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

VOLUME 19 | ISSUE 4

March/April 2024

GEORGE MALOOF ★ 2024 LAS VEGAS POLICE - VS - FIRE



CHARITY FOOTBALL GAME



MAY 11

SEE PAGE 9



**APPLY FOR LEAF
SCHOLARSHIPS**

SEE PAGE 10

**WHY SQUAD MORALE
IS CRITICAL**

SEE PAGE 13

**TRAIN ON
THE MAT**

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

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CONTENTS

EXECUTIVE BOARD

| | |
|----------------------------------------------------------|----|
| President's Message | 4 |
| Understanding the Importance of Expedited Investigations | 6 |
| You Need Representation | 7 |
| Serving Our Membership | 8 |
| LEAF Scholarships | 10 |
| What Kind of Leader Do You Want to Be? | 12 |
| Squad Morale and Development | 13 |
| Know Your Time | 14 |
| NRS 484B.413 Vehicle Lane Changes | 16 |

FEATURES

| | |
|----------------------------|----|
| Calendar | 6 |
| Retirements | 8 |
| LVPPA Vegas Beat Contest | 15 |
| Update on Member Giveaways | 17 |
| Get on the Mat | 18 |

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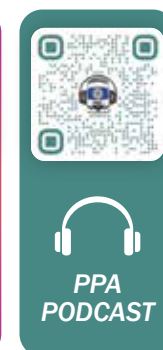
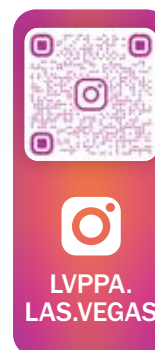
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"BIG 50" – An informal association of the 50 largest law enforcement associations in the United States.

UCOPS – The United Coalition of Public Safety



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President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

Can a Sergeant Stay With the LVPPA?

I hope that this article finds all our members happy, healthy and ready to tackle 2024. To lead off, I want to remind everyone to set goals for the new year. Among them should be to expand your contributions to your Fidelity account, invest in yourself, and start building training and skill sets to become a better officer or supervisor.

As we enter another round of sergeant testing here at LVMPD, I am continually getting asked about officers staying with the LVPPA when they promote to sergeant.

Bylaw 6.01 states, "A person is qualified for membership of this association if employed in any capacity covered by chapter 289 of Nevada Revised Statute including those: covered by a Collective Bargaining Agreement enforced by this Association; *employed as a Sergeant*; or retired from such employment."

Many years ago, any commissioned officer on our agency could remain a member of the LVPPA if they paid the dues associated with membership. We had assistant sheriffs, chiefs, captains and lieutenants as members of the LVPPA. Around 2015, the Bylaws were changed to remove any officer of rank from being able to be a member of the LVPPA. It did, however, grandfather folks who were still in the LVPPA, and would only affect those

promoted after the change of the Bylaw. After that Bylaw change, we had many supervisors asking about staying in the LVPPA. A member who was going to promote proposed a change to the Bylaws to allow only sergeants to remain in the LVPPA. Upon receipt of this Bylaw change, we started to look at the benefits of having sergeants still be allowed to be members of the LVPPA. After much consideration, the positives far outweighed the negatives as it related to sergeants being allowed to remain members. The Bylaw was ultimately changed, and sergeants were allowed to maintain the membership of the LVPPA.

Currently, we have around 60 sergeants who are members of the LVPPA. When asked about the benefits of being a member as a sergeant, we lay out everything that is available to them, which is everything we do for our officers, minus negotiating their contract. We provide our events, our resources, our representation and our legal coverage should you be charged with a crime during the course and scope of your duties. If a sergeant was charged with a case stemming from a work-related incident — off duty or while taking police action — we would spare no expense to vigorously represent the sergeant at every point of the case. Currently, the likelihood of being charged with a criminal case has greatly increased, which I am sure we can all acknowledge.

When asked about how we treat a case where a sergeant has filed a complaint against an officer and then must go into IAB as a witness against the officer, our response is the same as when one member complains about another officer, which unfortunately happens frequently. I make sure the rep of one member keeps their information and conversations separate from the person who may be the subject of the investigation and their representative. We make sure we take care of both members and provide them each with the proper representation during the investigation.

