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

VOLUME 16 | ISSUE 2

July/August 2021



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# President's Message

**DETECTIVE STEVE GRAMMAS, PRESIDENT**

## We're Still Standing Despite a Brutal 2020

I hope this issue's presidential message finds all of our members and their families safe, happy and healthy. So much has happened in the past year. We have dealt with riots, COVID-19, attacks on our profession from politicians and even the injury and loss of some of our own.

During the riots of 2020, our officers were working more hours than they could count. They were handling nightly protests that often erupted in violence and chaos. Officers' families sat home every night praying for the safety of their loved ones. Officers were finishing their shifts with cuts, bruises, injuries and a level of fatigue they had never experienced before. They dealt with people screaming in their faces, cursing at them and holding signs degrading their profession. And through it all, our officers maintained a level of professionalism that goes unmatched.

COVID-19 was also in full swing, as well as the rollout of the vaccine. Our officers were some of the only employees in the state who continued to be on the frontlines of the pandemic, working every day and putting themselves at high risk of exposure to the virus. Police work is one of those jobs that cannot sit on the sidelines and wait for a disease to go away. Many of our officers were exposed, and many contracted the virus. To this day, we are still dealing with grievances and negotiations over being forced to quarantine and use your own time, along with other issues related to COVID-19. I am asked often about whether officers should get the vaccine. My answer is the same every time: It is the officer's choice, plain and simple. The same politicians who say "my body, my choice" believe you should be forced to take a vaccine. I call that being a hypocrite. If you want to take the vaccine, take it. If you do not, then don't.

Following the George Floyd case, we began to see many politicians across the country, as well as in our own state, attack our police profession. Politicians who have never put their life on the line, or who have never stepped foot in a patrol car for a shift, began saying that police work needed to change. They claimed officers were targeting people of color and had no regard for our minority communities. These same politicians, who have been in office for many years, saying that police needed to be reformed or defunded were the same ones who passed laws to strengthen police rights only a year earlier. These politicians cared not for George Floyd, rather they only care about re-election. I stand by this position, because if police have always needed reform, why wasn't it addressed in the 2019 session? In our

state, why pass the best legislation for police officer rights that we have ever had during the 2019 session? I had conversations with politicians who supported our rights in 2019 call me saying, "Steve, my party is making me do this. I may not agree with it, but I have to." These people are spineless and have no character. The answer is because they are disingenuous politicians who will do or say anything for a vote. We still have some amazing folks in government who support our police. The 2022 election cycle, known as the midterm elections, will be important to our profession. We must elect folks who support law and order. We need a legislative body that will support the police force in this state. And we need a governor who will stand up for what is right when it comes to our police and not just pander to a vocal minority. I pledge to our members that we will actively attack these folks when they are up for re-election.

Finally, we as a state suffered the loss and injury of two of our own. Lieutenant Erik Lloyd contracted COVID-19 and lost his fight to the disease. I knew Lloyd for many years, whether it be from Narcotics or when he was the FIT lieutenant. Lloyd was a good man, a friend and a solid leader. His loss will forever impact our community. We also saw, during the riots, our own Officer Shay Mikalonis take a bullet from a piece of garbage who had no regard for human life. I was there at the hospital the night he was shot. I was with his partners as we sat outside on the curb. I saw the impact on our heroes who helped save Mikalonis' life. Mikalonis and his family had their lives forever changed that evening, as did our profession. Today, Mikalonis continues his fight, recovering from that incident. He will always be a police officer, no matter where he is or what he is doing. We love both of our brothers who have been impacted as a result of this profession.

My hope for 2021-2022 is that we see no more loss or injury to our officers. I hope we continue to protect our community and serve our citizens. I hope those politicians come to their senses and commend and recognize the hard work and sacrifice our officers put forth. I hope every officer stays safe and healthy and has a long career.

God bless all of you and our profession. **VB**

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# The Less You Say, the Better

## CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

As most of you already know, COVID-19 affected all of us at LVMPD in one way or another for the last 14 months and is still affecting many of us in different ways. Some businesses are still requiring masks, and many establishments are requiring you to carry a vaccination card to enter their buildings or to travel around our own country.

One thing I want to caution you on is that business owners have the right to reject service to anyone who does not follow their guidelines. Throughout my career, I have seen officers get caught in a jackpot because of the frustration of being denied service or being asked to leave a business.

