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

VOLUME 18 | ISSUE 6

July/August 2023

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

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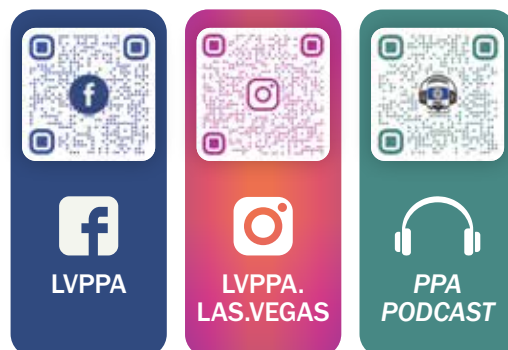
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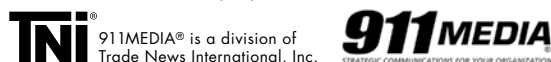
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**NAPO** – National Association of Police Organizations, representing over 241,000 law enforcement officer members in more than 1,000 police associations nationwide.

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

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# President's Message

**DETECTIVE STEVE GRAMMAS, PRESIDENT**

I hope that 2023 has been a great year so far for all our members and their families.

This is the first President's Message I am writing under a new Sheriff with new ideas for our agency. As is customary in my position, working with the administration is a daily occurrence. As it was with Sheriff Lombardo and his team, your Executive Board has been in constant contact with the upper administration quite frequently. I am very happy to report that, as we expected, most of the interactions have been positive and have had great outcomes for our membership.

Under Sheriff McMahill, I have had a steady dialogue and have found him to have a very open mind to a lot of different issues that the PPA has brought forward. Several issues that, in the past, probably would have needed to be resolved in the courtroom were worked out among us in conversation. That's not to say he has been a pushover. He still has a job to do and still needs to run the agency in a certain way that is responsive to the public, but most of the time, we have a similar view on how our folks should be treated. Like me, the Sheriff doesn't know everything occurring below him on the agency. There have been times when supervisors have acted in a certain way that did not share the same vision as Sheriff McMahill, but when we contacted the Sheriff, it has usually been handled swiftly. This makes for some very positive changes in the way

our troops are treated, as well as moving us away from the old way of ruling with an iron fist. I believe the new administration understands that some of the best ideas for our agency come from the boots-on-the-ground troops who are out there doing the job every day.

There used to be a term I learned from my friend Kirk called "the ignorance of rank." Some people felt that just because they took a test and promoted, all of a sudden they were endowed with every answer to every problem that has ever been. Those supervisors felt that no one below them had anything to offer in any scenario because those people never passed a test. I see a shift in the

I believe the new administration understands that some of the best ideas for our agency come from the boots-on-the-ground troops.

attitudes of our supervisors today. While not all, most are recognizing that they are not always the smartest person in the room or on a call and defer to their troops when it is called for. This makes for a better team environment, where we all have a voice and feel valued when we speak.

I know it has only been six months with our new leadership, but I have a very hopeful feeling that the direction is more about taking care of the troops and less about appeasing a small public that screams loudly into a microphone or has anti-police representatives in the State Legislature. Those folks are still there, but I do not think our administration is giving them much of an audience. Time will tell, though. I hope the President's Message next year is as positive as this one. If things change, just know that your Executive Board at the PPA is still ready to bring forward any fight against anyone who tries to hurt our officers. We still own our billboards around town and will never be afraid to put out a message supporting our cops and attacking those who try to vilify them.

Thank you all and have a wonderful rest of the year. **VB**

## CONGRATULATIONS

*to the contest winners from the last issue!*

**May/June**

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

**Cayl Lykins,  
P# 13144**

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

**Kyle Cruz, P# 18572**

**Eli Prunchak, P# 6180**

**Jerry Saribay, P# 15634**

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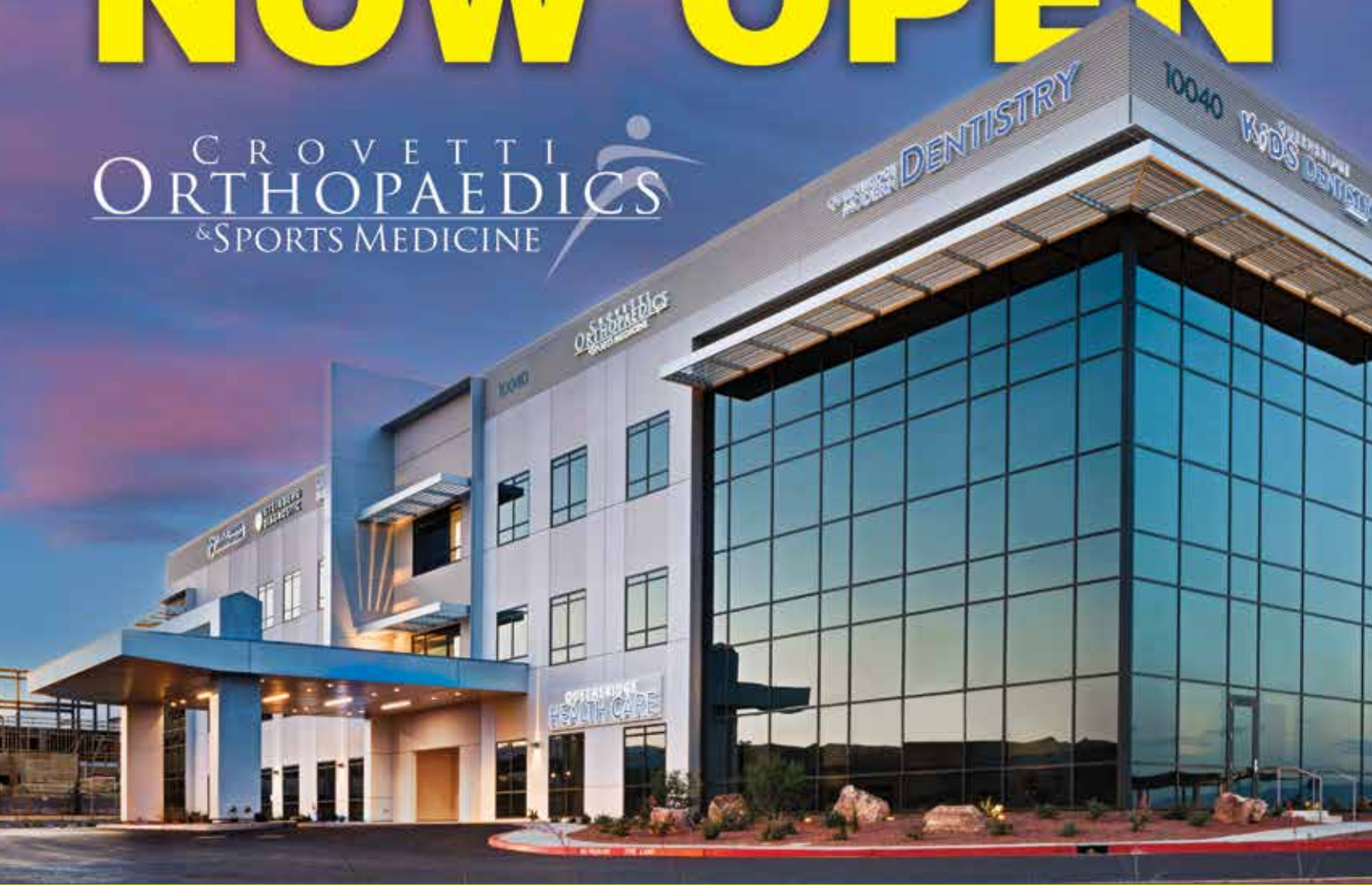
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# Should I Be Paid for Time Worked From Home?

## CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

The simple answer is yes!

If you have work that has to be completed outside of your normal shift, the Department understands it must pay you overtime for that time worked. For example: A traffic officer is required to review an arrest packet prior to arriving to court so you can potentially testify on the case, and you are on your RDO. This time does not have to be preapproved, because there is an expectation by the Department and the court to give an accurate account of the reasons for arrest, the probable cause for the arrest and the circumstances for the stop in the first place. No one can expect you to remember cases that may have happened months or even years before the case is heard. The same thing goes for our PD detectives, our patrol officers or anyone who has been subpoenaed to court. Track the hours you spend preparing and submit them to payroll for payment.

Remember that answering the phone for Department business, writing emails or even reading emails are justifiable reasons to submit for the overtime worked. I want to emphasize that this is work that cannot be completed during normal work hours but is expected to be completed. During contract negotiations, the Department spokesman said officers could face discipline if they are directed

not to complete work outside their normal shift, but then do it anyway and then submit for overtime. To be clear, if you are told *not* to answer your phone, read Department emails or complete any other assignments on your time off, you must follow that directive. Shut your phone off and enjoy your weekend!

**We urge you to get into the habit of requesting compensation for your time. No one should work for free.**

We understand that some officers may feel uncomfortable submitting for this overtime compensation, but we urge you to get into the habit of requesting compensation for your time. No one should work for free. If you have a chain of command that takes care of their people, and you choose not to submit the extra time ... we get it. It's really up to the individual officer, but we just want you to know it's OK to ask.

Thank you for your membership. **VB**



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# Leadership

## POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

Recently, I was talking to a friend of mine who works as a captain for a major agency in South Florida. We were discussing several force analysis cases and talking about recent use-of-force trends that we have seen — mainly focusing on the internal analysis and review, as well as how supervisors, from the first-line supervision to the executive staff, view and react to use-of-force events. Throughout the discussion, it became clear that, on opposite sides of the country and doing the same job on opposite levels, we focused on a very glaring fact. After the force analysis and case review, which I can say was the easiest part, was the lack of good leadership. From the informal leader on a squad to the sergeant and on up the entire chain, you could pinpoint leadership flaws and errors. At the end of our lengthy debate, he left me with a golden nugget: “When you promote the wrong people, you begin to lose your best people.”

To me, that is a very deep statement. I can honestly say that, with over 23 years’ service with LVMPD and four years’ service in the United States Marine Corps and an infantry unit, it rings very loud and clear. Leadership is the foundation of any organization and is structure-based. Leadership positions may be earned through proven work and experience, tested for in a promotional process and even handed down through the good ol’ boy system. Coming from the Marine Corps, you respect the position and authority of the person in the leadership position; however, you may not respect and agree with their position. That can be said and held true to here at LVMPD as well. Rank and structure are an important piece of how we work within the community as well as within LVMPD policies, procedures and laws.

Anyone can assume a leadership position. You do not have to take a test to be a leader. There are hundreds of leaders on this organization who have never promoted and have displayed leadership on a daily basis, in and out of work. Leadership is embodied within them and displayed by their work ethic, drive, sacrifice for squadmates, being a sounding board, availability to help with whatever is needed, and so P# 16131 many more qualities. No matter how long you have been on the agency, these people are there and around every station and bureau. Seek them out if you don’t already know them.

Conversely, just because you are smart, can take a test, can memorize paragraphs on end, are good with math and money, are quick-witted or have so many other attributes, that does not mean you are a leader. It means you have been promoted and are in a leadership position. Being a leader is up to you and the qualities you possess. You must earn the respect of those you lead. You do not need to be best friends with those you lead; however, you must lead them with empathy. Remember, you too were once in their positions. Never forget where you came from.

As an agency, we are lucky enough to be diverse in our talents and personalities. In all our ranks, we have both good and bad officers and leadership. It takes us all to blend into that big melting pot that is LVMPD. Everyone has a role and purpose here and a task to fill. I remember back to my five years on graveyard patrol and equate the role, task and purpose to those years, and I’m sure it is still no different on any squad now. There were officers who loved taking reports and would jump any report call for you. We had officers who loved doing traffic enforcement and would offer to take any wanted person to jail for you for even a \$200 warrant. There were officers who would be clear for as long as they could, and let me tell you, sometimes it was almost all night if it wasn’t for lunch and gas. Then of course you have the workers, the ones out actively doing the “work” day in and day out. It took all of us to work together to accomplish a mission.

