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

VOLUME 9 | ISSUE 6

March/April 2015

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SHERIFF LOMBARDO

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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.

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Executive Director's Message

DETECTIVE CHRIS COLLINS, EXECUTIVE DIRECTOR

2015 Legislative Session

By the time you read this article, the 2015 Nevada legislative session will have been ongoing for approximately one month. I don't think anyone can say with certainty what will happen during this session. I do think it has the potential to be hard on public employees. Now don't take this to mean that I believe sweeping changes are coming; however, expect that we will be in a fight to keep the benefits that we have earned. In case you have not been reading the *Review-Journal* over the past 10 years, or more specifically, over the past several weeks, the writers for that publication are not fans of public employees and are regular critics of the benefits provided to us under state law. The *Review-Journal* has published several articles about the reforms that their journalists believe need to be passed during this session. Generally speaking, I don't worry too much about what the *Review-Journal* prints in the paper. I also believe that most people in Las Vegas who read the *Review-Journal* (as I do) do so because it is the only major paper in the valley. What is harder for me to understand is why the Republican Assembly Caucus hired Geoffrey Lawrence, who used to work at NPRI and has made a living out of bashing public employees. All I can promise you is that we will be at the session full time and will do everything in our power to make sure that you, as public employees, have a voice in Carson City and around the state.

Let's talk about the potential changes that seem to be on the minds of most people. First is collective bargaining. There is a push to change the collective bargaining laws. A couple of things seem to be the focus of the discussion surrounding collective bargaining. Binding arbitration is one of the topics that appears to be a problem for the folks who want change. I, for one, don't understand the concern with binding arbitration. Binding arbitration is simply a method in law that allows parties who reach an impasse at the negotiating table to have their dispute resolved by an outside arbitrator. Under the current law, the arbitrator's decision is not appealable — in other words, it is binding. It is a winner-take-all option in which at the end of the hearing, the arbitrator selects one of the two parties' "last best offers." But because of this, both sides have to be reasonable and bargain in good faith. Let's not forget that in recent history, it seems the management teams from around Nevada have won their fair share of the arbitration decisions. The most important thing to remember is that many years ago, public unions gave up the right to strike in exchange for binding arbitration. If the legislators vote to take binding arbitration away from us, we should demand that our right to strike be given back to us. After all, if

we can't strike, and we have no binding arbitration, what do we have that will ensure that management will deal with us and bargain with us in good faith?

The next issue with collective bargaining is the never-ending push for "transparency." Many seem to want negotiations conducted in an open public forum. I was not sure what this meant the first time I heard it, but I have come to understand that it means they want the taxpayers to participate in the process. If any of you have ever negotiated a contract, you know it is a long, slow process. I don't think the public would sit through the hours and hours of meetings, but they might watch it on TV. Here in Las Vegas, both the City and the County own TV stations paid for by the public. If transparency is what they want, I say put the negotiation meetings on TV. I can tell you that the PPA has never made an offer or asked for something for our members that we would not want the public to see. I think you will find that the governmental bodies we negotiate with will more likely object to this, because they know that most unions do forensic audits of the books, and publicizing the process would open the audit up to public view. My guess is that there would be resistance on the part of the City and County to proceed in this manner.

The next big issue on the minds of some people is PERS. Again the *Review-Journal* and NPRI have sent the message to the public that the system is broken and needs radical change. The reports they cite, of course, support their position. What they don't tell you and the readers of the *R-J* is that there have been just as many reports conducted by other organizations with no ties to Nevada PERS that have come to the conclusion that PERS is doing just fine. The reports that attempt to make PERS look bad in the eyes of the public forget to mention that public employees pay one-half of the total contribution to PERS over the course of their careers. Unfortunately, the PPA and those of us who sit on the PERS Board have no control over what others choose to print, so all we can do is ask is that the message be truthful P# 13221 and accurate, so that everyone can make an informed decision. I believe that if the public had all the facts, they would see that Nevada PERS is not the problem they have been told it is.

As I sit here writing this article and preparing to travel to Carson City to work on your behalf, I have to admit to being just a little scared. You all have given me the great honor to represent you for many years and in many different fights. Most of those fights involved important issues, but none as important as your right to collectively bargain and your right to protect your retirement benefits. I don't want to let any of you down. I can promise you that I will work tirelessly and be in every fight. Some of these fights may trickle over into the next round of endorsements that we make and into the 2017 legislative session, and that will be fine with me. I will send out emails during the session for two reasons: to ask for your help and to keep you informed. Please contact me or the office if you have any questions about what is going on.

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

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01/13/15	Sidney E. Lyons, P# 5383	CO II
01/14/15	Thomas T. Moyer, P# 2889	PO II
02/24/15	Carlos R. Acosta, P# 4421	PO II
03/11/15	Mitchell D. Colgan, P# 4329	PO II
04/09/15	Daniel S. Giersdorf, P# 4521	PO II



Win the Battle, Lose the War

POLICE OFFICER MARK CHAPARIAN

Assistant Executive Director

February 2015 marked a significant month and year for me, personally and professionally. I celebrated my 48th birthday and my 24th year with the LVMPD. Being the fancy mathematician that I am, I realized that *one-half of my entire life has been spent as a cop with the LVMPD!* Sobering thought to say the least, isn't it? I certainly think so.

As I reflect back on all of the fun and exciting times I've experienced with Metro, I can't help but also think of the times that were difficult, too. Sometimes I wonder how I survived physically, emotionally and mentally. One particular incident comes to mind that I'd like to share with you, a memory jarred when I attended my friend and mentor Lieutenant Craig Klatt's retirement ceremony not so long ago. Allow me to set the stage.

Craig Klatt was my shift lieutenant at the old northwest substation on Hargrove Street back in the mid-1990s. Those of you who are privileged enough to have worked with Craig Klatt know what a calm, cool and caring cop he was, especially when it came to his subordinate officers. So there I was, a young cop with much wisdom to gain, with a problem eating away at me. The issue I happened to have was with a less-than-scrupulous supervisor in the same station who was clearly violating many ethical and policy standards. I was sitting in that small, old, stinky kitchen of that station singing the blues to Craig as we sipped coffee before briefing had begun. After a few minutes of venting to Craig and his acknowledgment of the biased behavior of the person I spoke of, Craig became quiet. I was clearly upset and wanted Craig to give me the magic solution to quell my woes and make this situation better. After all, he agreed and acknowledged that what was happening was wrong and unfair. Craig continued to listen and sip his coffee from that Styrofoam cup, not saying a word for another few minutes. Craig had 20-plus years on the Police Department at that time, and he certainly would have a simple solution that he could share with me, right? Nope ... he just sipped his coffee, staring at the wall, and finally he spoke. He never turned his head toward me, but he spoke. He said, "Do you wanna know what I think?" "Of course I do," I said, anxiously waiting. Craig took another sip of his coffee and calmly and

simply said, "You'll win the battle, but lose the war." There it was! That was his answer! He turned, coffee cup in hand, and walked out the kitchen door toward the briefing room. Frustration and anger were the two emotions I felt most at that moment.

