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Las Vegas Police Protective Association Metro, Inc.

9330 W. Lake Mead Blvd.
Suite 200
Las Vegas, NV 89134

General information:

Phone: (702) 384-8692
Fax: (702) 384-7989
www.lvppa.com

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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



CONTENTS

EXECUTIVE BOARD

Executive Director's Message	4
Protect Those Who Depend Upon You	5
Expedited Investigations	6
The New Guy	7
Hardship Overtime	8
Member Spotlight	9
Emergency Withdrawal of Deferred Compensation	10
OIS: The Newly Revised Process and What to Expect	11
Search Warrants and the Emergency Aid Exception	14

FEATURES

Retirements	12
Happy Holidays From Our Very Own Santa Claus!	15
Fit for Duty	16
Calendar	17
You're Just a Cop, For What it's Worth	18
Thank You Letters	20
Merry Christmas from the PPA	21
LVPPA Vegas Beat Contest	23



Executive Director's Message

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

Political Season

You will receive this issue of the *Vegas Beat* about a week or so after you have headed to the polls to vote. I am sure many of you were waiting for the election results with a very keen eye on who won the Sheriff's race. This November election will mark the end of the election season for most of you. Those of us at the PPA have a little different perspective, though; our "political season" is really just getting started.

After the election, we will reach out to all of our endorsed candidates to either congratulate them or let them know how sorry we are that they did not win. After that, we will reach out to those candidates we did not endorse that won their elections. As to these candidates who won but did not receive our endorsement, we will work to try and find common ground on several key issues that will come up either on the local level or in the 2015 Nevada legislative session. As always, the PPA will have a full-time representative at the legislative session. As luck would have it, this year that person will be me. I will be working hand in hand with other public safety representatives to make sure the legislators up in Carson City understand the issues and matters that are of concern to us as law enforcement public employees. We will do our very best to track the hundreds, if not thousands, of bills that get introduced. Of course, our full attention will be given to the bills that have the most direct impact on public safety and first responders. The representatives of public safety are far outnumbered at the session by folks with other interests. We would not be as successful as we are if we did not receive some help from other groups. This help comes from groups like the Culinary Union, the AFL-CIO, the teachers union and the trade unions. Please keep this in mind as you have interaction with these groups, either on a personal or professional level, that in many cases, we are all on the same team. I will keep you updated as the session moves forward.

The PPA Taxi Ride Program

This particular issue of the *Vegas Beat* seems to be the perfect place and time to remind all of you about the PPA taxi ride program. Just a week or two after you receive this issue, the holiday season will be in full swing. Along with the holidays come the many parties and social gatherings where, oftentimes, we find we have had too much to drink. Then comes the decision of whether to drive home. **Don't!** There is just too much at risk — personally and professionally. We have arranged to get you home in these circumstances in cooperation with some of our local cab companies. This program that I am talking about is designed to allow you to get home from anywhere in the valley when you have had too much to drink. (The program is not to enable you to go from bar to bar or party to party, to get all of your buddies home or to get you a free ride to the airport.)

It is very simple to use; you **must** be a PPA member and you should have a taxi voucher card and your police identification with you. Simply call one of the numbers on the taxi voucher card, Frias at (702) 888-4888 or Whittlesea Bell at (702) 384-6111. Let the dispatcher know you are a PPA member and that you would like a cab to take you home. The cab driver may have a couple questions for you as it is still new to some, but in the end, your voucher will be filled out and sent to the PPA so the bill can be paid. This benefit would not be available to you if not for Bell Transportation, Frias Transportation and Patti, Sgro, Lewis and Roger Law Firm, which are the local businesses that have sponsored the program. If this program keeps one member from been arrested for DWI or one member from being in an accident, then it is well worth it. Don't put a damper on the season by having an alcohol-related incident. Go out, have fun and unwind, but remember somebody loves you and wants to see you tomorrow and is expecting

you to come home, so **please** use this program if the need arises. Have a safe and happy holiday season.

The Press and Bryan Yant

Most of you either read or heard about the most recent attack on Bryan Yant, one of our new Executive Board members here at the PPA, by the *Las Vegas Review-Journal*. To make a long story short, the *Review-Journal* printed a story asking how the PPA could bring Bryan up to the Executive Board. It even went on to make the assumption that this move was my way of getting to the Sheriff.

First, let me say that I have been given the great honor and privilege of being the elected executive director of the PPA by you, the membership. You can rest assured that at no time do I make decisions based on anything other than what I believe is in the best interest of the PPA and our membership. I don't make critical decisions about personnel, or anything else for that matter, without consulting with my entire team. And even after the whole Executive Board thinks a particular person is the right pick for a position up at the PPA, that decision must then be approved by the entire elected Board of Directors. All of that happened with our selection of Bryan Yant.

So now let's get to the meat of the matter. Bryan was involved in a shooting back in 2010 that the press had issues with. I happened to be on call the night of the shooting so I was familiar with this shooting from the first night until the conclusion of the corner's inquest where Bryan took the stand and testified for more than four hours, which included answering more than 1,600 questions. In the end, a corner's inquest jury found the use of deadly force was justified.

During that period of time, I watched Bryan go through hell and back. During that same time period, we all learned that mistakes had been made in the search warrant, but no one ever disagreed that the search warrant was legal and that it was served properly. More importantly, no one ever disagreed that the suspect in the shooting was indeed the same suspect that had been involved in several hand-to-hand narcotics sales with an undercover officer. All police shootings are tragedies; this one no more so than any other one. Regardless, our Department took the position that Bryan would be assigned to a duty that had no suspect contact. He worked at the Fusion Center. During his time there, he did not become a disgruntled employee as one might expect; rather, he did just the opposite. Bryan became a very valuable member of the Sheriff's team while there. He was tasked with helping write the policy on how the Fusion Center would operate. One of his final assignments there was to help write the policy on body cameras.

Four years after the shooting, Bryan was given the opportunity to work at the PPA full time. Bryan is now a valuable member of the PPA and I am very glad of that. Who better to assist you if you are ever in a shooting than someone who has been through it personally? I don't believe any of us has the right to "Monday-morning quarterback" or second guess an officer who has been in a shooting. We were not there, we did not see what the officer saw, and most importantly, we were not the officer who pulled the trigger. Only the involved officer can know for sure what happened and only he or she can then explain his or her actions. Again, having heard the evidence, a jury found Bryan's actions justified.

None of us would want our coworkers and friends to second guess our decisions at work and certainly not the hardest most important work decision we will ever make, the decision to use deadly force. Rather than second guess Bryan's decision, I support him and thank God he is here with us today. I have every intention to reappoint Bryan to the Executive Board this December. I am sorry if this decision has upset some of you, but I can assure you that I believe it is in the best interest of the PPA and the membership. If you disagree please, feel free to call or email me.

