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VOLUME 11 | ISSUE 4

November/December 2016

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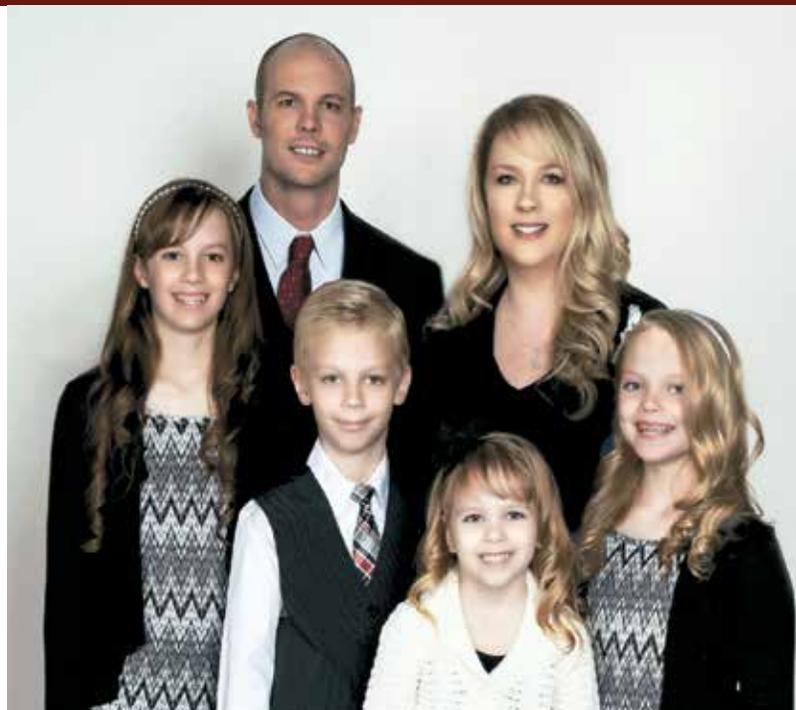
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The Las Vegas Police Protective Association is affiliated with the following organizations at the state and national level:

NAPO – National Association of Police Organizations, representing over 241,000 law enforcement officer members in more than 1,000 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





President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

Happy Holidays

With the holiday season fast approaching, I wanted to say thank you to all of the members of the LVPPA for your continued support of our organization. Since taking over as president in August, we have done several things to benefit our membership. One of the key issues for us was to change the Bylaws so that we could freeze or reduce the members' dues. As the Bylaws stand, membership dues are based on 1.5% of a step 4 police officer's pay. Being that the number was a constant percentage, every time we received any pay raise, your dues had to increase, which cut into your actual pay raise. We took the necessary steps to get the Bylaws changed to allow us, with the Board of Directors' approval, the ability to freeze or lower the actual dues. This does not eliminate the 1.5%, it just allows us to reduce or freeze the current dues. During the October 6 Board of Directors meeting, I asked the Board for a freeze of the dues just prior to the pay increase from the current contract. The Board overwhelmingly approved the dues freeze. After asking for the freeze, Scott Nicholas assembled the Bylaw Committee to explore the lowering of our PPA dues in the future.

We also came into contact with a wonderful business, C-Note Suit. C-Note Suit specializes in custom-tailored suits for law enforcement officers and military members. We scheduled a day for our PPA members

to come to the PPA office and purchase, or just get information on purchasing, suits. We had over 30 members come that day, and many of the members purchased multiple suits. In the days after our event, several other officers went to C-Note Suit and made purchases. The price C-Note Suit charged our officers was not a onetime deal. Because they support the law enforcement community, this pricing continues year-round. I am grateful for having established this relationship with them and appreciate the great lengths they go to so our members are satisfied.

The PPA also hosted a night out at the UNLV Rebels football game. For our first event like this, I feel it was a huge success. We had around 300-plus people attend the tailgate and game. The food that was provided and the atmosphere surrounding the tailgate was top-notch. A big thank-you to 911 Tacos. After the tailgate, we all went in and supported our Rebels football team and watched them get a big win. It is nice for us to support our local football team. It was an awesome sight to see an entire section of the stadium dedicated to us where we could all have a good time. I also won a \$4 bet from a member in the Traffic Bureau who supported Fresno State. Even though he left early, I will still be collecting my money, BP! We plan on making this an annual outing for our members, as well as scheduling one or two basketball games for our members to attend.

Our second annual Trunk-or-Treat also turned out to be a huge success. Providing a fun atmosphere, not only for our members, but also their families, is something the PPA will continue to strive for in the future. Our Santa Day is fast approaching as well, and hope our turnout for that event is even greater than last year.

The goal of the PPA is, and always will be, to provide its members with the best internal and legal representation that we can. We have not lost sight of that and will continue to fight to make your working conditions better. As we build the proper bridges with executive staff, we are inching closer to a positive working relationship, which is allowing us to work out several different issues before they get out of hand. If we can work out some of the issues we face day to day in a positive way, we can turn the tide of the low morale and make coming to work enjoyable again. I think with happy troops, great results will follow.

Being a police officer is one of the toughest professions in the world. We only show up to meet people in the worst of situations. We work constantly in the face of adversity, and yet we show up every day with a professional attitude and a true concern for the safety and well-being of the citizens of Las Vegas. There is a ton of negative publicity about us in the media on a daily basis. But please, do not let the silent majority sway your opinion of what we do. The silent majority of citizens are behind us 100%. They don't feel the need to boast about the positive interactions with the police in the media. They don't feel they need to hold a rally to show support for you. They sit at home, safe and protected, because they know the professional men and women of law enforcement in Las Vegas are watching over them. Please know that there is more support for you than it appears.

