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

VOLUME 8 | ISSUE 4

November/December 2013

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See page 7

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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

The More Cops Tax Increase: One Wild Ride

Today is October 1 and I just got back to my desk after spending five hours at the Clark County Commissioners meeting about the More Cops sales tax increase. I know that many of you and the PPA Executive Board were there for the entire agenda item as well. I have to say that, in my 11 years here at the PPA, I have not seen any other issue as misunderstood as this More Cops sales tax increase.

I want to first go back and give you a review of the history of this tax. In 2004, Sheriff Bill Young and his team went to the citizens of Clark County and asked them to approve a sales tax increase of .5%. The voters did indeed approve the increase; this is about the last normal thing that ever happened regarding the More Cops tax. The story continues with the 2005 legislative session, when the legislators took it upon themselves to raise the sales tax in Clark County by .25% with the other .25% already authorized by the voters possible in coming future years, but not before 2009.

As you know, 2009 came and went and the other half of the tax was not authorized. This just doesn't make sense given the fact that law enforcement, particularly Metro, had done exactly what was expected with the money and hired and equipped police officers (about 600), which resulted in a decrease

in crime. Then the 2011 session came and went and again no authorization for the second quarter-cent of the sales tax previously approved by the voters. An important fact to remember is that during this time period, the country, including Clark County, was hit by the greatest recession we have experienced in our lifetimes. This caused the property tax revenues, which are part of the funding equation for Metro, to experience steep declines. As a result of this, Metro stopped hiring police officers and our numbers began to decrease. In the early years of the recession, you all managed to keep the crime statistics in our valley either flat or in further decline, which I credit to all of your hard work, dedication and professionalism. But then in the years 2011 and 2012, crime started to increase because there were simply not enough police officers on the street.

That brings us to the 2013 legislative session. This session's group of legislators did more for us than any previous one since I have been here at the PPA. After four months of discussion, revision, review and more revision, authorization to enable the second .25% of the More Cops tax increase had still not passed. A special session was called and the More Cops sales tax

(continued on page 18)

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Arbitrator's Award

POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

What exactly did this latest contract negotiation and arbitration decision land for us? That's a great question. As the chairman of the contract committee, I'm glad you asked, and now I'm going to lay it out. Before I go into the details, I think it's important to mention that we were obligated not to divulge any details of the negotiation or arbitration until it was released officially either by an agreement or an arbitrator's award. As you already know, we ultimately received an arbitrator's award in late September. Here are the highlights of that award:

- A cost-of-living *salary increase* in the amount of 1.5%. This increase is broken down into two parts: From July 1, 2013 (including retroactive pay), the increase is .75%. On January 1, 2014, another .75% increase will be applied.
- All merit/step increases have been restored to their full amount of 4%. (If you have less than 10 years with the Department, you will see an additional 4% merit increase in your 11th year to catch you up from the concession taken in the 2011/2013 contract.)
- All longevity increases have been restored to their full amount of .5%. (The additional .5% lost in the 2011/2013 contract will be gained one year after you've topped out in longevity.)
- Vacation sellback option has been restored to the full 40 hours.
- Education Incentive Pay remains level at an annual payout of AA-\$600, BA-\$1,200, MA-\$1,467.
- Spanish Pay has been returned to its full pre-2011-2013 contract amount.
- Clothing/Equipment Allowance remains level at an annual payout of \$1,000.
- Health & Welfare *employer contribution* was increased 13.46% or \$1,153.89 annually. This increases the amount that Metro pays for your health insurance benefit from \$8,572.72 to \$9,726.62 each year. Keep in mind, this fund hadn't seen an increase since 2008, and in fact, concessions in past contracts reduced the level that Metro paid into this fund in order to repel direct pay decreases to each of us as suggested by management. This increase keeps the fund solvent and was desperately needed in addition to the rate increases that have already hit all of us personally.
- Reduction in Force was rewritten to establish that, in the event that Metro has to actually lay people off, they will do so within a classification. The original language wasn't clear enough to ensure that this was done properly. In short, if you're a police officer and there are layoffs, your Department seniority will apply. Ditto for corrections officers. The problem was forecasted that if Metro had to lay off a number of police officers and the last academy was a corrections officer class, would they have to lay off an entire CO academy to get to the first PO? You can see the dilemma just using one example, so we fixed the language to be clear in the event that this occurs.
- Language addressing reductions in specialized assignments was added to the contract in order to cover possible future events in reducing employees from those units. Keep in mind, there was no language prior to this and it left the door wide open for Metro to do as it wished. That's never a good thing. Now, in the event that Metro decides to shave down special units, it must establish two pools of people. The

first pool is everyone who has less than three years in the particular unit. This group of employees will be the first to be removed from the unit, based upon their Department seniority. In the event that all those with less than three years in the unit have been removed and more reductions are still necessary, employees with three years or more in the unit will then be removed based upon their Department seniority. On a side note, if there is a list already established for this unit, no one from that list shall be taken until everyone who was ordered to leave is taken back in inverse order. If no list exists or an existing list expires, everyone must compete in order to be considered for transfer into that unit.

- Patrol Vacation Bidding was modified a bit to address issues concerning "approval of time" and the problems some of our members seem to be experiencing with less-than-diligent supervisors who do not properly manage vacation requests. You may now submit vacation requests up to six months in advance with an "application for leave request" form. *Seniority still applies*, but once you've had the opportunity to take vacation and have not reserved that time period, others on the squad with less seniority who want that time may now request it officially and be approved. In short, no last-minute bumping a junior squad member off his or her vacation if you had no interest in that time slot when the time was available to you. Our hope is that supervisors will now take a more active role in making the "vacation book" available and encourage members to plan and participate. This prevents junior squad members from spending time planning and money on tickets and vacation plans only to be told they can't take vacation at the last minute. Please note, senior people on the squad must have had an opportunity to request that time and turned it down prior to a junior person securing it.

This is a summary of what I believe are the most important highlights of the contract, though it is not a complete list of changes. If you don't have a copy of the new contract yet, please ask and I'll be happy to deliver one to you. Please keep in mind, more than a year of hard work went into this contract, and although we are pleased with the arbitrator's award, we know there is still more work to complete in the future negotiation processes. I'd like to acknowledge, recognize and personally thank all my contract committee team members: Tyler Todd, Luis Payan, Marizela Razo, Barry Jensen, Andy Bauman, Scott Nicholas, Darryl Clodt, Rory Neslund and Kathy Collins. As the chairman of this committee, I can tell you these people were instrumental in bringing your concerns and ideas to the table. Each and every one of them should be recognized for stepping up and volunteering to participate in a professional manner. I encourage you to reach out to them and thank them yourself for all of their hard work.

