



# LVPPA VEGAS BEAT

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

VOLUME 9 | ISSUE 2

July/August 2014

## ★ ★ ★ IN MEMORIAM ★ ★ ★



### OFFICER ALYN BECK

DATE OF BIRTH: OCTOBER 4, 1972  
END OF WATCH: JUNE 8, 2014



### OFFICER IGOR SOLDO

DATE OF BIRTH: AUGUST 26, 1982  
END OF WATCH: JUNE 8, 2014

~ SEE PAGE 4 ~



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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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# HONORING OUR FALLEN HEROES



OFFICER ALYN BECK  
1972 - 2014



OFFICER IGOR SOLDO  
1982 - 2014



**S**adly, the community, our Department and two local families have suffered the loss of two heroes who were killed in the line of duty on June 8, 2014, in a senseless act of violence. Officers Alyn Beck and Igor Soldo tragically died when they were targeted as LVMPD police officers and gunned down while having lunch. They were the first two victims in a shooting incident that left a third man, Joseph Wilcox, dead as well when he tried to intervene and stop the rampage.

Officer Alyn Beck was 41 years old and had been part of the Metro family since 2001. He leaves behind a wife and three children. Officer Igor Soldo was 31 and had been part of the Metro family since 2006. He leaves behind a wife and a young child.

We here at the PPA would like to give all of you an opportunity to share memories of these heroes with one another. We invite you to send your thoughts, memories, photographs or anything else you wish to share about them to [kcollins@lvppa.com](mailto:kcollins@lvppa.com). We will compile your submissions and include them in a special tribute to Officers Beck and Soldo in the next *Vegas Beat* issue. **VB**



# Executive Director's Message

**DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR**

## A Change on the Executive Board

That's right, we are going through another change on the Executive Board here at the PPA. Kirk Hooten has decided to go back to Narcotics. I am writing this article to tell you all a little about Kirk from my perspective. I first met Kirk about 15 or so years ago, playing police softball. We played with some pretty good athletes who took their softball very seriously. I was an average-to-slightly-above-average player, and as I later learned, Kirk was a very good player. I tell you this so that as I describe getting to know Kirk over the years, you may understand why I came to like him so much.

When Kirk first joined the team, the initial thing I noticed about him was that, at any temperature below 100 degrees, he always had his beanie cap on. I thought this was a little strange until I saw him without it. Kirk was simply trying to make his head look bigger. Kirk still wears the same size 6 hat that he wore when he played Little League baseball. I am allowed to make fun of the size of Kirk's head because I wear a bucket for a hat. The next thing I noticed about Kirk was that he just showed up to play and have a good time — winning or losing was not as important to him as having fun. Trust me, that was a breath of fresh air on that team. Kirk and I began to talk before, during and after the games. It was during these conversations that I started to realize that Kirk was a happy-go-lucky guy, but also very smart.

Our softball days together came to an end when we both gave it up at about the same time. Kirk continued to work in Narcotics and I ended up here at the PPA. From time to time I would see Kirk when I went out and did briefings. Each time I did a Narcotics briefing, he would have questions, suggestions and ideas about things the PPA could or should do. I kept asking him to be part of the team and join the Board of Directors. He finally gave in and accepted an at-large spot on our PPA Board. Kirk brought his happy-go-lucky outlook to the Board just as he had to our softball team. He also brought his brain. I told you earlier that during our conversations on the softball field I learned that Kirk was not just a pretty face, but also a smart guy. Well, at the PPA Board meetings this became known to all of us. Now I don't claim to be the smartest guy on the block, but I am smart enough to surround myself with smart people, so I started asking Kirk to come to the full-time Executive Board. After a couple of offers, he accepted (which was the first and only time I wondered just how smart he really was).

Kirk came to the Executive Board and spent three years here. During that time, he worked tirelessly on behalf of our membership. I don't know if it was the luck of the draw, but often it seemed that the cases he was working on involved his friends; regardless, he seemed to always want the difficult cases. Many times he was successful in these cases. But I think Kirk really found his niche here when I asked him to be the director of governmental affairs. Kirk not only accepted this position but jumped in with both feet and quickly made

the job his. He did this knowing that he would have to be away from his family for four months during the legislative session. The PPA had a very successful legislative session in 2013, and there is no doubt that Kirk's research, relationships and smarts played a huge role in our success. Kirk took on the *big boys* in that session over the More Cops tax, and he was successful in getting a bill passed that was beneficial to both the taxpayers and the cops. Kirk returned from the session and continued his work here at the PPA.

Then the day came when he told me he was going back to Narcotics. I selfishly asked him to stay and gave him several reasons why he should. In the long run, I believe he made the decision that was best for him and his family. There is no doubt that every member of the PPA, and for that matter, every law enforcement officer in the state, should say "Thank you" to Kirk for all the work he has done over the past several years on our behalf. I will personally miss Kirk for two reasons: first, because of the great work he did here at the PPA, and secondly and most importantly, because he is a man of character and my good friend. Like I said, I selfishly wish he was still here, but I wish him and his family only the best. I hope he remembers to call me for a shot of Jameson from time to time.

