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

VOLUME 15 | ISSUE 4

November/December 2020

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CONTENTS

EXECUTIVE BOARD

President's Message	4
Our Community Cares	5
Because We Know	6
Where Is the Trust?	8
Standing Between Order and Anarchy	10
Fundamentals of CAT Leave	12
Making a Difference for Our Present and Future	13
Best Intentions Versus Public Perception	14
Politicians Attack Law Enforcement	16

FEATURES

Retirements	17
<i>LVPPA Vegas Beat</i> Contest	18
Calendar	19

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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

2020 in Review

Thank goodness we are almost to the end of 2020. Of course, we should always be thankful for any time we are able to have on the right side of the dirt, but my goodness did this year really drain all of us in law enforcement.

The year started off with a rather uneventful New Year's Eve. The PPA was out again on the Strip and downtown, supporting our officers with food, hot drinks and energy drinks while they stood guard over all the people in town trying to enjoy the end of 2019 and beginning of 2020. As the calendar turned the page, our country, our state and our city were hit with the pandemic. It didn't matter if you believed in COVID-19 or not; the effects on our city and economy could not have been more real. As we saw the casinos and businesses close their doors, our men and women stood guard over what seemed like a ghost town. A drive down Las Vegas Boulevard from Sahara to Russell and took barely five minutes. Our officers would now begin worrying, not only about armed suspects intent on hurting them, but also about an unknown perpetrator in the form of an illness that could hit without them even knowing. Several officers would get ill and be out of work. Several officers would be exposed and quarantined but eventually return to work. And then the all-too-real death of one of our brothers, Lieutenant Eric Lloyd, would hit us all like a freight train and remind us again that this illness should be taken seriously.

Then came the fears of layoffs, loss of pay and a list of issues for all employees at LVMPD. Through many conversations with Sheriff Lombardo, he pledged that not only would no layoffs happen to the commissioned side, but the department would also continue to honor its contractual commitments and still give our officers their pay raises. We were one of the very few groups that still got a raise during this time. Other groups were losing money or at best taking a zero COLA.

When we thought the worst thing we would deal with was a closed economy, the George Floyd case erupted. Protests, violence and attacks on police ensued. Police officers across the country were working with minimal rest during the protests. Many would be hit with bottles, sticks, rocks, bricks and other weapons. And then, our brother Shay was struck by a bullet while he was out doing his job. A no-good, low-life piece of garbage forever changed that young man and his family's lives forever. That event also had a deep impact on our agency and agencies across the country.

It was at this point that our own local politicians started looking at law enforcement. But not in a way to help us. Not in a way to hold people more accountable for attacks on police. Rather, a large majority of our politicians were looking at ways to reform police and strip us of our rights that we worked so hard for during the 2019 legislative session. One person in particular, Senate Majority Leader Nicole Cannizzaro, who championed our added protections in 2019, turned out to be the bill sponsor to strip away almost every protection she helped us get in 2019. I had many members reach and to me and say, "Steve, but you supported these very people who are attacking us now!" I have to acknowledge that we in fact did support a lot of the people who were hell-bent on coming after cops during the special sessions. During both sessions, the PPA and members of our Public Safety Alliance were in Carson City, trying to do everything we could to stop some of the attacks. In the end, we were able to make it not as bad as it could have been, but far from what we wanted or deserved. After the session, the PPA was committed to holding those very people we supported accountable. We created a political action campaign to target those who turned their backs on us. Our national group, NAPO, our Public Safety Alliance and the PPA

put our support behind candidates who would support officers. We endorsed Donald Trump for president, not because he is a Republican, but because he showed tireless support for the men and women who wear the badge. We had long talks with members of the Republican Party about why we hadn't supported many in the past and how they could get our support by helping us protect the rights and benefits that we have. We believe that the candidates we have endorsed will uphold the values that we in law enforcement hold dear. There were other law enforcement groups that still supported candidates because they were friendly in the past. Even national candidates who signed on to support bills that diminish police officers' ability to do their jobs were supported by other groups. But PPA and PSAN, I feel, got behind the candidates that we feel best represent our members.

The last four years were an honor that I can never fully express, and to have another four years, with the support I have received, lets me know I am doing something right.

