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

VOLUME 18 | ISSUE 3

January/February 2023

HAPPY NEW YEAR!

LVPPA SETS SIGHTS ON A PRODUCTIVE

2023

**NEW SHERIFF
IN TOWN**
SEE PAGE 4

**LVPPA DELEGATE
PROGRAM**
SEE PAGE 7

**DO YOU NEED A
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Representing Las Vegas Metro Police Department Officers and Deputy City and Municipal Court Marshals

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The Las Vegas Police Protective Association is affiliated with the following organizations at the state and national level:

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

"BIG 50" – An informal association of the 50 largest law enforcement associations in the United States.

UCOPS – The United Coalition of Public Safety



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President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

New Direction for LVMPD

I hope the holiday season was extremely enjoyable for all of you and your families. For the last eight years, every turn of the calendar found us still under the leadership of Sheriff Lombardo. This will be a first for all of us since 2015 that we have a new leader for our organization.

My time as president of the LVPPA has solely been working with Sheriff Lombardo, and with that came a level of comfort in knowing exactly how to work with and navigate our boss. 2023 brings us all a new sheriff. Before I speak about what I believe we can expect from Sheriff McMahill and his team, I want to acknowledge the hard work, effort and long career of Sheriff (now Governor) Lombardo.

Our old boss could have been content with riding off into the sunset and retiring from public service, doing some lawn work or chores around the house. Instead, he chose to undertake the daunting task of running for governor of our great state. Let me tell those who are not aware that running as a Republican candidate in a heavily dominated Democratic state could have been an insurmountable task. Adding to the fact that Sisolak was the incumbent, this was an almost improbable win for Joe. However, he and his team kept grinding the entire campaign trail and won the Governor's Mansion. Sheriff Lombardo was the only nonincumbent governor candidate to unseat the sitting governor! This was so important to law enforcement because those same politicians who came after our profession in the special session and the 2021 legislative session had big plans to attack police officers in the 2023 session.

Now we have a governor who will no longer allow radical politicians to pass laws hurting cops and supporting criminals. We owe Joe a big thank-you for protecting cops and citizens for at least the next four years. Congratulations, Governor Lombardo, and we look forward to your leadership in our state.

Now, on to our new sheriff. I have known, worked around and worked with Sheriff McMahill for many of my 24 years at LVMPD. What can we expect? I can tell you that Sheriff McMahill really, truly cares about the employees at LVMPD. I believe he lives by the thought that if you take care of, both personally and professionally, those who work for you, they will excel and perform at their highest levels.

I believe we will see his executive team emulate that thought process as well, including Undersheriff Andy Walsh. For many months since Sheriff McMahill was elected, we have had many conversations about the health and well-being of our employees. His stance has not changed one bit since announcing P# 8717 his run for sheriff to his acceptance of LVPPA's endorsement to now, as he takes office.

One thing that Sheriff McMahill and Undersheriff Walsh do very well is listening to the troops. For any organization to succeed, whether it be public



or private sector, those who lead must know that the ideas of the line-level workers must be heard, accepted and, in many situations, implemented. It is not the administrator who sits behind a desk who has the answers as to how best to solve the problems on the streets. It is the day-to-day officer who can guide that issue and work with the administrators to implement those changes.

Our new leadership not only understands this concept but has already acted upon it. I believe we will see new uniforms, a new wellness bureau to take care of the hearts and minds of our officers and a commitment to compensate our employees in a way no other sheriff has before. They have committed to stand with the LVPPA and fight for longevity, pay raises and increases to the things that matter most to our officers. I know the Executive Board of the PPA shares my hope and optimism for the next four years. Time will tell how good the future will be. Know, however, as friendly as we are now, if the time comes for the PPA to do what we do best and fight for our members against the Department, we will not hesitate! But I am hopeful that we do not find ourselves in those situations and can have smooth sailing for the next four years.

Thank you all for your continued support and membership. Our numbers for membership are at all-time highs, and it is because of your faith in us to continue to represent you. I want to thank the Executive Board — Scott, Bryan, Myron, John, Chad, Dan, Greg and Bob — for making our Association the premiere organization in this state and one of the best, if not the best, in the country.

Thank you also to Laura, Roy and Adella for all of their hard work on the day-to-day operations at the office, as well as Kelly and David for everything they do fighting for our members. It is because of them that we are successful. Have a great 2023, and be safe! **VB**



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Attention to Detail

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

As most of you have learned or will find out in the future, attention to detail will keep you from getting an invitation to an involuntary tour of IAB.

I'm going to focus on the jail side of this warning because the cameras never stop recording from the minute you pull into the garage or sally port until the last second the cameras record you driving away from CCDC.

There is no way to tell how many hours a week labor relations, IAB, CIRT or your chain of command spend watching video because someone complained about something you did or didn't do, investigating everything from lost property, a 405, sexual assault or a simple pat search resulting in something entering the facility.

Complaints are always investigated with video review from the street and in the jail. One example might be a more common one. An arrestee comes into CCDC to be booked. The PO will be scrutinized from the minute they drive up First Street entering the sally port. Then they will be watched on how the inmate was removed from the vehicle, what the inmate was wearing, how you escorted the inmate from the vehicle to the chairs in the sally port, how

the property was delivered to the COs, what property was removed from the suspect and, of course, the entire pat search of the suspect.