Your continued support and encouragement is appreciated more than you realize. Thank you for being patient and understanding during this process. Public-sector contract negotiations are murky and not fun. Knowing that our members are cheering us on P# 8858 and supporting our fight fuels us to continue to be engaged and continue to fight the fights we are so often involved in.

I wish each and every one of you a happy, healthy and festive holiday season. If we search hard enough, we will find things to complain about, but if we honestly think about our situation, we find ourselves overwhelmed with things to give thanks for. **VB**



The Flu Vaccine: You Can Shoot It or Snort It ... and It's Legal!

CORRECTIONS OFFICER THOMAS REID

Assistant Executive Director

Are You Helping to Protect Yourself and Others From Influenza?

Each year since 2009, the Las Vegas Metropolitan Police Department Employee Health and Welfare Trust (LVMPDEH&WT) has offered its employees, dependents and retirees a limited number of free flu vaccines. These have been given in conjunction with our health fairs and at the Department headquarters as long as supplies have lasted. In 2013, the Trust made the decision to not have a health fair, but to still offer these free flu vaccines at three Metro locations over a two-day period. This resulted in providing many free vaccinations: 518 to employees, 167 to spouses and 111 to children. If you were not able to get the flu shot for free, it is still strongly recommended that you get one.

Flu season generally runs from October through May each year, with the most reported cases occurring between December and February. The flu is a cold-weather plague, but I'm sure you have already seen the signs around town urging you to get vaccinated (even though you may still be walking around in shorts, T-shirts and sandals in 75-degree weather). The

flu is no joke: The 2012 outbreak was considered "moderately severe" and it is estimated that about 300,000 people get some form of the flu each year, with about 49,000 needing hospitalization. About half of the cases reported are in seniors and children. In Illinois, about 800 people were admitted to intensive care units for a day or more and some 100 died from influenza.

If you are of the mindset that you do not need a flu shot because you never get the flu or because you are young and healthy, you should be aware that your decision can also affect your loved ones and the people you work with. Consider that the people most vulnerable to the flu are kids under the age of 5, seniors who are over 65 and those who are at high risk of bad outcomes if they get a severe case of influenza (i.e., the folks with underlying asthma, COPD and heart disease). The bottom line is that there are many good reasons to get a flu shot, even if you think it will not help you too much.

Experts say that it is not too early to get vaccinated and there are now options in flu vaccines:

- 1. The standard flu shot: recommended for everyone 6 months and older.** This is the gold standard that been around for 30 years and protects against three strains of influenza. This year's version protects against the Type A strain (including H1N1 and H3N2), plus a strain of Type B virus. Hen's eggs continue to be used to produce the virus used in influenza vaccines, but manufacturers have made improvements in the purity of the virus by developing an improved process to remove egg proteins and to reduce systemic reactivity of the vaccine. Recently, the FDA has approved influenza vaccines made by growing the virus in cell cultures.
- 2. Flublok: recommended for those allergic to eggs from ages 18 to 49.** Flublok is the first egg-free flu vaccine developed from cell technology strains cultured in caterpillar cells (and no, you won't turn into a butterfly if you take this shot!)
- 3. FluMist: recommended for those ages 2 to 49 who don't like needles.** FluMist is made from weakened live viruses. The weakened live virus reproduces inside the person's nose and produces viruses that the immune system learns to attack. There are some reported side effects that include headaches, running nose, sore throat and coughing.
- 4. Fluzone Intradermal: recommended for those ages 18 to 64.** This shot is a nice option because it uses micro-needles to deliver the shot just under the skin. It protects against three strains of influenza.
- 5. Quadrivalent Vaccine: recommended for those 6 months and older.** New this year, this vaccine protects against four types of influenza — the same three strains as the standard flu shot plus an additional B-strain virus that primarily affects kids. This is available to everyone 6 months and older, although it will only be available in limited supply this year, and therefore is primarily recommended for children.
- 6. Fluzone High-Dose: recommended for seniors.** Designed for seniors age 65 and older, this vaccine contains four times the amount of antigens (the part of the vaccine that triggers the body to make antibodies). This creates a stronger immune response for better protection. Studies show this shot to be about 25% more effective in seniors.

To locate a vaccination site that may offer these options, please contact your primary care provider or your local pharmacy, such as CVS, Walgreens or Wal-Mart. You can also contact our Health Plan Director, Kelly Taylor. **VB**

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Participation

POLICE OFFICER MIKE RAMIREZ

Secretary

The last PPA General Membership Meeting, which was held on at our office on September 5, made me feel really good about being part of the Executive Board. With some 30 to 40 people showing up, we were practically in a standing-room-only situation. It gave me a satisfied feeling to know that the membership is finally getting engaged with the Association...or was it just a fluke? I can remember when I first started attending the general membership meetings downtown. Many times, I was the only member in attendance. Once I became a representative for SWAC, I would attend the Board meetings twice a month, and each time, I would hope for additional attendance at the following general membership meeting, but no such luck.

At the September 5 meeting, members were voicing their concerns and opinions and it gave the impression of unity. I realize the likely explanation for the increased attendance at this particular meeting is that we were getting ready for the contract arbitration, which always seems to pique members' interest, not to mention the interest in the upcoming Sheriff's election. One meeting won't cut it, though, primarily because our work here is far from over. With arbitration over, we only have a one-year contract and we will be right back at the negotiation table again at the end of the year, so we continue to need your support.

Next year is an important year. We have the Sheriff's election coming up as well as Commissioners, Assembly and Senate. Our voices need to be heard by these elected officials and strong numbers in support and unity will help. If the 30-plus members who showed up for our most recent General Membership Meeting each brought 10 additional people to the next meeting, that would make 300 people voicing their concerns. I find it sad when we ask for members to show up in support at an important County or City meeting and we are only able to

get 20 or 30 folks to come, especially when other organizations and trades are able to show up in mass numbers. We had a meeting on October 1 at the County Commission for the More Cops tax, and wouldn't you know, we only had about 30 or 40 officers show up. And that includes command staff! Guess what happened? The Commissioners did not vote in our favor and the tax for More Cops did not pass. The Laborers Union had the room full when the Commission was voting on the tax for the gas increase to fund new roads in the valley. In the end, this tax passed. When it was time for the firefighters' contract to get approved, they showed up en masse and were able to get it approved. In our case, the police show up with only a couple dozen and our agenda gets put on hold for a few months. The less we do to show support or get involved, the harder it is to keep fighting for your rights in the upcoming legislative session, both locally and statewide.