We purchased a bigger, more state-of-the-art, higher-occupancy callout vehicle. This vehicle will be used by the PPA for many, many years to come to keep our officers comfortable and relaxed during a time they need it most. I thank our Board of Directors for supporting you all by making these decisions. I am also pleased to say that, with the full support of the Executive Board and Board of Directors, I will be serving another four-year term as your president. The last four years were an honor that I can never fully express, and to have another four years, with the support I have received, lets me know I am doing something right. Thank you all for believing in my vision for the PPA.

Your Executive Board are the hardest-working people I have ever had the pleasure to work with. The PPA is where it is today because of the hard work and tireless dedication of Scott, Yant, Chad, BG, Hamm, John and Dan. Thank you guys for doing everything you do for our members. I also want to recognize David, Kelly, Laura, Roy, Adella and Kayleen. Without the amazing team we have assembled at the PPA, we wouldn't be able to do half of what we do now. Thank you all as well.

To all our members, I know this was a crazy year and I know there are so many more things that I could have mentioned in this article, but with the holidays P# 15092 approaching, remember to take care of yourselves and your families. Your stress because of the job is shared at home by your loved ones. Remember to spend time with them, and hug and kiss your children. Take your spouse or significant other out for a nice evening. This job will always be here. Crime isn't going away. But the days you are able to spend with your family will fly by. Take a family vacation and make memories with the ones you love. To my girls, Madison, Annabelle, Sophia and Olivia, I love you more than you will ever know. To my wonderful wife, Tiffany, who puts up with every callout, phone call and political event, as well as the times when I am away from the family for several days, I love you. Also, to all the patrol officers, when a dispatcher sends a message to you that says, "Good morning, have a safe shift," it is my wife. She is an amazing dispatcher, a great wife and an amazing mom.

Merry Christmas to everyone and have a wonderful new year. Stay safe. **VB**



Our Community Cares

CORRECTIONS OFFICER SCOTT NICHOLAS
Vice President

A special thanks to Findlay RV for their generous donation to the LVPPA in setting up this beautiful motor home for the officers posted at UMC while Shay was fighting for his life. I hope this is a small reminder that our community overwhelmingly supports all of you in uniform who are protecting all of them.

As protests continue across the country and politicians embrace horrible ideas on police reform, Las Vegas citizens truly care about you. Reuben Figueroa, general manager at Findlay, went to extreme lengths to make sure our officers had a comfortable place to cool off, get a cold drink or a snack or use the bathroom, so they didn't have to enter UMC due to COVID-19 restrictions. The motor home also provided a safe place to meet with Shay's family.

If you are ever in the area, please stop in and give the Findlay staff a big thank-you.

Please be safe, and thank you for your membership. **VB**



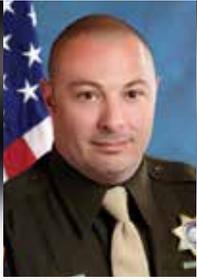
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Because We Know

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

The clench of fear in your belly that pushes you forward.
 The anxiety of the unknown in the darkness.
 The taste of chlorine while performing CPR on a child who you have saved from drowning in a pool.
 The sound of bullets flying past you.
 The smell of an accident scene with charred remains from a drunk driver.
 The scent of a decomposing body.
 The smell of gunfire in a fight for your life.
 The satisfaction of helping a stranger in their darkest times.
 The hurt in failing to arrive quickly enough to help.
 The pain in comforting a scared and neglected child.
 The taste of a strong drink after a long week.
 The love of a child.
 The reward and honor in giving 100% doing a job you love.
 Graduating the academy and field training.
 Teamwork and training pay off.

Treating others with respect and courtesy.
 Making it home after every shift.
 To answer the call of service to something greater than oneself.
 Murphy's Law.
 Smiling to conceal the pain, and fighting inner battles no one knows.

Police officers know these truths and so many more, and live with them daily. This is what makes our profession so strong and resilient. Even with the current climate and trends of today, always remember why you volunteered for this noble and honorable profession. Many people choose not to take the path you have taken. You are brave and stronger than most. Stand proud with your brothers and sisters. There are so many out there who support and need you. Don't let them down, and know they appreciate you. Stay strong, stay safe, go home after every shift and give 100%. You are the protectors of Las Vegas and law and order. Hold that line! **VB**