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

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## INSIGHT

The older I get, the more wisdom I find in the ancient rule of taking first things first — a process which often reduces the most complex human problems to manageable proportions.

— Dwight D. Eisenhower (1890-1969), "Let's Be Honest With Ourselves," *Reader's Digest*, December 1963





# Your Multimillion-Dollar Career!

## POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

What if you saw an ad that boasted, "Join the police department and earn up to \$5,000,000"? Just another scam to get your attention? Nope! It's real and it's *your* projected income as an officer with Metro (not counting promotions, either). Let me explain using *rough* numbers (cut me some slack; what's a few hundred thousand if you're counting well into the millions?).

The starting salary of an officer with LVMPD is about \$50,000 a year. The top salary after all step raises at nine years is about \$80,000 a year. Let's use the average of those salaries, which is \$65,000 a year. From years 10 through 30, the average salary is \$80,000 a year. Keep in mind that the majority of officers will receive some sort of additional pay in the form of shift differential, assignment differential and/or longevity pay. (For those who are not eligible to receive longevity pay, there is a plan to secure future COLAs to compensate for the loss of longevity and remain competitive.)

Let's assume the average age when an officer hires on with Metro is 25, and further assume this officer completes a 30-year career and retires at age 55. I'd like to make one more assumption: that P# 4100 this officer lives to the ripe old age of 85, which equates to 30 years of retirement. The old lifespan charts

for our career field that reflect an average five to seven years until death after retirement are obsolete.

If during first 10 years an officer averages \$65,000 a year and in the next 20 years that same officer averages \$80,000 a year, the total for 30 years of working salary, not including any additional pay like shift differential, assignment differential or longevity pay, is \$2,250,000. Now let's add the 30 years of pension collected, which would be 75% (plus the PERS "kicker") based on an officer's three highest consecutive years worked. The PERS income should be about \$72,000 a year. Based on 30 years of collecting \$72,000 (not including the PERS COLAs that are built in), this officer would receive about \$2,160,000 in the retirement years alone. Simply add the working years to the retirement years and the sum is \$4,410,000! That's correct! Nearly four and a half million dollars in salary, not inclusive of any increases for COLAs, shift differential, assignment differential or longevity pay. If one wanted to "round up" to include any or all of these additional pays, the total salary would push well above the \$5,000,000 mark!

So there you have it, a fun-filled career in law enforcement for a total salary of at least \$5 million! I used this same scenario for many years when I was mentoring new officers as their FTO while in FTEP, as a fun way to attempt to illustrate the "monetary value" of our career so as to keep them on the straight and narrow during their time with Metro. Although money shouldn't be the sole or primary reason for becoming an officer with Metro, it sure is nice to reflect on the "big picture" from time to time to keep oneself grounded, appreciative and thankful. **VB**

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## INSIGHT

Change is not always progress.... A fever of newness has been everywhere confused with the spirit of progress.

— Henry Ford (1863-1947)



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# Retaliation

## CORRECTIONS OFFICER SCOTT NICHOLAS

Treasurer

Pushback! How many times in your career have you felt the “*fear of retaliation*”? If any of you have answered one time or more, then we have a problem. No one in this organization should ever feel they will be somehow retaliated against for doing the right thing. I would bet that 90% of our officers have made a decision one way or another to look the other way when a supervisor lies or does something inappropriate, because they know through experience that the supervisor will be protected and rarely will be disciplined for their actions. Even in an internal investigation when an officer tells the investigators that the supervisor has lied, nothing is done about it.

Our officers should never fear doing the right thing! I receive phone calls weekly asking for advice on how to handle an abusive supervisor or a situation where an officer believes a statement of complaint should be filed against their supervisor for perceived misconduct or lack of truthfulness. Officers will always contemplate the future relationship in their units or on their squads if they move forward and do the right thing by standing up for themselves or filing the SOC. The officers know that in most cases, nothing will happen to the supervisor as a result of the complaint. But the first chance that same supervisor finds, he or she will run with even the smallest policy violation and the retaliation will begin. Of course, the cover-up will be that he or she is just doing their job, and that the employee’s perception of retaliation is false. I say bulls\*\*\*.

I have heard the word “pushback” too many times in my career and way too many times since being on the Executive Board of the LVPPA. When an officer is faced with doing the right thing, it is obvious that the right thing better not be against a supervisor. The right thing is a complete joke when you look at the number of times a supervisor lies, omits or exaggerates. Yet the same standard is not followed when this is done by our officers. A supervisor simply says, “I thought that’s what he said” or “I remember it differently.” So now it just becomes a memory issue, not a truthfulness issue. I say bulls\*\*\*.