Sometimes, it's not even our officers who are the initiators, but somehow the officer gets wrapped up in the web with another family member or friend who is agitated by a business owner. Always remember that you should not announce that you are a police officer for LVMPD! In fact, the less you say about being a Metro employee ... the better.

Anytime people find out you are a Metro employee, they try to P# 9789 use it against you. Ask your family and friends to avoid blurting out the words, "He works for Metro." It only makes things worse, I promise. If you were a truck driver in the

same situation, no one would ever care about contacting your employer, but as a Metro officer, you will have a complaint filed against you for conduct unbecoming.

One of the other things I want to remind you about is the Uber/Lyft ride home program we started approximately six years ago. If you have been at a pool party or out having a few too many, remember to grab an Uber or Lyft, so you don't get arrested or fired. The program can't be any easier to use, and there is no excuse to kill someone or yourself, so please use the free ride and send us the receipt for full reimbursement to get you home.

Thank you for your membership, and please be safe. **VB**



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Howdy! We all have to do our part so... mask up, stay safe, play safe.

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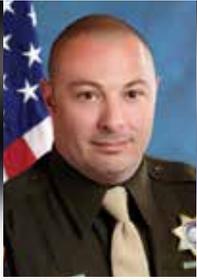
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# One Year Later

## POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

So, here we are, one year post a crazy year of the COVID lockdowns, the pandemic that followed and the in-custody death and protests following the death of George Floyd. The pause button was hit on life, and for many of us, we couldn't hit the fast-forward button quick enough. Like everything in life, lessons are learned from our struggles, and the hard times pass.

In regards to COVID and the LVPPA and LVMPD, we are still continuing our negotiations, grievance hearings and litigation around LVMPD's interpretation and implementation of policies regarding COVID protocols. There will undoubtedly be ground-breaking litigation and decisions locally and on the national level regarding labor and management rights. LVMPD and Clark County continue to host vaccination locations for employees. The CDC continues to evaluate and change protocols on COVID standards and restrictions. As you have seen, within days, LVMPD and the state of Nevada, along with local leaders, have followed the lead of the CDC by adjusting restrictions and workplace requirements.

The 2021 Nevada Legislative Session just concluded. As we saw in the Nevada Legislative Special Session following the protests and riots following the death of George Floyd, police reform was a major topic for legislators in Carson City.

Steve Grammas, Scott Nicholas, John Abel and Troyce Krumme from the PMSA lived and worked their tails off during the session. Their hard work and relationships with legislators were key in providing testimony, statistics and real-world implications on pending legislation.

Like everything in life, lessons are learned from our struggles, and the hard times pass.

So far this year, according to the Officer Down Memorial Page, there have been 147 police officers killed in the line of duty this year. Last year, there were 364 police officers killed in the line of duty. Not surprisingly, motor vehicle accidents are the leading cause of deaths across the country, with 33 officers losing their lives in accidents. This is a very solemn reminder to us all that we are in our vehicles the vast majority of our shifts, and if we don't arrive, we can't assist. Violent assaults and gunfire by suspects have killed 26 police officers. The most troubling statistic, and not properly tracked, is police suicides of active and retired officers. There are many resources that LVMPD, as well as PEAP and UMR, has to help those in need. Friends and co-workers would much rather spend time together listening versus attending a funeral. Help for anyone is at your fingertips.

*LVPPA events are back!* Adella Solano has done a great job getting events lined up and off and running. It has been a long time coming, and we are working hard on future events and ways to bring our members together. So far, we have hosted an Easter event, a VGK P# 9368 viewing party and two Aviators games. At the time of writing this, we are preparing hard for the first-ever all-day-long summer bash on June 19. That event will have had a DJ, band, food, drinks, all-day fun for the family, squad and individual games and a demonstration for the family by SWAT and K-9. Also, we will be selling raffle tickets for merchandise and prizes, with the proceeds going to our PAC. We hope to see you at a future event, and we are always available 24/7 for you. Thank you for your membership and support. **VB**

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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.