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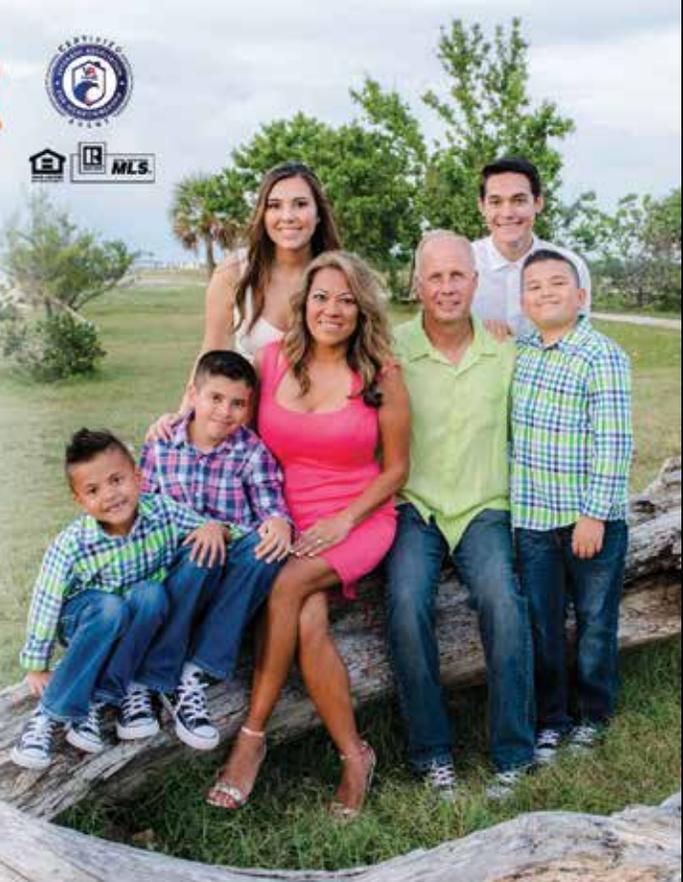
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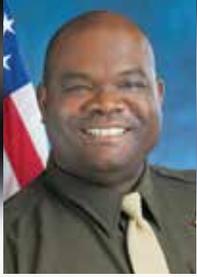
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Where Is the Trust?

CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

Trust! What an interesting word. The concept of trust has been around since the beginning of time. You hear it in all walks of life. If you are the quarterback, you have to trust your offensive line to protect you or you have to trust your wide receivers to make you look good, but if your defense does not stop the other team, you don't stand a chance to win. We in law enforcement put our trust in each other to ensure that we can protect our communities and the good people who reside in them. In order for the working troops to accomplish their mission, we need our leaders to have our backs and ensure that we have the tools to effectively accomplish our goals.

I have learned a lot about trust in these past few months. A couple of years ago, I watched all the candidates who were vying for public office make phone calls and promises and come to the door of the LVPPA, asking for our support. I watched in awe as some of these candidates appeared at our special events, and we even answered requests to appear in commercials. I heard the heartfelt speeches about their support for law enforcement and how they all wanted to be tough on crime. The LVMPD went through a massive reform during the Obama administration, and we worked tirelessly

with the federal government to ensure that we were transparent and doing things the right way. Things like de-escalation and recognizing when not to use deadly force were and are being taught on a regular basis. We placed our trust in a guy running for governor who said he would work with the men and women in law enforcement, and we placed our trust in many officials who came to us with their hats in their hands, asking for our support.

When the events unfolded in Minneapolis, we were outraged just like everyone else seemed to be. But for all the hard P# 7119 work performed by the men and women of the LVMPD, we had no support shown to us by our esteemed elected officials, no words of encouragement, no praise for our hard work and dedication. But what we did have was people turning their backs and spitting on law enforcement. We had people with political agendas who were trying to appear to be tough on law enforcement but not on crime. So I ask you today, where is the leadership? And, more importantly, where is the trust? None of our so-called elected leaders have come forward and shown any support for the men and women who work tirelessly in our career field to make this community safe.

I have to be fair and admit that some of this noise comes from within our own ranks. When you have a chief and a captain on this Department who will publicly and openly criticize the LVPPA and hurl accusations that we force the Department to keep bad cops hired, that is typical of someone who is not a leader but is saying what they think people want to hear. It is disheartening for our members to think that there are certain people in command do not have their backs or who simply have their own agenda. When someone makes the statement that we should be able to fire someone and not have a third party give them their job back, they are showing that due process and an employee's rights mean nothing unless it benefits them.

