



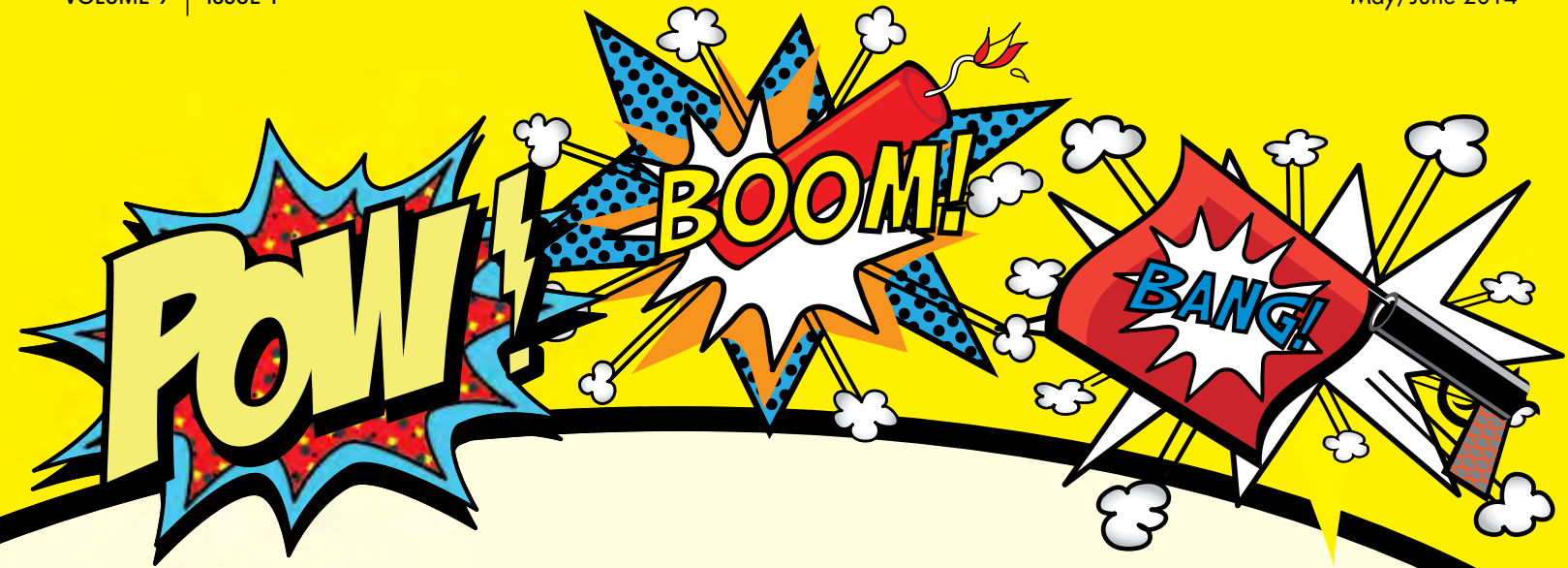
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See Page 23

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

VOLUME 9 | ISSUE 1

May/June 2014



## ***MEDIA BEATDOWN: METRO HIT BY LOW BLOWS IN THE HEADLINES***

See page 16



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 Suite 200  
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**General information:**  
**Phone:** (702) 384-8692  
**Fax:** (702) 384-7989

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# Executive Director's Message

**DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR**

## Our Underfunded Health and Welfare Trust

Let's go back in time to 2005; you may not remember this, but one of the many issues during those contract negotiations was the underfunded Health and Welfare Trust. During those negotiations, the PPA was able to secure a 15% increase to the funding for the Health and Welfare Trust each year during the four years of that contract. That funding was supported by then-Sheriff Bill Young, Undersheriff Doug Gillespie and the City of Las Vegas. They all signed the tentative agreement that contained that provision. Unfortunately, Clark County did not agree with the tentative agreement (which also contained COLAs) and so the whole matter went to arbitration that year, which is ultimately how those increases were secured. That funding allowed the Health and Welfare Trust to provide the employees here at Metro with reasonably good insurance and allowed the reserve funds to grow to a safe level.

Now let's fast-forward to about five years ago when the economic downturn first hit. We are all aware that when the contract noted above ended in 2009, the economy was in rough shape. In contract negotiations that year, we agreed to a one-year contract that had no increase in funding for the Health and Welfare Trust. The following year, in the 2010 contract negotiations, the Department wanted all of us to accept a reduction of 2% in our base pay, which was not acceptable to the PPA's negotiation team. After speaking with the experts who help manage the Health and Welfare Trust, the parties agreed to reduce the amount of money the Department contributes to the trust on behalf of every employee who is covered by the trust by \$500 a year in order to avoid a reduction in pay. Everyone involved knew that, at some point in time, these contributions would have to be restored to keep the trust healthy.

Now let's turn our attention to the 2013 contract negotiations. As you may remember, we had to go to arbitration again that year, and one of the reasons was a dispute over the proper amount that should be allocated to the Department's insurance contributions per employee. During this arbitration, we were able to secure a 13.46% increase of funding to the Health and Welfare Trust. This increase in contributions took the trust off life support and moved it to the critical list.

The things I have written about so far are all things you probably remember. Now, I am going to tell you about some of the things that took

place that you may not know about. Let's start in 2005; remember I said the Department and the City had signed off on our contract, and if not for the County, we would not have gone to arbitration. While that is true, an interesting thing occurred during that arbitration. Members of the LVMPD management team testified that the Health and Welfare Trust did not need the increase the PPA sought. This struck me as odd considering that both of the people who were saying this sat on the trust's board and had supported the increase as trustees, not to mention the fact that, through the Sheriff, they had agreed with this increase during negotiations.

Let's move forward again to 2009 through 2013. As you all know, the Department stopped hiring police officers around this time. Additionally, several hundred officers have since retired. So what effect does this have on the Health and Welfare Trust? It is simple; had the Department hired the officers for whom it received tax dollars for each year, the Health and Welfare Trust would have received a corresponding insurance contribution for each of them. The math is pretty simple: Police officers retiring and not being replaced means less money to the Health and Welfare Trust. Each young officer hired usually brings a benefit to the trust, meaning that they are usually healthy and don't use the insurance very much. This creates a surplus of funds from their premiums. It is that surplus that, in turn, builds the reserves that helped subsidize retiree health care costs over the years. The absence of these funds coming in over the past years is one of the reasons retiree costs have gone up so much.

Yet another reason for the increase in insurance costs has to do with the 2013 arbitration. Prior to the 2013 arbitration, the trustees of the Health and Welfare Trust told the PPA and the Department that a substantial increase in funding was going to be needed. They advised that the percentage increase needed for trust contributions was between 17% and 25%. The PPA attempted to secure this funding during negotiations and arbitration. At no time did the Department make an offer anywhere near these numbers. As I said before, we secured a 13.46% increase to insurance, which, believe it or not, prevented the cost of insurance to our retirees from going up even more than it did.

