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

VOLUME 14 | ISSUE 1

May/June 2019

A photograph of several police officers in tactical gear, including helmets and sunglasses, aiming their rifles. The background is a blurred outdoor setting.

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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

You Have the Right to Remain Silent

The LVPPA has seen an uptick in criminal interviews being done by LVMPD from both the Intel and the Criminal Internal Affairs sections. These two units typically handle the investigations and allegations that LVMPD officers have been involved in criminal conduct. The Intel side, because they have a background in long-term investigations and experience dealing with high-level criminal investigations, usually takes on lengthy, intricate investigations. Intel detectives are used to conducting in-depth investigations where the suspect and witnesses do not feel compelled to speak to them. These detectives usually use their detective skills to build a case. The Intel squad usually has experience in T3s, pen registers, search warrants and things of that nature. The Criminal Internal Affairs group usually handles the easier, not-too-involved cases, such as domestic violence, battery, alleged simple cases that occur during the course and scope of an officer's duties.

In both cases, you as an officer still have rights. I hope this article helps you understand those rights and responsibilities so that no one finds themselves feeling a fellow officer/detective has violated their rights.

First and foremost, Criminal Intel and the Criminal IA team are *not* the same. Criminal IA works for the Internal Affairs captain, whereas the Criminal Intel Section has a totally different chain of command. Both groups may investigate

cases that could have occurred on or off duty. Both may come to you and ask for an interview regarding whatever case they have going. We have seen Criminal Intel tell an officer they are a witness to a case but later arrest the officer after the interview. This particular officer never requested a PPA representative to sit in on the interview. Both sides may even tell you something to the effect of "This isn't a big deal. You're just a witness. You don't really need a rep. This is just to clear some things up. If you don't have anything to hide, why would you need a rep?" Do these sound familiar? You have probably said similar things to a criminal suspect several times when trying to build your case. How many times did those statements work out and benefit the suspect? What I hope our officers take away from this article is that *you* have rights and you shouldn't give up those rights to a detective just because they say "it's no big deal." If it is no big deal, then there is no harm in your having someone present to watch out for you. When any criminal group asks you for an interview, please use the following to protect yourself:

- Am I a suspect?
 - If they say you are a suspect, *you have the right to remain silent!* Stop and contact the PPA to speak with an attorney.
- Am I a witness?
 - If they say you are a witness, *you have the right to a representative before conducting the interview!* In June of 2018, LVMPD signed a settlement agreement with the LVPPA over a court case regarding interviews of witnesses in criminal investigations. The following are the applicable terms of the settlement:
 - LVMPD agrees it will not use NRS 289.020(3) to threaten or charge an officer who witnesses an alleged crime while off duty with insubordination for failure to cooperate with a criminal investigation. Officers will have the *right* to choose whether they want to give a statement to investigators or otherwise participate in a criminal investigation. Example: Off-duty officers witness an altercation at a bar involving another employee. Criminal IA comes out and requests an interview. You can say no and leave and you will not be charged with insubordination for doing so.
 - The parties acknowledge that officers who witness a crime, while on duty, are obligated to cooperate in the criminal investigation pursuant to LVMPD policy 4/101.14. Example: It is alleged that your partner did something criminal on duty. You *do not* have the right to say no to this interview, but you *do* have the right to ask for and wait for a rep.
 - *If a witness officer requests representation and the investigator wants to proceed with the interview, PPA will promptly respond, without delay, to such request.* Example: Detectives ask to interview you for an on-duty criminal complaint. You ask/demand for a representative. The interviewer must allow you to call us and wait for us to arrive or they can choose not to interview you. P# 13663 Be prepared for the guilt trip to get you to give the interview without a rep.

These rights that we have secured for you are only good if you enforce them. These units will try and convince you that you don't need a representative. When this happens, ask yourself, "Why?" The reason is they want to elicit as much free information from you as possible, which may hurt you in a future investigation, and they fear we will protect you from saying such things. If one of these units tells you, "You are free to leave," walk out and call the PPA. We will be there extremely fast and will make sure we do everything we can to help you in these interviews. Don't let the investigators pressure you into an interview. Know your rights. Even when you have nothing to hide, it is still better to have someone looking out for your best interests. **VB**

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On Board

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

Every once in a while, I feel compelled to write something nice, and today is the day!