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



Protect Those Who Depend Upon You

POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

It's that time of year again to prepare for the coming holidays when you'll hopefully enjoy some quality time sharing, caring, reminiscing and laughing among family and friends. There is always something special about spending extra time with those who really matter. It's a time for reflection, thankfulness and gratitude. This time of year can also serve as an excellent opportunity to prepare for the New Year to ensure all of your personal, professional and financial goals are in place. You may want to create, review or refresh your personal, strategic plan for the New Year. Making sure your compass is set to achieve whatever goals you desire is important not only to you, but to those who you may care for and for those who are dependent upon you.

Let's explore life insurance, for example. It sounds like a simple idea, doesn't it? You may already have life insurance. You may *think* you have life insurance and actually don't. You may have life insurance and may be woefully underinsured. Or you may have chosen not to have life insurance. It's a simple thing to establish and so very, very important not to neglect. Many people I speak with about this subject find it very morbid to discuss, and sadly, take the path of avoidance instead of grabbing this bull by the horns and taking care of business. I'm not an insurance salesman, but I understand the devastation to the remaining family and friends when one passes away and hasn't taken the time and small financial commitment to ensure that the *last* thing his or her family should have to worry about is money during their time of grief, sorrow and healing in the event the unthinkable happens.

The Las Vegas Metropolitan Police Department does *not* provide any life insurance benefit for you or your family as many employers do. Most employers choose to provide some benefit to their employees in the event of death, but Metro has chosen to take a different path. For many years, the LVMPD saddled the responsibility of providing a death benefit with the Health and Welfare Trust for commissioned employees and those civilians remaining on that plan. The LVMPD took a hard stance to attempt to underfund the Health Trust during contract negotiations, yet attempt to boast "it" provided life insurance, all the while pushing the cost to provide that coverage on a plan designed to provide health care, not death benefits. I have suggested the LVMPD simply self-fund a small death benefit for each employee. To my

understanding, as of this printing, that suggestion has not been embraced by the LVMPD and no plans are in place to rectify this.

On a positive note, the LVPPA *does* provide each of its members with a \$10,000 death benefit! The benefit is \$30,000 if you lose your life in the line of duty. Sadly, this is not enough to provide the stability and security most family and loved ones need in the event of your death. There are so many factors that come into play when one dies in the prime of their life. One factor that *no one* ever says is, "Gee, Jon Doe sure put a lot of thought into preparing his family in the event of his unexpected death and that fat life insurance policy he purchased is surely going to be a burden for his family." Think about it, how much money will your family need in the event of your untimely death? The "rule of thumb" I've always heard was you'll need about 10 times your annual salary in life insurance benefits in order to provide an ongoing blanket of security for the ones you've left behind.

No one can replace you or the void you'd leave behind. People will grieve, people will heal and life will go on. Make sure the *last* thing *your* family will have to worry about is financial security. I encourage all of you to talk to your loved ones about this uncomfortable topic, make a plan, seek professional advice and take the steps to secure your family's future and stability. May you each live a long, healthy and happy life. **VB**

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Expedited Investigations

CORRECTIONS OFFICER SCOTT NICHOLAS

Treasurer

You may be asking yourself, "What is an expedited investigation?" It is a relatively new process we have come up with to deal with certain Internal Affairs complaints, and the process is becoming more popular with our members every day. In fact, I have already dealt with dozens this past year alone.

Expedited investigations start out with a statement of complaint listing you as the "subject employee." Most of you are familiar with the dreaded phone call from an IAB investigator informing you that a compliant has been filed against you. Oftentimes you are familiar with the allegation or at least the call for service where the allegation allegedly took place. Sometimes you even think to yourself, "Yep! I did that!" and other times, you say to yourself, "Oh! Hell no!" that never happened. Sometimes, in the early stages of an investigation, back and forth communication takes place between the LVPPA and Labor Relations on whether or not the case can be "expedited," which essentially means handled in a streamlined fashion.

In order to have an expedited investigation, three parties must all agree on the outcome of the case and the discipline. Here is how this generally occurs. First, Labor Relations will make a preliminary determination that, at least on the face

of the complaint and what is already in the file, it appears as though the allegation is likely to be true. For example, during a call, you place a suspect in handcuffs; while cuffed, the suspect spits on you so you immediately slap the suspect in the face one time. Witness names have been provided who will support the allegation. Labor Relations will then determine the appropriate discipline based on the matrix. If there are no other connecting allegations other than this inappropriate use of force, Labor Relations may offer you a written reprimand in exchange for your admission that the allegation did occur. In this case, Internal Affairs will then forego all the interviews it would otherwise have conducted to either prove or disprove the allegation. Note that these expedited investigations usually will only be offered if your file does not contain similar discipline already.

The second step in the process is that the PPA will contact you to advise you that Labor has offered that the matter proceed through the expedited investigation process and will convey to you the disciplinary offer that has been proposed. The PPA representative will discuss your options and find out if there were any mitigating circumstances that would exonerate you in the case. If there does not appear to be any defense nor any mitigating circumstances, the PPA will often recommend that you accept the discipline that is offered by Labor Relations. Of course, the ultimate decision is entirely yours, and if you want to contest an allegation, we will be fully on board with that decision as well. But if you agree that the allegation occurred, then this is the third part of the equation, which is your agreement to expedite the case. We have found that many feel this is in everyone's best interest; it avoids you and others having to go answer questions about the entire event, which can be a waste of time when the allegation obviously occurred.

Once there is an agreement to expedite a case, the PPA representative will complete the necessary form and email it to Labor Relations. Your part is done until you receive the Adjudication of Complaint from your supervisor.

Here are some of the reasons you should seriously consider accepting an offer of an expedited investigation and discipline. The first and biggest reason is there is no Internal Affairs interview. You do not have to go to IA and talk to the investigators and tell them your story. This should come as no surprise to any of you, but most of our officers do not like to go to Internal Affairs, even as a witness, let alone a subject employee. The next reason is that this allows you to put a case behind you as soon as possible and gets the purge clock started. In fact, this expedited process can move the purge date up as much as 30-60 days. Yet another other reason why accepting an offer to expedite a case can be important is that it ensures that no new allegations will result based upon something new that might be discovered in an investigation. It also relieves your fellow officers from being put in the situation of having to come to Internal Affairs as a witness and possibly have to provide information that is harmful to you. Most officers feel bad enough as it is when they have made a mistake. The last thing they want to do is have their entire squad dragged into Internal Affairs to answer questions involving a case that they know they were responsible for.

OK, so now for the down side. Honestly, there really isn't any. You should be aware, however, that the understanding prior P# 7149 to anything being agreed upon is that Article 12 of the contract, which is the grievance process, cannot be used. If you, the PPA and Labor Relations all agree to a discipline, the discipline stands and there is no way to change it; you have already agreed to it so you are not entitled to appeal it. This is important for you to understand before accepting an expedited investigation and its corresponding discipline.

If you ever find yourself in a situation that you believe fits the criteria for an expedited investigation, please call our office to discuss your options.

