a body on each squad. Keep in mind that during that timeframe, we will also have the normal attrition amongst our existing staff due to retirements, firings, resignations, etc. Bottom line is *it isn't enough!* In addition, as of the writing of this article, the County Commission has delayed its decision on whether to enact the "more cops tax." If everything goes right and it passes, it will be even longer before those officers hit the streets. *Help each other first!*

We are only as sharp as the tool sharpener makes us. But even if we are not given the tools and sharpeners to do our jobs, we still have to look out for ourselves P# 8479. We need to make sure we go home safely after each shift and let the tool sharpener deal with the people waiting. It would feel good to tell the long-waiting citizens who are yelling at you to call the tool sharpener! By all means tell them who the sharpener (the Sheriff) is! If you are only able to respond to two or three calls, so be it. Do your best to handle the call as best as you can. Do not cut corners to hurry up and get to next call. The second you cut corners, *you* are the one getting sent to the tool grinder (IA) to get dulled down and then possibly taken out of the toolbox. You get my point.

I got some advice early on in my Metro career from a seasoned sergeant with a three-digit P#. He said, "Son, be careful. I do not want to see you get hurt." I had gone on a call by myself because calls were holding and I wanted to do as much as I could. He told me, "Calls were holding before you got here, calls will hold while you are here and they will be here after you are gone. The most important thing is that you go home safely at the end of your shift."

My advice to all of you is exactly the same. For the time being, until we have additional officers onboard, it is just you men and women in the trenches right now. The wait may be long and we may be way behind, but for the time being, all we have is each other. Let's watch out for one another and be safe out there! Know we are here fighting the fight for you! **VB**

THE PROCESS

(continued from page 11)

After this process is complete, it goes to the Sheriff for the final determination on termination of employment or not.

If the Sheriff decides he is going to terminate the officer, he will then complete the process by notifying the employee that he or she has been terminated. Once terminated, the final step in the process begins, which is arbitration. The employee and counsel present their case to an arbitrator, citing the reasons that the termination should not be upheld. The Department, of course, will present its side of the story as to why it believes the employee should be terminated. The arbitrator will make the final decision, which is the final prong in the process. Arbitration is final and binding.

So as you can see, there are many steps in the process that give us opportunities to present the facts and circumstances in different venues and to different decision makers before a final decision is made in regards to termination. The PPA holds the Sheriff and the Department to the rules and steps set forth in the process. This includes state laws, federal laws, court case decisions and contractual agreements. These things and the rights of the officer are what form the solid foundation that we stand on to make sure that such a critical decision as the one to end a police officer's career is fully and properly vetted. That is exactly what was done in the particular case cited by Mr. Martinez as it is in every case. The process worked just the way it should: Mr. Martinez should not "take his ball and go home" simply because the outcome wasn't what he may have wanted. The fact of the matter in this particular case is that Mr. Martinez was not even sitting on the Board in that hearing as one of the civilian voting members.

Please continue to do the outstanding job you do every day for the citizens of this community and we will continue to fight the fight for you! Thanks and stay safe! **VB**

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THEME PARK	TICKET	GATE PRICE	LVPPA PRICE
Knott's Berry Farm	One Day Ticket - Adult	\$59.99	\$34.00
	One Day Ticket - Junior (3-11)/Senior (62+)	\$30.99	\$25.00
	2 and under Free		
Legoland	Two Day Ticket - Legoland Only - Adult/Child (3-12)	Adult - \$98.00/Child - \$88.00	\$62.00
	Two Day Ticket - Legoland Hopper - Adult/Child (3-12) (Legoland, Sea Life, Water Park)	Adult - \$110.00/Child - \$100.00	\$71.00
	2 and under Free		
Magic Mountain	One Day Ticket - Adult/Child	\$64.99	\$36.00
San Diego Zoo	One Day Ticket - Adult	\$42.00	\$39.25
	One Day Ticket - Child (3-11)	\$32.00	\$29.00
	2 and under Free		
Sea World	Two Day Ticket - Adult/Child (3-9)	\$73.00/\$65.00 one day ticket	\$62.00
Universal Studios	3-Day Ticket (CREDIT CARD PAYMENT ONLY)	\$80.00	\$75.00
San Diego Safari 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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