Another important question to consider: When you are no longer a member of the LVPPA, are you still entitled to Association benefits such as a retirement memento, the use of the callout bus for comfort or a restroom, or food on scene of a callout? Being that a sergeant can stay with the LVPPA, like our rank-and-file officers, the choice to no longer stay with us brings the separation of the LVPPA and yourself. We do not work on a "credit for time in the union" position. This has caused supervisors before to ask, "Why can't I use the bathroom or have food? I was a member for years and should get something." Understand, the benefits we provide are due to the current contributions of the membership, not on a past membership basis. Like car insurance, if you change companies, the old company no longer has an obligation to you. It may seem rude or direct, but we work for the current, active membership.

Hopefully P# 13508 this clears up any misconceptions or issues related to promoting to the rank of sergeant. We know we have earned our officers' trust and support, and we would love to keep you as a sergeant. If you choose to join the PMSA, I can tell you that those are great guys running the supervisors' union, and we get along with them very well. While they may not do all the same things for you that we can, know that the folks over there have their members' best interests at heart as well. But, as I said, we would love to have you remain a member of the LVPPA as we continue to do more and more for our folks. And, yes, you can be a member of both, if you so choose.

I hope everyone who is taking the sergeant's test does extremely well in the process and becomes an amazing leader, not just a supervisor. If we can ever do anything for you, please don't hesitate to reach out. **VB**



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!



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Understanding the Importance of Expedited Investigations

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

Expedited investigations began several years ago when we convinced the sheriff that LVMPD was wasting time and money investigating cases where an officer had taken accountability for policy violations, inappropriate use of force or even something of a criminal nature like a DUI arrest, to name a few examples.

Over the years, while representing officers in Internal Affairs investigations, officers would often come in and, under threat of termination, answer questions that many times had already been answered in a prior report.

Throughout my career, we were always told that progressive discipline was intended to change or correct behavior. We argued that there was no need to interrogate or correct behavior when an officer is willing to accept the appropriate discipline for the violation.

Pros and Cons

There have been several cases over the years in which officers have accepted the expedited offer to avoid the stress of being interviewed, even when they didn't necessarily feel like they were in violation of any policy. PPA representatives will never discourage you from accepting an expedited offer; however, we will show

you the upside and the downside before you respond to the offer.

The PPA representatives never want officers to accept any type of discipline just because the officer has heard the horror stories about an investigative team at IAB that treats officers like they are suspects, and are disrespectful, demeaning and condescending to them during interviews.

It's sad to think that someone has worked at Internal Affairs for so long that they forget what it's like to perform the duties of a police officer. Clearly, these officers and their sergeant mastered perfection while serving the public! I doubt it, or maybe they are just hiding from the real job because of fear? It's hard to describe, but they actually look like they are angry and full of anxiety when speaking or asking questions during an interview. And if you think I'm talking about you ... I probably am.

The upside of the expedited investigation, besides not being interviewed or interrogated by a "Monday morning quarterback," is that once the offer is signed and returned to Labor Relations, the purge time begins immediately. You don't have to do anything except respond to the original email stating that you will accept the offer and give the PPA rep your permission to sign on your behalf.

The downside in taking an expedited offer is that there is no grievance process that would allow you to argue for mitigated discipline or even give your side of the story that could potentially show that you should not be sustained for any policy violation. If this is something you would like to do to potentially have your case thrown out, or be sustained for something far less, we would encourage all of you to go through the normal course of investigation and allow us to represent you throughout the entire process.

Although I have been very clear that we have a team of substandard cops investigating our officers at IAB, we also have a few teams of good cops at IAB who show true professionalism, courtesy and respect for people when conducting interviews, as you would expect them to be. Funny how some of the teams at IAB can conduct an interview that has a serious allegation and still show respect to our officers while asking tough questions.

In conclusion, if you receive an offer, it's extremely important to speak to a PPA representative as soon as possible to help you understand your rights and make the best decision on a case-by-case basis.