Thank you for your membership, and please be safe. **VB**

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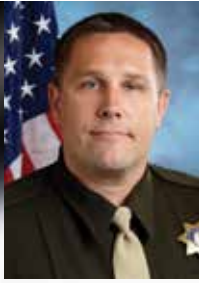

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The New Guy

DETECTIVE STEVE GRAMMAS

Secretary

Hello, LVPPA members. I am the “new guy,” Steve Grammas, here on the PPA Executive Board. I have been with LVMPD since August 1998. I was hired as a cadet and worked NEAC. From there I went into the PO Academy, did Field Training in NEAC and finished in NWAC. I was assigned to graveyard for a while and then went to swings. I was an FTO on swings and later went to PSU. (If I could recommend any movement for an officer, it would be to go to PSU, providing you have a sergeant that has some experience.) After being in PSU for about three years, I transferred to Narcotics. In Narcotics, I was on the street narcotics team as well as the pharmaceutical team. During my last few months in the unit, I was operating as an undercover detective. While assigned to the unit, I became interested in participating in the union. When the representative spot opened, I filled it in March 2013. I was then appointed to the Executive Board in August 2014 and currently hold the position of secretary. (You may be seeing a trend here. The secretary before me was Bryan Yant, and before him, Mike Ramirez — apparently the secretary spot is bestowed upon the “new guy.”)

As the secretary of the LVPPA, my day-to-day tasks include handling all the Board of Directors elections, keeping the minutes for all the meet-

ings, working with some of the Bylaws and Regulations for the LVPPA. In addition to that, I, along with most of the other Executive Board members, am responsible for attending IAB investigations with members as well as assisting members through the CIRT process, the Use of Force Board process and the Tactical Review Board process.

I am an avid fan of the holidays and listen to Christmas music year round. Even during some UC deals in Narcotics, my fellow detectives could here “Here Comes Santa Claus” playing on the equipment. I am extremely approachable, but am willing to argue a point with anyone when I think I am right. Just ask one or all of my supervisors in Narcotics. But more important than anything I have mentioned about myself above, I am here for you, the members. I can be reached anytime to answer any questions you may have. I have a wide range of knowledge as it relates to many things involving the covert/investigative side of LVMPD, and am rapidly learning the aspects of association work, too. I look forward to the chance to help the members of the LVPPA in any way that I can. **VB**

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Hardship Overtime

DETECTIVE DARRYL CLODT

Director

Hardship overtime is a policy provision that allows officers experiencing financial hardship due to matters substantially beyond their control to be given priority to overtime assignments. There may come a time when you might need to apply for this hardship overtime. If you do find yourself in this situation, please do not feel embarrassed or ashamed; believe me, you are not the first nor will you be the last officer to do so. This policy is found at 5/101.62 and provides for a board to hear these requests. The board is comprised of a supervisor from Special Events, a supervisor from Internal Affairs and a representative from the appropriate bargaining unit (PPA, PPACE or PMSA). Here are a few things to keep in mind if you find yourself in need of applying to the Hardship Overtime Board.

The first thing officers must do is submit a memo to their own supervisor outlining why they need to be on the hardship list. Your sergeant will then make an initial determination as to the merit of your request and forward it along to the bureau commander. Your bureau commander will then either approve or deny your request. If it is approved, your request will then be forwarded onto the Special Events person.

Your request to be placed on the hardship list will then trigger a meeting of the Hardship Overtime Board, which will convene to review your request. Generally, the board will meet sometime within a two-week period. The employee applying for this hardship overtime will be given an opportunity to appear and make his or her presentation to the board. A few things that the Hardship Overtime Board will look at when it convenes are the documentation supporting your hardship (i.e., financial records, bills, etc.), what actions you have taken to try to alleviate the hardship and the plan you have to eliminate the hardship. You may bring a representative with you to this board to assist you in your presentation. Be prepared to answer some very hard and often uncomfortable questions. But this must happen in order to keep the integrity of this process from being misused by persons who truly do not need this program.

Here are some additional things that the Board will consider that may affect your ability to make use of the hardship overtime opportunity:

1. If the officer has less than competent evaluations;
2. If the officer has not completed his initial probation;
3. If the overtime assignments might impair the officer's efficiency;
4. If the overtime assignments may cause a conflict of interest with officer's regular duties;
5. If the Hardship Overtime Board determines no hardship really exists;
6. If the applicant has not exhausted other avenues first to alleviate the hardship before coming to Hardship Overtime Board;
7. If the applicant does not have a reasonable plan to eliminate the hardship before coming to Hardship Overtime Board;
8. If the applicant fails to follow the plan presented to the Hardship Overtime Board.

Once the Hardship Overtime Board meets, it will notify the applicant within a couple days as to the board's decision. It should be noted that even if you are approved for this hardship overtime, this is not a fix-all for your financial woes. You must come up with a long-term way to deal with your issues. This is *only* a short-term fix. If you need to apply for hardship overtime, please reach out to us here at the PPA to help guide you through the process. As always, we are here for all your questions and concerns.

I look forward to working with and seeing all of you in the future. Until next time, stay alert and stay alive. **VB**

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Member Spotlight

POLICE OFFICER MIKE RAMIREZ

Director

It is member spotlight time again, and for this issue, I based my decision of who to interview on a personal reason. Three years ago from this past September, an OIS occurred at the Walmart at Spring Mountain and Rainbow in which the suspect was shot and killed. Many of you will remember the event, but none of you will remember it as well as John Abel and myself do. We were the two officers directly involved with the suspects and I was the one who was shot by the suspect. I honestly feel that John saved my life on that day. Writing about him in a member spotlight certainly is not a thank-you for his actions, but my intention is for all of you to get to know him a little better and understand why I think so highly of him.

John was born April 18, 1978, in Houston, Texas, and was raised about 25 minutes north of Houston in the town of Spring, Texas. At the age of 18, John left home for the United States Air Force. He completed his basic training and then was off to tech school training (electronic principles and F-16 flight control principles), which was held in San Antonio and in Wichita Falls, Texas. Once all of his tech school training was completed, he was stationed as part of the 57th Aircraft Generation Squadron at Nellis Air Force Base here in Las Vegas. His primary duties involved maintaining the operational test aircraft as well as the aggressor aircraft, but in addition, he also was a member of the Base Honor Guard where he had the privilege of honoring fallen service members at their funerals all over the Las Vegas Valley and at the Southern Nevada Veterans Cemetery.

While stationed at Nellis, John met his bride-to-be, Jennifer. In February 2000, Jennifer and John were married (15-year wedding anniversary coming up!!!!). A few years later, after being stationed at Nellis, John was selected to cross-train in the intelligence analyst career field, which moved John and his wife to Goodfellow Air Force Base in San Angelo, Texas. After six months of training, he became a permanent part at the Goodfellow AFB where he maintained an intelligence library. After four years, John was selected for a short-tour assignment at Yongson Garilson in Seoul, South Korea. John's responsibility was to monitor North Korea's Air Force through a variety of top-secret intelligence assets. He wrote intelligence reports that helped combined leadership make command decisions about North Korea's daily threat intent. He left South Korea in 2005 and was stationed at Vandenberg Air Force Base in California, where he worked the Joint Space Operations program. In that assignment, John helped monitor foreign space launches and helped ascertain other countries' space weapons programs.

