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VOLUME 17 | ISSUE 1

January/February 2022

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LVPPA TAKES ON 2022

**IT'S JUST
THE REALITY**

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**HELLO, FROM YOUR
NEW SECRETARY**

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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.

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UCOPS – The United Coalition of Public Safety





President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

The Realities of Recruitment and Retention

With last year in our rearview mirror, 2022 is a chance to reset and start fresh after 2021 had many of us limping to the finish line. It's no secret that the past year was a whirlwind for law enforcement around the country. COVID-19 — and the vaccines, variants and deaths that have come with it — continues to take a toll on our personal and professional lives.

Violence against officers has also reached an all-time high in 2021. It was reported (tinyurl.com/4uh9487j) that over 300 officers were shot in the line of duty as of December 1, including 95 ambush-style attacks — a 126% increase compared to 2020.

Attacks against law enforcement have always been an issue, but the violence is at a level I've never seen in my 23 years here at LVMPD.

When you add in the lack of support we receive from some of our politicians and the slap on the wrist many criminals receive for their abhorrent actions, it's no wonder we're seeing officers leaving the profession in droves. A recent survey (tinyurl.com/2p983s4j) of nearly 200 departments by the Police Executive Research Forum, a nonprofit think tank, shows a staggering 45% increase in the retirement rate and a nearly 20% increase in resignations in 2020–21 compared to the year prior.

Despite what the media claims, law enforcement is still one of the most honorable professions out there. All the keyboard warriors and Monday morning quarterbacks have never had to strap on a bulletproof vest and risk their own personal safety for someone they have never met. Let those people run their mouths in the media because when push comes to shove, real heroes wear a badge. They aren't actors or journalists or sports figures. The real heroes are the everyday first responders who do a dangerous job to keep our community safe.

As your LVPPA president, I see firsthand all the retirements and resignations, and it gives me some concern that we are losing so many officers so rapidly. The Department, along with the City and the County, should be thinking of ways to incentivize police work even more than they already have. Bringing back longevity would be a great start in that direction, a topic that both sheriff's candidates have stated they would be willing to support in future contract negotiations. But I am also grateful that every officer who was able to retire on their own has made it safely through this dangerous profession and can now spend their days doing things they have always dreamed about doing.

To all our retirees this year, have a wonderful retirement. You have most certainly earned it.

There's no doubt we've been through a tough year, but we will walk into the new year with a renewed sense of who we are as a profession and why we do what we do. As always, thank you all for your continued membership and trust in the PPA. Have a great year, and please be safe. **VB**



All the keyboard warriors and Monday morning quarterbacks have never had to strap on a bulletproof vest and risk their own personal safety for someone they have never met.

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The Dirty Dozen!

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

Sometimes, finding material to write about is so easy when we have supervisors who don't even know how to write a contact report. Not only is there a Managing Employee Performance and Conduct handbook to spell it out for them, but there should be an expected level of common sense when addressing an employee's performance.

Let's start with the basics. If a sergeant has an officer who they believe is not meeting standards, then we should all agree that the supervisor should have a private conversation with the officer and talk about the issue. Maybe there's something that can be corrected with some guidance, conversation or with some additional training, or maybe there's something outside of work that is distracting the employee.

Of course, only the better supervisors would ask the officer if everything was OK at home, and only the best supervisors would truly care to listen to their officers if there was something going on outside of work that they could help them resolve. Either way, the supervisor's first step should be to hold a meeting with the officer and explain to the officer what their expectations are for the squad or unit. The supervisor should look for feedback from his officer and address any concerns that were brought up in the meeting.

Here is the next step: The sergeant should write an accurate contact report outlining the conversation with the employee and any concerns from the meeting, regardless of whether the concern was from the sergeant or the officer. The contact should also include a description of expectations or corrective behavior, so the officer knows how to get better and improve their work performance. No matter what the issue is, the contact report should never be written prior to the meeting.

Maybe it's just me, but doesn't it sound like a truthfulness issue when a sergeant has already written a contact report prior to meeting with the officer, and in it, it references the meeting you had to discuss the issue outlined in the contact report. Here is an example of a recent contact report I read. Remember, the contact report was written on November 16, and the meeting was held on November 17.

It starts out, "This is to document that we discussed" ... how in the hell do you write about something that you haven't even done yet? Is this false reporting in an official document? Or at least an integrity issue?