Here is just one example. I called the former labor relations director and advised him that a grievance we had filed for a member should be granted based on the former chief of DSD missing the deadline to respond that is set out in our CBA. The first words out of his mouth were “You will not like the *pushback* that will come if you force this issue.” Tom Reid and I called the former chief of DSD and told him about our intent to enforce the CBA and the timeline. The first words out of his mouth (and they were loud) were “You will not enjoy the *pushback* if you do this.” This sounded like a threat, and I asked him if it was meant to be a threat, to which of course he said, “No!” However, we are all reasonably intelligent people, so I will let you draw your own conclusion. We all know the sound of a threat; we understood it as children when our parents threatened to take away our toys or ground us if we did not comply with their wishes. Trust me, this was no different.

I would love to think everyone within this agency is held to the exact same standards. I would love to think that if an investigation is taking place against an officer and an accusation of misconduct or lack of truthfulness is made by that officer against a supervisor, investigators will fully investigate all aspects of the complaint and dig down and get dirty to find out the truth — the *whole* truth. My guess is, though, that even the investigators have to fear retaliation or being “administratively transferred based on effectiveness.” I say bulls\*\*\*.

I can’t tell you how many times I’ve had supervisors get caught in a lie and nothing is done to them. We have had officers tape supervisors lying and nothing was done about it. Oh, wait! Yes! That’s because it was a memory issue, not a lie. Bulls\*\*\*.

There is something wrong with a supervisor who acts like your friend and tries to be your buddy while you walk down the hall, telling jokes, swearing and making comments, then patting you on the back, all the while carrying the knife they will use to stab you in the back the first time you don’t agree with them or question them about something.

“Truthfulness,” “conduct unbecoming,” “hostile work environment” and “being held to a higher standard” are some of the terms we hear every day. To me, being held to a higher standard comes with an increased responsibility when you are promoted, so why doesn’t increased scrutiny go along with it? Yet it seems that as you promote, there is less fear that you will be held accountable or disciplined and it is more likely that, when questioned, you will retaliate. Layers of protection seem to be the way to survive around here, and this is why our officers who are unprotected (i.e., rank and file) *fear* doing the right thing. If we ever get to a place where this fear is no longer an issue and our ranking superiors are investigated with the same consideration and rigor as our officers, we will then be able to do the right thing!

Here is something to remember: You’re required to respect the rank, but not necessarily the person. We are *not* required to be friends with our superiors, only to be professional and respectful and to perform our duty. As to those of you who are supervisors who are reading this, if you are concerned that I am referring to you, then I probably am. If, on the other hand, you are a true leader and you are confident that the people you lead would stay with you no matter their days off or their shift, you are probably doing something right!

I understand that this fear is not only at the officers’ level, because the iron fist may be hammering on our sergeants or even some lieutenants, too. I get that, and for those of you in supervision who share in the fear of retaliation, I feel your pain. Don’t get me wrong: We have some great supervisors. You know who you are. You are the ones who help your people get time off when they need it. You are the ones who back up your officers when they deserve it and they need support. And you are the ones who show the same compassion for your troops that they are required to show every person, no matter how disgusting the crime is that they committed.

There are two types of supervisors. There are the supervisors who step on every person they can to try and reach the top, thinking that they can get ahead by destroying morale and ruining careers in the ranks below them by backstabbing the officers who work hard for them. Then there are the supervisors who draw out the positive qualities from their people, who develop a professional relationship with their officers and mentor them throughout their careers, and who mold and guide the people below them in rank and *earn* the respect of their people. Which one are you? **VB**

## RETIREMENTS

04/23/2014	James R. Ratel Jr., P# 5392	CO II
05/16/2014	Ronald M. Guercioni, P# 4012	CO II
05/28/2014	Eric L. Muldrow, P# 5389	PO II
05/30/2014	Alan Marsh, P# 6291	CO II
06/02/2014	Richard F. Schmitt, P# 3630	PO II
06/04/2014	Frederick J. Szymanski, P# 4327	PO II
06/04/2014	Vincent D. Walker, P# 5757	CO II
06/20/2014	John Schutt, P# 6267	PO II





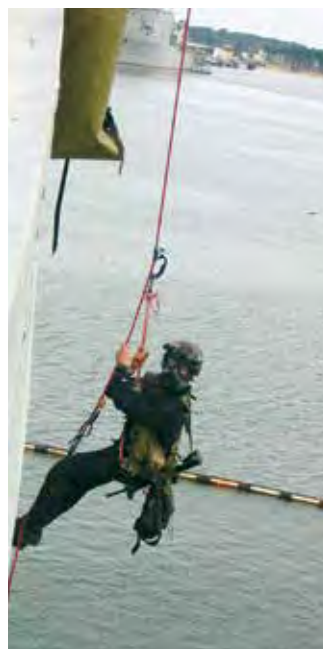
# Member Spotlight

## POLICE OFFICER MIKE RAMIREZ

Director

Our Metro colleagues all come from a variety of backgrounds. Some started as police officers at a young age. Some choose to continue their whole career with Metro. Others had entirely different careers prior to joining our force. Brian Jackson fits into the latter category.