In 2006, John came to a P# 6830 crossroads after the birth of his son. Jennifer was living back in Las Vegas and his military time was coming to an end. He wanted a stable career that allowed him to be home with his growing family

in Las Vegas. John remembered from his days of being stationed at Nellis AFB how much he respected the LVMPD officers. John also had a desire to serve his community. With this in mind, he pursued and applied with Metro, and on December 16, 2006, he received notice that he was hired, which changed his life forever.

Since leaving the military, John knew he didn't have a job to fall back on in the event the Academy didn't work out for him, so it pushed him to work very hard. He had a family to support, which gave him the motivation to give his very best every day. His wife stood beside him every step of the way and always made sure he had enough time to study. He also had the support of his extended family, which helped push him along. He distinctly remembers during the Academy that his TAC officer told the class that very early in their careers, a few of the people from his class would be involved in officer-involved shootings. He believed that to be true, but did not think that it would be him. Ironically, John has been involved in two shootings, which not surprisingly, were the scariest moments of his career with Metro. As mentioned previously, one of them was the high-profile case that took place at Walmart. He and I were called to Walmart on a possible stolen credit card situation. One thing led to another, and I was shot three times by the suspect, who we found out in hindsight wanted to kill a police officer and almost succeeded. John, my partner and best friend, received many accolades for this event, but states that he would give them all back if I had not been shot. He is a humble man and a true soldier.

As if a full-time job with Metro and raising two children aren't enough, he took it upon himself to earn a bachelor's degree and master's degree in criminal justice while working the graveyard shift. He is currently working swing shift out of Northwest Area Command and recently accepted a position as a professor at CCSN teaching criminal justice courses.

John has a love and passion for police work. He has seen officers over the years forget how lucky they are to be part of such a time-honored profession and one of the best police departments in the country, and he wishes they would feel the way he does about this profession. He has many years left at Metro and he can't wait to see what is left in store for him.

As always, thank you men and women for all that you do. Please know that we are here to fight the fight for you. If you know anyone who might be a good candidate for a member spotlight, or if you yourself would like to be featured, email me at mramirez@lvppa.com. Be safe out there. **VB**

INSIGHT

Responsible persons are mature people who have taken charge of themselves and their conduct, who *own* their actions and *own up* to them — who *answer* for them.

—William J. Bennett (1943–). *The Book of Virtues: A Treasury of Great Moral Stories 3* (introduction), 1993

Jeff White

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Emergency Withdrawal of Deferred Compensation

CORRECTIONS OFFICER THOMAS REID

Director

The Funds of Last Resort

Occasionally, the LVMPD Deferred Compensation Committee receives requests for full or partial withdrawal of Metro employees' deferred compensation funds. When this occurs, the committee is then tasked with looking at the request and applying the federal guidelines that allow for the emergency withdrawal of funds from the participant's account. Currently, the LVMPD employee's participation rate in Metro's Deferred Compensation plan at the end of 2013 was about 77%. I thought it would be helpful to understand the withdrawal rules and process of requesting an emergency withdrawal of your deferred compensation funds.

Before you begin the application process to request an emergency hardship withdrawal of funds from your deferred comp plan, you will need to understand that Metro's deferred comp plan is regulated by the Internal Revenue Service (IRS). Since Metro is a governmental agency, our plan falls under section 457 of the IRS Code. The rules for a 457 plan differ from private company plans, like a 401(k) or a 403(b). The limitations on hardship emergency withdrawals in a 457 plan are very strict, especially when compared to other types of deferred-

income arrangements. The IRS defines a 457 plan as an unfunded, non-qualified deferred compensation plan in that the employer (Metro) holds the assets of the plan in trust (in this case by Mass Mutual) until the employee is entitled to a distribution of his or her assets as a result of retirement, termination, death, reaching age 70.5 (which is mandatory distribution) or a hardship.

The IRS states that a "hardship" is an event that is an unforeseeable emergency or "financial hardship" where such an event is beyond the control of the participant. The benefits to be paid, if approved, shall be limited to that amount necessary to meet the emergency. Examples are illness, accident, disability of the participant or dependent, major property loss due to casualty or natural disaster above what homeowner's insurance would pay, or any other type of unexpected and unreimbursed personal expense of a major nature that would not normally be budgeted.

What is not considered a financial hardship is an unforeseeable personal expense that would normally be budgeted, such as a down payment for a home, a purchase or repair of an automobile, college or other education expense, normal monthly bills, payment of loans, payment for divorce settlements or child support, or that dream vacation you have always wanted to take.

The IRS Code regarding hardship withdrawals is complex and there are dire consequences for Metro, as the plan sponsor, by not adhering to the guidelines that establish the threshold for a hardship withdrawal. The IRS can audit Metro to see if it fully adheres to the requirements. If the plan rules are not adhered to, the pre-tax benefits of deferred comp can be denied to *all* participants of the plan by the IRS.

For this reason, the LVMPD established a Deferred Compensation Committee that is responsible for evaluating withdrawal requests and deciding if they comply with Internal Revenue regulations. This Deferred Compensation Committee is composed of representatives of the Police Protective Association (PPA), Police Protective Association Civil Employees (PPACE), Police Managers and Supervisors Association (PMSA) and Metro's chief financial officer. The Committee must consider the protection of all participants' interests in its deliberations.

The decision to request an emergency withdrawal of your funds should not be taken lightly. In addition to the restrictions by the IRS, supporting documents are needed to establish proof that your request fits the parameters for an emergency withdrawal of funds. These documents may include Metro payroll stubs, IRS tax returns, medical bills (amounts not covered by insurance), doctor's statement verifying disability, bank documentation that you are in foreclosure proceedings on your primary residence and other supporting documents as needed. Another consideration you need to take into account is that if you are approved for a withdrawal of funds from your deferred comp, then the amount given will be taxed as income because this money was taken out of your paycheck on a pre-tax basis. As an illustration, Officer Doe is approved for an emergency withdrawal of his funds for \$20,000. He has a yearly income of \$80,000. He will have to declare income of \$100,000 for the tax year in which he received his funds. This extra income might jump you into a higher taxable income bracket.

It is tempting to get some short-term relief by tapping into money that you had planned for your retirement. It is advisable to seek the assistance of a tax advisor before you make the decision to withdraw your deferred compensation funds. If you need an application for hardship withdrawal of your 457(b) plan, please contact the LVMPD Office of Finance at (702) 828-1365 or you can find the application on the intranet under Department forms keyword: hardship withdrawal.

If you have any questions, please don't hesitate to contact me directly at treid@lvppa.com, or at the PPA office at (702) 384-8692, ext. 219. **VB**

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OIS: The Newly Revised Process and What to Expect

POLICE OFFICER BRYAN YANT

Director

For the past several months, the PPA Executive Board has been collaborating with various members of the Las Vegas Metropolitan Police Department as we seek to improve the process during deadly force investigations. One area in which we have made great progress is the clarification of the processing and the investigative procedure at the scene during an officer-involved shooting. There are many personnel who have worked hard to make this process a success, including Assistant Sheriff Kevin McMahill, Captain Matthew McCarthy, Lieutenant Robert Plummer, Sergeant Russ Black, Sergeant Annette Mullin, Director Tom Harmon and PMSA Sergeant John Hayes. Your PPA Executive Board, their attorneys and the PMSA attorneys have also been spearheading the efforts to address these issues.

