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VOLUME 15 | ISSUE 6

March/April 2021



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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



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President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

If the President Fails, the Country Fails

In 2015, I, along with other Executive Board members, was in Washington, D.C., for the Top Cops award ceremony. It was the first time I had ever attended the ceremony, and did not know what to expect. The ceremony was really interesting. Several stories of heroic officers across the country doing what heroes do every day. The ceremony included a guest speaker, who I really did not know. The man, an older guy in a nice suit, was speaking the praises of law enforcement and his unwavering support for the police. This man was a really good speaker and showed passion and enthusiasm for police. I learned later that the man was actually part of the Obama administration. It was rather shocking to hear someone speaking so highly of police when the administration back then didn't appear to be pro-law-enforcement due to all the consent decrees across the country, as well as the taking of equipment from police. But this man gave some hope about someone in the administration who was pro-police. When he was done speaking, the entire room stood and applauded, and I said to Bryan Yant, "I could see that guy being president one day."

It turned out this man was the newly elected president, Joe Biden.

I look back on the speech that Joe Biden gave then, and I hope that somewhere deep down inside of him, that man is still in there. From a lot of the

things we have heard, it doesn't sound like supporting and assisting law enforcement is at the forefront of the new administration, but only time will tell.

Why do I bring up a positive speech about law enforcement from the winning candidate who we did not support? Simple, because we need to continue to move on and move forward. The president of the United States will change party to party many times over the life of the office. Sometimes, it will be a Democrat, and sometimes it will be a Republican. Heck, the smaller parties at some point could gain steam and put a candidate in the Oval Office. No matter who sits at the Resolute Desk, police work will continue and will always be a constant. No one in law enforcement can lose sight of what we are doing and why we are doing it. No one became a police officer because of who sits in the White House.

Did I want Donald Trump to win? Yes. Why? Because he showed unwavering support for law enforcement. In a time when people across the country were calling to "defund the police" and "strip away officers' rights," President Trump stood by us and said, "No, we need our police. Don't be caught up in the rhetoric that all cops are bad." But the support I gave to President Trump is support I could give to President Biden. All he needs to do is stand by our profession, outwardly and vocally. If he was the same man who gave that amazing speech, we would stand with him.



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Regardless of who is our president, all of our officers need to just continue forward. Being a police officer is a non-partisan position. When we arrive on calls, our first questions aren't "Are you hurt? Where is the bad guy? Are you Republican or Democrat?" Party lines are not a police officer's concern. We concern ourselves with serving others and helping those who are not able to help themselves. The badge doesn't have a donkey or an elephant engraved on it. Even our Sheriff runs on a non-partisan platform. And it needs to be that way. As I do not believe police officers have racism in their hearts and do not police communities or people based on racism, I also do not believe a police officer would or would not serve a citizen based on their political affiliation.

Party lines are not a police officer's concern. We concern ourselves with serving others and helping those who are not able to help themselves.

By the time this magazine releases, the Nevada Legislature session will be in full swing, and we will be potentially dealing with different levels of police reforms. We will see that legislation is often not about what is best for the state, rather what is best for the party. The LVPPA will be up at the P# 17024 session fighting any attacks on our profession and attempting to pass a few small, but important additions to your heart and lung and PTSD cases. Some of the legislators, making decisions on how police work should be done, will be passing laws without input from real police officers and listening to their own parties or caucuses about what changes need to happen. And almost every single person making these decisions will have never in their life put on a uniform and gone out and done the job of a police officer. But this is the system we have to deal with, and we know the game we have to play.

But as I said above, do not let the "why" you became a police officer change because rules to the job may change. Even at the level of the president of the United States, do not let that person change your "why." Stay constant in the need to help the citizens of the state and the joy you feel when you are able to help a victim.

This story opened with the topic of the president speaking at a Top Cops award ceremony back in 2015 and how the PPA supported President Trump. President Trump lost. We need to accept it and work to move in a positive direction for our country, our state and our city. There is something I will continue to live by, and it is more important now than ever:

"I am not supporting the person sitting in the president's chair at the White House. I am supporting the position of the president because if that position fails, we all fail. We must hope for the success of our president, no matter their party affiliation. This can only be done through fair legislation and bipartisan cooperation. Through this, our country will continue to be great."

I would like to thank President Trump for his four years as president. That is not an easy job, and anyone assuming that position should be thanked. Thank you, also, for your continued support of law enforcement.

I would like to wish President Biden good luck in undertaking the office of the president. Because, as I said, if he fails, the country fails. Have a safe and healthy 2021 to all of the members of the LVPPA, as well as everyone in the law enforcement community across the country. **VB**

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Pure Ignorance on Full Display

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

I feel like it's my duty to inform the membership that my position as vice president of the Las Vegas Police Protective Association was threatened by an uninformed Captain Teel from CCDC. Apparently, the same person who was too busy critiquing my job performance for my members forgot to educate himself on labor laws (interfering with union business) and didn't even bother to take the time to read the negotiated collective bargaining agreement. It's hard to imagine that someone who threatened another person's career and wants to remove me from all the years of hard work I've put into protecting the officers at LVMPD didn't take five minutes to read the CBA. Let me give you all a little backstory.

A few months back, I represented an officer who was facing discipline for failing to find a knife that the suspect had hidden in his crotch under his testicles. The officer who was working inside the booking area, and the fifth officer to have contact with the suspect, noticed a drawstring on the pants worn by the suspect. Because of his alertness, the officer immediately escorted the suspect behind the temporary curtain and had the man change into jail clothing. The suspect was very compliant and acted very natural during the clothing exchange.

Once this now visual search was completed and the suspect was placed into waist restraints (belly chains), the suspect was taken to the very last line of defense. *Pay attention* — I said the very last line of defense, which for some odd and negligent reason is located *inside* of the secured facility of CCDC. That defense is the body scanning system that basically X-rays the suspects for weapons, drugs and other contraband that is typically missed during normal pat-searching procedures. Now, ask yourself, *why* would the most effective and efficient tool be on the inside of the building where we are trying to protect the safety of staff?

To this day, no one has answered this question, but I can reassure you all that I asked that very question and challenged the internal affairs team investigating the five officers to ask that same question to the chain of command at CCDC.

Think about this, does TSA wait until P#18441 you get on the plane to have you go through a body scanner or metal detector? Of course not! So why does Captain Teel criticize my comments to internal affairs that the machine should be placed outside of the secured area of CCDC? Maybe Teel

just doesn't like to be challenged by common sense questions, and maybe he was too busy to figure out for himself. Or, maybe, he feels good about five officers receiving discipline for missing the knife instead of helping them succeed at their jobs. (Monday morning quarterbacks are the best at what they do.) It is truly disgusting that nothing has been done about the obvious solutions to aid all of our officers and keep our officers, staff and even the inmates safe inside of the secured area of CCDC.

Maybe Captain Teel was only concerned that the Captain's Discipline Review board lowered the discipline from an eight-hour suspension to a written reprimand because they agreed with me and not him? We may never know, but Teel's comments to our office employee that "Scott has lost touch" and that "Scott is causing a safety issue for the staff at CCDC" because of how I represented my officer at internal affairs shows his unwillingness to do anything that takes an open mind, no matter what the circumstances are, just as long as he gets his own way, even when he is proven he was wrong from the start.

One last thing I want to leave you all with is that during Captain Teel's rant, he also threatened Officer Hamm's position at the PPA by stating that he was going to have the chief remove Officer Hamm, simply because Hamm was my partner, and in Teel's words, "he has been gone too long too." Wow! That's exactly why we have unions and conduct union business. We make sure that ignorance doesn't get in the way of common sense, and you need to have the ability to keep an open mind while conducting business with the other side.