Sometime during that shift, after I had calmed down and his words set in, I understood. This man was simply telling me the lesson I had known since I was a boy: Pick your battles carefully, because if the objective is to come out on top, you must be careful who you choose to engage, when you engage and why you are engaging. This turned out to be great advice from a person who became my friend and mentor over the next 20 years of our careers. Thank you, Craig Klatt, your advice was solid and very much appreciated and oh-so-timely.

So what have I learned by spending one-half of my life working for the LVMPD? One thing for sure is to choose my battles carefully and always try to focus on the big picture. So many times in our lives, we are all tempted to fight this or that battle. Unless it's critical, take a step back and relax. Many issues resolve themselves or don't seem so important once you've taken the time to think about, sleep on or further evaluate the true impact of them. However, if you must take on the battle, always remember what Craig Klatt would say: *scan, identify, plan and execute.* **VB**

CONGRATULATIONS

to the contest winners from the last issue!

January/February

Hidden Symbol Contest (\$250)

David Borst, P# 3579

P# Contest (\$50)

Nathan Hoeffner, P# 13820

Eric Holyoak, P# 3713 (Nov./Dec. 2014 issue)

Aaron Lee, P# 9840

Christian Pastuns, P# 10040

Eric Resberg, P# 10007

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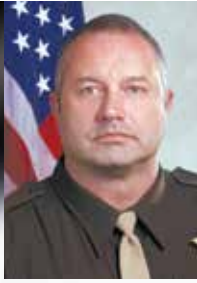
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False Complaints

CORRECTIONS OFFICER SCOTT NICHOLAS

Treasurer

How many officers have had a false complaint filed against them in the course of their careers? Or maybe not a complete lie and fabricated story, but perhaps a very embellished account of the details? We all know that every day, officers are forced to deal with difficult people. When these people don't have things go their way, they like to run down to (or even just call) Internal Affairs or the Citizen Review Board and file a complaint — often citing claims of verbal abuse, physical abuse, emotional abuse or a multitude of other things that they can conjure up.

As we all know, IAB does not turn anyone away from filing a complaint against our officers. I suspect that most of the time, the person taking the complaint can tell if it is legitimate or complete garbage, but still the complaint is accepted and, at least initially, investigated. The garbage complaints are weeded out and often closed without your knowledge. The ones that don't get closed out and make it through the first stage of the investigation are the ones that you will be called in on to respond to. Now if you just had someone else to back up your side of the story. Or something!

This brings me to my point. On all of these types of complaints, when

you know you did everything you could to de-escalate the situation and, in some cases, when you even tried to help the victim or suspect, wouldn't it be nice to know that you have a recording of the call and interaction or something to back up your version of the events? How many times have you wished you had a recorder to verify what a complete idiot someone was to you while you were on a call for service or in the jail? Because when the call comes from IAB telling you that you are being admonished as a "subject employee" and you know it is just the person's word against yours, you fear the worst. How good would it feel to answer the same phone call knowing that the entire exchange was on your body camera? I'll bet it would bring a smile to your face just knowing that this complainant has been caught in a lie and you can prove it.

It has been a while since our officers began voluntarily wearing body cameras. To date, to my knowledge no one wearing a camera has been the subject of a statement of complaint that involved a false or bogus complaint. I suspect this is because the would-be complainants know that the camera will disprove their false allegations. I have continued to read about and consider the pros and cons of body cameras, and I have to tell you that in my opinion (not speaking for the PPA, just Scott Nicholas), the cameras are overwhelmingly helping. I have had my personal reservations just like everyone else, but the reality is that the cameras will provide the proof you need to combat a false complaint.

The stress involved in trying to overcome a false or embellished complaint when it is just the person's word against yours really sucks. Again, a recorded version of events relieves the stress of what might come out of this situation when you get the dreaded phone call asking you if you understand your rights.

We will continue to look at the policies that are drafted to make sure your rights are protected, and we will share any information regarding body cameras as it becomes available. For now, for many other than the very new officers, the choice is yours as to whether to wear a camera or not. I simply suggest considering the advantages of this useful tool to protect your career and avoid the stress of having no way to prove you did things right.

Give it some thought. Thanks for your membership and, as always, please be safe. **VB**

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Meet Our New Sheriff: Q & A With Sheriff Lombardo

DETECTIVE STEVE GRAMMAS

Secretary

On January 21, I sat down with newly elected Sheriff Lombardo to find out who he is, where he has been, and what he sees as the future for the men and women at LVMPD. Having broken my ankle a few weeks back, I “strolled” into the Sheriff’s office on my awesome four-wheel scooter (with metal basket attachment, of course), sat down with the boss and asked the following questions.

Can you give us a brief overview of your career?

I was hired by the LVMPD in September of 1988. After the Academy and field training, I was assigned to the Northeast Area Command. I spent my time at NEAC covering foot patrol on Fremont Street and the David area. When I was able to, I became an FTO and spent a few years doing that assignment. From there, I spent the next six years as a Narcotics detective. I promoted out of Narcotics and became a sergeant, and later an FTO sergeant. I then spent time in the Weed and Seed task force at NWAC, which primarily focused on the William area. I went back to Narcotics for about three years and again promoted out of Narcotics, this time to lieutenant. During my time as a lieutenant, I was assigned to Patrol, Air Support and the Office of the Sheriff. It was during this time that I attended the FBI National Academy. While at the Academy, I was promoted to captain. As a captain, I was assigned to SWAC/EAC and the Homeland Security Division. From there I promoted to deputy chief and later assistant sheriff. I then went on to a short stint as the acting undersheriff until my election as Sheriff.

Is there an assignment on the Department that you would have liked to work, but never had the chance?

I really would have liked to work in Homicide. That type of work always intrigued me, but I never got around to getting to that detail.

Other than command staff, what was your favorite assignment in your career?

I had the best time working as a Narcotics sergeant.

How will the next four years be different than the previous? What new ideas or concepts do you plan to bring to the Department?

One of the biggest changes is going to be decentralization. Captain Anderson has been appointed to be in charge of the implementation and execution of decentralization. This change should be effective by July of 2015. I believe that we need to focus some of our specialized units that are not primarily assisting the crimes-against-persons issues and refocus them toward reducing these types of crimes. Areas like street robberies would be better suited to helping reduce violent crime in the valley, while still keeping the task forces in place to handle business and series robberies. By creating hybrid squads at area commands, these detectives can be cross-trained in different areas of law enforcement and better help individual areas and be target-specific in those areas, much like LAPD and NYPD. I also believe that having these resources P# 3497 at the disposal of the area command captains will better benefit the citizens living in those particular geographical areas. I think this will also provide patrol officers more opportunity for advancement to these specific areas.

What are some of the hot-button issues that need to be addressed ASAP?

Use of force is a very hot topic, not only in Nevada, but all over the

nation. Society is showing that the current way of handling police officers’ uses of force needs to change and cannot operate the same way it has in past years. We have to look at how we address these issues and how better to use our de-escalation techniques to resolve situations.

With the issues between the County and LVMPD regarding More Cops, are we still going to be pursuing the More Cops initiative and, if so, how will you succeed?