Leadership plays an important role in the application of force and dynamic events. LVMPD policy encourages supervisors to be present on dynamic calls and help slow the momentum, gather resources and coordinate plans to prevent an application of force. This is very important for supervisors to act as leaders and to give clear direction and guidance. Those “wrong” leaders struggle in these situations and can adversely impact the outcome of the event. Those “wrong” leaders can impact a use-of-force investigation by their external influence and bias based on what they have seen from body-worn camera footage from the scene. The rush to judgment and “I don’t like the way this looks” should be kept aside and held until the involved officer’s testimony is heard from unbiased investigators. The application of force is done in microseconds. The involved officer may or may not see, feel, hear and perceive the same things you as a leader do in your role and in the review. Just because they are an officer and you are in some leadership position does not mean you or they are right or wrong.

Far too often, in reviewing cases from here and across the country, I have seen the wrong people in leadership positions making bias-based decisions and impacting an investigation. This tends to lead to losing the best people who are making a decision in microseconds. From termination to discipline to feeling disrespected and not understood or heard, officers are being harmed by leadership. We often talk about the trauma, the mental and emotional pressures of an event on officers. What we don’t talk about is the re-victimization of the officers through the investigative process. Hopefully now, under new leadership and the Wellness Bureau, we can make some positive steps in these areas.

We could discuss this topic for hours, but in closing, be the leader that you would want to follow and work for. Be that person and set an example by your performance and drive. Being a leader is not always easy and it can be stressful; however, the reward is knowing there are many behind you depending on you every day. If you want to promote, do it, but do it for the right reasons. Don’t lose sight of where you started and how it was coming up. A lot of officers promote for selfish reasons, and that shows in their performance and leadership qualities. “When you promote the wrong people, you begin to lose your best people.”

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

## RETIREMENTS

4/8/23	David A. Corbin	P# 7941	PO II	20 years
4/14/23	William R. Manners Sr.	P# 12848	CO II	15 years
4/15/23	Kolby B. Kartchner	P# 6632	PO II	23 years
4/26/23	Shaun L. Devery	P# 12853	CO II	15 years
5/9/23	Kelly R. Bluth	P# 7927	PO II	20 years
5/11/23	Shaun D. Ditmar	P# 6404	PO II	15 years



# Patrol vs. Corrections? Both Deserve Equal Respect

## CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

Years ago, the Metro Academies used to participate in a series of spirited events known as the PO vs. CO Academy challenge. There were numerous events, such as the push-up and sit-up challenge, 100-yard dash and relay races. During my first four weeks of the Academy, the TAC staff kept pushing us to be motivated to beat the PO Academy. I heard stories about how the games were really competitive and at times even contentious. We were told a story that at the previous games, the Patrol Academy, while marching in formation, began to chant, "Look to the left and what do I see? A bunch of PO wannabes." Unfortunately, that attitude still exists today.

I have always respected what others choose to do in their careers and lives. When I was in the military, I was told that the Air Force was the softest branch of the military. The Marines and the Army members would make statements that the Air Force was soft and easy; the Air Force members would state that Marines and Army members were brutes and grunts and not smart enough to be in the Air Force. Personally, I always thought this was ignorant and self-defeating. When I looked at the pay scale, I realized that an E4 in the Air Force earns the same amount as an E4 in the Army or Marines.

The same thing can be said about the LVMPD. I have heard so many times that a CO should not make the same amount of money as a PO. There are numerous similarities between both positions: both are commissioned, both go through an extensive hiring and background process, and both have a vigorous and daunting six-month Academy. So my question is: What makes one better than the other? They are different in some aspects, absolutely, but not better. When I hear or become aware of a young patrol officer making the statement that the COs should make less money or not be part of the same union, I wonder where that mentality comes from. I have never argued, nor will I ever, which job is better or harder — I will simply state that there are differences between the two and everyone's career path should be respected. But I hear the arrogant and flat-out disrespectful comments, such as that the COs' job is not dangerous and that they reap the benefits of the hard work performed by the POs.

To feel that your job or your status is more valuable or important is wrong. Unfortunately, the bad guys show each other more respect and comradery than we show our own. Personally, I think it starts at the top, with training. Recruits do not go into the Academy thinking they are better or different; that mindset is taught and learned. So if you are an FTO or a TAC officer and you are teaching your trainee to not respect another commissioned officer or to think they are a lower class because their job is different, then you are the problem. A wise man once said to me, "What other people say about you is not a reflection of you, but a reflection of them." **VB**

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# LEAF Scholarships

## CORRECTIONS OFFICER DANIEL COYNE

Treasurer

Every year, the Law Enforcement Assistance Fund (LEAF) gives out \$30,000 in scholarships to deserving immediate family members of PPA members. These scholarships are paid for out of the LEAF account and not the PPA account. This year's scholarships were presented at the annual Police vs. Fire charity tackle football game. We would like to continue this tradition and again present the scholarships at next year's game. I would like to explain the criteria to be eligible for a LEAF scholarship so there is no confusion.

To be eligible to receive a LEAF scholarship, the recipient must be an immediate family member of a PPA member who donates recurring payroll deductions to the Law Enforcement Assistance Fund. The recipient also must be a high school senior heading into college or a trade school. For your family member be eligible for next year's scholarships, you have to be donating to LEAF by the cutoff date of July 31, 2023. So, if you are reading this article, there is probably still time to donate. To do so, please fill out the LVMPD Payroll recurring deductions form under the "Law Enforcement Assistance Fund" slot, making sure you check the "Recurring" box. (See page 20 for a

copy of the form.) Then email or thousand-mile it back to Payroll. If you have any questions on how to do this, please reach out to me.