Lack of involvement can be interpreted as lack of interest, and therefore, it will be harder to get things passed in our favor. At the end of the day, we are going to keep fighting for our members, but it would be much easier with your support. Now is the time to get involved. For those of you who attend the meetings and voice your opinions, we want to thank you. This is your Association and your building and we are here for you. Come see what you have entrusted us to do for you. I hope to see you all get involved. Remember, it's not over; this is just the beginning. Be safe out there and know we are here to fight the fight for you. **VB**

INSIGHT

To win confidence in advance of success is the most difficult political accomplishment.

— Napoleon (1769-1821)

Napoleon in His Own Words, 4, comp. Jules Bertaut, 1916

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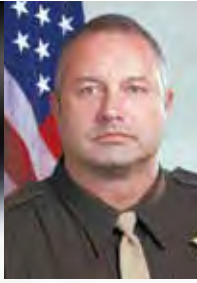
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Vacation Request CCDC

CORRECTIONS OFFICER SCOTT NICHOLAS

Treasurer

I recently assisted an officer with a grievance related to vacation time. Another officer had originally bid for the time, but at this point no longer works for the Department. The officer I was asked to assist wanted the time once it became open due to the separation. If you work at CCDC, you know that vacation picks are done as early as December for the next calendar year. Trying to predict what you will be doing up to 13 months in advance can be difficult. Generally, prime times of the year go to the most senior officers, so days like Christmas Eve and Christmas day are typically gone within the first few picks. The months of June, July and August are also very desirable and are often gone before half of the officers receive their first picks.

In the situation that I was dealing with, during the grievance meeting, the captain suggested that the officer's grievance was not valid because of a technicality! The captain read from the contract that "If a vacation spot is canceled, that vacation time will be made available and can be requested via memo to the shift lieutenant." The problem was that, in this case, the officer's request was sent to the shift lieutenant via email.

The practice of sending an email has been accepted for as many years as I

can remember. The email also enabled the shift lieutenant to see who actually sent the first request by the time stamp that memorialized the email. My suggestion is that when requesting a vacation spot under these circumstances, type up a Department memo and attach that memo to the email. This can prevent any possible "technicalities" from messing up your vacation request. Many supervisors will look at the words used in our contract language to search for a reason to deny, rather than looking at the intent and meaning. Don't give them a chance to deny your request. (By the way, when all was said and done, this request was granted and all parties received the time requested.)

As always, be safe. **VB**

RETIREMENTS

08/27/2013	Peter J. Connell, P# 6764	PO II
09/05/2013	Ping C. Wu, P# 4699	CO II
09/06/2013	Patrick W. Lawrence, P# 4197	PO II
09/11/2013	Luis A. Araujo, P# 3584	PO II
09/12/2013	Joseph L. McGill, P# 3351	PO II
10/11/2013	Gina L. Chandler, P# 5481	PO II
10/14/2013	Lynn M. Smiddy, P# 3147	CO II
10/16/2013	Jesus L. Arevalo, P# 7640	PO II
10/20/2013	Richard J. Gay, P# 4676	PO II
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Running for Sheriff

DETECTIVE KIRK HOOTEN

Director of Governmental Affairs

I'm running for Sheriff and I would appreciate your vote. *Not a chance!* As most of you know, by knowing me or having read my previous articles, there is usually a snide or comical perspective in each. This one is no different. Why would anyone want to be Sheriff of Clark County?

Why would you want to spend a long, arduous career in law enforcement making decisions affecting life and death only to be scrutinized by a group of people not even qualified to evaluate those decisions? Why would you want to handle a nearly billion-dollar organization and then have to answer to the butcher, the baker and the candlestick maker, otherwise known as the Clark County Commission? Oh, and lest I forget, the loudest and most long-winded of them all, the businessperson. This group thinks it can sit in hearings and figure out how our agency should be run and somehow feel that the Sheriff of Clark County is its minion. Last I checked, our Sheriff is also *an elected official!*

It is no secret that we at the LVPPA, and specifically me and my dangerous pen, don't always agree with the Sheriff and his decisions. I'm sure the Sheriff picks up our magazine each issue and wonders what mortars we have launched at the fifth floor. Then again, maybe I'm giving us more credit than we deserve.

Maybe the Sheriff lines his birdcage with our magazine and doesn't even read our articles. My point is that I at least have lived the life of an officer on this agency. I have seen firsthand the successes and failures of all the changes and still I feel somewhat unqualified to call the Sheriff to the carpet on most things. Who the hell do these people think they are? And to hold our funding hostage for their own individual agendas is scandalous! Come out and push a black-and-white understaffed for a few nights. Come out and wrestle with a blood-and-urine-soaked drunk a few times. Come out and witness some of the most horrific events your mind could imagine and then clear to go handle another one. Don't just sit there in your padded leather chairs and think you're somehow in the inner circle of how to run a police department or how to be a police officer. I think the Sheriff should stand before them and take a line from Jack Nicholson in the movie *A Few Good Men*: "I have neither the time nor the inclination to explain myself to a man who rises and sleeps under the blanket of freedom that I provide and then questions the manner in which I provide it. I would rather you just said thank you and went on your way."

Being the Sheriff appears to afford you little to no private life. You are constantly tied to the phone and pager and directly responsible for living

(continued on page 20)



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DETECTIVE DARRYL CLODT

Sergeant-At-Arms

Webster's Dictionary describes a teammate as "a person who is on the same team as someone else." This sounds pretty simple. But what does this mean for those of us in law enforcement? I believe this means more than the above quote describes. Let's assume for this writing that the "team" is the squad you all work on now. For me, it's the seven other police and corrections officers here at the PPA. If you are a member of a sports team, there are rules that govern the team members' conduct. And I am sure that the sports team's coach would not allow the shortstop of the team to badmouth the catcher. Heck, maybe the coach doesn't like the catcher either. But I bet the coach would ensure that the bantering stops and remind all the members that the team will not be successful if they don't all respect each other and work together, not against one another.

I suggest that this is the same mentality we need on our squads here at Metro. We all have different ideas and thoughts about our jobs and like to do our business in our own particular ways. (Hell, just ask the guys up here at the PPA about me!) But here, just like on a sports team, we need to respect one another and work together, even with those who we don't necessarily get along with.

I also believe that teams are successful when they are focused, when they have a common attainable goal and when they are supported by the executives.

Focus: Here at Metro, we need better focus. Unfortunately, often the focus of the agency or a particular squad changes with the wind, like when a new captain comes in and suddenly the focus changes, becomes jumbled. Why do we allow this to take place? We all need to step back and refocus on what is important.

Common Goal: We also need to all be on the same page and have a common goal, one that is attainable by everyone. If the administration would sit back and look at their goals, they would realize some things just don't make sense. They expect perfection, but neglect the time that it would take to attain perfection. Rather, the goal should be more realistic and allow us to concentrate on the imperfect pieces.

