



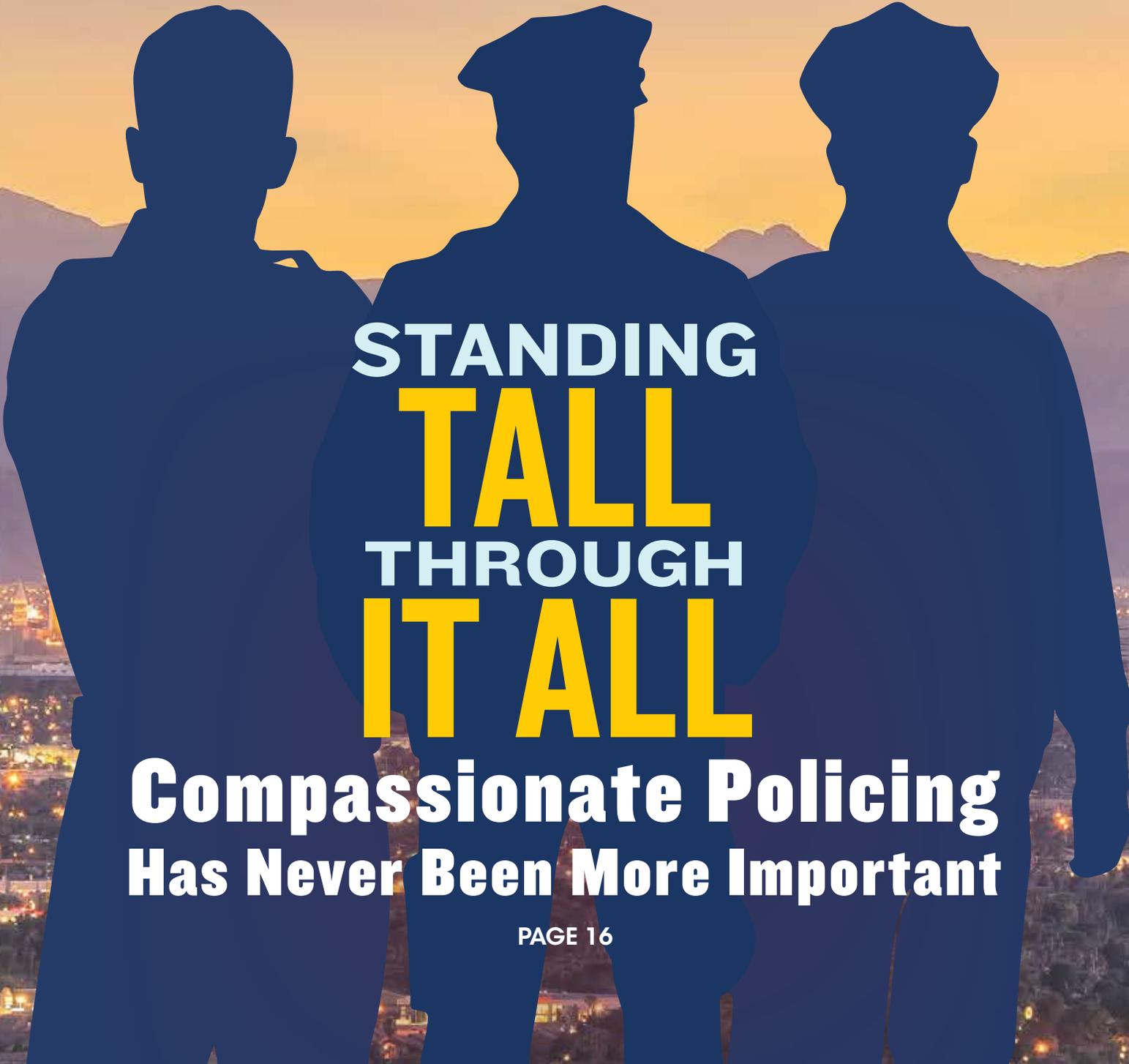
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Representing Las Vegas Metro Police Department Officers and Deputy City and Municipal Court Marshals

VOLUME 15 | ISSUE 2

July/August 2020



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

General information:

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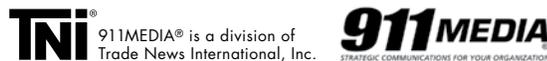
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NAPO – National Association of Police Organizations, representing over 241,000 law enforcement officer members in more than 1,000 police associations nationwide.

"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

Honesty Pays Off

In our time with this Department, we have had many situations where officers have been terminated for various issues. For most of these incidents, the PPA has great arguments to make against termination. In other cases, the facts surrounding the allegations make it nearly impossible for us to fight a case in arbitration. This article is going to focus on "truthfulness required at all times" and "falsifying a legal document or information in CAD."

As a refresher for all of our members, the newest version of the discipline matrix was a negotiated item that the Department and the PPA worked on, and is considered the ruling law of the land. In the matrix, we have two different examples of truthfulness, and I will cover both.