I would like to pass along a few compliments to the supervisors who are doing their best to help the officers of LVMPD. I'm not sure why the pendulum is swinging in the direction of supervisors and officers looking out for one another, but it's a welcome change.

We have always had our group of supervisors that would go to any length to help one of their officers stay out of a jackpot. We know who you are and we have always appreciated you, and so have your officers.

I can tell you that when we see supervisors and officers having each other's backs, P# 6881 the product the community receives is top-notch. Officers will work much harder for a supervisor who is working to mentor their troops and develop them.

The reverse is true when we have supervisors throwing paper at their squad every time they make a minor mistake. The supervisors who are only concerned about their next promotion or like to be an "ass kisser" (that's an actual thing) never generate the same quality of work from their

people. My guess is they generate minimal work product based on morale.

More recently, we have a significant amount of supervisors reaching out to the PPA when they believe our officers may need representation. We can't thank you all enough for the heads-up and the 3 a.m. phone calls in looking out for our officers.

I believe the current administration has increased criticism of the supervisors and how they perform during calls for service, and even more on critical incidents to a degree that many of these supervisors have a better understanding of how easy it is to make a mistake or two during any call throughout the day.

I will always maintain a mental list of the "dirty dozen" (the 12 worst supervisors) on the Department, but the list is getting shorter and I can't thank them enough for their increased support and calls to make sure our members are being treated with respect and represented properly and timely.

I hope you are fortunate enough to have one or more of these supervisors in your chain of command, and I hope you will look out for them, too. There are so many policies and SOPs, it's understandable that regardless of rank, we all make mistakes.

Thank you for your membership, and stay safe. **VB**

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Staggering Numbers Already

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

This is the age of analytics and statistics. As police officers, we can't get away from them. Statistics are posted on briefing room boards, and crime maps plaster the walls like high-dollar art. The analytics and statistics can show what has happened and what can be predicted in the upcoming shifts, days and weeks. But what do they really tell us? Law enforcement work constantly evolves and with technology we are constantly provided more and more information. Analytics and statistics alone can never replace good old-fashioned police work, but they provide valuable insight.

What the numbers tell us on a global perspective is that crime is rising and criminals are continuing to be more aggressive and brazen in the commission of their crimes and frequently use weapons and violence against their victims and the police. Across the country, the profession of policing and corrections is becoming tougher and tougher. The challenge to recruit and retain officers plagues every jurisdiction. The local and national media along with activist groups pounce at every opportunity to villainize officers.

As of April, 2019, 30 officers have been killed in the line of duty in America. Ten officers a month have lost their lives protecting their communities.

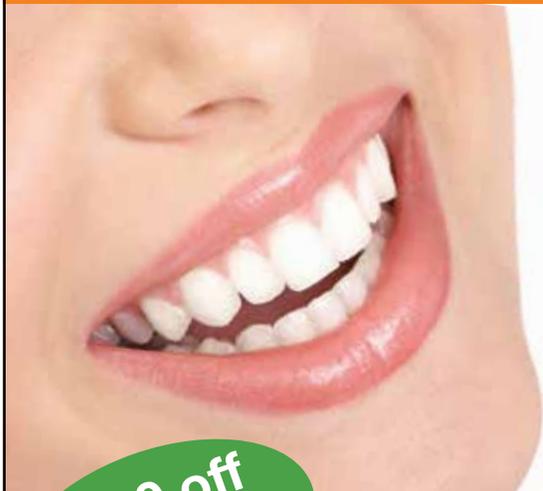
In 2018, 163 officers were killed in the line of duty in America. These numbers are alarming to most, but are often overlooked by those outside of law enforcement. These officers will be honored by the law enforcement community during Police Week in May in Washington, D.C.

As of April 1, we have had seven officer-involved shootings. At the same time last year, there were four officer-involved shootings. In 2018, 22 officer-involved shootings were reported, the same as in 2017. With the implementation of body cameras, the public is seeing firsthand accounts of the violence you are facing. These numbers and videos do not lie. We urge you to continue to be vigilant and continue to perform your job professionally, the way you have in the past. Because of your dedication, our community is safe and you can go home each and every night at the end of your shift. **VB**

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Legislative Session Update

POLICE OFFICER MIKE RAMIREZ

Director of Governmental Affairs

Hello, all. It is already May, and we are almost to the end of the 80th legislative session. With June 3 approaching, we are getting down to the nitty-gritty. As I told you in my last article, we are watching a lot of bills this session. They deal with PERS, collective bargaining, Rights of Peace Officers, workers' comp, health care and criminal reform, and it has been a busy session. Just know that we are doing all we can to keep the benefits you have as well as trying to improve some benefits.