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



CALENDAR

| | |
|----------|----------------------------------------------|
| March 7 | General Membership Meeting* |
| March 10 | Daylight Saving Time Begins |
| March 17 | St. Patrick's Day |
| March 30 | LVPPA Easter Egg Hunt |
| March 31 | Easter |
| May 11 | Police vs. Fire Charity Tackle Football Game |

*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.

CONGRATULATIONS

to the contest winner from the last issue!

January/February

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

Anastasia Raft, P# 19638



You Need Representation

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

As a member of the LVPPA, you belong to the largest law enforcement association in the state of Nevada. By choosing to be a member of our Association, we represent you and your interests at the local, state and national levels. You have chosen to be a member of this Association to have representation. If LVMPD, IAB, CIRT, Labor Relations, Health and Safety, etc., followed the rules, contracts and laws and fairly enforced policies and procedures, there may be no need for representation. Clearly, in today's day and age, as well as historically, we know that there is a need for representation and someone fighting for your best interests.

If you have ever been hurt at work and experienced the workers' compensation process, you understand the pains and frustrations of dealing with the denials of your claims. Unfortunately, the majority of submitted claims are historically denied and must be fought. Sadly, the injured officer is left in limbo. Past directors of the workers' compensation process aimed to deny claims, forcing injured officers to fight and litigate their claims, with hopes that officers would give up out of frustration and go away. Historically, injured officers have needed representation when dealing with their workers' compensation cases to get the proper treatment and care to recover and resolve their case. Hopefully, with the implementation of the Wellness Bureau, things change and our injured officers get the care and compensation they deserve for their injuries sustained while protecting our community. However, I would highly recommend having representation to protect your rights and to ensure your case is fairly adjudicated.

Many of our members are veterans or are actively serving our P# 3372 great country in a reserve capacity. During your service, you may have been injured, experienced toxic exposures, suffered exposure to traumatic events and so much more. You may have been treated on your military installation by medical personnel and have recovered or are still suffering

from the symptoms or injuries. Dealing with the Department of Veterans Affairs regarding your service-connected injuries can be equally frustrating as the workers' compensation process. If you do not have representation while dealing with the Department of Veterans Affairs, you may feel like a fish swimming upstream. The process to receive medical benefits and compensation post service can often feel like it is impossible without representation.

By choosing to be a member of our Association, we represent you and your interests at the local, state and national levels.

You have already taken steps to protect yourself by becoming members of the LVPPA. By becoming members, you have access to exceptional representation and to our general counsel, David Roger, who works tirelessly to represent and defend you. You would not walk into an internal hearing, deposition, criminal trial or any other venue without representation. Please take time to educate yourself in these and other venues to protect your rights and benefits. There are many options available to you in these fields. Many of your colleagues may have recommendations of representatives they may have used in the past. As always, be safe and continue providing our community with the best service possible. We are available to you 24/7, and we thank you for your membership. **VB**



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Serving Our Membership

CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

In the past year, I have been to Internal Affairs, CIRT, FIT, meetings with supervisors and advised countless members involving matters pertaining to their careers.

I recently received a phone call from an officer who was seeking advice about a disciplinary matter he became involved in. This individual had resigned his membership with the LVPPA about four years ago. I spoke to him when he resigned to inquire as to why he was discontinuing his membership, and he stated that he did not need representation because he never gets in trouble, and it is a waste of money. During our phone call, I reminded him that he was not a member and that I was not obligated to assist him with his current situation. I also reminded him about our conversation four years ago and that he made a choice to not be a member. I wished him luck and told him he could look up the fees we charge for nonmember representation and contact the office staff to set up an appointment.

Unfortunately, this is a very common occurrence, and I have heard numerous reasons from people as to why they choose not to be members of the LVPPA. Recently, I had a nonmember tell me that the dues are too expensive, and he could not afford it. Shortly after, he was suspended from working overtime and came to us for help. His partner, a member, was suspended as well, but we were able to reduce his time and get him reinstated. Sadly, we did not make the same negotiations for the nonmember.

