



LVPPA VEGAS BEAT

WIN UP TO
\$250
See Page 20

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

VOLUME 11 | ISSUE 6

March/April 2017

THE **FUTURE** OF THE **FORCE**

OUR ROLE IN MENTORING SUCCESS

SEE PAGE 9





**DISCOUNTED
PRICES FOR METRO**

**\$595 Living Trusts
\$49 Wills**

(Includes Living Will & Power of Attorney)

**We Know How Important Family Is
That's why we do our best to help you protect yours.**

Revocable Living Trusts

Trust Amendments

**Tax & Retirement
Planning**

**Financial Planning &
Complimentary Reviews**

Probate Services



(702) 650-4480
cassadylawoffices.com

JASEN E. CASSADY, ESQ.
Advanced Law Degree in Taxation
Licensed in NV & FL
Certified Financial Planner®
BRANDI K. CASSADY, ESQ.

Henderson

2425 W. Horizon Ridge Pkwy.
Henderson, NV 89052

Las Vegas

10799 W. Twain Avenue
Las Vegas, NV 89135



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

Las Vegas Police Protective Association Metro, Inc.

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

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

LVPPA BOARD OF DIRECTORS

STEVE GRAMMAS
President

SCOTT NICHOLAS
Vice President

MYRON HAMM
Secretary/Director of Corrections

MIKE RAMIREZ
Director of Governmental Affairs

BRYAN YANT
Sergeant-at-Arms

TYLER TODD
Treasurer

KIRK HOOTEN
Director

RICHARD SIBELRUD
Airport

LUIS PAYAN
At-Large 1

BRIAN GRAMMAS
At-Large 2

JOHN ABEL
At-Large 3

TRICIA CAINE
At-Large 4

TYLER McMEANS
Bolden Area Command

PHILIP CLOSI
Convention Center Area Command

JOE JONES
Covert Ops

TROY MCARTHUR
CCDC 1

DANIEL VARNER
CCDC 2

TYLER DARRINGTON
CCDC 3

CHRISTOPHER JIMISON
CCDC 4

MICHAEL REINARZ
Deputy City Marshals

JASON AUSCHWITZ
Downtown Area Command

KEVIN KOVAL
Enterprise Area Command

JOE GIANNONE
Headquarters 1

ROBERT SIGAL
Headquarters 2

PETER FULLER
Headquarters 3

VACANT
Municipal Court Marshals

GUY TURNER
Northeast Area Command

ED PAZOS
Northwest Area Command

DAVID TOMCZAK
Laughlin

HENRY HOFFMAN
Resident

MIKE MALONE
Retirees

WALTER TLOCKOWSKI
Southcentral Area Command

VACANT
Southeast Area Command

PAT BURKE
Special Units

BRIAN SMITH
Spring Valley Area Command

DAVID MARTEL
Traffic

CHAD LYMAN
Training

LVPPA STAFF

DAVID ROGER
General Counsel

KELLY SWEENEY
Director of Employee Relations

LAURA PALETTA
Executive Secretary

ROY HOERNKE
Office Assistant

ADELLA SOLANO
Receptionist

CONTENTS

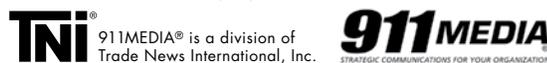
EXECUTIVE BOARD

President's Message	4
Litigation	6
Ready to Stand Up for You	7
Personal Tour of Our State Capital	8
Leading Our Future	9
The LVMPD Employee Health and Welfare Trust	10
Seek Out Quality Supervision to Enhance Your Career	12
How to Avoid an Internal Affairs Complaint and a Civil Rights Lawsuit	14

FEATURES

Fit for Duty	16
Las Vegas' First Organized Crime Figure	18
Thank-You Letters	20
Retirements	20
LVPPA Vegas Beat Contest	20
Calendar	21

Published by 911MEDIA®
For Advertising call
(702) 987-4789



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



Cover image courtesy of Las Vegas Metropolitan Police Department



President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

Prepare for Your Interview

As your PPA representatives, we attend several hundred IAB interviews a year. Prior to all interviews, you should have a conversation with your representative about the case. At this pre-interview meeting, your rep should discuss with you some of the things that will occur during the interview. The rep should tell you about your rights as a peace officer and explain how the interview questioning should go. A *subject* officer is different from a *witness* officer. As a *witness* officer, everything being asked of you will be based around the accusation against the *subject* officer. No questions should be asked of you that would lead to you making statements about yourself that could result in you being a *subject*. As a *subject* officer, you are the one whom the investigation is focusing on. This case is either going to end with you being sustained or not sustained. If sustained, you will receive some form of discipline. As a *subject* officer, it is very important to have the pre-interview meeting with your rep. You need to understand your rights as a peace officer as well as understand how the interview is supposed to go. You should not be asked questions that are outside the scope of the notice.

We at the PPA have seen an alarming new trend with the Internal Affairs section. More and more, the investigators are asking officers "opinion" questions. First and foremost, we have a huge issue with this type of questioning.

Detectives and supervisors in IA are trying to use witness officers to cement their case by asking questions like, "In your opinion, would you have done this?" or "If you were in this officer's position, would you have used that same tactic?" What this in turn does is puts *you*, the witness officer, on the front page of their summary, alluding to the fact that you would not have done what this officer did — and then they use that to sustain your fellow officer. It puts you in a position, if and when the subject officer grieves the case, where you basically sustained them for the IA team with your "opinion."

It becomes even worse for the subject officer. I have personally sat in an interview where the subject officer was asked, "Do you think your actions were appropriate?" Other reps have had similar questioning to include, "Do you feel you lived up to the ICARE values?" or "Were your actions conduct unbecoming of an officer?" As this style of questioning has happened more and more, I don't even know why they have a standard interview anymore. Why doesn't IA just start the tape, give their preliminary statements and ask the following: "Should you be sustained for _____?" (Input whatever section of the matrix you like.) That is basically what they are doing with their current line of questioning; I don't know where this type of questioning came from. Maybe it's just easier for the IA team to do their sustainment because they got you to admit on the record that you did indeed violate a Department policy. First and foremost, every notice for a subject officer includes the specific allegation being investigated. It also says, "You will be questioned about your knowledge, actions and conversations related to the above-listed allegation." Nowhere does it say, "You will be questioned about your opinions, beliefs and moral position of the above-listed allegations."

I referenced "moral position" above. That's also a problem we are seeing. When there was no policy, SOP or law you violated, IA starts to turn into the morality police and will sustain you for how they "feel" about what occurred. No fact basis, other than asking other witnesses, "Would you have done this?" or your own statement to the question, "While you violated no specific policy, do you think you *should* have done this?" This is another disturbing issue with how interviews are being done in IA.

Because of NRS 289, IA has rules that they are supposed to follow. It is the nature of the beast in regard to an interview of a police officer. IA should be asking specific, fact-based questions in their interviews and then putting all of the *facts* together — not opinions — and then either sustaining or not sustaining an officer, not asking you those opinion questions when they see that their investigation hasn't yielded much. It is for these reasons that you *must* meet with your rep before an interview, whether you're a *subject* or a *witness*. Ultimately, no matter what is asked of you, or how much your rep objects to a line of questioning, if ordered to do so during the interview, you must answer. It is our job to fight those issues for you later on in the process. However, if you prepare before the interview, you will be better suited to respond to questions. Not preparing for an IA interview is like taking an oral board and doing no studying and then expecting to rank No. 1 on the board. It just won't happen.

The first step in knowing what is going to happen in your interview is to know who is doing your interview. There are teams in IA that ask these opinion questions, and there are some teams that stick to just the factual questions of the allegations at hand and don't veer off the notice. Either way, you need to prepare and prepare correctly. Your rep will help prep you for possible questions they feel may be asked of you. Talk to your rep, understand the process and get ready for your interview. **VB**



702-830-0871
FORTRESSLASVEGAS.COM
HITEKHM@GMAIL.COM

HOME SECURITY

RECOMMENDED BY LAW ENFORCEMENT FOR LAW ENFORCEMENT

NO TERM CONTRACTS!