Support: Support by the "executives" or leaders of the team you are a part of is probably the most necessary part of being successful, and of being a teammate. Are you telling them what you need? Do they just not care?

I am sure we have all played on teams, both good and bad, but I wonder what kind of team we have here at Metro. If you think it is good, then keep on rolling. If not, decide which of the three ingredients of a good team you think needs to change and then do what you can to see that this change happens. If you feel your "coach" does not want to be part of the team, call us here at the PPA and maybe we can help address the situation. After all, the coach doesn't play the game; he is there to manage the team and make it successful.

Until next time, stay alert and stay alive. **VB**



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Can You Hear Me Now?

DETECTIVE RORY NESLUND

Director of Communications

The move to a new radio system that will allow the men and women of this agency to communicate in critical need is full steam ahead. Last year, as most of you know, the Department entered into a contract with Motorola Solutions to provide a reliable voice communication platform for the agency. After years of failed attempts to get the current Desert Sky radio system to be reliable enough for dependable critical voice communications for public safety, the move was made. We supported the move to the new system because all of our members must have the best communication platform available to conduct their jobs safely. It was not a hard decision to get behind a proven provider in this arena. With over 800 successfully established systems across the United States, Motorola has clearly shown that it can deploy a stable voice communication system.

I was recently invited to attend the factory acceptance and testing process at Motorola headquarters in Schaumburg, Ill. I traveled to Schaumburg to be a firsthand participant in the process, which has been supported and encouraged from the beginning. This allowed for a “no secrets” approach to the venture, unlike what we have experienced in the past. As you all know, usually the type of message you get with technology-based projects is “this is what you got.” This project has been the complete opposite. The Association has been involved in the process from the beginning, and I believe that this will lead to a much more successful deployment of this product.

During the process of this project, we have made your concerns and interests known. The concerns that have been brought to us or to Director Barnbeck’s office have been heard, vetted and addressed. One example of this was a long, hard look at the type of remote speaker microphones (lapel) that should be purchased. After hours of evaluation and testing in different environments, it was determined that we should not just get the standard noise-canceling microphones, but that it would be better to get wind-canceling ones for patrol. The patrol officers will surely agree that the wind in this town is one of the biggest environmental factors we deal with. There were numerous times things like this were brought up and vetted properly.

Decisions were made and the equipment was purchased. There is so much involved in what it takes to make a radio system work I would bore you with all the details. I will simply just tell you that it is a massive project that includes consoles in dispatch, new CAD software, new site infrastructure, servers, routers, air unit radios and, of course, new P# 9803 portable and mobile radios. All of these things must work in concert with each other for a successful system. That brings me to the trip to Schaumburg.

The trip to the Motorola headquarters was to see all of this working together. All of our actual equipment was put on a floor and set up as it will be here in Las Vegas. Once all the equipment was set up and working, it was put through over 80 tests. The tests included everything from simple radio traffic to causing system failure to see how it would recover. All I can say is that this process was

remarkable. The men and women of Motorola were some of the most professional and intelligent folks I have dealt with in a long time. They had no problem answering any questions or concerns that were brought up during the tests or briefings. I am confident in the direction we are moving. With that said, let’s all remember that this is a technology project and there will be hiccups along the way! I am comfortable that the dedication and resources made available to us by Motorola will mitigate those issues tremendously. I believe that whatever issues occur will be addressed quickly and professionally.

I will keep you all posted on the upcoming events as the system progresses. We are still about a year away from being fully deployed and talking on the new system.

LVMPD P25 Simulcast Radio Project Executive Summary

- Metro Bowl — Simulcast sites:
 - Queens Ridge — Civil work started on 9/9/13
 - Eastside Cannery — Civil work started on 9/23/13
 - St. Rose San Martin — Civil work started on 9/23/13
 - South Point — Civil work started on 10/7/13
 - Venetian — Civil work started on 10/14/13
 - Henderson PD — Pending MOU
 - VA Hospital — Pending MOU
 - Elkhorn — Pending MOU
 - Downtown unknown site — Working on site selection
 - Sunrise — Working on start date
- NICE (Dispatch voice logging recorder) Phase 1 — Completed
- NICE (Dispatch voice logging recorder) Phase 2 — In progress
- CAD (Computer Aided Dispatch) Upgrade — PMDC (Upgraded CAD in patrol cars) “Train the Trainer” training for patrol officers October 14, 15 and 16, 2013
- Dispatch Consoles (Update the dispatch computers to P25 radio compatible systems) — August 2014
- 90-day operational testing (3 Area Commands) with patrol units — August 2014
- Aircraft Radios (Installation and testing of certified aircraft radios) — August 2014
- Uniformed officers transition to new P25 Radio system — November 2014 **VB**

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JOHN DEAN HARPER

General Counsel

Why Would Anyone Want to Be Sheriff?

From the time Sheriff Gillespie announced his non-candidacy, I have been pondering the question “Why would anyone want to be Sheriff?” With all due respect to the Sheriff, the job has changed since he took office for his first term in January 2007, and consequently, he has changed. In my opinion, the job description changed after Lehman Brothers collapsed in September 2008 and the “Great Recession” ensued. The change was not entirely due to the Great Recession, but it appeared to be the major protagonist.

It appeared to me before that time that the majority of the job description was “sheriffing.” Sheriffing means taking care of the business of law enforcement; i.e., putting and keeping bad guys in jail. Politics was a minor endeavor, and as reported by columnist John L. Smith in his September 9, 2013, article in the *Las Vegas Review Journal* entitled “Public Deserves a Real Campaign for Clark County Sheriff,” getting elected was merely a coronation.

What Has Changed?

After the Great Recession started, a few things changed, and I will relate them in no particular order. Members of the Clark County public — i.e., the law-abiding citizens who follow the news, show up to jury duty and vote — have lost their jobs, homes, cars and, ultimately, their cool. As Detective Kirk Hooten so eloquently wrote about in a previous issue, those cocktail servers, dealers, valets and realtors who were knocking down \$150Gs and looking down their noses at public employees all of a sudden decided that public employees in general, and public safety employees in particular (fed by the publishing of public safety salaries that included retirement payouts), were overpaid. The public’s love for police and fire, which reached its zenith soon after September 11, 2001, was quickly plummeting and apparently still has not reached its nadir.

State, County and City government entities picked up on the turn against public employees and furthered the decline by agreeing that public employees were overpaid. I wrote about that subject in this magazine prior to the Lehman Brothers crash, as the writing was clearly on the wall.