We are always exploring more options to increase the number of officers on the street. To be successful with the More Cops initiative, I think we need to educate the public better about the initiative, along with having all entities involved standing together at the podium at the County Commission meetings and being united with our need for more officers for all of us, not just LVMPD.

What do you think of the new use of force review process?

I feel the new process is going well. It is still in its infancy, as it is only about two years old. It can still get better and grow. But as it stands currently, I believe it is a fair and beneficial process for the officers, as well as the LVMPD. In times past, we would address a use of force with discipline or not, and that was the end of it. We would not look at the tactics of the incident itself and, when necessary, provide the training to the officers or make changes to policy to make the officers’ jobs better.

Are there any plans in the future to open a new substation?

The plans to expand and open a new area are always there. Currently we don’t have the manpower to staff an entire station. Should we reach the day where we were able to staff a station, we would more than likely use an existing structure as the substation.

Where do you see our Department going with regard to body cameras? Also, what would the associated costs be with implementing these for all of Patrol?

The cost to outfit all of Patrol Services with body cameras would be around \$1 million in the first year: \$220,000 would go toward storage and the remainder would go toward the cameras themselves, as well as setting up the infrastructure. We would then look to make the cameras a line item in the budget to continue to purchase the cameras. As of December 2014, the cameras have cleared approximately 22 IAB complaints in favor of the officer.

What is the Department doing about getting the North Valley complex staffed?

We are currently in talks with the County to make that a line item as well. Currently, every correction officer position there is an overtime assignment. It would be better for LVMPD to staff those positions at straight pay for a CO rather than paying the overtime.

Are there any plans to bring Ted Moody on board with the Use of Force Board in any capacity?

Ted Moody and I have had discussions regarding him joining the citizen

(continued on page 16)



Accident Review Board

DETECTIVE DARRYL CLODT

Director

I would like to take this opportunity to tell you a little bit about the Accident Review Board, or ARB. This is a process that has been in place here for many years. Some of you have had the “pleasure” of attending one of these hearings. We as police officers, and also some correction officers, drive a lot of miles in the performance of our jobs. We drive millions of miles per year, and yes, we have a few car accidents here and there.

As most of you know, the past chairman of the ARB was Captain Mark Tavarez. As Captain Tavarez has recently retired, this job now belongs to Captain Peter Bofelli. The other members of the ARB generally consist of the lieutenant from Training/EVOC, a Department attorney and another lieutenant of the chairman’s choice. As you can see, the members of the board, other than the chairman and the attorney, are subject to change and rotate regularly due to vacations and other commitments.

As we all know, when the unfortunate event of an automobile accident does take place, Traffic comes out and does an investigation. If you are involved in an accident, per policy it will be reviewed by the ARB. Generally, the board meets once a month and looks at a month or two’s worth of Department accidents. One

question that often comes up is whether your appearance at ARB is mandatory or nonmandatory. The answer is that if you get a Notice to Appear, you *must* appear, as it is an order to appear for an internal investigation. Also, your supervisor is required to be there as well. On the other hand, if you receive a nonmandatory letter, you do not need to be there. It should be fairly obvious by the notice you receive, but feel free to contact us if you are unsure. If the letter is for a nonmandatory appearance, I generally advise you not to go, because they already have decided what they are going to do as to any discipline, or they would make it mandatory. If you choose to go on a nonmandatory review, one thing they can do is ask you questions about your accident. If you’re not there, it is a little hard to do this. If you do go and provide information, this may lead to a different outcome than what they initially had in mind, and that might be more discipline.

During these mandatory appearances before the ARB, you will be represented by the PPA. One of the things we do during this process is hold the Department to their standards. If you had a recent wreck, they can only bring it up if it is within a specified time period. The time frame used for this purpose is the same as that used for purging discipline. If you received a written reprimand for a wreck, the ARB can only bring it up and consider it for 18 months, and then it purges out of your file. This is true for the other timelines associated with discipline purging as well.

One thing that is important to be aware of is that if you are deemed to have an “at fault” accident, then more than likely you will receive some form of discipline. The good thing about this is that there is relief in the form of the accident bank. Each of us is accumulating time in this bank. It is all individual and based on your years of service and driving history. The important thing to remember is that if you do get some discipline, it can be offset with hours you have earned that are in this bank.

These are just a few important facts to know. If you have any questions, or if you have a matter before the ARB, please call me. As always, please use your representatives for all interviews you go to. Until next time, *stay alert and stay alive.* **VB**

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Member Spotlight

POLICE OFFICER MIKE RAMIREZ

Director

Quiz time. **Question:** Who within our Department is a previous junior college baseball and football player, has a black belt second degree in the Marine Corps Martial Arts Program, is a mixed martial arts fighter and enthusiast, served active duty in the Marine Corps for 13 years, served as a Marine Corps reservist for six years, is a college graduate, is the father of five children, is a fight inspector for the Nevada State Athletic Commission and lastly, had a hand in guarding George W. Bush and his vital assets during his presidency, while traveling the world?

Answer: This well-rounded individual is Lawrence “Larry” Rinetti, P# 9036.

Larry grew up as the older of two boys in Sacramento, California. Larry was an avid sports player growing up and through high school. After high school, he attended American River College in his hometown, and was a pitcher for the baseball team and an outside linebacker for the football team. With two years of college under his belt, he took a leap of faith and joined the Marine Corps, where he remained active for 13 years.

Larry’s first duty station was Marine Corps Base Hawaii, where he served as an infantry machine gunner and heavy machine gun section leader. Larry then relocated to the Marine Security Force Company Bangor, Washington, where he would eventually meet his best friends Trevor Nettleton, Tyler McMeans, Rick Meyers and John Poulson, all of whom became Metro police officers. While stationed at the MCSFCO Bangor, Larry was the platoon sergeant of the Recapture Tactics Team, a group of Marines highly trained in urban sniping, explosive breaching and close quarters battle (CQB). His platoon was responsible for the tactical recovery of a trident nuclear warhead in the event that one was to be compromised.

While serving in the Marines, Larry was stationed all over the place, including the Marine Corps



Recruit Depot in San Diego, California; the Seattle area; and Washington, D.C. Larry was an infantryman, machine gunner, CQB instructor, explosive breaching instructor, primary marksmanship instructor, Marine Corps martial arts instructor trainer, infantry unit leader, and lastly, became the guard chief of the White House Communications Agency (WHCA) in Washington, D.C.

Larry’s role as the guard chief at WHCA afforded him the opportunity to work hand in hand with the Secret Service to guard George W. Bush during his presidency. He was responsible for the presidential assets whenever the president traveled to foreign countries, and managed a security budget well over \$1 million. This role took Larry to many foreign countries, including China, Colombia, Ireland, Denmark, Israel and Australia. These duties were vital in order to allow the president to perform his duties just as if he were in the United States while traveling abroad. Larry and his Marines would conduct these operations in a suit and tie to blend in and look like every other member of the presidential staff and detail. It was immediately evident to Larry after his first personal encounter with the president that he had respect and a soft spot for the Marines. One assignment was at the Waldorf Astoria Hotel in New York City, where the president was attending the G8 summit. There was a crowd of hopeful people trying to get their photographs taken with the president. President Bush made it clear that “his Marines” were going to be moving to the front of the line for photo opportunities, ensuring that the Marines got their photos taken prior to the masses. In fact, whenever traveling, it was the same way: Marines first, oftentimes traveling business class to the countries they were visiting, everyone else second. At times, Larry felt the need to pinch himself to make sure it was not a dream, a young kid from Sacramento rubbing shoulders with the president of the United States.