When we are on a critical incident scene at CCDC or on the street, the same rules apply. *We are only serving our members.* I have been on critical incident

scenes at CCDC and been in a room with four officers, and if one of the four is not a member, I politely tell him/her that we are not representing him/her, and I separate them from my members.

Imagine working patrol or a specialty unit and you use deadly force and are forced to take a life. The LVPPA is going to get a call and our team will assemble. Within 45 minutes, an Executive Board member or two will arrive on the scene. Within the hour, our callout vehicle (equipped with a restroom) will arrive, and we provide a safe and private area to explain the process. We generally provide food for the entire scene and allow the involved persons time to decompress and speak with their attorney. These scenes can last 10-plus hours, and this is only the beginning. The process is meticulous and tedious; you will be given a urinalysis, and at some point, you will have to explain all your actions. Our Board is well trained on handling and dealing with all questions, and we ensure that you are always represented by our attorney.

I will always be available to answer questions and guide our members through their career path.

RETIREMENTS

| | | | | |
|----------|----------------------|----------|---------|----------|
| 8/8/23 | Danielle Lynn Faller | P# 7140 | CO II | 22 years |
| 11/30/23 | Sonia Watterson | P# 9429 | CO Sgt. | 17 years |
| 12/23/23 | Dana P. Skinner | P# 7958 | CO II | 20 years |
| 12/26/23 | Michel L. Pollard | P# 13615 | CO II | 15 years |
| 12/27/23 | David C. Crunden | P# 7727 | CO II | 21 years |
| 12/27/23 | Ryan C. Kraft | P# 4554 | PO II | 30 years |
| 12/27/23 | Lance J. Landholm | P# 6447 | PO II | 24 years |
| 12/27/23 | James H. Parker Jr. | P# 6813 | PO II | 23 years |
| 12/28/23 | Todd A. Robichaud | P# 6605 | PO II | 20 years |
| 12/28/23 | Thomas J. Bachman | P# 5796 | PO II | 25 years |
| 12/28/23 | Douglas R. Taylor | P# 5928 | CO II | 25 years |
| 12/29/23 | Steven C. Mallory | P# 7186 | PO II | 22 years |
| 12/30/23 | David E. Koop | P# 4882 | PO II | 28 years |

Now imagine you are a nonmember on this scene. You have used some form of deadly force and taken a life, or have been attacked by an inmate at CCDC and, during the struggle, used deadly force causing the inmate to expire. Will you have any clue how to navigate this situation? Who will represent you, and are they versed in how this process works?

The services provided by the LVPPA are more than just representation in critical incidents; we also handle and guide members through the CAT leave process if needed. When you get that call from Internal Affairs, and they admonish you that you are a witness during an incident, and you show up to this interview without a representative, you go from being a witness to a subject. Just \$39 per paycheck is a small amount to pay for the peace of mind in having an experienced representative looking out for your rights.

An officer who recently left the PPA informed me that he/she is covered by the contract, so why should they pay dues since we have to represent them regardless. They are correct that they are covered, but we are not obligated to represent them in an incident. I had a member contact me because they have a friend who is under investigation and has been placed on admin leave. As it turns out, the friend is not a member but is now asking a member to ask the LVPPA for help. The member reminded me that the nonmember is still an officer and the union should help them out. I reminded the member about being fair to our members who pay their dues, and each person has to decide what their career means to them.

I will always be available for our members; I will always be available to answer questions and guide our members through their career path. I have to concern myself with our 3,500 members, not the ones who choose not to be a member. A wise man once said, "It is better to have it and not need it than to need it and not have it." **VB**

GEORGE MALOOF ★ 2024 LAS VEGAS
POLICE - VS - FIRE

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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 will be presented at the annual Police vs. Fire charity tackle P# 5733 football game on Saturday, May 11. 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 submit for the scholarship, please send the following information to office@LVPPA.com:

- Your contact information and the name of your family member
- The name of the college you will be attending and your major
- A biographical essay that includes your extracurricular activities, charitable work, GPA and plans for the future

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 to be eligible for this year's scholarships, you have to have been donating to LEAF by the cutoff date of July 31, 2023. To be eligible for next year's scholarships, the same criteria will be in place, but the donation cutoff will be July 31, 2024. To donate, please fill out the LVMPD Payroll recurring donation form under the "Law Enforcement Assistance Fund" slot, making sure you



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check the "Recurring" box (see page 22). 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.