I get a lot of questions from our members who are unfamiliar with what LEAF is and what it does. Well, the Law Enforcement Assistance Fund is a charity that is run by the PPA. LEAF's main goal is to financially support the children of our fallen officers throughout college. The Fund pays for the college tuition, room and board, books and fees of the children of PPA members who are killed in the line of duty. The fund also pays for birthday, Christmas and graduation presents until these children are 18 years old.

Recently we have been exploring different revenue streams to financially strengthen this fund, with the main goal of being able to pay off the mortgages of any future fallen officers who are killed in the line of duty. I pray we will never have another officer killed in the line of duty again, but if we do, it is my goal to be able to relieve that financial stress for their family. Between increasing funding through recurring payroll deductions, the Police vs. Fire football game and our generous corporate donors, I believe we will be able to meet our goal in just a few years.

If you would like P# 3716 to know more about the Law Enforcement Assistance Fund or how to donate, please reach out to me. **VB**

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- 15, 16 | Sagebrush Social Disc Golf Tournament
- 21, 22 | Lund Pioneer Days
- 22 | White Pine BMX State Race
- 28, 29 | Shoshone Tribe Powwow/Fandango
- 29 | Rotary Golf Tournament  
Coyotes MotoCross Night Race

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**AUGUST**

- 5, 6 | Ward Mountain Half/10K/5K Trail Run  
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- 10-11 | White Pine Rodders Car Show
- 18-20 | White Pine County Fair & Horse Races

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# Documenting Use of Force and Writing Blue Team Reports

**CHAD LYMAN**  
LVPPA Director

One of the most scrutinized and important tasks an officer undertakes is using force upon a resistive suspect. Despite all the public affairs stuff that occurs with modern policing, the most important part of policing, the thing that cannot be replaced, is the requirement for someone to intervene appropriately, at times with force, to stop individuals within the community who must be placed into custody.

When LVMPD officers use intermediate force or higher, cause visible injury or the suspect complains of injury (visible or not), officers will complete a Blue Team report to document the event. This article will give some guidance to follow if officers are required to complete a Blue Team use-of-force report.

First, realize that some Blue Teams are completed simply because the suspect complains about the event, even though there are no other factors that would make the report necessary. For example, an officer handcuffs a suspect and the suspect is upset about being arrested. The suspect complains that they are injured during handcuffing, even though there was no struggle or force beyond low-level hand control and the physical handcuffing. In addition, there is no visible injury. Officers should still contact their supervisor and follow all protocols to include a Blue Team if the suspect claims injury. In this case, it would be appropriate to document the low-level force and no visible injury, and the fact that the officer is simply completing the Blue Team due to policy requiring them to do so because of the complaint of injury.

There are other events that require a Blue Team due to the physical force an officer used being intermediate force, actually causing an injury or both. Anytime you have to do a Blue Team, there are several things you should keep in mind.

First, you have the right to LVPPA representation. You can call us to run the call by us. We can and will come out to your call if needed. Your representative can watch body cam, review any evidence and assist you in documenting the use of force accurately and completely.

Second, you have the right to review your body camera before writing or documenting your use of force. Make sure you do so. There may be perception or memory differences between what you recall or experienced and what the camera appears to show. Do not change your story based on what you see on camera. Explain and document your perceptions and acknowledge the differences that may exist on camera. This is an area where a PPA rep can assist you for sure. It is normal for officers to suffer some perceptual distortion during an event, but it can feel very unsettling to actually experience this and see it play out on video. A representative can help officers acknowledge and articulate the differences between perception and what might have actually occurred. The Supreme Court understood that perceptions can vary when it set the requirement in *Graham v. Connor* that officers' responses must be what a reasonable officer would do if confronted with similar circumstances.

Third, make sure the body of your use-of-force Blue Team follows the 70% rule. This general rule means that the body of your report should be about what the call is about, what crime or event you reasonably believe occurred, what the suspect is saying, documentation of the suspect's body language and any physical resistance the suspect offers.

When documenting what the suspect says, include direct quotes of



threats or profanity. Do not say, "The suspect used profanity." Do say, "The suspect looked directly at me and yelled, 'Fuck you! If you come near me I will knock you the fuck out!'" If you document cursing, be sure to put it into quotes to stay professional. In addition to what words a suspect is saying, include documentation of tone, tempo of words, slurred speech and incoherence.

Documentation of a suspect's body language is pivotal in accurately documenting a suspect's threat level. Saying a suspect was "aggressive" with no follow-up of specific language or body language may not adequately document a suspect's behavior or threat level sufficiently to justify a particular use of force. Describe stance, body movements (pointing or gesturing), clenched fists, bulging veins, etc.

Properly documenting a suspect's resistance is key. You can say the suspect was aggressive or uncooperative, but without supporting documentation those words don't mean much. Make sure to follow up and tell how and why the suspect was aggressive or a threat.

As you document all of the above, consider typing all of the body of the report in a Word document until you are comfortable with the final product.

Make sure you are complete in your Blue Team documentation. Make sure that you:

- Focus on the suspect's actions and behavior throughout the report, so the reader understands your reasonable perceptions that led to you using force on the event.
- Accurately answer all follow-up questions.
- Review your body cam prior to writing your use-of-force report.
- Address all perceptual differences between the officer perception and video.
- Utilize PPA representation for an assist or even run it by a rep if you have any questions at all.

Make sure you are complete and thorough in your documentation of suspect behavior and all of your perceptions.

If you need any assistance with Blue Team documentation, please call the PPA immediately. **VB**



# Legislative Session Wrap-Up

**OFFICER JOHN ABEL**  
Director of Governmental Affairs

The legislative session is now over, and I am back from Carson City. Overall, I enjoyed the lobbying experience very much and feel like I got a college degree's worth of knowledge crammed into 120 days. One of the most important things I learned is that relationships matter when it comes lobbying and getting our name out there. Also, how I carry myself in and out of the legislative building does make a difference in how legislators perceive me and the group I represent. I used the verbal skills I learned over my career as a police officer to help me make friendships with legislators and lobbyists, some of whom have very different political leanings and affiliations than I do. Sure, I did not agree with many of them most of the time, but I always strived to be the most reasonable person in the conversation, which I felt boded well for me.