The contact report goes on a 28-word, one-sentence report, and only one period was used as punctuation. Is this sergeant criticizing the officer for being lazy? How much lazier can someone be than to write a B.S., untruthful contact report telling someone they are "lingering" or they have the "lowest stats" (calling him lazy) in a one-sentence contact report that was written the day before it was presented to the officer? Don't look in the mirror, sergeant, it might crack.

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

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This same sergeant told the officer that he was placing the officer on a performance plan, and they would meet in 30 days to discuss the results. How would you feel if your sergeant came up to you and told you that he was placing you on a performance plan but failed to tell you what to improve on or what his expectations are? Or how the performance plan even works? Examples like more 467s, better reports, better radio communication. Most performance plans have a daily activity report written out with an outline or checklist so your P# 9344 sergeant can evaluate your progress.

So, here is a little reminder for all of you: You have 30 days to write a rebuttal to anything being placed into your personnel file. I strongly suggest you all do this if you disagree with anything you have been given to sign. If it's a performance evaluation and you disagree with it, sign that you disagree and contact the PPA for help resolving the issue. If it's a contact report, sign it and ask for a copy before the end of your shift. Refusing to sign a contact report does nothing for you — the sergeant will write "refused to sign" and just have another sergeant sign as a witness. Just sign it and contact the PPA for assistance.

One last thing! If your supervisor threatens to have you administratively transferred, please contact the PPA immediately. Generally, the request comes from one of the dirty dozen (the 12 worst) supervisors at Metro who will try to get you to "voluntarily transfer" to make their job easier and bring their buddy into your position. These supervisors like to threaten you or intimidate you into leaving, but there is a process they need to follow.

Do not agree to voluntarily transfer without speaking to a PPA rep first. Do not verbally agree to transfer without speaking to a PPA rep first. For those of you who are fortunate enough to have a great supervisor or chain of command, you are the lucky ones. Those of you who don't, I feel bad for you. There's nothing worse than coming to work and having to deal with a horrible supervisor. Just remember that karma always comes around to bite them in the ass. It might take some time, but through my experience, they will screw something up in time and find out what it feels like to be treated like garbage. Be safe and have a great new year! Thank you for your membership. **VB**

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The Importance of “Why”

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

Why is “why” important when it comes to force investigations and the internal review? The who, what, when and where are the easy parts of the investigation. It’s all laid out right in front of us. We have body-worn camera footage and witness statements at our disposal during the investigation. We are all versed at discovering and investigating as officers. Yes, I said investigating. As police officers, we are all investigators. But what really matters is the why, and you need to be able to articulate your why.

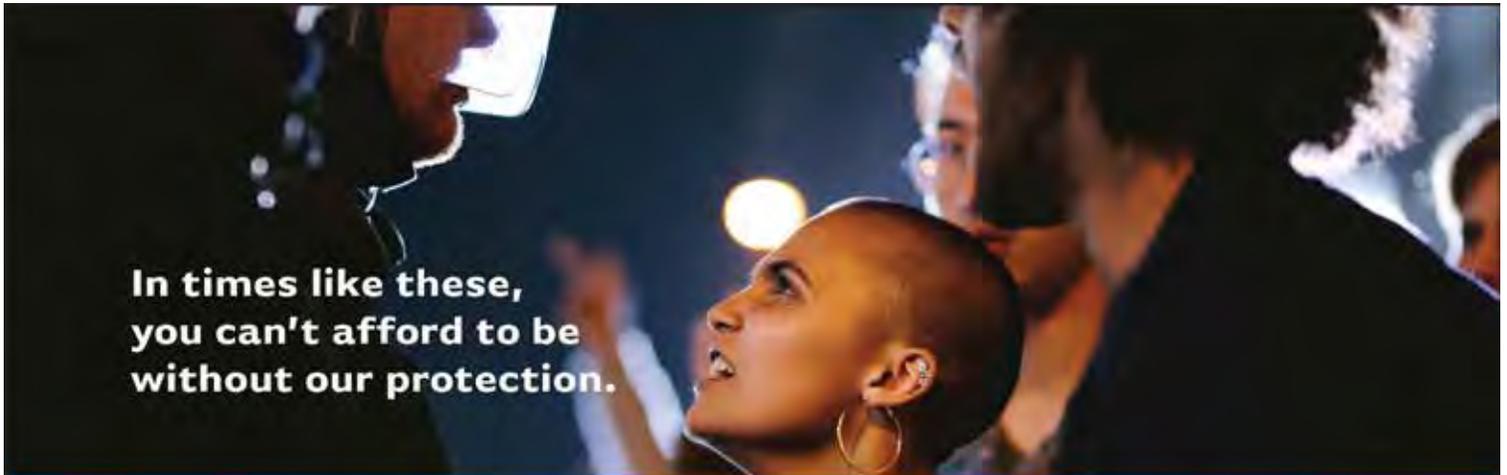
Why did you make decisions based on the actions and observations you observed and perceived from the subject? Why did all of this lead you to your decision-making process based on your training and experience? Why then, based on all these factors, did you utilize a level of force? All of this was done in a time-compressed environment. All of this is critical information that needs to be articulated during the investigation and reporting. You cannot rely on body-worn camera footage alone to tell your story. Gone are the days of statements like “I was in fear for my life.” The why needs to be articulated. The entire picture needs painting as if there was no other evidence to tell your why.