Once separated from active military duty after 13 years, Larry joined the Marine Corps Reserves, where he became the scout sniper platoon commander in the Anti-Terrorism Battalion, Reno, Nevada. Around the same time, Larry joined the Las Vegas Metropolitan Police Department at the urging of former subordinate, fellow Metro employee and now Sergeant Rick Meyers.

With plenty of support from his wife and family, Larry started his career with Metro at the Academy in January 2006. I had the opportunity to meet him

(continued on page 18)



Trust, but Verify

CORRECTIONS OFFICER THOMAS REID

Director

The LVMPD Health Trust's Dependent Verification Audit Is Coming to a Mailbox Near You

The trustees of the LVMPD Health and Welfare Trust (the Health Trust) have the responsibility to ensure that *your* health trust dollars are used to provide quality health care benefits for members and their legal dependents. In an effort to preserve those dollars and control costs, the Trust has retained the services of HMS Employer Solutions (HMS) to assist with conducting a dependent verification audit. The purpose of this audit is to ensure that only those dependents who are actually eligible under the Health Trust's plan rules are the ones being provided coverage. HMS specializes in verifying health plan eligibility and has reviewed verification documentation for millions of dependents for some of the largest employers, unions and government entities in the United States. Experience and expertise are necessary to complete this program accurately and successfully, and to limit inconvenience to our participants. HMS is not part of UMR or any of our other service providers. I'm sure this audit will show that we are covering only eligible members in a fair and equitable manner. Many other health care providers conduct dependent verification audits about every three to five years.

The Health Trust audits its service providers on a regular basis for accuracy and accountability. Recently the Trust completed audits on medical/pharmacy claims paid by UMR and CVS Caremark, respectively. Audits are solely to "trust but verify" that the Health Trust is running smoothly and claims are being paid in accordance with contract and payment rules. Covering people who are not eligible dependents of the Health Trust raises the cost for health coverage for all of us.

All participants with dependents on the Health Trust will get a letter from HMS that will detail the steps and information required to complete this dependent verification audit. All participants will be required to submit documentation directly to HMS for determination of eligibility. The letter will give more information about how to get HMS the required information. HMS is not using any documentation that you have previously given to UMR. Please do not call UMR with questions related to this dependent verification program. HMS will provide a toll-free number if you have questions about this audit.

The dependent verification audit consists of four phases and will take about 90 days to complete. Dependents found on the Health Trust in error will be removed from the plan so that the Health Trust's dollars can go toward paying claims and benefits for those dependents truly eligible for coverage. Keep the following in mind:

- HMS will send you a letter informing you of the program process, criteria and documentation timeline.
- The letter will ask you to supply proof of eligibility for the dependents enrolled in the health plan. A postage-paid reply envelope will be included with the letter.
- Once the proof is received, a confirmation postcard will be mailed to you.
- If you have enrolled ineligible dependents, you should notify HMS. HMS, in turn, will notify UMR of the ineligible dependent. You may be required to supply documentation of the date that the dependent became ineligible so the record can be accurately adjusted.

- If HMS does not hear from participants within certain time frames, second and third letters will be sent. If participants fail to respond after several opportunities to do so, health care coverage for those enrolled dependents will be suspended and possibly terminated.
- If coverage is suspended or terminated, you will be advised of your appeal rights and the time frame within which you must file the appeal to the Health Trust.

Here are a few answers to common questions that may come up that hopefully will help you understand more about this dependent verification audit.

Why is the LVMPD Employee Health and Welfare Trust conducting a dependent eligibility verification audit?

The Health Trust is sensitive to the rising costs of health care for its participants and feels this verification program is necessary to help make sure its health plan is compliant with the law and the Health Trust plan document, and is competitive and cost-effective. This program also helps the Health Trust manage overall plan costs, which benefits all participants. Remember, the Health Trust is self-funded, which means the money used to pay claims is all of ours, and we need to do our part to ensure claims are paid only for those who are eligible for benefits.

Didn't UMR collect this information a few years ago? What happened to that documentation?

Yes, UMR did reach out to certain participants who had missing or incomplete documentation. This limited documentation collection was only for the purpose of completing the participant's file. UMR was not our original claims administrator, and when they received the members' files, some of them had missing or incomplete information. This audit, on the other hand, will reach out to everyone with dependents on the plan.

Can an exception be granted to allow my ineligible dependent to stay covered as long as I'm still paying for their coverage?

No, only dependents who currently satisfy the plan's eligibility rules are allowed coverage on the Health Trust.

I was married outside the United States and/or have dependent children born in a foreign country. Will you accept marriage and birth certificates from a foreign country?

Yes, the Health Trust will accept your birth certificates or marriage certificates if issued outside of the United States.

I was married outside of the United States and/or my dependent child was born in a foreign country, and the marriage certificate or birth certificate is not available to me. What should I do?

If you are unable to furnish a birth certificate or marriage certificate issued outside the United States, you can submit a notarized affidavit attesting to the legal relationship.

Do I need to send original or certified documents?

No, please do not send your original documents. Copies are fine. You may also black out sensitive information on the documents, such as Social Security numbers or income information.

If you have questions about this article, please call Tom Reid at (702) 384-8692, ext. 219 or email at treid@lvppa.com. **VB**



Critical Incident Review Process

POLICE OFFICER BRYAN YANT

Director

The Use of Force Board and Tactical Review Board, LVMPD Policy 5/109.02

Many of you have never experienced the Critical Incident Review Process, which consists of the Use of Force Board and Tactical Review Board. You have all heard stories from other officers' experiences, and even from the media about how the boards are just a rubber-stamp process. But folks, let's be real. This is no rubber-stamp process, even back to my first OIS in 2001. The process and the boards are thorough and have a purpose: to present the facts and a portrayal of what occurred, ask tough questions of the officers involved, hear firsthand the officers' answers, and make a ruling on the use of force and tactics used during the event. The Critical Incident Review Process takes place after the district attorney has issued a written review of the officer involved shooting. Right now this process takes about a year to be completed.

The Use of Force Board consists of four civilian members who are picked randomly from a pool of citizens. These citizens receive training as to their role in the Critical Incident Review Process. The board also includes a peer member of the same rank as the officer involved, the captain of ODB/Training, a deputy chief, and the chair, who is an assistant sheriff. The chair has a non-voting role in the process and acts as the moderator. Also present is PEAP, someone from the Critical Incident Review Team (CIRT), members from OIO, your captain or someone from your chain of command, and a PPA representative. Currently, the standing members of the board are ODB/Training Captain Kelly, Deputy Chief Schofield and Assistant Sheriff Primas.