# CONGRATULATIONS

*to the contest winners from  
the last issue!*

**May/June**

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## **P# Contest (\$50)**

**Zippora Clinkscales, P# 14698**

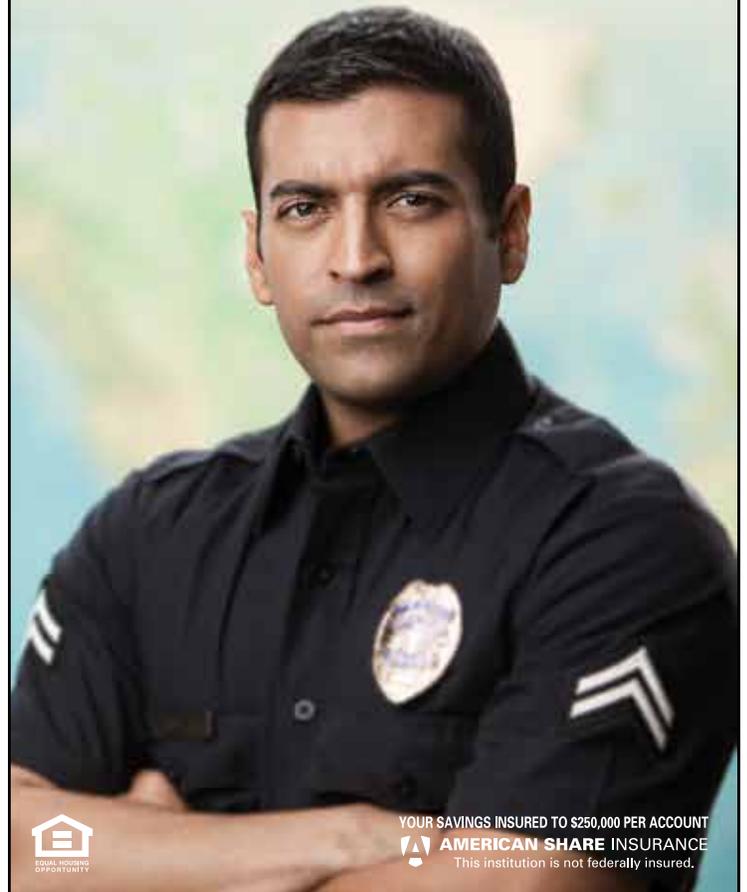
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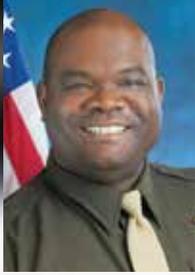


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# Toxic Environment

## CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

With the growing movement to scrutinize and question every move that officers make today, it becomes a challenge to do this job effectively. What makes a great work environment? The first thing you need is a solid relationship with your co-workers. The second thing needed is a solid group of supervisors to lead and set an effective example. A couple of years ago, I was getting a solid list of complaints about a lieutenant from an area command. I had no less than seven officers communicating how horrible a supervisor this lieutenant was — everything from profanity-laced tirades to monitoring officers' calls. Imagine being on a call and speaking to a citizen and getting a call from a supervisor asking you what is taking so long. Imagine your first encounter with this supervisor, and you are told that if you transferred to this area to hide out, then this lieutenant would personally sign your transfer.

All the complaints that were made went nowhere, and the conversations with command staff and the PPA were ignored. It's funny how a change can energize and invigorate an area. The same squad has a new lieutenant who holds people accountable, and not one person has complained about the new lieutenant's management style. Production is up, and the squad is now in a position of feeling like their boss has their back and is not targeting anyone.

A few years ago, Central Booking was the most senior platoon in all of DSD. There was a change in leadership, and a majority of the senior officers departed Central Booking. During this period, positions were reduced, and the workload and responsibilities of the remaining staff increased. In my opinion, when you have a leader who has never done the job before and then they are given the leadership position, it's unrealistic that they can be effective.

But when you have a so-called leader who has appointed themselves as the *fixer*, that means in their mind, they go somewhere to solve problems. If a person believes they are sent somewhere to head up a unit and fix all the problems, and when they leave, the unit is in worse shape, I would look in the mirror and realize all my shortcomings and failures as a leader.

A person like that only cares about themselves and their supposed rise to the top. I have seen and dealt with those types of narcissistic people who have never done this job from the ground up, but now, they can tell you how to fix all the problems we face while they sit behind a desk. If you have never been in a pursuit, a fight, made a high-quality arrest, performed a pat-search or been on your feet for hours at a time, how can you tell our troops what it's like to be in those positions?