The pat searches will be where they will start to find the most fault if it is not completed in a systematic and thorough manner. Nothing less than a textbook search will keep you out of trouble. This includes a thorough check with the handheld metal detector (aka, the magic wand).

Now, for the CO who just took over the follow-up pat search and likely watched your thorough pat search, they now need to be equally as systematic and thorough, up to and including use of the magic wand or handheld metal detector. There will be no leniency if the person reviewing these pat searches does not witness a full and thorough pat search of each quadrant of the suspect, including turning pockets inside out and, of course, checking the groin area thoroughly by hand and with the metal detector.

With all of that completed and the personal property turned over to the COs in a clearly marked bag, the next and last pat search takes place inside CCDC. This pat search by a CO will take place next to the intake nurses' station in the pre-arrest area of booking. Now, inside the secured area of booking, the final search is completed and the handcuffs (real handcuffs) are removed, and the belly chains are placed on the inmate. This pat search will be the same as all the other previous searches — from top to bottom, systematically checking each quadrant thoroughly for contraband and utilizing the magic wand. Any additional clothing exchanges will also be completed at this time behind the magic curtain that is located next to the Intoxilyzer 8000.

Once these steps have all been completed, it's time to find out if you all passed the pat-search test and will not earn a trip to P# 14517 IAB. The CO takes the inmate over to the X-ray machine to get a look underneath the inmate's clothing and is not limited to inside the inmate's anus and vagina (or both). Everything from drugs, knives, guns and jewelry were hidden in these secret jail compartments and were never detected by the four or five officers who have already searched the inmate or the magic wand.

I've written about this machine being inside of booking only to be used as a tool against the officers instead of supporting their role and making the secure area truly secure by having this machine outside where the inmate is secured in real handcuffs and poses a far less threat to the facility and to the staff. But apparently, the chain of command at CCDC is either too lazy to fight for a suitable place to be designed outside of the secured area, or maybe they just like the way things are because they have become complacent in their jobs and like to see our officers get jammed up. Or maybe they are just too afraid of the county commission to ask for some funding to make our facility the safest jail in America?

I'll give the current chief a pass on this for now because he took over a mess left behind by the previous chief, who was more useless than anyone before him holding that title/rank and did nothing to address this serious safety issue while he had the chance.

I know I'm getting sidetracked and pissed off, but my point is to make sure everything you do in your work day is done with attention to detail and remind yourself that everything you do is being recorded and has the potential for review at some point.

It's not an easy job no matter where you are working, and we know that, but some of the reviewers have never done your job and find it easy to watch tape and pick apart every detail. Monday morning quarterbacks are still working for Metro and probably always will.

Stay safe, happy new year and, as always, thank you for your membership. **VB**

RETIREMENTS

10/4/22	Nikki M. Mancillas	P# 6427	PO II	23 years
10/14/22	Arthur J. Delap	P# 5458	PO II	25 years
10/27/22	Travis L. Cord	P# 5584	PO II	22 years
10/31/22	Michael K. McCormick	P# 13652	PO II	14 years
11/1/22	Chance C. McClish	P# 6619	PO II	22 years
11/23/22	Theodoros V. Snowden	P# 6303	CO II	23 years

CONGRATULATIONS

to the contest winners from the last issue!

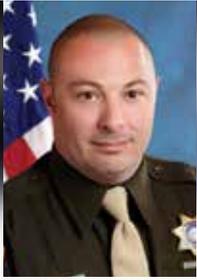
November/December

**Hidden Symbol
Contest (\$250)**

Manuel Gardea,
P# 8108

P# Contest (\$50)

Austin Parenteau, P# 18679
Jondre Minane, P# 16889



LVPPA Delegates

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

As a team, we are always looking to improve our performance and how we interact and represent our members. We need to constantly be forward thinking and engaged with the membership and what you need. We, as a team, saw an area we could improve, and that is our communication with the membership. In late August, Steve Grammas and I were invited to attend the annual NYC PBA Delegate Conference in Albany, New York. We had been looking at ways to expand our area representatives or enhance that aspect of our Board to increase our reach within the area commands. The chance to take an inside look at how one of the nation's largest police union organizations operates and communicates with its members was extremely valuable for Steve and me. Our biggest takeaway was their delegate position. Throughout every section within the NYPD, the NYC PBA has delegates on every shift. These delegates are able to work with their area representatives.

Once Steve and I returned from the NYC PBA Delegate Conference, we went to work developing our version of the delegate position. After about two weeks, our team had put together a pretty solid proposal to take to our Board of Directors to seek their approval to implement the delegate

program at the PPA. Ultimately, the Board approved the program, and we had to quickly find delegates to volunteer to be a part of the program from every shift and section within the LVMPD. The delegate program is off and running, and we will continually work to use it to promote good communication with our members. On the next page is a list of all the delegates throughout LVMPD. We are always available to help you, and we are one phone call away. Stay safe, and thank you for your membership! **VB**



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NORTHWEST AREA COMMAND

Board of Director Alex Church

Day Shift Delegate	Michael Schena
Swing Shift Delegate	Daniel Frumkin
Graveyard Delegate	Vacant
Patrol Detective Delegate	Ivens Munoz
COP/FLEX Delegate	Jason Gathing
Mt. Charleston/ Indian Springs Delegate	Dean Vietmeier
Police Academy Delegate	Marco Crete