Matrix letter E — 4/101.19 Truthfulness Required at all Times

Discipline levels for this offense:

First: minor/major/term

Second: minor/major/term

Third: major/term

Fourth: term

These types of offenses for this category would be lying to your supervisor outside of an official IAB investigation.

Matrix letter H — 4/101.19 Truthfulness Required at all Times

Employee formally noticed of official investigations conducted by the Department who is found to be untruthful during the investigations, or *who are found to be untruthful in completing official Department documents.*

Discipline levels for this offense:

First: termination

I can tell you that the "baby" truthfulness is very rarely applied and very rarely used. More often than not, it is the second truthfulness that we see applied. Some of the confusion relates to the "who are found to be untruthful in completing official Department documents." Here is a list of things that are, or could be, considered official Department documents:

- Crime reports
- DOAs
- Arrest reports
- Vehicle impounds
- Property reports
- CAD
- Cell check logs

These are the most common documents that officers have put false information on. I want to make clear how a few of these could be the major truthfulness.

CAD: calling out a stop that did not occur. Putting yourself out at lunch at one location, but actually being at another. Saying you are en route to lunch, but you're actually already sitting inside eating to extend your lunch hour. Putting in CAD notes that are false.

Remember, the profession we work in and the city we live in has video running 24 hours a day, and we should always operate under the thought that whatever we are doing has some form of filming tied to it.

At CCDC, the biggest issue we see is when an officer writes on the log that they did their checks, but video shows they actually did not do the check.

These issues may sound small and petty, but the Department views it as major levels of truthfulness and has attempted and/or succeeded in firing officers.

The biggest thing I want to impress upon our officers in this article is this: *be honest.* If it is your lunch hour and you are at someone's house having "lunch," just put that address! If someone finds out you were doing more than eating, odds are it will be a low-level discipline, if you're found to be doing something you should not be doing. But if you put a ghost address and your sergeant goes crawling through the neighborhood to find you checked-out at a different address, then they will try to fire you. If you forgot to do your checks on the modules at CCDC, don't fabricate the log. Take your lumps or explain why and move on.

The truth is, you have to do some pretty messed up stuff to get fired at this agency. We need all the employees we can. By being honest, you're far more likely to come out of an incident over being dishonest. Remember, the profession we work in and the city we live in has video running 24 hours a day, and we should always operate under the thought that whatever we are doing has some form of filming tied to it. If we remember that, then we won't ever think we can do something and get away with it.

I hope this article really helps our membership and aids you in having a long and successful career.

As always, stay safe and healthy. **VB**



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New Law Promises to Make a Difference

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

If you haven't heard the news already, there was a ruling from the Employee Management Relations Board (EMRB) that enforces NRS 288 and NRS 289, stating that competing organizations cannot represent members of the bargaining unit that is the representative organization.

As you all know, the LVPPA is the sole bargaining association for LVMPD-commissioned officers for both police and corrections officers. This ruling will mean that competing organizations like NAPSO, FOP and many others will no longer be allowed to represent LVMPD employees in any internal processes. Competing organizations will not be allowed to provide legal counsel (outside attorneys) for our officers if they are connected to those competing organizations in any way.

What does this mean to you? NRS 289 will allow you to bring up to two representatives of your choice to an internal investigation as long as they are not connected to a competing organization that is attempting to collect dues or payments for representation. These representatives could be a family member, another officer or a lawyer who is not part of a competing organization. This would mean prepaid legal representation is disqualified.

Please keep in mind that when officers passed out forms for members to stop paying dues to the LVPPA for representation, they committed subversive acts that are considered detrimental to the Association. As a result, any attempt to return to the LVPPA with a new application to become a member will be closely scrutinized by the Board of Directors.

One of the major factors considered in allowing an officer to join or rejoin the LVPPA was when officers began handing out applications to join competing groups and convinced many newer officers to drop the LVPPA by giving false and misleading information (subversive acts) regarding the abilities of these other groups and touting these group's representatives as lawyers.

We understand when a new officer is being pressured to follow the advice of a senior officer and is handed the necessary paperwork to complete the task, that the new officer is not guilty of acts detrimental to the Association, and will not have difficulty in having the application approved.

The following is the LVPPA Bylaw governing membership applications:

Bylaw 20.01 P# 17041 Membership in this Association is a privilege and not a right!

