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VOLUME 14 | ISSUE 6

March/April 2020

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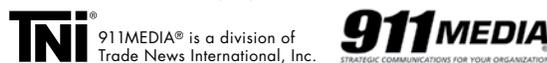
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The Las Vegas Police Protective Association is affiliated with the following organizations at the state and national level:

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

"BIG 50" – An informal association of the 50 largest law enforcement associations in the United States.

UCOPS – The United Coalition of Public Safety





President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

Know Your Rights

I wanted to take the opportunity to educate many of our officers on their rights as it relates to their employment with the LVMPD. The LVPPA has gone to great lengths to enhance the rights of police officers. A large number of these changes may not even be known to your supervision. Below is a list of the rights you have that we added during the 2019 legislative session.

Chapter 289 of NRS is hereby amended by adding thereto a new section to read as follows: If a law enforcement agency suspends a peace officer without pay pending the outcome of a criminal prosecution, the law enforcement agency shall award the peace officer back pay for the duration of the suspension if the charges against the peace officer are dismissed, the peace officer is found not guilty at trial or the peace officer is not subjected to punitive action in connection with the alleged misconduct.

If a peace officer requests representation while being questioned by a superior officer on any matter that the peace officer reasonably believes could result in punitive action, the questioning must cease immediately and the peace officer must be allowed a reasonable opportunity to arrange for the presence and assistance of a representative before the questioning may resume.

The above section is related to a federal case, *NLRB v. Weingarten*. We attached the same rights to NRS 289 as in *Weingarten*. The important factor is if the *officer*, not the supervisor, believes discipline could arise from the questioning, then you are entitled to a representative.

Except as otherwise provided in this subsection, any statement a peace officer is compelled to make pursuant to this chapter shall not be disclosed or used in a civil case against the peace officer without the consent of the peace officer. Such a statement may be used in an administrative hearing or civil case regarding the employment of the peace officer. In a civil case, the court may review the statement in camera to determine whether the statement is inconsistent with the testimony of the peace officer and release any inconsistent statement to the opposing party for purposes of impeachment.

A law enforcement agency shall not conduct an investigation pursuant to this subsection if the activities of the peace officer occurred more than one year from the date of the filing of a complaint or allegation with the law enforcement agency unless the alleged misconduct would be a crime punishable pursuant to state or federal law.

If the law enforcement agency concludes that the peace officer did not violate a statute, policy, rule or regulation, the law enforcement agency shall not reopen the investigation unless the law enforcement agency discovers new material evidence related to the matter.

Except as otherwise provided in subsection 5, a law enforcement agency shall not reassign a peace officer temporarily or permanently without his or her consent during or pursuant to an investigation conducted pursuant to this section or when there is a hearing relating to such an investigation that is pending.

A law enforcement agency P# 16138 may reassign a peace officer temporarily or permanently without his or her consent during or pursuant to an investigation conducted pursuant to this section or when there is a hearing relating to such an investigation that is pending if the law enforcement agency finds, based on specific facts or circumstances, that reassignment of the peace officer is necessary to maintain the efficient operation of the law enforcement agency.

The law enforcement agency conducting the interview, interrogation or hearing shall allow a representative of the peace officer to inspect the following if related to the investigation and in the possession of the law enforcement agency: physical evidence, audio recordings, photographs and video recordings, and statements made by or attributed to the peace officer.

The above rights are straight out of Senate Bill 242 from the 2019 legislative session. These are very important rights, and you should have them somewhere close to you in case you find yourself in a position where you need to exercise these rights.

If you have any questions regarding these rights, please reach out. Stay safe. **VB**



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Starbucks Apologizes for Anti-Police Incidents

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

This past summer, Starbucks apologized to police in Arizona after six officers said they were asked to leave one of the coffee chain's stores because another customer said the officers made them feel unsafe.

In December, Starbucks apologized for the third "anti-police" incident at its stores in six months after two uniformed California deputies were laughed at and refused service.

These are just a few of the reported incidents around the country involving Starbucks and their employees (or "partners," as the company likes to call them).

Many of you may not know that I sit on the board of directors for the National Association of Police Organizations (NAPO).

NAPO is involved in all law enforcement issues around the country and lobbying in Washington, D.C., for the rights of law enforcement officers throughout the country.

On January 29, NAPO's board met with Starbucks executive staff to try and understand how Starbucks is handling reported hate toward law enforcement around the country.

Starbucks has reported that they have 31,000 stores in 17 countries employing nearly 300 million workers. The company admitted they have a difficult time hiring that many people without a few "bad ones" slipping through the cracks.

Some of the things Starbucks has tried to do to help bridge the gap between law enforcement and its partners is through its Coffee With a Cop program. Starbucks has had over 1,500 of these events since their inception in 2011.

Starbucks also closed 8,000 of its locations for training after a racial bias incident at a Philadelphia store. In that incident, two black males were arrested at the request of the Starbucks manager.

The executive staff from Starbucks has indicated its intent to continue training its employees.