With access to body-worn camera footage, you cannot rely on the footage painting the perfect picture and being an actual representation of your perception and actions due to the limitations of the actual camera. Yes, the footage that is recorded is a representation of what occurred. However, the camera only records what is in its field of view and not what you see. Cameras

**The why needs to be articulated.
The entire picture needs painting as if there was no other evidence to tell your why.**

record at varying speeds and capture the event at different frame rates. This can cause split-second actions, tactile cues and many important details to be lost potentially in millisecond gaps of the recording.

Due to the technology of the camera, it will undoubtedly see better in



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low-light settings than you. With this, you will rely on more contextual cues and movements in assessing P# 10201 threats the camera may miss. The lens on the camera is made to record in 2D and will not record depth of field and make objects appear closer than they really are. With all of this information and much more, two facts are clear with body-worn cameras and any other type of video evidence. First, any body-worn camera or other video evidence can never replace a thorough investigation. Secondly, the video evidence itself may need to be interrogated and forensically reviewed to extrapolate all the accurate information contained in the video and identify internal errors with the video.

When reviewing body-worn camera footage, there may be a discrepancy between the evidence recorded and your perception and memory of the event. This is absolutely normal and expected during critical events. Our brains are processing the information we are focused on. In critical events, your brain will focus on what is necessary to survive, and it typically will filter out any non-pertinent information at the moment in time. Just because you are seeing or hearing something does not mean it is committed to memory or even comprehended and applied to your decision-making process. You also may not see or hear what the camera is recording due to time compression, speed, distance, your attentional focus and performance limitations. In the review of video evidence, any information contained in the video evidence that you did not perceive and commit to memory may be unintentionally incorporated and committed to your memory and perception of the event, which can be problematic. Investigators may ask how, if actions are clearly documented in the video evidence, could they not be seen, perceived and even known. The answer is simple: The information is clearly present on video, however, it was not processed, perceived and committed to memory.

Remember, you know the facts and why you used the force that you used. The investigators will not be able to fill in the blanks without you. It is imperative that you fill in all the blanks to fully explain and justify your actions. Let your words speak for you. Only you know what you perceived and what caused you to react utilizing the force that you did. **VB**



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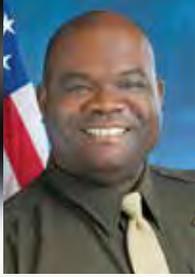
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It Just Doesn't Make Sense

CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

Have you ever believed in something or someone, and then all of a sudden, your faith is torn apart, and you are made to feel that the faith you had may have been misguided? About 21 years ago, I was a witness to an incident involving another officer. I was notified by IAB of a pending interview. The entire process was professionally handled, and I was treated like a department member by the investigating detectives. At no point did I feel it was a witch hunt and that I or the other officer were targets. I felt the accusations were totally fabricated and were the rantings of an angry liar.

In my career, I have been accused of multiple infractions by inmates and suspects, and I have always had faith that I would be treated fairly by the Department when they investigate these P# 16441 allegations. You actually felt that you were innocent until proven guilty. Now, fast forward to present time, and the number of complaints being generated is at an unbelievable pace. The uptick can be blamed on the current state of the times we live in and a few other reasons.

There is so much propaganda advising inmates on how to file a complaint that it seems like they are empowered to do so. I was advised by an

officer that an inmate demanded he be let out of his cell to make a phone call. When the officer refused, the inmate informed the officer that he was going to write him up and get him in trouble. The inmate concocted this story of harsh treatment and even had a few other inmates back up his story. Now the officer has to go into internal affairs and explain the details about this complaint.

Of course, the inmate's story will sound credible. After all, they have nothing but time on their hands to ensure the story is believable. The officer, on the other hand, only has his word, integrity and reputation to rely on. The officer could be asked why these inmates would lie. Well, if you read a book called *Games Criminals Play*, then it would be clear. A lot of these complaints could be handled by first-line supervisors instead of turning them into full-blown complaints that are obvious attempts to discredit and demean an officer.