I am taking what I have learned and using the information to update our endorsement process. I feel like our past endorsement process did too much to feed the egos of the politicians running for re-election, and I intend to change that. I want them to provide examples of how they can help us once they are elected, such as sponsoring bills, being available to me once the legislative session starts and providing help with deferring fiscal notes, to name a few. I have

already begun to meet with future candidates who are eager for police support during the next election cycle, and our endorsement should come with strings attached because law and order will always be an election issue.

We will continue to walk a fine line with endorsing certain Republicans, because even in this last session that just ended, one of our endorsed Republican Assemblywomen was asking questions about how to make our PERS system a defined contribution instead of a defined benefit like it is now. We also must deal with the fact that Republicans may continue to be in the minority in both the Senate and the Assembly. Democrats are going to push very hard in the next election cycle to gain a supermajority in the Senate so they can override the governor's veto authority, which can render him ineffective for us. This is another reason why having good relationships with Democrats is important, because it allows me to have input on potentially troublesome bills. Even though Governor Lombardo vetoed the car stop bill that did not allow officers to make certain types of stops, I was able to speak with Senator Harris and get her to agree to change certain language in the bill.

Overall, I believe I had a positive experience during the legislative session that I will continue to build upon for the next session, which starts in a mere 18 months. If you ever have any questions about bills or the legislative process, or just questions in general, please email me at [jabel@lvppa.com](mailto:jabel@lvppa.com) or text me at (702) 468-0766. **VB**



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# Membership Events

## OFFICER GREG STINNETT

Secretary

The Association's ongoing mission is to provide our members with the best benefits and services. The LVPPA represents our members throughout officer-involved shooting response/investigations; in-custody death response/investigations; pre-termination, non-confirmation and civil service hearings; arbitration processes; contract negotiations; legislative matters; and administrative hearings such as Internal Affairs, Vehicle Collision Board and Diversity. And, most recently, we are available to assist with the completion of use-of-force reporting if needed. Nine full-time Executive Board members respond 24/7, 365 days per year, to the needs of our membership.

As of late, the Executive Board has striven to provide an additional service to our membership. We believe it is critically important to balance work and personal life. Our members work every shift/RDO imaginable; therefore, we miss out on many holidays and other events that folks outside of our profession rarely do.

I would like to take a few moments of your time to provide an overview of the events that we provide for you and your family, in the hopes that if you have not had an opportunity to attend one, you soon will.

### Easter

The Easter event took place this year at All American Park. The Easter Bunny was on site for the duration of the event for photos with the kids. There was a DJ on hand and many bounce houses, a rock-climbing station and other fun attractions for the kids, including a face painter. There were Easter egg hunts for the kids that were broken down by age group. There were four food trucks on hand, serving free food to our members and their families. This is a private event and is closed to the public. There are tents and chairs provided for members to sit and take a break and eat. This event lasts approximately three to four hours.

### Las Vegas Aviators Baseball

Several times throughout the baseball season, the Association will purchase the third-base deck and upper row of seats for a game. The deck area consists of several tables and couches to sit at. The catered food, snacks, soda, water and tap beer are free. There is a bar within the secure area for members to purchase liquor and wine. Members are allowed to leave the secure area and walk downstairs to the many vendors. Gates usually open one hour before the start of the game and the seats fill quickly, leaving the open deck area, tables and standing room only. This event is closed to the public. Keep in mind that the sun is still up for an hour or so when you first arrive, so if you are bringing small children or infants, plan accordingly. Also, have the kids bring a glove, as foul balls will find their way over from time to time.

### Charity Tackle Football Game

This year completed the second installment of a tradition that was brought back from the '70s and '80s. For the last two years, police and corrections officers from the LVMPD have squared off against the Valley's firefighters for charity in a game of tackle football. In 2022, Bonanza High School hosted the event. This year, Bishop Gorman hosted us. This game is open to the public. Food trucks are on hand for food purchases. This football game raises money for the firefighters' charity, the Children's Heart Foundation and our very own Law Enforcement Assistance Fund, which allows us to provide a



college education for the children of our members who have died in the line of duty. This event has been very successful and will continue to grow in the coming years. This game is typically held in May. Do *not* miss the next one.

### UNLV Football/Tailgating

Several times throughout the college football season, the Association will purchase an area in the tailgating section of Allegiant Stadium to host our event. On site, you will find bounce houses and other fun games for the kids, as well as cornhole boards. There is free food and drink (water, soda, beer) on hand for everyone to enjoy. Just before kickoff, the tailgating is closed and the members P# 12896 head inside to watch the football game. The tailgating area is a private event and is closed to the public. It is important to understand the stadium's rules related to firearms, edged weapons, purses, bags, etc. Keep in mind that parking is off-site from the tailgating area, so if you are not allowed to enter the stadium with prohibited items, getting back to a vehicle will be time-consuming.

### Haunted House/Trunk-or-Treat

Each year, a portion of the Association's building turns into a haunted house! Outside in the parking lot is a trunk-or-treat area where the kids can visit each person/booth to get safe candy and treats. There are other attractions for the kids, such as face painters, balloon artists and bounce houses. The haunted house is manned by real actors who do their very best to ensure a great experience for those brave enough to walk through it. There are food trucks on site



in case you get hungry, as well as water, soda and beer. As always, the food and drinks are free to our members and their families at private events. This event usually lasts approximately four hours. Parking is somewhat limited in the immediate area, with additional parking on the roadway behind the building.



### Christmas Event

The Christmas event put on by Opportunity Village each year is a must-see for Las Vegas residents and tourists alike. One night each year, the LVPPA buys out the venue. For that night, the only people allowed inside are LVPPA members and their family members. The food and the rides are free. Santa Claus flies in for a few hours to take pictures with the kiddos and families. Opportunity Village does require participants to enter through a metal detector, and they strictly enforce their weapons policies for persons not on duty. This event is heavily attended, so get there early and dress warmly.