NO MONTHLY MONITORING FEES!

FREE PHONE APP WITH INSTANT ALERTS!

GET 25% OFF FOR MENTIONING THIS AD!

SELF-MONITORED SYSTEM ALERTS YOU DIRECTLY
ELIMINATING THE WASTED TIME CONTACTING THE MIDDLE-MAN MONITORING COMPANY!

**SECURITY * VIDEO * HOME AUTOMATION
INTERCOM * HOME THEATER AND MORE**



VEGAS DREAM HOMES

- **Save yourself thousands!!!**
- **When Selling, list your home for 1%**
- **When Buying, 25% of my commission goes directly to you or your family**
- **Free appraisal or home warranty when using our preferred lender**

Retired Metro Police Lieutenant and a trusted member of the law enforcement family for over 20 years!



John Faulis
Realtor
Broker | Salesperson

Kevin Liske, MBA
Loan Officer
NMLS#218979



Phone: 702.493.5471
Email: john@lasvegasdreamhomes.com
Address: 5510 S. Fort Apache Rd., Suite 31
Las Vegas, Nevada 89148
Web: www.realtorcop.com
 www.facebook.com/JohnFaulisRealty

CMG Financial | Corporate NMLS# 1820
Address: 8337 W. Sunset Rd.# 300
Las Vegas, Nevada 89113
Cell: 702.372.3748 | **Office:** 702.777.1292
EFax: 702.690.3069
Email: kliske@cmgfi.com



Litigation

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

So many times in my career I've heard officers talk about litigation or lawsuits against LVMPD. Let me be clear: I support an officer's right to file a lawsuit when they feel they have a situation that is so egregious that there is no other remedy to pursue. However, I believe in trying to resolve all Department issues within the organization prior to filing a lawsuit or even an EMRB complaint.

When LVPPA President Steve Grammas and I met with the Department heads early last year, we agreed to give the Office of the Sheriff the opportunity to correct the problems within the organization informally before moving to formal litigation.

LVPPA has had a lot of success with the Sheriff's Office in resolving cases that may have otherwise caused an officer to be terminated or disciplined at a much higher level than they ended up receiving. Take a look around at the officers you heard were going to be fired and ask yourself, what changed? Officers who were "walked out" or had been placed on modified duty for as long as a year or more are now back to work. The informal conversations and the ability to meet with the A/S, undersheriff or Sheriff make a big difference when it comes to our members' employment.

A lot of you believe that our Association should sit back and file lawsuit after lawsuit, while bashing heads with the Sheriff. We hear you! But I would ask you all to look back at the past leadership of the PPA and see, where did that get us? The answer is, it didn't get us anywhere! I would ask you to speak to our members who were about to be terminated this past year. How do they feel? I bet they're happy to be back working for Metro and not out looking for another job.

Sometimes people make mistakes! In my career, I have witnessed every rank in this Department make a mistake (or two). Many times one side or the other jumps to a conclusion or overreacts to the initial briefing before learning the rest of the details. We often learn there are mitigating or aggravating circumstances surrounding almost every issue. Our job at the LVPPA is to determine if we can correct the problem with an informal meeting/conversation or grievance.

Article 12 in the collective bargaining agreement (CBA) outlines the formal grievance process. The grievance process in the contract is not the same as filing a lawsuit against the Department or individuals on our Department. This is where you should start if you cannot get your complaint resolved informally. Most supervisors respect P# 1851 the grievance process and your right to file a grievance under your CBA. You will not become a targeted employee for filing a grievance.

If you are a member of the LVPPA and happen to get yourself into a jackpot, or if you have any other issues, please contact one of your representatives at LVPPA and let us attempt to resolve your issue prior to taking your complaint outside of LVMPD. I promise we will make every effort on your behalf to resolve the issue and try to come to an amicable resolution.

Be safe, and thank you for your membership. **VB**

GALLERIA FAMILY DENTAL ADVANCED DENTISTRY

Dr. Stephen P. Hahn DDS

Nitrous Oxide • Implants
Same Day Crowns • Smile Makeovers

\$50 Off Any Treatment
(bring in or mention this ad)

New Patients & Emergencies Welcome

Children Welcome

Same Day Appointments

Now Offering Six Month Braces
Call Today for Your Free Consult

www.GalleriaFamilyDental.com

433-9200

715 Mall Ring Circle, #200
Located Next to Galleria Mall



See what's new at **LVPPA.COM!**

Our website brings you the latest law enforcement news,
Association information, member resources and more.

YOUR NEIGHBORHOOD FAMILY DENTAL PRACTICE

HUDSON
FAMILY DENTAL

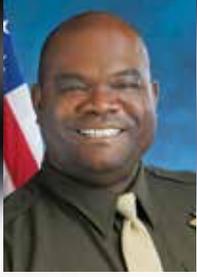
*Mention this ad and receive half off
in office bleaching (a \$399 value).**



7603 Grand Teton Dr., Suite 140
Las Vegas, NV 89131

(702) 991-9999
hudsonfamilydentallv.com

*Must be new patient, 16 or older



Ready to Stand Up for You

CORRECTIONS OFFICER MYRON HAMM

Secretary/Director of Corrections

Greetings to all LVPPA members. I am excited and honored to be the newest member of your Executive Board and want to share with you some of my personal experiences so that you'll understand where I come from and why I will stand up for you.

I served in the United States Air Force for 10 years and spent three of them, from April 1989 to December 1992, stationed at Nellis AFB. I spent tours in Korea and England, and my final duty station was Travis AFB in Northern California. Upon separating from the Air Force, I began the testing process to join the LVMPD.

I began my career in February 2000, when I entered the LVMPD Academy. After graduation, I was assigned to North Tower D Platoon. I joined the Special Emergency Response Team (SERT), became a firearms instructor and worked various shifts and details. I then applied to the Field Services Section to work on the prisoner transport detail. I was assigned as the transport officer to South Central Area Command for two years and then to the LVMPD saturation team. I was elected to the LVPPA Board of Directors in 2007 and have spent the last 10 years as a representative. I spent a year in Central Booking and then two

separate tours in Field Services. I spent the last two years in the Alternative to Incarceration (house arrest) Section.

That brings me to my new position. The most important thing to me is the protection of the rights of the fine men and women who serve this Department and community. I have spent many years as a representative, and I have seen a lot of changes through the years. The one area that always bothers me is the use of the term "equality." Growing up with three brothers, I was always treated fairly and equally by my parents, and I like to think we turned out pretty well because of that fact. Unfortunately, as I go into year 17 with Metro, I can honestly say that not all members are treated equally. There are times when certain individuals, because of a misguided perception of an alleged complaint, are presumed guilty until shown otherwise. I like to refer to this as jumping on the bandwagon. If you are a person in a position of authority, I challenge you to make up your own mind about a case or an individual. Don't make a decision based on what you think your boss or the public wants you to do. How many of you have had that conversation with your first-line supervisor and they seem to be on your side, but when someone above them disagrees, their opinion changes? A wise man once said, "Stand up for what you believe in, and believe in what you stand up for." I look forward to working with this fine organization to make things just a little better for us all. **VB**

To All Las Vegas Police Protective Association

MEMBERS AND FAMILIES

Especially Those in the NORTH/NORTHWEST Areas



- Major Discounts for Members
- FREE Take-Home Bleaching Tray (after X-rays, exam and cleaning)

Come in for FREE Invisalign Consultation

SEDATION PILLS AVAILABLE FOR THE FEARFUL!

Young Children Are Welcome!