It began in 2005 with then-Clark County Manager Thom Reilly. He made several comments to the media and orchestrated a campaign to spread the message that public employees were overpaid. The media picked up on and fed this message with what appeared to me to be collusion. (As a side note, in my 17 years in the valley, I have not seen one news article or news story that is unfavorable to one of the big gaming companies. It is unconscionable that the media in this town give big gaming an absolute free pass. The corollary is that the only other targets are public entities and employees.)

This campaign included the October 2005 maneuver whereby

the Clark County Commission voted 6–1 to remove Commissioner Tom Collins from his unexpired seat on the Fiscal Affairs Committee and replace him with Commission Chairman Rory Reid. Then Reid, Commissioner Chip Maxfield and Civilian Board Member Peter Thomas voted against the Association’s previously agreed-to Collective Bargaining Agreement in a 3–2 vote. This forced the Association to go to arbitration.

This sounds counterintuitive, but from a long-term financial perspective, the Great Recession was a godsend to the City of Las Vegas, the Clark County Commission and the LVMPD (and public employers in general). In conjunction with the shift in public sentiment and the media barrage against public employees, the stage was set for a perfect storm, resulting in reduced pay and benefits for public employees that will pay off for years.

While I am not denying the fact that tax revenues did indeed plunge, these government agencies were not in as bad shape as they let on. The City of Las Vegas moved into a brand-spanking-new City Hall and the LVMPD moved into what has been derisively named the “Taj Mahal.” Our financial experts have shown that the City and County were, and are, financially P# 9978 healthy. Yet both the City and the County cried poor and were able to exact long-term concessions from public employees that will reduce the costs to public employers for a decade or more.

My beliefs are not science, but more of an art — an observation, if you will. At some time during all of this, the LVMPD started playing a shell game whereby it submitted a budget to Fiscal Affairs, and after receiving funding for a certain number of positions, it simply did not fill the positions. And the positions became vacant as hundreds of seasoned veteran commissioned and civilian employees punched out, knowing that their high three years had come and gone, and seeing that more would be expected of them with fewer resources and low morale. Below is a chart of the commissioned police officer positions authorized versus how many were actually filled. Remember, the same thing was done for corrections officers and both police and corrections noncommissioned employees.

DATES	AUTHORIZED POSITIONS	ASSIGNED (ACTUAL)	DIFFERENCE
07/15/2008	2,978	2,647	331
06/10/2009	2,978	2,793	185
07/01/2009	2,981	2,809	172
06/30/2010	2,981	2,737	244
07/02/2010	2,890	2,737	153
06/30/2011	2,890	2,686	204
07/01/2011	2,743	2,686	57
06/30/2012	2,743	2,603	140
07/02/2012	2,743	2,603	140
06/30/2013	2,743	2,483	260
07/01/2013	2,555	2,483	72

(continued on page 14)

CARL BOEHMER

NAMED RESERVE ENLISTED PERSON OF THE YEAR



Join us in congratulating PPA member Carl Boehmer, who was recognized as the Sector Los Angeles/Long Beach Reserve Enlisted Person of the Year! In addition to his duties here at Metro, Carl is assigned to Sector Los Angeles/Long Beach Enforcement Division, where he serves as a Boarding Team Member and Radiation Detection Level 2 Operator. His collateral duties include Maritime Law Enforcement Trainer and Rescue Survival System Petty Officer. The following is the letter of recognition he received from the 11th Coast Guard District.

Congratulations, Officer Boehmer! You make us proud to be on your Metro team! **VB**



22 February 2013

Dear Petty Officer Boehmer,

Congratulations on your selection as the Sector Los Angeles/Long Beach Reserve Enlisted Person of the Year for your outstanding performance throughout 2012.

During the past year, you demonstrated superior leadership skills, expert technical knowledge and possess true role model traits that clearly distinguished you from your peers. Your vast knowledge in maritime and civilian law enforcement is a true asset to the reserve component. During Operation Lifesaver, you conducted 39 boardings as the assistant Boarding Officer, and found a major safety discrepancy that required further Coast Guard assets. After you developed a local study guide, you were successful in nine members to become qualified Boarding Team Members, and you continually train and conduct Boarding Team Member recertifications. Through your Boatswain training and experience, you provide all training and issuance of Rescue Survival System gear for 32 members. Through your guidance and mentorship, you have assisted a junior member in advancement and played a key role with five members in the officer training program. Due to your attention to detail, you have enhanced operational readiness for your unit.

Your personal achievements where you serve as a Cub Scout Leader for two dens have directly impacted your local area. Being a role model for 47 Cub Scouts, you supervised numerous events where you made over 200 meals for the homeless and collected 450 turkeys and donated them to a local church. You also volunteer every summer at a camp for disadvantaged children and provide security to keep them safe. Additionally, you speak at local high schools to educate the students with Coast Guard opportunities, and successfully had three recruits enlist into the Coast Guard.

You truly embody the Coast Guard's core values of Honor, Respect, and Devotion to Duty, as demonstrated through your actions. You have inspired professionalism, stewardship, and a focus on mission excellence that has continually brought credit to your unit and Coast Guard. I am extremely proud to have you as a member of our team here in the 11th District. Bravo Zulu!

Sincerely,

KARL L. SCHULTZ

Rear Admiral, U.S. Coast Guard

Commander, Eleventh Coast Guard District

CHARLES R. BUSHEY

Command Master Chief

Eleventh Coast Guard District

Boatswain Mate First Class Carl A. Boehmer

Commanding Officer, Sector Los Angeles/Long Beach

1001 S. Seaside Ave

San Pedro, CA 90731

GENERAL COUNSEL

(continued from page 12)

All the money budgeted but not spent became the LVMPD's famous "End Fund Balance." While our police officers are going on calls by themselves when they should have backup, running calls nonstop or patrolling on graveyard with a handful of officers for an entire area command, that money sitting in an account instead of providing another body does the rank and file no good.

Do not even get me started about More Cops. What started out with great intentions, clearly needed for a metropolitan area bursting at the seams, has morphed into an issue so confusing that most of the public, the media and the Clark County Commission itself cannot figure it out.

All I know is that the LVMPD is sitting on \$133 million in More Cops money, and from looking at the table on page 12, the reader can see that apparently less is more when it comes to this scenario. What it really comes down to is that it makes clear an important problem that a new Sheriff must deal with: being subject to the whims of two different funding agencies.

In the meantime, according to the U.S. Department of Justice FBI Criminal Justice Information Services Division, the LVMPD's ratio of police officers per thousand citizens was 1.73. Keep in mind that this does not take into account the 200,000 to 300,000 visitors who could be here on any given night. If you factor that in, the number drops to around approximately 1.48 per thousand. In 2009, that ratio was 1.99 per thousand (without factoring in visitors).