If you or someone you know has any issues with a Starbucks employee or anti-police signage, please let one of us on the PPA Executive Board know as soon as possible so we can contact Starbucks on your behalf.

As always, stay safe and thank you for your membership. **VB**

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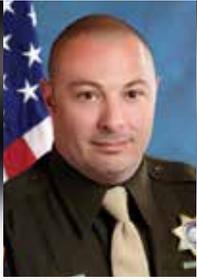
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What Makes an Expert?

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

LVMPD relies continuously on subject-matter experts when conducting critical reviews and creating policies. These subject-matter experts come from various sections on the Department, including AOST, RBT, FTTU, Academy staff, FTEP and other specialized sections. There are *a lot* of talented and very experienced folks in these sections who could be utilized as subject-matter experts. There are also *a lot* of very experienced folks in many other sections and areas throughout the Department who are not utilized as subject-matter experts.

What is an expert? An expert is defined as a person who has a comprehensive and authoritative knowledge of or skill in a particular field. Informally, an expert is someone widely recognized as a reliable source of technique or skill whose ability for judging or deciding rightly, justly or wisely is accorded authority and status by peers in a specific, well-distinguished domain. An expert, more generally, is a person with extensive knowledge or ability based on research, experience or occupation and in a particular area of study. Experts are called in for advice on their respective subject. It is often stated in numerous fields of study that to become

an expert, it takes *10,000 hours* (or approximately 10 years) of deliberate practice. Expertise needs to be honed continuously, and like any skill, it can vanish.

So now the questions come. How are subject-matter experts chosen by LVMPD? What specifically qualifies them as an expert? What extensive training or mastery of a subject field do they have? Does being promoted to any of the above sections automatically make one an expert? Are personal bias and opinions left out of reviews? In reviewing any case policy, training and tactics lesson plans are cited as reference material. Subject-matter experts, who are handpicked on a case-by-case basis, review evidence and statements, as well as policy, training and tactics lesson plans. Conclusions are rendered based on the investigator's and subject-matter expert's opinions.

If you believe you possess the knowledge, skills and experience that could be valuable to other officers and the Department, I encourage you to seek out training and the investigative sections that conduct reviews. **VB**

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Endorsements for Judicial and County Commissioner Races

POLICE OFFICER MIKE RAMIREZ

Director of Governmental Affairs

The end of January was a busy time for our Law Enforcement Coalition, as we had to make our endorsement selections for the upcoming judicial and county commissioner races. We held interviews every 30 minutes for five days straight, and then had the opportunity to discuss as a group. I want to thank all of you who took the time to provide input and feedback on specific judges; it definitely helped us not only make our selections, but also ask very pointed questions. In several cases, we opted to not endorse until after the primary. This is done for several reasons. For example, there may be too many candidates currently in the mix, two equally qualified candidates that could benefit our organization the same or, lastly, no candidates in a particular race that seemed like a good fit for us. Our coalition is made up of several law enforcement agencies, and collectively, we are choosing to endorse candidates who are good for our industry as a whole. We realize that it is impossible to please each and every member of all of the agencies that make up our coalition, but we do the best we can, and that's when your feedback upfront is helpful. Our candidate selections are below:

- County Commissioner, District A — Michael Naft
- County Commissioner, District B — Marilyn Kirkpatrick
- Nevada Justice Supreme Court, Seat B — Kristina Pickering
- Nevada Justice Supreme Court, Seat D — Wait until after primary
- Court of Appeals Judge, Dept. 3 — Bonnie Bulla
- District Court Judge, Dept. 1 — Stay out
- District Court Judge, Dept. 2 — Richard Scotti
- District Court Judge, Dept. 3 — Wait until after primary
- District Court Judge, Dept. 4 — Barbara Schifalacqua
- District Court Judge, Dept. 5 — Wait until after primary
- District Court Judge, Dept. 6 — Wait (coming up North)
- District Court Judge, Dept. 8 — Trevor Atkin
- District Court Judge, Dept. 15 — Joe Hardy Jr.
- District Court Judge, Dept. 17 — Michael Villani

- District Court Judge, Dept. 18 — Stay out
- District Court Judge, Dept. 19 — Bill Kephart
- District Court Judge, Dept. 20 — Eric Johnson
- District Court Judge, Dept. 21 — Wait until after primary
- District Court Judge, Dept. 22 — Susan Johnson
- District Court Judge, Dept. 23 — Wait until after primary
- District Court Judge, Dept. 24 — Wait until after primary
- District Court Judge, Dept. 28 — Ron Israel
- District Court Judge, Dept. 29 — Stay out
- District Court Judge, Dept. 31 — Joanna Kishner
- District Court Judge, Dept. 32 — Rob Bare
- District Court Judge, Family Div., Dept. A — William Voy
- District Court Judge, Family Div., Dept. E — Charles Hoskin
- District Court Judge, Family Div., Dept. G — Rhonda Forsberg
- District Court Judge, Family Div., Dept. I — Soonhee Bailey
- District Court Judge, Family Div., Dept. J — Wait until after primary
- District Court Judge, Family Div., Dept. M — Wait until after primary
- District Court Judge, Family Div., Dept. P — Wait until after primary
- District Court Judge, Family Div., Dept. S — Vincent Ochoa
- District Court Judge, Family Div., Dept. T — Wait until after primary
- District Court Judge, Family Div., Dept. U — Wait until after primary
- District Court Judge, Family Div., Dept. V — Wait until after primary
- District Court Judge, Family Div., Dept. W — Stay out
- District Court Judge, Family Div., Dept. X — Stay out
- District Court Judge, Family Div., Dept. Y — Wait until after primary
- District Court Judge, Family Div., Dept. Z — Wait until after primary
- Justice of the Peace, Dept. 12 — Diana Sullivan (received Law Enforcement Coalition minus FOP, NAPSO and LVPPA)