The use of deadly force has been and always will be front-page news. Now, more than ever, an officer's actions during an officer-involved shooting will be scrutinized with a fine-tooth comb. We, as officers, expect this life-changing event to be highly scrutinized; however, we want to be treated properly and to have our rights protected. At any given minute, you can be the next officer who is forced to use deadly force. The possible use of deadly force is a reality we face every day. The use of deadly force is a life-changing event for the officer involved, their squad mates, friends and families. That being said, we want to provide officers with clarity as to how the force investigation will proceed in an officer-involved shooting so that they have some idea of what to expect in this highly stressful situation.

Once deadly force has been used and the scene is static, we ask that officers turn off any body worn cameras that recorded the incident. Any statements that are made about the shooting or video that is recorded on a body camera are considered evidence. A sergeant will make contact with involved and witness officers and will ask involved officers to provide a "public safety statement." Responses to the public safety questions are required by policy and involved officers are compelled to answer them. These statements are protected by *Garrity*. Be mindful, the public safety statement is not an interview and your answers should be brief. A monitor, who is likely a fellow officer or patrol service representative, will be assigned to stay with the involved officer or officers until the PPA arrives. Involved officers will be removed from the immediate scene and likely be placed in a patrol car. As a reminder, anything you say to the monitor, who is typically a friend or squad mate, is not confidential. Involved officers should refrain from talking to anyone about the deadly force incident.

As time progresses following an officer-involved shooting, many officers arrive on scene. The numbers of persons, from all ranks, who will want to talk to those involved and check on their well-being, may seem remarkable. Although their care and concern is genuine, please remember these conversations are not protected and involved and witness officers should not discuss details of an event. Members from both the Police Employee Assistance Program (PEAP) and the PPA will be arriving on scene to assist during this stressful time. PEAP plays a very crucial part during the force investigation. They are there for *you* and *you* alone. They will remain with you for the entirety of the investigation on the day of the incident, and they will remain in contact with you helping you with any needs you have in the days, weeks and months that follow. They have helped many others that have been through this process. They are a valuable tool for you.

Members of the PPA will also arrive at the scene and will remain with you until the end of the investigation on the day of the incident. Any conversation

you have with a PPA Executive Board member or attorney is confidential. We will explain the process that occurs during a force investigation, how the process will proceed and you will be given legal counsel. As to involved officers (as opposed to witness officers), any statements you make to any detectives on the Force Investigation Team (FIT) are voluntary (they cannot compel you to speak with them); therefore, there is no *Garrity* protection if you do choose to give a walk-through or statement to them. We will provide you legal advice as to whether we believe you should give a statement. But in the end, the ultimate decision to talk to FIT is entirely *yours*. Again, if you choose to provide a statement to the FIT detectives, this statement is deemed a voluntary statement and *Garrity* protections do not apply. Your CIRT statement (taken at a later date) is compelled and not voluntary; therefore, *Garrity* protections do apply.

Once the FIT detectives and supervisors from FIT, CIRT and Crime Scene Investigations (CSI) are present at the scene, a briefing from patrol officers will be given to investigators. Following this briefing, the respective investigative entities will formulate a plan on assignments. They will determine which officers are involved based on information provided at the briefing. Please be

(continued on page 12)

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OIS: THE NEWLY REVISED PROCESS AND WHAT TO EXPECT
(continued from page 11)

aware that the status as to who is deemed to be an involved officer or a witness officer is fluid and can change during an investigation.

FIT detectives and CSAs will then brief with the PPA in order to ascertain the officers they wish to provide walk-throughs and interviews. They will identify what weapons were deployed and if an officer will need a replacement weapon. They may ask some clarifying questions of the union representatives about the case or scene. If the involved member or witness officers are wearing body cameras, they will be removed at this time and turned over to the FIT supervisor.

Crime scene analysts will walk the scene with the FIT detectives in order to document evidence present. They will also watch video from any cameras that were recording during the incident. FIT will then request a walk-through with the involved officer or officers. Prior to you doing a walk-through, you may also watch the video footage if you had a camera that recorded the incident, along with your PPA representative. As to involved officers (as opposed to witness officers), a walk-through is voluntary and is not intended to be a hasty interview. If you do decide, after consulting with counsel, that you will do a voluntary walk-through, remember that as it is voluntary, any statements you make are not protected by *Garrity*, so you should consider providing **only** the information that is specifically asked of you by FIT detectives. The people present at the walk-through are the FIT lieutenant, FIT sergeant, FIT detectives, CSI supervisors and a PPA Executive Board member and attorney. The walk-through will begin at the initial point of the event and then proceed to your final destination where the involved officer fired his weapon or used deadly force. The involved officer may be asked to explain the direction he faced during the use of force and identify possible evidentiary items. If FIT or CSI members have any questions of the involved officer, they will direct their questions to the PPA attorney. The involved officer will then have an opportunity to confer with the PPA attorney about whether these questions will be

answered. The questions asked during the walk-through should be limited to identifying evidence. Note, that as to witness officers, they will be compelled to give walk-throughs and the information they provide is protected by *Garrity*.

After the walk-throughs are completed, the involved and witness officers will be directed to proceed with the PPA to the nearest area command for firearms/weapon countdowns and photographs of the involved and witness officers. Some extenuating circumstances do not allow this documentation to be done at the area command. In these cases, officers will be directed to the LVMPD headquarters for countdowns and photographs. After this, involved officers will be given a replacement weapon if they would like one. Involved officers will then be "noticed" by CIRT to appear some 48 hours or so later for an interview. Witness officers may be asked to provide information to CIRT as well, although that is not always necessary given the fact that they will have already given a compelled statement to the FIT detectives. For anyone giving a CIRT statement, keep in mind that these statements are compelled by policy. After the involved officers have received the time of their CIRT interviews, they will speak with PEAP again, dress out and then head home.

After 48 hours have passed since the deadly force incident, a supervisor from FIT will call the PPA and ask to be placed on a conference call with the involved officer. The involved officer will be asked if he would like to provide a voluntary FIT statement. These statements are **voluntary** and are not protected by *Garrity*. The involved officer will have an opportunity to discuss this request with the PPA attorney. In consultation P# 9424 with counsel, the involved officer can then make the decision whether to waive his rights and provide a statement to FIT. Remember that you will have an opportunity to tell your version of the event to CIRT even if you do not speak with FIT and this statement **will** be protected by *Garrity*.

Those identified as a witness officer, will be compelled by policy to conduct a walk-through. This will be done after the involved members have completed their walk-throughs. Witness officers will also be photographed and possibly provide a weapons countdown at the same location as the involved officers. Witnesses will then be compelled to provide a statement to FIT. A PPA Executive Board member or attorney will be present with witness officers during their FIT interview.