So, if you are in a leadership position and you are calling yourself the *fixer* or some other clever nickname to hide the fact that you are unliked by the troops and unqualified to lead, then good luck. But the one thing people like P# 16295 that will never have is the trust and respect from the people they are tasked to lead. I heard a guy in a movie tell his adversary that you are blinded by your arrogance.

The fact that leadership changed and things got worse should never happen. So, if you are the fixer, then why are things getting worse? Or why do they get worse when the fixer arrives? If you are only fixing things that benefit yourself, then you are not a fixer, you are the root cause of our problems.

Amid all the changes and the scrutiny, what is lost in the rhetoric is the fact that we are all human and are prone to make mistakes. So, coming to work should never be toxic. Employees should not feel like they are under a microscope and are being constantly watched. I have heard for years that there is no quota system, but let's face it, we are a stat-driven agency. Officers are constantly told that they need to find something and are informed if they are low or at the bottom of the squad in stats. I advise our leaders to listen to your people and find out what they need and how you can make their work environment more comfortable. Just remember, "If you stay in a toxic environment for too long, you are going to become toxic yourself." **VB**



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# Scrutiny

## DETECTIVE BRIAN GRAMMAS

Director

A year ago, we were in the middle of turmoil and upheaval in the law enforcement community. There was a push to defund and abolish law enforcement. Looking at it today, we have more violence happening on a daily basis. This past Memorial Day weekend, we had shootings at a night club and flight attendants attacked on planes. All the while, domestic violence cases are at a high and law enforcement personnel are being attacked and challenged at an alarming rate.

I find it odd that certain politicians and so-called leaders feel that the positive change can come from scrutinizing and blaming law enforcement for all that is wrong today. Are there things wrong in this country? Yes! But how fair is it to blame all the problems on law enforcement? When body cameras became mandatory, everyone saw it as a move in the right direction. These cameras were supposed to capture all the wrong the officers were doing. Instead, the cameras overwhelmingly show officers doing their jobs, and as a result, being cleared of their actions. Now, when a camera captures or clears an officer, that story is moved to the bottom end of the newsfeed.

People clammer for things like transparency, and they demand justice for

someone who was committing a crime. But when the video evidence shows that the officer was justified, we never hear a word. It's on to the next incident, and the loud minority is hoping that "Well, we can get the next one."

In all my years of doing this job, my biggest fear was not losing my life, but having to take one. No one wakes up in the morning thinking they are going to kill someone, but the possibility always exists. Now, when officers are being charged with murder for using their judgment in a critical incident, it makes you wonder why anyone would want to do this job. I worry about the future, and more importantly, about the young people hoping to make a difference in this great country we are fortunate to live in.

So, where do we go from here? A year from now, I will be sitting on a beach and reminiscing about my career and being in a place that I am at peace. I hope that whoever is writing an article in my place is writing about how we have turned a corner and the dialogue is positive. I only hope that the world my kids, nieces, nephews and friends' kids live in is able to sustain the burden of ensuring public safety. **VB**

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# Metro's War on Overtime

## CORRECTIONS OFFICER DANIEL COYNE

Treasurer

If you haven't heard about the Department's new overtime policies, then you probably don't have anything to worry about. But if you are someone who likes to spend your weekends keeping the community safe by working overtime, then you should be concerned. The Department has declared war on its hardest-working employees, slashing the number of shifts and hours that you can work. As it stands right now, the Department has taken a stance that if you work more than five slots of overtime in a two-week period or if you work more than a 16-hour shift, then your officer safety is at risk and the quality of your home life is poor.

The five slots of overtime change are for corrections officers, and the 16-hour shifts are for police officers. Since the Department is so concerned about your quality of life, they have moved to limit and restrict the number of overtime hours that you can work. I asked if the Department had proof of, or an example of, any incidents where an officer was hurt or their safety was jeopardized at all because of the amount of overtime they had worked. Of course, they did not know of any incidents to reference to.

I find it hard to believe that this issue is about the officer's quality of

life or their safety. It is not a coincidence that this issue came up right after Transparent Nevada published last year's list of salaries. The brass P# M1328 on this Department does not like that its officers are making more money than them, so they are attempting to stop you from being able to do it. The Department has a truthfulness-at-all-times policy that I believe they violate here. They are attempting to limit your overtime under the guise that they care about your safety and home life when they really only care about Transparent Nevada publishing how much money you make.