**\$500 off
Invisalign!**

CALL NOW FOR YOUR APPOINTMENTS

Miracle Dental

8001 N. Durango Drive, Suite 140
Las Vegas, NV 89131

702-456-0056

Precious Dental

4210 W. Craig Road, Suite 104
North Las Vegas, NV 89032

702-436-5222



Leading Our Future

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

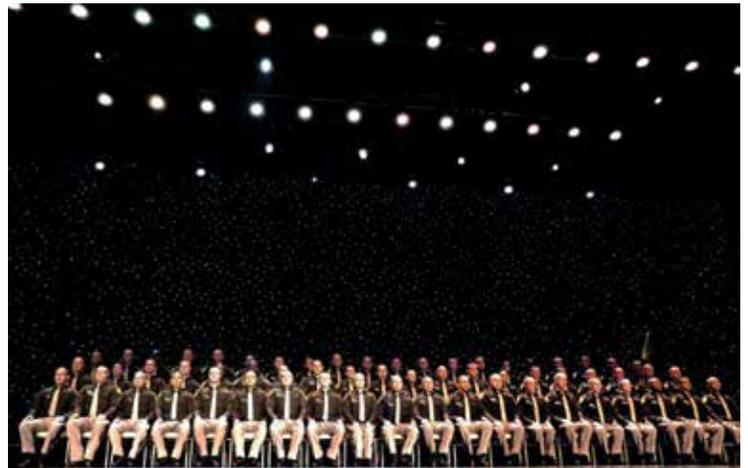
Here we are in 2017, with P numbers now starting in the mid-15000s. Back in 2000, when I hired on, all the old, salty veterans made fun of the 6000 P numbers, just as I'm sure the legends before them did back in the day. Now LVMPD is pushing to hire more and more cops as well as filling attrition. The mass influx of new officers and their success, as well as the success of LVMPD, is everyone's responsibility.

We are all leaders on this Department, some better than others. The weak leaders shine as an example of how things could be better or how not to be, while the strong leaders draw you to them, leading by example and actions, not just words and policies. Leaders are not just supervisors or field training officers. Every squad has the report takers, the citation writers, the crap magnets and the hunters. Each of these folks are equally important, because without the report takers, the hunters or crap magnets would not be able to function. Everyone should have a vested interest in their squad and its performance. With one aspect off, the squad won't function properly, and safety and community service can suffer.

An officer's career is similar to our own growth cycle. For most of the Academy and FTEP, an officer is a young child and preteen molded by tac staff and field

training officers through training, policy and procedures. The next six months after FTEP are the teenage years of running around 1,000 miles an hour, having fun and loving every aspect of the job. After probation ends, the new officer is officially an adult and self-sufficient. These first years on the job set the tone for the young officers and show them how LVMPD handles its business. It is extremely important that each and every one of us take a vested interest in the new officers around us, and lead them and mold them properly. If we do not help guide new officers in the right direction, we set them, ourselves, LVMPD and the community up for failure.

We need each and every one of the new officers we are hiring. We are competing with agencies from across the country to attract, hire, train and retain the best possible police force. It is our job to assist in this. When you are working and call for backup or backup is assigned with you, you want to know you have the best officer coming with you. Just as if you are off work and call for help, you want to know that the officer coming has been trained the same as you and can handle business upon their arrival. Be a leader and improve the officers around you. If something is wrong and you know it and do nothing to try to fix it, you are wrong as well and have nothing to complain about. Let's lead our future and show them why LVMPD is the best agency in America. When we leave and retire, they will carry the torch, passing on the values and information handed down from generations of great LVMPD officers. **VB**





The LVMPD Employee Health and Welfare Trust

POLICE OFFICER TYLER TODD

Treasurer

There are a lot of common misconceptions out there as to what exactly the Health and Welfare Trust is. Please allow me to give you a brief synopsis of what it is and how it works.

The Health and Welfare Trust is a benefit that is covered in our contract under Article 15. Article 15 states that the PPA will participate in the Trust, and it establishes the amount the Department will contribute on behalf of the employee. The Department and the PPA negotiate what that amount will be. The Department then contributes X amount of dollars into the Trust per employee every month. To be clear, the contract technically is an agreement between the employer and the employee, so when we talk about dependent care and retirees, those are not covered by the contract. If the Trust had enough contributions, it could cover the total cost of dependent care and retiree care as part of the benefit. This was common years ago, but as health care costs have skyrocketed, it has become less so.

As you already know, there is a dependent rate that participants pay to the Trust, depending on how many dependents they have. Then there is the retiree rate that retirees pay. The Trust takes the contributions from the Department on behalf of each employee, adds the dependent amount and retiree amount and comes up with a budget. This budget dictates what the Trust can pay for coverage for all of its participants. The important part to note here is that this money is not invested like PERS or the Employee Benefit Trust (EBT). PERS and EBT invest money on your behalf over the life of your career and then provide you with a benefit from the pool of invested money when you retire. The Trust, like any other health insurance plan, covers you on a month-to-month basis, just like your car insurance. Very little money is being invested, as most of it is paying the insurance bills. If you stop paying, the coverage stops. If you leave the Department and do not retire, the coverage stops. If you retire and opt to go with another insurance plan, the coverage stops. That is because no more money is coming in on your behalf.

So what is this Trust that is making a budget and deciding on what type of care it will pay for? The summary plan document states, "The Trust is administered by a Board of Trustees that consists of eight trustees, four of which are appointed by the Department, two of which are appointed

by the LVPPA and two of which are appointed by the LVPMSA." Today, Assistant Sheriff Todd Fasulo, Deputy Chief Gary Schofield, Labor Relations Director Jamie Frost and Accounting Manager Jackson Wong are the four trustees who represent the Department. Sergeants Michelle Jotz and Trey Gethoefer represent the PMSA, and Kirk Hooten and I represent the PPA. The Trust is a standalone entity and is independent of the Department and the associations. The trustees decide what is best for the Trust and the participants.

The Board of Trustees meets once a month to evaluate what is going on and make decisions. The Trust hires a health plan director to run the day-to-day operations. Essentially, the Trust is like a city council that hires a city manager. Our health plan director is Kelly Taylor. She reports to the trustees and runs the Trust on behalf of them. Taylor's background is in health care, and she coordinates with the different vendors to get us the best health care possible for the best price. The Trust's attorney, accountant, actuary and UMR also attend each meeting to ensure the trustees have all the information they need to make decisions. Guests will often show up to provide expertise in their field or to pitch a service the Trust is considering. The trustees evaluate the information given and then make their decisions.

Have you ever heard that the Health and Welfare Trust is not your insurance carrier? That is because it is not. The Trust is a separate legal entity (501[c][9]) and is not an insurance company. It provides benefits, not insurance. The Trust saves money by contracting out services to different vendors. One of the vendors is UMR. UMR is contracted to process our medical claims, help with enrollment and answer your calls. In regard to vision, dental and drug benefits, we have Davis Vision, Guardian and CVS Health. If you ever have an issue with one of the vendors, give Taylor a call, as she works directly for the Trust and is a wealth of knowledge.

We are part of the Health Services Coalition, which negotiates all the hospital contracts in the valley, and Sierra Health-Care Options (SHO), which is the network of doctors we use. Both the Coalition and SHO use the strength of numbers P# 13850 to leverage deep discounts through contract negotiations. These are in-network and therefore provide a cheaper rate to the Trust and the participants. This process is like going to buy a car; you see the sticker price, but the price you pay is far less.