I want to thank you all again for your support and commitment to the citizens of Las Vegas and to the LVPPA. Have a safe and happy holiday season. And for those who will be keeping the citizens safe during Thanksgiving, Christmas and the New Year, please be safe. **VB**

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Contributing to the Catastrophic General Fund Account

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

Many of us have lost vacation hours at the end of the calendar year because we didn't realize how many hours we had accumulated before it was too late to use the time. If you find yourself in this predicament, please donate the time to the Catastrophic Leave Bank, before January 1. Each year our officers lose close to \$100,000 in unused leave.

In case you find yourself in a situation that requires you to utilize the Catastrophic General Fund Account (bank), please follow the steps outlined in your CBA. I have provided Article 11.5 below.

11.5 Catastrophic Leave

When an eligible employee suffers a catastrophic illness or injury, and the eligible employee has exhausted all accrued leaves as a result of the illness/injury, then the eligible employee may file a request for donations of leave with the Association.

The request must be accompanied by:

- A medical statement from the attending physician explaining the nature of the illness/injury and an estimated amount of time the employee will be unable to work.
- Evidence of the Bureau Commander's approval of leave of absence.

The Executive Board of Directors for the Association will establish eligibility standards and will review the request to verify the employee's eligibility to receive leave donations.

The Association will conduct the solicitation of donations and will be limited to an information-only solicitation, with no personal lobbying by employees. Solicitations will be conducted for 30 calendar days and all donations will be submitted to the Association on the provided form.

Donations can be made from the donor's bonus hours, vacation leave, and/or professional leave. Sick leave cannot be donated. The minimum donation is four hours. Employees must have a vacation leave balance of at least 40 hours after the donation.

The Association will forward donations to the Department Payroll Section, where the donated time will be converted to dollars at the hourly rate of the donor. The dollars will then be converted to sick leave at the hourly rate of the recipient. If any donated sick leave hours remain at the end of the catastrophic leave, they will be transferred to the Catastrophic General Fund Account (bank).

Bank hours, if any, may be approved by the Association Executive Board on a matching basis, if needed (e.g., a solicitation for an approved employee nets 100 hours [and] after the 100 hours are used, the Association Executive Board may approve up to another 100 hours from the bank, if hours are available). However, employees will be eligible to utilize up to 160 hours of bank time prior to applying the matching standards set out herein. From the date of ratification of this agreement forward, an employee may use no more than a total of 160 hours of bank time throughout the course of his or her career.

Eligible employees:

- The Catastrophic Leave Program is available to all collective bargaining unit employees who require a minimum of 80 hours leave after all accrued leaves have been exhausted. This may also apply to intermittent leave situations directly associated with the catastrophic leave request.

- Employees who have graduated the Academy and are covered by the collective bargaining agreement.
- Employees must meet the following definition of catastrophic illness/injury: Catastrophic illness/injury is an illness or injury that keeps an employee from performing the duties of their job (i.e., the employee is hospitalized, homebound or is the primary care giver to a member of their immediate family). The illness or injury cannot be a result of an illegal act, nor can it be intentionally self-inflicted.
- Employees with work-related worker's compensation claims are not eligible for the Catastrophic Leave Program.

When an employee utilizes leave from the Catastrophic General Fund Account Bank, the employee will be required to reimburse the bank with accrued vacation at a rate of two hours per pay period. This reimbursement will only be required for bank hours utilized up to a maximum of 160 hours. If an employee separates from employment for any reason before reimbursing the bank for borrowed time, the balance of money owed the bank will be deducted from the employee's final paycheck, P# 13845 cash-out check or both.

The parties agree that should any problem or abusive practice arise, the parties will meet to make reasonable adjustments to facilitate the administration of the program or to eliminate these abusive practices. **VB**

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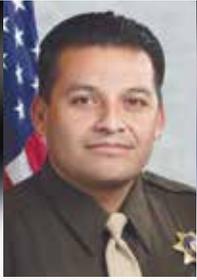
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Legislative Reminders and End-of-Year Updates

POLICE OFFICER MIKE RAMIREZ

Director of Governmental Affairs

By the time this article is published, I am hoping that all of you have already early-voted or plan to vote on election day, and I am also hoping that you kept our list of endorsed candidates in mind when making your selections. Our coalition worked diligently to endorse candidates who we felt would keep our members' best interests in mind. The 2017 legislative session will likely be another crazy one up in Carson City, and actually the craziness has already started with the recent special session involving the new stadium, Clark County Crime Prevention Act and the Las Vegas Convention Center expansion! AB 1, which was the Clark County Crime Prevention Act (More Cops), passed unanimously out of the Senate, 21-0. In the Assembly, it was 35-7 in favor. We testified side by side with the Sheriff to get more officers. AB 1 will bring the much-needed help to you, the men and women on the streets. So now it will be up to the Clark County Commissioners to enact the rest of the "More Cops" tax that was approved by the voters in 2005. SB 1, which was the stadium and convention center expansion, passed in both houses as well. I will be back up in Carson City in January and plan to keep the membership posted with weekly updates. Occasionally you will get requests from me to fill the Grant Sawyer building to watch and/or participate remotely when issues pertaining to our members' needs arise.