Our next round of interviews will be held in the last week of March. Included will be the state races (i.e., Senate, Assembly and Congress). We welcome all of your feedback and suggestions, and if you would like to participate, please feel free to contact me anytime at (702) 373-1006 or mramirez@lvppa.com.

As always, be safe out there. **VB**



CALENDAR

- March 3** General Membership Meeting*
- March 17** St. Patrick's Day
- April 12** Easter

*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.

CONGRATULATIONS

to the contest winners from the last issue!

January/February

Hidden Symbol Contest (\$250)
Shiloh Popovich, P# 15015

P# Contest (\$50)
Darryl Clodt, P# 4319
Jazzlynn Rivera, P# 16625

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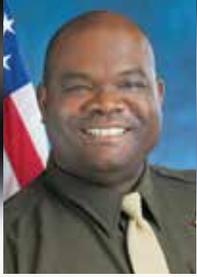
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Don't Just Talk About Leading, Do It

CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

Does one ever reflect on how they arrived at a particular place and time? When I say reflect, I mean being honest with yourself about the true nature of your path. I was only 16 when I decided to enter the U.S. Air Force. My dad asked me why I was deciding on this path as opposed to going to college like my big brother. I put a lot of thought into this, and my biggest motivating factor was to serve my country and travel the world.

Being able to pay bills and garner a nice retirement was never part of my plan. I always figured those things would work themselves out. Nellis Air Force Base was my first duty station, and I remember my first paycheck I received in the amount of \$304.50, which equates to \$609 per month. I had every intention of retiring after 20 years of service, but then I noticed a change. I noticed people were getting busted for drug use and felony crimes, and there seemed to be a push back against simply obeying orders.

I spoke with a chief master sergeant and he advised me that the military was changing and that maybe I should consider viewing other options. I wanted to continue my service to my country or my community, but I also wanted to be fairly compensated and have the option to work or not. Joining

the police department seemed to fit that bill. I can't speak for everyone else, but I always took pride in every job I was assigned. I like to think I was good at my job. I had a lot of complaints about the way I did my job, but those always came from criminals, so I am fine with that.

Over the past 20 years, I have had the opportunity to work with a varying degree of officers and civilians in the law enforcement field. I have worked with some truly outstanding employees. I have seen people sacrifice their health and well-being to ensure our community is safe. But I have also had the displeasure of working with and around those people who have avoided doing the job. When the toughest thing you have had to do is make it through the Academy, I question your level of commitment. There are numerous people who make the statement, "I have never been to IAB, had a use-of-force incident, been injured, had an inmate or suspect complain about me or had any of my decisions questioned," in short, because this person has never made any decisions. Those types are usually the ones who get promoted very quickly and now get to judge and decide if your actions are correct. How about the people who spend a whopping three years on the Department and then next thing you know, they are sitting at a place like Internal Affairs with the "detective" title. I have been fortunate enough to spend a lot of time in my career getting a close observation as to how

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management deals with its employees. Management will choose to deal with an employee under the guise that if someone is complaining about your actions, then you must have done something wrong. I was told once by an employee that someone about to be promoted to sergeant told their co-worker they were excited to be promoted so they didn't have to do the crap work that officers do anymore. I am not speaking of every supervisor because there are some really outstanding ones on this Department and on both sides of the house. But let's be serious for a moment — if you have never really done the job and now you sit here and interpret policies to suit your own selfish motives, then you are not a leader. As a captain or a lieutenant, you have the power to mold and help shape someone's career into something positive. Unfortunately, few have the desire, backbone or even the ability to care about someone else. I spoke P# 6384 recently to a now-retired captain with the LVMPD, and he told me a story about an officer in his command who had some disciplinary issues. He stated that another captain said to him that that person is lucky I am not his captain or he would be fired. I was not surprised because in my opinion, it takes a coward to make a statement like that.

I would love to write something positive about our management, but unfortunately, that material is almost impossible to come by. The rank and file only ask for a few things. I ask that I can take my well-deserved vacation and I ask that my supervisors look out for me and do not rush to judgment. I have dealt with certain so-called "leaders" who feel they can lead by reading a book, when in all reality, the only thing they have led in their illustrious career is the selling of Girl Scout cookies. When you use your position to promote how stellar your career has been, and you only tout how many people you have fired or disciplined, I question your ability to lead. Please don't take my word for it, ask the rank and file. I'm sure no one will because management does not want to hear the answer.