Finally, the Trust evaluates how much money is coming in and how much is going out. The trustees have a fiduciary responsibility to ensure that there is enough money coming in to pay the bills. After that is certain, the Trust looks to see what the reserves are, if any. Any excess money is put aside to ensure that the Trust can pay all of its bills in case no more money comes in. This is a standard practice. If and when the Trust has more than it needs — that is, it can fund current and future obligations — the Trust can then look at increasing benefits and/or lowering rates. As I stated earlier, the Trust is not set up to invest money for the long term to provide coverage based on off investments. If the Trust is spending more than it takes in, the Trust needs to decide whether to decrease benefits, and/or seek additional contributions from the Department and/or its participants. This can be done through the contract, dependent-rate increases and retiree increases.

I hope this provides you a better understanding of how the Trust works. I can assure you that the Trust is currently fortunate to be in a good position. The trustees are working diligently to try to bring better care to the Trust's participants without compromising the Trust's future. **VB**

loan easy. live easy.

The easiest loan you'll ever do.



Thinking about buying a home?

Find out what you qualify for.

Own a home?

Refi to a lower rate or take cash out.

Bankruptcy, Short Sale, or Foreclosure?

There are options, we can help.



Gina Baker
702.255.5784
www.alderus.net
NMLS #316808

Follow us on



Terms & conditions apply.



Greenman Goldberg Raby Martinez

ACCIDENT INJURY ATTORNEYS



Gabe Martinez, a partner in the firm for over 30 years, is renowned for his quality representation of police officers and their families. Toby Yurek, a former police officer of 20 years and now an attorney with GGRM, understands the challenges faced by law enforcement workers and their families. **Together, Gabe and Toby protect and serve the rights of individuals that put their lives on the line every day.**

Toby Yurek

Gabe Martinez

Your Rights. Your Recovery. Your Future.
It Matters to us.

Do you have the right insurance coverage if you're injured in an accident?
You don't want to find out when it's too late.

As a **FREE** service to you, Toby and Gabe will review your current insurance coverage and offer advice on becoming properly insured, so that if you are injured, you have the resources to make the best possible recovery.

When it comes to the law enforcement community, **we want to protect you.**

GGRM has helped injured people in Nevada for over 45 years.

Call 702-388-GGRM (4476) for a free consultation or insurance review
www.ggrmlawfirm.com/LVMPDInsurance

In appreciation of their public service, GGRM Law Firm offers LVMPD employees a reduced contingency fee of 25% (regularly 33%)



Seek Out Quality Supervision to Enhance Your Career

DETECTIVE KIRK HOOTEN

Director

I can hear the groans from the tower on this title already: "Here comes another article about Metro supervision from a PPA rep who has never supervised anyone in this agency." Well, some of the content of this article may surprise them, by highlighting the need for quality supervision in your career and how it should become your agenda to seek it and find it.

There is absolutely a need for quality supervision in law enforcement. Without it, we struggle as an organization and a profession. The life and career of an officer are often shaped in the early years by the quality of their supervisors. Those supervisors who take that aspect seriously and understand the responsibility are truly the ones who impact many people and many careers.

I have been very fortunate in my own career to have had some amazing supervisors early on who had a profound impact on me as a person, an officer and a detective: Sergeant Kent Kirk (retired), Sergeant Pat Neville (retired, deputy chief) and Sergeant Joe Lombardo (current Sheriff) were my early influences in patrol, vice and narcotics. I loved coming to work in those days. I loved the work we did, and I learned from each of them the tools of the trade and the balance required to maintain a long and successful career. I learned from them that it was possible to be a great supervisor and a great friend at the same time. I learned to respect the job I was tasked to do in addition to those whom I encountered while doing it. I learned that you are rightfully judged by the quality of your work and the effort you put into it. I learned that good, bad or anywhere in between, own your actions and don't lay blame, make excuses or whine about things that you have the ability to influence. I learned the meaning of trust, loyalty and being a part of something bigger than myself. Finally, I learned specifically that there is no one who can outwork Joe Lombardo! I am reasonably sure he is a cyborg with no need for sleep.

A successful career is not measured by climbing the ladder in rank or being competitive in your positions but, rather, having safely and soundly navigated the difficult and challenging world of police work in an ever-changing environment of risk, public scrutiny and public perception. It is also having experienced the unbelievable people and camaraderie of a special profession and gaining the experiences that become the stuff of legend in stories told time and time again over the years.

Not everyone aspires to be a supervisor. God bless those who accept the supervisory responsibility for others and the responsibility of shaping the culture of our Department and its officers. I never accepted that responsibility, but have made a 23-year career of evaluating those who have. Generally, my evaluations are quietly stuck in the back of my cluttered mind but, as anyone knows, I am not shy about sharing my opinion of anyone or anything when asked (all the while hoping it somehow makes a difference).

Sadly, there is a common belief that your life started the day you were hired by Metro and any previous experience you had in the military or private sector didn't count for evaluating the quality of supervisors in your chain of command. Sad again that any comments or analysis from a rank-and-file officer are usually met by management with a chorus of adjectives about them being disgruntled, malcontented or lazy — if it even gets past the more common "What do you know, anyway?" Although in some instances that sentiment is correct, for the majority of us, it is a de facto dismissal of valuable knowledge from a very different viewpoint — the bottom (or base, as I prefer to call it). Without a firm base, structures are weak and at risk of crumbling.

I always like to use situational analogies when trying to illustrate my points, so I'll take a stab with this one. If it is raining hard outside the headquarters building on a cold January night and the executive staff is having a meeting on the fifth floor, Assistant Sheriff Fasulo is going to walk to the window, look out and say, "Wow that's a hard, cold rain out there." Assistant Sheriff Roberts will say, "I'm glad I'm not out there right now." Undersheriff McMahill will tell a story about the cold, wet nights from his time in Denver, and Sheriff Lombardo will simply say, "That ain't nothing, I've seen worse!"

Meanwhile, down in front of the building, the HQ detail officer is dealing with a problem in the parking lot and has been outside for 30 minutes in this rain. He says to his partner, "Damn, it's cold and wet out here. I haven't felt this cold in a long time!" His partner agrees as he adjusts his warm, Metro-issued winter jacket and hat.

At the same time, there is a vagrant in the bushes to the north of the complex, shivering and soaked to the bone. He has been out in the elements the entire time the rain has been falling. The vagrant says to himself, "This is the coldest it has been in years and the worst rain I can ever remember in Las Vegas."

The moral to the story? *It's the same rain, but from drastically different viewpoints.* I believe this is a possible explanation for the gap in how information

Kevin Samuels
Real Estate Agent
(619) 917-1909
K.Samuels@hotmail.com



COPS HELPING COPS!!!

\$500.00 will be donated to the Officer Down Memorial after every sold home.



ABBOTT TROPHIES

953 E. SAHARA AVE. STE. A-32
LAS VEGAS, NV 89104

Plaques, Acrylic & Glass Awards,
Trophies, Engraving, and Signage for
Law Enforcement is what we do best.

444? We've got your back!

PHONE # 702-735-4995 - FAX # 702-735-6199
EMAIL: ABOTROPHY@AOL.COM
WEBSITE: ABBOTT-TROPHIES.COM

and directives are given and received from our chains of command down to the final line of dissemination, the rank-and-file officers.

That story gets back, the long way, to the essence of my article, which is to highlight the need for good, quality supervision at all levels but, most importantly, at the first-line supervisory level. This is critical to shaping the attitudes of officers as they come into the agency as sponges soaking up not just information and experience, but also attitudes and culture from other officers. Most often, the attitudes and culture these new officers are exposed to and learn is shaped by the sergeants they work for. Work for a great supervisor and you want to come to work, you want to do great things, you want to go the extra mile, and you want to succeed. Work for a bad supervisor and you hate coming into work, you share the misery with those around you, and you generally shut down and turtle up to survive until you have a chance to work for a great supervisor again.