Great job, sir! Maybe you should listen to the people who actually do the job instead of relying on your memory from 20 years ago when you first promoted away from the decks and booking. You are too far removed, in my opinion.

If you are planning on becoming a captain (or you already are one), take some time to read all three CBAs. It might keep you from being sued in the future. **VB**

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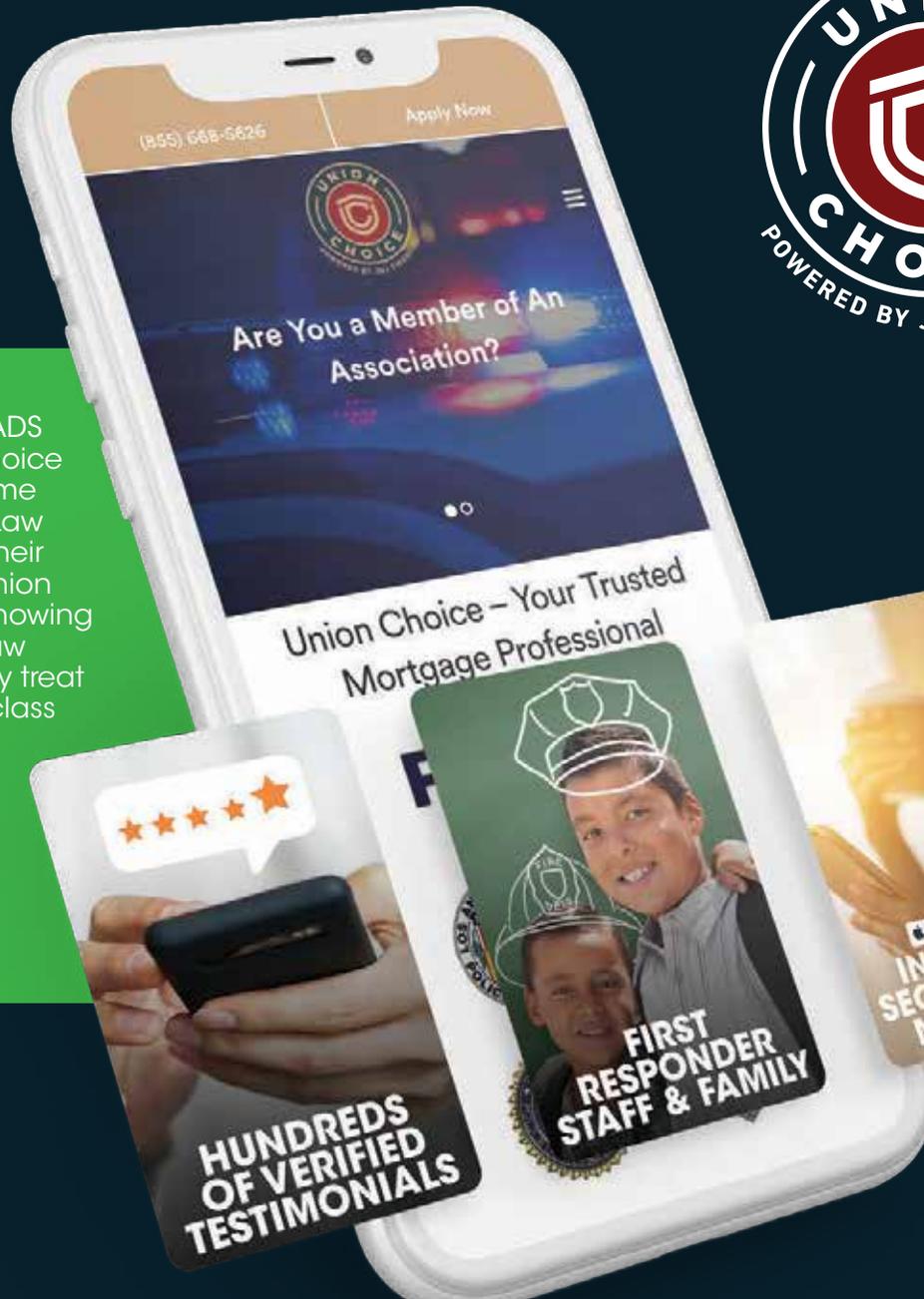
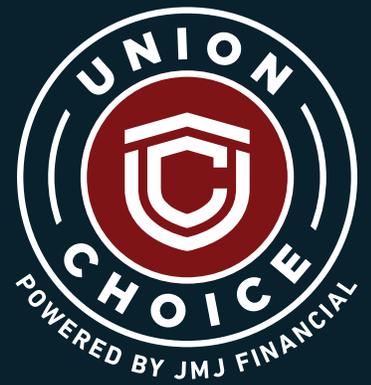
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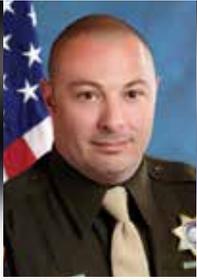
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Pre-Planning Leads to Success

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

Thomas Edison once said, "Genius is 1% inspiration and 99% perspiration." You must put in the sweat equity no matter what it is that you do to achieve success. How does this quote apply to police work and pre-planning, you may ask? Pre-planning is the 99% in the genius of a successful call and positive outcome. The days of just winging it and taking it as things come are going. Critical thinking, preparation and execution will slow the momentum and provide for positive outcomes.

LVMPD policy describes de-escalation as "an officer's actions to slow down, stabilize and resolve an incident as safely as possible by reducing danger through the use of verbal persuasion, tactics, resources and transitioning through force options." Policing requires that, at times, an officer must exercise control of a violent or resisting subject to make an arrest or to protect the officer, other officers or members of the community from risk of harm.

Clearly, not every potential violent confrontation can be de-escalated, but officers do have the ability to impact the direction and the outcome of many situations based on their decision-making and the tactics they choose to employ. As a strategy to diminish the likelihood and the severity of force, officers will attempt to de-escalate confrontations. When reasonable, officers should gather information

about the incident, assess the risks, assemble resources and equipment, attempt to slow momentum, and communicate and coordinate a response. Officers should start to develop a tactical plan prior to arriving at the scene and, when applicable, utilize intervention techniques by coordinating approaches to people who are in crisis, are believed to be mentally ill or have developmental disabilities. Where potential confrontations are anticipated, the deployment and use of low-lethality options should be evaluated.

In responding as a team, officers should manage the containment or isolation of the subject. In their interaction with a subject, officers will, when feasible, use advisements, warnings, verbal persuasion and other tactics as alternatives to higher levels of force. The use of cover, building more distance or withdrawal to a more tactically secure position should be considered as options to help create time to diffuse a situation. Officers will perform their work in a manner that avoids unduly jeopardizing their safety or the safety of others through poor tactical decisions. Supervisors will possess a thorough knowledge of tactics and ensure that officers under their supervision perform to a standard (in accordance with LVMPD policy and training).

The prospect of a favorable outcome is often enhanced when supervisors become involved in the management of the overall response to a potentially violent encounter by coordinating officers' tactical actions. Supervisors will acknowledge



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January/February

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Hussain Moghadam, P# 16149

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and respond to incidents in a timely manner when officer use of reportable force is probable. Supervisors will also manage the deployment of resources and equipment. In dynamic and highly-charged incidents, supervisors will provide clear direction and communication to officers regarding their positioning and roles. Upon observing substandard officer approaches or flaws in tactical decisions, the supervisor will promptly act to correct any deficiencies. At times, de-escalation may mean the timely and appropriate use of a lower force option to mitigate a later need to use greater force. Officers will make efforts to control a confrontation and not allow it to escalate.