LEAF's main goal is to financially support the children of our fallen officers throughout college.

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 to know more about the Law Enforcement Assistance Fund or how to donate, please reach out to me. **VB**

EDITORIAL POLICY

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

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What Kind of Leader Do You Want to Be?

OFFICER JOHN ABEL

Director of Governmental Affairs

I have been an LVMPD police officer for 17 years this month. I am at that point in my career where when I retire, I want to ensure that good leaders are left behind to help move the LVPPA and LVMPD forward in a positive direction. One of those future leaders is Detective Joel Blasko. In the time I have known him, he has shown himself to be a good man and an excellent cop and detective who cares about the future of our union and police agency. He asked me if he could write an article for our union magazine, so I told him he could use my article space. His article is insightful and should cause future leaders of this agency to critically think about what kind of leader they want to be, should they choose to promote. Policing has come under heavy attack since 2020, and while we wait for the pendulum to swing back in our direction, we need good future leaders to make an impact so that pendulum stays swinging in our direction.

"Burdened by Our Leadership" by Detective Joel Blasko

Here we are again, another new year. Another year, but same old song and dance. One thing that seemingly won't ever change is leadership on this Department. After almost 10 years, I can count on one hand the sergeants, lieutenants and captains who are worth the time. We live in a time where as soon as you promote, you become a politician — one who is always jockeying for that next position and treating their cops like crap in the meantime. Once those stripes are stitched and bars are collared, these people lose their minds.

I'm not going to sit here and go on and on about what it takes to be a leader. To me, it's very simple. You either have it in you, or you don't. The good ones will sit you down and give it to you straight. They'll have the difficult conversations, which might lead to getting chewed out, but that's no worse for wear. The good ones understand that part of being a supervisor means mentoring and counseling. If you don't like calling it counseling, then call it giving a damn. They'll give you the "why" behind a decision. You may not like what they say, but at least you know where you stand. They'll even give you the 30,000-foot view so that you understand what the supervisor has to look at. When things get dynamic, they are there, leading from the front. Stripes, bars and stars don't change the good ones.

Our promotional testing process is exhaustive. It's amazing how we aren't able to get more qualified candidates who are worthy. After thinking about it, it actually isn't hard to believe. All this place wants are the "yes" people with no backbone. The people who would just rather pass out contact reports over having a tough conversation. It's like kids these days. They can't have a face-to-face conversation, but they'll burn the keyboard out on a cellphone. All this place wants are people who will call Labor Relations for guidance. You know, the people who have never done our job. The people who want to hammer cops because they created a discipline matrix. These newly anointed politicians are supposed to be decision-makers, but let's be honest, we've all heard that awkward silence on the radio from some 300 call sign. It's all about passing the buck.

The Department will exhaust investigative resources to bury a cop. The Executive Board of the LVPPA exhausts themselves day after day for the membership. Everything is a fight. In past issues of the magazine, the Executive Board has written about the Department's ineptness on having window-to-window conversations. Conversations where people can clear the air constructively and move on with their lives. Those window-to-window conversations could be

officer to officer, sergeant to officer, etc. We never have harsh and constructive debriefs at the end of shifts. Nowadays, even the best supervisors tread lightly on well-intentioned conversations because the potential for landing in IAB. Executive Board members constantly speak about leadership. Leadership has very little to do with rank. "When you promote the wrong people, you begin to lose your best people."

When officers are involved in a critical incident such as an officer-involved shooting, the LVPPA Executive Board rolls out to the scene to represent our members. The entirety of the OIS process is long and stressful, having gone through it myself. In most instances, this is the most stressful time in someone's career. Like most things at Metro, we hurry up to wait. Officers are kept on an OIS scene for hours on hours. Instead, supervisors are deliberately impeding progress. They would rather pursue their own narrative and spread fake news about the PPA on an OIS scene. He won't say it to our faces but has no problem continuously spreading misinformation in a briefing room. Telling cops to review policy and report back if any wrongdoing has taken place. Again, it isn't all that surprising

**We are professionals, and
no matter how bad the
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because that supervisor has never done anything, ever. I'm sure he can tell us all about Jocko's time in the military and how Jocko told him how to be a leader. It's probably just the LVPPA being sensitive. This is why we have no faith.