There is absolutely a cascading effect when it comes to supervision. This can be seen and felt from the top down. Great captains, lieutenants and sergeants send a positive attitude down through the ranks, motivating and inspiring their troops at each level. Poor captains, lieutenants and sergeants send an equal but negative attitude down through the ranks, causing confusion, discord and a general sense of poor job satisfaction. Great chains of command listen and care about the well-being, morale and working satisfaction of their employees, while poor chains are selfish and want results at any cost. We have all seen and lived both sides of this equation in our careers.

I am at the end of a career that I look back on proudly and fondly. I have returned to the PPA to hopefully make a positive difference in the lives and careers of our members and have some measure of influence on the quality of supervision for the Department moving into the future.

My hope in closing is that the positive message and effort of the majority of our supervisors is not lost in translation or stifled by the minority that is failing miserably. A wise person once told me, "Hook yourself to people who are going places. If you do good work for them, they will bring you with them wherever they go."

Seek out the good ones and follow them! **VB**

ALL CLOSING COSTS PAID!!



To thank you for your service we will pay all closing costs on your behalf.

Save thousands on a purchase or sale!

CALL TODAY!

Billy Alt
The Alt Group
REALTOR
C: 702.250.1090
E: Billy@altgrouplv.com



Brad Malkin
President—NMLS # 100539
O: 702.869.8790
C: 702.279.9111
E: brad.malkin@noblehomeloans.com

Noble Home Loans
7830 W Sahara Ave.
Las Vegas, NV 89117
NMLS #328275



PLANET NISSAN



WE SUPPORT ALL OF THE MEN & WOMEN OF METRO

SPECIAL LVMPD PROGRAM
WE OFFER ALL EMPLOYEES & THEIR FAMILIES:

INVOICE PRICING

REGISTRATION INCLUDED

+

2 YEARS OF OIL CHANGES INCLUDED

REGISTRATION INCLUDED - Available on the purchase or lease of any new Nissan up to a \$500 value. Registration included up to \$500 will be issued in cash to the consumer. In lieu of included registration, consumer may take up to \$500 additional discount on the sales price of their vehicle. 2 YEARS OIL CHANGES - Available on the purchase or lease of any new Nissan. Limit 4 oil changes per year. Must be performed at Planet Nissan. Cannot be redeemed for cash.

PLANET NISSAN

5850 CENTENNIAL CENTER BLVD
WWW.PLANET-NISSAN.COM
702.876.8000



DAVID ROGER
General Counsel

How to Avoid an Internal Affairs Complaint and a Civil Rights Lawsuit

It is always good to learn from other people's mistakes. This article will address some of the issues that officers face on a daily basis. While some may consider these matters minor, these errors may form the basis for a civil rights lawsuit under 42 U.S.C. 1983. Additionally, pursuant to 18 U.S.C. 242, an officer may be criminally prosecuted for willfully violating a person's civil rights. Supervisors who fail to intervene may also be held responsible for certain violations.

Unlawful Detention

There are a number of errors that may lead to either a civil lawsuit or a criminal prosecution. For example, it is unlawful to detain a suspect, based upon reasonable suspicion, for an unreasonable period of time. Once an officer detains a suspect, the officer must diligently pursue the investigation to either confirm or dispel his suspicions (*United States v. Sharpe*, 470 U.S. 675, 105 S.Ct. 1568 [1985]). NRS 171.123(4) makes clear that an officer may not, under any circumstance, detain a suspect for more than 60 minutes.

By way of example, an officer who initiates a traffic stop based upon a traffic violation must initiate a records check and issue a citation in a timely matter. Unless the officer has reason to believe the suspect is carrying drugs in the vehicle, the officer may not continue to detain the driver for a K-9 unit to arrive. Once the officer has investigated the matter for which the officer detained the suspect, the officer must cite, arrest or release the suspect.

Illegal Arrest

Another ground for filing a civil rights case is an illegal arrest. As most officers are aware, NRS 171.124(1)(a) P# M812 allows an officer to arrest a suspect, without a warrant, "for a public offense committed or attempted in the officer's presence." While there are statutory exceptions, an officer may only arrest a suspect for a misdemeanor when the suspect commits the crime in the officer's presence. In *Smith v. Smithson*, 54 Nev. 417, 19 P.2d 631 (1933), the Nevada Supreme Court explained that the officer's presence requirement may be satisfied if the officer either sees or hears the suspect commit the crime and immediately responds to the suspect's location. Thus, unless a statutory exception exists, an officer may not arrest a suspect without a warrant for a misdemeanor that he did not witness. Failure to meet these requirements may result in a civil rights case.

Unlawful Search Warrant

Another ground for a civil rights complaint is a fatally defective search warrant. Nevada Constitution Article 1, Section 18 and the Fourth Amendment of the U.S. Constitution require that a search warrant be based upon an affidavit supported by probable cause that particularly describes the place to be searched and the items to be seized.

Likewise, NRS 179.045(1) mandates that a search warrant describe the location to be searched. A search warrant that fails to include such information is facially deficient and may not be saved by the good-faith exception set forth in *United States v. Leon*, 468 U.S. 897, 104 S.Ct. 3405 (1984). (See *State v. Allen*, 119 Nev. 166, 69 P.3d 232 [2003].) Additionally, NRS 179.085(1)(b) mandates that a court suppress evidence when a "warrant is insufficient on its face."

In *Groh v. Ramirez*, 540 U.S. 551, 124 S.Ct. 1284 (2004), the U.S. Supreme Court held that a search warrant that failed to list the items to be seized was "so obviously deficient" that it was deemed to be a warrantless search that could not be saved by the good-faith exception.

For example, a search warrant authorizing a forced blood sample from a suspect must describe the suspect as the location to be searched. A search warrant that lists a hospital or jail to be searched is constitutionally invalid because it does not accurately describe the location (the suspect's body) to be searched.

Conclusion

While it is easy to get caught up in an investigation and lose sight of the constitutional protections guaranteed to all citizens, officers must be mindful of the consequences that may result from their conduct. It is better to identify and release a suspect than risk your career. **VB**

Challenge Coins Available



ONLY
\$10
OR TWO FOR
\$15

Show your support for your
Association's charity!
Proceeds benefit the Law Enforcement
Assistance Fund (LEAF).

Visit LVPPA.com/shop
for more details.

You had me at bonus dividend.

2017 Bonus - \$3,002,536.08

Open an account. Be part of a good thing.

Our account holders just shared a \$3 million bonus dividend. That makes \$56 million since 2001.

It's cash for your loan payments, household bills, vacation money, or savings for college.
We've been helping southern Nevadans get the cars and homes they want for over 65 years.
Better rates. Better service. Better deal.

Call (702) 228-2228 to start an account or visit OPENCCCU.COM

*CCCU shares excess earnings with member/owners in the form of better rates, more free services, and/or bonus dividends. Bonus dividend amounts are not guaranteed annually.



YOUR SAVINGS INSURED TO \$250,000 PER ACCOUNT
AMERICAN SHARE INSURANCE
This institution is not federally insured.

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

Ramona R. Logan

Height: 5'0"

Weight: 130 (current goal is 125)

Years on the Department: 9

What motivated you to begin this journey of a healthy lifestyle?

When I was in high school, I was one of the laziest teenagers who didn't care that it took me 15 minutes to walk a mile when I was supposed to run. Senior year photos were taken at a group breakfast and I couldn't believe how much weight I gained. I was so embarrassed looking at this photo of myself stuffing my face with pancakes. I started running and taking fitness classes at a local college. When I became an adult I continued to go to the gym, but nothing ever changed. I realized it was insanity to do hours of cardio just to eat junk food and repeat it again later. Finally, after being consistent with my training and incorporating some weights, I lost weight, but it wasn't good enough for me. I wanted to take my body to the next level and not be one of those people who blend in at the gym. I wanted to stand out physically so that people knew that I was "about that life." I hired a few personal trainers, and I learned so much about my body and how it responds to being pushed to the limit. I found out through this journey that I not only can run long distances but am a sprinter as well. During my first competition this year at the Police and Fire Games, I took gold in both the 100- and 400-meter races. I'm currently with a trainer who has changed my physique beyond what I could imagine, and I'm so grateful. I've come to realize that this journey is all trial and error. It requires so much dedication, patience, mental discipline, and literally blood, sweat and tears. I've never competed in a bodybuilding show, but I train and live like one. It takes a passion and overall joy for the gym in order to continue to push forward.