Bylaw 20.02 Membership in this Association may be terminated or suspended for any subversive acts against the Association. VB



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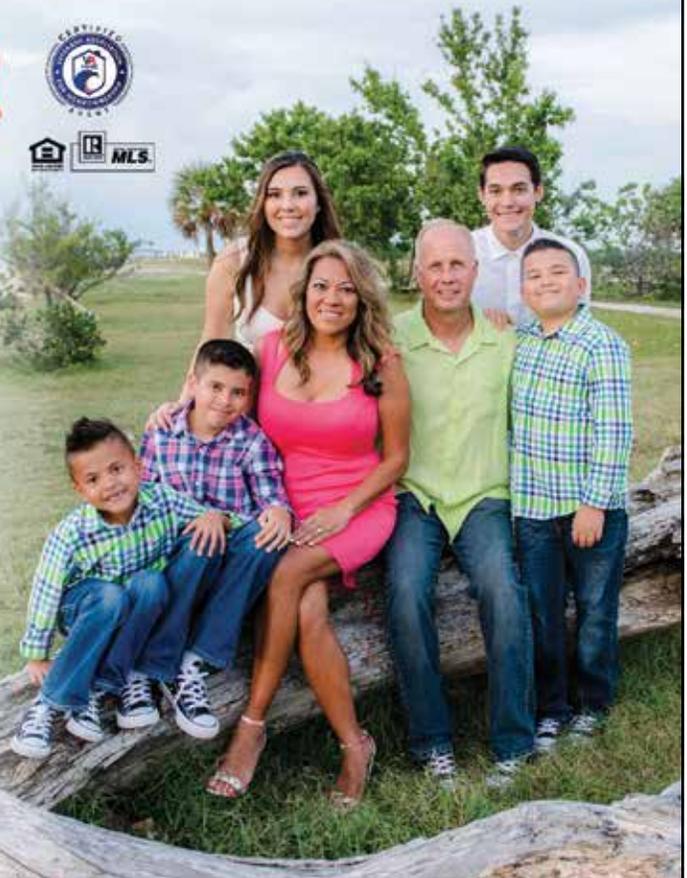
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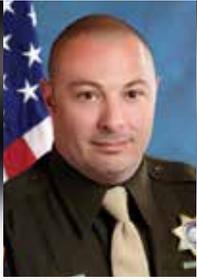
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Shooting at a Moving Vehicle

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

With the new use-of-force policy changes, LVMPD has made some changes to when officers may use deadly force at the driver or occupants of a moving vehicle. Over the course of several years, we have had several officer-involved shootings centered around officers shooting at vehicles as the driver of the vehicle accelerated towards them and then past them. As part of your mental preparation and preplanning, there are some very important factors to consider that will prepare you for these split-second decisions you may one day have to make. I can't stress enough the importance of your mental preparation and knowledge. When stress is high, and time is compressed under life or death circumstances, your training and mental preparation will greatly assist you.

Prior to any use of force, you must always consider and meet the elements of deadly force, which are:

- **Ability:** Exists when a person has the means or capability to cause grave injury, serious bodily harm or death to an officer or another. Ability may include but is not limited to the following: the subject's physical ability, size, age, strength, combative skill, level of aggression and any weapons in their immediate control.
- **Opportunity:** Exists when a person is in a position to effectively resist an officer's control to use force or violence upon the officer or another. Examples that may affect opportunity include relative distance to the officer or others and physical barriers between the subject and the officer.
- **Imminent jeopardy:** Based upon all the facts and circumstances confronting the officer, the officer reasonably believes the subject poses an imminent threat to the life of the officer(s) or other third parties. The officer must then act immediately to prevent death or serious bodily injury.
- **Preclusion:** Lesser alternatives have been reasonably considered and exhausted before the use of deadly force, to include disengagement. Deadly force in response to the subject's actions must remain reasonable while based upon the totality of the circumstances known to the officer at the time force was applied.

You must also consider the *Graham v. Connor* factors, which are:

- The severity of the crime(s) at issue. What were the crimes the moment in time force was used, and were any other applicable crimes known to the officers?
- Whether the subject poses an immediate threat to the safety of the officer(s) or others (subject poses a deadly threat to officers and others)
- Whether the subject is actively resisting arrest or attempting to evade arrest by flight (subject is in life-threatening resistance)
- The influence of drugs and alcohol or the mental capacity of the subject
- The time available to an officer to make a decision
- The availability of officers and resources (including the number of officers present at the time) to de-escalate the situation
- The proximity or access of weapons to the subject
- The environmental factors and/or other exigent circumstances (factors can include location of call to schools, homes, parks, etc., as well as lighting conditions and propensity for violence which create an exigent factor in using force)

Now, if all those things were not enough to consider in a split second, you must also know and act within the scope of policy. The new LVMPD policy states the following to keep in mind.

Restrictions against discharging a firearm at or from a moving vehicle:

- Shooting at a moving vehicle is often ineffective and unpredictable. In addition, incapacitating the driver may result in the uncontrolled operation of the vehicle and thereby increasing the potential of injury to bystanders. There is also a greater risk of a bullet missing the intended target or ricocheting. As a fleeing vehicle creates distance from an officer, it becomes more difficult to isolate the target and identify backdrop hazards.
- Officers P# 6750 will use sound tactics and will not place themselves into the path of a moving vehicle or remain standing in the path of a vehicle that is under control of a driver. An officer threatened by an oncoming vehicle will make every effort to move out of the way.