Please remember and keep in mind that in the last legislative session, SB 153 was passed. This was the heart/lung illness bill and it has specific language in it that reduces the claims if you use tobacco. The "heart" section of the bill states, "frequent or regular use of a tobacco product within one year, or a material departure from a physician's prescribed plan of care by a person within three months, immediately preceding the filing of a claim for compensation excludes a person who has separated from service from the benefit of the conclusive presumption provided in subsection 1."

The "lung" section of the bill is almost identical to the "heart" section. I don't like to paraphrase something of this importance, so please read the bill if you are a user of tobacco products. The legislative intent was that tobacco users forfeit their ability to make heart/lung claims. The specific information can be found in NRS617.455 and NRS616.457. The bottom line is that, after January 1, 2017, you need to stop using tobacco products or risk your ability to make a claim related to heart/lung problems.

On another note, with the holidays approaching, I want to take a moment to wish all of you a happy Thanksgiving as well as a merry Christmas. May all your holiday events be safe, and please remember to make responsible decisions.

As always, if you need anything don't hesitate to call me at (702) 373-1006, or email me at mramirez@lvppa.com. **VB**

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My Uncle, British Combat Veteran and POW Survivor, Remembered

CORRECTIONS OFFICER THOMAS REID

Director of Corrections

At the time of this publication, our country will be remembering our war heroes, past and present, at home and forward deployed in distant lands, with the observance of Veterans Day. Born in London to a British mother, I was fortunate enough to know and talk with my Uncle George about his military service and his memory of being part of Operation Market Garden, the largest airborne invasion in WWII. This epic battle was depicted in the 1977 movie *A Bridge Too Far*.

My uncle, George Durant, was born in 1922 and joined the British Army in early 1942. By the summer of 1944, he was serving with the Signals Party at No. 1 Battery Headquarters, 1st Airlanding Light Regiment.

He flew to Arnhem, Netherlands, on Sunday, September 17, 1944, his wood glider landing safely on LZ-N near the village of Wolfheze. After nine days of continuous combat action, he was captured by the Germans, issued POW No. 91884 and first sent to Stalag XIIA, then IVB and IVC. He was liberated by Russian Allied Forces in May 1945.

My Uncle George writes: "I was a driver/wireless operator. I suppose there were approximately eight to 10 to a battery/troop whose function was to link communication by radio and even hand-laid line telephone (a legacy from

WWI) between our OPs [observation posts] and the artillery guns command post, thus providing information and supporting fire to the forward infantry when needed.

"We were mobile, and this long-established and well-trained drill was practiced by the Royal Artillery (RA) Field regiments — though particularly difficult at Arnhem, there being no real 'front' and the first lift of 1st Airborne Division stretched all over the place.

"I landed by glider in the first lift on Sunday, 17 September, 1944, about 1:40 p.m. — a very 'nose-in,' heavy landing. Up front was my Troop Sergeant Major Reed and two or three others, my jeep, radio, trailer with spare gun ammo, compo rations, TSM's motorcycle, and riding in the tail with myself were Archie Pitt and Bob Dixon.

"We were at such a steep angle on landing that us three had to jettison the trailer and drop off with it. We then had to hack enough wood fuselage away to extract the personnel, jeep, etc., but this we accomplished, whilst other gliders were homing in and paras [paratroopers] literally dropping on top of us.

"TSM Reed had damaged both his ankles badly (we thought he'd broken them), so we lashed him onto the jeep and I took his m/c [motorcycle] and we eventually made good progress to our first position, on some sloping ground,

(continued on page 12)



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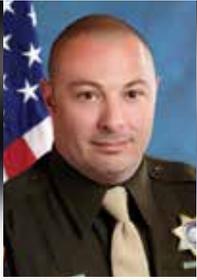
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Third Annual PPA Santa Day Is Almost Here

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

This year, on December 3, at the PPA office, we will host our third annual Santa Day from 11 a.m. to 4 p.m. The event allows our members and their families to come visit Santa P# 13733 and take family photos with him in a safe, secure environment. Each year the event has grown, and more families have taken part in it. We will be providing food, drinks, snacks and hot chocolate.



There will be Christmas movies for the children to watch inside and bounce houses for the kids to play in after their photos are taken. We look forward to seeing everyone at the event.

See page 18 for more details. **VB**



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PPA vs. LVMPD or PPA & LVMPD

POLICE OFFICER TYLER TODD

Secretary/Treasurer

After my first couple of months on the Executive Board, one thing has stood out: People like to fill in the blanks when they are not happy. All sorts of rumors came out about how the contract evolved. Even when I spoke to a briefing, telling them I sat on every contract meeting and was taking responsibility for the contract, those who were not in favor of it still blamed other members of the Executive Board who were not there and believed the Department was playing mind tricks on us in order to get us to fight amongst each other. At our general membership meeting, some were appalled that Scott Nicholas talked to Assistant Sheriff Fasulo and Sheriff Lombardo over the phone when they were not happy about the progress of the contract. Just recently, I received a call from a member saying officers were not happy with the PPA, and they thought there were some inappropriate relationships with the PPA and the Department. This simply is not true.

Let me be the first to say that if there were any inappropriate relationships with the PPA and the Department, then it needs to stop now. But what is inappropriate? Some would say we should despise everything that comes from the Sheriff and his staff, but that would not be right. Having an open line of communication is what gets things done. Being at war with each other only causes long court battles and continuous fighting. Could there come a time when such a thing would be needed? Of course! But now is not the time.