The way we accomplish de-escalation is through sweat equity in training, mental rehearsal and pre-planning. The blueprints for success are outlined in the training and instruction given in the Academy. This sharpens the mind and lays the foundation for success. LVMPD carefully lays out the framework of knowledge-based and scenario-based training to provide officers with blueprints for success. As the old saying goes, "Under stress, you will rely on your training and perform to the level that you trained." The blueprints that have been laid out through training and experience are stored in our brains and shape our decision-making process. Clearly, the more experience and training you have, the more options or scenarios that are stored in your brain, and they act as resources and examples to rely upon and implement with the situation faced. This is why pre-planning and mental rehearsal are paramount. One of the biggest hurdles we face as officers is complacency. Focusing our brain and priming it with mental rehearsal prior to calls will refresh and recall the blueprints for success from training and experience. The mental priming will provide you under stress options to add to your decision-making process much more rapidly based on your training and experience. The pre-planning and mental priming will often provide the prospect for a much favorable outcome.

As a way to pre-plan, think about these questions that you will be asked after a critical event when you will be interviewed by CIRT. In this interview, you will be asked about information sharing. What information did you learn from dispatch, CAD and other officers? You will be asked about the tactical assessments that you made en route to the call. You will be asked about your pre-planning

and de-escalation plans made by yourself or with your P# 348 partner(s). Utilize your body-worn camera to document your pre-planning. You will be asked about your approach to the call and potential use of cover and concealment. You will be asked about the principles of contact and cover you and your partner(s) utilized. You will be asked about your use of deadly force to include the elements of deadly force: ability, opportunity, imminent jeopardy and preclusion. You will be asked about your threat assessment, which includes the factors for determining objectively reasonable force. You will be asked about your decision to use deadly force. You will be asked about the medical response and intervention after your use of force. You will be asked about your equipment, firearms, ammunition and training.

A critical event will be the most stressful times in your career. As always, we will be there to assist you through the process. Be safe and healthy, go home at the end of your shift and please call any of us 24/7 if you have questions or concerns. **VB**

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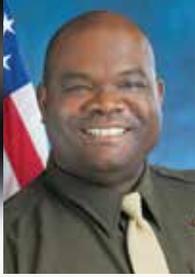


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Onward and Upward

CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

The consensus from everyone is that we are all happy to see 2021. 2020 was a challenging year, and to be quite frank, the past three years have been challenging. When I came to the LVPPA, I really wanted to make a difference for our officers. I can honestly say that the good that I have done far outweighs any negative connotation someone may have about the work that we do. Our battle began with the previous contract negotiation. We were aggressive in negotiating a suitable deal for our officers, as the consensus from our members was to be aggressive.

I watched as our team worked countless hours, and we had a great team set up to oversee the process. The Department refused our request, and we went to arbitration. We were asking for 3.75%, and the Department offered 2.25%. Unfortunately, the arbitrator sided with the Department. My thought process was, "Well, at least we are still getting a raise, so it was not a loss."

I was shocked at the people who were angry and making accusations that the LVPPA did not fight hard enough. Unfortunately, we had a few people spearheading an effort to convince our members to leave the LVPPA. I was contacted by a member of the Board of Directors, and he informed me that he was contacted and told to spread the word to the patrol side that everyone was leaving the

PPA and joining another organization. Unfortunately, a few people listened to those people and left their collective bargaining unit. Now, over two years later, we are beginning to see the fallout from this action. We are beginning to see non-members get into critical incidents and have no representation.

It is so easy for someone to leave the PPA when they are not making arrests or are at risk of having suspect contact. We receive numerous phone calls from non-members who are facing discipline or trying to get their time back due to being quarantined. Unfortunately, we cannot help non-members. I had a guy tell me that he was a member for six years and never used the PPA. I reminded him that while he never utilized the PPA in an internal investigation, he has received the benefit of the LVPPA negotiating his contract. In other words, how do you think you received a \$1,750 clothing allowance? This is a benefit we negotiated.

I was recently contacted by a non-member. I have known this guy for about four years. He is facing an SOC, and I asked him why he had decided to quit the PPA. He stated that he listened to some disgruntled officers and basically followed the crowd. In this day and age, we really need to stick together. There are too many opportunities for trouble to land at your feet. I put my trust when I began this job some 21 years ago in the representation of the LVPPA. I have had my share of scrapes and dings along the way, but I have always had my collective bargaining unit on my side.

Our system is unique — we are allowed to negotiate, discuss and even argue discipline. I was recently made aware that a captain on this Department was not happy with the way our jobs are being conducted and that maybe my partner and myself needed to return to CCDC for a refresher. So, I guess the captain feels that he should make the decision as to who should represent our members. I have always been interested in helping our members, and it is a good thing I can do this without the threat of someone who is not a member just not liking the fact that we cannot be controlled by them. My point is that this is your career, so ensure that you protect it and the rights you are afforded. Do not allow some big mouth or know-it-all person to dictate how you choose to protect yourself. I recently spoke to a good friend of mine who was promoted. I have no doubt that he will make a great leader and will be fair and honest with his people. Unfortunately, there are some people who achieve rank and are ill-equipped to use it. To quote one of my favorite authors, "The world is not fair, and often fools, cowards, liars and the selfish hide in high places." VB



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Are You Ready?

DETECTIVE BRIAN GRAMMAS

Treasurer

How many times in your career have you been asked if you were ready for something? Whether it was having all your equipment, being caught up in your yearly training or being prepared in case you are injured or the inevitable happens. No one likes to think about no longer being here, but it is a sad reality that we all must face.

As I enter my final year with Metro, I look back at some of the choices I made when I was younger to get myself to this point. I was always concerned with the well-being of my family in case something happened to me. My question to all our officers is, are you ready? Have you taken the steps necessary to ensure the financial stability of your family if you are hurt or worse? Being here with the PPA and getting to meet new officers in the Academy, we see people at the beginning of their careers. My brother, Steve, always asks the new hires if they've purchased a new truck. Think back to your Academy days, I am willing to bet that someone bought themselves a new truck. Without fail, someone raises their hand and almost always, this person is living at home with mom and dad or in an apartment with his or her roommates. I am not telling anyone how to spend their newfound

riches, but that truck is now worth less than half of what you paid for it.

Don't put yourself in a position where you must stick around to pay your bills off. Have a plan, and be ready to execute that plan. If we are fortunate enough to reach that magical 20-year point, we should realize that at this point, it is time to ensure that you have begun your preparation for life after Metro. The things that should be important to you are your family, your health and your financial stability.

Another area of concern is our members' use of leave. I have known countless people who have retired without a single hour to sell back. If you have to use that leave for family reasons or medical reasons, then that is what it is for. But there are people who believe that calling in sick just because you have a few hours saved is OK. Personally, I have always maintained my leave balance because I have a family, and you never know when you will need it. I had a friend who had about 22 years on when his kid became ill. He had no time to take off, and unfortunately, no one was willing to donate to him because everyone knew this guy abused his leave. He ended up going LWOP, and it put a strain on his family. I implore you all to be smart with your time and your money. Be prepared for tomorrow because if you blink, tomorrow is already here. **VB**

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Free College Benefit and Washington National

CORRECTIONS OFFICER DANIEL COYNE
Director

The PPA is proud to announce its partnership with Washington National. Washington National is an insurance company that offers life and supplemental insurance products to include cancer, stroke, accident and critical illness that has a unique return-of-premium feature.