In the policy, there are clauses that allow you to violate the policy when they say it's OK first because it helps them fill staffing. So, it's not a safety issue if they allow you to do it because it helps them. But when you do it on your own, then that makes it unsafe. This new policy that the Department is attempting to enact is a blatant attack on its hardest-working officers — the officers who are always willing to stay late or pick up extra shifts when requested to do so.

I want to assure you that all of us at the PPA are fighting this unfair policy change for you and that we see through the Department's fairytale story about caring and safety. We see this for what it is: an attack on your paychecks. So, the next time your supervisors ask you to go above and beyond and stay late or to help out on your day off or a holiday, just remember that this is how they repay you for your hard work. **VB**

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# Now There Are **500** 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](http://www.LVPPA.com) will be entered into a drawing for \$250. You must enter by Tuesday, August 10, 2021, 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
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*For so many reasons, it pays to read Vegas Beat.*



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# Are Contacts Discipline?

## OFFICER JOHN ABEL

Secretary

Whenever a police officer receives a contact, they are always told contact reports are not discipline. A few weeks ago, the LVPPA became aware that supervisors are getting blank contact reports sent to them by Internal Affairs with wording at the bottom of the contact referencing that the policy violation the contact is being written for is a mitigated first offense in the discipline matrix.

This is being done without Internal Affairs doing a formal investigation. At first glance, this may not seem like a big deal, but as things often are, the devil is in the details. LVMPD is saying that an officer has violated policy without questioning them in an official investigation and that the contact is the first offense in the discipline matrix, which in turn, makes the contact a form of discipline. Therefore, it is important to write a rebuttal to contacts of this nature.

Some officers may not think rebuttals do much good, but they tell your side of the story, which is important if you are fighting future discipline for another complaint. Right now, we live P# 6763 in a society that is hypersensitive to police officer conduct, and politics can play into how aggressively LVMPD

decides to investigate an incident of perceived misconduct. When or if you receive one of these contact reports, it is important that you send a copy to the LVPPA office so that we can help you defend this assault on your good name. If the LVPPA does not know about an incident in which you received a contact, we cannot help you rebut the contact or even ask your bureau commander why their sergeants felt the need to write a contact. LVMPD instituted this policy over a year ago without informing the LVPPA. We take issue with the new policy and LVMPD's lack of transparency regarding the policy change, so look for future actions by the LVPPA regarding this issue. We always advise officers to cooperate with their supervisors and sign their contact report, and then let their PPA representatives deal with any issues on the back end. If you are ever unsure about a meeting your supervisor is requesting with you, you can call me or any other PPA representative 24/7/365, and we will assist you in any way we can. As always, if you ever need anything, I can be reached at [jabel@lvppa.com](mailto:jabel@lvppa.com) or at (702) 468-0766. **VB**



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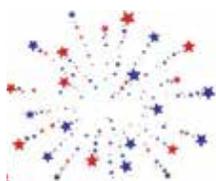
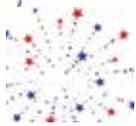
# CALENDAR

July 4 Independence Day

September 6 Labor Day

October 29 Nevada Day

October 31 Halloween



*\*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.*

## RETIREMENTS

4/1/21	Michael Laythorpe	P# 5448	PO II	24 years
4/2/21	Shallamar L. Pepera	P# 5820	CO II	21 years
4/2/21	Alexandra H. Temple	P# 8138	CO II	17 years
4/7/21	Jeffery L. Snook	P# 6638	PO II	21 years
5/1/21	Scott S. Miller	P# 6507	PO II	21 years
5/8/21	Dave M. Mancha	P# 5034	CO II	25 years
5/10/21	Dana M. Dipalma	P# 7931	PO II	18 years
5/14/21	Monica L. Metzger	P# 4653	PO II	27 years

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at (925) 580 - 1448

[kbrancato@spectrumadvisorygroup.net](mailto:kbrancato@spectrumadvisorygroup.net)



**DAVID ROGER**  
General Counsel

## Watch Your Six

Now, more than ever, officers must look out for their fellow officers. Both state and federal prosecutors have laser-like focus on law enforcement officers. It is important to discuss with your fellow officers how to protect yourselves after a critical incident.