Steve Grammas and Scott ran to be the president and vice president saying they would seek a better working relationship with the Department and mend bad relationships. I applaud this and already see a positive impact. Why not work together? Some assume this means getting in and not standing

up for the members. Not true! When you do not have a seat at the table, you have a very difficult time representing your members.

We are currently meeting with the Department to work out the new body-worn camera policy. In the past, the Department would tell us what the new policy was and allow us to review it. If we had any suggestions, it may or may not have addressed them. Now, we have a seat at the table and are working with the Department. We have a body-worn camera committee with many members from across the Department giving input into what they want to see. We are currently talking with the Department to revamp the discipline matrix, and we just secured a three-year contract. Let's continue to sit down and talk. If we do not have the ability to continue to put forth ideas that will help our members, then the media's ideas of what policing should be like will continue to win.

Now, I am not suggesting that everything will be perfect. I still completely disagree with our pursuit policy and our trend of going from ask, tell, make to ask, bribe and retreat. Yet, I know fueling the fire of distrust and hate will not get us anywhere. I want us to be part of the conversation. I want us to get back to chasing bad people and putting them in jail without second-guessing whether we will get into trouble or not. Let's work with the Department to make this a great place to work. **VB**

CONGRATULATIONS

to the contest winners from the last issue!

September/October

Hidden Symbol Contest (\$250)

Shiloh Popovich

P# Contest (\$50)

Larry DeSouza, P# 13979

Ronald Hornyak, P# 8407

Robert Neumuller, P# 9416

Steve Ritchey, P# 4317

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The Benefit of Contact Reports

KELLY SWEENEY

Director of Employee Relations

The Department's "Managing Employee Performance and Conduct Handbook and Guide for Managers and Supervisors" is a 26-page document that is managed by Labor Relations. This handbook was created to assist supervisors in maintaining order and efficiency, and to apply appropriate discipline to motivate employees to respect Department values and adhere to Department policies, procedures, rules and regulations. This handbook can be found on the Department's intranet site, under "Labor."

Unfortunately, some supervisors are not applying this handbook appropriately, and are running to Labor Relations to have them handle minor performance and conduct issues an employee may be having with discipline. But that is not what the Department's handbook says to do. Before discipline is even discussed or considered, "supervisors should strive to resolve minor performance/conduct problems without the use of discipline." But is this really happening? No. But it should be, and supervisors need to take back this obligation.

According to the Department's handbook, a key point to remember is that it is the supervisor who determines discipline, not Labor Relations. The last paragraph on page 3 is pretty clear: "If a supervisor determines the issue is one that is recurring or is linked to other problems, the *supervisor* must decide if action greater than counseling is warranted. For minor performance issues, the supervisor is required to have at least two (2) documented P# 15220 counseling sessions before moving to a Statement of Complaint that may lead to discipline. The performance issues reflected in each of these documented counseling sessions may or may not be related to each other before progressing to discipline."

Are supervisors doing this? No.

Counseling is designed to correct problems at their root and alleviate the need for discipline, and is generally documented on a contact report. Further, the handbook goes on to say, "supervisors should use this form of non-disciplinary corrective action liberally to ensure employees will succeed in their assigned position." This should be what the Department wants, for employees



to succeed! Instead, they are completely overlooking the requirement to assess if an issue is minor, and missing the opportunity to handle a minor issue with a contact report. Without two contact reports in the file, complaints are being opened. This is creating many disgruntled and angry employees.

When a minor complaint ends up being investigated, the supervisor still has the option to close the complaint with Supervisory Intervention. Page 5 in the handbook explains this. "The Supervisory Intervention form (or contact report) will be used when allegations are minor in nature, do not require discipline as set out by the Disciplinary Decision Guide, and would best be addressed with supervisory intervention through coaching, counseling, mentoring, mediation or any component of the Early Identification and Intervention Program."

What we at the PPA see happening is that Labor Relations is pushing minor issues into box No. 1 of the matrix. You can find this matrix on page 18 of the handbook. Box No. 1 requires the *supervisor to believe* a written record of discipline is necessary in the personnel file to correct the behavior with or without prior counseling. The problem occurs when supervisors believe that discipline is unnecessary, and Labor Relations apparently bullies them into changing course and disciplining their troops. The PPA is determined to stop this.

Our goal is to have supervisors recognize when an issue is a minor performance and conduct issue and to have them handle with a contact report instead of contacting Labor Relations. In the event the supervisor opens a Statement of Complaint for a minor performance or conduct issue, our goal is to get them to use the Supervisory Intervention form, and still close the matter out with a contact report.

When it comes to minor performance and conduct issues that need to be documented, a contact report is beneficial, and can stop minor issues in their tracks. They just need to be given a chance.

Any questions about this or if you feel a minor performance or conduct was not handled in accordance with the Department's handbook, give us a call, (702) 384-8692.

Be smart, and stay safe. **VB**

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THOMAS REID

(continued from page 7)

dug in a command post and remained there that night to await the arrival of the second lift (which, of course, was badly delayed). Next day was not too active, except around noon we got strafed by German fighter aircraft ME 109s, which at first we had thought to be our own British Spitfires! After two or three passes, they disappeared with no serious damage in our position.