Brian grew up in Cleveland, Ohio, and after high school, he enlisted in the military. He was stationed in San Antonio in a medical lab and realized pretty quickly that working indoors was not what he was destined to do. He was accepted into the San Antonio Police Department, but was denied the opportunity due to the military not allowing him out. He chose a different route in order to get outside of the medical lab while still staying in the military... he went into the job of *pararescue*. After passing all the prerequisite tests, he was reluctantly released from his squad. A month later he started his initial 12-week selection course of a two-year training process, and was on his way to being a PJ (as pararescue jumpers are often called).



Pararescue men are among the most highly trained emergency trauma specialists in the U.S. military. With their medical and rescue expertise, PJs are able to do lifesaving rescue missions in the most remote areas of the world. The 12-week selection process was grueling. Out of a class of 107, there were only seven left at the end of the course. Brian was among the seven and he moved on to the next step, otherwise known as the "Pipeline."

The Pipeline was essentially a two-year program that involved several different training schools. Each school had its own specialty training program; i.e., Yuma, Ariz., for free-fall school, Fort Benning, Ga., for static-line airborne school, and Fort Bragg, N.C., for the medical portion. Other training locations included Key West, Fla., and Spokane, Wash., with the final portion of the training in Albuquerque, N.M.

(continued on page 14)





# LVMPD Health & Welfare Trust Update

## CORRECTIONS OFFICER THOMAS REID

Director

During the recent contract negotiations and with the ratification of the PPA 2014-2016 Collective Bargaining Agreement (CBA), the Metro Health Trust, along with the LVMPD, City and County, agreed to explore the feasibility of joining the Clark County self-funded health plan. Article 15.1 of the CBA states in part:

“By December 31, 2014, a determination will be made as to whether the PPA’s Health & Welfare Trust participants will join the Clark County self-funded health plan rather than have their benefits provided by the Trust. The PPA, the Department, the County and/or the City have the right to refuse to have the PPA participants join the Clark County self-funded plan.

“If any of the above mentioned parties does not agree to the change, then Article 15 will immediately automatically reopen. The parties shall conduct the first negotiation meeting within 2 weeks of the decision not to change plans, and meetings thereafter shall occur at least every 2 weeks. If the transition is not going to occur, the contribution rate ... [of \$883.50 per employee per month] will continue into the Trust until a new agreement regarding Article 15 is ratified and approved by Fiscal Affairs.

“If the parties all agree to this change, the transition [to the County plan] will be accomplished at the earliest by January 1, 2015. If the transition cannot be accomplished by January 1, 2015, but is going to occur, the [Department] contribution rate ... [of \$883.50 per employee per month] will continue into the Trust until implementation is completed.”

Additionally, pursuant to Article 13, if there is agreement to move to the County self-funded health plan, Article 13.1 will reopen for a 30-day window of time for the parties to negotiate a potential, but not guaranteed, increase in salary, above and beyond the 2% that is scheduled for July 1, 2015. This 30-day window can be extended by mutual agreement.

### What Does This All Mean to Me?

To fairly evaluate and fully understand the strengths and weaknesses of possibly joining the County plan, the parties agreed to use a company called The Segal Group, an actuarial and consultant firm with deep experience in public-sector health plans. The Segal Group will gather a myriad of information, such as the plan’s claim history, utilization, member census data, provider

network coverage and plan costs, among other data points. It is expected that The Segal Group will analyze and evaluate this information and provide a report P# 6246 and briefing to the trustees of each health plan and the leadership of the PPA, County, City and LVMPD. If the decision is made to stay with the Metro Health Trust, then Article 15 opens up to allow the PPA to possibly negotiate a higher Department-paid contribution rate, not a guarantee, which would further the stability of our trust fund.

If the decision is made to move from the Metro Health Trust to the Clark County self-funded plan, then Article 13 (Salary) automatically opens, which will give the PPA the ability, not a guarantee, to try and negotiate a higher salary for our members. One of the reasons for this is that the County self-funded health plan has a single-person contribution rate in its health plan. The Metro Health Trust has a zero-contribution rate for a single officer. Additionally, our plan pays 85% of allowable charges and the employee pays 15%. The County plan pays 80% of allowable charges and its employees pay 20%.

When a decision is made to either stay with our current Health Trust or transition to the County-run health plan, we will keep you informed as to the progress of this most important issue. If you have questions about this article, please call me at (702) 384-8692, ext. 219, or email [treid@lvppa.com](mailto:treid@lvppa.com). **VB**

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# May: The Best Month

## DETECTIVE DARRYL CLODT

Director

It is fitting that I was born in May, as it is the month during which we always remember our fallen officers. We do this in many ways, including in our nation's capital during Police Week, where several events take place honoring officers from all over the country. We also honor them here, both statewide and locally.

In our state capital, on Thursday, May 1, 2014, the 17th Annual Nevada Law Enforcement Officers Memorial ceremony took place in conjunction with National Police Week. At that ceremony in Carson City, they inscribe the names of the year's fallen officers on our state's Law Enforcement Officers Memorial. It is an awesome display of honor and respect and is attended by law enforcement officers from all over the state who come together to remember the ultimate sacrifice of our brothers who have given their lives in the line of duty.