### LAPD Officers Do Not Give Statements in Critical Incidents

We have consistently advised officers to decline to speak to FIT detectives, realizing that local prosecutors and Department of Justice officials scrutinize every critical incident in Clark County. Our advice is not a novel concept, as LAPD and NYPD officers are given the same admonishment by their attorneys. In fact, the Los Angeles Police Protective League attorney has explained that LAPD officers have not provided voluntary statements in critical incident investigations since the 1970s.

In the July 2017 edition of the *Thin Blue Line*, LAPD Officer Mark Cronin advised officers that, after providing a mandatory public safety statement, they should “take a deep breath. Do not speak to anyone else until your attorney or employee representative arrives.”

With respect to giving criminal investigators a voluntary statement, Officer Cronin advised, “Before the walk-through, FIT [their version of FIT] will ask if you are willing to provide a voluntary statement. Your answer should always be ‘no.’ You will then receive a short command to cooperate, which has the same effects as receiving the Lybarger admonition (California’s *Garrity* case). This makes your subsequent statement compelled so that it can’t be used against you in subsequent criminal actions against you.”

NYPD officers are given similar advice by their association’s lawyers. Thus, our approach to protecting your legal rights is shared from coast to coast.

### LVMPD FIT

Since we have taken this very defensive stance, which dates back to 2012, several FIT investigators and command staff personnel have pushed back on our effort to protect our officers. A FIT sergeant has proudly stated, on several occasions, that our officers are considered suspects until proven innocent.

Please understand that FIT is tasked with investigating you and the facts of your critical incident. They are doing their job. Our responsibility is to protect your rights.

### Public Safety Statement

LVMPD policy requires a supervisor to ask you a series of questions immediately after the shooting or critical incident. The inquiries are intended to identify outstanding suspects,

potential witnesses, physical evidence and others who may be injured. After the supervisor asks the standardized questions from a printed card, the supervisor is required to end the inquiry. Please answer the questions directly and do not elaborate on why you used deadly force.

### Notify the PPA

As soon as you are able to make a phone call, contact the PPA on-call number to notify us that you have been involved in a critical incident. Additionally, officers who hear about a shooting on the radio should call us as soon as possible.

Unfortunately, the Department has decided to remove the PPA from its pager system. Consequently, we rely on our officers to let us know when a shooting has occurred. As soon as we learn about an incident, we roll out an attorney to represent you and numerous representatives to assist with your representation.

### Do Not Talk to Anybody Until Your Attorney Arrives

After you give your limited public safety statement, you should not speak to anybody until you meet with your attorney. Remember that other officers’ body cameras may still be activated and third-party video may be recording your actions. If you are a witness officer, make sure the subject officer is not talking about the event. An officer who is involved in a stressful event may not be aware of his or her surroundings.

Recognize that for many reasons, your attorney will likely recommend you not waive your rights and speak with FIT. However, the decision to invoke your rights belongs to you. Either way, you will be compelled to give a statement to CIRT, with *Garrity* protections, within 48 hours.

Finally, it is important to remember that your PPA attorney is not a Department employee. Your attorney, who is paid by the PPA, is responsible for zealously representing you and protecting your rights.

Look out for your fellow officers and watch your six. Your PPA attorney and representatives will have your back. **VB**

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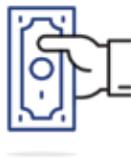
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# INSURANCE FOR LIFE

**BILL ROHAC**  
NLS Insurance Founder

**THE THINGS THAT ARE IMPORTANT** to individuals change as they get older. What is important today may not be what is important to us in 10 years. However, as people age, it seems that everyone shares one specific item of importance — financial security!

What is financial security? I think the answer is different for many of us. Some may feel that it provides the freedom to pursue a new business adventure. Another may want to take vacations on the weekends. Having the ability to provide additional opportunities for their children may be another's definition. Everyone is different, but in all truthfulness, we are alike when it comes to our financial security needs.

I have been fortunate enough to have had many diverse experiences and roles throughout my financial services career and life. Some of it has taken me to unique places, as well as given me the ability to meet amazing people. I mention this not to focus on my background, but to share with you how similar and common the ups and downs of life are to everyone around the world. Regardless of where you live, most people around the world want the exact same thing: a secure and safe life for themselves and their families.