Last month, I met with Alex Hunt and Chelsea Austin from Washington National. Alex and Chelsea both expressed to me that they were very pro-police and would love to do more than just sell our members' insurance. They came to me with a folder of benefits and contacts that they would like to share with the members of the Las Vegas Police Protective Association as a benefit of their proposed partnership. One of the benefits they had was a "free college" benefit. This benefit got my attention right away as I know how valuable it would be to our members. Alex and Chelsea then informed me that this was not actually free, but was part of a more expensive benefits package that was quite frankly out of our price range. Seeing how disappointed I was, Alex and Chelsea got creative and went directly to the two accredited colleges and arranged for the cost to be covered completely for our membership. I was beyond happy with this offer from them and

brought the proposal to the rest of the Executive Board, who quickly approved the partnership.

Alex and Chelsea will be here at the PPA office on March 24 to meet with our membership to discuss their great products and to further explain the free college program. I want to clarify that this college benefit will be available for all PPA members, active and retired. The program will be available at no cost to our members and their families, which include spouses, children, financial dependents and grandchildren. These programs are all online, and you will have many associate degrees and several bachelor's degree options to choose from. If you choose to get a degree in criminal justice, Eastern Gateway Community College will give you up to 33 credits for your police academy and up to 18 credits for your corrections academy after you send them your training records. Our goal is to launch this program in March, and we are on schedule for this timeline. If you have any questions about this program or Washington National's products, please come up to the office on March 24 to meet Alex and Chelsea in person.

MAKE SURE TO CHECK OUT LVPPA.COM



All the information you need,
in one convenient place.

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.

GET CONNECTED TODAY!



CHELSEA AUSTIN
PMA USA Nevada State Manager
Washington National
chelsea.austin@pmagent.net
mobile: 917.202.9406



"Hi! I'm Chelsea Austin, a Las Vegas local and the Nevada state manager for PMA USA, representing Washington National. I'm looking forward to helping all LVPPA members get educated on their new benefit option and learn about how our partnership allows your whole family to get a free college degree."



ALEX HUNT
PMA USA Union Case Manager
Washington National
alexander.hunt@pmagent.net
mobile: 417.830.1588



"Hello! I'm Alex Hunt, and I am a union case manager for PMA USA, representing Washington National. I help our vice president of union services, Julie Craig, provide valuable education, benefits and tech platforms to unions looking to partner with us across the nation." VB

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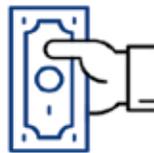
Learn about the benefits of being part of the Association, including:

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The return of premium (ROP) or cash value (CV) (in MO, "cash return") benefit is subject to state and product availability. The benefit has an additional charge and may pay minus claims or regardless of claims based on the policy selected. The policy must remain in force until the end of the ROP/CV period for the benefit to be paid. Products are issued by Washington National Insurance Company (Home Office: Carmel, IN). LIMITED-BENEFIT POLICIES. These products have limitations and exclusions. For costs and complete details of coverage, contact your agent.



We Need Your Help

OFFICER JOHN ABEL
Secretary

Every two years, Nevada legislators make their way to Carson City to pass and amend laws of the state of Nevada. As I am sure you are all aware, this year's session could have a big impact on law enforcement. The LVPPA will do all in our power to help make sure that your rights and pensions are safe, but we will also need your help. Very few Nevada lawmakers have any clue of what you go through daily during your shift. They will hear from your representatives, but they really need to hear from the front-line cops and corrections officers to put our profession into the proper perspective. They are being told that the community is "hurting" and that police officers are the ones doing the "hurting." We know this is not true and that we do far more good than bad.

We will need you to stand and testify about your personal stories where you helped members of the community. The days of apathy from cops must come to an end if we want to continue to combat violence the way it must be combatted. We all need to take our rights and laws that govern our profession more seriously than we ever have. There are some Nevada legislators who are coming for your rights because they believe you do not deserve any. The same people also want to fundamentally change our profession and will make it very difficult, if not impossible, to do this job

safely while keeping citizens safe. You all did a phenomenal job emailing legislators last year during the special session, and we will need you to continue to do that and more. Let's make our voices so loud that they can't help but pay attention to our message that policing in Nevada is not broken. Policing in Nevada is a model for the rest of the country. Polls conducted show time and time again that Southern Nevada overwhelmingly supports police officers.

Let's not let a few voices cause a few P# 16213 legislators to make us a criminal-friendly state. If they are able to succeed in passing these anti-law-enforcement laws, our community will be less safe, our schools will be less safe and the Strip will be less safe. These bills could change our way of life as we know it. Cops who police the streets know that violence will only rise because criminals will not be held accountable. In many ways, this is already happening because the number of violent suspects being given ankle monitors and put on house arrest has more than doubled. The system is being taken advantage of by people who wake up and commit crime the same way you and I go to work every day. There is already a sense of lawlessness that we've seen spread all over the country. We need you to help us spread this message to legislators that enough is enough. When you see the LVPPA send out an email asking for your help, please do not delete it. Come join us and help save Nevada. As always, I can be reached at jabel@lvppa.com or (702) 468-0766. **VB**

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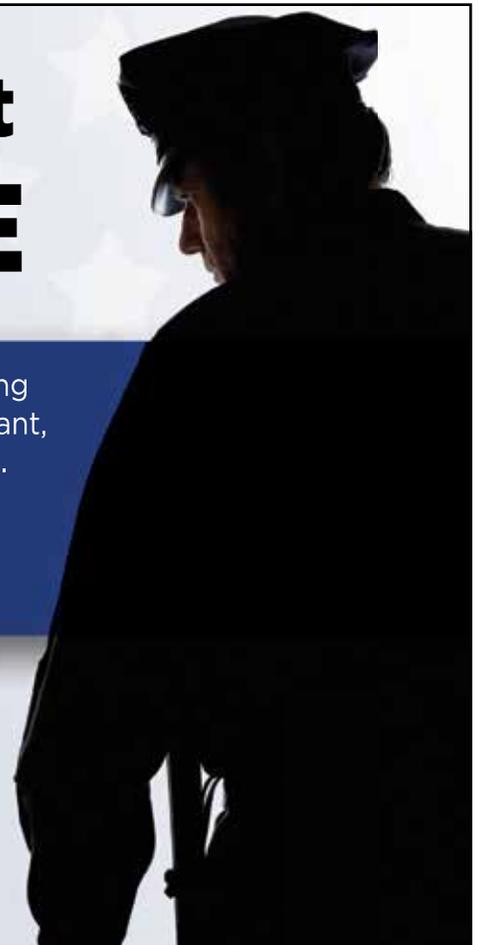
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TWO WORKMAN'S COMP POWERHOUSES

have joined forces to protect the rights of Nevada's first responders.

Greenman, Goldberg, Raby and Martinez (GGRM) recently merged with Jason Mills and Associates, a premier worker's compensation firm since 2001.

"The name Jason Mills comes up pretty quickly when you mention first responders," said Toby Yurek, a former Henderson police officer and managing partner with GGRM. "The man has definitely set himself above the pack as an accomplished, very competent, well regarded and highly respected worker's compensation attorney."

It's a bit like coming home for Mills. The acclaimed local lawyer landed his first job in the legal field as a runner for the original partners of GGRM in the 1980s.