“That night we moved into a new position nearer Arnhem on the edge of some woodland, and from then on, it got hairy indeed. We made several forays and patrols into the outskirts of Arnhem and many to Divisional HQ to try and find some sort of pattern of the front lines, but after mid-week, the battle had degenerated into scores of disjointed sectors, finally squeezed into the famous perimeter around Oosterbeek, NL.

“Against and into this zone, the Germans poured troops, shells and mortars, the latter particularly nasty, as their six-barreled mortar rounds emitted a gut-wrenching, low increasing moan as they were coming in!

“It was on the rim of this area, at dusk, an officer ordered about 18 of us — mixed units — to hold three slit trenches at all costs and to stay there alive or dead until further orders. He told us that there had been a breakthrough and relief forces were coming over the Rhine that night and, repeating his order, he took off into the gloom — we never saw him again, but complied. We’d heard this so many times before, but it might be correct this time! As you well know, you just don’t question an order.

“As darkness fell, an almighty barrage developed and went on for hours and eventually faded into a weird silence before dawn. The five others I was with, which I seem to recall included a sergeant in the Recce Squadron, and myself were elated that we were still in action, but this drained away as it got light and we broke cover to see what the score was — we were totally surrounded by German troops, who had just walked over us.

“We were marched some way down to a road where there were 30 or so other Airborne comrades, and I met Wally Bowtell, another signaler from my section, who had just been taken POW. Then we learned that some of the remnants of the 1st Airborne Division had managed to get back over the Rhine, but at least we carried out our last order to the end.

“Wally and I remained together via various POW camps right through to the end of the war. We met two or three times after the war until he emigrated to Australia, but the greatest reunion was when we raised our glasses in the Centrum Café by Arnhem railway station on 17 September, 1994, exactly 50 years to the day we first landed there.

“It was near here, in some railway sidings, that the Germans herded the British prisoners, who were locked in covered cattle-wagons (70 in a truck) to begin a grim nine-day journey to Limburg, Germany, [Stalag] 12A, which was situated in a sea of constant liquid mud.

“I was selected, together with a mixed bag of Airbornes, for what transpired to be ‘special interrogation’ and taken to an unknown camp. En route, via Cologne, we were almost lynched by civilians reacting to a recent Royal Air Force [RAF] raid.

“A few days in and out of solitary and sick bay and then back to Limburg, then

to Mulburg, Stalag IVB. Eager for escape opportunities, I joined a working party, which unfortunately proved to be a coal mine (Bettyschacht IVC) sited in a high-security zone. It entailed a 12-hour shift, six days a week, half a mile underground and on a starvation diet with weather at sub-zero.

“Early in 1945, we were moved to an open-cast mine near Brux, Czechoslovakia, surviving several determined RAF night raids, which pulverized the nearby benzene plant. Sadly, it was during one such raid that we lost three Airborne lads, killed by an exploding ack-ack shell in the roof of the hut.

“This camp was overrun by the Russians, who liberated us on 7 May, 1945. We foraged around Brux, but the situation became increasingly hazardous. The Russians took increasingly large numbers of civilians for summary target practice in retaliation for the actions of young SS-styled fanatics who, armed to the teeth, were dedicated to taking pot shots at anything that moved after nightfall.

“We were eventually evacuated by the Russians to the 3rd U.S. Army (General Patton’s Army) and thence, in stages back to the England.

“After returning from Germany, some leave and rehabilitation training, I requested to return to the Light Regiment, P# 9865 which I did, but it

disbanded in late 1945. Twenty of us flew out to Hyderabad, India, as advance party to Eagle Troop, 6th Royal Horse Artillery, the rest of them traveling by sea. They were, by now, using Sherman tanks as OPs and armored self-propelled 25-pounders! We could well have done with those at Arnhem! It was a good regiment, and I stayed with them until demobbed.”

Uncle George Durant died on September 11, 2010, at age 88. His wish was to be cremated and his ashes buried with his “mates” who fought and died in the Battle of Arnhem. In early 2011, his ashes were taken in a casket on a tour around all the principal sites of the European battles. In September 2011, my mom and I traveled to the Arnhem Oosterbeek War Cemetery, more commonly known as the Airborne Cemetery, to inter his ashes. This cemetery was established in 1945, and every year since, the surrounding townspeople celebrate the self-sacrifice these brave men made to help liberate their country by holding a weekend of ceremonies that accumulate in a flower-laying memorial for the 1,750 graves at the Airborne Cemetery. The town’s children file into the manicured grounds and stand in front of the graves. The children have done this each September since 1946. On cue, they lay the flowers on top of the grave markers and then speak the name of the soldier and kiss the top of the marker. This is a very emotional and touching remembrance for these fallen and surviving heroes to be honored. It is fitting that the entrance to the Arnhem Oosterbeek War Cemetery displays a solid piece of granite with the words “Their Name Liveth Evermore.” **VB**





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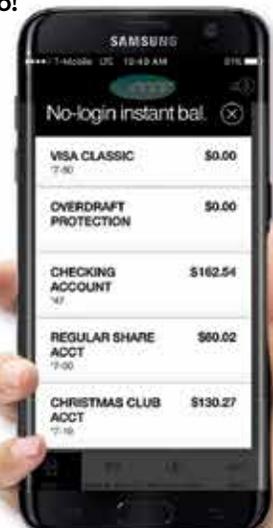


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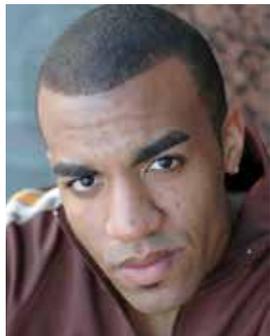


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Fit for Duty

POLICE OFFICER II DAVID TILLEY

Member



David Tilley writes regularly for Vegas Beat to highlight the importance of fitness and to share some of our members' fitness routines and secrets. If you would like to be profiled, feel free to reach out to him at D14202T@lvmpd.com.