### Lifetime Membership Events

This is one of our newest events. Our goal was to provide a forum for our retired lifetime members to gather, break bread, catch up and share stories. Every quarter, we host this event in our office conference room. It is a privilege to sit in a room with 700 to 800 years of Las Vegas policing experience and visit with the old-school coppers and corrections officers who paved the way.



### Charity Golf Events

Throughout the course of each year, many organizations and charities reach out to the Association to promote their charity golf events. Periodically, the Association will buy a foursome golf team and raffle the spots off to our membership. We participated in five golf events last year and three so far this year. If you like to tee it up, watch out for the drawings for future events.

Your membership in this Association is important to us. We believe it is our responsibility to provide not only the aforementioned services outlined at the beginning of this article, but also opportunities for you and your family to participate in holiday events and other special events that are safe, secure and family-friendly.

These events are a way for the members of our Association to visit and bond outside of the workplace and to get away from the stressors of our jobs. Details regarding each of these events are pushed out to the membership via email. If you *do not* receive emails from the Association regarding these events, please contact our office staff at (702) 384-8692 and update your email address. **VB**

# This year, Our Members Shared in a \$2.6 Million Bonus Dividend

CCCU is owned by our account holders – not shareholders. Our members have received more than \$73 million in Bonus Dividends\* since 2001, just for using the credit union services they need every day.

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\*Not-For-Profit. CCCU shares excess earnings with member/owners in the form of better rates, more free services, and bonus dividends. Bonus dividends, declared by the board of directors, total more than \$73 million since 2001 although there is no annual guarantee.

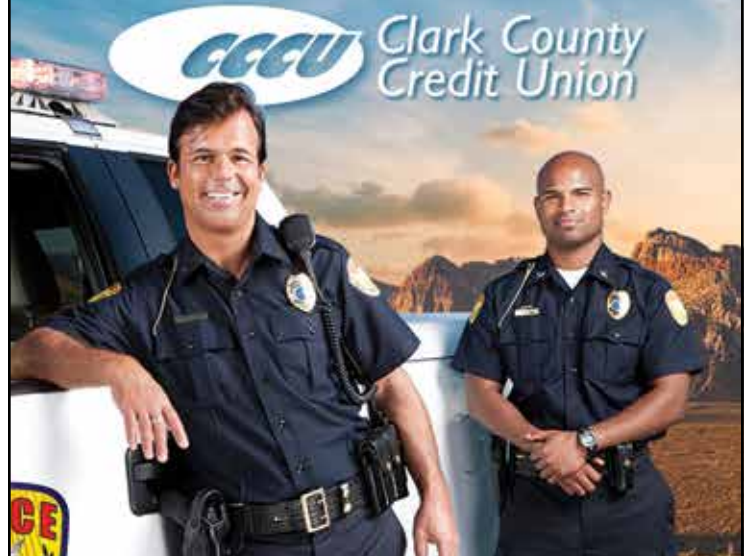


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# The LVPPA Member Database and Why It's Important

## ROBERT GLOWINSKI

Director

Greetings; I hope this finds everyone well. I want to use this opportunity to discuss the LVPPA's member database, to provide an idea of what we use it for and why it is important to keep it updated. Additionally, I would like to explain a new tool we are offering with the database and how it may benefit you.

We have a licensing agreement with a software company that has been in the customer management and record retention business for more than 30 years. The program was implemented about 10 years ago. The software is encrypted, and the LVPPA office staff and Executive Board members are the only people who access the information within the database. We do not disclose the information maintained within the file.

Currently the file maintains basic member information, including name, home address, phone numbers, email, hire dates, beneficiaries and whether or not you are a member of the LVPPA. Most of the information on file is provided by you when you complete the Academy and join the LVPPA. We do not share files with the LVMPD. If you change your address, telephone number, name or beneficiary information with the LVMPD, *they will not notify us*. It is incumbent upon you to contact our office or a Board member with any changes in personal information.

I can't emphasize enough the importance of keeping the LVPPA up to date on your personal information. Our staff will reference the information in the database on a daily basis. When you receive a notice from IAB regarding an interview, our office staff will look up your phone number and contact you regarding representation. The staff will then send a member of the Executive Board an email with your notice and the phone number on file so we may contact you. If you are involved in a critical incident, we look up your phone number so we can call you, check on your well-being and let you know that we are on our way.

We use your email address weekly to send out information. The emails you probably see the most are for jiu-jitsu training with Chad Lyman, discount codes for P# 9486 merchandise or complimentary tickets for movies and shows. However, we also use your email address as an alternate way to contact you if we can't reach you by phone. Hopefully, both aren't outdated. We recently sent out a leadership survey. Our staff received



numerous calls from members who wanted to participate but hadn't received the email. A check of the database revealed most of the members who had called us had changed their email addresses and did not update the LVPPA. Lastly, at the time of writing this article we are in contract negotiations. In the event that we come to a tentative agreement with the Department, we will email a link for the ratification vote. Based on past history, most members are eager to participate in contract votes.