It's always our fault. Your area command just had a double homicide where two savages got killed, but it's the cop's fault. The first question asked is, why wasn't there a cop there? Because, remember, this is *Minority Report*. This overshadows the good police work done every day. The mantra of Metro might as well be: If it was documented, it didn't happen. We are human, which means human error is in play. Sometimes we forget things. Between the calls for service you've shagged or the 30 cases in your queue, they only care about what makes them look good. These politicians don't care who you are or what you've done. They only care about how you make them look right now. How they look just might come down to a case note in P1. If you impede their star, they will bury you.

Just like anything, the good will always be overshadowed by the bad. We do have supervisors at all levels who are tremendous. We actually do have decision-makers who make decisions. Thank you to all of the great ones out there. The ones who continue to be dues-paying members of the LVPPA. The ones who will sacrifice their own career to make sure their officers are taken care of. Recently, we've had really good people make it off the sergeant's list. People who will mentor officers. This keeps me hopeful that someday we can turn this around. We are professionals, and no matter how bad the leadership is, we will always show up to answer the call.

Thank you to the Executive Board for giving me the space to speak to our membership. I want to thank you for taking the time to read this. Please stay safe out there. **VB**



Squad Morale and Development

OFFICER GREG STINETT

Secretary

How is the morale on your squad? Hopefully, the answer is positive. I often ask this question when I visit officers from various area commands and bureaus. The answers vary, as they do with the career development questions.

Full disclosure: The last patrol squad I was on was in 2016 at SEAC. There, it was not uncommon to shag over 15 to 20 calls per shift. You logged on with calls pending and ended the shift the same way. Occasionally, you got caught up, but it was the exception and not the rule. The bottom line is, we got our asses kicked almost every shift. From what I hear, it has not changed much with the exception that more is expected from us now.

The best squads I worked on always made it a point to integrate some downtime to bond on training days. To take a few hours to decompress from the beating you took during the seven previous shifts. We made it a point to go to dinner/breakfast as a squad. We took time to cut up and laugh, talk shit about each other, catch up on kids' birthdays, vacation plans, family issues, the crazy calls we had throughout the previous week and whatever else came to mind. It was not unusual for us to fire up the grill on the back patio of the station and have our own squad barbecue with each squad mate bringing food to share.

Squad morale is critical to our mission; it is critical to our well-being, and it is critical to our overall wellness.

Those few hours of bonding every couple of weeks made the job bearable and gave us something to look forward to. If your squad does not do this, give it a try. It's an "old school" mentality, but sometimes old school works just fine. I have spent the majority of my career in patrol, and never once did our lieutenant or captain push back on our sergeant and say no. In most cases, when we barbecued at the station, they would come out and visit for a bit.

Many of the senior sergeants I worked for understood that it was their squad to manage and that maintaining positive morale made coming to work fun. And there was an unintentional byproduct — those squads were typically the most productive and easiest to manage. Many of the newer sergeants had a hard time with this concept as they were still trying to understand their new role and how to operate within it. And that's OK. The adjustment from an officer to a sergeant can be overwhelming for sure.

To the officers, I say this, it is OK to remind them, to teach them that your squad is a tight unit and that you guys expect some time to actually train on training days. And that it is OK to have dinner as a family. To be able to sit down for a couple of hours to bond. Your sergeant should want that quality time as much as you.

Career development is something our supervisors should be interested

in. Has your sergeant ever sat down with you and asked you where you wanted to be in five years? What assignment did you want to work your way into? If not, they should be. Obviously, your career path is your own, and as such, it is your responsibility to work toward that goal. Having said that, your sergeant should take a vested interest in providing you with the tools to do so.