I worked for a lieutenant a few years ago, and he was asked by one of his peers what he wanted his legacy to be. He stated, "If I have touched the lives of the people who work for me, and they hold me in high regard, then

that's all I need." His peer was only concerned with everyone knowing his brilliant idea of how to save the county money would be remembered for years to come. Unfortunately, the fact no one liked or cared about him was irrelevant to him.

To sum it all up, this is a job and what really matters is the officers who are tasked to do it. Officers are always told to take responsibility for their actions and to be held accountable. It is so easy for people in charge to forget where they came from and to sit upon a perch and pass judgment, which could ultimately affect an officer's career. My grandfather once said to me, "It is hard to tell someone else how to clean their hands if yours have never been dirty." **VB**

RETIREMENTS

12/26/2019	Marcus T. Martin	P# 5000	PO II	24 years
12/27/2019	Richard R. Foreman	P# 5982	PO II	21 years
12/27/2019	John C. Maholick	P# 5256	PO II	23 years
12/29/2019	Nicholas H. Gulli Jr.	P# 4073	PO II	23 years
1/2/2020	Steven P. Ritchey	P# 4317	PO II	27 years
1/4/2020	Timothy D. Ruiz	P# 7936	PO II	16 years
1/23/2020	Jose M. Roman	P# 6599	PO II	20 years
1/31/2020	Bradley K. Berghuis	P# 4154	PO II	28 years



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Serving Our Members on New Year's Eve

DETECTIVE BRIAN GRAMMAS

Treasurer

New Year's Eve in Las Vegas is one of the largest events in the country. The celebration is a time when the LVPPA gets to perform a few duties that are a flat-out pleasure for us and our members.

For the third consecutive year, we stationed ourselves at different locations on the Strip and downtown to ensure our members were kept fed and warm. We firmly believe that everything we do is a work in progress, and we attempt to come up with better ways to serve our membership. We had three different locations, each overseen by our staff. Tony Munoz, owner of 911 Tacos, was hired to make sure the food was flowing and no one went hungry. Each location was set up with hot chocolate, coffee, energy drinks, hand warmers and plenty of good food. The PPA staff even went so far as to deliver food to locations we could reach. Not to leave anyone out, the PPA also purchased pizza and wings for CCDC, as we wanted to ensure that the hardworking officers there had a meal as well.

Logistically, it is difficult to ensure we are reaching as many of our officers as we can. But through careful planning and a lot of support from our members, we were able to provide food to hundreds of our officers. The work is hard but rewarding, and I enjoy interacting with the officers who are tasked to protect our city on New Year's Eve. The officers do an

outstanding job of maintaining control and keeping everyone safe. The looks of thanks and the kind P# 15142 words our officers give us make the whole endeavor worthwhile. We estimated that more than a thousand officers were fed that night, and we can only hope that next year we can find a way to reach even more. **VB**



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OFFICER JOHN ABEL
Secretary

Older LVMPD officers remember the days of logging on and putting yourself out 480 at the nearest gas station, while filling up their patrol car gas tank (if their partner did not do it the shift before), and then not clearing yourself from 480 until you got to the sector beat where you wanted to look for good stops. Over the past few years, LVMPD has installed GPS tracking on all patrol vehicles, which allows the Department to track the location of patrol cars in real time. I believe that most of us know, but do not understand, the ramifications of GPS tracking or how far LVMPD can go back in time to show your patrol location on any date and time.

They also have the ability to show how long you were at a location as well. If you have the unfortunate experience of being investigated by Internal Affairs, your GPS location will be matched P# 6704 with where you were assigned in CAD. If they do not match, it will be considered a truthfulness issue and you can be fired. It does not matter if GPS shows you half a mile from your CAD location. CAD is considered an LVMPD document, and if you lie about your true location, you can be fired.

Gone are the days of checking yourself out 482 at a major intersection.

While on 482, you must put your actual location. I have been assured that if you check yourself out a location to conduct slow patrol of an area and you are driving around, this will not be a policy violation because slow patrol is one of an officer's official duties. What will be an issue is if you are slow patrolling your significant other's neighborhood and you stop by their residence for 20 minutes, but CAD shows you are a mile away when you created the 462 event.

It is a painful experience to watch an LVMPD officer lose their job because they lied about their location in CAD. I believe many officers do not consider or understand that it's a truthfulness issue. This is part of a bigger issue that police officers need to understand. The law enforcement profession is changing — the days of your word being good enough are somewhat over. The days of "trust, but verify" are here to stay, and that includes body-worn cameras as well.