So where do we go from here? The LVMPD is not perfect and we are not without flaws. We make mistakes, and sometimes we get it wrong. But instead of working with us and trying to reasonably effect some positive change, we are faced with people who are not willing to stand up for the rank and file. We have heard the term "reform" used a lot lately. Unfortunately, no one can tell me what type of reform is needed. I chose this career field because I truly believe we make a difference. I think of all the people we have helped over the years, and to us it does not matter about race or political stance. We will push forward and continue to support and represent our members. We will not allow the cowardice of a few politicians to derail us from our goal. **VB**



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Standing Between Order and Anarchy

DETECTIVE BRIAN GRAMMAS

Treasurer

Imagine a system where you don't have the opportunity to defend yourself. Imagine you are accused of an infraction or a crime, and without a hearing, trial or any type of due process, those in charge can determine that you are guilty and should be punished to their liking. Lately we have heard that our system of justice is not fair to everyone, but that the same rights that people demand to be afforded to someone who has allegedly committed a crime should not be afforded to those of us in law enforcement. The rhetoric now has changed, and we are guilty until proven innocent. The numbers of complaints have risen to an unbelievable level, and even the complaints to the citizen review board have increased. What has changed is the brazen lack of respect and the total disdain for anyone wearing a uniform.

So, the complaint comes, and it generally comes from someone who is in trouble or facing trouble. Now every time someone is pulled over, it is considered to be a racial issue. Actually, this is what people want you to believe; the real truth is that people use the excuse of race to make an officer uncomfortable in the hopes of getting out of an infraction. These days, during a simple traffic stop, you are now likely to have someone's camera in your face while they ask why is this necessary.

This seems to be the new norm, and in my opinion it makes something as simple as a traffic stop very dangerous. Couple that with the fact that your administration may not have your back, and if it comes down to your word against the word of an ex-felon or an angry parent, you may not get the benefit of the doubt.

I recently watched a so-called peaceful protest where a group of people decided to block an entrance to a gas station, the owner asked them to politely refrain from blocking his customers, and he was met with threats and rocks and bottles being thrown at his establishment. But when groups made their way to the home of the mayor of Chicago or a city councilmember in Los Angeles, they called for the police to protect their families and property. If it's a peaceful protest, why call on the police? I have seen mayors, councilmembers and other elected officials jump on the bandwagon and turn their backs on law enforcement. The negative rhetoric could have been avoided with conversation and support, but here in Nevada, our governor, certain state senators and even certain congresspersons have shown us that they do not support law enforcement and are merely trying to further their own personal agendas.

All we ask is that our officers be given the same rights as everyone else and that our word continues to mean something. Because at the end of the day, the only thing standing between law and order and anarchy are the brave men and women who stand for what is right. **VB**

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Fundamentals of CAT Leave

CHAD LYMAN

Director

Working as a police officer can be very challenging in these times. The job offers physical, emotional and professional challenges that can be hard to overcome. At times, though, the hardest challenges come from long-term chronic illness in our personal life. Whether they beset a PPA member or an immediate family member, when these catastrophic events strike, they can rapidly drain the member's leave balance, leaving them potentially having to take leave without pay while dealing with a personal crisis. That's where catastrophic (CAT) leave comes in. In this article, I will share what CAT leave is for, how it works and some common misconceptions about it.

Let's get a common misconception out of the way. CAT leave is in our collective bargaining agreement (contract) as a benefit for members who qualify for its use. CAT leave is not a "free" 160 hours of leave that members are entitled to. CAT leave is not a "benefit" members can use near the end of their career to get 160 hours off and then ride off into the sunset. In fact, if you are leaving, CAT leave is not for you at all. CAT leave cannot be used for an injury or illness that is a work-related workers' compensation claim. CAT leave claims must be P# 15212 submitted and approved, and requests are not "rubber-stamped" for approval. The LVPPA Executive Board of Directors reviews and approves requests for CAT leave. We are grateful that such a program exists for our members, but we are also mindful of the requirements to access hours for this program. CAT leave is not rubber-stamped just because an employee has used all of their time consistently throughout their career and now they have an illness. Most of us will never need the program, and we can thank God for that.

A catastrophic illness is a severe illness requiring prolonged hospitalization or recovery. Examples include cancer, leukemia, heart attack or stroke. These illnesses usually involve high costs for hospitals, doctors and medicines. The illness may incapacitate a person and keep them from working, which creates a financial hardship. The list of illnesses here is not comprehensive, but CAT leave is not something you use because you can't get along with your sergeant and are transferring in a couple weeks so you want time off, or some other temporary issue. Officers who wonder if their situation fits CAT leave requirements can call the PPA and request to speak with me, or contact me directly on my PPA phone at (702) 701-6889 or via email at clyman@lvppa.com. Please use my PPA contact information for CAT leave or PPA issues, as that email goes to my phone.