The most public change has been the special interest groups (with assistance from the media) that have so shaken the LVMPD that it now follows the concept of "Policing by Risk Management," a phrase coined by one of our Board Members. I have witnessed a gradual change whereby the Sheriff and the LVMPD would, in the past, publically stand up for an officer or group of officers, but that does not appear to be the case now.

The worst example of this was the *Las Vegas Review Journal's* so-called exposé "Deadly Force: When Las Vegas Police Shoot, and Kill." This was exactly what the special interest groups needed to fan the flames of officer bashing. And sure

enough, I should have bet on it. After the U.S. Department of Justice Office of Community Oriented Policing Services Report, I knew someone would be served up to the special interest community on a platter. And guess what? Officer Rosten and Officer Arevalo were recommended for termination in what has become an all too familiar refrain, "See how we are policing ourselves and getting rid of bad cops."

Now with all due respect, in regards to Officer Rosten, the Pre-Termination Board and the Sheriff did reduce his punishment to a 40-hour discipline, but the reason was not because he did the right thing (i.e., shooting a suspect who reached down for a shiny object after being warned not to), but because he was contrite. While contrition might be one aspect of a shooting, it certainly is not the primary factor. If the officer did the right thing, that is all that matters. This is not confession. His shooting was either justified by his proper use of force or not, not whether he was sorry.

This kind of reactionary decision making is mind-boggling and dangerous. I have spoken to police officers with all levels of experience and I am told that they are afraid to do much of anything beyond respond to calls. Some even told me that they believe that they have to be shot at first before they can justifiably shoot back without getting in trouble. This is a recipe for disaster when outside interests are essentially calling the shots.

As a side note, from what I am told, the information given to the Use of Force Board in the Rosten case was one-sided and contained no exculpatory information. Officer Rosten's representatives from the Association were denied the ability to offer the exculpatory information.

Let's not forget the purchase of the Open Sky radio system that is to be replaced by a Motorola system. Although I understand that the Open Sky system will continue to be used for data transmission, upwards of \$20 million (out of a total of \$40 million plus) is gone, and from what I can tell, no entity has been sued. Who made the decision to purchase this system? Why was no one in the Department held accountable?

Most recently, there is the Guns N' Roses helicopter incident in which a member of that band and his girlfriend were given a ride in a helicopter that landed in a meadow so that he could propose to her.

What Are the Effects?

One thing I hear far too often is that perception is reality. Well, the perception is that this Department looks like it is a runaway train. Internally, after the Sheriff upheld the Pre-Termination Board's recommendation to not terminate for Officer Rosten, former Undersheriff Moody led an uprising of the Use of Force Board whereby he, along with civilian members of the Board, resigned. While the move was blatantly political and going to be used by Moody in his run for Sheriff, it looks like Sheriff Gillespie does not have his administrative staff under control.

It is one thing to look out of control from a local perspective, but the Department is making national news. This is the kind of news that could affect the lifeblood of this valley. The aftereffects of the *Las Vegas Review Journal* special report, and with it, the U.S. Department of Justice Office of Community Oriented Policing Services Report, have caused national repercussions. In what should be filed under "the pot calling the kettle black," John M. Glioina wrote a story in the *L.A. Times* on August 21, 2013, entitled "Las Vegas Feels Fallout From



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Police Shootings.” From the city that brought you Rodney King and the Rampart scandals, our Police Department catches heat such that Staci Pratt, legal director of the American Civil Liberties Union of Nevada is quoted as saying, “It’s like an outlaw community wearing a badge. I hate to say that, but that’s the perception within the community. It’s seen as a culture of deniability, a culture of ‘We’re not even accountable.’”

The *L.A. Times* is a national newspaper. Millions of people read it in print or online. Here is the ACLU director calling the Department an outlaw community, and from what I can tell, the Department issues no response. Without a stout defense of the officer and/or the Department, perception does become reality.

Again, this is not scientific, this is from building a series of relationships for the last 15 years: This Department has the worst morale that I can ever remember. Officers who had the time retired. (I also believe that is what the Department wanted. One more retirement means either filling that position with a cheaper, younger, more malleable alternative or simply leaving the position vacant and adding the money to the infamous End-Fund Balance.) Officers in some specialized units were sent back to patrol. Understaffing is rampant, and detectives close out cases knowing that they simply cannot work all the cases assigned to them. Patrol officers go from call to call, unable to do any proactive policing on squads that are bare-boned because of workers’ comp leave, vacations, training days, etc. I hear there are some graveyard shifts that many times are left with no hard-stripe sergeants on duty.

Officers with workers’ comp claims are denied acceptance or procedures and instead of getting back to work, they sit around and wait. Specialty Health only allows doctors on the provider list that toe their line, and when the evidence is so overwhelming that their own hand-picked doctors ask for acceptance of a claim or for a procedure to be done, it is routinely denied. The Department has no idea how demoralizing it is for an officer to get hurt in the line of duty and have to fight to get better.

Although it has gotten better lately, officers are subjected to Internal Affairs interviews for anonymous complaints, and sometimes criminals are believed over the officer. The rank and file see supervisors getting into legitimate jackpots,

but receiving little or no discipline in comparison to them. How can it be that Officer Arevalo is looking at termination, but the lieutenant and sergeant who hatched and then changed the plan are not? This kind of inequity, along with examples like the Guns N’ Roses helicopter incident, creates the perception that the LVMPD engages in favoritism and it is who you know that carries the day.

Finally, the rank and file endured the previous freezing of merit step raises, longevity, education and bilingual pay, along with no COLAs, while spouses lost their jobs, houses were foreclosed upon and officers filed for bankruptcy in record numbers. Housing prices may have gone down in the valley, but it seems that everything else went up, like utilities, gasoline, food, drugs and services. Some officers told me that supervisors would motivate them by telling them that they were lucky just to have a job.

Bottom line, no B.S., morale is the worst it has ever been in my time with the Association.

Why Would Anyone Want This Job?

You do not control your own funding and are subject, for the most part, to the City of Las Vegas and the Clark County Commission. You spend the majority of your time on the budget or politicking and the sheriffing comes last. More Cops seems more like a band-aid rather than a long-term solution, and because of its complexity, it is not sure to pass the Clark County Commission at press time. The officer-to-citizen ratio is well under 2.0 per thousand and sliding lower. Crime is trending up. The Department is in disarray; it barely avoided a full U.S. Justice Department investigation and was able to sidestep it into an Office of Community Oriented Policing Services Report instead. The special interest groups and the media are directing policy via the Department’s de facto Policing by Risk Management. Morale is at an all-time low. For the first time in my memory, officers are leaving the Department for smaller non-Nevada cities.

