

CALENDAR & BENEFITS

LAS VEGAS POLICE PROTECTIVE
ASSOCIATION METRO, INC.



JULY 2019 – JUNE 2020



Cassady
LAW OFFICES P.C.



Jasen E. Cassady, Esq.

Advanced Law Degree in Taxation

Licensed in NV & FL

Certified Financial Planner®

Brandi K. Cassady, Esq.

**DISCOUNTED PRICES
FOR METRO:**

\$595 Living Trusts

\$49 Wills

(Includes Living Will & Power of Attorney)

Revocable Living Trusts
Tax & Retirement Planning
401k Roll-Overs
Financial Planning &
Complimentary Reviews
Probate Services

Las Vegas

10799 W. Twain Avenue

Las Vegas, NV 89135

Henderson

2425 W. Horizon Ridge Pkwy.

Henderson, NV 89052

(702) 650-4480

cassadylawoffices.com



BENJAWAN MUNSON

REAL ESTATE
CONSULTANT

SFR®, ABR®, RSPS®

702-858-6642

BenjawanLV@gmail.com



THIN BLUE LINE DISCOUNT
SUPPORTING THOSE WHO PROTECT US

Halfway Through 2019!

We are halfway through 2019 and the year has been very busy so far for the LVPPA. During the first six months of this year, we had LVMPD contract negotiations, City of Las Vegas contract negotiations, NAPO Top Cops Awards, several officer-involved shootings, the legislative session and multiple events for our members. I have put a lot on the plate of the Executive Board, and they have not disappointed. Whether it be before shift, after hours, RDOs or holidays, your Executive Board is always prepared to do what they need to do to make this organization one of the best in the country.



Steve Grammas

We have also handled a couple arbitrations when our officers were terminated, and in one of them we succeeded in bringing the officer back to work. At the time of this article, a decision was still pending in the other case. There have been several issues that we have involved ourselves in and handled before they even reached a level where our members heard about it. There is a ton of work that we get accomplished through our relationships with staff. I think, by now, LVMPD knows we want to resolve issues at the lowest levels, but we are definitely not afraid to fire a shot across the table when we need to.

At the end of the day, our membership comes first. In addition to our focus on the new collective bargaining agreement, we have been working diligently at the legislative session fighting for your rights and protection of your benefits. In the past, we almost never attempted to open up NRS 289, the Police Officers Bill of Rights. The reason was because, upon opening the issue, we risked people jumping on board and weakening the rights offered to officers. In this session, we successfully opened 289 and came away with some of the greatest enhancements to your rights that have ever happened. The biggest piece was that if LVMPD was found to have violated your rights in the past,

only your statement or whatever was derived from the violation was thrown out. Under the new law, LVMPD risks having the case overturned, including any discipline given to our officer. We have also included the ability to have an officer receive back pay if they are placed on leave-without-pay status for a felony criminal investigation. Also, your Weingarten rights are now included in 289. This simply means if *you*, not the supervisor, believe discipline could arise from the conversation, you have the right to representation.

These issues have been on our radar for a long time, and now was the time to go after the enhancement of your rights. Big thanks to Senate Majority Leader Nicole Cannizzaro for her support of the rights of our officers.

All labor groups also benefited from another bill that abolished SB 241 from the 2015 session, which was known as the union-busting bill. This new bill gives the PPA back everything we had to concede under SB 241 and saves our membership a substantial amount of money. There were other bills we worked on diligently during this session, including a PTSD and cancer bill. If you see Mike Ramirez out and about, please extend a “job well done” for getting us through the session. Mike worked tirelessly to support our membership as well as helping all officers across the state.

As we move through the rest of 2019 and into 2020, we will continue to stand up for our folks in an effort to make this the best police agency to work for in the country. The success of our agency depends on the officers who keep the streets safe. From patrol to the detectives to the corrections officers at CCDC and our partners at the City of Las Vegas, we are among the best in the country.

We know staff looks at a term like “morale” and thinks that since you are paid well, morale doesn’t matter. We know it absolutely matters and can impact our ability to fight crime in the community. We will continue to roll out fun events for you all to enjoy and interact with your partners, and hopefully let you know we care about morale.

As always, stay safe, and if you need us, just call.