To officially apply for CAT leave, members must provide two things before the request can be processed and submitted. The request must be accompanied by:

1. **A medical statement from the attending physician, briefly explaining the nature of the illness/injury and a start and end time the employee is estimated to be off work.** The dates are *vital* and one of the things most commonly left off of doctors' notes. The dates can be backdated for the start date if needed, and the end date is simply an estimation of the time the officer will need. (An example would be 07-02-20 to 12-18-20.) If the officer gets well prior to the end date, they can simply come to work. If the end date is approaching and the officer is not better yet, they can get another notice from the doctor with new dates and extend their leave status. If you turn in a doctor's note without a start date and an end date, that notice will be rejected and you will have to secure another one. The doctor's notice should be forwarded to my LVPPA email.

2. **Evidence of the bureau commander's approval.** This can be accomplished through a simple email from the captain that says the officer has permission to utilize the CAT leave program. This can literally be as simple as an officer emailing the captain to state they need to utilize CAT leave, and the captain responding, "Approved." That email can then be forwarded to me at my LVPPA address.

The above two steps *must* be submitted before the CAT leave process can be completed. Once the PPA receives those two items, the CAT leave packet will be considered for approval. If it is approved as a legitimate CAT leave claim, the PPA will complete the CAT leave packet and submit the CAT leave for activation to the PIO and Payroll on behalf of the employee. The PIO will post the CAT leave request to everyone at LVMPD so other employees can donate time to the employee who is in need. Payroll will manage hours throughout the employee's time on CAT leave. Employees are not eligible to utilize CAT leave until they have drained all of their personal time.

Donations can be made from the donor's bonus hours, vacation leave and/or professional leave per contract. Sick leave cannot be donated. The minimum donation is four hours, and employees must have a vacation leave balance of at least 40 hours after the donation. Once again, if approved, employees can use up to 160 hours of CAT leave from the bank. This balance is the total the employee can use throughout their career. It cannot be reset, even after the member repays the hours they use, which is a requirement.

Per the contract:

- CAT leave is available to all collective bargaining unit employees who require a minimum of 80 hours of leave after all accrued leaves have been exhausted. CAT leave can be used in block or intermittent status.
- Employees who have graduated the Academy and are covered by the CBA are eligible for CAT leave.
- The contract requires that employees meet the following definition of catastrophic illness/injury: "Catastrophic illness/injury is an illness or injury that keeps an employee from performing the duties of their job (i.e., the employee is hospitalized, homebound, or is the primary care giver to a member of their immediate family)." The illness or injury cannot be a result of an illegal act, nor can it be intentionally self-inflicted.
- Employees with work-related workers' compensation claims are not eligible for the CAT leave program.

When an employee utilizes hours from the CAT leave general bank, the employee is required to reimburse the bank with accrued vacation at a rate of two hours per pay period. This reimbursement is only for hours from the CAT leave bank. Hours that are donated to the employee do not have to be paid back.

When you accept CAT leave, you commit to reimbursing all hours that you accept from the bank. If you separate from LVMPD prior to repaying borrowed hours, per the contract, the balance of the money owed to the CAT leave bank will be deducted from the employee's final check, cash out or both.

I hope this helps you understand the CAT leave program better, and I hope you never have to utilize it. If you have any other issues or problems related to CAT leave, please let me know. Thanks and be safe. **VB**



Making a Difference for Our Present and Future

CORRECTIONS OFFICER DANIEL COYNE

Director

I have recently been appointed to the Executive Board, and as the new guy, I'd like to introduce myself. I was born and raised in the rural suburb of Valley City, outside of Cleveland, Ohio. I come from a law enforcement family with deep roots in the Cleveland Police Department. My father, Timothy Coyne, paternal grandfather, Thomas Coyne, and maternal great-grandfather, John Shoemaker, were all Cleveland police officers.

Naturally, my brother and I followed in the family footsteps and took the oath ourselves. At 21 years old, I decided to leave the harsh winters and all-around gloominess of the Midwest and moved to Las Vegas in January 2008 for the Police Academy.