You may have heard it said time and time again, "You are so lucky to live in America!" And I want to tell you that you are! The one thing that makes America different than other places I have been is one word: opportunity. Though we may have opportunities, we share similar challenges with the rest of the world when it comes to events or items that can damage our financial security. The opportunities that we have as Americans are not just limited to jobs, but also with the products we can own to help us achieve financial security and keep it for the long run. This brings me to insurance for life.

What if I told you, you could own a product that could financially assist and/or take care of any serious life occurrence that is out of our control? What if you lived a long, healthy, prosperous life, and you could get paid monthly income for just being alive? That is what insurance for life offers.

As a police officer, you are in one of the most dangerous professions on earth. Therefore, it is important for you to take control of certain situations and plan for the best outcome possible. If we all know what a result is going to be, it takes away some of the risks and makes it easier for you to plan. If we all know that financial security is going to be critical to every single one of us as we age, shouldn't we start planning and acting now?

It has been my distinct privilege to provide the group and supplemental life insurance for LVPPA for nearly a decade. During this time, I have been blessed to represent the LVPPA in processing and delivering approximately 175 survivor benefits to some incredible members' families. The personal stories of these men and women have moved me to tears countless times. I am honored to have the opportunity to help the families of those who have passed. It is in this time of need that insurance for life is essential.

Most of the officers who are with the LVPPA have supplemental life insurance through the LVPPA or through LVMPD. In either case, both group policies protection is provided by The Standard Insurance Company.

Just like almost all the group insurance policies in force around the country, the supplemental benefits cancel once the employee retires. This is the case unless the employee completes a conversion of benefits.

**REGARDLESS OF WHERE YOU LIVE, MOST PEOPLE AROUND THE WORLD WANT THE EXACT SAME THING: A SECURE AND SAFE LIFE FOR THEMSELVES AND THEIR FAMILIES.**

This means that the policy is “portable.” But it is portable with a requirement. The requirement is that you must convert the term policy to a whole life policy. By doing so, the premium would be much higher than what you were paying before due to the transition to a whole life policy. This is not to any fault of the LVPPA or the LVMPD, this is just how the insurance business operates. If you had a pre-existing health condition, that would make you uninsurable if you tried to get individual coverage with another policy. I would strongly encourage you to purchase the whole life conversion if you still have a need for life insurance and a death benefit. You are only allowed up to 30 days to convert this policy, and underwriting can take several weeks, so please plan accordingly.

In recent months, I have received calls from officers who are now retired and past the 30 days. They were unaware that they lost the supplemental life insurance and that they were uninsured for several months. Fortunately, my team and I were able to insure all of them with an option that met their need and budget. If you have any friends or squad members who are getting ready to retire, please bring this information to their attention. I am sure they will thank you for it.

In addition to the supplemental life insurance, everyone with a pension should inquire into a time-tested planning strategy called “pension max.” It is quite simple and takes less than an hour to complete. We can

put together a free report for you by AIG that will break down your pension max options. The report will give you a detailed analysis so that you may know exactly what each NV PERS option suits your goals and objectives best. Do not guess about your future if you do not have to.

No matter what your situation is, taking the time to sit down with someone who can offer some financial insight or how to start prioritizing your finances is a prudent move on your part. As I mentioned before, the older we get, the more goals we have in common. So, take a few hours out of your life and invest it in making your plan, then stick to it the best you can. If you mess your plan up, make the correct adjustments, and get back to your plan. Before you know it, you will be wondering where the time went and be glad you made your plan and executed it.

Every time I have the opportunity to address groups of officers, I always share the following information because it is critically important: If you have a family and you do not have life insurance, or you may not have enough, please go get life insurance. If you have a friend or family member who provides life insurance, please give them a call. If you do not have anyone, we are happy to help. The most important item is that your family is taken care of in case they lose you. You are far more important and valuable than you know.

Lastly, I want to offer my sincere thanks to the LVPPA and its members. As a former LVMPD officer and member of the LVPPA, it humbles me each day to serve the LVPPA membership. I want to encourage every officer to please investigate what their options are and how you can better prepare for the expected and unexpected. Now, the job of being a police officer is more challenging than ever. Please take care of yourselves and your families. Society owes an eternal debt to all of you and your families for what you do.

God bless you all, and be safe! **VB**



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# FOCUS



**CHAD LYMAN**  
LVPPA Director

**M**y wife and I recently went on a trip to Alaska. These opportunities to travel with her are amazing times where we enjoy one another's company and get to experience different parts of the U.S. and world.