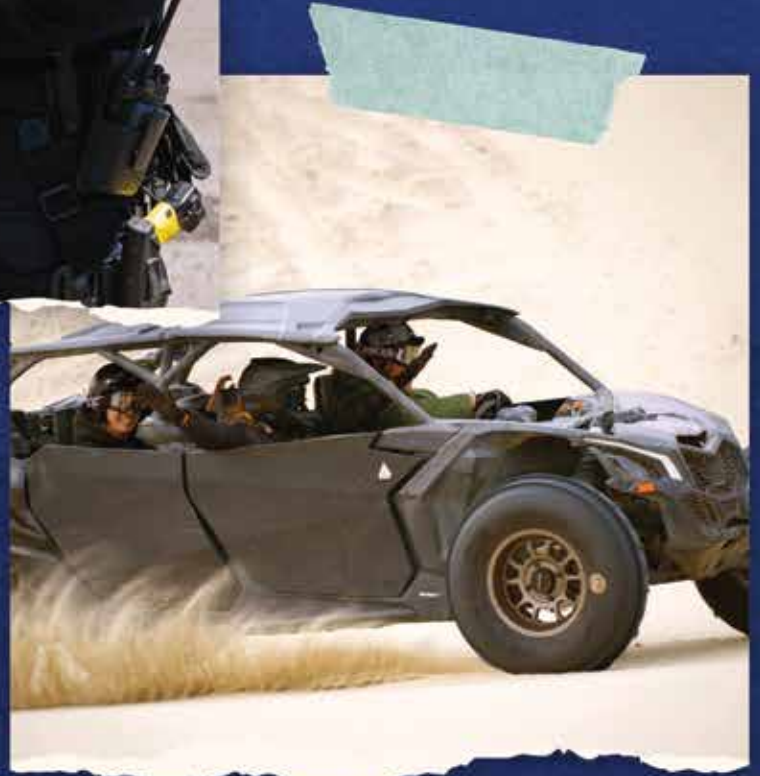
Beneficiary information is the information we use least, but is arguably some of the most important information the LVPPA maintains. In the event that a member dies, it is extremely important that the beneficiary information is current for the insurance company to make the payouts to the appropriate people.

We also use the database to memorialize internal investigations. When we receive your notice of an IAB investigation or a CIRT interview, we scan the document and enter it into your file. After the interview, we download the recording of the interview into your file. We may use the notice and recording at a later date if we grieve the investigative process or the discipline you receive. Our experience has shown that audio recordings possess emotion and inflection a transcript doesn't.

Last but not least, we would like to offer a service with the database we haven't previously provided: storage of confidential information. This would be limited to information relevant to the scope of your duties. If you complete an Occupational Injury form, we can scan it and add it to your file. If you receive a negative Contact Report, after we assist you with writing a rebuttal (NRS 289.040), we can scan and add it to your file. Remember, a Contact Report may be considered progressive discipline. If you receive an unlawful order or have negative interaction with a supervisor, record the incident in detail and we can memorialize the information in your file. In the event that you have a problem with a supervisor in the future, we will be able to have an accurate account of what previously occurred, instead of trying to recall bits and pieces of an event that occurred two or three months earlier. Think of this as a way to enter "CAD" notes on events that impact you on a daily basis.

I appreciate you taking time to read this article. Should you have any questions, please feel free to contact me. As always, trust your training and back each other up. **VB**

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**DAVID ROGER**  
General Counsel

## Roger's Rights

I think the title is catchy, but this article is all about your rights. As a police officer, you have valuable rights that you should remember and exercise at every opportunity. Your Association is here to protect your valuable rights. You have the right to:

### 1. Association

You have the right to be a member of an association that negotiates your pay and benefits. Not only does PPA negotiate your collective bargaining agreement, but your representatives also fight to protect your rights and defend you.

### 2. Privacy

In *Las Vegas Metropolitan Police Department v. Las Vegas Review Journal*, 136 Nev. 733, (2020), the Nevada Supreme Court made clear, "Law enforcement officers in particular have a privacy interest in maintaining their anonymity and the confidentiality of their work assignments where disclosure poses a risk of harassment, endangerment, or similar harm." Therefore, "Guided by the foregoing principles, we conclude that Metro's officers have a nontrivial privacy interest in their unit assignments. Crucially, although the district court suggested otherwise, the officers did not surrender their privacy interests by swearing an oath of public office." The Association is in the process of holding the Citizens Review Board accountable for disclosing officers' names in its public documents and press releases.

### 3. Due Process

Since 1983, Nevada law enforcement officers have enjoyed the protections of the Peace Officers Bill of Rights, commonly referred to as NRS 289. The statute provides due process safeguards so that officers are not blindsided during administrative investigations. Your association continually lobbies to expand these rights.

### 4. Representation

The U.S. Supreme Court, in *National Labor Relations Board v. Weingarten*, held that an employee who reasonably believes that answering a supervisor's questions may lead to discipline is entitled to demand representation before speaking with an employer. NRS 289.020(3) codifies this right. This right belongs to you, and your supervisor must stop the interrogation to allow you to call your PPA representative.



### 5. Garrity Protections

The U.S. Supreme Court held that law enforcement agencies may not compel an officer to incriminate themselves under the threat of insubordination and then use the coerced statement to prosecute the officer. NRS 289.060(4) incorporates this valuable right.

Additionally, your collective bargaining agreement clarifies that these protections apply to "any statement, report, or document prepared at the direction of the Department for an internal investigation." This applies to answering questions during an OIS public safety statement and completing use-of-force Blue Team reports required by LVMPD policy 3.110.

### 6. Notice

NRS 289.060(2) mandates that an investigator provide you with notice before your interview, which includes "a summary of alleged misconduct." Your collective bargaining makes clear that "a summary of facts will be provided to the subject employee who is to be interviewed. For purposes of this section, 'summary' means a description of the allegation, with locations, time, and date" (Article 4.4[C]). This is one of the "no sandbagging" rules.

### 7. Evidence Inspection

In addition to providing an officer with sufficient notice to allow them to respond to allegations, the Department must also allow the officer to inspect incriminating evidence before the interview. CBA 4.4(H) states, "When the Department possesses information in an electronic, audio, video, or written format, the investigator will allow the employee an opportunity to explain an answer or refute the negative implication or his/her recollection after the employee is given the opportunity to review the media evidence."



### 8. Body-Worn Camera Video

You have the right to watch your body-worn camera video, and any other video evidence, before completing a report. This includes use-of-force Blue Team reports (LVMPD 7.136.3). If you are a subject officer in an OIS, you are entitled to view all available videos, including other officers' body-worn camera videos. Remember, if your perception or recollection conflicts with video evidence, don't worry — just acknowledge the differences in your report or interview. Our use-of-force expert will explain why your perception or recollection differs.