I spent eight years in patrol, working at EAC, NEAC and CCAC. I left patrol for the Corrections Academy in February 2016 in pursuit of the unlimited overtime at the jail. In my time working at the jail, I've been assigned to the North Tower Bureau and house arrest.

Coming from a multigenerational law enforcement family, preserving "what we have" for the future generations of law enforcement is extremely important to me. We are our children's heroes and, for the most part, they want to be just like us when they grow up, just as I did when I saw my father come home in uniform and dreamed of the day when I could put on a badge and uniform and "catch bad guys."

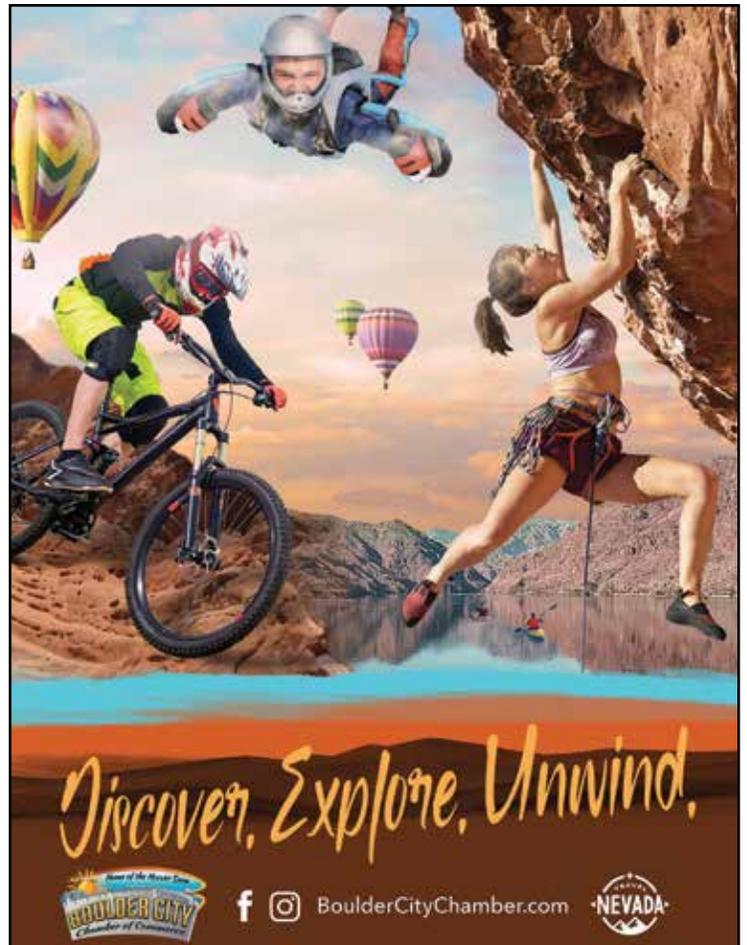
If our kids decide to follow in our footsteps, we want them to enjoy the same traditions, camaraderie, and pay and benefits that we have worked so hard to attain. We all know that we can't rely on the Department to look out for our best interests or those of the future generations of this Department. We must do that ourselves, and the best P# 5441 way to do that is to stay active and vocal in our union.

Sometimes it takes standing up to the Department to preserve those benefits when you see it doing something wrong. In a recent arbitration, an arbitrator decided for the Department over an issue with resident officers not receiving shift differential pay. Our contract clearly states that all officers who work swings or graveyard shifts will receive shift differential, but the Department has not been paying the resident officers their shift differential pay. This issue has been going on for decades. No officers have challenged this by filing a grievance until now. Why, you ask? Well, most of them,

if not all, will tell you that they were scared that the Department would retaliate against them or transfer them out of the unit that they worked so hard to get to.

In the end, the arbitrator sided with the Department, citing "past practices," even though the contract clearly states that they are entitled to shift differential pay just like everyone else. Past practices, in this case, means that since the Department has withheld resident officers' shift differential pay for years, and no one has challenged it, essentially it can get away with not paying and does not have to pay in the future. I believe that if an officer had stood up to the Department and filed a grievance right away when this issue started, we would have won that arbitration and preserved that benefit for past, current and future generations.