SUMMERLIN AREA COMMAND

Board of Director Ben Baldassarre

Day Shift Delegate	John Lopez
Swing Shift Delegate	William Castagnino Jr.
Graveyard Delegate	Jose Loyola
Patrol Detective Delegate	Travis Busby
COP/FLEX Delegate	Joe Lomaglio

SPRING VALLEY AREA COMMAND

Board of Director Ryan Brown

Day Shift Delegate	Charleene Railey
Swing Shift Delegate	Shawn Belcher
Graveyard Delegate	Russell McDonald
Patrol Detective Delegate	Jonathan Smith
COP/FLEX Delegate	Jacob Belloso

ENTERPRISE AREA COMMAND

Board of Director Dave Summers

Day Shift Delegate	Robert Bell
Swing Shift Delegate	Kell Holloway
Graveyard Delegate	Stephen Schumaker
Patrol Detective Delegate	Garrett Callender
COP/FLEX Delegate	Manuel Botelho
Stateline/Sandy Valley/ Jean Delegate	Cameron Cozzens

SOUTHCENTRAL AREA COMMAND

Board of Director Josh Byington

Day Shift Delegate	Greg Hilton
Swing Shift Delegate	Ulysses Gomez
Graveyard Delegate	Vacant
Patrol Detective Delegate	Spencer Hill-Hale
COP/FLEX Delegate	Zach Piekarski
Patrol Detective Delegate	Ron Wright

TRAFFIC

Board of Director Zach Steiber

Day Shift Delegate	Lance Serena
Swing Shift Delegate	Zack Gainey
Graveyard Delegate	Joshua Rowberry

SOUTHEAST AREA COMMAND

Board of Director James Murgia

Day Shift Delegate	Andrew Lobanoff
Swing Shift Delegate	Anthony Seitz
Graveyard Delegate	Wade Seekatz
Patrol Detective Delegate	Thomas O'Connell
COP/FLEX Delegate	Matthew Taylor

CONVENTION CENTER AREA COMMAND

Board of Director Brian Bettencourt

Day Shift Delegate	Vacant
Swing Shift Delegate	Derek Stebbins
STARS Delegate	Marlon Rodriguez
Bike Squad Off-Site Delegate	Vacant
Graveyard Delegate	Chavvone Lang
Patrol Detective Delegate	David Mann
COP/FLEX Delegate	Ricky Lara

NORTHEAST AREA COMMAND

Board of Director Padilla Mills

Day Shift Delegate	Ian Sommers
Swing Shift Delegate	Joshua Leach
Graveyard Delegate	Kason Horlacher
Patrol Detective	Trey Gilleo
COP/FLEX Delegate	Marina Ramirez

DOWNTOWN AREA COMMAND

Board of Director Mike Roe

Day Shift Delegate	Logan Kramer
Swing Shift Delegate	LaRon Cooke
Graveyard Delegate	Cody Bonner
Patrol Detective Delegate	Jerome Gretka
COP/FLEX Delegate	Eric Johnson

BOLDEN AREA COMMAND

Board of Director Chazz Gohr

Day Shift Delegate	Ryan Pedroso
Swing Shift Delegate	Jefferson Lippitt
Graveyard Delegate	Preston Quirt
Patrol Detective Delegate	Michael Madland
COP/FLEX Delegate	Tabatha Dionisio

AIRPORT

Board of Director Sean Bolig

Terminal One Day Shift Delegate	Steve Mallory
Terminal Three Day Shift Delegate	Marc Prager
Terminal One Swing Shift Delegate	Vacant
Terminal Three Swing Shift Delegate	Vacant
Terminal One Graveyard Delegate	Vacant
Terminal Three Graveyard Delegate	Vacant

LAUGHLIN AREA COMMAND

Board of Director John Conover

Day Shift Delegate	Christian Jeter
Swing Shift Delegate	Curt Schelin
Graveyard Delegate	Mark Belanger
Patrol Detective Delegate	Brian Hammerbeck
Tucker Holding Shift A Delegate	Corey Hammerbeck
Tucker Holding Shift B Delegate	Vacant

RESIDENT

Board of Director Brandon Prisbrey

Moapa/Logandale Area Delegate	Dominic Drosos
-------------------------------	-----------------------

SPECIAL UNITS

Board of Director TJ Keller

Air Support Delegate	Tom Cognian
Search & Rescue Delegate	Chris Neri

AT-LARGE 1

Board of Director Eric Solano

Sexual Assault Day Shift Delegate	Brittney Tomaso
Sexual Assault Swing Shift Delegate	Keith Sonetti
Juvi S/A Satellite Office Delegate	Richard Farris
Robbery Swing Shift Delegate	Ronald "Scott" Matlock

AT-LARGE 2

Board of Director Remond Willis

Backgrounds/Recruiting Delegate	Mike Fitzpattick
Community Engagement Delegate	Elliott Castile

AT-LARGE 3

Board of Director Levi Hancock

SWAT Delegate **Jasper Washington**
K9 Delegate **Jeff Corbett**

AT-LARGE 4

Board of Director Joel Blasko

Gang Unit Delegate **Theron Young**
VICE Delegate **Patrick Grimes**
Fraud/Forgery Delegate **Vacant**

TRAINING

Board of Director Nick Rinella

FTTU Delegate **Juan Sanchez**
MACTAC Delegate **Spencer O’Roarke**
AOST Delegate **David Torres**
RBT Delegate **Josue Esparza**