The service honors the now 126 Nevada peace officers who have been killed in the line of duty. In 1998, the memorial was dedicated on the Capitol grounds to recognize the ultimate sacrifice these officers made in service of their communities.

The first Nevada officer killed in the line of duty was Carson County Nevada Territory Sheriff John L. Blackburn, who was killed in 1861 while making an arrest. And as you all certainly know, the last Nevada officers killed in the line of duty were Officers Alyn Beck and Igor Soldo of the Las Vegas Metropolitan Police Department, on June 8, 2014.

In addition to the ceremonies mentioned above, we have a ceremony here in Las Vegas at the Southern Nevada Police Memorial up at the Academy on West Cheyenne. It was a privilege to attend the local ceremony this year. It was amazing to see all the families who turned out to participate in honoring our fallen heroes. I was impressed to see the officers who would each walk up when a name was read to put one carnation in the wreath that was placed to honor the fallen. It was also an interesting thing to learn what the memorial means. For those who don't know, it has three towers representing the fallen federal, state and local law enforcement officers who have been killed in southern Nevada. I personally just want to thank all of you for choosing the profession you have. It is an honorable calling.

In closing, I want to specifically recognize a friend of mine for all the years of service he gave us, not only as a police officer and detective, but also as a person: Thank you, Detective Mike Sutton.

As always, stay alert and stay alive. **VB**

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**DAVID ROGER**  
General Counsel

## The Cost of Litigation

If you choose not to join the PPA, make sure you save enough money to hire an attorney to protect your rights.

Periodically, newly hired officers ask why they should join the PPA. The answer is really quite simple: Unless the officer is related to a lawyer who is willing to represent the officer for a nominal fee, the officer should seriously consider joining the PPA for its legal benefits. As you know, lawyers are not cheap. Likewise, associated legal costs can be very expensive.

### Attorney's Fees

LVPPA is required to represent non-dues-paying members of the collective bargaining unit upon request. Our attorneys charge \$500 per hour with a two-hour minimum fee. Typically, we spend between 10 to 20 hours on a pre-termination hearing and approximately 60 to 100 hours on arbitration. Our paralegal charges \$150 per hour. As you can see, the legal fees can add up quickly.

### Criminal Cases

LVPPA represents members who are charged with crimes that occur in the course and scope of their duties. For example, a few years ago, two patrol officers were charged with felonies arising out their pursuit of an intoxicated driver. The Association retained outside counsel and paid over \$100,000 in legal fees for the officers' defense.

### Labor-Management Board Hearings and Arbitrations

A non-dues-paying member of the collective bargaining unit may request that the Board of Directors sanction the officer's grievance to the Board or arbitrator. If the Board elects to sanction the appeal, the officer is responsible P# 14529 for half of the costs and the Department is responsible for the other half. Conversely, if the Board declines to sanction the hearing, the officer is responsible for the entire cost of the litigation.

Arbitrators typically charge \$1,500 per day. This charge includes preparation, travel and hearing days. Additionally, we are required to pay for travel, transportation and meals. Finally, arbitrators charge per diem for researching and writing their decisions. This process takes several days to accomplish.

The fees for a labor-management hearing are about \$3,000. Arbitration costs are closer to \$10,000. Consequently, an officer who faces termination of his or her employment could spend \$50,000 to \$60,000 for attorney fees and expenses.

### Officer-Involved Shootings

In critical incidents, whether they occur on the streets or in the jail, PPA dispatches two representatives and an attorney to the scene to represent the officer. These representatives are necessary to protect the officer's rights during the criminal investigation.

Until recently, the representatives provided their services free of charge. The PPA Executive Board has decided to end that practice. Today, only PPA members will receive free representation. Non-members will have to pay the posted fees if they want legal advice. At 2 a.m., it is impossible to find another lawyer to get out of bed to represent you.

- Representative: \$250 per hour, 2-hour minimum
- Paralegal: \$150 per hour
- Attorney: \$500 per hour, 2-hour minimum
  - \$1,500 retainer for labor-management hearing
  - \$5,000 retainer for pre-termination hearing
  - \$10,000 retainer for arbitration

As you can see, maneuvering your way through the various legal issues you may face can be very expensive. If you choose not to join PPA, make sure you save enough money to hire an attorney to protect your rights. **VB**



# NATIONAL POLICE WEEK

\*\*\* WASHINGTON, D.C. \*\*\*

## DETECTIVE RORY NESLUND

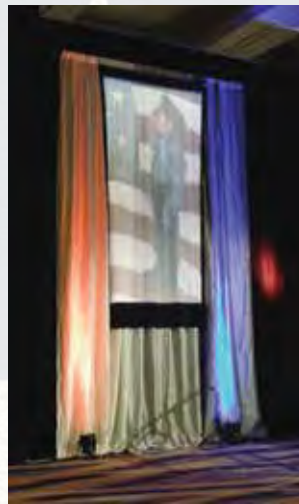
Director

In 1962, President Kennedy proclaimed May 15 as National Peace Officers Memorial Day, and the calendar week in which May 15 falls as National Police Week. Established by a joint resolution of Congress in 1962, National Police Week pays special recognition to those law enforcement officers who have lost their lives in the line of duty for the safety and protection of others. Since that time, recognition has been given to officers who have made the ultimate sacrifice while protecting the men, women and children of the community they swore an oath to. Although the number of officers who sadly pay the ultimate price and lose their lives varies from year to year, the fact that even one is too many never changes. This year there were 286 fallen officers from across the nation added to the National Law Enforcement Officers Memorial in Washington, D.C. (compared to 105 in 2013). The names of all 286 officers were formally dedicated on the wall during the 26th Annual Candlelight Vigil on the evening of May 13.