We go through a rigorous hiring process, so we don't like when our integrity is questioned. However, GPS and body-worn cameras are used as an integrity-checker by almost every major police department in the United States. I have seen an internal affairs investigation where they were investigating if an officer did a curiosity check on a license plate, which is against policy. They were able to use the GPS data from the patrol vehicle to show

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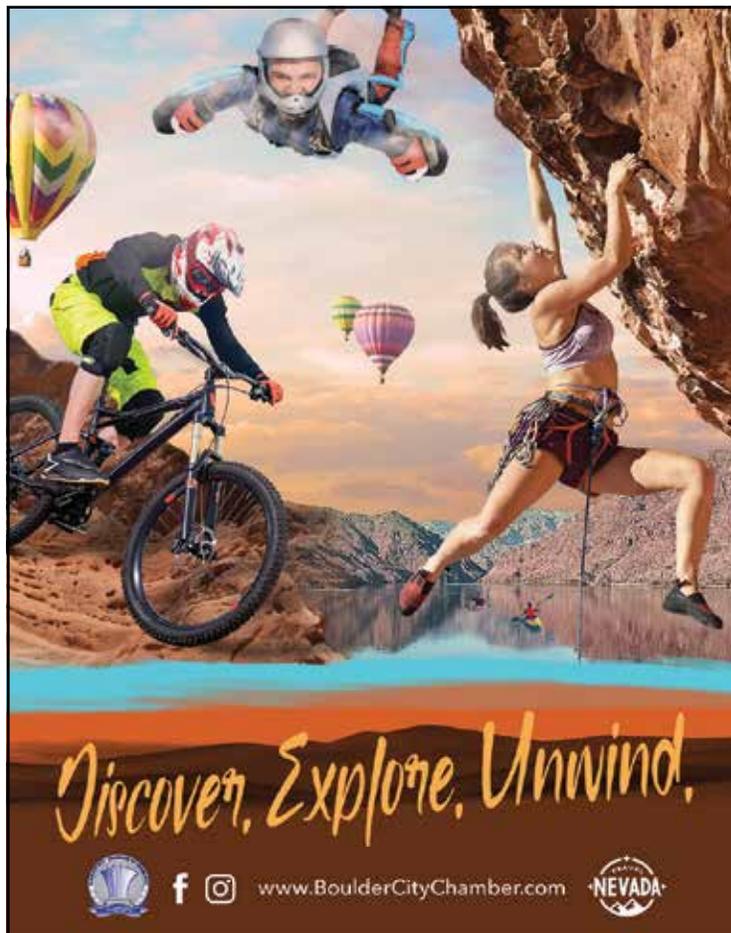
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that the officer was sitting in the area command parking lot when the license plate was run on the officer's MDT. The officer claimed they ran the plate at a stop light while out on patrol for their shift. I share this information because our careers mean a lot and you can go from a proud to unemployed cop having to fight for your job back pretty quickly. As always, please call me at (702) 468-0766 if you ever have any questions. **VB**



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DAVID ROGER
General Counsel

Stop the insanity — please. I am not old; in fact, I feel pretty young. Heck, I have a little 9-year-old girl at home. I am in pretty good health, but my blood pressure spikes when I hear about some of the false training LVMPD officers receive from a single person. To be clear, I am not pointing the finger at Academy TAC officers. However, I have been told that the flawed training has originated with a person who has trained field training officers.

Here is an example: I am told the trainer poses a hypothetical in which an officer has legally detained a suspect and has reasonable suspicion to conduct a pat-down. Before executing the pat-down, the officer in the example asks the suspect whether he has any contraband in his pocket. The suspect responds that he possesses methamphetamine.

The answer should be clear. The officer should arrest the suspect for possession of a controlled substance and pull the drugs out of the suspect's pocket. The search is known as a search incident to arrest.

Instead, as the trainer explains, the officer may not arrest the suspect and, instead, must do more before conducting the search. At this point, my head explodes. When I asked one officer whether K-9 should be called to sniff the suspect, the new officer advised that he would simply ask the suspect to stick his hands in his pocket and remove the drugs for the officer. The same officer said he would also consider getting a search warrant.

I have heard this story from numerous officers. When asked what the officer is supposed to do, the trainer explains that the officer should manipulate the outside of the suspect's pants to confirm that the item is packaged like drugs.

This, of course, violates the "plain feel" doctrine and LVMPD policy. That is because the plain feel doctrine prohibits grabbing or probing the suspect's pants. Thus, the trainer compounds the bad education by telling officers to grab the suspected contraband to confirm it is drugs.

This is just one example of poor training that has permeated LVMPD, which leads me to the purpose of this article.

Stop the Insanity



If your training doesn't make sense — it's probably wrong. Call me, text me, email me or send me a note by carrier pigeon. I will do the research to give you the right answer.

Laws are supposed to be based on reason. While we may not always agree with a statute or court decision, the lawmakers try to enact laws based on common sense. If your training doesn't make sense — it's probably wrong. Call me, text me, email me or send me a note by carrier pigeon. I will do the research to give you the right answer.

If you want to conduct your own research, my website includes links to various legal search engines. Check out www.davidroger.us. We also have a YouTube channel ("LVPPA Metro") that includes numerous videos on legal issues.