The past few months have been a bit of a learning curve, where I have had to dodge a few curveballs that I did not anticipate. As of right now, I can tell you that bills that would've changed PERS did not make it out of committee, which means they cannot be passed. Our changes to the Rights of Peace Officers bill, which deals with NRS 289, did make it out of committee. Now we will have to work it on the Assembly side. A lot of health-care bills that would have been bad for the trust also did not make it out of committee. This is just some of what's been happening. I will continue to keep you posted as the session moves along.

As a friendly reminder, I have been sending out emails regarding any updated information on the legislative issues. Please let me know if you have not been

receiving them. As the session continues and meetings continue to fill calendars, I will again ask you to please stay current. I mentioned in our last newsletter that we will need to pack the Grant Sawyer Building for a hearing to show everyone the unity we as a police force have. The date has yet to be determined but will soon be posted. So, again, I'm asking you to please take note of your emails and be ready to get involved.

As always, be safe out there. If you have any questions, feel free to contact me at mramirez@lvppa.com. **VB**



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KEYNOTES



Michele Freeman, CJM
Chief of Police
City of Las Vegas
Department of
Public Safety



Molly Bradley Hudgens
School Counselor
Sycamore Middle School

SESSIONS WILL COVER

- › Gang Violence
- › Comprehensive Access Controls Plans
- › Integrating Push to Talk into Campus Radio Systems
- › Transportation Safety
- › Training Scenarios for Staff
- › Suicide Prevention
- › Helping Victims with Recovery
- › Planning Safe and Secure Events
- › NFPA 3000 and PASS Guidelines
- › Evaluating Technologies
- › Clery Act
- › Recognizing Red Flags
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Complaints, Frivolous or Not

CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

I have heard the term “held to a higher standard” for the past 19 years of my career. I firmly believe in the public trusting those of us in law enforcement. After all, we are entrusted with power and responsibility to ensure that everyone is safe and their rights are honored.

How many times have you dealt with the public and heard, “I pay your salary;” “You only became a cop because you were a coward growing up;” and my all-time favorite, “Anyone can do your job”? Take it a step further. You are now working in CCDC or assigned to patrol and you receive a complaint from the citizens review board. I have seen many of these complaints and they include “The officer did not feed me,” “The officer locked me down for no reason.” Or another one of my favorites: “The officer disrespected me by yelling at me.” These are just a few of the examples our officers deal with daily. Besides running the risk of being assaulted, lied to, lied on and lied about, our officers face unknown perils every day.

When I received my first complaint from the citizens review board years ago, I was shocked. I had a ton of questions such as, “Who are these people? Do they have any authority within the department?” and “What should I do with this complaint?” Imagine my surprise when I learned that this group has subpoena powers. Ignoring the complaint is not a good idea. Our system for dealing with

these generally frivolous complaints is quite simple. We answer them and ensure that our officers are being treated fairly.

The CRB complaints are becoming more common, because people who are arrested are given direct access and opportunity to file a complaint. Nine out of 10 times the inmate filing is attempting to get under an officer’s skin. Generally, these complaints have been investigated and cleared by Internal Affairs and once the complainant has been notified that the complaint is closed, they look for another avenue to complain. The citizens review board will conduct its version of an investigation. The officer is notified and advised of a scheduled hearing. This is no longer just a complaint that affects the personnel working at CCDC. I have seen CRB complaints filed against patrol officers as well. The LVPPA will answer the complaint on your behalf and ensure it is handled appropriately.

Please forward all complaints to the LVPPA for prompt attention. The job you do is difficult enough, and answering ridiculous and frivolous allegations just makes it tougher. A CRB complaint is nothing more than an angry citizen or inmate unhappy with the response they received. Which is why we ensure that your rights are protected and our side of the story is told.