The last thing I want to discuss is perhaps the most alarming to me of all. At some point in the near future, I will be a retiree, and just as our current

(continued on page 14)

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# What's an EBT?

## POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

*The Las Vegas Metro Employee Benefit Trust is not your Health Trust. Please reread the first sentence as many times as is necessary to commit it to memory! Whew...OK, now that you know what the Las Vegas Employee Benefit Trust is not, allow me to explain what it is.*

Better known as the Employee Benefit Trust, or just EBT for short, this trust was developed in the late 1990s by the PMSA. By 2002, the LVPPA membership voted to join the trust and the LVPPA made a one-time lump contribution of \$600,000 into the fund. Members then began individual contributions to the EBT as a line item on their paychecks. The Internal Revenue Service mandates 100% participation of employees in each group, so all of you make a per-paycheck contribution to the EBT.

The IRS governs the legal aspects of the EBT, its purpose and its limitations. The EBT plan document provides the rules concerning eligibility, use, contributions and benefits. The EBT is a separate trust, which consists of a fund, with trustees elected by the members and appointed from the LVPPA and LVPMSA only. The EBT also consists of a trust attorney, an actuary, an investment manager, a third-party administrator and an accountant. Each trustee is required to attend training to become and remain knowledgeable in the areas of fiduciary responsibility, trends, new laws, accounting practices and pitfalls to avoid. The professionals mentioned above help the trustees navigate and manage the trust. The EBT Board typically only meets four times each year to discuss the trust investments, legal issues, compliance issues, accounting issues, strategic planning, the functioning processes of the trust and any other issue that may need attention.

What exactly does the EBT do for us? Great question — I'm glad you asked, so allow me to explain. The EBT is an employee-only plan, and therefore employee contributions are the sole funding source to this trust. LVPPA and LVPMSA employees have \$46.15 taken from each check and sent to the EBT as a contribution. This amount adds up to \$100 a month, or \$1,200 each year. This contribution amount is set by the Board of Trustees P# 9029 with guidance and assistance from the plan professionals. Upon retirement, each eligible person must incur medical expenses equal to or more than \$300 a month in order to receive the maximum benefit of \$300 a month. If one incurs expenses less than \$300 a month, that amount will be the benefit for the month.

What are "expenses incurred"? Good question! Allowable expenses are once again governed by the IRS, but they include all premiums, co-pays, co-insurance, prescription costs, etc. In today's world, 99% of eligible persons qualify to receive the full \$300-a-month benefit. This benefit amount is set by the Board of Trustees with guidance and assistance from the plan professionals. A typical member of this trust who completes a full 20 years with LVMPD, with the current contribution rates, would have contributed a lifetime amount of \$24,000. Upon retirement, assuming that this typical eligible person lives another 40 years, he or she will have collected \$144,000 from EBT based on current maximum benefit amounts.

Please keep in mind some key points concerning the EBT:

- The contribution going in is tax-free.
- The benefit coming to you is tax-free.
- The benefit is a lifetime benefit for you and your spouse. If you die before your spouse, your spouse will continue to collect until she or he dies, too. (This is only true if the retiree is already collecting EBT benefits before he or she dies; if the employee dies before collection starts, then the spouse is paid a lump sum equal to the amount contributed by the employee.)

- The contribution and benefit amounts are not guaranteed and are susceptible to market fluctuations and volatility. The trustees and professionals do everything in their power to ensure stability and consistency.
- The EBT is managed by the same money manager as Nevada PERS, a reputable and proven money manager.
- The EBT benefit does not require you to participate in any certain health plan to be eligible. Choose whatever health plan, including Medicare, you desire and your expenses are eligible.
- The current state of the EBT is strong, as it has approximately \$37 million in fund reserves.
- The Board of Trustees is looking at projections and data in order to consider increasing the benefit to attempt to keep up with health care expenses in the future.
- The Board of Trustees is considering changing the name of the Las Vegas Metro Employee Benefit Trust to something a little catchier, simpler and nothing that sounds like or resembles the Las Vegas Metropolitan Police Employees Health & Welfare Trust (aka the Health Trust). If you have a suggestion, please forward it to me at [mchaparian@lvppa.com](mailto:mchaparian@lvppa.com). **VB**

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# Member Spotlight

## POLICE OFFICER MIKE RAMIREZ

Secretary

Who starts the Academy at age 62? Not many, but Kenneth (Nick) Page, otherwise known as "Snakes," did just that! Due to this unique situation, I chose him as this month's person for my member spotlight series and was glad I did! He spent most of his life in a completely different career field and then opted to start an entirely new career in law enforcement later in life.

Nick was a pilot with United Airlines for 37 years! From the age of 6, after his dad took him flying, he knew he wanted to be a pilot. At age 12, he added a few more options to the mix — football coach or policeman. While in college, Nick had the opportunity to coach junior high school football. Then, after college, he went on to become a pilot. Nick started out on a DC6 four-engine prop plane, flying back and forth from Chicago, Ill., to Des Moines, Iowa. Eventually he started flying jets and remained a line pilot from 1966 to 1986. For the next two years, he took a position as a flight check instructor, and then later he became the flight manager in Los Angeles, where he worked until 1990. Nick was one of two people who were responsible for 1,100 pilots and other employees. He was involved with airport management, the FAA, foreign governments and every



Nick with a Boeing 777 in London in 2000



Nick in October 1966 as a new hire with United Airlines



Nick in his pilot's uniform



Nick with his daughter in the cockpit of a 777

other group or organization that interacted with the pilots. He says it was a very complicated business dealing with high-cost equipment. One airplane can run upwards of \$150 million alone.

Nick moved back to Denver, where he was a standards captain for the next two years. In 1993, he went back to Los Angeles and became an LCA, which is similar to an FTO except at 40,000 feet in the air, sitting shotgun with a new pilot on his or her very first "trial run." A bit more at stake than an FTO! New pilots are primarily trained on a simulator. After they finish some extensive simulator training, they go to the line. The LCA then calls the new pilot and arranges for their first trip in the air. Nick would walk them through the process, around the plane and into the cockpit, and off they would go. After 37 years in the aviation field and seeing every continent, it was time to retire. Nick spent the next two years between his house in California and one in Houston so he could be near his kids and grandkids.

Retirement didn't last long for Nick. While sitting at his grandson's football game, he met a DPS officer who also had a kid playing on the team. After a discussion back and forth about how much Nick appreciates and admires what a DPS officer does, the officer suggested he become one, too. A bit taken aback, Nick explained that he thought he was probably too old, and the officer essentially



On the picket line in Washington, D.C., in the 1980s

(continued on page 15)



# CCDC Vacation Bidding

## CORRECTIONS OFFICER SCOTT NICHOLAS

Treasurer

As most of you know, vacation bidding at CCDC has often been a nightmare because we are frequently given fewer vacation slots than are needed to allow our officers to bid for the seven weeks of vacation they are allowed by contract. All too often, our newer officers with less seniority do not receive their second vacation picks, or because they have not received their second pick the bureau has to rebid the entire vacation time starting from scratch.