"Their mission was to work hard and serve people," said Gabe Martinez, partner at GGRM for more than three decades. "When you serve another person and do it well, you're putting their interests ahead of your own interests. I think GGRM has lasted for 50 years because of that work ethic and because we don't put ourselves first. We put our clients first. We care about our clients; we serve them."

Officers face many difficult situations that can be devastating.

"It's not a perfect world, and cops get hurt all the time," said William Huddler, a lieutenant with the Las Vegas Metropolitan Police Department and Chairman of the Las Vegas Police Managers and Supervisors Association. "When that happens, and it's an injury that could be significant, the first thing I do is I recommend them to call GGRM, to call Gabe or Toby."

It's that personal touch that inspired Mills to begin his law career and to make this significant merger. GGRM, one of the oldest law firms practicing in Las Vegas, has earned a reputation as a caring and competent law firm fighting for locals' rights for more than 50 years. LVMPD employees receive a reduced contingency fee of 25%.

"I completely credit how I ended up becoming a lawyer to working for the founding partners when I was a teenager," said Mills, who is very active in the Nevada Justice Association's political organization. "When I saw how hard those guys worked, how diligent they were, how respected they were in the community, and how their clients felt good about what they did for them, I knew that these guys had some magic about them, and it just made me want to be a lawyer."



YOUR RIGHTS. YOUR RECOVERY.

Mills had a bit of magic in his efforts, turning his small firm into one of the best worker's compensation firms in the valley. The two highly regarded firms joining has created a buzz in the community as word spreads. More than 90 percent of GGRM's worker's compensation clientele has come from former clients rather than blaring TV and radio ads or billboards.

"That is pretty unique, especially in the personal injury and worker's compensation world," Martinez said. "I think we're pretty incomparable because of the time and attention that our attorneys give to the cases with litigation."

The merger has strengthened the longtime local firm and set a foundation for further growth.

"Our future looks bright because we're just continuing to innovate," Martinez said. "We're continuing to get better. Better doesn't always mean bigger, but as we continue to grow, we continue to improve."

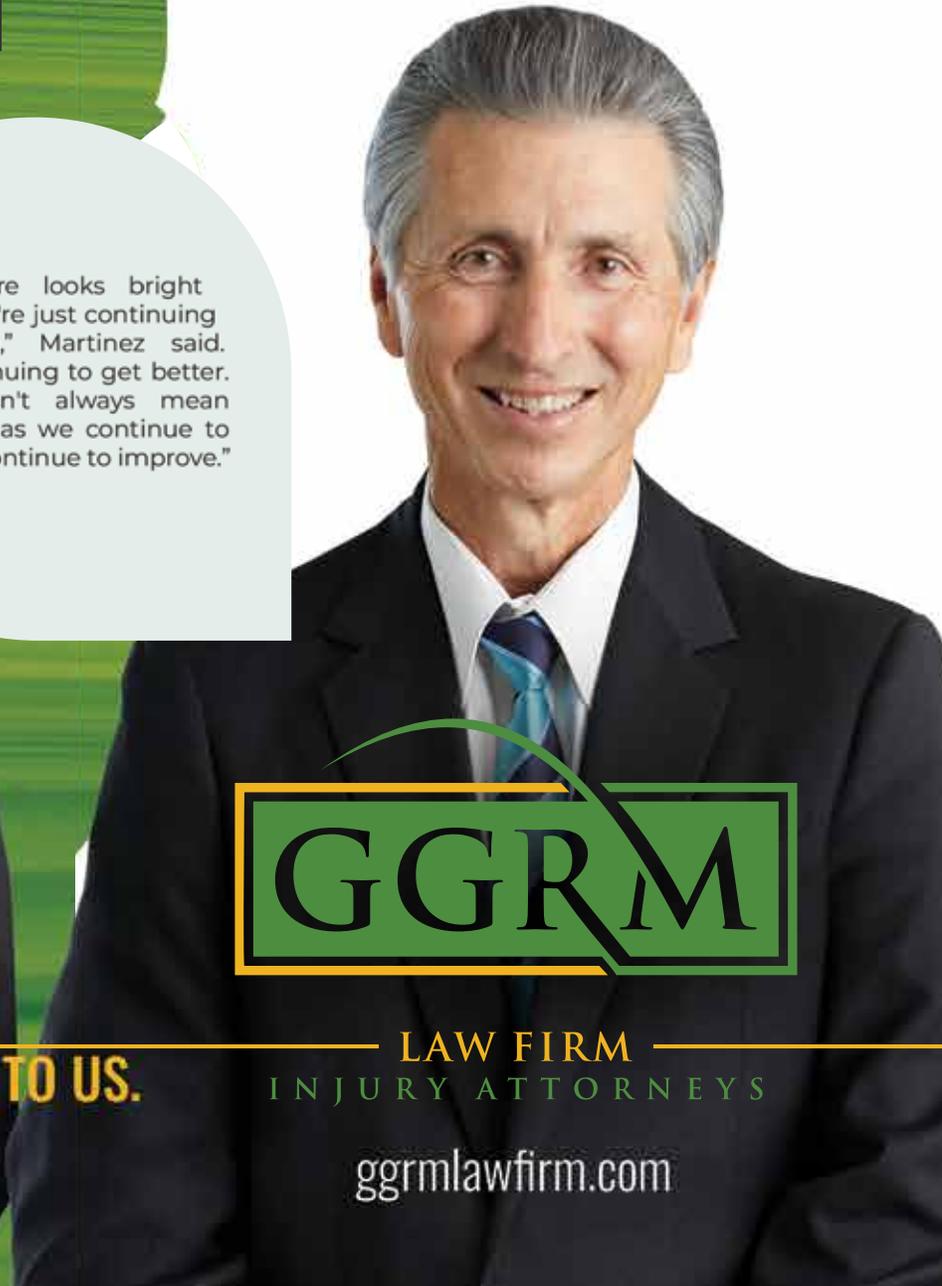
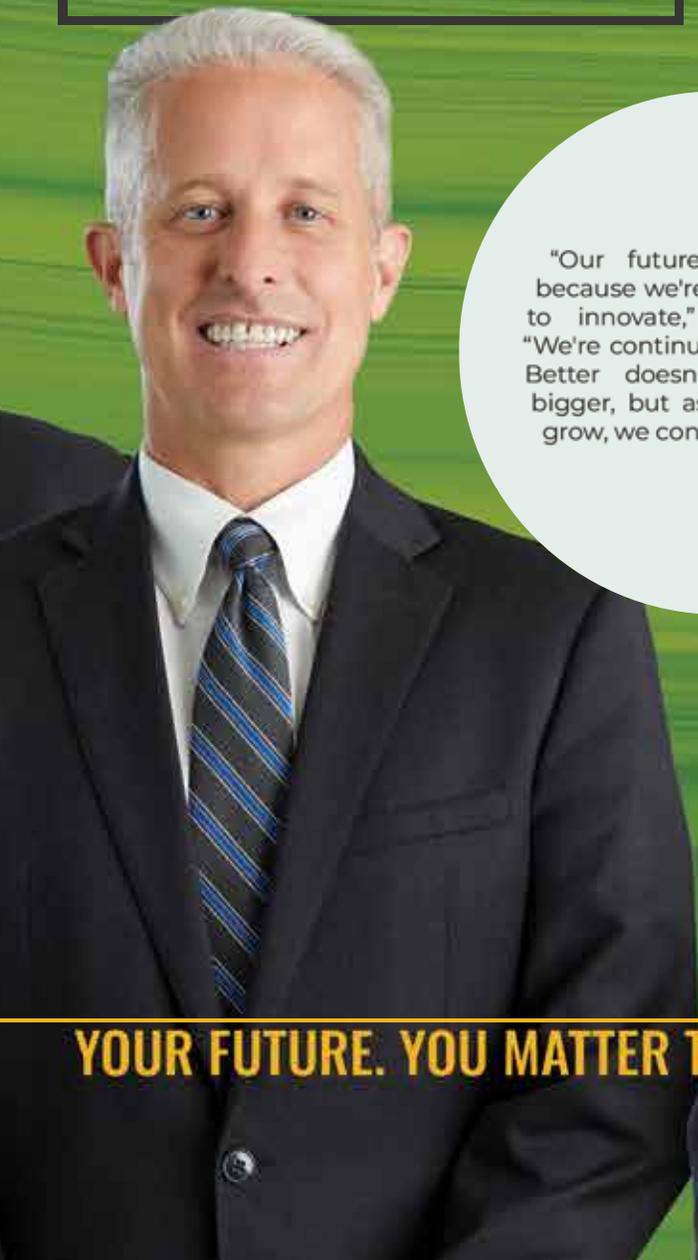