My grandfather used to tell me that no matter what you choose to do in life, there will always be someone around to criticize what you do and how you do it. He would always tell me if you have not been where I have been, then how do you know where I am? Do you get where I am coming from? **VB**



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Focusing on Officer Wellness

DETECTIVE BRIAN GRAMMAS

Treasurer

Today's law enforcement officers face an abundance of stressors — responding to traumatic and emotionally charged incidents; working long hours, missing holidays and family events; dealing with the small portion of the population that uses and reuses most of an agency's energy and resources; battling persistently slanted and negative media coverage; and continuously being asked to do more with less time, money and personnel.

I am one of the trustees for the Health and Welfare Trust. We have been discussing ways to help officers get into better shape both physically and mentally. We do have a wellness program, but we have had discussions to expand/improve this. We have created a wellness committee and are looking to tour Desert Parkway Behavioral Healthcare Hospital's Hope for Heroes wing.

Police departments perform regular maintenance on firearms, vehicles and other equipment, and therefore recognize the importance of this process. Why is it then that a regular maintenance program for the officers themselves seems to elude most police agencies?

I read an article by Lieutenant David Lapum of the Wayne County Sheriff's Department in Michigan regarding a mandatory wellness program. In his article, Lieutenant Lapum describes how, compared with others in the general public, police officers have an increased incidence of heart disease and cancer. In addition, police officers experience alarmingly high rates of divorce, alcoholism and suicide.

His research found that agencies that have a wellness program are more cost effective than ones that do not. This is based on reduced sick call-ins and health-care costs and claims. It can also be presumed that a mentally and physically fit officer will respond more appropriately in a variety of situations P# 15677 that would lessen or eliminate excessive force actions and complaints, therefore reducing liability claims.

For police recruits, emphasis is placed on both physical and mental fitness. The initial hiring process mandates certain physical fitness

requirements as well as a psychological testing process. Few police agencies, however, continue with an assessment of the well-being of its officers throughout their careers.

There are numerous ways to maintain physical fitness here in Las Vegas. They include gyms, boot camps and martial arts studios. Numerous nutrition programs include Weight Watchers, Jenny Craig and Nutrisystem. But the most overlooked and, in my opinion, the most important, is the mental health of an officer. We here at LVMPD are fortunate enough to have our PEAP program. Probably one of the most underused sections on this Department, they are one of the most important for our officers.

The LVMPD Police Employee Assistance Program (PEAP) is a crisis intervention/counseling and referral service staffed by LVMPD commissioned and civilian employees. PEAP is available 24 hours a day, seven days a week for crisis intervention. It responds to all officer-involved shootings, serious accidents and injuries, and it gives death notifications. After a critical incident, it provides follow-up contact with those affected. In addition, it has regular office hours to meet with employees or to talk on the phone. PEAP will also give referrals to counselors, psychologists, chaplains and other professionals if that is what the employee needs. By utilizing the PEAP services, officers can improve their mental fitness. **VB**

CONGRATULATIONS

to the contest winners from the last issue!

March/April

Hidden Symbol Contest (\$250)

William Ramos, P# 14899

P# Contest (\$50)

Robert Hassler, P# 16660

Dean Hennesy, P# 6736

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Be Careful What You Save on Your Smartphone

OFFICER JOHN ABEL
Secretary

There is evidence that a reader may only remember the first few sentences of a print article that they read. With that in mind, I need you to remember my next words: *If you are a police officer, please be careful what you save on your smartphone that is work related. This includes text messages, pictures and videos.*

Now let's talk about why this is important. First and foremost, if your phone is subpoenaed, any videos texts or pictures that were sent or received in the course and scope of your duties — meaning anytime you are on duty — that violate policy or criminal law can and will be used to prosecute and/or fire you if you are involved in an investigation where there is probable cause to procure a search warrant for your phone. P# 10010 Even text messages that were sent and received years ago can be used to fire and possibly prosecute you.

A May 2018 news story from the *San Francisco Chronicle* states: "San Francisco police officers who exchanged racist, sexist and homophobic text messages in 2011 and 2012 — calling African Americans "monkeys" and encouraging the killing of "half-breeds," among other slurs — can be brought up on disciplinary charges, a state appeals court ruled Wednesday, overturning a judge's decision that police officials had waited too long." These text messages were sent years earlier in multiple group texts between multiple officers and were discovered while another case was being investigated.