Officers will not discharge their firearm at a moving vehicle unless:

- A person in the vehicle is an imminent deadly threat to officers or others by means other than the vehicle (such as an occupant firing a handgun at an officer)
- The driver is using the vehicle as a weapon to inflict mass casualties (such as a truck driving through a crowd)
- Officers will not discharge a firearm from their moving (Department) vehicle unless a person is an imminent deadly threat to officers or others (such a discharge must be limited to the most extreme circumstances)

Some key points to remember from the policy are:

- You must not place yourself or remain in front of a moving vehicle
- You will make every effort to move out of the way of the moving vehicle
- If the vehicle is fleeing from you, you have other options such as pursuing the vehicle
- Shooting at a moving vehicle presents many risks, including target acquisition, missing the intended target, ricocheting rounds and if the driver becomes incapacitated. The vehicle may be more uncontrolled and cause serious safety risks to others.

As always, if you have any questions or concerns, please feel free to reach out to any of us. Thank you, and be safe. **VB**

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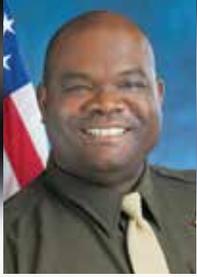
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A Young Man With a Bright Future

CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

I always like to think of May and June as graduation season. This season, unfortunately, has not been as typical as the ones in the past. With the current state of emergency we are facing, everyone has had to alter the way business is conducted. I recently had the opportunity to visit a young man who I admire greatly. Ayzayah Hartfield graduated from Coronado High School and will now further his education by attending the University of Oregon.

The recent and unprecedented shutdown of our city has greatly affected everyone in many different ways. We were all looking forward to attending Ayzayah's graduation ceremony, and I am estimating there would have been about 250 Metro officers in attendance. Nothing, or no one, can replace his father or ease the pain of not having him around for these special occasions. But each time I have the pleasure of speaking to this young man, I walk away more impressed. I am impressed with his maturity and his ability to hold a conversation with adults. Ayzayah has grown into a young man right before our eyes, and we all take pleasure in knowing this young man.

If you meet Ayzayah's mother, Veronica, you would understand why he is such an outstanding person. Through the tragedy of losing her husband, Mrs. Hartfield has kept her family together. She has been gracious and has demonstrated levels of class that demonstrate her strength of character.

Few of us can imagine the life-altering events that have transpired for the Hartfield family, but their ability to rise above any and all obstacles placed in their path is remarkable. To allow us to be a part of their family is truly an honor, and I, for one, have learned a lot just being in their presence. We are all so proud of Ayzayah, and I truly believe this young man is a big part of the future of this country. Ayzayah's sister, Savannah, recently celebrated her 12th birthday, and it was indeed a pleasure to visit and speak with such a young and intellectual person.



Ayzayah Hartfield will be continuing his education at the University of Oregon.

We hear the term heroes come in all shapes and sizes. Even though she would not consider herself a hero, Veronica Hartfield, in my opinion, is as heroic as anyone who I have ever met. A true hero is someone who fights through adversity and remains poised with class and dignity. On a personal note, I would like to say thank you to the entire Hartfield family for allowing us to learn from the example that is being set. A wise American once said, "Pain moves us forward, changing us into something else, something we need to be." **VB**

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LVMPD Growth

DETECTIVE BRIAN GRAMMAS

Treasurer

In my 24 years of service, I have spent a lot of time meeting and getting to know numerous amounts of people within the LVMPD. I've learned a lot having spent time on patrol, as a TAC officer, FTO and as a detective in Narcotics. All those positions have been challenging yet rewarding, and I have truly been honored to serve in these capacities. When the opportunity presented itself for me to serve with the Las Vegas Police Protective Association, I was intrigued to learn a new job and get the opportunity to really meet the officers in this Department.

Most of the time, we spend time in our section of this Department and you never realize just how vast and varying this Department is. With over 3,400 total commissioned officers, it is a daunting task to satisfy the needs and wants of all of our officers. In my career, I spent 16 years in the Narcotics section, where the detectives barely had an opportunity to interact with patrol officers or corrections officers. Upon joining the Executive Board, I have now had the opportunity to meet and learn a whole different aspect of this Department.

When I first came on, we had five area commands and 1,274 police officers. Now, with Summerlin Area Command open, we have doubled that number of area

command to 10 and currently have over 2,600 police officers. We have over 750 officers working at the Clark County Detention Center, and I find myself learning something new and different about our jail every day. I receive numerous calls from Specialized Units regarding their section, and questions about their specific bureau policies. It is incumbent upon myself to get a hold of these bureau manuals and become familiar with the policies in order to represent the officers and give them proper guidance.