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DAVID ROGER
General Counsel

Help Us Protect You

Like it or not, police reform is inevitable. Nevada legislators are chomping at the bit to comfort the vocal minority who are believed to be “hurting.” Consequently, now more than ever, we have to work together to protect your rights.

Representation in the Workplace

The most fundamental right you have is the right to have a representative present when you believe you may receive discipline from answering your supervisor’s questions. These are personal rights guaranteed to officers pursuant to the *Weingarten* decision.

If you believe you are going to get in trouble by speaking to your sergeant, stop and call your PPA representative. Your supervisor is required to give you time to speak to your PPA representative and have that person present before answering any questions.

Right to Remain Silent

Every day, police officers read *Miranda* rights to suspects. Every officer knows that a criminal suspect may refuse to answer an officer’s questions, which is the suspect’s constitutional right. LVMPD 6/003.03 gives officers the same protections when the officer is a subject or suspect in a use-of-force investigation.

You have the right to remain silent after a critical incident, so take advantage of it. You pay your PPA dues so that you can be represented by an attorney. Stop talking and wait for your attorney to respond to your location.

While you may believe that your sergeant has your back, understand that your sergeant’s obligation, first and foremost, is to represent the Department. Your sergeant does not have the ability to have a private and confidential conversation with you. Your sergeant must disclose anything you tell them when questioned by FIT and other Department members.

On the other hand, your PPA lawyer has an ethical obligation to “zealously” represent you. No matter what you tell your lawyer, your legal counsel must take it to their grave. Neither the Department nor a court may force your attorney to violate your trust and disclose your confidential communications.

Once you have answered the limited number of questions required by the Department’s public safety inquiry, don’t talk to anybody until you speak to your attorney.

Squad Training

As an officer, you train for every scenario you might encounter in your job. You spend hours at the range shooting your firearms. You practice defensive tactics and participate in AOST

and RBT training sessions. Likewise, you train with your P# 15210 squad to respond to situations as a cohesive team.

I implore you to spend time training with your squad on how to protect yourself legally after a critical incident. Your squad should regularly talk about how to take care of each other after a critical incident.

After making sure that everybody is safe, remember to call PPA so we can deploy our representatives and your attorney to respond to your location. Then, call your loved ones to let them know that you are OK.

When your supervisor responds to take your public safety statement, listen to the questions and answer them without elaborating. Your supervisor will not ask you how it happened or why you used deadly force — and you should not volunteer the information.

At that point, take a breath and stop talking. If you are not the subject officer, make sure that you remind your partner to stop talking and wait for the PPA attorney to respond. Don’t forget to turn off your body-worn cameras.

It wasn’t that long ago when an LVMPD officer was arrested on criminal charges after a critical incident because the officer was caught on camera saying that he “choked” the suspect. While we were able to convince a grand jury that the officer’s actions were not criminal, the officer will tell you that going through the process was extremely stressful and that the criminal case cost him his law enforcement career.

Recently, an officer struggled with a suspect who tried to take the officer’s gun. When his supervisor asked what happened, the officer said that he thought he used an LVNR hold (which is illegal) to subdue the suspect. In fact, body-worn camera video showed that the officer never used a restraint hold. Nevertheless, the officer was required to explain why he thought he used an illegal LVNR hold. Had the officer and his squad trained how to respond after use-of-force incidents, the officer would have stopped talking and may have avoided the unwarranted scrutiny.

Conclusion

As a Department employee, you are guaranteed valuable rights intended to protect you. Know your rights, practice invoking your rights and use your rights when you need them. You pay your dues to make sure that PPA protects you, but we need your help. Please call me anytime you have questions, and know that we are here to watch out for you. **VB**



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RETIREMENTS

7/11/20	Ken Lochner	P# 6244	CO II	19 years	12/29/20	Thomas R. Maddox Jr.	P# 6871	PO II	20 years
12/1/20	Jane E. Pinto	P# 13729	PO II	12 years	12/30/20	Rodney E. Mitchell	P# 6533	PO II	21 years
12/2/20	David L. Williams	P# 8098	PO II	17 years	12/30/20	Kevin M. Stephens	P# 3922	PO II	30 years
12/23/20	Kenneth Askins	P# 5036	CO II	25 years	12/30/20	Tracy A. Smith	P# 5267	PO II	24 years
12/24/20	Kevin J. Morgenstern	P# 4665	PO II	26 years	12/30/20	Christopher Crawford	P# 6369	PO II	21 years
12/25/20	Carl A. Boehmer	P# 6617	PO II	20 years	12/30/20	Sandy K. Raschke	P# 4899	PO II	25 years
12/27/20	Willis J. Sylva	P# 4080	PO II	29 years	12/30/20	Kyle M. Toomer Sr.	P# 5780	PO II	22 years
12/27/20	Richard Hall	P# 6756	PO II	20 years	12/31/20	Aaron L. Mosley	P# 6887	CO II	20 years
12/27/20	Kirk W. Jordan	P# 3715	PO II	31 years	12/31/20	Bruce J. Choueiri	P# 5098	PO II	24 years
12/28/20	Steve B. Gordon	P# 8242	PO II	16 years	12/31/20	Richard Sibelrud	P# 6217	PO II	21 years
12/28/20	Anthony "Andy" J. Williams	P# 4832	PO II	25 years	1/2/21	Darren A. McCray	P# 8126	CO II	17 years
12/28/20	Kevin M. Faris	P# 8846	CO II	15 years	1/2/21	Darren M. Hardin	P# 6387	CO II	21 years
12/28/20	John R. Jenkins	P# 5276	PO II	24 years	1/2/21	Napoleon Williams	P# 5029	CO II	25 years
12/28/20	Jack R. Owen Jr.	P# 4409	PO Capt.	28 years	1/3/21	Kevin L. Adair	P# 6872	CO II	20 years
12/28/20	Ethan E. Grimes	P# 6729	PO II	20 years	1/4/21	Dale A. Repp	P# 5205	CO II	24 years
12/28/20	Geary L. Madison	P# 4770	PO II	26 years	1/4/21	Darrell R. Eddings	P# 8122	CO II	17 years
12/29/20	Jeffery J. Martin	P# 6596	PO II	20 years	1/5/21	Salvatore Parascando Jr.	P# 6876	CO II	20 years
12/29/20	Brian S. Smith	P# 9673	PO II	14 years	1/8/21	David S. Gardonio	P# 5735	CO II	23 years
12/29/20	Richard J. Depaulis	P# 4784	PO II	26 years	1/25/21	Jason R. Dukes	P# 5656	PO II	23 years
12/29/20	Michael D. Januskevicius	P# 6937	PO II	20 years	1/27/21	Shannon L. Tooley	P# 6224	PO II	22 years
12/29/20	Orlando Villanueva	P# 5107	PO II	21 years	1/28/21	Elias Cardenas	P# 6826	PO II	20 years