As Washington, D.C., prepares for the ceremony each year, the city begins to transform. To begin with, there is the National Law Enforcement Officers Memorial. This is the nation's monument to law enforcement officers who have died in the line of duty. The Memorial honors federal, state and local law enforcement officers who have made the ultimate sacrifice for the safety and protection of our nation and its people. The Memorial features two curving 304-foot-long blue-gray marble walls. Carved on these walls are the names of more than 20,000 officers who have been killed in the line of duty throughout U.S. history. Around the wall are a number of statues with inspirational quotes that describe the types of men

and women honored on the Memorial. The quotes are set forth on these pages and really capture the character of those who make law enforcement their profession.

The Memorial is ever-changing. New names of fallen officers are added to the monument each spring in conjunction with National Police Week. During this week of honor, the Memorial begins to fill with flowers, wreaths, cards, notes, pictures and many other mementos. This continues until the night of the Candlelight Vigil. This is the night that all the new names being added to the wall (those who have perished in the past year as well as names from the past whose names and situations have only recently been discovered) are read and dedicated to the wall so they can forever be remembered. When night falls, a thin blue line laser fills the sky as a national law enforcement symbol. The names are then read by numerous representatives of the fallen officers from across the country. As the names are read, candles are lit and begin to burn among the thousands of officers and their families from around the world who are there to pay respect to the fallen heroes. There are no words that can begin to describe the feelings



"It is not how these officers died that made them heroes, it is how they lived."

— Vivian Eney Cross, survivor

and emotion that come over you as you are part of this amazing event.

As you travel around downtown, you soon know that the entire city is dedicated to this week of national honor for the men and women of law enforcement. The bars and restaurants offer specials for officers, the Metro transit system gives away free rides, banners fly high in welcome to all and the people of the city say thank you! It's breathtaking to see this kind of respect and honor given to law enforcement, which, as you all know, is usually a thankless job. Also throughout the city, there are several other great dedications, including the Standing Watch for the Fallen Flag Ceremony, the Emerald Society & Pipe Band March and Service, the National Peace Officers' Memorial Day Services and the FOP/FOPA Wreath-Laying Ceremony.

This brings me to one of my favorite and most outstanding parts of the week. This is the National Association of Police Organizations (NAPO) Annual TOP COPS Awards. NAPO is a coalition of more than 1,000 police units and associations representing 241,000 rank-and-file law enforcement officers from across the United States. For more than 30 years, NAPO has been instrumental in the passage of many important laws protecting citizens and police officers.

Each year since 1994, NAPO has presented the TOP COPS Awards Ceremony. The purpose of the TOP COPS Awards is to educate the American



"The wicked flee when no man pursueth: but the righteous are as bold as a lion."

— Proverbs 28:1





public about our nation's heroes and to pay tribute to law enforcement officers in federal, state, county and local agencies from across the country for actions above and beyond the call of duty during the preceding year. Our TOP COPS are nominated by fellow officers. An independent Awards Selection Committee, composed of national law enforcement representatives, selects from hundreds of nominations one TOP COP case from each of the 50 states and U.S. territories. Of those, the top 10 cases are then selected as the year's TOP COPS. In each remaining state, one case has been selected for which the officer(s) will receive an Honorable Mention award.

"The TOP COPS Awards provide an opportunity for all of us to recognize the brave men and women in America's law enforcement community who selflessly put their lives on the line day in and day out," said NAPO President Tom Nee. He went on to note that "Law enforcement officers care deeply about the citizens and communities they serve, and this honor is one way of letting them know their contributions are not taken for granted."

Many celebrities from NBC's hit programs *Law & Order* and *Law & Order: Criminal Intent*, and CBS's *Cold Case*, *NCIS* and *CSI: Crime Scene Investigation* serve as award presenters at this event each year. In past years, civic leaders, including the president and vice president as well as the attorney general of the United States, have helped honor these brave men and women by attending and speaking at the ceremony and inviting the year's TOP COPS to the White House.

This night is such a great event put on by NAPO. It does exactly what it is intended to do, and that is to honor the men and women in law enforcement who went above and beyond the call of duty. This year, another member of the Las Vegas Valley law enforcement community was recognized P# 8799 as an honorable mention, Agent T. Scott Hendricks of the FBI. He is a member of the Criminal Apprehension Team (CAT)



"Carved on these walls is the story of America, of a continuing quest to preserve both democracy and decency, and to protect a national treasure that we call the American dream."