Typically, a week prior to the Use of Force Board, you will be called in by CIRT to review the use of force presentation and PowerPoint that they have prepared. Once you are called by CIRT to come in for your review, you should call the PPA and ask for a representative to go with you. Your review of this presentation is important: You are afforded the opportunity to see the presentation and make sure it is an accurate portrayal of the event and is consistent with your recollection of the event and the timeline. It also helps because you will have seen and heard the presentation prior to the Use of Force Board. If things need to be corrected at this point, CIRT does a good job in making these corrections if they are able to. If CIRT believes, based on their case work, that the information needs to stay as it is presented, you will have a chance to speak on that topic in the board.

Once you arrive for the board, we will meet and walk into the boardroom together. We will point out where everyone is sitting and explain their roles. We will walk you through the process again and explain what to expect. Seeing the large room and number of people involved in the process can make you nervous; however, rest assured we will be by your side and guide you through it. You will have to sign several internal documents requiring you to testify during the process, which provides you *Garrity* protections. With regard to your testimony, LVMPD policy requires you to be truthful at all times. By signing the documents, you are acknowledging that you are being provided *Garrity* protections; that you understand the requirement to be truthful and that if you aren't truthful you could be terminated; and lastly, that if you refuse to answer questions, you are considered insubordinate and could be terminated.

The board will then be called to the table by the chair. Everyone will take their seats and the proceeding will begin to be recorded. Everyone will announce and introduce themselves into the record. The admonishments, truthfulness policy and *Garrity* protections will all be read into the record, and you will be asked if you understand all of them.

The case agent from CIRT will then present the case to the Use of Force Board. CIRT utilizes PowerPoint presentations, video surveillance, audio recordings, maps and photographs in their presentation. After the presentation, you will be asked if the presentation by CIRT was accurate. The citizens will then have a chance to ask CIRT any questions about the case and the presentation. After CIRT has answered all the citizens' questions, the commissioned members of the board can ask CIRT questions about the case and the presentation.

At this point, the chair will allow the citizens to ask you any questions they have regarding your use of deadly force. They are not allowed to ask you any tactics or decision-making questions. The sole focus of these questions should be merely on the application of deadly force. After the citizens have asked all of their questions, the chair will open it up for the commissioned members of the board to ask you questions about your use of deadly force. Once all questions have been asked, the PPA has an opportunity to ask you any clarifying questions or make a statement on your behalf. The chair will then adjourn the board and dismiss all members so that voting may take place.

Once the deliberations on the actual use of deadly force have been completed, everyone will be called back into the room. The chair will then inform you of how

(continued on page 21)

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DAVID ROGER
General Counsel

Weighing True Threats and Free Speech Rights

Anti-police rhetoric is becoming common in many communities. While it is a normal response for a police officer to want to arrest a loudmouth, we have to exercise restraint. This article will analyze the types of speech excluded from the protections of the First Amendment.

The courts have traditionally given citizens great latitude in criticizing law enforcement. “The freedom of individuals verbally to oppose or challenge police action without thereby risking arrest is one of the principal characteristics by which we distinguish a free nation from a police state,” *City of Houston v. Hill*, 482 U.S. 451, 463, 107 S.Ct. 2502, 2510 (1987).

However, the protections of the First Amendment do not encompass certain categories of speech, *Virginia v. Black*, 538 U.S. 343, 358, 123 S.Ct. 1536, 1547 (2003). For example, the court has held that speech that is “directed to inciting or producing imminent lawless action and is likely to incite or produce such action” is not constitutionally protected, *Brandenburg v. Ohio*, 395 U.S. 444, 447, 89 S.Ct. 1827 (1969). Additionally, the First Amendment does not protect true threats, *Watts v. United States*, 394 U.S. 705, 708, 89 S.Ct. 1399 (1969). “True threats encompass those statements where the speaker means to communicate a serious expression of an intent to commit an act of unlawful violence to a particular individual or group of individuals. The speaker need not actually intend to carry out the threat,” *Virginia v. Black*, 538 U.S. at 360.

The Ninth Circuit Court of Appeals has struggled to define “true threats.” In *United States v. Orozco-Santillan*, 903 F.2d 1262 (9th Cir. 1990), the court applied an objective test to analyze a true threat. The court explained that the standard is whether a reasonable person would foresee that their

statement would cause people to believe the expressions were threats to injure them. The court later added that courts must examine the context of the threatening statement, *Planned Parenthood v. American Coalition of Life Activists*, 290 F.3d 1058 (9th Cir. 2002).

Subsequently, the court held that in true threat cases, the speaker must subjectively intend to threaten the individual, *United States v. Bagdasarian*, 652 F.3d 1113, 1117-18 (9th Cir. 2011). Most recently, the court analyzed a threat under both standards. *U.S. v. Keyser*, 704 F.3d 631 (2012). Practically, a true threat will usually satisfy both objective and subjective standards.

The following cases are examples of how the courts have viewed true threats.

- *U.S. v. Keyser*: Defendant’s convictions for threatening people by mailing packets of sugar labeled “Anthrax” affirmed.
- *U.S. v. Dinwiddie*¹: True threat found when a pro-life advocate sent over 50 messages to an abortion clinic director, including “Robert, remember Dr. Gunn ... This could happen to you ... Whoever sheds man’s blood, by man his blood shall be shed.”
- *NAACP v. Claiborne Hardware*² statement: “If we catch any of you going in any of them racist stores, we’re gonna break your damn neck” was protected by the First Amendment.
- *Bauer v. Sampson*³, college professor’s statement: “I, for one, have etched the name ... and others of her ilk on my permanent shit list, a two-ton slate of polished granite which I hope to someday drop in [the new college president’s] head” was protected speech.
- *Fogel v. Collins*⁴, defendant found to be exercising his First Amendment rights by posting the following message on his car: “I am a fucking suicide bomber communist terrorist! Pull me over! Please, I dare ya. Allah praise the PATRIOT Act ... fucking jihad on the First Amendment! P.S. WOMD on board!”

So, be careful dealing with individuals who spew anti-cop slurs. It is better to walk away than to be sued in federal court for violating their civil rights.

On a final note, I am finalizing a website where you can access legal research memos. The site will also have links to law websites. The Web page will be accessible from your smartphone. The Web address is www.DavidRoger.us. You will also be able to receive current updates by following me on my Twitter account, @DavidRogerLVPPA. **VB**

VISIT OUR
WEBSITE AT
www.lvppa.com.

You can also contact our webmaster at
webmaster@lvppa.com.

1 76 F.3d 913, 925 (8th Cir. 1996)

2 458 U.S. 886, 102 S.Ct. 3409 (1982)

3 261 F.3d 775 (9th Cir. 2001)

4 531 F.3d 824 (9th Cir. 2008)

TOP COPS

★ ★ ★ NOMINATION ★ ★ ★

POLICE OFFICER BRYAN YANT

Director

It is a great honor to nominate the Las Vegas Metropolitan Police Department for the Top Cops Award.

Officer Brett Brosnahan, Officer Tim Gross, Officer Zachery Beal, Officer Troy Nicol, Officer Ryan Fryman, Officer Greg Stinnett, Officer John Bethard, Officer David Corbin, Sergeant Kurt McKenzie and Sergeant Christopher O'Brien will graciously accept the award on behalf of the LVMPD family.