Does the next Sheriff want the job for the money? Is it a sense of public duty? Is it because of ego? Is it because this person wants to “fix” the Department? It may be a combination of the four, but no matter what the motivating force, the new Sheriff will need to right the ship and get back to old-fashioned sheriffing. **VB**

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Opportunity Looks a Lot Like Hard Work

POLICE OFFICER LUIS PAYAN

PPA Director

Recently, I saw an interesting video circulating through social media. The video was actor Ashton Kutcher accepting an award. He used that time to express his opinion regarding what he believes are components of success. He stated that there were three components in life that will lead to success: opportunity, being sexy and living life.

All in all, I was shocked but impressed by his speech. Hearing it led me to write this article with the purpose of reflecting on these three components and how they relate to our profession and to the police and corrections officers within our organization. Now, more than ever, it is relevant due to the thick cloud of low morale that is at an all-time high within the LVMPD environment.

Kutcher began his comments by saying, "Opportunity looks a lot like hard work." He went on to talk about his first job, which was carrying shingles to rooftops for his father. After that, he went on to become a dishwasher in a restaurant, then worked in a grocery store deli, then swept Cheerio dust in a factory. He said that he always felt lucky just to have a job, and he never quit a job until he had a better one. He said that he never was without a job, always considered his previous job as a stepping stone to the next one and never felt "better than" or above doing whatever job he held at the time.

Do you remember when you had the opportunity to become a police or corrections officer? How hard did you work and what steps did you take to become one of Las Vegas' finest? Now that you have this amazing career, don't let the negative politics and low morale distract you from your career opportunities. You worked hard to become a cop. Continue to take advantage of every single opportunity. As Ashton Kutcher said, "Opportunity looks a lot like hard work."

Whenever you find yourself complaining about the lack of opportunities or assignments, look around our community. Look at the work versus pay that some of our citizens endure. When you see some of these laborers in various occupations working tirelessly without a single complaint, ask yourself, "Have they worked just as hard as you have in life, or have they been afforded the same opportunity that you and I have in life?" I often find myself thinking that many citizens in our community work much harder than I ever have, yet they don't seem to have the opportunity, pay or benefits that we seem to take for granted. Is it always true? Does opportunity look a lot like hard work?

The second component that Ashton Kutcher claims was a key to his success

was being sexy. He stated that the sexiest thing in the world is being smart, thoughtful and generous and that everything else is "crap." He continued by saying that people in this world will try to sell ideas to you or make you feel like less, but don't buy it. Be smart, be thoughtful and be generous. This sounds kind of ridiculous, but we should be the example of being sexy. By all means, we are Las Vegas' finest! We should be the models for being smart, thoughtful and generous, whether P# 6273 on or off duty. We are servants of this community, but we are also citizens of Clark County and should set an example. Now that's being sexy!

The third component that Kutcher mentioned was that learning to live life would lead to success. This was passed on to him while creating the movie based on the co-founder of Apple Inc., Steve Jobs. Kutcher says that Steve Jobs talked about how when you grow up, you tend to be told that the "world is the way it is" and your job is to stay out of trouble, get an education, get a job and raise a family. Steve Jobs believed the world is created by people just like you; they are no smarter than you. Steve Jobs made total sense: Live life to the fullest, build your life and don't settle for what is expected by others.

I have a personal quote that I would like to share and leave as my closing. "Enjoy and appreciate the life you live and everything you have, because you could have it worse. Stop complaining about the situation you are in, because you have the ability to change if you so please." **VB**

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Members who find the hidden  in this issue of Vegas Beat and register through www.LVPPA.com will be entered into a drawing for \$250. You must enter by Tuesday, December 10, 2013, to be considered eligible. Telephone entries will not be accepted. Visit our website for more details.

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

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!

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EXECUTIVE DIRECTOR'S MESSAGE

(continued from page 4)

increase finally was passed. Here is where it gets a little strange again. The legislators authorized an increase of .15% rather than the voter-approved .25%, but we looked at it as at least this was going to be better than nothing, which is what we had gotten in the past. This group of legislators also put language in the bill to ensure that the money from the new .15% increase could only be used to hire and equip cops. You may be wondering why such a restriction was needed when that was always the intent of the bill in the first place. Well, this is because this 2013 bill also contains language that allows the Department to use the proceeds it has accumulated from the first quarter-cent as it chooses for a limited period of three years, ending in October 2016. This is what is meant when you hear that the legislators lifted the "supplanting language" for the money from the first quarter-cent.

Finally, you should also keep in mind that although the legislators authorized this new sales tax increase, it can only go into effect if the County Commissioners enact it. So the 2013 bill has language allowing the Clark County Commission to "enable" this tax sometime over the next three years as long as it is approved by a "super majority" vote, meaning at least five of the Commissioners are in favor of it.

That now brings us to late June and early July. Knowing this matter was coming up for a vote with the County Commissioners, I started meeting with them to ask for their support on the More Cops tax increase. It didn't take long to see that getting this new tax enacted was going to be an uphill battle. Many of the Commissioners wanted to know why the Sheriff didn't want to spend the \$130 million in the reserve account from the first quarter-cent, now that the supplanting language had been lifted. We explained to them that this was a *very bad* idea because this money raised from the first quarter-cent tax increase was intended to be used to pay the salaries of these new cops hired as a result of the tax throughout their careers. The More Cops tax sunsets in 2025, yet these officers will be with us for years after that and the reserve money is to sustain them through their full careers. This seemed to be a reasonable explanation for most of them.

After many months and many meetings, the County Commission set an August public hearing on whether to enact the new .15% More Cops tax increase. And here is where this thing goes from a little weird to over the top. At the August meeting, the More Cops tax increase was an "action" agenda item, meaning the Commissioners could take action on that matter then. But after hours of public comment, and again, following months of meetings beforehand, the Commissioners decided to table the matter so they could get more information and then address this issue at a future meeting. (Apparently, they don't fully appreciate the impact you all have felt from working shorthanded over the past number of years.)

This follow-up meeting to readdress this More Cops tax issue, as we all now know, was held on October 1 and it was even more bizarre than the first. We listened to four hours of public comment. I'm approximating that



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about half of the people who spoke said they were in favor of the More Cops tax increase. The remaining people spoke about police shootings, body cameras, helicopter rides, our collective bargaining contract, tickets they had been issued by officers and a variety of other things that were only related in that they had something to do with the Police Department. Some of those in this latter group were against the More Cops tax increase because there is fluoride in the drinking water, poison in food and other things I can't even write about. When the public comments ended, I had some ray of hope that we might get back to normalcy, but that did not occur. Ultimately, a Commissioner made a motion to enact one-half of the authorized amount, which would have been an additional sales tax of .075%, but then the guy who made the motion voted against it. This motion failed. Then another motion was made to enact the entire .15% authorized increase; this motion also failed. Finally, a motion was made to table the matter for six months, and guess what? That motion failed as well! (I had to laugh the following morning when I read the very first line of Steve Sebelius' commentary in the *Review Journal*, which said, "It's not clear what's least effective: a closed-down federal government or a fully functioning Clark County Commission.")