With the next generation of officers assuming a larger role in this Department, it's now more imperative for us to all be on the same page. We now have POs who work filling overtime positions at CCDC, and I have seen firsthand how this has given some of our patrol officers a better understanding of the inner workings of CCDC. I also see our officers communicating and working better together. Police work is an ever-changing dynamic, and our officers are tasked now more than ever with more duties than I can imagine. The days of simply putting on the uniform and learning on the fly are long gone. The academics are longer, and the academics are more strenuous, couple that with dealing with a more difficult and judgmental section of society, and this is the makeup of a very difficult career. But the rewards outweigh the negative factors by a mile. No matter what your job is or where you are assigned to work, we should all take pride that we are collectively a strong team. **VB**

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

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Members who find the hidden  in this issue of Vegas Beat and register through www.LVPPA.com will be entered into a drawing for \$250. You must enter by Tuesday, August 11, 2020, 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 the Retirement section of Vegas Beat

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Protecting PERS With Your Vote

OFFICER JOHN ABEL
Secretary

My normal daily duties usually do not have me delving into issues concerning Intergovernmental Affairs, but over the last few months I have, and what I often see and hear leaves me dumbfounded. Cops by and large are Conservative voters, which is completely understandable because of what we deal with on a daily basis. Who your union endorses is always a hot-button issue with our membership because some of the endorsements are not who cops would usually support.

One of the LVPPA's most important missions is to protect the PERS retirement system from politicians who want to change the laws that govern PERS and how benefits are collected and distributed. Many politicians will placate public servants by saying they would not change PERS for current retirees and hope that will be enough to garner your support. What they do not tell you is that changing PERS for future retirees will also affect you in the future.

The Nevada Policy Research Institute (NPRI) has been an enemy of PERS for years, and now, its former president, Andy Matthews, is running for Nevada Assembly District 37. He has garnered support and endorsements from other Las Vegas and Clark County politicians on the City Council, one of which is also running for a county commission seat in a district where many constituents are

law enforcement officers. He is also endorsed by Adam Laxalt, who ran for Nevada governor and made promises to protect PERS during his race.

Make no mistake, if Matthews is elected, he will sponsor bills that will try and change your retirement benefits. NPRI has fought the State of Nevada in court for your private information in an effort to harass current and future retirees. Most of us sign up for this job because we feel the need to serve and help our community. We often see ourselves as the keepers of the community who protect citizens from the evil we have all seen during our time as police officers. Our retirement benefits are a close second in importance due to the mental and physical trauma we endure over a long career. The LVPPA does not take the endorsement process lightly, and one of our main goals is to endorse candidates who have told us in writing that they will protect PERS and your rights as a peace officer. The endorsement process is made up of a coalition of other law enforcement unions who conduct video-recorded interviews of the different candidates who answer difficult questions regarding issues that directly affect law enforcement officers.

As you are being vilified in the media and having bricks and firebombs thrown at your head in an effort to kill or injure you, please keep in mind who the politicians are that protect your rights and PERS benefits, and vote for them. If you have any questions about the information covered in this article, please email me at jabel@lvppa.com or call me at (702) 468-0766. **VB**

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to the contest winners from the last issue!

May/June

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DAVID ROGER
General Counsel

"All the leaves are brown and the sky is grey. I've been for a walk on a winter's day. I'd be safe and warm, if I was in L.A. California dreamin' on such a winter's day." So goes the lyrics of a song written by The Mamas and the Papas. Some at LVMPD think things are better in California, but not Sheriff Joe Lombardo.

Administrators at LVMPD changed the Use of Force Policy, resulting in a significant modification to the *Graham v. Connor* standard, without negotiating with PPA. The major change, which has been codified in California law, required that an officer's use of force must be both objectively reasonable and "necessary." The ill-advised amendment was immediately shot down by Sheriff Lombardo when President Steve Grammas brought it to the Sheriff's attention.

Prior Use of Force Policy: Objectively Reasonable Force

LVMPD policy 6/002.00 relies on the U.S. Supreme Court's decision in *Graham v. Connor* to define "objectively reasonable force." In addition, the policy requires officers to de-escalate violent confrontations when possible. This standard is used by almost every state and federal law enforcement agency in the country. Yet, some Metro policy wonks believed it wise to tinker with the standard, presumably to satisfy the vocal minority.

California Use of Force Legislation

In a hotly contested legislative session, California enacted a new use-of-force law, which defines justifiable deadly force as, "deadly force upon another person only when the officer reasonably believes, based on the totality of the circumstances, that such force is necessary for either of the following reasons." Cop-hating groups applauded the new law.

LVMPD Use of Force Policy 2020: Force Must Be Necessary and Objectively Reasonable

While the new policy includes several changes, which are concerning, the most significant modification was the definition of "appropriate" force as "... a level of force that is both *necessary* and

California Dreamin'



objectively reasonable to bring an incident or persons under control."