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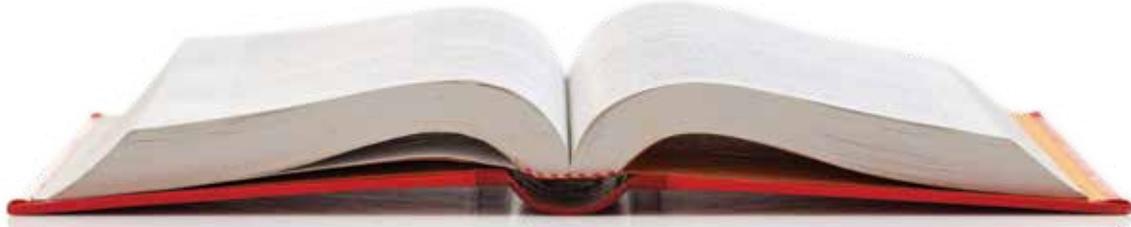
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Com·pla·cency / Noun



A feeling of quiet pleasure or security, often while unaware of some potential danger, defect, or the like. Self-satisfaction or smug satisfaction with an existing situation, condition, etc.



CHAD LYMAN
LVPPA Director

Being a cop is dangerous. It always has been, and with the growth of random ambush attacks and the general feeling being promoted about LEOs nationwide, there is no doubt that the dangerous parts of the job are not dissipating. We all know this is true. In the Academy, they preach about the dangers of the job. If you work in a big city like Las Vegas, you see the dangers of the job. It is not a matter of “if” someone may fight with you, it is simply a matter of “when.”

In the Academy, officers are warned how dangerous the job is. It is common in the Academy for direct instruction on not being complacent. Guys talk about it constantly. And yet, officers consistently fall into this trap. In my current position with the Department and my time consulting and studying use-of-force events

over the years, I have seen some reasons why officers become complacent.

One reason that officers become complacent is good outcomes on repeated calls regardless of the tactics an officer deploys. The more things “just work out,” the more detrimental that can be for officers in the constant battle to avoid complacency. Officers often get into a routine, good or bad. Rep after rep of poor tactics or officer safety that goes unchecked builds a false sense of safety in the officer. In the definition at the beginning of this article, it states a feeling of security often unaware of some potential danger. This sense of security for an officer can grow to unhealthy levels where officers actually feel they are “being safe,” or worse yet, that it will not “happen to them.”

Unfortunately, tenure and seniority do not protect officers from falling victim to complacency. The 2019 FBI stats on LEOs killed in the line of duty recorded 48 officers died as a result of felonious acts. In 2019, the officers killed had served an average of 13 years in law enforcement at the time of the fatal events.

This is not a scientific review of any of the data, and it is simply from one year, but the stats year after year are similar. Some commonalities we see year to year. Officers killed are often an average of 10 years on the job or longer. They are not new officers. There are a couple of potential reasons for the officer’s tenure and the fact that “experienced” officers are being slain on average more than new officers.

One I have already touched on. The issues affiliated with multiple encounters (car stops, person stops, calls for service) with lax tactics but great outcomes actually encourages complacency. The longer an officer serves, and the more events that go well in spite of officer performance, the worse a complacency issue can be for an officer.

Another issue is that the vast majority of contacts will give at least physical compliance. Even subjects who are verbally resistant or hostile will generally physically comply with lawful commands. Most people stopped



Do you want to beat complacency and unknown violence that could happen on any call or on any day? Do things one way, no matter how small or big.

or contacted will be fully compliant. Some of the most dangerous contacts are those who are fully compliant for a time and then violently resist officers with little or no warning. This can catch officers completely off guard.

I have personally seen officers who just become lazy. They see a guy in an area they think they may want to stop, and they pull up in their car and talk to the person through his window, deciding whether to “go out” on the person or not. Another example is a lazy stroll through a back alley “looking” for a potential suspect who the officer actually believes has fled the area, but they are “checking” the area to be sure. Another example may be a quick search of a house because a homeowner came home from a vacation and found a door open. A scary issue at busy departments like Las Vegas Metro is that young officers (3–5 years on the job) can become “complacent” because the tempo of the job yields too many events to count that “end well,” regardless of the officers’ tactics or efforts. In smaller or slower policing environments, nothing is happening, good or bad, so officers are not having negative or violent events. Officers in these environments may say, “that doesn’t happen here.” That can even happen in certain assignments in “busy” departments that are considered “not busy.”

So, what is the answer to combat this lazy or complacent attitude that can sneak up on any officer? The only proven strategy to deal with such issues is regular



training. The training must be varied, build skill sets and not “paranoia” (everyone is not trying to kill you), elevate heart rates, be based on fundamental principles, and require officers to recognize problems and problem-solve. Realistic, principle-based training based on real events or calls can bridge the gap between calls with successful outcomes and ones that go wrong in an instant.

Ongoing, consistent training combined with actual experience in the field creates a skill set that officers can draw from when things go from zero (compliant) to a hundred miles an hour (bad guy is attacking). By consistently training and getting ongoing reps and advanced skill sets, officers can actually become more ready and capable over the years. Add that prep with

Continued on page 24

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Continued from page 23

the inevitable possibility of the officer having a critical event due to service in the field (more years on plus more suspect contacts equals an eventual resistive bad guy), and officers may actually respond better over the years due to preparation and experience. Conversely, minus regular practice, officers are actually less prepared as they serve longer.

This article is not meant in any way to suggest that officers who were killed in 2019 were somehow "not prepared," and thus, killed. It is unknown if officers were complacent or not, but we know that it happens. The key message for me is that regardless of whether you prepare or not, the bad man is out there. If you do this job, sooner or later you will meet him. Probably repeatedly. On most of those occasions, compliance will occur, and it will all work out. But on one day, he/she will not comply, and that day/event/moment will happen without notice or warning. It might even appear initially like all the other events that went well. But one day, it will be different. The day will "choose" you. And when it does, when the day chooses you, preparation for that moment will be displayed, or the lack of preparation exposed. I work with officers who have not prepared for that day since the Academy. I recently prepared for that day two days ago. I have scheduled preparation for today. The day chooses you. You choose what you will do until that day arrives. Make sure you choose well.