All it takes is to stand up for what is right to make a difference for the future of this Department. **VB**



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Best Intentions Versus Public Perception

OFFICER JOHN ABEL
Secretary

As 2020 winds down, we have seen the law enforcement profession attacked and accused of being racist. Anyone who puts on a uniform knows that most of our brothers and sisters in blue go out every day and protect our cities with professionalism and honor. If you are like me, you probably go out of your way to show citizens that we are not the racist, trigger-happy officers that the media portrays us to be. The purpose of this article is to remind you that even your best intentions, with no malice attached to them, can be viewed by the public as negative, which can put your employment as a police officer in jeopardy.

There is no doubt that public perception is one of the key points that LVMPD will consider if you are ever subject to an internal affairs investigation. I am asking you to consider how the public will perceive your actions before you post on social media platforms where the public knows you are a police officer. Your best intentions and goodwill toward citizens in our community can and probably will be viewed negatively by citizens who are not fans of police, no matter what good intentions you have. It's this vocal group that will scream the loudest and post negative comments on social media that will get reviewed by internal affairs detectives investigating your actions. The positive comments posted about your

actions will be ignored. I highly dissuade any officer who is on duty in uniform from making social media posts or videos with citizens, whether you are on calls for service with them or not, no matter how good your intentions may be.

I know many of you are desperate to change the narrative about our profession, to show the public that we are fun-loving people who only want to help, protect and support our community, but there are members of the public who do not care and only want to see you fired, abolished or defunded, no matter your actions or intentions. It is these people that we need to consider before we post to social media, because they know that if they raise a big enough issue, LVMPD may fire you. Even worse is that it could cause you to be doxed, and people could show up at your house and threaten your family. These are the times we are living in.

Citizens may try to pressure you to make social media videos with them, and I need you to use your verbal judo skills to explain to them why, no matter how funny or great it may seem, it can still get you into trouble and you respectfully decline. This decision could make the difference in preventing your being terminated and having your union fight for you to keep your job, which we have successfully done, but I would rather you not be in that position at all. Please heed these words, because your best intentions with this issue are not worth your career. **VB**

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*to the contest winners
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September/October

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Blane Vadasy, P# 15030

P# Contest (\$50)

Ciejay Pelayo, P# 17075



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DAVID ROGER
General Counsel

Politicians Attack Law Enforcement

In the aftermath of the George Floyd case, lawmakers scurried to pander to the vocal minority who complained that law enforcement should be defunded. What the politicians did not consider is that voters, both Republicans and Democrats, still support police. Yet Nevada legislators were no different when they held a special session to slice and dice the Peace Officers Bill of Rights.

Law-Abiding Citizens (the Silent Majority) Support Law Enforcement

While many Nevadans agree that we must work on social justice issues, citizens are united in believing that a civilized society depends on law enforcement for protection. This is true for the majority of states in our country. It has always been this way, and it always will be.

Recently, *The New York Times*, which is hardly a member of the right-wing media, commissioned a poll in four of the potential battleground states in the 2020 presidential election. Between September 8 and September 11, 2020, likely voters in Minnesota, New Hampshire, Nevada and Wisconsin were asked about their views on law enforcement.

Regarding police funding, 61% of Black voters, 65% of Hispanic voters and 80% of white voters said that police funding should either be increased or remain the same.

The newspaper explained, “It is a reminder that well-educated progressive activists and writers — of all races — are well to the left of most Black, Hispanic and Asian voters on major issues. These groups, in fact, are among the more moderate parts of the Democratic coalition in important respects. If Democrats don’t grapple with this reality, they risk losing some of those voters.”

Not surprisingly, in a poll commissioned by the PPA of likely voters in Senator Nicole Cannizzaro’s district, 85% of the anticipated voters said that they support LVMPD.

Lawmakers Gutted the Police Officers Bill of Rights in the Special Session

In 2019, the Legislature passed a law that made substantial improvements to NRS 289, the Police Officers Bill of Rights. The bill, which was carried by Majority Leader Cannizzaro, was passed on a bipartisan vote in both houses. In fact, there were only three legislators who voted against the bill.

About 365 days later, the same politicians who voted for the law flip-flopped and repealed many of the significant changes enacted in 2019. Despite the fact that a regular session of the Legislature is scheduled to convene in February

2021, the lawmakers rushed to take away your rights, behind closed doors, in a matter of two days.

Presented with a proposed resolution agreed to by Sheriff Joe Lombardo and LVPPA President Steve Grammas — the leaders of the largest police department and the largest law enforcement association in Nevada, respectively — Speaker Jason Frierson stiff-armed law enforcement and asked, “Is that all?” The mantra heard in Carson City was “Our citizens are hurting and we have to make changes.”