The new P# 17220 policy would require officers to justify their shooting as necessary. This departure from the U.S. Supreme Court's decision was alarming. In addition to de-escalating, the officer would naturally wonder whether a Use of Force Board would second guess the reasonableness of the officer's actions by speculating whether the officer could have used other options.

Thankfully, Sheriff Lombardo recognized that the new standard would make an officer's job more dangerous and ordered the immediate reversal of the changes. Today, the U.S. Supreme Court's standard is incorporated in the LVMPD policy. Not everything in California is better. **VB**

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THE KEY TO SUCCESS

GOOD DAYS OR BAD, OFFICERS MUST ALWAYS SHOW COMPASSION



CHAD LYMAN
LVPPA Director

In the late 1990s, I was a rookie cop in Portland, Oregon, working for the Portland Police Bureau (PPB). I had graduated field training, and I was in my first assignment in a precinct, the North East Area Command (NEAC), on MLK Jr. Boulevard and Killingsworth Street. I would serve the rest of my career with PPB working with amazing cops in NEAC until I resigned and took a position in Vegas with the Las Vegas Metropolitan Police Department in 2004. I loved my fellow officers in Portland and learned many foundational lessons that still serve me today, 20 years later.

An experience early in my PPB career was such a lesson. Officers who served on the PPB SWAT team also served part-time in patrol, gangs or other assignments. I was a new officer just out of field training working in NEAC, and my sergeant was Sergeant Wooten (also a SWAT sergeant), and one of our senior officers was SWAT Officer Mike Stradley, who we called Strad. Strad was in shape, he was a family man and he was extremely competent tactically and physically. He was someone we all looked forward to and wanted to emulate. Sergeant Wooten was a great leader and wanted good men to lead us and teach us. He

asked Strad to share with us the single most important piece of advice he could regarding being successful in our policing career. I looked up to Sergeant Wooten, Strad and the other members of the team, so I actually pulled out my notepad to take notes. I expected a “tactical gem.” I expected to hear the key to clearing a room, winning a gunfight or dealing with multiple adversaries. What I discovered is, hopefully, I already possessed the key, and Strad just didn’t want me to lose it.

What does a warrior servant consider the key to being an effective police officer? Stradley warned us never to lose our compassion for others. He told us we would deal with good people doing bad things, and we would deal with bad people doing bad things. No matter what the bad guy did, no matter what we thought of him, it was important to maintain compassion for him. Strad told us to practice kindness — even with suspects — and once the suspect is in custody, it is over. Occasionally, suspects will still fight even after being cuffed, so Strad explained that if you lose your compassion for other people because of the job, you have lost to the job. He explained to us that officers who lose compassion for other people often get burned out; they frequently struggle in personal relationships, make mistakes on the job and may ultimately become suicidal. Strad taught us that losing compassion for others could cost us our basic happiness, career and marriage. All of this was based on how we treated others, even those who are hostile or criminal.

I was surprised I already had the key to being successful, and was ignorant of the fact the job could strip it away.

The world is on fire. The amount of hatred, anger and discord nationwide, all at the same time, is like no other time I have seen. Many say it has been building to this for years, and some of that is true. But the specific catalyst, the jump-off point for this unrest, is approximately eight minutes and 46 seconds of video of a Minneapolis, Minnesota, police officer choosing to kneel on the neck of George Floyd. Floyd was under arrest, handcuffed, prone, complaining that he couldn’t breathe, and was afraid he was dying. The legal fight over the video and events is just beginning. What happened, or what didn’t happen? Was it a trained or untrained technique? Was race a factor? What was the cause and manner of death, and who is responsible for what? As hard as the video is to watch, when we talk about a murder charge, I know some of the legal complexities of proving such a charge. I hope and pray that the prosecutors charge ultimately based upon the evidence (what degree of murder, other applicable charges, etc.) and what they can prove in court, and that the court case will reach the appropriate conclusion. I don’t have enough information to know what that should be, so

I will not speculate. What was apparent to me is that the officer on the screen did not exhibit the key to success that I learned so long ago as a new officer with the PPB. I don’t know Officer Derek Chauvin as a person, but the eight minutes of a lack of compassion for another human being was appalling to all who watched that video. If Officer Chauvin ever had compassion, he has lost it in the last 19 years, and did not exhibit it on this call. Compassion (or a lack thereof) can change the world.