Good news! The LVPPA has reached an agreement with Chief Fasulo that was ultimately signed off on by our Sheriff, so this should never be the reason we have to rebid for vacation time again. (I'm sure there will be the occasional supervisor who will screw something else up with the bid, but that should not surprise any of you. Ha ha!)

Anyway, the new agreed-upon language says that simple math will be used in the determination of open slots for vacation bidding in your respective bureaus and platoons. This is how it will work: The total number of officers in your bureau will be multiplied by seven (which will be the total weeks allowed to bid for vacation). This number will then be divided by 51 (which will be the weeks available in a calendar year). The final number is to be rounded up.

- Example: STB B Platoon — If it has 56 officers assigned to the bureau, then  $56 \times 7 = 392$  and  $392 \div 51 = 7.68$ , which, rounded up, will be eight slots available for bid.
- Another example: CBB A Platoon — If it has 24 officers, then  $24 \times 7 = 168$  and  $168 \div 51 = 3.29$ , which, rounded up, will be four slots available for bid.

The final partial slot above seven (the eighth in the first example) will be open and remain open throughout the year, with the exception of holidays that are recognized by our CBA. These single holidays, plus the week of Thanksgiving (the prior Sunday through Saturday) and the week of Christmas starting on December 24 and ending on December 27, will be blocked on the partial slot only. All days from the other slots will be open except December 28 to January 2, which are typically blocked every year in all slots.

This new process will give officers a much better chance of picking time that they actually want. Officers will have 49 more weeks available to choose from under this plan, compared to what was available last year. The division has done a survey over the last three years, and the average vacation time used by all officers is only 5.3 weeks per year.

This leads me into the final part of our agreement. The "new" vacation bidding process will be as follows: The first pick will be for four blocks of

time and up to 160 hours. The second pick will be for two blocks and up to 80 hours. The final pick will be for one block and up to 40 hours. This new plan was developed with the junior officers in mind, who typically get vacation time blocked from them that is generally made available later in the year. This plan will still allow senior officers to get the best of the first six blocks as before, but the week they typically give back will be their final block picked.

These decisions were made with input from many conversations with officers (junior and senior), discussions with Chief Fasulo, and reviews and revisions of approximately nine different versions of what ultimately became the Memorandum of Understanding I am talking about above. In the end, I believe all involved in this process reached an agreement that we felt was fair.

We ask that officers who are not intending to use all of their seven vacation picks please leave them open for other officers to utilize. If you need to use all seven picks because forecasting is not reasonable a year away, then we ask that once you know you are not going to use the time, that you return it as soon as possible to make it available to others.

If anyone has a comment or question regarding this new plan, please call or email me. Thanks for your membership, and be safe. **VB**

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# Larry Burns Needs Your Votes When It Counts...at the Ballot Box!

## CORRECTIONS OFFICER THOMAS REID

Director

The LVPPA members have spoken and the vote is in: *Larry Burns is our choice for Sheriff!*

So now what? Do you wring your hands, sit back and say, "Well, I've done my job and cast my PPA ballot for Sheriff.... I can't wait until January 1, 2015"? Not if you want Larry to actually occupy that fifth-floor office of the Sheriff at Metro Headquarters.

There are several important things you can do for Larry Burns or any other candidate whom you believe in and whose ideas for change you embrace, the most important being to simply to get out and vote — and vote often! There are two voting dates that you need to be aware of for the 2014 election season. The primary election takes place on Tuesday, June 10. The top two vote-getting candidates will move on to the general election, which will be held on Tuesday, November 4. There are nine candidates in the Sheriff's race for this election cycle. So when I say vote often, I mean not only in November — don't forget that your participation in the primary is equally important!

Another very important thing you can do is talk to your friends, family and neighbors, and let them know who you are backing for Sheriff and *why*.

It's been said that your recommendation for Sheriff can influence up to 10 others to vote for your candidate.

Voting in Clark County is a simple process and there are several ways you can accomplish this important civic duty. If you haven't voted in Clark County before, you can register online with the Clark County Elections Department at [www.clarkcountynv.gov/VOTE](http://www.clarkcountynv.gov/VOTE). You must accomplish this prior to May 10 in order to vote in the primary election or by October 4 to vote in the general election. You can also appear and apply in person at the Clark County Government Center Elections Department, located at 500 S. Grand Central Parkway, Suite 1113, in Las Vegas, or at the Clark County Election Center Office, located at 965 Trade Drive, Suite A, in North Las Vegas.

When you are registered, you can vote during the early voting period at *any* of the 80-plus early voting polling places around Clark County. Early voting is conducted for two weeks prior to the actual dates for both the primary and the general election P# 2114 that I have mentioned above. These polling locations are typically set up in malls, grocery stores or standalone trailers. For the purists, you can vote on the election day, but you must vote at the precinct you are assigned to. If you have moved, you need to update your address with the Department of Elections. Also keep in mind that the National Voter Registration Act (NVRA) requires the Election Department to *cancel* your registration if your registration is "inactive" and you do not vote in two consecutive federal elections. You must then re-register to vote again. If you are unable to vote during early voting or on the election day, you can request a mail/absentee ballot. Details can be viewed at [www.clarkcountynv.gov/Depts/election/Services/Pages/MailBallotRequest.aspx](http://www.clarkcountynv.gov/Depts/election/Services/Pages/MailBallotRequest.aspx).

Officers, for the most part, have not been known to be proactive in helping candidates get out their messages in past elections. In this election, Larry Burns needs officers to back him with some "sweat equity" to get his message out and votes in his corner. Whether it's helping his campaign by calling voters, walking around neighborhoods and knocking on doors, or working in his election headquarters, I am certain any assistance will be greatly appreciated. You can volunteer by logging on to [www.larryburnsforsheriff.com/volunteer](http://www.larryburnsforsheriff.com/volunteer).

This is the first time in many years the LVPPA membership has been so united behind a single candidate for Sheriff, and it's critical that you keep this momentum going by voting in both the primary and the general elections and helping Larry Burns reach his goal of becoming your next Sheriff of Clark County. **VB**

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# Notes on a Desk Blotter

## DETECTIVE KIRK HOOTEN

Director

As I sat down to write another article for *Vegas Beat*, I once again was surrounded by positive energy (insert chorus of laughter). I thought to myself, "Why go down the rabbit hole of negativity?" It doesn't do anybody any good and helps to fuel the fires of discontent. Well, isn't that what I am supposed to do as a union agitator? Most of the time, I would say yes, but lately, I feel as if we are a Caribbean hockey goalie getting peppered by the Russian Olympic team, always playing defense. The Department is playing the role of agitator and we are merely responding in defense of our members. Strange days indeed!