— President George H.W. Bush

"In valor there is hope."

— Tacitus

Taskforce. The following is his honorable mention at the award dinner:

*Special Agent T. Scott Hendricks, III  
Federal Bureau of Investigation*

*Special Agent Hendricks is a member of the FBI fugitive task force known as the Criminal Apprehension Team (CAT). Their mission is to catch the most dangerous felons and fugitives, and this subject was high on their list. The subject had broken into multiple Las Vegas homes and terrorized residents with both knives and guns. So when the CAT got a tip on where the subject was staying, they set up surveillance and prepared to make a move. But he was crafty. He exited the rear of the house and jumped over a back wall into an alley. The subject then spotted police and started to run. SA Hendricks began pursuing him on foot but lost sight of the subject.*

*Suddenly he started shooting from a place of ambush. Hendricks felt a bullet whiz by his head, then he was hit by a bullet in the front of his vest, and again in his lower back. However, even though he was injured, Hendricks was not going to let him hurt anyone else. With limited cover, Hendricks shot three rounds with his handgun at approximately a 90-foot distance.*

*All three rounds connected with the subject, which ultimately stopped him and his reign of terror.*

With that, I would like to take a moment to say thank you on behalf of the LVPPA to Scott and all the other men and women who do extraordinary things day in and day out in our valley. So many

times the hard work and dedication to keeping our community safe go without a thank-you. Unfortunately, sometimes the ultimate price is paid and a fallen officer cannot hear the gratitude expressed. So I, on behalf of the LVPPA, would like to say, "Thank you!" Continue to do an outstanding job keeping our streets safe so my family and all the others can sleep safe at night!

I would also encourage each and every one of you to try and make it out to Washington, D.C., to be part of this amazing week dedicated to us in law enforcement. Thanks and be safe! **VB**



## MEMBER SPOTLIGHT

(continued from page 8)

According to Brian, the training was tough, in particular the first 12 weeks. Obviously it is designed to get people over their fears, improve their endurance to be able to handle any situation that might normally seem to be physically impossible, and weed out the weak. Sleep deprivation, carrying heavy Zodiac boats and practically drowning were all part of the normal routine during training. One particular exercise they did was having their hands and feet bound in the water and then swimming 200 meters, following 15 minutes of drown-proofing (bobbing up and down in 12 feet of water with feet and hands tied). If anyone has ever heard the term "seeing the wizard," it's derived from a phenomenon that occurs while holding your breath underwater until



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one passes out; this was a common occurrence during their water-confidence training. While holding your breath for an extended period of time, you eventually get tunnel vision. At some point, some people see a speck of light at the end of the tunnel that resembles a robed man in a cone-shaped hat. That would be the breaking point before one passes out. Brian tells me that everyone would have passed out at least once from this exercise. Interestingly enough, it is considered much better to pass out than to give up and come up for a breath.

Although the training was grueling, the silver lining was the feeling of trust that was created with the other guys going through the process. When things

got tough, it was their fellow trainees that kept them going. Brian said he could look over to the guy on his left and the guy on his right and it would keep him motivated to push forward, as no one wanted to disappoint the rest of the guys.

Once the training was completed in 1999, Brian was assigned to the 66th Rescue Squad, stationed at Nellis AFB. Despite all the heavy-duty training he did, most of it was not needed once he was stationed at Nellis. He described this unit as pretty "vanilla," since it was a pre-9/11 assignment. A portion of his time there was spent doing local rescues at Red Rock and Mount Charleston in tandem with Metro Search/Rescue. Once the 9/11 attacks occurred, Brian was transferred to a unit in Fort Bragg, N.C., and things got a lot less "vanilla."

(continued on page 16)



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**MEMBER SPOTLIGHT**

(continued from page 15)

He remained at Fort Bragg until 2006. While assigned at the Joint Special Operations Command, Brian was deployed or gone on average 320 to 340 days a year for his remaining six years of service. He P# 6638 was deployed to Iraq five times and Afghanistan three times!

Overall, Brian spent 12 years



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and two months in the military. Once he left, he decided to finish the work required to obtain his biology degree at Cleveland State University. This proved not to be such a good idea once he realized how liberal the college students were. After spending so much time in the military, it was tough for Brian to be in an environment where there was almost zero military support from the other students. With school not working out the way he had expected, it was time to make another move. Brian had a government job offer in San Antonio, a GS 13 civilian job with huge money and military time carrying over, but he decided to turn it down and take his chances on employment in Las Vegas. From the two years he spent stationed at Nellis, Brian had made some contacts with Metro officers and had several friends who were applying for

(continued on page 18)



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**MEMBER SPOTLIGHT**

(continued from page 17)



the fire department in Las Vegas. He wasn't interested in being on the fire department but decided to pursue Metro. Within a month of moving to Las Vegas, he got a call from Metro and eventually started in the Academy in 2006.