Society has integrated smartphones into our daily lives where most people spend multiple hours a day using them. Many group text messages taken out of context when read by an outside entity will paint an unfavorable picture of you, which can have negative effects on your professional life and in criminal cases in which you are the arresting officer. This, in turn, affects victims of crimes and I am pretty sure most of you signed up for this profession to ensure victims see justice served against those who victimized them.

Many of you may think that everything you do with your smartphone is within policy and legal. I would say to you that we use our smartphones so fluidly and oftentimes without thinking about how a text message or pictures that we send or receive can negatively affect our life.

As your union representative, I implore you to discuss as a squad what is appropriate for a group text stream. Just because you may sit back and not participate in the group text does not mean that you cannot be held accountable for not reporting violations in policy/law. This is the world that we live in now and we as law enforcement professionals must police ourselves. If we don't, the consequences are great where people can lose careers that are worth millions over a lifetime. What we see as dark humor, the public may see as corruption. Is that an argument that you really want to face as your face is plastered on news stories across the valley? It's an argument that is difficult to defend if there is text/picture to back up the public's argument. As always, I am available anytime at (702) 468-0766 if you want to speak with me. **VB**

Now There Are **500**
More Reasons Why It Pays to Read 
This issue contains **TWO** ways to win your share of **\$500 CASH**

Giveaway #1: One **\$250** prize

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 Thursday, June 6, 2019, 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 Fit for Duty sections of *Vegas Beat*

Cash is great, but our giveaways aren't the only reasons to read *Vegas Beat*.

Each issue gives you the latest information on

- Contract negotiations
- Retirement considerations
- Association news
- Benefit changes
- Hot topics on the job
- Upcoming events

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

GGRM Law Firm Takes Your Case Personally

We are grateful for the Las Vegas community and those who, like us, continue to serve and protect it. If you're a member of law enforcement who's been injured in the line of duty, we've got you covered. **With a reduced contingency fee of 25% for all LVMPD employees**, getting you the representation you deserve is our top priority.

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General Counsel

Community Caretaking Doctrine

Officers answer more domestic violence calls than any other type of call for service. Many of these calls involve people who don't want police to enter their home. Yet officers mistakenly believe that they have the right to enter homes, without the occupant's permission, simply because it is a 417 call.

LVMPD Policy 5/200.01

Department policy adds to officer confusion. The pertinent language states, in part, "An entry into a structure conducted under the Community Caretaking Doctrine is limited in scope. It must be timely and directly related to life safety. If the search reveals that no life safety exists, officers must stop searching immediately."

As set forth below, an officer must have an objectively reasonable belief that an occupant is injured or in immediate danger before entering the residence without a warrant or the homeowner's consent. An officer may not enter the residence just to make sure the occupants are OK.

The policy also addresses vehicle stops, stating, "While some courts have taken a more expansive view of the Community Caretaking Doctrine, it is the policy of the LVMPD to limit this Doctrine to welfare checks and certain traffic stops (i.e.: officer stops someone for driving slow because of the suspicion that the driver may be in medical distress.)"

Vehicle Stops

The Nevada Supreme Court, in *State v. Rincon*, recognized the community caretaking doctrine in a case in which a driver was stopped for slow driving. Acknowledging that slow driving does not amount to reasonable suspicion, the court explained, "The community caretaking doctrine recognizes that police officers have a duty to aid drivers who are in distress which is 'totally divorced from the detection, investigation or acquisition of evidence relating to the violation of a criminal statute.' The community caretaking exception applies if a police officer initiates a traffic stop based on a reasonable belief that a slow driver is in need of emergency assistance."

The court made clear that the doctrine only applies to emergencies, stating, "In adopting the community caretaking doctrine, we reiterate that the exception will be narrowly applied and an inquiry stop is justified only where there are clear indicia of an emergency."

Thus, an officer may only stop a vehicle, without reasonable suspicion, when the officer has an objectively reasonable belief that the driver is in need of emergency assistance.

Warrantless Entry Into Homes

Likewise, an officer may enter a residence without a warrant or the homeowner's consent only when the officer has an objectively reasonable basis to believe that an occupant is in immediate danger or is injured and in need of emergency assistance. On review, the officer's subjective intent is irrelevant. *Brigham City v. Stuart*, 547 U.S. 398, 126 S.Ct. 1943 (2006).

In *Hannon v. State*, 125 Nev. 142, 207 P.3d 344 (2009), police responded to a 9-1-1 call in which a neighbor reported hearing "yelling, screaming and thumping against the walls" of the neighbor's apartment.