I couldn't concentrate on any one topic and wasn't willing to end some friendships by spilling my usual bile, so I decided to just lay down a few rants on various topics from notes scribbled on my desk blotter. They are in no particular order or rank of importance, so hopefully, you will get the drift on any number of problems floating through the LVPPA math book. So in true Andy Rooney fashion, here goes:

### 1. Rainbows and Unicorns

Something occurred to me on the way to the office the other day. Things have gotten so bad in Metro land that grown men and women, seasoned by the streets of Las Vegas, actually have come to believe in rainbows and unicorns. Apparently every officer on Metro now believes that a particular new Sheriff will have our Department turned into Xanadu (insert Olivia Newton-John video) and we will all be floating down the chocolate river, frolicking in a fantasy land of happiness with lollipops falling from the sky. Get a grip, people! We are a big police department with big responsibilities and big problems, both internal and external, and that will not change overnight on December 31, 2014, no matter who is elected. Take my word for it, Santa Claus is not going to come sliding down the Metro chimney giving gifts to everyone, just as sure as there is no bogeyman under your bed at night.

### 2. Everybody Loves Endorsements

Yes, folks, it is time to make all of our members happy with the election cycle endorsements! Time for people I haven't heard from all year long to spew insults at us for endorsing people who are destroying this country! Seriously, I get the interest in politics, but as stated before, we have a greater obligation to get more involved on a consistent basis. Kudos to those of you who have participated in our surveys and votes. I also want to thank those of you who have taken the time to send me information on candidates for office and your desires for legislative changes. Please don't let my sarcasm discourage your input; I welcome the dialogue and opinions.

### 3. Contract Negotiations and Health Insurance

More positives from the land of negotiated benefits. I think we have been in contract negotiations four of the last five years, and counting our recent arbitration, it literally has been a year-round endeavor. This is mentally taxing, extremely frustrating and financially burdensome. In addition, the members are often out of touch as to what their rights and benefits are in the year-to-year changes. It is a general feeling of instability. The confusing topic of health insurance and the role it plays in overall compensation is more than most people want to deal with. We have people

in place on the boards and trusts who have become very proficient in this area. The problem is hitting a moving target. In our contract negotiations, we have to continually negotiate adjustments to the contribution levels from the Department. I don't blame it for needing to be fiscally sound and responsible, but I feel we have been in a culture of insurance as a given, not as a negotiated benefit. This is problematic for everyone, especially our members, because you are caught in a confusing, frustrating game of limbo.

### 4. Abuse of Power and Hypocrisy

What? Am I crazy? This doesn't happen on *Metro!* (Revert back to paragraph on rainbows, unicorns and the bogeyman!) As much as I would like to, some things are much better left unsaid.

Sorry for the teaser there at the end, but I am trying to turn over a new leaf this year. Also, the truth is that my pen is running out of ink. I take that as a sign that it wasn't meant for the content of this article or the pages of this magazine. Maybe next article, if there is one. **VB**

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# Pinching Pennies Costs More Money

## DETECTIVE DARRYL CLODT

Director

The Department is in the process of having another annual budget approved. In thinking about this, I wonder about the real cost associated with trying to pinch pennies, as they so often seem to be trying to do. It probably would not surprise any of you that the highest cost to the Department comes from car accidents and use-of-force issues. But I believe that much of this could be saved if more dollars were dedicated to training.

Driving is by far the most dangerous thing we, as officers, do on a day-to-day basis. Our agency as a whole probably drives around a million miles a year, yet despite all this experience, we still have some accidents. While many of the accidents are the fault of citizens, oftentimes they are also the fault of officers. And of course, it comes as no surprise that accidents often result in a great cost to the Department, whether due to repairing or replacing vehicles, having officers injured and off for long periods of time, or dealing with the litigation that often follows any sort of car accident. Knowing this, it should stand to reason that the agency would make driving training a top priority out at the EVOC course. Yet we are often reminded that Metro just doesn't have the money to double or triple the manpower at EVOC to allow for this training. Although there would be an expense associated with

adding manpower to EVOC, I would think it would certainly be offset and then some by the savings that would result from fewer accidents. But still we are told that "we" can't afford it. I ask you — does pinching pennies in this way really save money, or does it end up costing more in the long run?

Another danger of our profession is the potential for involvement in a use-of-force incident. I'm sure we all hope that in the course of our careers a deadly force or serious use-of-force-type decision does not cross our paths. However, this is the big city now, with big-city problems, and one of those is the always-present possibility of such a situation. And again, these situations often cost the Department in some way, whether due to officers injured or on leave for an extended period of time or resolving the inevitable lawsuits following these uses of force.

So how do we learn to deal with the mean streets of Las Vegas? Obviously, training is perhaps the most important way. And I would assume that the Department recognizes this to be an issue; after all, it just recently allowed the federal government to come in here to review and evaluate our tactics, practices, review processes and what have you. Despite this, there has been no noticeable change or increase in time and attention devoted to training for serious use-of-force situations. Again, the reason seems to be that "we" can't afford it. Yet again I wonder, though, if we can afford to pinch pennies in this way. This seems crazy to me. We used to be able to go to all the training we wanted. How can the benefit of our training ever be minimized or reduced simply because of the associated cost? I ask you — does pinching pennies in this way really save money, or does it end up costing more in the long run?

Now I am also learning that our firearm training has been reduced, and I hear that you can no longer get ammo like you were able to in the past. The Department expects you to maintain a certain level of firearms proficiency, but I question how we are expected to do this when the Department says it can't afford to provide all the training associated with maintaining these expected levels. We used to have all kinds of varying shooting classes, yet now there are only a very few available. This is just another area that makes me question whether pinching pennies in this way really saves money, or whether it ends up costing more in the long run.

I have really just barely touched the surface of these highly costly, dangerous subjects about which you would think it would be a priority for this agency to do whatever it takes to fund the appropriate amount of training. Sadly, I don't see or hear of that happening. And I have not even touched on the rumored issues affecting the Air Unit. The bottom line is that training should be a priority! Sometimes pinching pennies ends up costing us way more money in the end than what was actually saved. I hope that in the coming years we refocus our priorities in this and other ways.

Until next time, as always, call us, send us an email or stop by our offices if you need help with the issues that sometimes come up in the world of Metro. We are always here to help. Remember, stay alert and stay alive. **VB**

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## INSIGHT

Nothing can now be believed which is seen in a newspaper. Truth itself becomes suspicious by being put into that polluted vehicle.

— Thomas Jefferson (1743-1826), letter to John Norvell, June 14, 1807





**JOHN DEAN HARPER**  
General Counsel

## Time for a Change

“He gave it a pretty good run.” That is what I hope my tombstone would say about my career with the fine men and women of the Las Vegas Police Protective Association. A farewell article appears to allow you to talk about yourself without bragging. I will not rehash my career, as I have recounted much of what has been accomplished in my tenure in chronicling the history of the Association.

When I left Ohio to come to Las Vegas 18 years ago, I had my own law firm but had been involved with a delivery business and truck leasing. I worked for a law firm when I first got here, fully intending to go into some type of business. The position with the Association opened up and I started in May 1998. I had no reason to ever believe that I would stay 16 years. Since high school, I had never stayed P# 5835 in the same place longer than three years, and those three years were because of law school.