2019-2020 HOLIDAYS

July 2019

4: Independence Day

September 2019

2: Labor Day

October 2019

25: Nevada Day

November 2019

11: Veterans Day

28: Thanksgiving Day

29: Friday After Thanksgiving

December 2019

24: Christmas Eve

25: Christmas Day

January 2020

1: New Year's Day

20: Martin Luther King Jr. Day

February 2020

17: Presidents Day

May 2020

25: Memorial Day

JULY 2019

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

OCTOBER 2019

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY 2020

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 2020

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

General Membership Meetings

September 5, 2019, 5 p.m.

December 3, 2019, 5 p.m.

March 5, 2020, 5 p.m.

June 2, 2020, 5 p.m.

AUGUST 2019

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER 2019

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

NOVEMBER 2019

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

DECEMBER 2019

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY 2020

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH 2020

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

MAY 2020

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 ³¹	25	26	27	28	29	30

JUNE 2020

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

REPRESENTATIVES AND LEGAL STAFF

We provide eight full-time officers, 29 part-time officers, one full-time attorney, one legal assistant, one director of employee relations and two office staff.

We are available for the following:

- » All Internal Affairs interviews
- » All bureau-level interviews
- » Assistance in filing grievances related to discipline
- » Representation at grievance meetings and hearings related to discipline
- » Assistance in filing of grievances related to contract violations
- » Representation at grievance hearings related to contract violations
- » Assistance in filing of grievances related to workers' compensation issues
- » Pre-termination hearings
- » Nonconfirmation hearings
- » Civil Service Board hearings
- » Arbitration hearings
- » Officer-involved shootings and in-custody deaths:
 - » A representative and an attorney respond to all officer-involved shootings and in-custody deaths.
 - » A representative and/or an attorney participate in all follow-up interviews, including FIT; CIRT interviews and reviews; and the CIRP process, which includes representation at Use of Force and TRB.
- » Accident Review Board
- » Legislative representation
- » Limited sponsorship program for sports and education
- » Additional life insurance and AD&D policy

**QUESTIONS?
CONTACT LVPPA AT:
(702) 384-8692
www.lvppa.com**

Many thanks



To our friends at LVPPA:
It's our honor to serve you,
who serve our community.



YOUR SAVINGS INSURED TO \$250,000 PER ACCOUNT

 **AMERICAN SHARE INSURANCE**

This institution is not federally insured.



SUNDAY	MONDAY	TUESDAY	WEDNESDAY
	1	2	3
7	8	9	10
14	15	16	17
21	22	23	24
28	29	30	31
		LV Aviators Game, 7 p.m.	

THURSDAY

FRIDAY

SATURDAY

4

5

6

Independence
Day

Pay Day 14

11

12

13

18

19

20

Pay Day 15

25

26

27

JULY
2019

JUNE 2019

AUGUST 2019

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
²³ / ₃₀	24	25	26	27	28	29

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						31

SUNDAY**MONDAY****TUESDAY****WEDNESDAY****JULY 2019****SEPTEMBER 2019**

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

4**5****6****7****11****12****13****14****18****19****20****21**

LV Aviators
Game, 7 p.m.

25**26****27****28**

THURSDAY

FRIDAY

SATURDAY

1

2

3

Pay Day 16

8

9

10

15

16

17

Pay Day 17

22

23

24

29

30

31

Pay Day 18
— Third Check

AUGUST 2019

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
1	2	3	4
	Labor Day		
8	9	10	11
15	16	17	18
22	23	24	25
29	30		

THURSDAY

FRIDAY

SATURDAY

5

6

7

General
Membership
Meeting, 5 p.m.

12

13

14

Pay Day 19

19

20

21

Oktoberfest

26

27

28

Pay Day 20

SEPTEMBER 2019

AUGUST 2019

OCTOBER 2019

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	25
27	28	29	30	31		

Frequently Asked Questions

1. What are my health plan deductibles?

This calendar year, plan deductibles are \$500 for an individual and \$1,000 for a family (for “in-network” providers).

2. How do I find our network medical, dental, vision and prescription drug plan providers?

- » For medical providers, visit www.umar.com, click **Find a Provider** and select **LVMPD Health Trust**.
- » For dental providers, visit www.guardiananytime.com.
- » For vision providers, visit www.davisvision.com.
- » For drug plan providers, visit www.caremark.com.

3. What is the office visit benefit?

For regular office visits, the benefit is 100% of eligible expenses for network providers. There is a \$15 co-pay unless you see a specialist. If you do see a specialist, the co-pay is \$30 for network providers.