The irony of this situation is that this eight-minute video was immediately condemned by all who saw it. Both police officers

Politicians and chiefs want to save the world? So do I. Let us implement real change, so this horrible event has a positive, long-lasting impact on those who are still here.



and civilians alike were shocked and talked out against the video, almost unanimously calling for a murder charge for all four officers involved. As stated above, I do not have the specific knowledge of the case to speak to an appropriate charge. Many complaints about use of force predate this event, but this event was an opportunity for all to unite and use this as a starting

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THE KEY TO SUCCESS

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point. Just based on the video, officers who watched it called for the officers to be fired and charged. The anger produced over the lack of compassion overcame the opportunity to unite and address this event in a unified manner, as law enforcement and civilians. As a result of the national anger, there have been nationwide protests revolving around police uses of force. Many of the protests have turned into riots, where murders, batteries with vehicles, weapons and hands, looting, setting things on fire, and extensive graffiti have been the result. Although the controversy of police use of force has been going for years, this eight-minute lack of compassion fueled this explosion. Whether I agree with it, whether I am to blame or whether I even had anything to do with it, does not matter. What does matter is what we do next and how we move forward. I will continue to maintain and practice compassion as I always have and will seek out others who exhibit the same.

I have no problem with accountability in our profession. I have taught officers for years our job is where discipline can be about accountability or character. As our profession deals with the current challenges facing us, leadership will be key. During this time, LVMPD officers have worked long hours, been exposed to hostile protesters and been accused of racism and police misconduct P# 15490. Some officers have been battered and injured, we had an officer shot who is struggling for his life and we witnessed another suspect with multiple firearms and body armor who attempted to ambush and murder police officers. Our officers are standing up to threats daily. As they navigate through these uncertain times, they could use solid leadership from those who know the truth about them. The same officers who went code to confront the murderers of Igor Soldo and Alyn Beck work for this agency and went in harm's way to stop the killers. The same officers who went to confront a shooter on October 1. Officers who every day go on "routine" calls or stops that instantly turn into lethal engagements. Officers who embody the spirit of police men and who ran to their deaths in the twin towers. We have walls of our own to memorialize those we have lost. As we navigate the current unrest, we need leadership that is courageous as the troops go in harm's way daily. Some local leaders have done well, and some have struggled.

Recently, Deputy Chief McGrath granted what appears to be an impromptu interview with some protesters. This was a great opportunity to decry the sickening lack of humanity and compassion and care for George Floyd. This was a great



Issues with policing and use of force are multifaceted and challenging. We should always try to improve and grow as an industry.

opportunity to unite the LVMPD in the very cause of the protestors. A unique chance to talk about the reform and level of training we employ here at LVMPD. To explain that he doesn't know a single cop who has defended the actions of the officers in Minneapolis as they used unlawful force on a handcuffed suspect who was begging for relief. The fact that our officers are trained to provide medically for suspects in our care. A chance to possibly de-escalate the danger to our line officers who were under attack daily, to include the shooting of Officer Shay Mikalonis and the attempted ambush of other officers. I don't believe Chief McGrath was purposely slighting our officers who have been injured, but he did choose instead to blame police unions and suggested officers should not receive representation in these cases.

The chief stated that unions got "bad cops" their jobs back through arbitration, and arbitrators should not be involved at all because "they are not cops." He stated if "the police" say you can't be the police, you shouldn't be allowed back. Interesting thoughts with several issues.

First, I haven't seen any evidence that the opinion Chief McGrath laid out even pertains to the eight-plus minutes captured on video. Secondly, "the police" often don't feel the officer needs to

be fired, just command staff. Command staff with lots of influence from labor and legal departments of the LVMPD. Ironically, the staff of those units are civilians, just like the arbitrators that Chief McGrath decries in his interview. Shoot, under Chief McGrath's rationale, the protesters themselves (civilians) shouldn't be able to judge police officers either, good or bad, as they are not cops. If I thought like Chief McGrath, if the police say a civilian committed a crime, that must mean they did it. No need for a defense attorney or representation, or even a group of civilians (lawyers or judges) to get involved and challenge "the police." Obviously, I do not believe that, and I think if he reflected on his comments, Chief McGrath does not believe it either. Do officers have less rights than civilians? Should they not have a right to representation? He knows arbitrators often pick the department's side, and when they don't, it just might mean "the police" were wrong. No matter how he truly feels, I can say without question that the officers who go in harm's way in this city, who are over 90% all members of the PPA, are looking for some validation that they routinely demonstrate compassion and care in their service to this city. LVMPD has implemented police reform consistently through both policy and training. The PPA and its members call on Chief McGrath and Nevada politicians to not throw our members or our association under a bus they are not even on. So, what are the answers to the problems of police use of force?

Issues with policing and use of force are multifaceted and challenging. We should always try to improve and grow as an industry. Ironically, highly trained individuals often retain the very key to success that this article is centered on, which is compassion for others. There are a lot of police reform ideas floating around. I will offer one that allows officers to maintain compassion for others.

Physical hands-on training on a regular basis creates care, concern and compassion for others. I mean consistent, ongoing training every single week. At work and on duty. The events that civilians are angry about all revolve around hands-on custody situations and shootings. I have always encouraged officers to train on their own, and I still believe that they should. However, I am done giving departments a break and saying, "they don't have time to train the officers."