But then the bug bit me. This was unlike any other law I had ever practiced. I was in federal court representing officers for allegations of civil rights violations and oppression under color of law. We had an arbitration-by-ambush process whereby the Department would drop a stack of documents on you the day of an arbitration that you had been asking for months before. We had the City of Las Vegas threatening to split out of Metro and then an attack on our very survival by a rival union.

I lobbied at the legislature, drafted large parts of NRS 289, fought Andrea Beckman and the Citizens Review Board. It was exhilarating! We would hang out at the Debriefing Room and close the place. The day I knew I was hooked was the day of the Apex officer-involved shooting. I know that if someone from the *Review-Journal* reads this, I will be branded a heartless killer wannabe, but I do not care. Although the truth has never been revealed, the fact is that a nut was upset with his supervisor and attacked him while operating a 200,000-pound road grader with tires at least 10 feet high.

The bad guy used the bucket to tear up buildings at the Apex complex and “chased down” his supervisor by flicking vehicles at him. One car hit the supervisor and injured one of his legs. Our bad guy chased his supervisor as he was limping toward a railway car, only to smash him flat with the bucket so that he looked like a cartoon character.

In what I again believe was one of the most outstanding examples of tactical police work I have seen in my career, our officers did everything in their power versus a crazed killer and a 100-ton behemoth, until Officer Grant Graan had to first shoot a hole in the inch-thick glass of the operator’s cabin and then put another shot through his hole to stop the threat. Apex looked like a war zone. I remember, when I had some time to reflect, saying to myself, “I bet my law school classmates are not doing this.”

Helping someone get their career back, be able to take care of their family and vindicate their name is hugely rewarding.

I also loved helping our members. While I should note that if winning is your thing, you should not become a union lawyer, I will add that the victories we had were sweet. Helping someone get their career back, be able to take care of their family and vindicate their name is hugely rewarding. No price could be put on those types of wins.

Now here is the other piece: I was always dabbling in some kind of business. I owned a sports bar, I owned real estate and I formed public companies. At the same time, I loved to travel: Ireland, Scotland, England, Norway, Sweden, France, Italy, Spain, Germany, Australia, Mexico, etc. Some I visited more than once. Over time, the itch kept coming back to run a business and to travel without having to worry about when I could go or how long I could stay. Also, my outside law practice was growing so that it was no longer a hobby.

That brings me to where I am today. There came a point when I felt I needed a change; I needed to shake things up a bit. In the last 12 months, I have gone through a divorce; my beloved Mercedes, Black Beauty, died in a flood; I no longer have a home to live in (still paying for it, of course) and my businesses have been operating internationally. There just became no way I could continue my full-time responsibilities with the Association and properly take advantage of the international opportunities that are being presented to me.

With that said, I will still be working for the Association handling critical incidents/officer-involved shootings as a part-time employee. I will finish all the cases that I still have and I will be ready, willing and able to assist you with your outside legal needs through my private practice under my public safety reduced rates structure.

Back to the top: There has been no greater experience in my life than serving with the men and women of the Las Vegas Police Protective Association. I will never forget the experience, and by the same token, when you think of me I hope you will say that I gave it a pretty good run. **VB**



# Sheriff's Message

SHERIFF DOUGLAS C. GILLESPIE

## Enforcement Today, Alive Tomorrow

Change is never easy. And changing something that affects everybody's life is even harder.

That was certainly the case when the Las Vegas Metropolitan Police Department announced in February that it would change its response to non-injury accidents. When people asked why, the answer was simple — to focus on saving lives. And so far, the new shift is working to do just that.

Over the past three years, fatalities in Clark County have steadily increased by 58%. Instead of stepping up enforcement, officers were tied up last year responding to more than 12,000 non-injury accidents to take reports. The decision was made

to change that by ending the practice of taking non-injury reports for insurance companies and shift resources to stop fatalities from rising any further.

For most of the population, there was no difference in their daily lives. Drivers in accidents can still call 9-1-1. The call taker gathers their information and determines if police are needed. If no one is injured and drivers can calmly exchange information, both parties are finished quickly. If the caller feels threatened in any way, or someone appears to be under the influence or cannot provide a driver's license, proof of insurance or registration, police will still respond.

With more officers freed up to concentrate on enforcement, traffic officers recently began saturating targeted intersections.

While most people think of the annoyance and expense of getting a ticket, those enforcement efforts have proven over time to work. It makes sense that if someone is used to speeding to work every day, yet they never get a ticket, the habit might continue. If they get a ticket, they will likely slow down in the future. The mere presence of an officer has been shown to change traffic behavior. That change is working to stem the rise in fatalities.

Overall, fatalities in the Las Vegas Valley are already down 10% from this time last year. While the numbers are still preliminary, they are a promising sign that the public is safer as a result of the new change in traffic response. **VB**

## INSIGHT

Never pick a fight with anyone who buys ink by the barrel and paper by the ton.

— Anonymous



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# Why Should I Be a Member of the LVPPA?

## DETECTIVE BARRY JENSEN

Director

A friend asked me that very question and I did not have a proper answer for him. That question bothered me for several days. I sat down and thought, "Why should I be a member of the LVPPA?" So I listed all the things the LVPPA does for all of the members.

The LVPPA will represent you if you are called to IAB as a subject officer or a witness officer. It will represent you at all division-level interviews and assist you in filing grievances related to discipline, contract violations and workers' compensation issues. It will represent you during the hearings of any of the above issues. It will represent you at pre-termination hearings, civil service hearings and arbitration hearings. It will send at least one LVPPA representative and one attorney for all officer-involved shootings, uses of deadly force and in-custody deaths. It will represent you during the follow-up interviews with FIT, CIRT and the Use of Force Board. The LVPPA will also represent you at the Accident Review Board.

The LVPPA sends its director of governmental affairs to Carson City when the Nevada Legislature is in session. The LVPPA helps pass new laws that benefit law enforcement and opposes new laws that are harmful to law enforcement. The LVPPA has been very successful in dealing with the legislators. Michelle Jotz did this for years, and now Kirk Hooten handles this very stressful assignment.

The LVPPA sponsors youth activity groups. It has in-service training funds available and provides each member with a life insurance and AD&D policy.

Several years ago, the LVPPA started Metro Charities, which is now the Law Enforcement Assistance Fund (LEAF). Corporate donations, private donations, fundraisers and payroll deductions from members fund this charity. The LEAF charity has helped 13 families of law enforcement officers who have died in the line of duty. This charity helps pay for higher education, and birthday and holiday gifts. I knew some of the members killed in the line of duty. I did not know all of them. I am proud to support the LEAF charity through a payroll deduction. You can donate as little as \$2 a paycheck or as much as you would like.

The LVPPA also meets with management, the Sheriff and members of the Sheriff's staff to discuss changes in existing policies and new policies. While I realize that the LVPPA cannot stop all of the silly policies coming out, it has been successful in getting some rescinded and others changed. During the

general membership meetings and regular meetings, issues are brought to the attention of the LVPPA Board. Most of the time, the LVPPA is able to meet with management and solve the issue before it becomes a huge problem.