Remember that a PPA lawyer and representative will be on the scene ASAP to help officers through this process. After answering your public safety questions, officers should not talk about the event with anybody until we arrive. We will be at your side, every step of the way, to protect your rights. As always, if you have any questions or concerns, please feel free to contact me. Policies and procedures change frequently and I want you prepared for what may lay ahead. **VB**

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THANK YOU, JOHN!



Wishing John Dean Harper the best of luck in all his future endeavors!

Hip again.

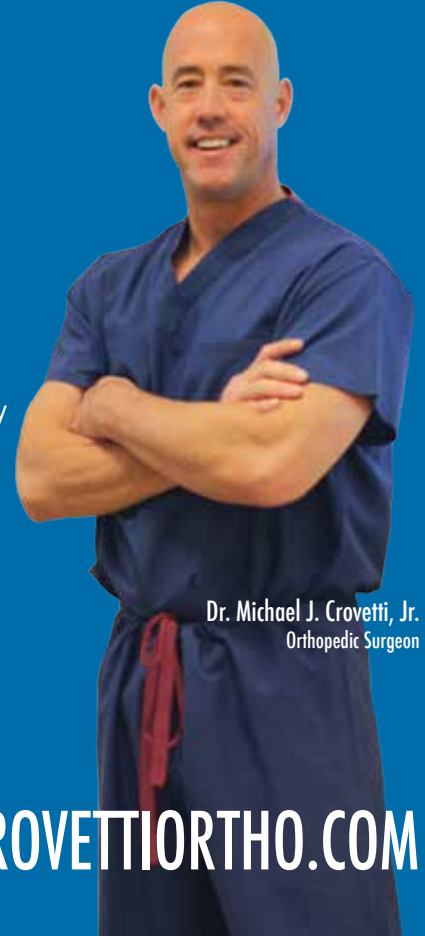
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DAVID ROGER
General Counsel

Search Warrants and the Emergency Aid Exception

As the holiday season approaches, you will most likely respond to many 417 family disturbance calls. This article will discuss the emergency aid exception to the warrant requirement.

The U.S. Supreme Court in *Brigham City, Utah v. Stuart*,¹ held that officers may enter a home without a warrant when they have an objectively reasonable basis to believe that an occupant may be seriously injured or threatened with imminent serious harm.

In that case, at 3:00 a.m., officers responded to a loud party disturbance. When they arrived at the residence, officers heard shouting from inside the home. When they peered through the kitchen window, officers saw a group of males in an altercation. Four males were attempting to restrain a juvenile male. When the male broke free, he struck one of the adults in the face, causing the victim to bleed. At that point, the other males tried to restrain the enraged male against a refrigerator, using such force that the appliance began moving across the room. Officers entered the kitchen and arrested the individuals.

In justifying the warrantless entry into the residence, the Court explained: “One exigency obviating the requirement of a warrant is the need to assist persons who are seriously injured or threatened with such injury. The need to protect or preserve life or avoid serious injury is justification for what would be otherwise illegal absent an exigency or emergency.

“Accordingly, law enforcement officers may enter a home without a warrant to render emergency assistance to an injured occupant or to protect an occupant from imminent injury.”

(Citations and internal quotation marks omitted.)

Additionally, the Court explained that the officer’s subjective state of mind is irrelevant as the crux of the issue is whether the officer’s belief that he had to enter was objectively reasonable based upon the totality of circumstances.

The officers were justified in entering the residence because they witnessed a violent physical altercation. However, many disturbance calls are not as clear-cut as the facts in the *Brigham City* case. Quite often, the parties are not in the midst of a physical fight. In fact, the Nevada Supreme Court considered such a case in *Hannon v. State*.²

In *Hannon*, officers received a 911 call from a neighbor who reported hearing, “yelling and screaming and thumping against the walls” in Hannon’s apartment. When officers arrived 45 minutes later, the female answered the door “red-faced, crying and breathing hard.” The officers saw Hannon in the apartment wearing underwear and a tank top. Hannon appeared to be “flushed and angry.”

Officers questioned the female in the doorway to the apartment. Although she acknowledged she had been having a verbal argument with Hannon, she denied being injured. Additionally, the female insisted Hannon was the only other person in the apartment.

Officers forced their way into the apartment to “make sure everybody was OK.” Upon entering the residence, officers observed marijuana and paraphernalia on the living room table.

Applying the standards set forth in *Brigham City*, the Nevada Court held that officers did not have an objectively reasonable belief that the occupants of the apartment were endangered. The Court noted that officers did not hear an ongoing altercation nor did they observe any signs of injury on the occupants. Moreover, officers did not have any basis to believe a third party was in danger inside the home. Consequently, the Court concluded the officers did not have an “objectively reasonable belief that there was an immediate need to protect the occupants of Hannon’s apartment.”

Whether officers are justified in entering a residence without a warrant will depend on the facts established when the officers decide to enter. It will be important to document every fact you rely on in believing that the occupants are in danger of physical harm. Remember that the risk of harm must be immediate. It will not be sufficient to rely upon a neighbor’s report of an earlier disturbance.

Contrary to some officers’ belief, there is no domestic violence exception to the search warrant requirement. Officers must articulate their reasons justifying a warrantless entry of a home under the emergency aid exception.

Of course, one of the residents may always give you consent to enter the residence. **VB**

INSIGHT

A commander should have a profound understanding of human nature, the knack of smoothing out troubles, the power of winning affection while communicating energy, and the capacity for ruthless determination where required by circumstances. He needs to generate an electrifying current, and to keep a cool head in applying it.

—B. H. Liddell Hart (1895–1970). October 1933, *Thoughts on War*, 11, 1944

¹ *Brigham City, Utah v. Stuart*, 547 U.S. 398, 126 S.Ct. 1943 (2006).

² *Hannon v. State*, 125 Nev. 142, 207 P.3d 344 (2009).

Happy Holidays From Our Very Own Santa Claus!

*His eyes – how they twinkled! His dimples how merry!
His cheeks were like roses, his nose like a cherry!
His droll little mouth was drawn up like a bow,
And the beard of his chin was as white as the snow.*

Who is that with the twinkle in his eye? It's none other than our very own recently retired officer and former PPA Executive Board member Paul Bigham! Paul retired from Metro on December 31, 2012, and he has not stopped since. In addition to spending more time with Brenda and their family, golfing and playing bagpipes in the Nevada Police & Fire Emerald Society Pipes and Drums Band, Paul has recently started a new endeavor.

This past year, Paul attended Professional Santa Claus School in Denver, Colorado. The school is headed by a woman who has been training Santas on the dos and don'ts of the Santa P# 3713 business for some 30 years.



Paul plans to start his Santa career small, with private parties and functions. But what Paul is perhaps most excited about in his new role as Santa is an online project called **Talk to Santa**, which you can find at www.talktosanta.com. You can also access this website through a link found on Paul's (I mean Santa's) Facebook page, **Santa's Christmas Heart**. It is a wonderful idea and a website with beautiful graphics that allows parents to purchase live video chat time with Santa for their children. You can then add family and friends in up to four other locations, to experience the magic of watching your child interact with Santa

Claus. (After the call, you can share it with others who were not on the initial call live.) Before the call, parents fill out a questionnaire about their child so Santa has some "inside information."