To become a law enforcement professional, we are put through a rigorous hiring process, which includes polygraphs, psychological testing and a stringent and thorough background investigation. Unfortunately, the people we deal with have a different set of criteria. To become our guest, you only have to violate the law or some rule of society.

A lot of our officers are made to feel like they have done something

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wrong, and sometimes, the questions they are asked are accusatory. I can answer why an inmate and a few of his cohorts would lie — because it is what they do. We answer questions under the threat of termination, and if you lie, you will be fired. What punishment does an inmate face when he is caught in a lie? None.

So, the only thing we can do is stick to our mindset and not allow these people to change what we do and who we are. Imagine attempting to answer questions about an incident that took place six months ago, or in some

There is so much propaganda advising inmates on how to file a complaint that it seems like they are empowered to do so.

cases, a year ago. Most of us can't remember what we had for breakfast two days ago, and now I'm expected to remember an interaction with a subject that is months or years old?

Most of us deal with multiple people on a daily basis, and remembering details from all those interactions is impossible. Many times, the only evidence is a statement from an inmate or suspect, and I really don't put a lot of stock into those statements. I admire the men and women who do this job on a regular basis. They take pride in what they do, and in my opinion, they are heroes. A famous American once said, "Real heroes don't wear capes. Real superheroes wear uniforms and badges." **VB**



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Dr. Hastings is an Army veteran and has been a resident of Las Vegas since 2003. He is a father of three.



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Changes to Your Deferred Compensation Contribution

CORRECTIONS OFFICER DANIEL COYNE

Treasurer

According to Google, the third most popular New Year's resolution is to save more money. However, saving money is not always as easy as it sounds — it takes time and discipline. For many of us, as soon as we get our savings built up, we go out and splurge, buying that new car or gun that we've had our eyes on. This is something I have been guilty of in the past. However, there is one easy way available for us to save money without having the temptation of spending it right away. This option is your deferred compensation plan.

With this new year comes new changes to the contribution limits of your deferred compensation plan. Last year, we were able to contribute \$19,500 a year. This year, the government has increased the cap by a thousand dollars to \$20,500 a year. If you're 50 or older, you have a catch-up provision available that enables you to contribute an extra \$6,500 a year in addition to the \$20,500.

I know that a lot of us cannot afford to max out our accounts, but I want to remind you that your deferred compensation is one of the most important investments when it comes to your retirement behind your pension.

You don't have to max this benefit out, but you should have a goal to put something into your deferred compensation, no matter how small the amount is. Every dollar you put into this account will multiply over the years due to "compounding interest." The longer you have to invest, the more interest you'll earn. Just as an example, if someone invests just \$100 a paycheck for 30 years and they earn 7% annually on their investments, their deferred compensation account will be worth north of \$245,000.

A good way to increase your contributions without noticing an impact on your paycheck is to increase your contributions whenever you receive a raise. I always planned on keeping half of my raise and contributing the other half to my deferred compensation. That way, you get a raise, and so does your deferred compensation account.

If you do wish to increase your contributions this year, you'll have to log into your Fidelity account. From there, you'll have to navigate to the "change contribution" link and enter your desired percentage that you plan on contributing.

A good way to increase your contributions without noticing an impact on your paycheck is to increase your contributions whenever you receive a raise.

I get asked from time to time from members about other investments people are trying to sell them on, and most of the time, they bring up whole-life products that have a cash value aspect to them. The advice I always give is to always max out your deferred compensation account first, then a Roth or traditional IRA second before you start investing in other products. I give this advice because these accounts offer some form of a tax advantage to your retirement savings.

If you are interested in opening an IRA, which stands for "individual retirement account," here are some of the basics. You can contribute \$6,000 a year into an IRA, and if you are 50 or older, you can contribute \$7,000 a year. The main difference between an IRA and your deferred compensation is when you can withdrawal your money.

With the deferred compensation plan, you can withdrawal your money penalty-free when you separate from the Department. With the IRA, you can withdrawal your money penalty-free after the age of 59 1/2 or for certain qualified life events. One of the most important things you can do during your career is to save and prepare financially for retirement. If you have any questions about retirement planning, feel free to reach out to us and keep an eye out for our next retirement planning class. **VB**

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OFFICER JOHN ABEL
Director

Weekly, I hear from LVPPA members about how bad CCMSI is when it comes to having claims involving job-related injuries approved for treatment. There are some horror stories, such as CCMSI claiming that running in the Academy is not an official job-related duty, so many Academy recruits have had injury claims denied that occurred while they were conducting Academy PT activities. CCMSI can be difficult to navigate, and there are occurrences when hiring a law firm to deal with them is appropriate, but it is not always the first step that an officer should take after they have a denied claim from CCMSI.