I know you attend the Olympia Expo every year. For those who don't know, the Olympia is the most popular bodybuilding contest of the year. Which bodybuilding personality had the biggest impact on your fitness journey?

I've never met this person, but I'd have to say Mike Chang's YouTube videos called "Six Pack Shortcuts" had the biggest impact on my fitness journey. All I knew was cardio machines, but I never understood the art of building muscle. When we had the gym at CCDC, I knew nothing about super-setting. Mike Chang had endless muscle-building workouts that not only elevated your heart rate but often didn't exceed 30 minutes! That was perfect for getting a quick "pump" on your lunch break! "Six Pack Shortcuts" YouTube videos made me motivated and helped me build muscle. His videos were the foundation for my physique.

What is your workout routine?

I'm in the process of eliminating body fat, so it's intense right now. Remember, a lot of this is after 12-hour shifts.

- Monday: Back and triceps, 60 minutes of cardio
- Tuesday: Legs and glutes, no cardio
- Wednesday: Shoulders and biceps, 60 minutes of cardio
- Thursday and Friday: No weights, just 60 minutes of cardio
- Saturday and Sunday: Rest days, but I usually do some sort of active recovery

Is there a specific diet you have, or are you more liberal in what you eat?

Right now, because my goal has changed to cutting body fat and building muscle, I stick to a regimented diet: high protein, minimal structured healthy fats and little to no carbs is currently my meal plan. I have a cheat snack like a cookie or some chocolate-covered almonds once every two weeks, but I have no cheat meals at all. When I'm not on a meal plan I use my culinary arts skills to turn what I'm craving into a healthier version. I'll always keep my breakfast healthier, opting for egg whites instead of sweet, syrupy confections, but lunch and dinner may vary. For example, sweet and sour chicken breast with brown fried rice, or butternut squash ravioli (portioned amount) with fresh tomato sauce and sugar snap peas, or grass-fed beef lasagna loaded with fresh vegetables. The number one thing people say to me when they have questions about changing their lifestyle is, "You can't eat anything good anymore, can you?" I believe that you can't eat mindlessly anymore. So many of us grab food just because it's available, free, convenient or offered to us. Living a lifestyle of health and fitness is being mindful of what you are eating. You can no longer just reach for something just because — and if you do have a cookie, you don't need to eat a dozen. Maintaining a healthy physique is about being mentally strong as well, and not feeling pressured by others to eat something you choose not to.



What advice would you give to someone who is struggling with that first step to a healthier life?

A lot of newbies I encounter at the gym often don't maintain fitness due to not knowing what to do in the gym. In 2008, I started taking my fitness journey seriously but I was intimidated by the machines. I'd go to the gym at 3 a.m. on one of my days off and get familiar with the weight-lifting machines. There were at least 20 people in the gym, so I felt comfortable. As extreme as that was, it was still a plan. I soon felt confident enough to use them during the day. When I grew tired of the same routine, I started researching different YouTube workouts, utilizing information from fitness magazines and taking what I learned from group classes and customizing them to my own routine. I found that when I didn't know what to do I wandered aimlessly in the gym, and when I started planning, writing down my workouts and mimicking other people's fitness routines, I became not only consistent but excited about going to the gym.

Any New Year's resolution that pertains to fitness?

Last year I solely focused on my body aesthetically. I've changed beyond what I imagined and still continue every day. The real test is learning to live a life without meal plans, and utilizing food for energy and not gluttony. This year I will be focusing not only on maintaining my physique but maintaining my physical and mental health as well. As officers we internalize so many negative situations. Dangerous



encounters happen so quickly that when you finally have a chance to sit and be quiet in your thoughts, you can find yourself with a flood of emotions you haven't had a chance to process yet. This year it is all about wellness of my mind and body — physical exams beyond the annual Metro physical, and wellness retreats to various spas and resorts around the state and country to relax, reflect and appreciate life. I want to focus on being mindful and present amid the beautiful that still remains in this world.

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

I believe fitness starts with availability. After 12-hour shifts I go to the gym. Not everyone has that luxury because of time, family, etc. When the renovation began at CCDC and we lost our gym, I don't think many realized what that meant to a lot of us. That gym was not only a way for us to maintain physical standards within the Department, but it also became a mental break for us. So much stress was released with every leg press and every bicep curl. A set of pull-ups gave us the determination to get back to work and finish strong. Without the gym it has been very hard for some of us. If I were the Sheriff, I'd make sure every facility had good-quality equipment where employees felt comfortable working out. Sometimes it becomes hard to let your guard down, even in the gym! If a person can lift weights and enjoy cardio without looking over their shoulder, that's a huge step in being consistent with fitness. **VB**



John P. Aldrich, Esq.

TEL (702) 888-3888

FAX (702) 227-1975

1601 S. RAINBOW BLVD., SUITE 160
LAS VEGAS, NEVADA 89146

www.johnaldrichlawfirm.com



Good People Deserve Good Lawyers®

10 years of experience as a PMSA attorney

Free consultations for PPA members

Discounted rates for PPA members

**OUR FIRM
HANDLES:**

- Workers' compensation matters
- Personal injury matters
- Family law matters
- Civil litigation matters



LAS VEGAS' FIRST ORGANIZED CRIME FIGURE

STAN OLSEN

Retired LVMPD and President, Metropolitan Police Museum and Historical Society

Who was the first organized crime figure in Las Vegas? Hint: It was not Bugsy Siegel.

Many people mistakenly believe that Benjamin "Bugsy" Siegel was the first crime figure to operate in Las Vegas, but he was not. That dubious honor goes to a Mr. Guy McAfee. With gambling establishments opening by 1931, many "businessmen" came to Vegas to start one. One of those businesses was the Pair-O-Dice Club that opened on Highway 91, which later became known as the Las Vegas Strip. This property was later acquired by a man named Guy McAfee.

BREAKING BAD

McAfee was a former police officer with the Los Angeles Police Department. I'm not sure when he decided to "go sideways," but as a vice squad captain, he became acquainted with the owners of nightclubs, illegal gambling operations and brothels in Los Angeles. McAfee eventually decided he could make more money working *in* vice instead of working *on* vice, and that's when McAfee left LAPD. This was during the prohibition years, and he had established himself as a "businessman" in Los Angeles, working the nightclubs where illegal alcohol was served. In 1930, McAfee headed to Las Vegas, where the city fathers issued him a license to run a legal gambling business, which was then restricted to games such as poker in saloon-type clubs. McAfee didn't stay long before deciding to head back to Los Angeles. Then, in 1931, McAfee was the focus of disparaging headlines in Southern California and Las Vegas after being taken into custody by Los Angeles police following a double murder. Apparently, some rivals had been killed by a candidate for office who was being supported by McAfee. Although he denied being involved and was never charged, throughout this time, McAfee continued his illegal casino on the Sunset Strip in L.A. This establishment was popular with rich business and Hollywood folks. It was typical of the time when operating an illegal speakeasy that the club's gambling tables could be flipped over and hidden if a raid happened. The cops knew this, but out of sight means out of mind and, based on McAfee's background, it was clear that LAPD vice operations were not necessarily proactive in their enforcement efforts.