When officers responded, 45 minutes later, a female answered the door, "red-faced, crying, and breathing hard." Officers observed a male, wearing a tank top and underwear, in the background. The male appeared "flushed and angry."

The female told officers that she had a verbal argument with the male earlier and that nobody was injured. The officer told the female that he "needed to come inside to check everybody's

**An officer may only enter a residence
without a warrant when the officer
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welfare and make sure everybody was OK." When the female refused to allow the officer to enter, the officer forced his way into the apartment. Once inside, the officer found narcotics.

Based upon these facts, the court concluded that officers did not have an objectively reasonable belief that the occupants were injured and required medical attention. Likewise, the court found that there was no immediate need to protect the occupants. Thus, the warrantless entry into the home was not justified under the community caretaking doctrine emergency exception to the warrant requirement.

Conclusion

Officers are encouraged to rethink the way they approach 417 calls. The community caretaking doctrine is a very limited exception to the Fourth Amendment based upon actual emergencies requiring immediate officer assistance.

Unless officers have an objectively reasonable basis to believe that the occupants are injured and in need of emergency assistance or are in immediate danger, officers may not enter a residence without a warrant or the homeowner's consent. **VB**



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A THREE-PART FORMULA FOR BETTER TRAINING

How to improve your safety, performance and learning



OFFICER CHAD LYMAN
LVPPA Director

Mechanics, consistency and aggression. This is a general training formula that boosts students' performance and retention in training.

Using principles and concepts to improve technique, consistently practicing and applying those mechanics each time I train, and controlling training pace ensures

growth, safety, performance and retention of what is trained. Let's break down each part of the M.C.A. formula to enhance your training experience.

MECHANICS

Mechanics are the principles, concepts and techniques with which we choose to train. These mechanics could be for weapons, empty hand, striking, grappling, team tactics, use of force, effective de-escalation, physical fitness, communication, emotional and mental fitness, etc. What you do (what techniques) is not important in the long run. Instead, it's how you do something, the mechanics of the move and why it works or fails that help students understand and retain the training. Once an officer understands how and

why something works, he is far more likely to apply what is being taught and retain it later. By basing mechanics on principles, concepts and fundamentals, instructors and officers can evaluate whether a technique will serve the officer in an actual conflict. Even if a technique seems amazing, if it clashes with principles that have been shown to more likely to lead to success, instructors and officers should avoid it. By focusing on proper mechanics, students can maximize training time by training stuff "that works." Mechanically, fundamental answers, not some "advanced" techniques, often are solutions to the problems. To be elite, focus on doing common things uncommonly well.

CONSISTENCY

Consistency in our training is key to gaining proficiency and retention. Consistency in my focus and effort during my actual training sessions is invaluable for personal growth. Practice does not make perfect, but it does make permanent. The reps you do and how you do them are something you will retain later.

I may not do "perfect" reps, but if I do focused and intentional reps, those will lead to improved and better performance and retention when I'm on calls. So my consistency within my training sessions is vitally important.

It is also vitally important that I consistently train. I often ask students how often a Major League Baseball player should practice hitting to be elite and remain in the game. Most students say every day. I also ask them how long the offseason should be. Can a professional baseball player take the offseason off?



Universally, the officers say no, players have to train and work out if they want to be successful and be a high-level pro. Students eventually conclude that pros must train three to five times a week, every week, for the length of their career to be successful. I ask the officers whether the players could attend training camp and then annual training thereafter and maintain an elite level. Everyone agrees that regular and consistent training is needed to maintain a high level of performance. If you want to be a pro, you have to train consistently over time.

I use survival's "Rule of Three" to encourage officers to train consistently over time. If your airway is blocked for more than three minutes and you cannot breathe, you are going to die. If you lose more than three pints of blood, you are probably going to die. If you go out into the desert in the summer with no shelter for three hours or water for three days, you are going to die. Equating the rule of three to training, I tell myself if I have a three-day period with no training, then I am "dying." Training can occur in several ways (physical, law or policy review, watching relevant videos, workout, blue gun work, etc.). It can occur at home, a gym, with teammates, alone, reviewing relevant law or policy, watching associated videos, taking a class or reading an article for 10 minutes prior to your shift.