COVERT OPERATIONS

Board of Director Jason Motl

Fusion Watch A Delegate **Vacant**
Fusion Watch B Delegate **Vacant**
Fusion Watch C Delegate **Vacant**
Counterterrorism Delegate **Vacant**
TASS Delegate **Vacant**
Criminal Intelligence Delegate **Vacant**
Special Investigations Delegate **Cynthia Hurtado**

HEADQUARTERS 1

Board of Director Jarrod Grimmatt

Internal Affairs/
Diversity Delegate **Vacant**
Homicide Delegate **Larry Samples**

HEADQUARTERS 2

Board of Director Robert Sigal

Abuse/Neglect Delegate **Vacant**
Missing Persons Delegate **Vacant**
DFL Delegate **Chris Kratsas**
Body Cam Delegate **Vacant**

HEADQUARTERS 3

Board of Director Robert Glowinski

Narcotics Delegate **Al Mermini**
CAT Delegate **Vacant**
FIT Delegate **Vacant**
CIRT Delegate **Vacant**

CLARK COUNTY DETENTION CENTER 1

Board of Director Sander Nygaard

C Platoon (Nights) Delegate **Vacant**
D Platoon (Nights) Delegate **Isabel Leija**

CLARK COUNTY DETENTION CENTER 2

Board of Director Heidi Prieto

A Platoon (Days) Delegate **Richard Mosher**
B Platoon (Days) Delegate **Lorraine Devery**

CLARK COUNTY DETENTION CENTER 3

Board of Director Danielle Faller

House Arrest Delegate **Scott Keiser**
Field Services Delegate **Derrick Eliason**
Classifications Delegate **Jeremy Hitt**

CLARK COUNTY DETENTION CENTER 4

Board of Director Kaluna Aki

North Valley Complex
Delegate A **Chris Brinkley**
North Valley Complex
Delegate B **James Goodwin**
Corrections Academy
Delegate **Joseph Quidachay**

LAS VEGAS DEPUTY CITY MARSHALS

Board of Director Brandon Lipschitz

Deputy City Marshal A Delegate **Vacant**
Deputy City Marshal B Delegate **Alfonso Garcia**
Deputy City Marshal C Delegate **Vacant**

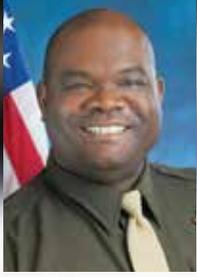
Total Delegates: 119



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Protective Association page to
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and issues that affect you.**



Strength in Numbers

CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

The membership of the LVPPA is at an all-time high. We have made it our mission to reach out to those non-members and attempt to understand why he or she is not a member of their collective bargaining unit. The membership numbers are well over 90%, and we make every effort to reach out and include all commissioned personnel in various events.

I had a non-member approach me one day and state, "I can't give y'all my money." I asked him why he chose not to be a member because I figured this reasonably intelligent person would have an intelligent explanation. Unfortunately, he just reiterated his statement. At this point, I realized I was dealing with someone who makes excuses and does not attempt to learn more than what he or she has heard in the locker room.

A few years ago, when we did not win arbitration after our contract negotiation, there was a push from a group of people to have everyone leave the LVPPA. I watched people pass out drop applications, and spread rhetoric and lies. Our membership dipped down to 78%. One person, in particular, was someone who, when they were in trouble, called me constantly, and we were able to save this person's career on more than one occasion. We

continued to do our job and about 80% of the people who left returned to the LVPPA.

Since we all benefit from collective bargaining and the pay and benefits that are negotiated by the LVPPA supports everyone, why would anyone not want to be a part of their own collective bargaining unit? The LVPPA sponsors numerous events for our members, such as Trunk or Treat, Easter, Santa Day and, recently, we brought the Police vs. Fire football game back to life.

In short, we attempt a lot of different events to ensure we can touch as many members as possible. At a recent event, I observed a non-member show up who just happened to be related to a member. This non-member has done nothing but bad-mouth and criticize the LVPPA but now has the nerve to attend our event. I like to call those actions nothing short of hypocritical. I recently received a call from a non-member because they were going to internal affairs as a subject. I advised this officer to contact their representative, and he stated to me, "I don't need a rep, I just wanted some advice on what to expect." I abruptly ended the call and did not give it a second thought.



My biggest concern is that an officer is investigated and takes advice from some sergeant or lieutenant, and they get themselves in trouble because they took some bad advice.

I warn all of our members not to take advice from some sergeant or lieutenant. Just because they have been promoted does not mean they can navigate their way through a complaint. I see a few sergeants posting negative comments about the LVPPA, and I find it odd that they do not come to any member of the Executive Board with their comments. Just a friendly warning to all officers: Be careful of the sheep because sometimes, it's a wolf in disguise.