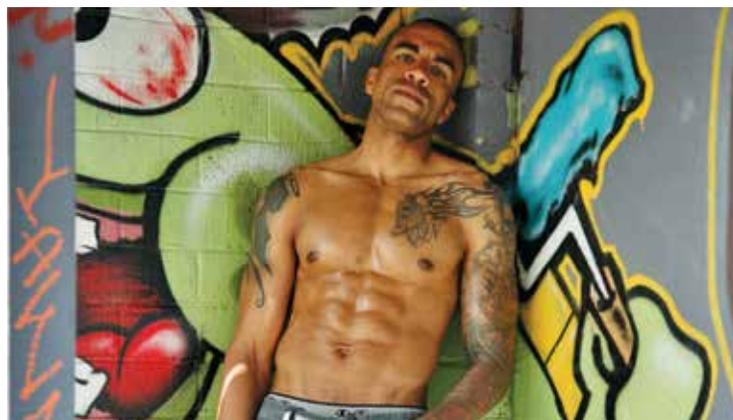
Highlighted Member

David Tilley, P# 14202
Height: 5'11"
Weight: 185
Years on the Department: 7

How did you get started in Men's Physique?

Surrounding myself with people who are in similar fields, like Art Hawkins, my first interviewee, or Ray Steiber, from the previous issue, unknowingly motivated me for my first competition. Witnessing their preparation and seeing the end result was inspiring and made me realize I, too, can achieve this. Competing in men's physique was a way for me to see how far I can take my mind and body.

I competed twice within four weeks of each other, which was quite a challenge, in the National Physique Committee (NPC) and the International Natural Bodybuilding Association (INBA). We all tend to create barriers within ourselves in the form of excuses, and I'm not exempt. My biggest worry was how I was going to juggle being a new father, a police officer and a men's physique competitor. Not many people know this, but my mom was a bodybuilder back in the day and raised two kids while working a full-time job. That was inspiration enough and made me realize if you really want something, you have to be willing to do whatever it takes to achieve it.



What is your current training routine?

My training routine changes constantly, primarily to prevent boredom. I'll never do the same style of exercise twice in that week and often change my entire workout completely every two months or so. For example, if on chest day that week I use a barbell, the next time I do chest I may use dumbbells or cables or just combine them. Also, that first month I may be doing a five-day split routine (one major body part for each of those five days) and then do Olympic lifts only or circuit training the next month. Changing up my routine could be as simple as increasing or decreasing my rest between sets. This is why it's difficult to work out with me.

Currently, I'm doing what's called "super sets." A super set is combining two muscle groups, going from one exercise directly to the other without resting. For example, I'll complete 12 repetitions of bench press and then immediately start shoulder pressing. I'll do a brief rest, and then I'll repeat for three or four sets. During my competition preparation, my workout was comprised of a full-body split, targeting one body part a day throughout the week, fartlek training and steady-state cardio.

The types of cardio I include are interval, Tabata and steady-state cardio. How I do these are normally on a spin bike, running outside, on a heavy bag or even at the HQ parking garage. I recommend running up those stairs at that parking structure several times for a great workout or jog on the first floor, and at the second floor ramp, do a sprint. Jog around the second floor, and at the third floor ramp, do another sprint. Continue until you reach the fifth floor. I typically do it twice, sometimes with a gas mask on.

What is your current diet and supplementation routine?

My diet is very simple, but necessary for my lifestyle. One look at my training routine and I'm often accused of over-training, which is possible if I wasn't eating properly. I eat roughly four to six times a day. My carbohydrates come from fruit, vegetables, natural peanut butter, which also contains fat and protein, rice, often in the form of rice cakes, and sometimes oatmeal and sweet potatoes.

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My protein sources are typically chicken, fish and beef. My fat comes from avocados, coconut and olive oil, and fish oil. I allow myself to eat whatever I want only during holidays and birthdays. However, I always do legs on those days prior to stuffing my face. I also drink water, black coffee, tea and will have the occasional sugar-free Rockstar P# 13362 during work.

This works for me, and I strongly urge you to research everything before you test it out. The majority of the fitness world is based on trial and error and the realization of "what may work for me, may not work for you." Also, just like my workouts are constantly changing, so is my diet.

What is your next fitness goal?

I've recently placed men's physique on the backburner, but who knows what 2017 has in store for me. I recently tore my posterior cruciate ligament (PCL) located in my knee, which will sideline me from training until I recover. I'm also working on ways to expand the importance of health and fitness within LVMPD, which is what I'm aiming to accomplish with these articles. I'm thankful the LVPPA heard my pitch and granted me the opportunity to express my passion in the *Vegas Beat* magazine. A huge accomplishment would be to bring gyms back to the area commands, or at the very least, centralized at headquarters where LVMPD employees can feel safe to work out in a familiar environment for free.

How has being fit help you be a better police officer?