BREAKING GROUND

It was 1938, and McAfee again relocated to Las Vegas with his wife, a former actress by the name of June Brewster. Continual pressure from grand jury investigations into local crime, a recall of the Los Angeles mayor, a general push to eliminate gambling and FBI inquiries of McAfee helped him make the decision to leave for good. Upon arriving in Las Vegas, McAfee bought the Pair-O-Dice Nightclub several miles outside of town and across from where the Wynn Hotel is now. Amazingly, he convinced the owner to sell for around \$20,000, even though it was purportedly worth much more. McAfee saw Las Vegas as a place where he could put his knowledge as an

FORMER LAPD OFFICER GUY MCAFEE DECIDED HE COULD MAKE MORE MONEY WORKING IN VICE THAN ON VICE.

illegal casino operator to legitimate use. Within a decade of moving to Las Vegas, McAfee was the city's gambling superstar, with most of his presence on Fremont Street.

Unfortunately for McAfee, his reputation preceded him. Nevada's governor at the time, Edward P. Carville, called Clark County District Attorney Roland Wiley and complained that someone like McAfee should not run a casino in Nevada. Wiley responded that he could do nothing because McAfee's gambling activities in California did not impact Nevada and were perfectly legal in Las Vegas. McAfee's trade flourished. He was convinced that the new club would succeed, primarily because vehicle traffic from Southern California



had to use the highway and would therefore stop in Las Vegas. His operation would attract some of the same affluent people, both legit and criminal, who gambled at his illegal club in Los Angeles.

McAfee renamed his Pair-O-Dice Nightclub the 91 Club and refurbished it in the opulent standards of Southern California clubs. Ria Langham, Clark Gable's estranged wife at the time, arrived in Las Vegas in January of 1939 with the plan to begin divorce action, in the process helping Las Vegas earn the title of the "Divorce Capital of the World." While Ms. Langham was in Las Vegas, McAfee opened the 91 Club to make the most of the national media spotlight and her divorce from Gable.

MAKING OF A MOGUL

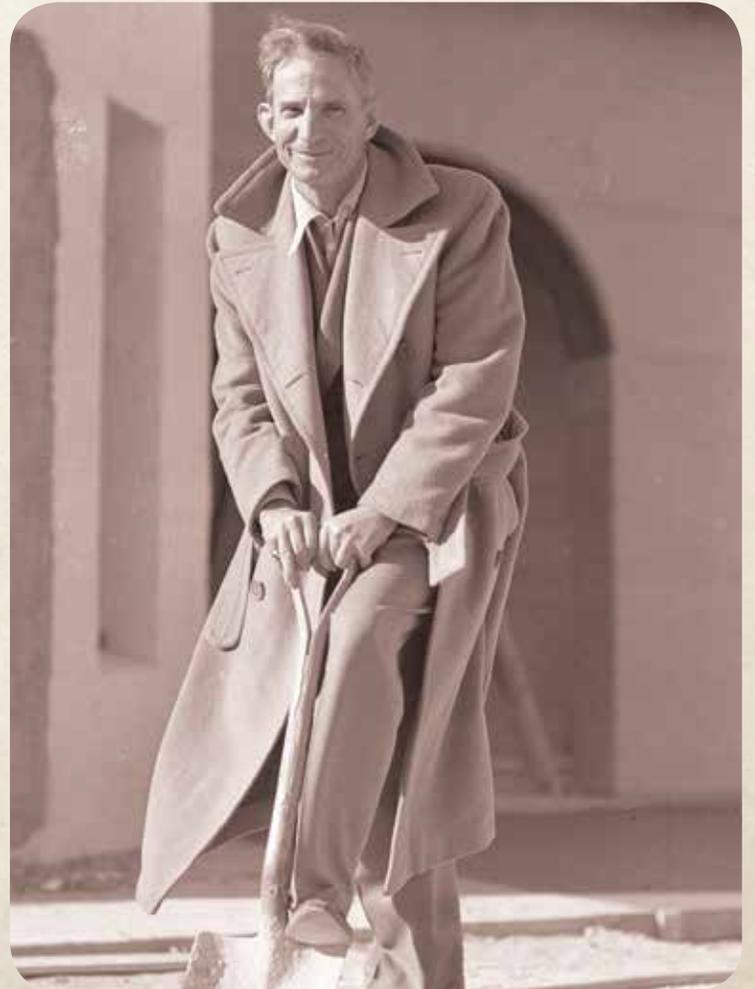
By 1940, McAfee had focused on downtown. He opened the Frontier Club and next door opened the Mandalay Lounge. McAfee's Mandalay had a unique feature: a simulated storm with falling rain, artificial lightning and thunder watched by customers at the bar, special effects commonplace in Las Vegas today but truly ahead of their time for Las Vegas in 1940.

McAfee went on to build or buy more properties, including the Pioneer Club on Fremont and the S.S. Rex, which would later be renamed (Benny) Binion's Horseshoe.

McAfee developed a key downtown project in 1945. He had purchased a former coffee shop and pool hall at 125 Fremont Street P# 411 and built a casino he named the Golden Nugget Saloon, featuring Victorian woodwork, marble and a large air conditioning system. McAfee also built a 100-foot high neon sign proclaiming the Golden Nugget Saloon as "the brightest nightspot in the world."

A few years later, Guy McAfee bought an existing property on the growing Las Vegas Strip for \$5.5 million. The front of the resort was built to resemble an old western town and was called the Last Frontier. It would later be renamed simply the Frontier.

On February 20, 1960, Guy McAfee, the former Los Angeles Police Department Vice Bureau captain who buddied up to L.A. mobsters, ran illegal gaming operations in California and was once alleged to have been involved in a double murder, died in Las Vegas at the age of 71 as a legitimate businessman. He is buried at Bunker Memorial Gardens Cemetery in Las Vegas. **VB**



Guy McAfee breaks ground on the 91 Club.

THANK-YOU LETTERS

LVPPA —

Thank you so much for my awesome Christmas gifts! You guys are amazing and so generous! My favorite so far is the Tinkertoys ... and Mom's favorite is the fold-up floor mat to keep them picked up and not stepped on! Hee hee!

Love, Logan

On October 7, 2016, the Second Annual Northwest Area Command (NWAC) Family Night took place. This night was dedicated to the men and women of NWAC and their families to thank them for what they do for our community. Members of our faith-based coalition within the area command as well as several local businesses came together to make this happen.

Because of you and the resources you so unselfishly provided, the night was an overwhelming success. We will never truly know just how much we gained as far as building morale and a support network for our officers, but it is safe to say it is priceless. The feedback was of appreciation from the families, and we are already looking forward to planning next year's event.

On behalf of the men and women of NWAC and their families, we would like to thank you for your time, effort and donations in support of the officers and their families. Taking the time out of your schedule to spend quality time with us did not go unnoticed by all and for that, we thank you.

Thank you for partnering with us to make this a great community.

Richard Fletcher, Captain
LVMPD Northwest Area Command

RETIREMENTS

12/09/2016	Jeffery Shipton, P# 3554	PO II	28 Years
12/15/2016	Richard Lanave, P# 4888	PO II	21 Years
12/19/2016	Kerry White, P# 4668	PO II	22 Years
12/24/2016	Michael Richardson, P# 5671	CO II	19 Years
12/29/2016	Warren Willis, P# 4494	PO II	23 Years
12/30/2016	Dale Franc, P# 3794	PO II	27 Years
01/10/2017	William Mosher, P# 8726	PO II	11 Years
01/12/2017	Keith Villard, P# 3699	CO II	25 Years
01/12/2017	Patricia Sailor, P# 7639	CO II	14 Years
01/17/2017	Richard Huber, P# 7055	PO II	16 Years
01/26/2017	Jon Zeh, P# 4506	PO II	23 Years
01/31/2017	Scott Martine, P# 5102	PO II	20 Years
02/05/2017	Pedro Aspiazu, P# 8441	CO II	12 Years
02/24/2017	Douglas Perns, P# 4278	CO II	25 Years
02/24/2017	Bonni Mazzola, P# 7960	CO II	13 Years

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



Giveaway #1: One \$250 prize

Members who find the hidden  in this issue of Vegas Beat and register through www.LVPPA.com will be entered into a drawing for \$250. You must enter by Tuesday, April 11, 2017, 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

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

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.