The where, when, how long and with whom are not important. Consistent training is key. Training must result in an elevated heart rate and combine the physical with the mental to effectively translate to the field and to be retained. Some of the regular training must be physical in nature against resistive opponents. Rather than focus on "What should I train?" simply commit to training consistently. Every time you train, your three-day clock restarts. *Commit* that as a pro you will not have a gap greater than three days in your personal training regimen, and, remember, there is no offseason. In short, train a little a lot.

AGGRESSION

The final part of our training formula of M.C.A. is aggression. I like to think of aggression as pace or energy as we train. In LEO, it is common to hear crawl, walk, run as a training methodology to control pace. I agree with

CONSISTENCY IN OUR TRAINING IS KEY TO GAINING PROFICIENCY AND RETENTION. PRACTICE DOES NOT MAKE PERFECT, BUT IT DOES MAKE PERMANENT.

controlling pace to enhance safety and to promote learning during training. I use another methodology in both teaching and training on my own. Have you ever taught a child to drive? Even if the answer is no, think of when you learned to drive. When learning to drive, we didn't go to the freeway and jump right in. Why? Speed kills. Before a young driver becomes driving, the speed and basics of motoring would be overwhelming. So where do we start?

1. Parking lot speed — We start beginners off in an empty parking lot at low speeds. We work on fundamentals that will be used at actual driving speeds later. Even the parking lot training we work through could be in different lots where we could work on different fundamental skills.

2. Neighborhood streets — Once students are competent driving in the parking lot, they can graduate to neighboring streets. The fundamentals are similar, but the speeds at which students apply them are faster. Students might also face more decision-making in the street than in a lot, so they grow as they apply the fundamentals. This speed change often occurs during training after the fundamentals have been learned at a lower speed.



3. As students show competency and safe performance on the neighborhood streets, they graduate to main/major thoroughfares. As an instructor, I watch for students to show similar abilities in combatives without being reckless or crashing out of control. Just as with a driver, how can we expect officers to do this on actual calls if they don't do it in training? Can you imagine thinking it is unsafe to practice-drive with my child on the main roads, but then just give them the keys and say, "Hey, go drive, even though I don't feel safe doing it with you"? We have a tough legal road to go down if we say restraint procedures are safe for the public in general, but it is far too dangerous for us to train regularly.

4. Freeway speeds — "Opening it up" can be a valuable tool, but it needs

to be restricted and controlled to limit injury. Only drivers who show competency should be allowed freeway speed access. Even if speeds are increased, rules still apply on freeways, just as they do with training. Make sure those who are competent and allowed to train at higher speeds stay within stated and clearly identified training outcomes. The speed and pressure of higher speeds can be beneficial for growth. Training time at freeway speeds should be limited to reduce the likelihood of injury.

As an experienced and regular combatives coach and athlete, I use these training speeds weekly as I train. Despite my being an "advanced practitioner," someone may show me a new way to do something and I may initially drill it at a parking lot pace to be comfortable with the changes. Because of my training and experience, I may quickly graduate to training the new option at higher speeds, P# 13147 but I rarely practice anything at full speed. Beyond injuries, growth rarely occurs when I go "full out." If I teach a new fundamental skill and then have officers drill it, if they jump right to freeway speeds, they will only get reps and practice what they already know or do. New skills are not gained at full speed. I have been very

successful teaching and training using a defined way to control pace. Officers and athletes need to be given physical training if we hope that they will be successful in physical events in the street, but controlling the aggression at which they train enhances safety and retention/learning.

As officers gain mechanics and consistently train, they can increase aggression and intensity over time. Mastering M.C.A. in a training environment will make "fast become familiar" to the officers once they are on the street and on live calls, resulting in improved performance. Guys, consistently apply M.C.A. in your training sessions over time and become the pros we at the LVPPA know you are! As always, thanks for your service, and stay safe. **VB**

Easter Egg Hunt



LVPPA welcomed Easter with a colorful Easter egg hunt at the LVPPA. Of course, the special guest was the Easter bunny! **VB**



Association Events Update

ADELLA SOLANO

Events Coordinator

Spring is upon us and the PPA decided to open 2019 with a St. Patrick's bash. Let me tell you, it was a bash! The members who attended had a great time and were able to really let loose and have fun. To be honest, we were not sure how our membership would embrace an adult-only event because we are known for family-friendly events. To our surprise, we had a nice turnout and *everyone* had fun. Mark Prager set the mood with music. The honor guard and bags and pipes did the opening ceremony; it was awesome that they were a part of our 1st annual St. Patrick's Day bash. Along with good fun and great bartenders, we had games and raffles. Every member who attended received a challenge coin and was able to purchase LVPPA St. Patrick's Day shirts. Yes, we will be hosting another St. Patrick's Day bash. Mark your calendars for next year!