Other options available through **Talk to Santa** include a live reindeer cam to watch the elves feed the reindeer, a peek in to Santa's workshop and an opportunity to track Santa's progress on Christmas Eve, among other fun things. And it should be mentioned that **Talk to Santa** is a proud sponsor of Toys for Tots. For each call made to Santa Claus, it donates 15% of the net revenue to the Toys for Tots program and the Marines Toys for Tots Foundation.

Hmm, what does retirement have in store for you?

Happy holidays to all of you from all of us here at the PPA! VB

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Fit for Duty

POLICE OFFICER II DAVID TILLEY

Member

David Tilley will be writing regularly for Vegas Beat to highlight the importance of fitness and to share with us some of our members' fitness routines and secrets. If you would like to be highlighted, feel free to reach out to him at david.tilley@yahoo.com.

Highlighted Member

Roger M. Rasch

Height: 5'8"

Weight: 160

Years on the Department: 23

Officer Rasch, how did you get started in running?

I was always very active, and one day my parents told me to run around the one acre lake we had on our property to release some of the energy I had, and so I did. In my freshman year of high school, I joined the cross country team followed by track and field. My specialty events were the one-mile and two-mile events. Going into my senior year of high school, I trained during the summer break and logged over 3,000 miles to prepare me for my final year of high school running. The dedication paid off as I was the Arizona state champion miler for Class A in 1980. After high school, I continued my running to keep up on my cardio, which became very crucial in my line of work.

What is your current training routine?

I continue to train regularly and started cycling as well, which is easier on my knees, which feel the effects of 30-plus years of running. I also work out with light weights and do high intensity interval training. I played



softball for over 30 years, too, took a brief break, and just recently started playing again.

What is your current diet and supplementation routine?

My current diet usually involves eating lean protein and greens with the occasional indulgence in red meat. I do splurge on occasion, but I try to keep it to once or twice a week as a treat. I take a multi-vitamin and include fish oil (omega 3 EPA/DHA) daily.

What is your next fitness goal?

My next fitness goal is to focus more on cycling, which is very similar to running when it comes to training and racing, and become a CAT1 or CAT2 cyclist.

How has being fit helped you to be a better police officer?

Being fit is a huge asset in police work, because when you have a healthy body, you have a healthy mind. This job is very demanding due to the fact that, as an officer, you are carrying 15–20 pounds of gear, and when you are in a foot pursuit or running to assist another officer, you still need enough energy and strength to be able to assist or capture the suspect. Cardio is very important when it comes to this job, because when you get on the radio after chasing a suspect and try to transmit your status but are unable to because you are out of breath, it can become an officer safety issue. I was in a foot pursuit at DTAC when I had a subject run from me westbound on Fremont from Eastern. As I radioed control, I remembered the importance of clear communication when speaking on the radio. Because of my experience as a runner, I was able to run full speed and communicate to dispatch my location and direction of travel. When I was calling out the radio traffic, dispatch was trying to confirm if I was in a foot pursuit or vehicle pursuit due to the clear transmission as I was chasing the suspect. Because of that, units were already rolling to my location without me having to confirm my radio traffic and direction of travel. When I was a TAC officer at the Academy, I wanted to lead by example, so training remained a top priority in my daily routine.

What advice would you give officers looking to adopt a healthier lifestyle?

I would advise the officers to take the time to list what they eat and drink and research the sugar and fat content. Slowly replace the junk food with healthy vegetables, meats and drinks. Just cutting out the Big Gulp that many officers drink throughout their shifts has shown to be beneficial when it comes to weight loss, and they will also feel much better and their minds will become sharper. I wouldn't recommend going cold turkey when changing bad eating habits because, for the most part, many crash and go right back to unhealthy eating. The major key to fitness and a healthier lifestyle is diet. I've seen many people work out and do a great job with it,



Out ahead

Mohave High's track record-holder Roger Rasch is all alone in front of the rest of the field during the T-Birds' sweep of Lake Havasu in cross country action Wednesday. It was the first home cross country meet ever for Mohave.

but it hasn't done anything to improve their overall fitness because their poor diets countered the positive that would have come from the workouts.

If you were the Sheriff, how would you incorporate fitness into the Department?

I would incorporate gyms back into the area commands. There have been times when I had every intention of going to the gym on the way home or on the way to work, but didn't follow up because of the extra travel time. With the gym right there, it's more of an incentive to use the lunch break for a nice 30-minute workout. I would also challenge other area commands or agencies to weight-loss competitions or maybe go a step further and compete in a physical fitness test/competition throughout the year and display the championship



trophy at the area command. I believe there should be an incentive for officers who maintain their fitness because, unfortunately for many officers, they don't realize or notice that the bad guy in front of their vehicle is sizing them up, and when they see that the officer is not fit, it could lead to a foot pursuit or fight because the mindset of the suspect is "I can take this officer." Also, if I were the Sheriff, I would encourage and support officers to participate in competitive events, such as the Nevada Police and Fire Games, the Brass Challenge, the Baker to Vegas Race, etc. **VB**



CALENDAR

November 11	Veterans Day
November 27	Thanksgiving
December 4	General Membership Meeting, 5:00 p.m.
December 25	Christmas

**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.*

SCHOOL APPRECIATION



Thanking those at Cox Elementary who so willingly opened their doors to accommodate our officers during the investigation following a recent officer-involved shooting incident.

You're Just a Cop, For What it's Worth

MELISSA LITTLES

What will it take to see the truth about law enforcement?

Our law enforcement officers are being murdered as well as laying down their lives on duty every 58 hours. They are being shot while sitting at traffic lights. Executed in coffee shops and on their lunch breaks. Lured into ambushes and blown away while removing debris from the roadway, or while responding to an alarm call that was a setup. They are being killed in their own driveways while off duty. They are being shot inside their own precincts.

If celebrities or professional athletes were being targeted, shot and murdered to the tune of one dead every 58 hours, there would be an instant demand for answers and protection. There would be a national cry to stop the violence before it impacted reality TV or *SportsCenter*.

Regardless of proven statistics that tell us otherwise, our officers continue to get blamed as a whole for the actions of less than 1%*. Regardless of common sense in a world where we have all encountered a bad mechanic, doctor, plumber, we blame **all** cops for the few. Regardless of countless corrupt priests, teachers, crooked judges and lawyers, we do not condemn their entire professions, it's asinine to even consider. But with law enforcement, it is instant condemnation of all.

What exactly does an officer have to do for you to say his/her life has worth? What will it take for you to see the family waiting at home, praying theirs isn't the next officer down? What will it take for the citizens of this country to say, without them, who will make these sacrifices? Will you? Are you ready to be the target? Are you ready to line up your family and friends and know one of you will not come home every other day?