In training, figure out sound, fundamental, principle-based ways to do things. Then, stick to those sound tactics and skill sets. Do you want to beat complacency and unknown violence that could happen on any call or on any day? Do things one way, no matter how small or big. If it is worth doing, it is worth doing well. I have had those stops where I looked at the guy and wondered if the stop was "worth it." Am I actually seeing what I think I am? It is cold or raining, and do I even feel like doing the stop? The answer for me has always been if I am going to do it, then do it right. All the way. Get out of the car, set him up so everyone is safe, handle my business. I can be pleasant



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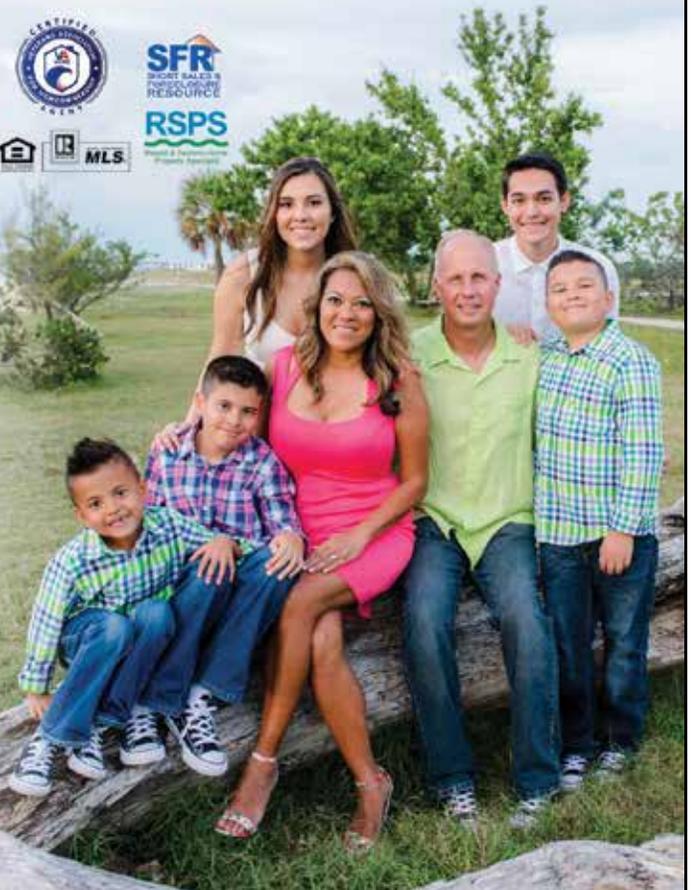
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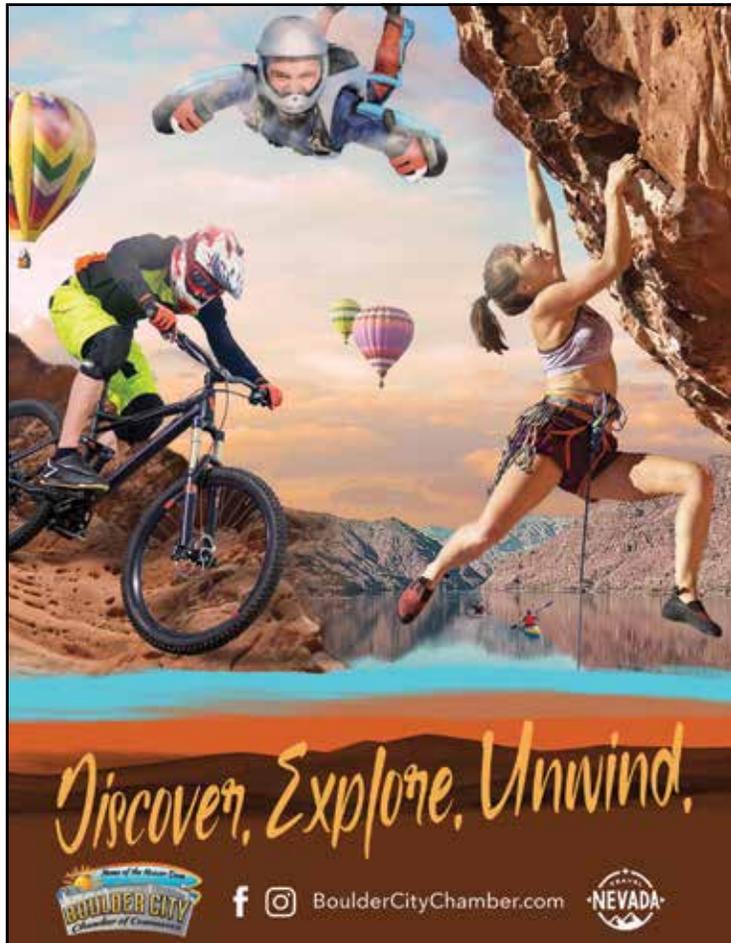
and polite (I am), engaging and professional, and can communicate clearly and positively with the person I am dealing with. But I don't cut corners. If they are not worth getting out of the car and doing it right from the get-go, I don't do it. If they are, I do it right. Because the day chooses me, but it doesn't choose how I prepare and how I conduct business.

Officers who consistently prepare and do things one way take even "routine" tasks like the approach on a "regular" call, or a building search, as a live opportunity to put into practice the tactics and skill sets they have been working so diligently on in practice. These opportunities are chances to get sharper, not to go through the motions.

Ongoing, consistent training combined with actual experience in the field creates a skill set that officers can draw from when things go from zero (compliant) to a hundred miles an hour (bad guy is attacking).

Through proper and consistent preparation and proper mindset, when the day chooses a prepared officer, they will recognize it. Rather than being overwhelmed with shock and frozen, the prepared officer responds and thrives. A trademark of a prepared officer is that they don't have to know what's coming because whatever you show him, he's ready. He/she has no fear of failure.

Complacency kills. The best antidote I know for complacency is consistent, regular, focused training on a regular basis. Put that training into use on calls. We do things one way, every time. If it is worth doing, it is worth doing well. The day will choose you! When it does, make sure you have been training a little a lot in preparation and that you are handling calls and events in a focused and trained manner. Hold the line, and train a little a lot. **VB**



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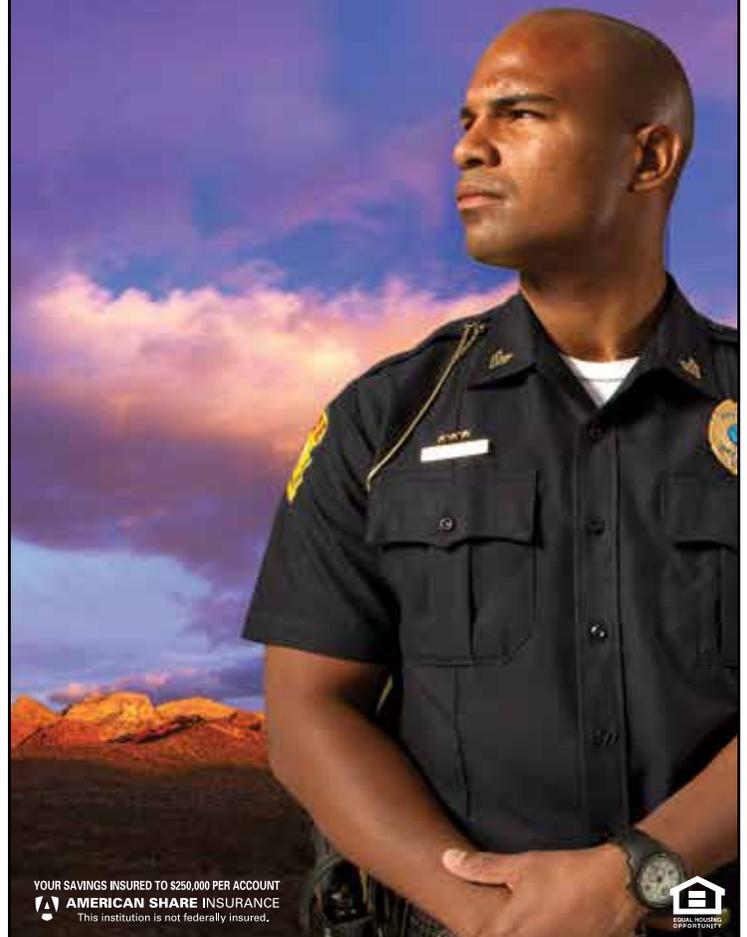
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CALENDAR

March 17
St. Patrick's Day



April 4
Easter



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