Most members think the LVPPA's only job is to negotiate our contract with management. Everyone wants more money, more benefits and better working conditions. I was on the 2014 contract negotiating committee, and it was an eye-opening experience.

As members, we may not agree with everything the LVPPA does or everyone it endorses in politics, and that's OK. I encourage you to get involved and tell the LVPPA when and why you do not agree. I urge you to come to the general membership meetings, contact your LVPPA representatives and send emails to the LVPPA Board of Directors, but also keep an open mind when the LVPPA explains its actions.

Now, why should I be a LVPPA member? The LVPPA does many things for many people. You and I and hundreds of members like us may never get into a situation where we need the LVPPA to represent us. I do know that if we don't support the LVPPA, it could go out of business. If the LVPPA goes out of business, who is going to stop management from taking away your benefits? Who is going to fight for the officer who gets transferred from a position so a manager's child or sibling or best friend can have that spot? Who is going to fight for the officer when management decides to terminate their employment because they brought bad publicity on the Department? I'm an LVPPA member not because of what it has done for me; I'm an LVPPA member because of what it has done for my fellow officers in their time of need. **VB**

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**EXEC. DIRECTOR**

(continued from page 4)

retirees are, I will be faced with a decision to either stay with this plan or try to find something more affordable. This should also be a concern for our active employees, because I believe this article shows that the Department is not willing to fight on your behalf to see to it that your health insurance benefits are funded properly. As a current employee, you don't have a choice of insurance plans. As a retiree, you have choices, but not all of them are good choices, and if the Health and Welfare Trust was funded properly, there would be no choice to make. Not all of us are left without a choice in regard to health insurance, as you can see by the excerpt at right from a County Commission meeting, which notes the choice that Sheriff Gillespie made.

I hope you all took note of the line that states, "The Clark County Sheriff has requested that in lieu of the premium payment to the Las Vegas Metropolitan Police Department Employee Health & Welfare

**CLARK COUNTY BOARD OF COMMISSIONERS AGENDA ITEM**

Issue: Sheriff Health Insurance Coverage	Back-up:
Petitioner: Yolanda T. King, Chief Financial Officer	Clerk Ref:
Recommendation: <b>That the Board of Clark County Commissioners approve the payment of the health insurance premium to the Clark County Self-Funded Health Plan in lieu of payment to the Las Vegas Metropolitan Police Department Employee Health &amp; Welfare Trust on behalf of the Sheriff of Clark County, to provide for effective date of coverage of April 1, 2014. (For possible action)</b>	

**FISCAL IMPACT:**

None by this action.

**BACKGROUND:**

Effective January 2, 2007, the Board of County Commissioners authorized the payment of the health insurance premiums in an amount no greater than the cost of comparable coverage to the Clark County Self-Funded Health Plan to the Las Vegas Metropolitan Police Department Employee Health & Welfare Trust on behalf of the Sheriff of Clark County. The Clark County Sheriff has requested that in lieu of the premium payment to the Las Vegas Metropolitan Police Department Employee Health & Welfare Trust, Clark County provide coverage under the County's Self-Funded Health Plan with an effective date of coverage of April 1, 2014, and pay such premium to this fund on his behalf.

The request has been reviewed and approved by the Clark County District Attorney's Office.

Respectfully submitted,

Yolanda T. King, Chief Financial Officer

Cleared for Agenda **3/18/2014**; Agenda Item **#71**

# To All Las Vegas Police Protective Association

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Trust, Clark County provide coverage under the County's Self-Funded Health Plan with an effective date of coverage of April 1, 2014, and pay such premium to this fund on his behalf?"

Guess what? This action never took place because the Sheriff had the item pulled from the agenda. One of the rumors going around is that the Sheriff had the item pulled because one of the members of the Fiscal Affairs Committee wanted him to come forward and speak on the record as to why he wanted to leave the Health and Welfare Trust. The second rumor, and the one I believe to be true, is that the Sheriff left the trust and purchased insurance on the open market. I guess not being willing to fight to fund the Health and Welfare Trust doesn't matter if you are not planning on being a member of the trust. This is no better than a captain of a sinking ship taking the only lifeboat and leaving his crew behind to struggle with the problem of saving the ship.

I hope this helps to clear up why the Health and Welfare Trust is underfunded, and now maybe the retirees will stop blaming the PPA for the changes to the trust. Clearly the PPA has fought for the money to help subsidize your insurance costs, but the Department has been against us at every turn. No doubt I have supported the decisions the trustees have been forced to make because I believe the first priority of the PPA is our active-duty commissioned officers. I don't know what will happen to the Health and Welfare Trust or insurance in general in the future, but I can promise you this: The PPA will continue to fight for the funding to make insurance affordable to active and retired members alike. I also took this fight to our national delegation in D.C. in early April to ask them to make some changes to the Pension Protection Act that would be of great benefit to our retired members. With that said, I can't promise we will always win those fights, but we will certainly be in them.

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

## MEMBER SPOTLIGHT

(continued from page 6)

called his bluff by telling him he appeared to be in good shape and that DPS was currently hiring. Although his family thought he was nuts, he decided to pursue it and moved forward with the background checks, physical tests, etc. During this process, he realized that the boundaries for DPS were quite extensive and could possibly lead to upwards of six-hour drives home to Houston. With this in mind, he started looking at some other states and agencies. He researched the requirements, age restrictions and boundaries for the various departments, and Las Vegas was one of the places that he felt could work for him.

The truth is, Nick would watch *Cops* and pay particular attention to the Las Vegas-based episodes. It looked like fun, so he applied for Metro. In November 2005, Nick received a letter indicating that he could move forward with the testing. After passing all the required tests, Nick started the Academy at age 62!

His first bout with the Academy was short-lived, however, because he was injured with a sports hernia and had to resign. After a successful operation, the Department informed him that he could start the next Academy with a release from his doctor. His second go-round at the Academy was in July 2006. The physical part of the Academy was not difficult for Nick (compared to a lot of younger people who dropped out due to it being physically draining). Getting up in the morning proved to be the hardest part for Nick. Contrary to the popular belief that old people get up early, Nick (who was a senior pilot for so many years and was able to have his pick his flights) had generally chosen evening flights so that he could get a couple more hours of ZZZs. Another difficult part for Nick in the Academy was that he knew absolutely nothing about law enforcement. He had spent his entire career as the go-to person for the airlines and knew all the ins and outs of the business, but in law enforcement, he knew zilch and it was an uncomfortable feeling for him.