To sum it up, the LVPPA has the best interest of its members at heart. We will always put the needs of our members first. If you call me at 2:00 in the morning, there is a 99% chance I will answer the phone and walk you through what to do or come to your location to help with a situation. A wise man once said to me, "If you have to walk in darkness, choose a companion wisely." **VB**

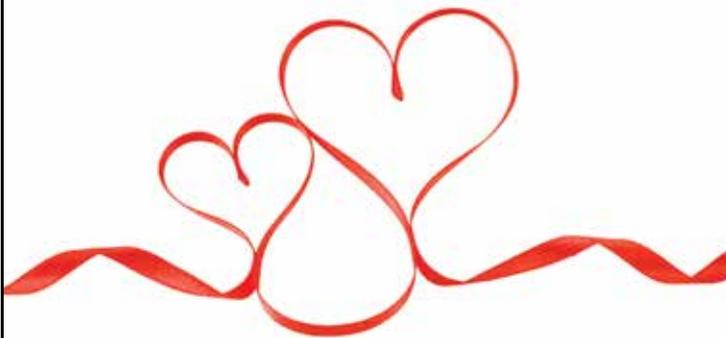


CALENDAR

January 16 Martin Luther King Jr. Day

February 14 Valentine's Day

February 20 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.

MAKE SURE TO CHECK OUT LVPPA.COM



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

GET CONNECTED TODAY!



Wear Your Sunday Best

OFFICER GREG STINNETT

Secretary

The day that badge is pinned on your chest, and you raise your right hand is the same day you sign that check.

It is a check written without a date, but the amount due is everything. It's everything. It is your existence in this world. It is your tomorrow's. It is your ability to watch your children grow and for you to grow old. It is the day when you walk out of your home, away from everything you love, away from everything you have and ever will have, and don't come home.

Every one of us who has walked this path knows this day is possible. Every one of us knows that at any time throughout our career, a date can be placed on that check.

Thankfully, the overwhelming majority of us will make it through our careers without ever seeing that check again.

In my 19 years at Las Vegas Metro, I've been to 13 line-of-duty-death funerals. Each one is a reminder of the ultimate sacrifice brave men and women make every day to protect and serve others. Strangers. To serve a purpose larger than our self-interests.

This brings me to the point of this article. When the day comes that one

of our brothers and sisters doesn't walk back through their front door, it is our responsibility as a police agency to send them to their eternal home with grace and class.

On October 28, 2022, I stood in the parking lot of Central Church for Officer Truong Thai's funeral. As always, it was impressive to see police agencies from throughout the United States represent and pay respect to a fellow officer who has sacrificed everything.

The one consistent thing I observed was that every law enforcement officer who showed up was dressed in their formal or dress uniforms.

Several years ago, Las Vegas Metro began instructing officers of lower rank to wear the "uniform of the day" to line-of-duty-death funerals. Command staff and the deceased officer(s) squad were allowed to wear dress uniforms.

This is a ridiculous concept. One of our cops is murdered/killed in the line of duty, and our very own officers are made to wear the standard uniform of the day while officers from NYPD, as well as other agencies, walk past us wearing a formal dress uniform.

Not only is it ridiculous, but it is embarrassing. I completely understand the Department no longer issues dress hats and cap pieces. Having said that, ensuring each officer has a formal dress shirt and tie is not an outlandish concept.



TUNE IN TO THE PPA PODCAST!

Hosted by our very own Steve Grammas and Daniel Coyne, *PPA Podcast* is your #1 source for law enforcement news, association updates, exclusive guest interviews, and local and national issues.

For special guest suggestions, please email Events Coordinator Adella Solano at asolano@lvppa.com.

Episodes can be found at LVPPA.com/podcast or wherever you listen to your favorite podcasts. Be sure to follow, like, share and subscribe today!

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.

Every police graduation I have attended recently consisted of newly minted police officers wearing a dress shirt and tie.

If wearing a dress shirt and tie is good enough for an academy graduation, then it sure as hell should be good enough for a funeral.

In no way is this intended to bash the Department. On the contrary, I believe this Department does an incredible job of honoring our cops who died in the line of duty. From the Honor Guard members to the buy-in from our community, we truly do a good job of honoring one's life.

Having said that, for an agency that is hypersensitive about optics, it is completely tone-deaf for the entire command staff to walk past hundreds of rank-and-file officers who are wearing the uniform of the day while they are dressed in their formal uniforms. It sends the wrong message to the troops, and it looks unprofessional at best.

In January 2023, Sheriff McMahill will take office and construct his command staff. I hope that during his terms as sheriff, he does not have to plan a line-of-duty-death funeral. But in the event that he does, I humbly request that he considers these thoughts prior to issuing an order of which uniform to wear.

At the end of the day, when we are showing up to bury one of our own, we should put on our Sunday best.

For those men and women out there pushing a sled, you are appreciated. You have the most dangerous, thankless job in this Department. Stay safe, look out for one another and get home. **VB**



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Benefits of Donating to LEAF

CORRECTIONS OFFICER DANIEL COYNE

Treasurer

Many of you already know about or donate to our charity, the Law Enforcement Assistance Fund (LEAF), but some people aren't familiar with the charity, what its purpose is and what benefits you get for donating to the fund.

Let's start with the most important aspect of this fund, which is to financially support the children of fallen officers by paying for their college expenses. With your donations, we can be there for our fallen officers' minor children throughout their lives. We are there with a check for their birthdays, Christmas and when they graduate from high school. We also cover 100% of their college tuition, books, food and housing based on in-state tuition rates. We will also reimburse their out-of-state college tuition costs, including books, food and housing, based on Nevada in-state tuition rates. We would not be able to do any of this without your generous donations.

Last year, we expanded our fundraising efforts for LEAF, so we are able to continue our mission and hopefully expand upon our benefits to the families of our fallen. We held our first major fundraising event for LEAF in 2022, the Police vs. Fire football game, which was a major success that

we hope to carry on for many years to come. Also, through our outreach, we had several generous local businesses make donations to the fund. Last but not least, LEAF sent out its first mailer to the public last year to expand upon our supporters.