The following officers were the first responders to the scene and the first entry teams on June 8, 2014, the day we tragically lost Igor Soldo and Alyn Beck, and should be commended for their bravery, courage and work: Brian Steelsmith, Anna Briggs, Rich Thomas, Shawn Smaka, Matthew Hovanec, Randy Sorensen, Patrick Sherwood, Christopher Reahm, Darren Green, Mitchell LeGrow, Andrew Traveller, Steven Hough, Michael Evans, David Corbin, Joseph Hemphill, Baudelio Gastellum, Kristine Crawford, David Deleon, Derrick Saxon, Matthew Rowe, Sergio Orizabal, Jenny Marx Rodriguez, John Brandon, Zachary Baughman, Ronald Hornyak, Shawn Izzo, John Beckerle, Justin Terry, John Bethard, Michelle Funes, Thomas Bachman, K-9 Richard Vorce, K-9 Jason Dukes, K-9 Tom Moore, Sergeant Kurt Mckenzie and Sergeant Christopher O'Brien.

The following SWAT officers responded to the scene and formed an entry and arrest team, and should be commended for their bravery, courage and work on June 8: Michael Walters, Anton Gorup, Will Germusen, Karl Knowles, Jair Brown, Peter Montesanti, John Wiggins, Cody Thompson, Paul Dapra, James Bertuccini, Manuel Rivera, Ramon Nakhla, Dewane Ferrin, Donald Ruberio, John Thayer, Jay James, Patrick Ledbetter, Mark Linebarger, Charles Moser, Troy Wilson, Cory Mickelson, Ciprian Arcalean, Leareon Fincher, William Marx, Joey Herring, Joseph Emery, Joe Susich, Bill Giblin, Bryan Peterson, Bob Lewis, Kevin Stephens, Sergeant Michael Quick, Sergeant Roderick Hunt and Lieutenant Peter Boffelli.

The entire agency needs to be commended for its bravery, courage and

work on June 8: the call takers, dispatchers, Criminalistics, CIRT, FIT, Homicide, ARMOR, Counter Terrorism, PEAP, the PPA, the PMSA, LVMPD command staff and so many other sections that responded and helped. It is impossible to try to mention everyone and not leave someone out, and that is very disheartening. From outside the agency, CCFD, NHP and many other agencies helped as well.

Our entire agency performed at an exemplary level during this tragic event. The lives lost and hearts broken can never be healed. However, as a law enforcement community, this award shows the nation that even in tragedy, the men and women of LVMPD are professionals, we are human, we have feelings and we hurt, and we will respond to your calls for help with the same focus and drive as displayed on this fateful day. **VB**



Fit for Duty

POLICE OFFICER II DAVID TILLEY

Member

David Tilley writes 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

Santino DeWreede

Height: 5'11"

Weight: 205

Years on the Department: 5

How long have you been playing baseball and what's your favorite position?

I grew up playing baseball. I picked up a bat when I was around 4 years old, and pretty much didn't put one down until the time when I entered the Police Academy in 2009. I still play in the Police and Fire Games, and the adult league here in town. I've been lucky enough to play just about everywhere on the field, and most positions have their own fun challenge, but catching has an extra level of cerebral gamesmanship to it when it comes to calling pitches and preventing the other team from stealing.

What is your current training routine and how will it change when you get back on the baseball field?

I try to vary my training at this point. My foundation is still weight training for explosiveness, but I've found that Cross-Fit has great value to what my personal physical goals are, and good old-fashioned cardio is important, even though it's not all that fun. I used to be heavy into MMA training as well, but now I just stick to some boxing on my own.

What is your current diet and supplementation like?

My diet usually is a little up and down. I try to eat organic, but *try* is the emphasis in that statement. I think I've kicked my love of fast food, but the struggle is real when there's dessert around. My diet is a lot of protein and green veggies. I also try to be as gluten-free as I can. With all that



being said, I make sure I enjoy my diet, or I'm a grumpy butt.

What is your next goal for fitness and/or for baseball?

I don't really have any future goals set out for baseball. But my physical goals are to be able to do 10 pull-ups with 90 pounds strapped to me and to run a half marathon nonstop at a respectable pace. I am way closer to the pull-ups than the half marathon one. In fact, I got up to six pull-ups with the weight recently.

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

The less you struggle in your effort physically, the less taxation there is on you mentally. I'm a firm believer that the more you sweat in training, the less you'll bleed in battle. I had a foot pursuit through the Stratosphere and around the neighborhood west of it. Part of me thought I should set up a perimeter and wait for K-9. But my competitive side got the better of me, and off I went. The suspect and I ended up in a brief fight once he saw I was on his heels, and I saw he was starting to reach into his pocket. Once hooked, we found an ESB and a knife in his front pockets. Being able to win that fight after that run (which ended up being about half of a mile at a flat-out sprint) was definitely due to my hard training.

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

It truly depends on one's own goals. But always take time out to train as though your life, or someone else's, depends on it. Looking great is nice side, but heaven forbid something happens to you, or you have to live with the regret of "what if."

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

Early in our careers, physical fitness is stressed even before the start of the Academy. Later on, it seems like, "Hey, just don't have a heart attack, please." You can't make everyone to want to stay at top physical condition, but maybe some type of incentive program would motivate many who right now don't have the care or concern. **VB**

The Patrol Support Helicopter

POLICE OFFICER II STEVE MORRIS JR.

LVMPD Air Support Section

As we progress into the year 2015, street criminals continue to evolve and adapt to the tactics we utilize to apprehend them. Having worked as a police officer in Southern Nevada since 1993, I have watched these changes in suspect tactics result in a more thorough and evasive street criminal. They are more cunning, savvy and violent, and they have a detailed thought process when it comes to escaping apprehension, which causes new challenges for police departments nationwide.

One of the best and most effective assets that many major police departments, including the LVMPD, use against street criminals is the patrol support helicopter. For ease of explanation, patrol helicopters are very similar to a patrol car in the sky. "The mission is the same, only the vehicle is different," is a phrase we often use. The aircrew is actively looking for suspicious vehicles and people prowling neighborhoods late at night, responding to calls for service, assisting patrol officers who are arriving on potentially dangerous calls, setting up perimeters during foot pursuits, and providing tactical insight P# M215 during pursuits and other high priority calls to help minimize liability for the agency.

The aircrew is most typically made up of a command pilot who is a police officer and a Tactical Flight Officer (TFO) who is also a police officer; most often they are flying in a fully mission-equipped helicopter at a somewhat low level, between 400 and 1,000 feet above ground level, depending on the type of call being worked. The pilot's main responsibility is flying the aircraft, being primarily concerned with all safety of flight issues, navigating busy airspace and communicating with air traffic control towers, while the TFO's role is much more complicated and many times more demanding.

The TFO is responsible for all of the police-related duties, including but not limited to: safety of flight; patrol procedures/tactics; call prioritization; effective radio communication with ground units, dispatch and the pilot; detailed orientation of the geographical area by streets, hundred blocks and landmarks; technical ability to operate GPS systems, moving maps, thermal imagers, Nightsun spotlights, multiple radios and, of course, being able to master crew resource management (CRM). CRM is the key to safety and aircrew effectiveness — through communication, use of mission equipment, and coordination between the pilot and TFO.