In any event, it now appears that the More Cops tax increase could be heard again as soon as the first meeting in November. I am sure that any of you who had the pleasure of attending the October 1 fiasco can hardly wait to turn around and do it all over again! I know I can't.

I wrote this article for two reasons: First, I hope to give you a little look at the long and crazy road this tax proposal has traveled. Second, and most importantly, I want to explain why I told the Commissioners that the PPA would not support the More Cops tax increase if all the money was not used to hire additional police officers. As far back as the fall of 2012, members of my team and I have attended meetings in which we stated that we would not support a tax increase that was used for anything other than the voter-approved use of hiring and equipping more police officers. We maintained that P# 7186 position throughout the 2013 legislative session,

and I believe that is why the new law is worded the way it is. The law has several subsections that say the Sheriff must fill all funded vacant positions before any of the new tax money can be used, and that when the new funds are used, they can only be used to hire additional police officers. In other words, my understanding is that this new tax money cannot be used to make up for a budget shortfall. At the meeting on October 1, the Sheriff kept saying that he would use the money to help address a budget shortfall. The County Commissioners asked their deputy DA if she believed this was legal and she said no, it is not. We agree. All we are advocating for is that the money from this new tax be used to ensure the safety of the citizens of our community and the 40 million visitors who come here each year. A byproduct of this is that you will have an adequate number of officers on the street, so you can have enough officers working to more safely perform your jobs. This is a win for everybody.

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

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KIRK HOOTEN

(continued from page 9)

the ups and downs of every employee under your charge. Can you imagine getting a phone call every time someone in our agency deals with a personal tragedy? No, thanks; I struggle enough dealing with the personal tragedies of my own small family.

In recent years, being the Sheriff in Clark County has been a position more scrutinized by the media than any other. Suddenly, through the explosion of social media and other media outlets, our profession has been under assault. Our Sheriff has to balance the very loud voices and influence of special interest groups clamoring for *their own* individual agendas with the needs of the employees of our agency. Often, in the perception of both sides, the

choices made and the actions taken are wrong. Damned if you do, damned if you don't!

We all know the media are about selling the story. The possibility of being accurately and fairly represented in those forums is dicey at best. If you respond vigorously, you're an arrogant, power-hungry jerk. If you respond passively or not at all, you're a wimp and a coward. Damned if you do, damned if you don't!

With all the talk about who is going to run for Sheriff and who will run this agency, I would just ask that you consider the candidates worthy in one sense: Whoever is crazy enough to voluntarily submit their life to four or more years of overzealous oversight and scrutiny should be given a pat on the back for having the strength, courage and willingness to even bother. That is truly a commitment to your community and this Police Department. I, for one, am not crazy enough to bother. **VB**

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	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
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Sea World	Two Day Ticket - Adult/Child (3-9)	\$73.00/\$65.00 one day ticket	\$62.00
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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
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INSIGHT

I like a person who knows his own mind and sticks to it; who sees at once what is to be done in given circumstances and does it. He does not beat about the bush for difficulties or excuses, but goes the shortest and most effectual way to work to attain his own ends, or to accomplish a useful object.

— William Hazlitt (1778-1830)

"On Effeminacy of Character," *Table Talk*, 1822

THANK YOU LETTERS

There were numerous messages of thanks regarding the contract award. We are simply unable to include them all here, but we would like to express our sincere appreciation for all of your letters, emails and text messages thanking us for the outcome. Your support means more to us than we can express.

CONGRATULATIONS

to the contest winners from the last issue!

September/October

Hidden Symbol Contest (\$250)

Thomas McCombs, P# 814

P# Contest (\$50)

Barry Jensen, P# 3662
Kerry Petronek, P# 1948

Gerald Razo, P# 7380
Edward Schumacher, P# 4149

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.



CALENDAR

November 3	Daylight Savings ends (fall back)
November 27	Hanukkah/Chanukah begins at sunset
November 28	Thanksgiving
December 5	General Membership Meeting, 5 p.m.
December 21	Winter begins
December 25	Christmas
December 26	Kwanzaa

** General Membership Meetings are quarterly rather than monthly. If you need to present something before the Board prior to a regularly scheduled General Membership Meeting, please contact the PPA office so you can be accommodated.*



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Metro Employee Benefit Trust Investment Update

At the end of 2012, the Metro Employees Benefit Trust Board (EBT) transitioned investment management of the \$33.7 million trust to Peavine Capital Management.

Peavine Capital is led by Chief Investment Officer (CIO) Ken Lambert, who was formerly employed by Nevada PERS for 16 years and served six years as their chief investment officer. He currently serves as CIO for Nevada PERS through a consulting assignment with PERS' Retirement Board.

Through the retention of Peavine Capital, the Metro Board of Trustees has accessed the same investment expertise that has led Nevada PERS to be one of the better-performing public pension investment programs in the country. Nevada PERS' net of fee return through June 30, 2013, ranks in the top 17% of large public pension plans since Ken has served as CIO.

For calendar year 2013 to date, the Metro EBT portfolio performance has exceeded expectations. The portfolio value as of September 2013 was \$33.7 million, including \$3.5 million in profits since the beginning of the year. The result has been an 11.6% return for the calendar year to date (net of all fees and expenses).

In conjunction with the change in portfolio management, the Board has also acted to reduce investment costs. With the new relationship, the Board has reduced investment costs by 70%, resulting in over \$250,000 per year in savings to the fund.

While 2013 has been a strong year for returns so far, the investment portfolio has been shifted to a more conservative posture in the event that markets become more challenged in the future. The portfolio has a current investment allocation of 61% to risk assets. This exposure to risk assets is 12% lower than the median public institutional investment portfolio.

Adam Smith, in the book *The Money Game*, stated, "If you don't know who you are, the markets are an expensive place to find out." Long-term investment success is the result of commitment to a simple, disciplined strategy. The Metro EBT Board is focused on pursuing this common-sense investment approach in the future. **VB**

INSIGHT

Lead your life so you wouldn't be ashamed to sell the family parrot to the town gossip!

— Will Rogers (1879-1935)

"New York, Then and Now," comp. Bryan B. Sterling,
New York Times, August 15, 1985

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