The application process was surprisingly more difficult than the military. The background investigations, polygraphs, etc., were more thorough than what he had been through previously. Once he was in the Academy, it proved to be both fun and stressful for him. Brian says that in the Academy people

tend to migrate toward others with similar backgrounds. He felt fortunate that there were a few others he shared similar backgrounds with, which created a positive Academy experience for him. Although physically the Academy was not nearly as difficult as his pararescue training, it was actually somewhat stressful for him. The stress was more based on the fact that he was changing careers and really needed a job and, as he says, "The more you want something, the bigger the stress."

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Brian's first assignment after the Academy was at the old Southwest Area Command, where he did both phases of his field training. His first phase was day shift. This phase was a fast blur and relatively uneventful, but Brian credits his FTOs with having confidence in him and letting him make mistakes, and in turn, learn from them. His second phase was swing shift and Brian had positive experiences with his FTOs on that shift as well. He was excited to get out of training and out on his own. He felt prepared to handle calls on his own, but was still a little uneasy with the paperwork side of things. Brian eventually did a body-for-body swap and was assigned to the Bolden Area Command.

When I asked Brian what his scariest moment as a police officer was, he shared with me a story that occurred shortly after he got out of field training. There was a highway patrol pursuit in which a request was made to throw spike strips in the area of Tropicana and I-15. His plan was to stop westbound traffic on Tropicana, so he parked his patrol car on the berm there. He assumed that a message would be relayed by those involved in or monitoring the pursuit about when they were getting close, but without any notice, an old 1970s-style pickup truck with one headlight and sparks flying came barreling off the exit ramp at around 100 miles per hour. The truck was on the berm as well and only missed hitting Brian by inches. Right away the truck ran into a traffic light and exploded, and the suspect took off. A female passenger, eight months pregnant, jumped out of the car and was in flames. After everything was Code 4, Brian had a chance to gather his thoughts and realized that he could have been the one engulfed in flames.

Another incident occurred that left Brian with that same feeling of vulnerability. I can tell you that it was an honor to speak with Brian about his encounter on Wyatt Street that many of you may remember. A little girl was taken to UMC with a gunshot wound. After hearing the story of what happened, officers were dispatched to the home of the little girl's grandparents on Wyatt Street. Upon arrival, officers noticed blood on the driveway near the door. In the event that someone was still injured inside, the sergeant on scene instructed the officers to do a door-kick. From the dark, shots rang

out and Brian realized he was on the ground, face down, in a daze. Not realizing what had happened, he thought perhaps he had been hit with a crowbar. Based on the amount of blood and the sound of gunshots around him, he quickly surmised that he had been shot in the head. He told me that he kept telling himself, "Don't pass out, don't pass out," which, ironically, he had learned during his military days. Thoughts of his young sons raced through his head. Thoughts of his sons being raised without a father were what kept him going and fighting to stay alert. He felt himself being dragged by his belt to safety by a fellow officer.

Although still disoriented, Brian knew he needed to find cover, which is when the suspect began engaging the officers for a second round. Soon after, Brian was put in a police vehicle and taken to UMC, where, fortunately, he was able to recuperate.

Being a police officer can have scary moments, but it definitely can also have rewarding moments. The most rewarding part for Brian was being an FTO. He liked the idea of being able to help others, especially trainees who were really honest with him about the areas where they felt they were struggling. Being able to see their progress and know that he was a contributor to the progress was very rewarding.

His suggestions for improving the Academy and Metro carry over from his military days. Brian believes officers on the street need to trust each other and trust their equipment. He suggests helping one another and not letting someone do things by themselves if they are struggling. He says, "Either help them out or struggle with them. Things can go sideways real quickly, but the cavalry is coming, so stick together."

It was a great pleasure talking to Brian. I want to thank him for allowing me to learn about his past and giving me the opportunity to share his story with others. It was great getting to know Brian better, and it makes me appreciate the diverse backgrounds that make up our Department.

As always, stay safe out there. Know we are here to fight the fight for you. If you know anyone who would be interested in being featured in our Member Spotlight, feel free to contact me. **VB**

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# INSIGHT

The final test of a leader is the feeling you have when you leave his presence after a conference or interview. Have you a feeling of uplift and confidence? Are you clear as to what is to be done, and what is your part of the task? Are you determined to pull your weight in achieving the object? Or is your feeling the reverse?

— Bernard Law Montgomery (1887-1976),  
*The Path to Leadership*, 1961

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# CALENDAR

- July 4 Independence Day
- September 4 General Membership Meeting, 5 p.m.

*\*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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## CONGRATULATIONS

*to the contest winners from the last issue!*

**May/June**

### Hidden Symbol Contest (\$250)

David Borst, P# 3579

### P# Contest (\$50)

Jack Farran, P# 9029

Robert McBride, P# 762

## INSIGHT

The more you establish parameters and encourage people to take initiatives within those boundaries, the more you multiply your own effectiveness by the effectiveness of other people.

— Robert Haas, Levi Strauss & Co. executive, Robert Howard interview, in *Leaders on Leadership: Interviews With Top Executives*, 1992

## 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.

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)				\$

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




# 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, August 13, 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  
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Each issue gives you the latest information on

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- Retirement considerations
- Hot topics on the job
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