CALENDAR

- | | |
|----------|----------------------------------|
| March 17 | St. Patrick's Day |
| April 16 | Easter |
| April 18 | Tax Day |
| April 26 | Administrative Professionals Day |

CONGRATULATIONS

to the contest winners from the last issue!

January/February

Hidden Symbol Contest (\$250)

Todd Robichaud, P# 6605

P# Contest (\$50)

Josh Bromley, P# 13723

William Marsh, P# 6254

Cliff Mogg, P# 5096

Cameron Sims, P# 15054

NAPM
Nevada Asset
Preservation & Management



\$500 DONATION TO IPOF

or law enforcement charity of your choice on every closed deal

- Short Sales • Distressed • New Homes
- 23 Years of Real Estate Experience
- 15 Years as a Member of the Metro Family

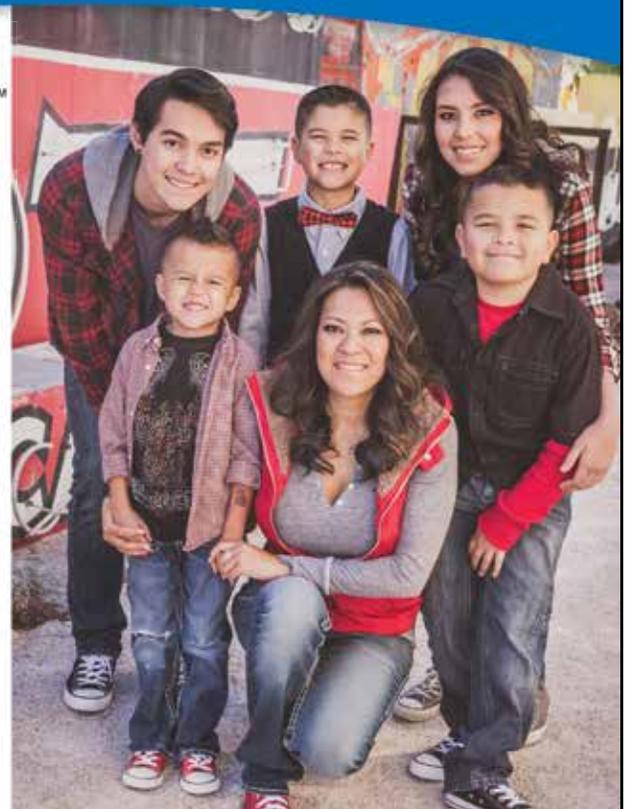
Benjawan Munson, SFR® ABR® RSPS®

Real Estate Consultant

Cell: 702.858.6642

Team Munson | TeamMunsonLasVegas@gmail.com

Your Family's Real Estate Agents For Life!



LAS VEGAS METROPOLITAN POLICE DEPARTMENT
PAYROLL RECURRING DEDUCTIONS SHEET

Employee Name	P#	Daytime Contact Number

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

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

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

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

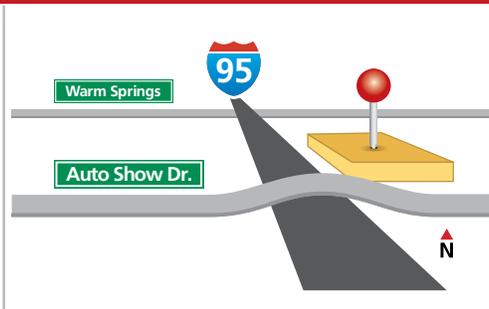
To Protect and Serve.



2017 Camry

- The 2017 Camry received the NHTSA 5-star overall safety rating.
- Over 90% of all Camrys sold in the last 10 years are still on the road.
- We have the largest selection of Toyotas in Nevada.

**We back the badge. Proud sponsor of
the Las Vegas Police Protective Association.**



566-2000
7733 Eastgate Rd.

findlaytoyota.com or visit us on facebook



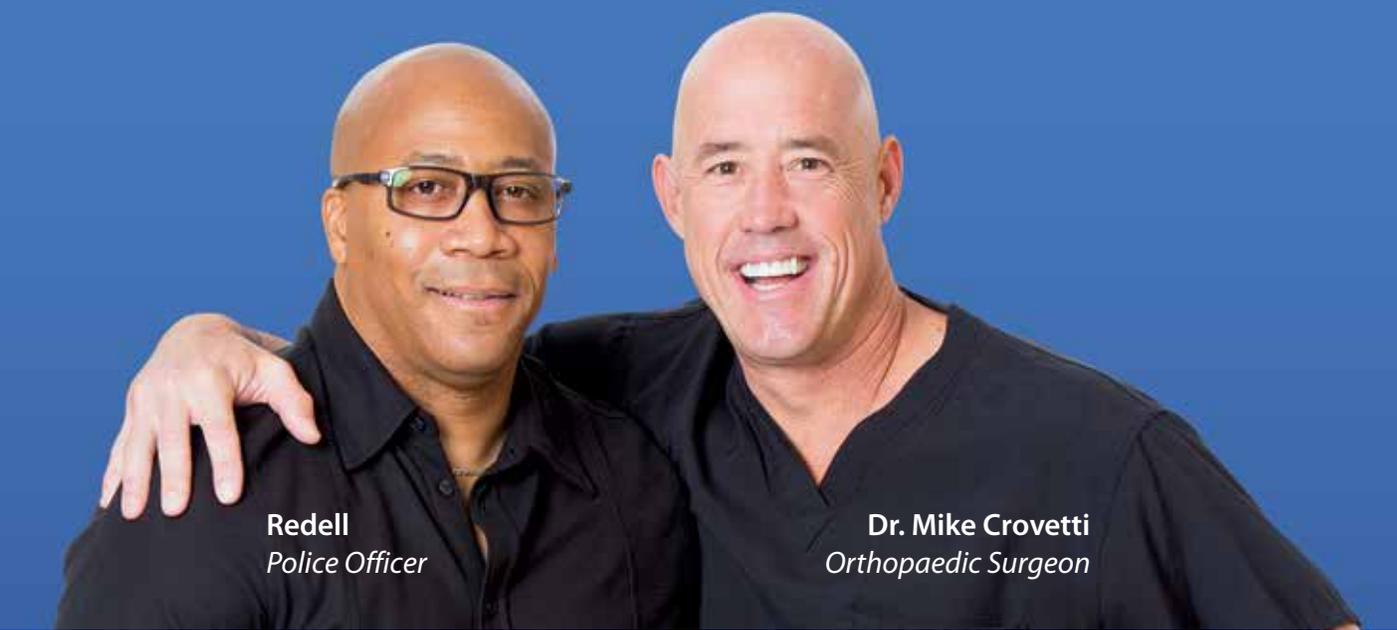
**Las Vegas Police Protective
Association Metro, Inc.**

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

CHANGE SERVICE REQUESTED

PRSR STD
U.S. Postage
PAID
Tucson AZ
Permit #271

PLAYING HOOPS WITH MY SON!



Redell
Police Officer

Dr. Mike Crovetti
Orthopaedic Surgeon

INNOVATIVE HIP & KNEE REPLACEMENT

- Minimally Invasive Surgical Techniques • Private Recovery Suites
- Personalized 24-Hour Care • Walking Within Hours of Surgery • Healthy Catered Meals
- Back Home in 48 Hours • Approved by Nevada Insurance Carriers

See Redell's and other patient success stories at

ICANAGAIN.COM

CROVETTI
ORTHOPAEDICS
& SPORTS MEDICINE

(702) 990-2290 • 2779 West Horizon Ridge Parkway, #200 • Henderson, NV 89052