Everyone has different experiences and memories of the Academy. One

(continued on page 17)

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# MEDIA BEATDOWN

## DETECTIVE RORY NESLUND

Director

What is it today? Helicopter fly-alongs? More Cops taxes? “Secret” investigations of politicians? “Illegal” contract negotiations? These are just a few of the recent headlines of local news and media reports. Every day when you turn on the local news there is something negative about the men and women of this organization as one of the leading stories or breaking news. That is truly very, very disappointing. I completely agree with and understand the rights afforded to the media by the First Amendment, but where does it say that the press always has to be negative? Oh, that’s right — it doesn’t! It seems that the line officers of this organization have become collateral damage in government political battles. The Sheriff and local government officials disagreeing on topics as part of the interworking of the local government and law enforcement has become a media frenzy. The stories (whether true, half-true or completely false) pour out into the general public of this valley on what seems to be a nightly basis. The “political boxing ring” is routinely reporting on the one side of issues that makes news. Where is the whole story? Where is the other side of what is being reported? It always appears to just be negative, which ultimately trickles down to the men and women who are out in the streets just trying to do their jobs.

Has anyone thought about the impact this negative media campaign has on the officers? Every day the men and women of this agency get in their black-and-white patrol cars and try to go out and “protect and serve.” This in and of itself is a completely stressful and highly demanding job. Now couple that with the negative image that has been presented to the citizens of our

community, and their job just got that much harder! In the car they stop or the domestic dispute they respond to is one of those people who saw or heard a recent news story. Now, in addition to dealing with a very difficult situation to begin with, these officers have to overcome the gauntlet of questions and accusations aimed at their profession. Again, this is truly sad and just not fair to them. The majority of these officers had no input on the matters at hand, let alone any power in the decisions that were made by the administration of this agency. The sad fact of the matter is that they are the ones who pay the price!

I am sure a number wonder, like I do, where is the other side of this story? I often wonder to myself where the Department’s side of this story is. I have posed the question time and time again: Why is the Department remaining silent on this? I really don’t understand it, but I am not the one sitting in the PIO office or the executive staff’s office to know why or why not. I would love to see the Sheriff, or any staff member for that matter, answer some of these totally ridiculous allegations made by the media or by others and then reported. Why is our side of the story not told or shared in a timely manner? There are obviously a lot of unanswered allegations being spewed in the community by a variety of media outlets.

I will just take a quick minute and, as the voice of the PPA, tell you that we support you all 110% in what you do every day! I would stand up and tell anyone how proud I am of the men and women who P# 762 I have been fortunate enough to work around in my tenure at this agency! Don’t let the media bring you down! Keep your heads up and keep doing what you are great at doing — being a police officer! **VB**



## MEMBER SPOTLIGHT

(continued from page 15)

memory of Nick's was when he was getting inspected by TAC Officer Brewer. Brewer asked him to "recite robbery," which he did. Brewer advised that he was wrong and told him to do it again. After a second attempt, wrong again. The third try, Nick shouted, "Sir, robbery is..." And before he could finish his sentence, Brewer got in his face and said, "Do you have attitude?" Nick laughed to himself and thought, "Yeah, you are getting attitude from a 63-year-old man."

Even with some bumps in the road like this, nothing stood in the way of Nick earning the great honor of being selected to give the class speech at graduation. What an achievement that was for Nick.

Once he had graduated, he had to have surgery on his shoulder, so for the first three and a half months on the job, Nick was assigned to desk duty at the plaza desk, answering phones. Unfortunately, he was answering questions about things he knew nothing about. Simultaneously, Todd Phillips was working the phones right next to him, so whenever someone would call with a question, Nick would simply repeat the question out loud, loud enough that Todd and the other officers around could hear, and they P# 2122 were able to give answers that he, in turn, could repeat back to the citizens. In the end, the menial task of answering phone calls from citizens proved to be very beneficial to Nick on the streets.

Once he started working patrol, he was already three and a half months behind the rest of the guys from his Academy. Nick started DTAC on swing shift. During this first phase of training, he experienced having to watch a person die. The call was to a home in which a man had stabbed his male roommate. Nick's role was essentially to protect the scene while they waited for the ambulance. He could see the victim had something protruding from his chest, and at a closer look, he realized it was part of his lung. Unfortunately, the victim died prior to the ambulance arriving, and this memory has stuck with Nick.

For his second phase of training, he was assigned to SWAC day shift. Besides his mother or a schoolteacher, Nick had never been in a position of having a woman as his supervisor. In this case, both of his supervisors were female, TAC Officer

Dana DiPalma and Sergeant Sara Bradshaw, and the experience was great, as both were very good and professional. In fact, Nick said all of his FTOs were great and would let him handle calls without intervention as long as it was safe. At one point during training, he had to ride with Jerry Ybarra, which Nick jokingly describes as feeling like the longest three weeks of his life even though it was actually only one day! Jerry was great at forcing Nick to be observant. For example, while driving around, Jerry would say, "How many people were at that bus stop or what color car was at the gas station?" Overall, training was a good experience for Nick.

The most rewarding experience for Nick since joining Metro was receiving a Life Saving Award. He earned this reward by responding to a call of a guy who hanged himself in the garage with a television cable. Upon arrival, they cut the cord and Nick started CPR on him while his partner was trying to remove the cord from around the guy's neck. His partner feared cutting the guy with the knife in order to remove the cord, and Nick insisted that it be cut because otherwise there would be no chance of survival, as the guy's head was like a basketball already. Once the cord was severed, he could feel the guy's chest compress and felt a heart rate. He continued to perform CPR until the fire department arrived and the guy ended up surviving. Nick noted that he has never been to war or served his country in the military, but he felt at that moment that working for Metro, performing good deeds and saving lives, was his way of giving back.

So where did the name "Snakes" originate from you may be asking yourselves? On his first day at SWAC, Nick was introducing himself as Nick Page and Officer Tim Mullins misunderstood him and thought he said "Snakes Page." Once clarified, Tim found this amusing and decided he would continue to call him Snakes, and the name has stuck with many others on the force.

As mentioned previously, at age 12, Nick wanted to be three things in life — a pilot, a football coach and a policeman. Even though most kids are just at the dreaming stage at that point in their lives, Nick actually fulfilled all three of these goals. Amazing and impressive! Snakes' intention is to retire in the summer of 2015, and he will definitely be missed. In the meantime, keep up the good work, Nick, and thanks for being part of our team!

For the rest of you, be safe out there and know we are here to fight the fight. **VB**

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# Veteran Phoenix Cop Has a Message for You

**E.J. MONTINI**

*The Arizona Republic*

I got a letter from a long-time Phoenix police officer who has something important to tell you.

I've heard from a number of police officers recently. They don't often speak out publicly. That's frowned upon by their bosses. But a lot of rank and file cops are upset about the negative way they've been portrayed by some members of Phoenix city government and operations like The Goldwater Institute.

The letter I received from the veteran officer sums up the opinions of his brothers and sisters on the force. I thought you should see it.

I've removed most of the author's identifying factors but the words are his.

And the feelings are real.