The first thing CCMSI does, whether they approve a claim or not, is send the affected employee a letter to their home outlining why or why not their claim is approved. If an employee has a denied claim, the letter outlines how to appeal the decision. Every employee who has a denied claim must appeal the decision or risk having thousands of dollars in medical bills go unpaid because the Health Trust will also deny the claim and not pay any bills until the workers' compensation appeals process is exhausted.

There are two Department-related pieces of mail that should never be

ignored: letters from CCMSI and letters from the Health Trust. Both pieces should be treated with urgency and read in their entirety. Also, know that as soon as you retain a workers' compensation attorney, CCMSI becomes less inclined to speak with you about your claim. Even if you get the letter and have no idea what the next step is and have no idea who to call, you can call the PPA office and ask to speak to me. I would rather walk you through the process than see your paycheck garnished by a debt collector (yes, it has happened) for medical debt that you owe. I know the process should not be this painful, but until LVMPD decides that they have had enough of CCMSI shenanigans, the process is the process.

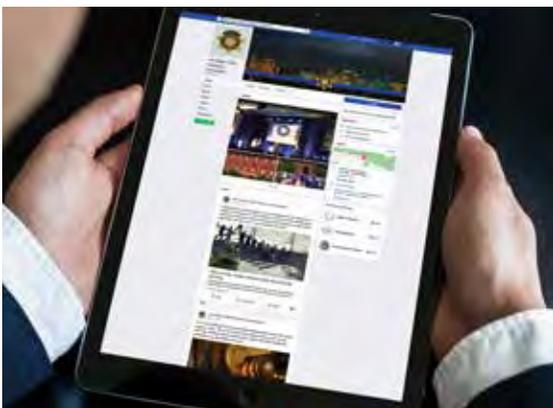
A few more tips when it comes to getting your workplace injury approved include making sure you are very descriptive on your occupational injury form and making sure you list all witnesses and their contact information. Also, make sure the C4 form and the occupational injury form do not in any way contradict each other. Sometimes, it's the little mistakes that get a workers' compensation claim denied, so being as descriptive as possible is imperative.

I would rather walk you through the process than see your paycheck garnished by a debt collector (yes, it has happened) for medical debt that you owe.

To reiterate, do not ignore mail from CCMSI or the Trust. Please be aware of appeal timelines so that you do not lose your appeal rights. Be aware that immediately hiring an attorney after a denied workers' compensation claim may significantly slow down the process. Lastly, call the PPA office if you P# 8731 have any questions regarding CCMSI issues, appeal questions or Health Trust questions. We are available 24 hours a day, seven days a week for your concerns. As always, I can be reached at jabel@lvppa.com or at (702) 468-0766. **VB**



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It's an Honor

OFFICER GREG STINNETT

Secretary

I would like to take this moment to introduce myself. My name is Gregory Stinnett. I began my journey with Las Vegas Metro in September 2003, entering the Academy as a police recruit.

Being a native of Henderson and coming from a law enforcement family, I was always aware of the status Metro police held in this valley. I remember standing in lines with over 1,000 other people vying for one of the few Academy spots available. This was quite literally one of the hardest career paths to attain in the Las Vegas Valley.

After completing field training in Northeast and Bolden Area Commands, I settled in at Southeast Area Command, where I spent the next 12-plus years as a patrol officer. While at Southeast, I worked in the Problem-Solving Unit and had a short stint in the Community-Oriented Policing Unit.

I asked to be considered for this position because I believe I can make a difference for the members of this Association.

Southeast was and still is a dynamic area to police. During my time there, I was fortunate to work and partner with some of the best street cops I've ever encountered, handling countless critical incidents.

Throughout my patrol career, I had been a guest (against my will) of the Internal Affairs Bureau several times. However, in 2016, I decided to work there. Working in IAB was never on my radar, and quite frankly, I had no desire to do so until I had an opportunity to speak to an old partner who was transitioning out of IAB for a different assignment.

What he already knew, and what I was to learn, is that it is an incredible responsibility. While it is a given that upholding the integrity of the Department is essential in maintaining trust within the community we police, defending

and upholding the integrity of the men and women who police it along with corrections officers and the civilian support staff is a privilege.