In 2022, LEAF was generously donated season tickets to the Vegas Golden Knights and the UNLV football team. As a benefit of being a donor, all of these tickets go directly to people who donate to the fund using a raffle program. We also raffle off a trip to Washington, D.C., every year for police week to one lucky LEAF donor. To be eligible for these benefits, you must donate recurring through payroll deductions.

This year, LEAF will be giving out six \$5,000 scholarships, which will be awarded at the Police vs. Fire charity football game. To be eligible for these scholarships, the recipient must be a current high school senior planning on starting college in the fall of 2023 and be a child or sibling of a LEAF donor. The donor must be donating to LEAF through payroll deductions at the time of application and in the prior year.

If you are interested in donating to LEAF, you can do so by filling out a payroll deduction sheet and sending it to payroll.

If you have any questions on how to donate or about LEAF, please reach out to me. **VB**

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2023 Nevada Legislative Preview

OFFICER JOHN ABEL
Director of Governmental Affairs

The elections are over, and Sheriff Joseph Lombardo is now Governor Joseph Lombardo. This puts police officers in Nevada in a very good position to have our profession protected and hopefully get back on track of protecting Nevadans instead of having our profession attacked with more police reform that tries to tie our hands and ultimately hurts the citizens of our state.

Both the Assembly and Senate are controlled by Democrats. The Assembly Democrats have a supermajority, but they are one seat shy of having a supermajority in the Senate, which is important because it means that they cannot override a bill that is vetoed by Governor Lombardo. This is very good for law enforcement in Nevada because I believe it will have Democrats thinking twice before they try and pass bad reform bills.

They will try to get some things passed, and I am already tracking bills that want to change the makeup of LVMPD's Fiscal Affairs Committee and a bill that would not require a police officer in Nevada to be a United States citizen. You, the member, will have the ability to access the bills I am tracking via a link on the LVPPA website that should be added by the

time you are reading this article. I will also be emailing out weekly updates throughout the entire legislative session so that all of you know what bills I am tracking and where they currently sit in the legislative process.

There may be times that I call upon all of you to contact legislators about certain bills, and I will make that process as easy as possible with a new bill-tracking program I am using that is literally as easy as clicking a link and entering your name and email address, and hitting send. This will then P# 9628 send a prearranged email that I have written to the legislators who are responsible for passing these bills out of committees and ultimately on to a vote in both chambers.

Your participation has a definite impact on legislators' decisions, so please, when I ask for your help ... *please help*. As cops, we all like to complain about the process and the outcome of elections, but when asked to take part in a process, we often become apathetic and have a sit-back-and-just-take-it approach. Law enforcement has a huge voice in Carson City, so let's use that voice and let every legislator know that we matter and our profession matters.

We are professional, capable and courageous men and women who take policing this state very seriously, and our voices need to be heard. If any of you have questions about bills or the legislative session, I am always available at (702) 468-0766 or jabel@lvppa.com. **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 6, 2023, 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
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- Benefit changes
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- Upcoming events

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



DAVID ROGER
General Counsel

Your Right to Representation Before Speaking With a Supervisor

Your right to have a representative present when speaking to a supervisor about a matter, which may lead to discipline, is well established. In 1975, the U.S. Supreme Court ruled in *NLRB v. Weingarten* that an employee is entitled to representation before answering questions if the employee reasonably believes that discipline may result from the interaction with the employer.

That said, an employee's belief that the meeting may lead to discipline will be reviewed to determine whether the employee's concerns were objectively reasonable based on the circumstances. In some cases, the employer's promise that the employee may not face discipline may not be enough for an employee who knows more about the focus of the interview than the supervisor. In such cases, you should at least call PPA to speak to a representative before meeting with the supervisor.

Peace Officers Bill of Rights

NRS 289.020(3) states, "If a peace officer requests representation while being questioned by a superior officer on any matter that the peace officer reasonably believes could result in punitive action, the questioning must cease immediately and the peace officer must be allowed a reasonable opportunity to arrange for the presence and assistance of a representative before the questioning may resume."

Employee Management Relations Board — *Weingarten* Rights

The Nevada Employee-Management Relations Board has been very clear that employees are entitled to exercise their *Weingarten* rights. In a strongly worded opinion, the Board announced, "The Board forcefully asserts its recognition of local government employees' *Weingarten* rights, further described below. In the instances brought before the Board in this matter, CCSD has seemed to regard *Weingarten* rights with disdain. The Board finds that unacceptable" (*Education Support Employees Association v. Clark County School District*, Case No. A1-045782, Item No. 568B [2005]).

Waiver of Rights

The Board explained that an employee might waive representation. "A local government employee who is represented by an employee organization has *Weingarten* rights, including the right on request to have a representative of said organization present at an investigatory interview that he reasonably believes may lead to discipline or at which the employer seeks information to enable it to impose discipline." *Any waiver of said right must be voluntarily made and clearly expressed.*" If you decide to represent yourself, you must be clear that you are waiving your rights.

Scope of Representation

Your PPA representative is not required to be a potted plant during the meeting. The Board stated, "A representative of an employee organization present at an investigatory interview may take an active role in assisting the employee, such as suggesting possible sources of information, asking clarifying questions or providing explanations justifying conduct." While your PPA representative is allowed to, and should, actively protect your rights, the representative should not act as an obstructionist.