And of course, you may always email me at DRoger@lvppa.com with any legal question, criminal or civil. I promise you that I will respond to your email within 24 hours, if I am in the office. If I can't give you an immediate answer, I will research the issue and get back to you in a timely manner. Stop the craziness, just call me! **VB**

ASSOCIATION EVENTS UPDATE

ADELLA SOLANO

Events Coordinator

I have received a few calls asking when certain events will be this year. After meeting with the Executive Board, we have decided *not* to have a St. Patrick's Day or Oktoberfest. The idea behind both events was to have an adults-only evening, taking into consideration members who did not have young children or who wanted a night away from their children. Though the response from attendees was positive, the volume of members was considerably lower than planned. The cost versus the number of members who attended these events just did not justify us hosting them again. Unfortunately, the "conspiracy theory" from members explaining the low turnouts was that members were afraid of LVMPD management waiting for attendees at the conclusion of an event and didn't want to risk getting pulled over. Well, I am here to say that did not happen, and the members who did attend the events absolutely loved them and had a great time. But again, the cost versus the attendance does not justify hosting these types of events.

We also had to look at it as if we were going to try and get tickets for one Raiders game this upcoming 2020-21 season. As of now, we do not know what the cost of group tickets will be, so

it's hard to budget for a Raiders game. Depending on the cost, we may pass on a Raiders game.

However, we will be hosting two UNLV games in the new stadium. We do not have dates as of yet. As soon as we get the dates, we will notify the membership.

Mark Your Calendars

- April 4 Easter egg hunt
- April 9 Aviators game
- April 15 PPA Movie Day
- May 5 Aviators game
- July 1 Aviators game
- September 4 Aviators game
- October 30 Trunk or Treat
- December 5 Santa Day **VB**



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VS.



Who Loves the Warrior?

Who loves the warrior?

Not those he has fought for,

For those he has fought for have seen

The stains of battle on his garment.

They draw back when they learn of the deed

He has done to keep them safe.

It is better for them to keep a

distance from the warrior

So the stain will not spoil the

perception of their dignity.

Yet the warrior continues to give his all.

He must fight the battles to keep

those souls he loves

Free from harm and free from the stain of evil,

For he is a warrior,

The only shield between good and evil.

It is only the warrior that loves the warrior.

Sergeant Lonny Sweeney

Portland, Oregon, Police Bureau



CHAD LYMAN
LVPPA Director

I have been a police officer since the late '90s. I began my career with the Portland Police Bureau in Portland, Oregon. In 2004, I moved to southern Nevada and began to work for the Las Vegas Metropolitan Police Department. The poem to the left was written by Sergeant Lonny Sweeney of the Portland Police Bureau. When I was hired by the agency, Sweeney was a sergeant and his son was in my Academy class. I first read this poem in 1998, and I liked it, but I didn't understand it. Now, 20-plus years into the game, I love it, and I completely understand it.

Being a police officer has always been a multifaceted job, and it has only become more so in recent years. Cop work can require you to be a mediator, a counselor, a parent, a life coach, a friend, a priest, a report writer, a cheerleader, a referee, an entertainer and, yes, a warrior. Like all people, officers have strengths and weaknesses. Some are better at some aspects of the job than they are at others. The problem is that the one area you *have* to be competent in is the warrior role. When it is time to be a warrior, none of the other roles will do. As an experienced officer, this is the time when physical force is needed to protect yourself or others. A lack of competency with physical skills can allow physical threats to escalate, inhibit an officer's ability to gain any kind of control or custody and ultimately could mean that officer may not be able to contain or end lethal threats.

You could be the best report writer or counselor in the world, but if you can't physically deal with someone who wants to beat or kill you or someone else, you are ineffective. Although modern law enforcement has increased the roles officers play, the one role that can't be passed to another member of society (teacher can, mediator can, parent can, entertainer can, etc.) is that of the warrior. Violence is rarely the answer, but when it is, you must be great at it.

A legitimate concern and expectation in modern law enforcement is that an officer's use of physical force be ethical and lawful. The proliferation of cameras and footage of LEO force encounters is an excellent resource. These modern resources have shown others what busy beat cops have always known — officers rarely use any physical force at all, and when they do, it is often not "pretty." Consider the following quote from Charles H. Webb, Ph.D.:

"There is no nice way to arrest a potentially dangerous, combative suspect. The police are our bodyguards; our hired fists, batons and guns. We pay them



to do the dirty work of protecting us. The work we're too afraid, unskilled or too civilized to do ourselves. We expect to keep the bad guys out of our business, out of our cars, out of our houses, out of our faces. We just don't want to see how it's done."

Although statistically officers rarely use any force at all, and there is no way that one could make a statistical case of any "epidemic" of unlawful force, there are times when uses of force are not within the bounds of policy or law. Video often will capture when it all goes wrong. Civilians watching such video will often watch an officer overreact or use ineffective force and immediately conclude that the issue for the officer is that they have a "warrior" mentality. This idea that a warrior mentality causes inappropriate, outside of policy or unlawful uses of force has crept into the LEO community and at times gets promoted by officers in upper staff positions. In response, there has been a movement by staff to say they need officers to be "guardians" and not "warriors." This is ironic to me when you consider where I believe some of the blame rests for these poor uses of force. Some blame rests with those who lead agencies and provide very little training to those who go in harm's way.