The dictionary defines fit as being "sound physically and mentally." I completely agree and associate this with police work. In my short career, I've been in numerous fights and foot pursuits where I've found self-satisfaction knowing the suspect is completely tired while I'm ready for round two. Also, my partners



have counted on me to be there for them when needed, from being in 416s to jumping over fences and walls. Not to mention being mentally drained toward the end of the day and that one officer who decides they are going to do a last-minute 468 when it's time to secure (you know who you are), and the next thing you know ... "foot pursuit!" Part of being mentally fit is switching your mind state from "time to go home" to "I'm going to get this suspect." I've been there and it's gratifying to know your training is working.

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

If I were Sheriff, I would definitely place gyms in the different area commands. Studies show that being fit decreases the risk of job-related injuries, fatigue, on-duty heart attacks and lowers your risk of heart disease after you retire. Your personal well-being is also improved, which makes for a positive work environment. Secondly, I would find a way to provide basic nutritional information to help lower those risks associated with a sedentary and unhealthy lifestyle. Third, I would instill a yearly physical fitness test that rewards individuals who maintain a healthy status. I don't see any logic behind going through

a physically demanding academy knowing it stops once you graduate. I'm sure most of us can say we were in the best shape of our lives during that time and felt great. Imagine continuing that feeling throughout your career.

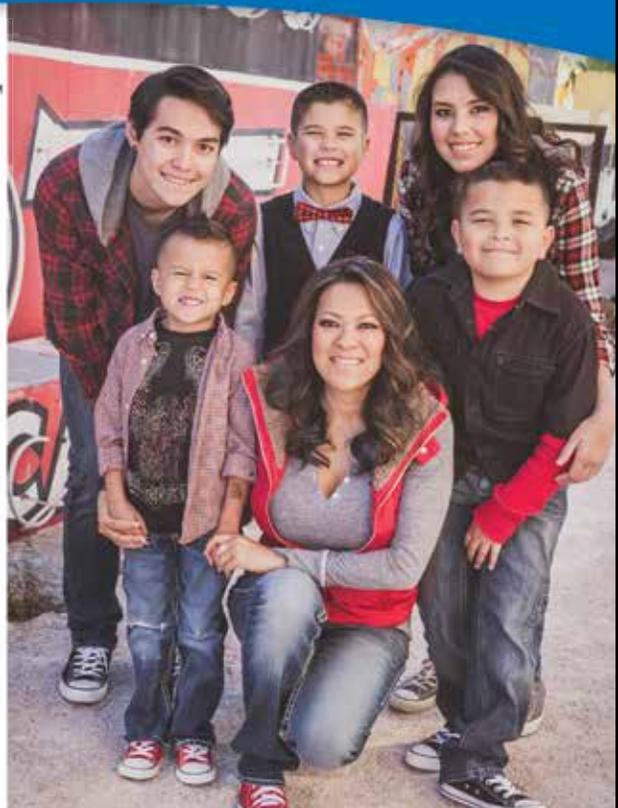
I want to take this time to thank my readers. Thank you for spending five minutes out of your lives reading these interviews. Like I said before, fitness and nutrition are something I'm passionate about and I hope you are inspired to not only be the best police officer, but also the best person you can be when it comes to health. **VB**




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Metro: Our History, Our Story

STAN OLSEN

Retired LVMPD and President, Metropolitan Police Museum and Historical Society

The Great Railroad Pass Caper

Because Metro has so many decades of history that have reached the national or international level, I felt it was important to speak about and write about those stories. Our history is who we are. So much of what we do or have done is historical that we forget much of it until, somewhere over coffee, someone reminds us of an event. That is exactly what happened to me recently when a friend brought up an event from my SWAT days. So, in this sixth edition of this series of historical articles, I have decided to reach back a mere 33 years to a story from post-consolidation days.

On February 8, 1983, two brothers, William and Robert Stickle, were at Ben Stepman's Dodge dealership at 460 North Boulder Highway in Henderson. The two were speaking to salesman John Lowry, who was about to take them on the worst test drive of his career. The men were in a 1978 silver Chevy Malibu as they headed from the dealership east on Lake Mead Drive (also known today as St. Rose Highway). Once they reached a deserted area, near today's Lake Las Vegas, one of the brothers pulled a gun on Lowry and forced him into the trunk. With Lowry in the trunk, the Stickle brothers drove to a nearby shopping center, and at about 11 a.m., entered the First Interstate Bank where they brandished guns and demanded money from all the bank tellers.

The brothers had been staying with their mother, Katherine, who lived near Basic High School on the far east side of Henderson. They abandoned the Malibu, with Lowry still in the trunk, next to Basic High and called their mother, who picked them up in her brown 1974 Chevy Nova. She was apparently unaware of her sons' actions. A school security officer saw what he felt was suspicious behavior and wrote down the license plate. HPD officers, having the description of the stolen Malibu, spotted the abandoned vehicle within 15 minutes and rescued the kidnapped salesman from the trunk, and the school officer gave them the description of Katherine's Nova. Within 15 minutes, officers located the Nova in the parking lot of the Railroad Pass Casino. Less than an hour after leaving the Dodge dealership, several dozen patrol units from multiple agencies surrounded the casino, ensuring the suspects could not leave. To prevent a large hostage situation, HPD allowed customers to come and go. Those leaving were stopped and

cleared by officers. After about 30 minutes, it was decided officers would have to enter the casino.