Although I would never do that job again, it was an honor to be a voice advocating for an employee who did their job appropriately, oftentimes, without that employee ever knowing their actions were questioned.

Since then, I've spent the last few years assigned to the Airport Bureau. When I transferred there in 2018, it was without question the most senior bureau within the Department. The amount of institutional knowledge possessed by the officers working at McCarran is incredible. While there, I've had an opportunity to reunite with old friends and make many new ones. I can honestly say I didn't have one bad day working there.

The 100-plus officers and supervisors assigned to McCarran International Airport ensure that the roughly 4.5 million people per month transiting through the airport can do so in a safe manner.

Since 2018, I've sat on the Board of Directors for the Las Vegas Police Protective Association, representing the officers assigned to the Airport Bureau.

Recently, I was selected to sit on the Executive Board of the LVPPA. I asked to be considered for this position because I believe I can make a difference for the members of this Association.

I want to continue the fight for legislation supporting law enforcement and strengthening police officers' bill of rights. I believe it is critical for us as a profession to identify which public officials will fight for the men and women who lay it on the line every day to protect our community.

There are many more issues I am excited about tackling. I'll save those for another article. In any event, it is an absolute privilege to represent the members of this Association. Lastly, I would like to congratulate Brian Grammas on a great career. I hope you enjoy retirement, brother. **VB**

EDITORIAL POLICY

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

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DAVID ROGER
General Counsel

For over 30 years, *Graham v. Connor* has been the standard for use-of-force cases. The U.S. Supreme Court held that objective reasonableness is the focus for evaluating such cases. Despite warning courts to refrain from playing Monday morning quarterback, law enforcement agencies have done exactly the opposite. Today, sheriffs and chiefs throughout the country discipline and terminate officers for using bad tactics during violent confrontations with potential cop killers.

In overturning a 9th Circuit Court of Appeals case, which concluded that the actions of officers caused a suspect to react violently, the United States Supreme Court in *City and County of San Francisco v. Sheehan* warned:

“Indeed, even if [the officers] misjudged the situation, Sheehan cannot establish a Fourth Amendment violation based merely on bad tactics that result in a deadly confrontation that could have been avoided. Courts must not judge officers

Remember, the Department wants you to wait for resources and plan your interaction with suspects before initiating your stop.

with the 20/20 vision of hindsight.” (575 U.S. 600, 615, 135 S.Ct. 1765, 1777 [2015]. Internal quotations and cites omitted.)

Despite this judicial warning, law enforcement agencies P# 16541 have focused on training and tactics deficiencies to discipline officers for using deadly force, which would

Don't Rely on *Graham v. Connor* to Justify Your Use of Deadly Force



otherwise be justified based upon U.S. Supreme Court decisions.

For example, LAPD Chief Michel Moore concluded that an officer's use of force against a suspect who attacked the officer with the officer's Taser violated policy. Chief Moore concluded:

“When assessed in light of the series of substandard tactical decisions leading up to the shooting and the nexus between those decisions and circumstances under which Officer Duchsherer found himself compelled to fire his weapon, the shooting was inconsistent with department policy.” (Internal quotations omitted. Rector, K. [Oct. 28, 2021]. LAPD officer's gun use faulted. *Los Angeles Times*.)

This year, Sheriff Lombardo terminated an officer who shot a knife-wielding suspect who charged at the officer. The suspect was just 12 feet away from the officer at the time of the shooting. The Department reasoned that the officer should have projected his stop and retreated to the back of his vehicle before using deadly force. Take a moment to watch this video from LVMPD: tinyurl.com/2hwsr4ad.

Remember, the Department wants you to wait for resources and plan your interaction with suspects before initiating your stop. You don't get credit for being the first to a call when you end up using deadly force. **VB**

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MECHANICS, CONSISTENCY AND AGGRESSION



CHAD LYMAN
Director

The LVPPA Mat Room is up and running, as many of you know. Check your emails and respond to reserve a spot in these training sessions. Several of our members are using the opportunity to train together in a safe environment. If you are not currently training, there is *zero* chance you are performing as well as you could or that you are as prepared as you would be if you chose to train. Training is not simply lifting or conditioning. It is hands-on defending and applications of force with a resistive partner.

Many officers don't know where to start with combatives training. They worry about not knowing enough, about getting hurt, about being made to feel stupid or inadequate. Many would like to get started but don't know how. Other officers already train and love it. Either officer can find a home at the PPA Mat Room. A key way we make the training productive to both new officers and experienced officers is how we conduct our training. We control the pace of the training, thus controlling injury and encouraging learning. Below is an article on how we successfully do this.