The first issue I have with this movement is the idea that officers will somehow use force more appropriately if they are guardians, rather than warriors. There is a *huge* misconception that video of unlawful beatings are videos of warriors in action. In addition, the inference that if officers had

been "taught" they were guardians rather than warriors, somehow the force would have been appropriate is completely false. The truth is, these officers are not warriors, nor are they well trained. What is actually happening in almost all of the videos that show officers doing a poor job with a use-of-force application, or making poor use-of-force decisions, is that we are watching

poorly trained officers attempt to make critical decisions under elevated heart rates and stress. We are not seeing a highly-trained "warrior" aggressively smashing random suspects. We are seeing equipped officers wearing badges and gun belts with academy training and limited annual training. They P# 17072 have gear, weapons and a directive to go forth and handle violent confrontations and individuals. Their equipment and orders do not make them "warriors," however. "Warrior" status, if there is such a thing, can only be achieved through hours and hours of training and experience. We are watching officers deploying force, and they are not great at it. Shoot, they are not even good at it. We are not watching warriors in

such videos. We are watching ineffective force by poorly trained officers.

In Webster's Dictionary, a warrior is defined as a brave or experienced soldier or fighter. A person who fights in battles and is known for having courage and skill. Urban Dictionary states that a warrior is a man or woman who is a fearless, strong and skillful fighter. Urban Dictionary ironically states that warriors are lacking in our modern times. I agree with that wholeheartedly. The status of "warrior" is one of the most overused

*A warrior is defined as
a brave or experienced
soldier or fighter.
A person who fights in
battles and is known for
having courage and skill.*

WARRIOR



pronouncements, and people are often denoted as such by those who are not one. Long ago, Heraclitus understood how rare warriors actually are.

“Out of every one hundred men, ten shouldn’t even be there,
Eighty are just targets, nine are real fighters,
And we are lucky to have them, for they make the battle.
Ah, but the one, one is a warrior, and he will bring the others back.”

In the poem, Heraclitus correctly points out that warriors are rare. He figures potentially one out of every 100 men. He also correctly states the warrior’s purpose, which is to bring all the others back. In our society, when the warrior is needed, it is to keep all the others safe and bring them home alive.

The attack on the “warrior culture” is that warriors are prone to violence, have an “us versus them” mentality and that they randomly attack innocent “victims.” The warrior is also prone to be violent as that is the only option they think of. In essence, they are a hammer and everything else must be a nail. Although I know all of these things to be false from hours upon hours of training and experience, I decided to just randomly punch in a few questions in a Google-type search about warrior attributes.

My first question was, “What does it mean to be called a warrior?” One answer was that it is a “person who is known for being involved in warfare.” Another answer was “someone who fights in a battle and is known to have courage and skill.” Yet another was “someone who is engaged in some struggle or conflict.” None of the answers were one who abuses others, or one who is prone to violence or one who victimizes the peaceful.

The next question I posed was, “What makes you a warrior?” One answer given was: “The warrior has mastered himself in body and mind. His power is rooted in self-control. He knows when to be aggressive and how aggressive to be.” How has the warrior mastered himself? Through diligent, consistent, ongoing, strenuous training and actual application in the field. Most officers neither receive, nor seek, any of the above in regards to regular and ongoing training. Even if the “warrior culture” were a thing and being infused into officers at the detriment of communities across the U.S., exactly when and where is this happening?

I have been teaching police defensive tactics and use of force to departments around the nation and at national and international conferences since 2006. The majority of officers and departments nationwide provide police officers 10 hours or less of defensive tactics and use-of-force training

annually. Less than 10 hours a year. Exactly when and how are these “warriors” being developed? I think civilians, even the ones complaining about the “warrior culture,” would be shocked to see the actual lack of anything resembling “warrior training” in police departments nationwide. Many departments don’t allow contact in combatives training for fear of injuries occurring, and very few physically tax officers, inducing an elevated heart rate (similar to what they may experience in the field) and then ask them to fight through it, use force and make appropriate decisions. Training like that mentioned above would actually produce some of the warrior attributes I have talked about throughout this piece, and communities around the U.S. would be better for it.

My next question was, “What is the purpose of a warrior?” The answer said, “The warrior, for us, is one who sacrifices himself for the good of others. Being a warrior is more than about fighting. It is about service to the community.” Throughout history, one who is a warrior or has warrior attributes has been viewed positively. The warrior spirit is one that battles through adversity. A single mom who is a warrior for her kids generates admiration. Someone who fights cancer is a warrior and is admired, and we cheer for that person. We would all do well to stoke the warrior fire within us, unless we happen to be a police officer. Then the word “warrior” means abuse, mistreatment and attacking the weak.