Your Request Must be Objectively Reasonable

While you may want a representative to be present during your meeting with your supervisor, you must reasonably believe that your responses may lead to discipline. An arbitrator will consider all the facts and circumstances to determine whether your refusal to answer questions was objectively reasonable.

In *North Las Vegas Police Officers Association v. City of North Las Vegas*, Case No. A1-045964, Item No. 717A (2011), the Board stated, "In deciding whether or not an employee's fear of discipline is reasonable, the Board asks whether the employee's belief was objectively reasonable based on all the circumstances of the case. This analysis necessarily presents a fact-specific inquiry."

While you may want a representative to be present during your meeting with your supervisor, you must reasonably believe that your responses may lead to discipline.

Consequences

First, the Board will refuse to uphold discipline for your refusal to speak with your supervisor if your demand for representation was made in good faith. The Board stated, "An employee may not be disciplined for the good faith exercise of his/her *Weingarten* rights."

Next, the Board described its posture regarding potential punishment for the employer, "The principal remedy for violation of *Weingarten* rights is for the employee to be made whole, by restoring to the employee rights lost or other damage for which



the *Weingarten* violation was a legal cause. If the employer had just cause for implementing discipline, it is presumed that the *Weingarten* violation was not a legal cause of the discipline, and the discipline should not be set aside. If, on the other hand, the employee can show that, but for the *Weingarten* violation, he or she would have been able to bring to light information that would have P# 4979 shown a lack of just cause or mitigated the cause, the employee should be restored for the loss proximately caused.”

Conclusion

Most of your interactions with supervisors do not require representation. However, remember that if you have a good-faith belief that your communications may lead to discipline, you should, at a minimum, call your PPA representative to discuss whether you should demand representation. PPA is only a phone call away. **VB**



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40 WAYS TO STAY HEALTHY



CHAD LYMAN
Director

As the year closes, like many of you, I am prone to reflection. With Officer Truong Thai's recent death, I have reflected even more, not just on the last year but on my career as well. In my last article, I wrote about how to successfully navigate a career as a police officer. Since that event and that article, we have suffered another tragedy in the form of one of our own taking their own life.

As I look back on my career, I can name many co-workers who have been killed in the line of duty. Too many ...

I can name just as many who have killed themselves. Too many ...

I am not a doctor. I do not fully understand suicide, why some chose it or how it ultimately has taken the lives of so many of my friends. I don't fully understand why I have gotten "surprised" by some of my friends who have taken their own lives with seemingly no notice. Other friends had demons and struggles but actually appeared to be "winning the war" when they suddenly ended their own life.

When I was younger, I had a very negative view of suicide and those who chose to end their own life. I saw it as weakness ... as a purely selfish act. I was young and immature, and judgmental. I didn't vocalize or make known publicly what I felt, but I felt it.

I have come to realize over the years that I was wrong. I didn't know the first thing about suicide and the reasons people take their own life are varied and complex. Now all I feel is sadness, helplessness and gratefulness to my heavenly father that I do not feel such feelings.

If you feel suicidal and are concerned about going to any Department member with such feelings out of fear of being shunned or questioned for fitness for duty, please consider talking to non-LVMPD resources like professional counselors who do not have any ties to the Department.

Groups like 911 At Ease are excellent resources that are free and have no ties to the Department. Seek professional help now if you are suffering from emotional and mental wounds that you have endured, the same as you would for a cut or gunshot.

One of the keys to not needing professional P# 18233 intervention in any area of our lives is to have daily healthy routines that strengthen us against the adversity that will surely come our way. I often focus on staying "healthy" physically and tactically. For this article, I am simply going to give 40 quick suggestions on ways to "stay healthy" — mentally, emotionally and physically. These 40 things come from various sources as I have sought out how to stay safe over the years.

I used to encourage folks to encourage fellow officers to "stay safe." I

**Whatever you do, seize control.
Even if that means seeking
professional help because
you have no control.**

have come to the conclusion that there is no real way to do this. What we do ... who we are ... is not safe. There is no way to "stay safe." Absent that option, the next best option is to *be safe*. Choose ways to be safe daily ... consistently ... over time.

The following page includes a list of 40 ways to do this better. The list is not inclusive or fail-safe. These are some concepts and ideas that have helped me. Check the list out, implement the list, add to it. Whatever you do, seize control. Even if that means seeking professional help because you have no control. Because at the end of the day, you cannot "stay safe," and no one escapes this life unscathed or unwounded. But you can "be safe." Choose to be so today, and use the list on the next page for ideas on how to be safe.