The Key to Performance

Mechanics, consistency and aggression (MCA) ... this is a general training formula that boosts students' performance in training and retention of what is trained.

Using principles and concepts to improve technique, consistently practicing and applying those mechanics each time I train and controlling training pace

ensures growth, safety, performance and retention of what is trained. Let's break down each part of the formula to enhance your training experience.

Mechanics are the principles, concepts and techniques that we choose to train. These mechanics could be for weapons, empty hand, striking, grappling, team tactics, use of force, effective de-escalation, physical fitness, communication, emotional and mental fitness, etc. You need to be renowned as being the how and why guy. What you do (what techniques) is not important in the long run and could vary from officer to officer. How you do something, the mechanics of the move and why it works or fails must be trained and must be understood for proficiency and retention for the student. Once an officer understands how and why something works, he is far more likely to apply what is being taught and retain it later. By basing mechanics on principles, concepts and fundamentals, instructors and officers can evaluate whether a technique will serve the officer in an actual conflict. Even if a technique seems amazing, if it violates principles that are likely to lead to a high percentage of success, instructors and officers should avoid it. By focusing on proper mechanics, students can maximize training time by training stuff "that works." Mechanically, these are almost always fundamental answers to the problem and not some "advanced" technique. To be elite, focus on doing common things uncommonly well.

Consistency in our training is a key to gaining proficiency and retention. Consistency in my focus and effort during my actual training sessions are invaluable for personal growth and retention. "Perfect practice" doesn't make perfect because there is no perfect practice. Practice does not make perfect, but it does make permanent. The reps you do and how you do them are something you will retain later. While I may not do "perfect" reps, if I do focused and intentional reps, those will lead to improvement and better performance on calls as far as retention is concerned. So, my consistency within my training sessions is vitally important.

It is also vitally important that I am consistent in actually training on a regular basis. I often ask students how often a Major League Baseball player

should practice hitting to be elite and remain in the game. Most students say every day. I also ask them how long the offseason should be. Can a professional baseball player take the “offseason” off? Universally, the officers say no, they have to train and work out if they want to be successful and be a high-level pro. Students eventually come to the conclusion that the pros must train three to five times a week, every week, for the length of their career to be successful. I ask the officers if the players could go to training camp and then annual training thereafter and maintain an elite level. Everyone agrees that to maintain a high level of performance, regular and consistent training is a must. The officers have identified an absolute key to achieving and maintaining a high level of performance. If you want to be a pro, you have to train consistently over time.

To encourage officers to train consistently over time, I use the “rule of three” formula. When we look at nature, if your airway gets blocked for more than three minutes and you cannot breathe, you are going to die. If you lose more than three pints of blood, you are probably going to die. If you go out into the desert in the summer with no shelter or water for three days, you are going to die.

Equating the rule of three to training, I tell myself if I have a three-day period with no training, then I am “dying.” Training can occur in several ways (physical, law or policy review, watching relevant videos, working out, blue gun work, etc.). Training can occur at a gym, with teammates or alone. It can also occur while reviewing relevant law or policy, watching associated videos, taking a class or reading an article for 10 minutes prior to your shift. The where, when, how long and with who are not important. Consistent training is the key. Training must produce an elevated heart rate and combine the

they can graduate to neighboring streets. The fundamentals are similar, but the speeds at which students apply them are faster. Students might also face more decision making in the street than in a lot, so this causes growth as they apply the fundamentals. This speed change often occurs during training after the fundamentals have been learned at a lower speed.

- **As students show competency and safe performance on the neighborhood streets, they graduate to main/major thoroughfares.** Remember: More cars, more problems. It’s important for the driver to have the ability to safely manage multiple routine driving performance obstacles without becoming overwhelmed or losing control. As an instructor, I am watching for students to show similar abilities in combatives without being reckless or crashing out of control. Just like a driver, how can we expect officers to do this on actual calls if they don’t do it in training? Can you imagine thinking it is unsafe to do a practice drive with your child on the main roads, but then just giving them keys and saying, “Hey, go drive, even though I don’t feel safe doing it with you”? I feel we have a tough legal road to go down if we say restraint procedures are safe for the public in general, but it is far too dangerous for us to train regularly.
- **Freeway speeds.** “Opening it up” can be a valuable tool, but it needs to be restricted and controlled to limit injury. Only drivers who show competency should be allowed freeway-speed access. Even if speeds are increased, the freeway has rules, and so does training. Make sure that those who are competent and allowed to train at higher speeds stay within stated and clearly identified training outcomes. The speed and pressure of higher speeds can be beneficial for growth. Training

ONCE AN OFFICER UNDERSTANDS HOW AND WHY SOMETHING WORKS, HE IS FAR MORE LIKELY TO APPLY WHAT IS BEING TAUGHT AND RETAIN IT LATER.

physical with the mental to effectively translate to the field and be retained. Some of the regular training must be physical in nature against resistive opponents. Rather than focus on the sheer question of “What should I train?” simply commit to training consistently over time. Every time you train, your three-day clock starts. *Commit* that as a pro, you will not have a gap greater than three days in your personal training regimen, and remember, there is no offseason. In short, train a little a lot.