At one point on the trip, we drove from Anchorage to Seward. As we drove through valleys, we would look up at the mountains on both sides of the valley. One side was nearly barren of snow, while the other side of the same valley still had lots of snow. This was in June.

The sun in Alaska is an odd thing. In June, the sun stays up until 2 a.m. or so and only stays down until about 4 a.m.

In the winter, the pattern reverses, and the sun only appears for two to four hours a day.

As we drove to Seward, the sun was shining onto the snowy side of the valley. I didn't understand why the sun would be shining on that side of the mountain, and there was snow, but not on the other side where the sun was gone. A guide told me the secret of snow melted on one side and snow heavy on the other.

The guide said that in the winter, even though the sun is briefly in the sky, it would shine those couple of hours onto one side of the valley. Even as the snow accumulated throughout winter all through the valley, the focused effort of the sun for a couple of hours each day made a tremendous difference in being able to burn the snow off one side of the valley. Literally, one side of the valley was clear of snow by spring, while the other was still completely covered.

The focused effort throughout the winter burned off the snow even as it was accumulating. The opposite side of the valley continued to accumulate snow with no focus from the sun to check the growing feet of snow. After being left for several months unchecked, it takes all summer of sunshine to break down the additional feet of snow.

What is the lesson? Consistency over time equals results. Daily, ongoing, consistent effort, even if smaller in scope, is the secret sauce. "Time off," even if just a few months, stifles growth. Any progress you hope to make will be stifled without consistent and focused attention to deal with

the "accumulation" that life will bring. Progress is earned through consistent struggle.

This lesson can apply to all areas of our life. Spiritual health, mental health, strong relationships, healthy financial outlook, physical health and physical ability are all areas of our lives where we cannot take months off. When you consider all that must be done to be progressing, it can be overwhelming.

The lesson is the same as the Alaska sun. Sustained effort, even small and consistently over time, is the way. Start now ... start small ... just start, and don't stop. Stay on it, hold the line and even huge odds that seem unbeatable can be beaten. If you have neglected areas of your life with no focus for a season, all is not lost. By simply focusing on whatever section you hope to improve, you can make a difference. Start small ... stay narrow ... stay focused.

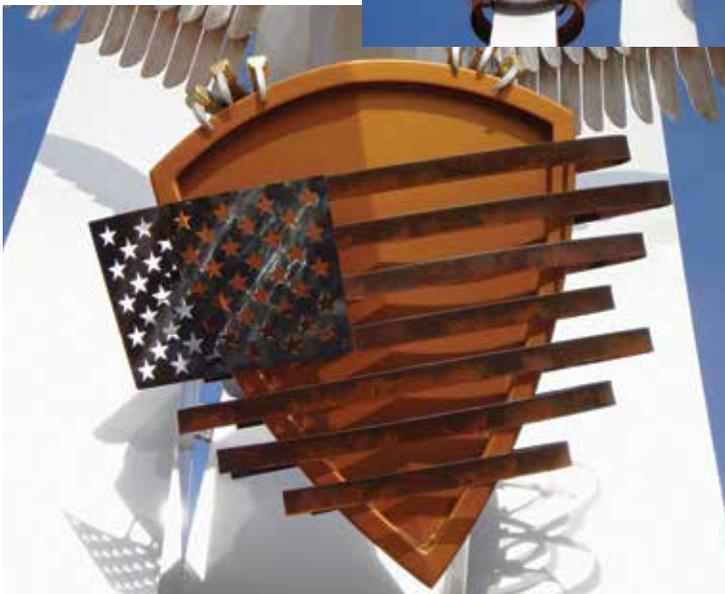
Every year, minimal sunlight in the Alaska sky beats back persistent ongoing snowfall. *Commit* that you will fight against the weight of the snow. Stay focused, and stay consistent. The battles we face are persistent as an Alaskan winter. Through small, consistent efforts, great progress comes to pass. So it is in the Alaskan wilderness, and so it is in our lives. **VB**

**Consistency over time equals results. Daily, ongoing, consistent effort, even if smaller in scope, is the secret sauce.**





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](http://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	
<b>DUES</b>					
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)				

<b>MISCELLANEOUS DEDUCTIONS</b>					
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				

<b>LOANS</b>					<b>Declining Balance</b>
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)				\$

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

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