HOW TO LIVE A SAFER LIFE

1. Focus on what you can control.
2. Meditate on your mortality every day.
3. Own the morning.
4. Think progress, not perfection.
5. Value time more than money and possessions.
6. Try to find the good in people.
7. Never be overheard complaining ... even to yourself.
8. Listen more than you speak.
9. Be strict with yourself and tolerant of others.
10. Treat the body rigorously, so it better obeys the mind ... train hard several times a week.
11. Learn something from everyone.
12. Define what success means ... then do what it takes to achieve it.
13. Don't be afraid to ask for help.
14. Study the greats ... then emulate them.
15. Find beauty in ordinary things.
16. Associate with people who make you better.
17. Don't watch the news ... especially after a critical event.
18. Do something kind every day ... with no expectation of return.
19. Pick up trash when you see it.
20. Don't look outside yourself for approval.
21. When evaluating an opportunity, ask yourself: "What will teach me the most?"
22. Cut toxic people out of your life.
23. Leave places better than you found them.
24. Be quiet, work hard and stay healthy. It's not ambition or skill that is going to set you apart, but consistency.
25. Ask yourself, "Am I using technology, or is it using me?"
26. Live an interesting life.
27. Remember: Nobody is thinking about you. They are too busy thinking about themselves.
28. Don't just read books, re-read books.
29. See opportunities where others see obstacles.
30. Be OK with looking clueless or stupid. Learn from the experience, so you are no longer clueless or stupid.
31. Do your job – whatever it is – well. Because how you do anything is how you do everything.
32. Give up on the idea of getting revenge.
33. Before you act out of anger ... delay.
34. Don't choose unhappiness over uncertainty.
35. Instead of believing in yourself, generate evidence.
36. Never think you have it all figured out.
37. Focus on the moment, not the monsters behind you or the ones who may or may not be up ahead.
38. Get six to eight hours of sleep every day.
39. Relax. Whatever it is, you are probably taking it too seriously.
40. Make a little progress every day – a little or a lot. Consistency is key.

Bonus thought: Undersell and overdeliver **VB**

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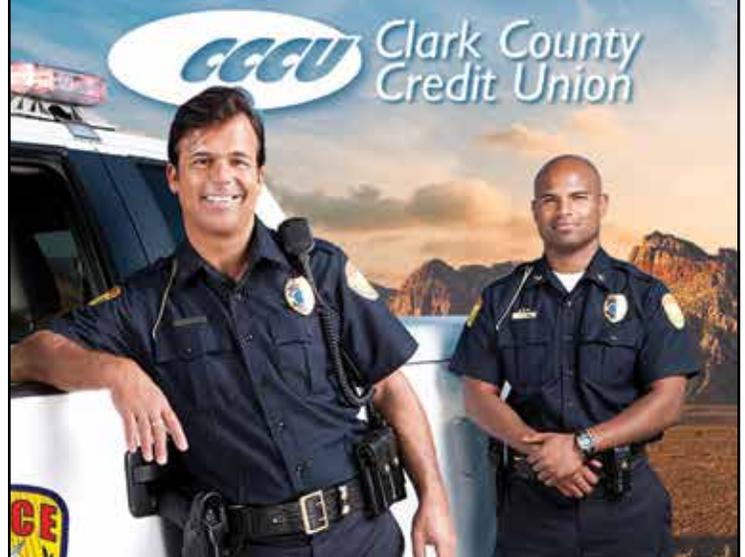
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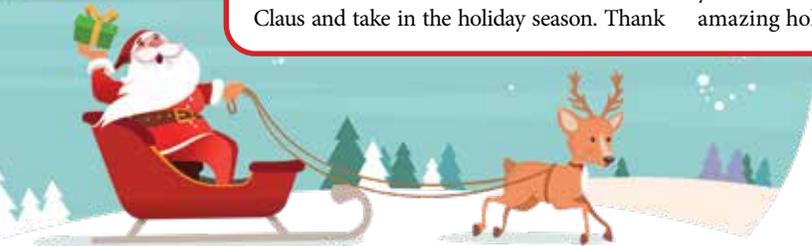


SANTA DAY

It was truly a magical time at LVPPA's recent Santa Day event at the Opportunity Village Magical Forest. LVPPA is proud to have provided a clean and safe environment for the children and families of Metro to visit Santa Claus and take in the holiday season. Thank

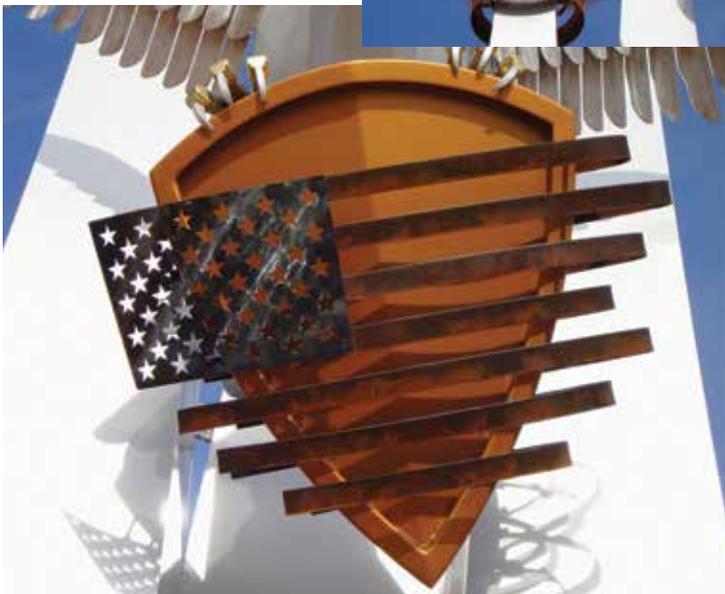
you to those of you who made this event so memorable. For those who couldn't make it, we hope to see you next year!

On behalf of the LVPPA, thank you for your membership, and we hope you had an amazing holiday season! **VB**





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



LAS VEGAS METROPOLITAN POLICE DEPARTMENT
PAYROLL RECURRING DEDUCTIONS SHEET

Employee Name	P#	Daytime Contact Number

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

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

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

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

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