The spineless legislators also said that cops shouldn’t be given procedural rights that other workers are not afforded. What they fail to understand is that no other group of public employees is scrutinized as closely as law enforcement. Neither P# 17007 firefighters nor teachers are investigated for misconduct as often as police. Fire department administrators do not employ teams of IAB detectives to investigate their employees, day in and day out. LVMPD IAB detectives receive stacks of complaints against cops every day. Police officers are entitled to procedural rights to make sure that they are treated fairly.

Changes to NRS 289

Some of the significant changes:

- The statute of limitations for investigating complaints was changed from one year to five years.
- Protection of *Garrity*-protected statements by officers was eliminated in civil cases.
- Employers may reopen investigations at any time.
- The department may reassign officers during administrative investigations.
- Officers are no longer allowed to review evidence prior to being interrogated by IAB.
- The punishment for violating officers’ rights was significantly watered down.

While these changes are devastating, lawmakers have signaled that we can expect even more bloodletting during the next session.

Moving Forward, Law Enforcement Associations Must Fight Back

Regrettably, some police unions have decided to cower in the corner and hope that lawmakers will have mercy on them in 2021. Their belief that the legislators are finished beating up on cops is flawed. Many of us learned growing up that you have to stand up to bullies. Only the strongest survive in society.

That is why the Board of Directors committed to spending hundreds of thousands of dollars to fight back. Majority Leader Cannizzaro is the PPA’s first target, and there will be more to come. The Legislature poked the wrong bear. **VB**

RETIREMENTS

8/1/20	Jimmy T. Ruiz	P# 6070	PO II	20 years
8/3/20	Hugh Hardy Jr.	P# 6000	CO II	21 years
8/3/20	Bradly J. Burns	P# 9348	PO II	14 years
8/4/20	David A. Garris	P# 5985	PO II	22 years
8/4/20	Alexander Gonzalez	P# 6188	CO II	21 years
8/4/20	Ernest H. Spear	P# 10124	CO II	13 years
8/14/20	David I. Gonzalez	P# 7401	CO II	18 years
8/20/20	Todd C. Phillips	P# 6711	PO II	20 years
8/23/20	Cara Elaine Long	P# 6902	PO II	20 years
9/1/20	Timothy W. Schoening	P# 4498	PO II	27 years
9/5/20	Derrick K. Saxon	P# 8874	PO II	15 years
9/18/20	N. Paul Bruning	P# 8540	PO II	15 years



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Under the Members tab, find info about current and past contracts, online issues of *Vegas Beat* magazine, a downloadable Calendar & Benefits Guide, and much more.

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

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

Members who find the hidden  in this issue of *Vegas Beat* and register through www.LVPPA.com will be entered into a drawing for \$250. You must enter by Monday, December 7, 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*

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

Each issue gives you the latest information on

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

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



CALENDAR

- November 11 Veterans Day
- November 26 Thanksgiving Day
- December 3 General Membership Meeting*
- December 5 LVPPA Santa Day
- December 24 Christmas Eve
- December 25 Christmas Day
- December 31 New Year's Eve
- January 1 New Year's Day



**General Membership Meetings are quarterly rather than monthly. If you need to present something before the Board prior to a regularly scheduled General Membership Meeting, please contact the PPA office so you can be accommodated.*



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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 submissions and/or include Editor's Notes to any submitted material.
6. The deadline for submissions to *LVPPA Vegas Beat* is approximately 30 days prior to the issue date.



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The LVPPA invites all members to help take care of our own. The LVPPA has a 501(c)(3) charity organization now called the Law Enforcement Assistance Fund (LEAF). The goal of this organization is to help the survivors of fallen officers and ensure that survivors have the opportunity to go to college. As such, the charity will donate the cost of Nevada state tuition rates to the survivors of fallen Metro officers, to include children and spouses. The charity got off to a strong start, but we need your help and ask all officers to donate. Please look into your hearts and determine if you can give. A payroll deduction form is available online at www.lvppa.com/leaf-charities. Just print out the form, fill it out with your deduction amount in block 5200 under LVPPA Metro Charities, and then send it to the LVPPA for processing. LEAF hopes that you will never need this, but will be here when you do. **VB**



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

Employee Name	P#	Daytime Contact Number
---------------	----	------------------------

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

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

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

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

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