Police patrol helicopters properly equipped with useful, relevant and modern mission equipment with competent crew members are a force multiplier, tactical



security blanket, deterrent to crime, nightmare for fleeing suspects, and an aerial command platform that can reduce liability and assist ground commanders with more effective decision-making. Patrol officers on perimeter and roving positions, effective patrol air support overhead and K-9 handlers with good patrol dogs seeking out suspects are the winning combination when it comes to apprehending fleeing street criminals. Be mindful of officer safety and request all of these resources if you have them available to you and the crime warrants them.

If you are interested in a very rewarding career in LVMPD Air Support, we have two different programs available to you: the 30-day orientation or the 10-week tactical flight officer TDY. Attending either of these programs is dependent upon your chain of command releasing you for the appropriate time period, coordination with Air Support's chain of command to make sure we can facilitate your schedule, and a willingness to maintain a positive attitude, work hard and accept constructive criticism. Neither of these programs is a walk in the park; you will be challenged, so please come prepared. Contact Air Support for any questions you may have and to obtain the study packet. Stay safe! **VB**

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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.

MEET OUR NEW SHERIFF: Q & A WITH SHERIFF LOMBARDO

(continued from page 7)

panel of the Use of Force Board. If he was to join, he would not determine discipline or training for the officers. Ted Moody was part of the initial new process for the Use of Force Board, and has a vast amount of knowledge from his many years as a police officer.

Do you think the morale at the LVMPD, with regard to POs and COs, is low?

In my interactions with officers on the Department, I have not seen the morale concerns. However, I do understand that officers may not be telling me this because of my position as Sheriff or when I was the assistant sheriff. I would like to do my best, if there is a problem with morale, to make a working environment P# 2766 that officers enjoy coming to work and putting on that uniform. I do know there is a morale issue with the ranks of the supervisors. Before, they were afraid to make decisions in fear of the people above them second-guessing the decisions they made. I want to empower the supervisors to know they can make those decisions and need to make those decisions on their own.

And one final question, since we are doing this a week-and-a-half before the Big Game: Who do you like, the Patriots or the Seahawks?

Patriots, for sure!

When the meeting was over, Undersheriff McMahill came into the office and told Sheriff Lombardo that they needed to go. Sheriff Lombardo thanked me for the interview. I loaded myself back onto my scooter and headed for the door. Sheriff Lombardo said, "Hey, you need a nice bell or horn on that ride of yours." I then rolled off into the sunset. Happy trails from Scooter, everybody! **VB**

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Members who find the hidden  in this issue of Vegas Beat and register through www.LVPPA.com will be entered into a drawing for \$250. You must enter by Friday, April 10, 2015, to be considered eligible. Telephone entries will not be accepted. Visit our website for more details.

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

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

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
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- Benefit changes
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- Upcoming events

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

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Visit the PPA to obtain your bumper sticker.



CALENDAR

March 5	General Membership Meeting
March 8	Daylight Saving Time starts – “spring forward”
March 17	St. Patrick’s Day
April 3	Good Friday
April 5	Easter Sunday
April 15	Tax Day

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



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MEMBER SPOTLIGHT

(continued from page 9)

then, as I went through the Academy at the same time. Ironically, when asked of his memories during this time, I played a key role for a fairly insignificant reason: simply saving a parking spot for him. I was an early riser and would get to the Academy an hour early, secure a close parking spot and, with my tailgate down, parked in a way that would hog two spots. Larry would zip into the lot just in the nick of time and conveniently had a front-row parking spot. Arriving at the last minute wasn't Larry's only downfall during this time. Reciting 406 proved to be a problem during an inspection by a TAC officer. Although it was requested that he recite 406, Larry's response was that he didn't know 406, but knew 407. The TAC officer quickly responded by telling him it was not multiple choice and had him doing grinders for the rest of the inspection. Larry also remembers the loss of Sergeant Henry Prendes while we were recruits for only a short period of time. It was a difficult time for many Department members, and just as difficult for the recruits attending the funeral services and trying to persuade one another to stick it out.

Once out of the Academy, Larry's first assignment was swing shift at Southeast Area Command. Dealing with people has always come easily for him, so the transition from the Academy into field training was fairly smooth. On one particular not-so-easy day, Larry earned himself the nickname of the Grim Reaper. Unfortunately he had three dead-body calls in one shift that were all suspicious in nature. The same locksmith who came for call No. 1 also arrived for call No. 3. "You again?" the locksmith asked, and as he opened the door and caught a whiff of the stench, turned to Larry and said, "Good luck." As the trainee, his FTOs Greg Theobald and Shawn Smaka, who were outside, teasingly sent Larry into the home to search for a suicide note, even though there was a shotgun right next to the body. It was an obvious suicide, but as the low man on the totem pole, Larry was assigned to scour a repulsively smelly house for a possible note. After this tough day, he remembers that the dispatcher called his FTO to check and make sure that he was OK, since it was his third dead-



body call of the day.

During the first phase of training, his sergeant was Marty Schofield. She would come out to his calls and give him a hard time, and in Larry's opinion, this was to make sure he didn't get too cocky. He was doing well in training (scoring 3s and 4s) and although Marty always ensured that Larry knew he was a rookie, Larry always appreciated her. For the second phase of training, he was assigned to BAC day shift. He assumed that going from swing shift to days would make his day easy, but as it turns out, in BAC the days were always rocking and rolling regardless of what time of day it was. His first call at BAC

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was a 405Z. There was a naked guy, high on PCP, cutting himself with a knife in the middle of the street in W5. Eventually they ended up Tasing the guy and, once all the commotion died down, his FTO said to Larry, "Welcome to BAC!" He recalls all second-phase training as being action packed. Having spent his training time in SEAC and BAC, he felt confident in his ability to do the job on his own after training was over. He felt that the training program was valuable and prepared him well.

Just like most officers, Larry has had his share of scary moments on the job (including having his patrol car shot at while sitting at a light at MLK and Carey or the recent OIS at the Rio, in which he found out later that the suspect had a gun and was going to shoot his partners Shawn Beck and Tom Fallor just as he was approaching). Although these incidents might be scary, what he finds even scarier is any situation involving kids being abused, abandoned or drowning. These are tough calls for him. Along with the frightening situations also come the very rewarding scenarios. When he was part of the Gang Crimes Bureau and Firearms Investigation Unit, he had the opportunity to catch ex-felons and gang members with guns and put them away in prison, which is something that he loves about being a police officer. Doing his part in the removal of guns from these guys has been very rewarding for him.

In addition to a busy work schedule, Larry has plenty of outside interests as well. At the top of his list is mixed martial arts (MMA) training. In particular, he trains in Muay Thai kickboxing and Brazilian jiu-jitsu. In addition to participating in these sports, he has taken on a part-time job as a fight inspector with the Nevada Athletic Commission. This has given him the opportunity to be involved with some major fights, such as the last Mayweather fight and the most recent UFC Main Event fight, UFC 182: Jones vs. Cormier. He is passionate about MMA fighting and hopes to one day be a full-time commissioner.