This bastardization of the word “warrior” reminded me of another word. I looked up “bullying” in Webster’s Dictionary. It stated that

bullying meant “abuse and mistreatment of someone vulnerable by someone stronger, more powerful, etc.” These would be the actions and behavior of a bully. I would disagree that officers routinely resort to bullying, but certainly at times it does happen. Whether it happens or not, I refuse to allow examples of bullying to be characterized as examples of warriors doing warrior things. I did not see any characterization of warriors as bullies in action, deed, practice, description or definition. If we see an awful video of police using force, many are quick to both characterize and criticize the event as “warriors run amok.” Pure nonsense. There may be legitimate problems with a police use of force, but the problem is far more likely to be a lack of experience and training — hence, *not* a warrior — than a super-squared-away and experienced expert at combatives and defensive tactics (*definitely* a warrior).

*There may be
legitimate problems
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of force, but the
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and training.*



GUARDIAN

The favored word from many police administrators is “guardian.” I sought out a dictionary definition for the word “guardian” as well. It is one that guards. A custodian.

One who has the care of the person and property of another. Certainly, officers serve as guardians from time to time, but to suggest that performing this task under the threat of violence and saying, “I am a guardian, as opposed to a warrior, and that distinction will make using force ‘pure’ or appropriate in some way” is laughable.

Ultimately, I don’t care if you call an officer a warrior or guardian, as neither title will produce effective, ethical and lawful force. What produces a high-level performance is continued, consistent, ongoing, training and experience. The result over time could be called a warrior, a guardian or whatever you prefer. No matter what you call them, you will produce professionals. Professionals who are experts at using force when needed. A quote I saw once that captures this is, “Violence is a last resort; but I am great at it.”

If you are a professional officer, you must have the capability to use force and violence ethically and effectively. To me, anyone who can do this is the definition of a warrior.

The truth is if you are a civilian, there is a good chance you have never met anyone who has reached warrior status, as it pertains to using force and violence ethically, lawfully and effectively. If you are an officer, you have probably been blessed to meet a couple. If you are an officer, your status as one (you completed an academy, they gave you a badge and gun, you do your “annual” training, etc.) is not confirmed or verified. *Most* officers fit in this category. If people are concerned officers are “becoming warriors” and that it’s a bad thing, they can rest easy. There are very few true warriors in the world, and most officers will never reach that status. In fact, without dedicated, ongoing, focused and consistent training on your own, you will not reach that status.

I know I have been training consistently for over 20 years and I am still a work in progress. By Heraclitus’s thinking, I believe I may be one of the nine, but I am not “the one,” although I have been blessed to work with a few. We certainly don’t have a warrior epidemic in policing, but we would be better off if we did. The issue we do have in regards to use of force is ineffective force by poorly trained officers.

Ineffective force gives the illusion of excessive force. Many folks, upon seeing that illusion, jump to the conclusion that a “warrior culture” is cultivating the craziness they are watching. The truth is, there are no warriors in the videos they are watching. They are watching beginners at use of force with gadgets and tools trying to “help” them.

A major problem is many of them (the officers) don’t even know they are not the “warrior.” Over 50,000 officers are attacked annually, with over 16,000 injured. In a typical year, more than 120 officers will die, with 50 to 60 of the deaths being attributed to felonious activity by suspects. The deaths via gunfire have escalated over the last few years. Despite these high-risk engagements, many officers are lulled to sleep with repeated contacts with no violence, and several smaller “skirmishes” with no significant injuries.

The officer might think he is the warrior! He may feel this is all going his way because he is awesome. He may feel that way, until he doesn’t. Until he gets exposed by the skill, determination and aggression of a committed adversary. Then, the officer will suddenly understand a universal law. There is no way to become an expert, a professional, in anything without consistent hard work and practice. Imagine having a goal of being a D-1 college baseball player. To accomplish your goal, you attend tryouts for the freshman baseball team and make the team. Then you simply spend the minimum time practicing. You show up for games. You win some and lose some. Over time you think, “Hey, I got a handle on this baseball thing.” You think you could hit college pitching until you go against a D-1 pitcher. Someone who spends time working on his own, someone who has no offseason. Someone who is not even “the one” (remember D-1, not MLB), but someone

who is a real fighter. The person will expose you. Suddenly, you will realize you don’t know what you don’t know.

This debate of the problem with American police use of force being attributed to the “warrior” is similar. You probably don’t even know a warrior. Who loves the warrior? Only the warrior loves the warrior, or at least those who have known him and appreciate what he has sacrificed to be one. Those who appreciate what he will give to bring all the others home. God bless the warrior and those like him. We would all be better off if there were more of them. **VB**

If you are a professional officer, you must have the capability to use force and violence ethically and effectively. To me, anyone who can do this is the definition of a warrior.

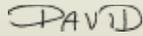
THANK-YOU LETTER

Dear LVPPA,

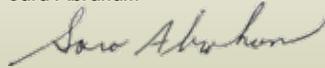
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Your purchase of 15 Jester game tickets helped to raise in excess of \$2,000 that the Vegas Jesters donated to DSOSN. Hope all who attended enjoyed the game. The Vegas Jesters honored David by having him do the official puck drop to start the game. He was over the moon happy!! Thank you. Your thoughtfulness is a gift we will always treasure!

David Abraham



Sara Abraham



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