4. Does the plan pay for chiropractic services?

Yes. There is a \$30 co-pay for chiropractic services.

5. Do I have to preauthorize my non-emergency outpatient surgery/hospital stay?

Yes. Contact UMR at (800) 808-4424.

6. Do I need a referral to see a medical specialist?

No, your plan allows direct access to a specialist without having to go to a primary care doctor first.

7. Who is considered an “eligible dependent” that I can add to my health plan?

Eligible dependents include an eligible employee’s or retiree’s:

- (a) Legal spouse who is a legal resident of the United States
- (b) Domestic partner, as defined by Nevada law, who is a legal resident of the United States
- (c) Children under age 26, including stepchildren, legally adopted children and children under a court-appointed legal guardianship

To add or drop a dependent, contact UMR at (866) 868-1395 or (702) 413-1701.

8. How much do I pay for coverage for each dependent?

This answer depends on a few factors. Please contact LVMPD payroll or UMR for a current list of employee contribution rates.

Your Rights. Your Recovery. Your Future.
IT MATTERS TO US

Gabe Martinez, Toby Yarek and the attorneys at GGRM are grateful for the Las Vegas community and those who continue to serve and protect it.

BEST[®]
LAS VEGAS

Las Vegas Review-Journal
bestoflasvegas.com

In appreciation of
your service, we offer
LVMPD employees

a reduced
contingency
fee of **25%**

You protect us, now let us protect you!



GREENMAN GOLDBERG RABY MARTINEZ
LAW FIRM
INJURY ATTORNEYS

4 4 7 6
Call **702-388-GGRM** for a free consultation

www.ggmlawfirm.com

SUNDAY**MONDAY****TUESDAY****WEDNESDAY****SEPTEMBER 2019**

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

1**2****6****7****8****9****13****14****15****16****20****21****22****23****27****28****29****30**

THURSDAY

FRIDAY

SATURDAY

3

4

5

UNLV Tailgate
(Boise)

10

11

12

Pay Day 21

17

18

19

24

25

26

Nevada Day

Trunk or Treat

Pay Day 22

31

NOVEMBER 2019

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2019

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

OCTOBER 2019

DECEMBER 2019

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

3

4

5

6

10

11

12

13

Veterans Day

17

18

19

20

24

25

26

27

THURSDAY

FRIDAY

SATURDAY

1

2

7

8

9

Pay Day 23

14

15

16

21

22

23

Pay Day 24

UNLV Tailgate
(San Jose)

28

29

30

Thanksgiving
Day

Friday After
Thanksgiving

NOVEMBER 2019

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
1	2	3 General Membership Meeting, 5 p.m.	4
8	9	10	11
15	16	17	18
22	23	24	25
		Christmas Eve	Christmas Day
29	30	31	

THURSDAY

FRIDAY

SATURDAY

5

6

7

Pay Day 25

Santa Day

12

13

14

PPA Christmas
Party

19

20

21

Pay Day 26

26

27

28

DECEMBER 2019

NOVEMBER 2019

JANUARY 2020

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

SUNDAY**MONDAY****TUESDAY****WEDNESDAY****DECEMBER 2019****FEBRUARY 2020**

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

1**New Year's Day****5****6****7****8****12****13****14****15****19****20****21****22****Martin Luther
King Jr. Day****26****27****28****29**

JANUARY 2020

THURSDAY	FRIDAY	SATURDAY
2	3 Pay Day 1	4
9	10	11
16	17 Pay Day 2	18
23	24	25
30	31 Pay Day 3 — Third Check	

SUNDAY**MONDAY****TUESDAY****WEDNESDAY****JANUARY 2020****MARCH 2020**

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

2**3****4****5****9****10****11****12****16****17****18****19****Presidents Day****23****24****25****26**

THURSDAY

FRIDAY

SATURDAY

1

6

7

8

13

14

15

Pay Day 4

20

21

22

27

28

29

Pay Day 5

FEBRUARY 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
1	2	3	4
8	9	10	11
15	16	17	18
22	23	24	25
29	30	31	

THURSDAY

FRIDAY

SATURDAY

5

6

7

General
Membership
Meeting, 5 p.m.