Make the time. Every week, every officer should receive a four-hour block that can consist of DT, de-escalation, use of force, communication, combatives, arrest and control, empty hands and weapons, tactics, sims, and firearms. Individual and team tactics should be trained. Revamp POST requirements and provide comprehensive ongoing training. Officers should be boxing, wrestling and doing Brazilian jiu-jitsu at work as part of their workweek, every week.

Officers who train in a mixed martial arts manner consistently, over time, are in better shape and are more physically capable. If you train combatives together with others on a regular basis, you have to learn how to have control, care and concern for one another, or everyone would be hurt constantly. When you feel what it is like to be hit, taken down, held down, and be subject to control holds, pressure and pain, you rapidly develop compassion for others. You know what it feels like to have force applied to you, and you understand how to do the same to others. As you train with others of various ages, sizes and ability levels, you learn how to apply force over a broad group of other people. If force is applied on calls, consistent training will increase the mathematical probability that lower levels of force will be successful in overcoming a suspect's resistance.

I began training hard and consistently every single week over 20 years ago. My motivation for doing so was a desire to be safer and more professional as a police officer. If you don't want to train on a regular basis and be proficient in DT, arrest and control, use of force, team tactics, firearms, and de-escalation, I do not believe you should be a police officer. These skills are fundamental and necessary for law enforcement and they are perishable. To be a high-level officer, you have to be proficient in the above and maintain your compassion and care for others. You could be the most "tactical" person on the planet, and without compassion and care, you are a complete liability and shouldn't be an officer.

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THE KEY TO SUCCESS

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I watched this video and knew I was not watching a police use of force. I was watching a guy in uniform with no compassion kneel on the neck of a suspect in his custody. I watched that officer not adjust or change his tactics, even after the suspect became unresponsive. I never thought the public would watch that video and think that video represented officers and me nationwide. I didn't believe others would equate that use of force with past uses of force where the suspect was not restrained, and circumstances were tense, uncertain and rapidly evolving. They have lumped it together and are calling for police reform.

As one with 20 years in the game, I think it is a worthy topic. Police reform can begin with the very departments that employ us. Let us end check-the-box training with minimal standards. Let us end training in a large block in the academy, and then only follow it up with quarterly (or less) training. Let us end PowerPoints, or reading a lesson plan and calling it training. Let us end not touching one another for fear of injuries. People train combatively in gyms across our nation daily and manage injury issues as they do so. LVMPD does better than most departments in training our officers,

If you don't want to train, find a new job. This regular training will only reinforce the true key to success that all great officers have; care and compassion for all they come in contact with.

but it is not enough. I believe every P# M1308 officer nationwide should receive a mandatory weekly four-hour block of training at work as part of their duties. If you don't want to train, find a new job. This regular training will only reinforce the true key to success that all great officers have; care and compassion for all they come in contact with. The difference will be that officers will be much more capable to perform all of their duties with compassion. The reform needed more than ever is compassion, mixed with ongoing, consistent on-the-job training. Politicians and chiefs want to save the world? So do I. Let us implement real change, so this horrible event has a positive, long-lasting impact on those who are still here. Go train a little, a lot ... hopefully soon, on the job. **VB**

RETIREMENTS

3/19/20	Gill Wiley	P# 6384	CO II 20 years
3/19/20	Pamelisa Travis	P# 6295	CO II 21 years
4/1/20	Jason Connell	P# 6722	PO II 20 years
4/1/20	Jay James	P# 6715	PO II 20 years
4/9/20	Edward Jones	P# 5099	PO II 24 years
4/21/20	John Lower	P# 6497	PO II 20 years
4/29/20	John Turchetto	P# 5441	PO II 23 years



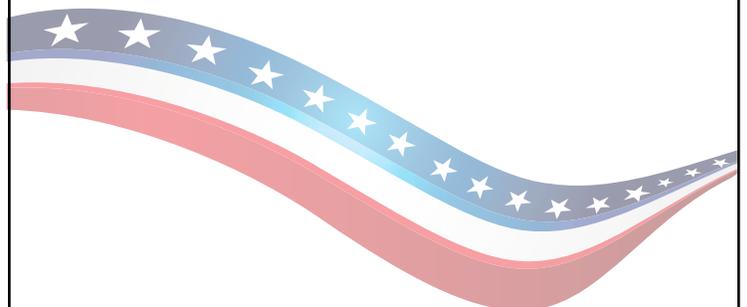
CALENDAR

July 4 Independence Day

September 7 Labor Day

October 30 Nevada Day

October 31 Halloween





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
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Employee Name	P#	Daytime Contact Number

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

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

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

Employee Signature & PN (Sign name as it appears on paycheck)	Date	Representative Signature	Date

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