The final part of our training formula of MCA is aggression. I like to think of aggression as pace or energy as we train. For LEOs, it is common to hear crawl, walk and run as a training methodology to control pace. I agree with controlling pace to enhance safety and promote learning during training. I use another methodology in both teaching and training on my own. Have you ever taught a child to drive? Even if the answer is no, think about when you learned to drive. When learning to drive, we don’t go to the freeway and jump right in. Why? Speed kills. Prior to a young driver getting comfortable, the speed and basics of driving would be overwhelming. So, where do we start?

- **Parking lot speed.** We start beginners off in an empty parking lot at low speeds. We work on fundamentals that will be used at actual driving speeds that can be experienced later. Even the parking lot training we do could be in different lots so that we could work on different fundamental skills.
- **Neighborhood streets.** Once students are competent in the parking lot,

time at freeway speeds should be limited to prohibit the likelihood of injury that can exist if we train here often.

As an experienced and regular combatives coach and athlete, I use these training speeds weekly as I train. Even as an “advanced practitioner,” someone may show me a new way to do something, and I may initially drill it at a parking lot pace in order to be comfortable with the changes. Due to my training and experience, I may quickly graduate to training the new option at higher speeds, but I rarely practice anything at full speed. Beyond injuries, growth rarely occurs when I go “full out.” If I teach a new fundamental skill and then have officers drill it, if they jump right to freeway speeds, they will only get reps and practice at what they already know or do. New skills are not gained at full speed. I have been very successful teaching and training using a defined way to control pace. Officers and athletes need to be given physical training if we hope that they will actually be successful in physical events in the street, but controlling the aggression at which they train enhances safety and retention/learning.

As officers gain mechanics and consistently train, they can increase aggression and intensity over time. Mastering MCA in a training environment will make “fast become familiar” to the officers once they are on the street and on live calls, resulting in improved performance. Guys, make sure to consistently apply MCA over time in your training sessions and become the pros we at LVPPA know you are! As always, thanks for your service, and stay safe. **VB**



Over 400 members and their families attended November's UNLV football tailgate.

FUN FOR ONE, FUN FOR ALL

Giving back to our members has always been a top priority for LVPPA, and 2021 was no exception! Despite COVID-19 continuing to be a daily obstacle in our lives, LVPPA was proud to run several fun events this past fall. Our annual Trunk or Treat event, which saw over 1,000 attendees come out on October 29 for a spooktacular evening, was a massive success. The best part was seeing everyone's creative costumes!

On November 19, over 400 members and their families gathered at Allegiant Stadium to watch the UNLV Rebels football team take on the San Diego State Aztecs. Although our Rebels lost in a hard-fought battle, we had an amazing time tailgating before the game. Tacos from 911 Tacos were served, drinks were in abundance and a big screen TV was available to watch the game. Here are some photos from these memorable outings. **VB**



Attendees line up for tacos from 911 Tacos during the UNLV football tailgate



CALENDAR

January 17 Martin Luther King Jr. Day

February 14 Valentine's Day

February 21 Presidents Day



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

RETIREMENTS

10/5/21	Paul A. Major	P# 8117	CO II	18 years
10/5/21	Phillip H. De Palma	P# 5297	PO II	25 years
10/15/21	Jason C. Henson	P# 3918	PO II	31 years
11/1/21	Talia Butler	P# 13881	CO II	12 years
11/12/21	Roger C. Haskins	P# 5774	PO II	23 years

CONGRATULATIONS

to the contest winners from the last issue!

November/December

Hidden Symbol Contest (\$250)

Hallie Nolan, P# 14867

P# Contest (\$50)

Christopher Clementi, P# 18566

Mike Nolan, P# 8794



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



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 will be entered into a drawing for \$250. You must enter by Monday, February 7, 2022, 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.

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- Contract negotiations
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- Association news
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- Hot topics on the job
- Upcoming events

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