12

13

14

Pay Day 6

19

20

21

26

27

28

Pay Day 7

MARCH 2020

FEBRUARY 2020

APRIL 2020

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

SUNDAY**MONDAY****TUESDAY****WEDNESDAY****MARCH 2020****MAY 2020**

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 ₃₁	25	26	27	28	29	30

1**5****6****7****8****12****13****14****15****19****20****21****22****26****27****28****29**

APRIL 2020

THURSDAY

FRIDAY

SATURDAY

2

3

4

9

10

11

Pay Day 8

16

17

18

23

24

25

Pay Day 9

30

SUNDAY**MONDAY****TUESDAY****WEDNESDAY****APRIL 2020****JUNE 2020**

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	24	25	26	27	
28	29	30				

3**4****5****6****10****11****12****13****17****18****19****20****24****25****26****27****31****Memorial Day**

THURSDAY

FRIDAY

SATURDAY

1

2

7

8

9

Pay Day 10

14

15

16

21

22

23

Pay Day 11

28

29

30

MAY 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY
	1	2 General Membership Meeting, 5 p.m.	3
7	8	9	10
14	15	16	17
21	22	23	24
28	29	30	

THURSDAY

FRIDAY

SATURDAY

4

5

6

Pay Day 12

11

12

13

18

19

20

Pay Day 13

25

26

27

JUNE
2020

MAY 2020

JULY 2020

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
²⁴ / ₃₁	25	26	27	28	29	30

S	M	T	W	T	F	S
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

NOTES

ABBOTT TROPHIES

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

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

PHONE #: 702-735-4995 – FAX #: 702-735-6199

EMAIL: ABOTROPHY@AOL.COM

WEBSITE: ABBOTT-TROPHIES.COM



RED ROCK
HARLEY-DAVIDSON
— 1914 —
LAS VEGAS, NV

2260 S. RAINBOW BLVD. | LAS VEGAS, NV
702.876.2884

Follow us on:

Facebook - www.facebook.com/redrockharley

Twitter - @redrockharley

Instagram - redrockharley

Join our text messaging club
Text "RED ROCK" to 31996



Where we Rock Hard
and Ride Harder!

www.redrockharley.com

LVPPA SMART SAVER BLUE PAGES

AUTO

Las Vegas Harley-Davidson	Las Vegas	(702) 876-2884
----------------------------------	------------------	-----------------------

Planet Nissan Special LVMPD program. See inside back cover for details.	Las Vegas	(800) 781-8918
---	------------------	-----------------------

AWARDS

Abbott Trophies	Las Vegas	(702) 735-4995
------------------------	------------------	-----------------------

FINANCIAL

Clark County Credit Union	Las Vegas	(702) 228-2228
----------------------------------	------------------	-----------------------

LEGAL

Cassady Law Offices Discounted prices for Metro: \$595 living trusts, \$49 wills (Includes living will & power of attorney)	Las Vegas	(702) 650-4480
---	------------------	-----------------------

Greenman, Goldberg, Raby & Martinez GGRM Law Firm offers LVMPD employees a reduced contingency fee of 25% (regularly 33%).	Las Vegas	(702) 388-GGRM (4476)
--	------------------	------------------------------

MEDICAL

Crovetti Orthopaedics and Sports	Las Vegas	(702) 990-2290
---	------------------	-----------------------

REAL ESTATE

Nevada Asset Preservation	Las Vegas	(702) 858-6642
----------------------------------	------------------	-----------------------



PLANET NISSAN

5850 CENTENNIAL CENTER BLVD LAS VEGAS , NV 89149 | 800-781-8918

SPECIAL LVMPD PROGRAM*

SPECIAL PROGRAM OFFERED TO ALL EMPLOYEES OF
LAS VEGAS METRO POLICE DEPARTMENT AND THEIR FAMILIES:

- LVMPD employees will receive all available customer incentives and/or rebates.
- LVMPD employees will receive **Included Oil Changes** for 2 years from date of purchase, **AND Free Registration** with every new car purchase.

*Offers cannot be combined.





Dr. Tomas Kucera
Anesthesiologist
Interventional Pain Medicine

Dr. Michael Crovetti, Jr.
Orthopaedic Surgeon

Dr. Caleb Pinegar
Orthopaedic Surgeon

GET YOUR LIFE BACK!

Hip, Knee and Shoulder Replacement
ACL Reconstruction • Sports Medicine
Shoulder, Knee and Elbow Reconstruction
Conservative Spine Care • Non-Narcotic Pain Relief
Innovative Pain Procedures

ICANAGAIN.COM

CROVETTI
ORTHOPAEDICS
& SPORTS MEDICINE

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