By the time you read this, we will have hosted our first Aviators game at the new Las Vegas Ballpark in Summerlin. As always, this event is very popular with our membership. We have two more scheduled Aviators games for the season, July 30 and August 18.

I also want to go over the process of giving out tickets (once again). We try very hard to be fair to all our members when it comes to giving tickets out. Please understand that each event is handled differently due to the nature of the event. When I ask you to email me an RSVP, I receive between 300 to 700 emails, depending on the event. I do



an electronic drawing for VGK tickets because I receive so many emails for that event. I have a set amount of UNLV and Aviators tickets, and when all the slots are filled, I put members on a waitlist. If someone cancels, I call the next person on the list. The PPA understands that members have varied days off and hours and we try to make sure everyone has the fairest opportunity to obtain tickets.

My cellphone number is always on each email for our events, so if you ever have questions, please feel free to contact me directly. I am glad to explain the process to you.

Mark your calendars:

Aviators, July 30 and August 18

Trunk or Treat, October 25, 5 p.m. to 10 p.m.

Santa Day, December 7 **VB**





CALENDAR

May 12 Mother's Day

May 12-18 Police Week

May 27 Memorial Day

June 16 Father'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.*

RETIREMENTS

3/05/2019	Richard Goltart	P# 4647	PO II	25 Years
3/20/2019	William "Joe" Rader	P# 5468	PO II	22 Years
3/21/2019	George Martin	P# 4397	PO II	26 Years
3/21/2019	Sharon M. McCrimon	P# 10130	CO II	10 Years
3/28/2019	Chad Baker	P# 6266	PO II	20 Years
3/28/2019	Jeffrey Bangle	P# 4677	PO II	25 Years
3/31/2019	Terrance A. Cunningham	P# 5795	PO II	21 Years
4/01/2019	James Villarreal	P# 6052	PO II	20 Years
4/10/2019	Jeffrey Tabor	P# 4912	PO II	24 Years
4/11/2019	John Alers Jr.	P# 7153	CO II	18 Years

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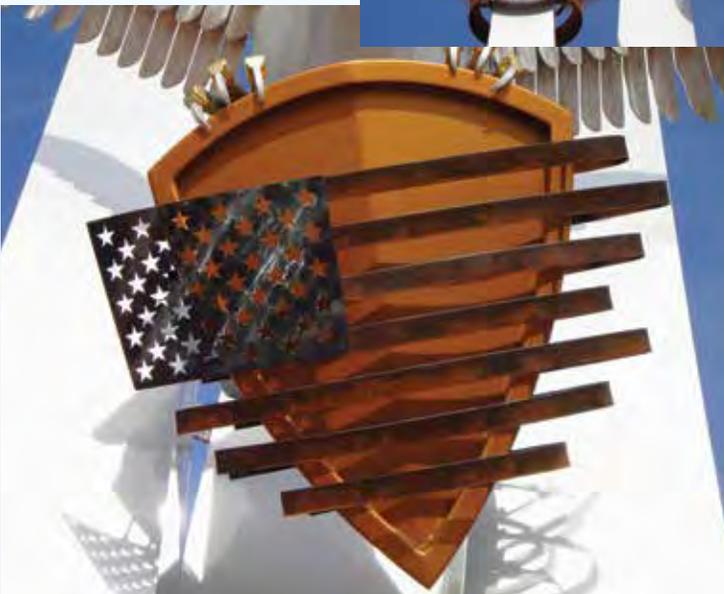
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EDITORIAL POLICY

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



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. Just print out the form, fill it out with your deduction amount in block 5200 under LVPPA Metro Charities, and then send it to the LVPPA for processing. LEAF hopes that you will never need this, but will be here when you do. **VB**



**LAS VEGAS METROPOLITAN POLICE DEPARTMENT
PAYROLL RECURRING DEDUCTIONS SHEET**

Employee Name	P#	Daytime Contact Number
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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)				\$

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

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