The officer wrote:

*I have been a police officer for 20 years. I have never seen morale so low. We have city management trying to take away every negotiated benefit and we have half the city council who don't support their officers.*

*I've read some of the comments from the public and wonder what city they actually live in.*

*The public needs to know that we are running skeleton squads in patrol. The police department can't sustain this much longer. We are already seeing more violent attacks on officers.*

*When I first started this career I had citizens come up to me and say I wouldn't do your job for all the money in the world.*

*Since the market crashed in 2008, I (apparently) make too much money.*

*I'm here to tell you this is a young person's game. I invite anyone to do a ride along and see the real dangers officers face each night. Not every call is on the news and gets the headlines.*

*I used to be one of the biggest recruiters for the Phoenix Police Department. Now I discourage anyone from working with the city.*

*I have earned a pension but the reality is I can't afford to leave. My health-care alone is almost \$20,000 a year for the family. And I'm not eligible for Social Security.*

*The public should also be aware that Detective (John) Hobbs was eligible for retirement and chose to stay. He was killed serving the City of Phoenix. Detective Hobbs will never be able to enjoy retirement.*

*This was a noble profession when I started and now it has become a political lightning rod. Unfortunately there is a segment of the public that believes everything a politician says.*

*I don't understand one thing: When public employees get a benefit it's a taxpayer rip off that is unsustainable and established laws and contracts must be changed. But when it was time to bail out Wall Street it was important to do*



*so with taxpayer money because, it was argued, the working man would be hurt if the rich did not get their bonuses.*

*The city council didn't have any problem giving (former city manager) David Cavazos a \$78,000 raise while the rest of the city workers took pay cuts and furlough days. By the way the employees agreed to these concessions to help the city. For the city council to hand out a raise was a slap in the face to every employee and citizen.*

*When an officer is killed in the line of duty you have a congregation of politicians lined up saying how sad they are. A week later it is business as usual — attacking public safety. What a bunch of hypocrites. I would rather them stay away. Every cop knows they don't mean it.*

*It seems police officers have become a burden to the city.*

*I know I'm taking a risk sending this. The public doesn't realize we*

*actually get disciplined for speaking our minds and talking about city management.*

*But at this point in my career I need to speak up for these hardworking men and women.*

*I have worked with the greatest police officers and hate to see their hard work tarnished. I will continue to do my job because of the oath I took and because I believe in helping others, even if certain people see me as a burden.*

From *The Arizona Republic*, March 28, 2014, © 2014 Gannett-CN. All rights reserved. Used by permission and protected by the Copyright Laws of the United States. The printing, copying, redistribution, or retransmission of this Content without express written permission is prohibited. **VB**

## INSIGHT

Propaganda by its very nature is an enterprise for perverting the significance of events and of insinuating false intentions.... The propagandist must insist on the purity of his own intentions and, at the same time, hurl accusations at his enemy.

— Jacques Ellul (1912-1994), *Propaganda: The Formation of Men's Attitudes*, 1962



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



Visit the PPA to obtain your bumper sticker.

## CONGRATULATIONS

to the contest winners from the last issue!

March/April

### Hidden Symbol Contest (\$250)

Scott Nastase, P# 8781

### P# Contest (\$50)

Jessica Flink, P# 6272

Barry Lagan, P# 5209

Phalon Mauntel, P# 14191

James Tam, P# 13417

## INSIGHT

Scratch a cynic and underneath, as often as not, you will find a dead idealist.

— Joseph Epstein (1937-), "Our Favorite Cynic,"

*New Yorker*, March 25, 1996

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# CALENDAR

## National Police Week 2014 Events in Washington, D.C.:

May 12	21st Annual TOP COPS Awards Ceremony, 7 p.m. at the Marriott Marquis
May 12	Police Unity Tour Arrival Ceremony, 2 p.m. at the National Law Enforcement Officers Memorial
May 13	26th Annual Candlelight Vigil, 8 p.m. at the National Law Enforcement Officers Memorial
May 15	33rd Annual National Peace Officers' Memorial Service, 11 a.m. at West Front of the U.S. Capitol
May 11	Mother's Day
May 15	Peace Officers Memorial Day
May 26	Memorial Day
June 5	General Membership Meeting, 5 p.m.
June 14	Flag Day
June 15	Father's Day

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

## EDITORIAL POLICY

1. Opinions expressed in LVPPA Vegas Beat are not necessarily those of the Las Vegas Police Protective Association.
2. No responsibility is assumed for unsolicited material.
3. Letters or articles submitted shall be limited to 500 words and must be accompanied by writer's name but may be reprinted without name or address at writer's request.
4. Freedom of expression is recognized within the bounds of good taste and limits of available space.
5. The Board of Directors reserves the right to edit submissions and/or include Editor's Notes to any submitted material.
6. The deadline for submissions to LVPPA Vegas Beat is approximately 30 days prior to the issue date.



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The LVPPA invites all members to help take care of our own. The LVPPA has a 501(c)(3) charity organization now called the Law Enforcement Assistance Fund (LEAF). The goal of this organization is to help the survivors of fallen officers. 2009 was a rough year, a tragic year that hit all of us a little close to home. The long-term goal of the charity is to ensure that survivors have the opportunity to go to college. As such, the charity will donate the cost of Nevada state tuition rates to the survivors of fallen Metro officers, to include children and spouses. The charity got off to a strong start, but we need your help and ask all officers to donate. Please look into your hearts and determine if you can give. The back of this form is a payroll deduction form. Just rip out this page, fill out the back with your deduction amount in block 5200 under LVPPA Metro Charities, then send the form in a 1000 miler to the LVPPA for processing. LEAF hopes that you will never need this, but will be here when you do. **VB**



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

Employee Name	P#	Daytime Contact Number

Wage Type	Deduction Type	Deduction Amount	Start Date	Stop Date	
<b>DUES</b>					
5009	Black Police Dues (24 pay periods)				
5010	NLPOA Dues (24 pay periods)				
5007	PMSA Dues (24 pay periods)				
5005	PPA Dues (24 pay periods)				
5006	PPACE Dues (all pay periods)				
5008	SPA Dues (24 pay periods)				

<b>MISCELLANEOUS DEDUCTIONS</b>					
5200	Law Enforcement Assistance Fund (LEAF) (24 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
5435	PMSA Foundation (24 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
5403	Police Museum (24 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
5404	Prepaid Legal Svcs. (24 pay periods)				
5400	United Way (26 pay periods)				<input type="checkbox"/> One Time <input type="checkbox"/> Recurring
	Other				

<b>LOANS</b>					<b>Declining Balance</b>
5411	Employee Reimbursement		Reason:		
5223	BPA Loan (all pay periods)				\$
5220	PPACE Assoc. Loan (all pay periods)				\$
5210	SPA Loan (24 pay periods)				\$
5410	Purchase Retirement (24 pay periods)	<i>To purchase retirement, you must initiate your request through PERS. You may stop the deduction using this form.</i>			\$
5413	Purchase Retirement 2 (24 pay periods)				\$

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




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



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

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

Members who find the hidden  in this issue of *Vegas Beat* and register through [www.LVPPA.com](http://www.LVPPA.com) will be entered into a drawing for \$250. You must enter by Wednesday, June 11, 2014 to be considered eligible. Telephone entries will not be accepted. Visit our website for more details.

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

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

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

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

Each issue gives you the latest information on

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

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

This giveaway is open to LVPPA members only. You must be 18 or older to win.



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