### 9. Fifth Amendment Rights: Refuse FIT Interviews

The Force Investigation Team is responsible for conducting criminal investigations when an officer uses deadly force. Don't be fooled because FIT detectives are your fellow officers. As a former FIT sergeant explained, FIT views officers as criminal suspects who are "presumed guilty until proven otherwise."

Consistent with the P# 9814 Fifth Amendment, LVMPD policy 3.110 states, "the subject officer has the right to decline to be interviewed." The policy underscores, "Under no circumstances will any FIT investigator question a subject officer regarding the facts of the incident without allowing the officer to consult with their representative."

So, when you are involved in an OIS, stop talking because help is on the way. PPA representatives, a use-of-force expert and an attorney will respond to the scene to protect your rights.

### 10. Fifth Amendment Rights: Don't Talk to Criminal IAB

Criminal IAB detectives investigate our members for alleged criminal conduct. They do not conduct administrative investigations. When they contact you, it is because you are a criminal suspect. You have the right, like any other citizen, to refuse to talk to them. Do not waive your Fifth Amendment right.

PPA and I are here to protect and defend you. Our sole obligation is to vigorously defend you. Please remember to assert your rights. **VB**



# CALENDAR



July 4 Independence Day

September 4 Labor Day

September 7 General Membership Meeting, 5 p.m.\*

October 27 Nevada Day  
LVPPA Trunk or Treat

October 31 Halloween

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

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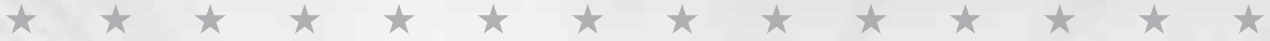
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# 2023 TOP COP AWARDS

## LVMPD Officers Honored in National Ceremony



Photos courtesy of NAPO/Jennifer Morris Photography

**T**he Las Vegas Police Protective Association is proud to recognize South Central Area Command Officer Tierney Tomburo, who received the highest honor from the National Association of Police Organizations (NAPO) at its 30th annual Top Cops Awards ceremony in Washington, D.C., on May 12, in conjunction with National Police Week. Each year, members of federal, state, county, tribal and local agencies nationwide nominate their partners and colleagues for extraordinary actions taken during incidents in the preceding year. From the hundreds of nominations, an independent committee of national law enforcement representatives selects one case for each of the 50 states and U.S. territories. The top 10 of those cases are named Top Cops Award winners.

Officer Tomburo was honored for her bravery after she and her partner, Officer Dueñas, stopped a vehicle for a traffic violation during the early morning hours of September 10, 2022. There were three men in the car: the driver, a front-seat passenger (later identified as Gabriel Charles, who had a long and violent criminal history) and a backseat passenger. All three suspects initially cooperated by getting out of the

vehicle, but Charles suddenly began to run, and Tomburo chased him. As she quickly closed the gap, Charles turned around, drew a handgun and fired it once, hitting Tomburo in her left leg and breaking her pelvis. Tomburo collapsed to the ground, but despite being in severe pain, she was able to unholster her service weapon and fire four shots in the near-total darkness. Charles was struck twice, once in the foot and once in the torso, the second shot proving fatal. After radioing for help, Dueñas created a makeshift tourniquet and placed it around her pelvis. She was rushed to University Medical Center, underwent surgery and has been able to make a gradual — though long and difficult — recovery.

Shortly after the incident, Metro Assistant Sheriff John McGrath praised Officer Tomburo for her bravery. “I would say that she’s a great example of a hero police officer,” McGrath said during a press conference. “She showed her courage, and she showed calm under pressure, and I think she did an outstanding job. We’re all very proud of her.”

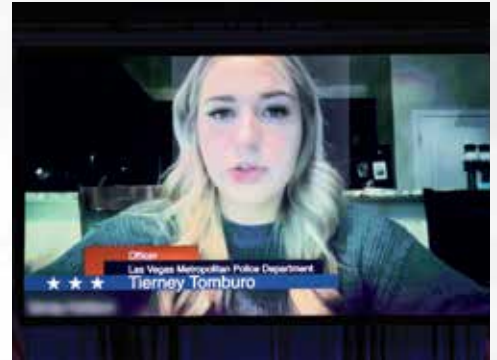
Officer Derek Berger also received an honorable mention at the ceremony. Thank you, Officers Tomburo and Berger, for your courage and for putting your safety and well-being in harm’s way to protect our community. **VB**



Officer Derek Berger



Officer Tierney Tomburo



The full group of Top Cops Award winners included officers from agencies in Arizona, Connecticut, Kentucky, Michigan, Nevada, New Jersey, New York, Ohio and Texas, as well as the FBI.

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

Employee Name	P#	Daytime Contact Number

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

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

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

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

# Vegas Beat Wins 2023 Communicator Award

**L** VPPA Vegas Beat was selected from a field of more than 3,000 entries from throughout the U.S. and around the world for a Communicator Award of Distinction from the Academy of Interactive and Visual Arts (AIVA), the largest and most competitive awards program honoring creative excellence for communications professionals. Director Chad Lyman's original feature story entitled "Who Loves the Warrior?" in the September/October 2022 issue garnered an Award of Distinction for Writing in the General/Feature Article category.

We are proud to see our publication recognized among the best of the best in the industry! Congratulations to Chad Lyman for bringing our members this informative and engaging article and exemplifying the high standard of quality we strive for with every edition of the magazine. **VB**



## To All Las Vegas Police Protective Association

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# Now There Are **500** More Reasons Why It Pays to Read



This issue contains **TWO** ways to win your share of **\$500 CASH!**

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

Members who find the hidden  in this issue of Vegas Beat and register through [www.LVPPA.com](http://www.LVPPA.com) will be entered into a drawing for \$250. You must enter by Tuesday, August 8, 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
- Association news
- Benefit changes
- Hot topics on the job
- Upcoming events

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



## 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](mailto:asolano@lvppa.com).

Episodes can be found at [LVPPA.com/podcast](http://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.



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*Pictured (L to R): Lisa Anderson, Jason Mills, Toby Yurek, Dillon Coil*