Larry is married with five kids, including 18-year-old twin girls and three boys, ages 10, 8 and 6. He strives to be a good role model for them and used his bachelor's degree in criminal justice with a concentration in management as a tool to prove to his kids that even as a working adult, they can still find a way to get their educations and accomplish things in life. His efforts have paid

off so far, as both of his daughters were accepted into University of Arizona's School of Business with academic scholarships.

Throughout his career with Metro, he has been in Patrol, was part of the Safe Village team, was on a PSU squad at BAC, was a tourist crime detective, was part of the gang unit, was in firearms investigations, and is now in the Career Criminal Section as an ROP detective. Larry feels that being involved in so many different P# 14104 parts of Metro has given him realistic training and stress-inducing activities which, in turn, make him a better officer. He feels that at the end of the day, he has a great job that he loves to do, is well paid, and that it is fun to go to work and have the opportunity to take bad guys to jail.

I want to thank Larry for taking the time to talk to me and share some aspects of his life. As always, if you know anyone who might be a good candidate for the member spotlight, let me know at mramirez@lvppa.com. I also want to thank all of our members and want you to know we are here to fight the fight for you. Be safe out there. **VB**

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THANK YOU LETTERS

Dear Mark,

Congratulations! We did it! Because of you, and others of like-minded caring and generosity, Summerlin Rotary's November 7, 2014, Toast to Talent fundraiser was an exceptionally successful event.

On behalf of Rotary Club of Las Vegas-Summerlin and Las Vegas Northwest Rotary Foundation, we extend to you sincere gratitude for your generous gold level sponsorship. Your distinctive support of Summerlin Rotary enhances our endeavors as we strive to serve the Summerlin community and beyond. Proceeds from the Summerlin's Toast to Talent are invested to improve the quality of life for Las Vegas citizens through many community service projects undertaken by our club, some of which are listed as follows:

- Nourishing food-fragile senior citizens in Summerlin with well-balanced evening meals
- Stuffing destitute youngsters' stockings with new socks, undergarments and gloves, and supplying coats and school supplies to students
- Enlightening at-risk, school-age children's purposes and hopes for their futures with violins and music lessons
- Improving and maintaining Police Memorial Park's tranquil beauty for grieving family members of fallen heroes

Yes, because of your special support, these Summerlin Rotary projects and many more are fulfilled.

In closing, we want to take this opportunity to wish you a fantastic 2015! Thank you, once again, for enhancing our delivery of effective community service. We will contact you later in the year about upcoming events.

Sincerely,

James Camburn, President, Rotary Club of Las Vegas-Summerlin and Joseph Germain, President, Las Vegas Northwest Rotary Foundation

Dear LVPPA,

Thank you so much for the adorable bean bag chair, stepstool and little car. He loves to watch TV in his big boy chair. He also loves to ride in the car — until he runs into a wall and gets stuck. He hasn't quite figured out the steering! Ha ha. We really appreciate you thinking of us.

Andrea and Logan Soldo

THE RAZO FAMILY REPRESENTS AT THE BIG GAME 10K IN DOWNTOWN LAS VEGAS ON SUPER BOWL SUNDAY

All four Razo family members, Gerald and Marizela — both COs at CCDC — and their two sons, Jayden and Joah, medaled in their respective 5K age categories at the Super Bowl Sunday race, which included both 10K and 5K events! Congratulations, and way to represent!



CRITICAL INCIDENT REVIEW PROCESS

(continued from page 11)

the board voted on your use of deadly force. This board can vote and find four different conclusions as to the use of force:

- **Administrative approval:** Objectively reasonable force was used under the circumstances, based on the information available to the officer at the time. This disposition acknowledges that the use of force was within departmental policy. There are no concerns surrounding the tactics employed. Within policy/good-to-excellent performance.
- **Tactics/decision-making:** This disposition considers that even though the use of deadly force was lawful and within policy, the tactics and/or decision-making employed were flawed and worked to limit alternatives that may have otherwise been available to the officer. A different approach may have reduced or eliminated the need for the officer to employ deadly force.
- **Policy/training failure:** A deadly force outcome was undesirable but did not stem from a violation of policy or failure to follow current training protocols. A Department policy and/or specific training protocol is inadequate, ineffective or deficient; the officer followed existing policy and/or training; or there is no existing policy and/or training protocol that addresses the action taken or performance demonstrated. Global policy or training deficiencies.
- **Administrative disapproval:** The UFRB has concluded through this disposition that the force used was a violation of Department policy. This outcome is reserved for the most serious failures in adherence to policy, decision-making and/or performance. A violation of the use-of-force policy.

After the findings are disclosed, the Use of Force Board concludes, and we move directly into the Tactical Review Board. The citizens will remain in the room and only observe the Tactical Review Board. The commissioned members who sat on the Use of Force Board remain in place for the Tactical Review Board. There is one new additional member added for the board, and that person is a commissioned member of any rank considered to be a tactical expert.

CIRT will present its findings and conclusion to the Tactical Review Board. The findings and conclusion are based on CIRT's review of the entire event from beginning to end. It focuses on every aspect of the critical event. CIRT's conclusion can be based on training guidelines, policy, Academy lesson plans, search and seizure, and NRS. The conclusion could be positive and/or negative.

After CIRT presents its findings, the chair will allow questions from the board. The board members in some cases will ask many tough and direct questions as to your actions and thoughts. At no point is this questioning to be adversarial, and if it becomes that way, it is to be stopped. The purpose of this process is to ensure that every member acted within policy, the law, and training standards set forth by the Department. If your performance exceeds standards, the board will recognize this. If your performance was below standards or it violated policy or training standards, then the board has an obligation to recognize this and provide discipline and/or training to ensure that every member meets standards.


After all the questions have been asked, the chair will excuse all the members and deliberate on the conclusion that CIRT proposed to the Tactical Review Board. Once the deliberations are done, the board will call everyone back in and announce its decision. The board can approve, deny or modify the conclusion that CIRT presented.

In preparation for writing this article, I sat down and talked with Assistant Sheriff Primas, the board chair. I asked him some questions brought up recently by officers who have appeared before the board. Assistant Sheriff Primas stated the process is not intended to change culture by discipline, but rather, to train and educate the individual officers, squads or the entire Department. He stated that if policies are broken and a situation fits the criteria for discipline, it must be administered, but the process is designed to improve the entire Department by ensuring everyone's performance of their duties falls within standards and guidelines. Through a lot of hard work, the Department, the PPA and the PMSA have made the Critical Incident Review Process better. It will continue to evolve, and concerns will always be there. Hopefully, you will not have to be involved in the Critical Incident Review Process, but if you are, you will be very prepared to go before the board — and we will be standing beside you, helping you through the process. **VB**

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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)				\$

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

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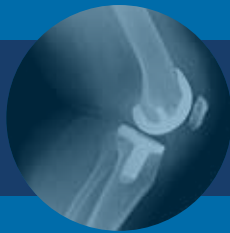
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