As Henderson had no SWAT team in those days, they requested assistance from Metro SWAT. In those days, there were no cellphones. We used pagers that beeped. When they beeped, that indicated you needed to call in to dispatch to get the call-out. We carried lots of coins for pay phones in those days. For you young guys, pay phones were telephone boxes attached to walls of gas stations, drugstores and 7-11 stores throughout the valley.

The group that responded was Blue Team under the supervision of Sergeant Clint Bassett, with Officers John Nicholson, Jim Neal, Craig Williamson, Tom Lozich, Jim Vaccaro and me.

When we arrived, Officer Nicholson was deployed to the casino "eye in the sky" via the back employee entrance. During this surveillance, Nicholson identified seven people matching the description of the suspects. He then coordinated the teams' movement inside to take each into custody. The rest of the team infiltrated the property as employees or customers. We dressed as cooks, busboys and porters. Each of us had a concealed handgun while I, dressed as a porter, pushed a trashcan on wheels with several CAR-15s hidden under towels. With Nicholson raising locations, we systematically began taking "suspects" into custody. This was not unnoticed by one of the suspects, William Stickle, who began moving through the casino away from where his brother had just been taken. Nicholson radioed Stickle's direction, who, as he rounded a set of slots, came face-to-face with me and a CAR-15. Officer Vaccaro immediately cuffed him. With both suspects in custody, the money from the robbery, a 9 mm pistol and a .44 Magnum revolver were recovered. **VB**



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CALENDAR

- November 6 Daylight Saving Time ends (fall back)
- November 8 Election Day
- November 10 U.S. Marine Corps 241st Birthday
- November 11 Veterans Day
- November 24 Thanksgiving Day
- December 1 Fourth Quarter General Membership Meeting, 5 p.m. (food, beverage and prize drawing)*
- December 3 LVPPA Santa Day (11 a.m. to 4 p.m.)
- December 25 Christmas Day
- January 1 New Year's Day

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

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09/04/16	Michael Castaneda, P# 4394	PO II	24 years
09/13/16	Travis White, P# 4198	PO II	25 years
09/14/16	James Atkinson, P# 3982	PO II	25 years
09/14/16	Richard Benstein, P# 5195	CO II	20 years
09/21/16	Thaddeus Ynigues, M538	DCM	19 years
09/22/16	Arturo Chavez, P# 4048	PO II	25 years
09/30/16	Eric M. Stout, P# 4550	PO II	23 years
10/06/16	Daniel New, P# 2386	PO II	35 years
10/11/16	Michael McCoy, P# 3529	PO II	27 years
10/29/16	Eric Resberg, P# 10007	PO II	9 years
11/03/16	Richard Breeden, P# 5189	PO II	20 years
11/25/16	Jeanne Minor, P# 5338	CO II	20 years
12/24/16	Kenneth Webb, P# 4697	PO II	22 years
12/30/16	Robert Lawson, P# 5322	PO II	20 years

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

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Excludes P#s listed in Retirement and Fit for Duty sections of *Vegas Beat*

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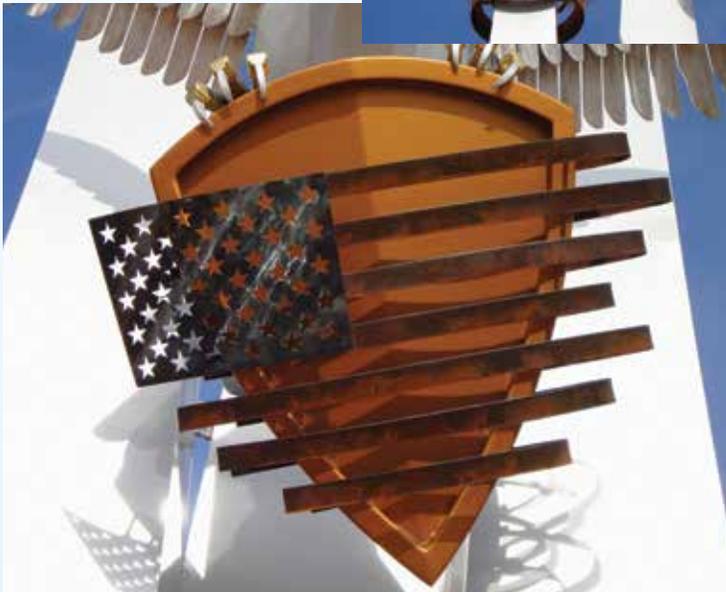
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For so many reasons, it pays to read *Vegas Beat*.



The LVPPA invites all members to help take care of our own. The LVPPA has a 501(c)(3) charity organization now called the Law Enforcement Assistance Fund (LEAF). The goal of this organization is to help the survivors of fallen officers and ensure that survivors have the opportunity to go to college. As such, the charity will donate the cost of Nevada state tuition rates to the survivors of fallen Metro officers, to include children and spouses. The charity got off to a strong start, but we need your help and ask all officers to donate. Please look into your hearts and determine if you can give. A payroll deduction form is available online at www.lvppa.com/leaf-charities.php. Just print out the form, fill it out with your deduction amount in block 5200 under LVPPA Metro Charities, and then send it in a 1000 miler to the LVPPA for processing. LEAF hopes that you will never need this, but will be here when you do. VB



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5010	NLPOA Dues (24 pay periods)				
5007	PMSA Dues (24 pay periods)				
5005	PPA Dues (24 pay periods)				
5006	PPACE Dues (all pay periods)				
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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
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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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