Our law enforcement officers are humans. When will it be enough to say something's got to give? Even for those who hate the police... you'll be the first to dial 9-1-1 when you need them and you will expect them to run lights blazing to your rescue, after all, you pay their salaries.

What happens when they say, sorry, it's too dangerous, you're on your own. You hate us anyway, so do as you see fit. **You** stand in front of the bullet and protect your own family. You pry your mangled wife out of the wreckage you caused while drunk and give her CPR in front of your children. You stand in the pouring rain in the dead of night on an expressway and protect your own car from being hit by a semi until the tow truck gets there. You unlock your own car you left your keys in. You change your own tire when eight months pregnant in 102-degree heat. You stand in front of your own abusive husband and his weapon and his fist and tell him to leave your home without harming you.

To All Las Vegas Police Protective Association

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You get in your own car and race to stop someone who stole from you or hit your car a few miles back. You enter your neighborhood store and approach a masked man with a shotgun and reason with him not to kill you or those in the store. You go knock on the neighbor's door who has a warrant, a house full of weapons and a sign on the door that says "don't tread on me."

You watch for drunks out of control on the highway in an ice storm. You pray they don't kill you. You respond to suicide calls and cut teenagers from makeshift nooses in their garages or scrape their brain matter out of the soles of your boots. You tell their parents what happened while they were out socializing, again.

You walk into a house with no power in 105-degree heat containing the bodies of an entire family, including babies, now maggot infested and unidentifiable by anything other than the stench of rotten death. You walk up to cars who have nearly run you off the road only to be met with a gun in your face and no time to react.

You try and coax a brutally beaten and savagely raped teenager the same age as your own daughter out of the closet where she was left to die as she holds a knife to her own throat. You convince her tomorrow will be better.

You hate the police? You have no use for them? You think they're worthless? Do it yourself. Worry about it all on your own. You surely can do better. You surely are wiser than those lazy, corrupt, doughnut-eating fools you don't give

the time of day to when you hear they were gunned down while you went on about your business. Please, give them a rest and do it yourself.

You might want to hug P# 7201 your family and have your affairs in order before you head out; there's a very real chance you'll never make it home, of course, that's no big deal... you signed up for that, and my tax dollars allow me to ignore your worth. After all, you're just a cop.

Oh, and you sure as hell better do it all perfectly, every single time. After all, you're not human anymore. You're just a cop. No one cares if you get it right, but you sure as hell better never get it wrong because a good cop who did get it right will get his head blown off in an entirely different state if you screw up. That goes for you, too, by the way. Better pray all 740,000 do right by that badge today, if not, it's all on you because all cops are bad cops, right?

*Statistics are based on FBI full-year crime data reports based on latest three full years ended in 2012.

About the Author

Melissa Littles is a published author, blogger and legislative advocate for law enforcement officers and their families as well as an advocate for autism. To learn more, visit www.thepolicewifelifeblog.com. Reprinted with permission. VB

Visit our website at
www.lvppa.com
You can also contact our webmaster at
webmaster@lvppa.com.

CONGRATULATIONS
to the contest winners from the last issue!
September/October
Hidden Symbol Contest (\$250)
Loren Stevens, P# 411
P# Contest (\$50)
Thomas Carrigy, P# 9860
Shannon Tooley, P# 6224

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THANK YOU LETTERS

Dear LVPPA,

Thank you for donating to my Muscle Walk team. Altogether my team was able to raise \$5,475, which led me to win the first place prize at the Muscle Walk. Altogether, the MDA of Southern Nevada raised about \$30,000. I want you to know that 100% of the money raised is going directly to the MDA of Southern Nevada, which means it will stay here in Las Vegas. The money raised will help pay for things like MDA outpatient clinics, repairs of medical equipment, support groups, MDA summer camp and hope through research. Your generosity is highly appreciated, not just by me, but by the friends and family of the ones affected by this terrible disease. One day there will be a cure for this disease and it will be because of people like you who donated to the MDA.

Sincerely,

Colton Shrum (Team Captain of "Buckeye Nation")

Dear Darryl (Clodt),

I know that getting a double paycheck last week had a lot to do with you and the PPA. I wanted to thank you and the PPA for all the help you have given me. I spoke with my doctor today. I have another appointment next week and the doctor has me scheduled to return to work on either the 11th or the 18th. They said most likely the 18th so they can have another evaluation at least two weeks from now to know for sure that I am good to go. Again, thank you for your help.

Sincerely,

PPA member

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.

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



Visit the PPA to obtain
your bumper sticker.

Good old fun from our 2006 Holiday issue of *Vegas Beat!*

Merry Christmas

from the PPA

Kathy Werner Collins, General Counsel



'Twas the night before Christmas, when all through the town,
The cops were all working to keep the crime down.

Patrol cars were cruising down the Strip with no care,
In hopes that gang bangers would not be there.

The COs were keeping the calm in the jail,
Hoping no bad guys would get out on bail.

PPA reps and the staff, no longer on duty,
Had just settled down to open their booty.

When out on the streets there arose such a clatter,
AMs went flying to see what was the matter.

People had started to call for the cops,
When they heard sled noises on their rooftops.

The moon in the sky gave the officers light,
And what they saw caused a great fright.

On top of the roof of Department of Personnel,
Was a man in red suit, looking like hell.

He claimed to be Santa, but he looked very sly,
We all tried to warn him, "You lie and you fly."

He didn't seem phased, he didn't much care,
Simply looked at the cops and gave them a dare.

"Now Kallas, now Jotz, now Collins and Reid,
If you come any closer I'll retake the lead.

"I'm faster than you, I can fly off this wall,
So go away, get away, dash away all."

These cops were all seasoned, they knew not to fret,
This Santa was crazy and they'd get to him yet.

And then in an instant, they heard dispatch say,
"Get him off of that roof and take him away."

The cops took a stance and one pulled a Taser,
Santa jumped off the roof and he had a razor.

A struggle ensued...well you know the rest,
The cops tried to avoid another inquest.

Sarge decided a Legal 2000 was the only way,
So they waited and watched, hoping Santa would stay.

Then AMR arrived and it was time for some fun,
The cops cornered Santa, they did a drive stun.

They took him quite quickly, they put him in jail,
Some elves showed up, but couldn't post bail.

It was a good night, there were several arrests.
The COs were happy, they had some new guests.

As they pulled out of jail, Santa got in a fight,
So much for "Merry Christmas" or "a good night!" **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	
DUES					
5009	Black Police Dues (24 pay periods)				
5010	NLPOA Dues (24 pay periods)				
5007	PMSA Dues (24 pay periods)				
5005	PPA Dues (24 pay periods)				
5006	PPACE Dues (all pay periods)				
5008	SPA Dues (24 pay periods)				

MISCELLANEOUS DEDUCTIONS					
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				

LOANS					Declining Balance
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)				\$


	Date		Date
<i>Employee Signature & PN</i> <small>(Sign name as it appears on paycheck)</small>		<i>Representative Signature</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 will be entered into a drawing for \$250. You must enter by Tuesday, December 9, 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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