In the "old days," sergeants would sit down with you and ask you where you wanted to work in the future. It was not uncommon for a sergeant to facilitate a ride-along with a specific unit or team to allow an officer to see if it was something they wanted to do. They would offer advice on how to make you a viable candidate for that job and help you create a plan to get to the top of the list.

Squad morale is critical to our mission; it is critical to our well-being, and it is critical to our overall wellness. The best thing is, it's free. It costs us nothing.

If you work for a sergeant who already does these things, tell them thank you. If you work for one who does not, print this article out and put it on their desk.

To those out there pushing a sled, I say this: Thank you and be safe. I appreciate each and every one of you.

Hello, if you just picked this up off your desk and are reading this right now, then please realize you are part of the problem. Stop being part of the problem and be part of the solution. Recognize your troop's hard work. Show them you give a shit. If you don't, fake it. You asked for this job. Sit down with them and break bread. Lighten up and laugh with them. Talk to them and figure out where they want to be in five years. Mentor them. Be a role model for them. Do those few things, and your crew will bust their asses for you. I'm pretty sure throughout your testing process to promote you leaned on someone else for guidance. Pay it forward.

Stay safe. **VB**



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Know Your Time

ROBERT GLOWINSKI

Director

Greetings, and I hope this finds you well. This month, we are covering a topic I frequently receive questions about: utilizing your earned time off. I will review the different types of personal leave we have negotiated for, how it's accrued, how much you can save, when you can use it and how to obtain approval for its use. I will also touch on when you may consider not using time.

There are six types of leave identified in the collective bargaining agreement (CBA): holidays (Article 8), vacation leave (Article 9), professional leave (Article 9.8), sick leave (Article 10), bonus time (Article 10.10) and compensatory time (Article 18.4). The balance of these leave types, except for holidays, will be displayed on the lower left portion of your paystub. If you choose time over money for your holiday compensation, the time will be added to your vacation leave balance. The balance for vacation leave (including holidays), sick leave and bonus time will be displayed in hours, while professional leave will be shown in days. The difference in how the balance is displayed is consistent with language used in the CBA. We earn a specified amount of vacation leave and sick leave every pay period. Bonus time is received in shifts, and professional leave is awarded in days, not hours.

There are 13 recognized holidays in the CBA. You will receive compensation even if the holiday is observed on your RDO. If you have chosen to be compensated with time for the holiday, the hours will be added to your vacation balance in an amount equal to the length of your regular shift, usually 10 or 12 hours. If you are on administrative leave for a use of force, you will receive the holiday benefit as though you were working your regular work schedule. If you are off duty on workers' compensation, you will be considered off in lieu of the holiday. You must be on full paid status to be entitled to the benefit. Additionally, if you are required to be off in lieu of the holiday, *you will not be expected to be on call or be required to respond to call-out*. This benefit was recently added to the CBA. You cannot be forced off and then instructed to be prepared to be called out.

Vacation leave is accrued based on continuous years of service. You will earn 4.62 hours per pay period, approximately 120 hours or three weeks, for the first 15 years of your career. After 15 years, you earn 6.15 hours per pay period, approximately 160 hours or four weeks. And after 20 years of service, you earn 7.68 hours per pay period, approximately 200 hours or five weeks. You must be in a paid status to accrue vacation leave, and leave does not accrue during periods of leave without pay or for employees who have exceeded 800 hours of workers' compensation. Effective July 1, 2022, members hired after October 24, 2011, will receive 6.15 hours after 10 years of service.

An additional benefit is the ability to bank and carry over unused vacation leave. Other employers have a "use it or lose it system," meaning that if you don't use your earned time in a calendar year, you forfeit the hours. If you have less than 10 years of service, you may carry over up to 320 hours every calendar year. If you have between 10 and 15 years, you may carry over up to 360 hours every calendar year. And if you have more than 15 years of service, you may carry over up to 400 hours every calendar year. If you exceed these limits during the calendar year but leave the Department prior to December 31, you will be paid for every hour you have earned. Conversely, if you are over the respective cap on December 31, you will lose every hour you are over at the stroke of midnight.

Three professional leave days are provided at the beginning of every fiscal year (July 1). Professional leave days may not be carried over to successive years. If you do not use your allotment of days within the fiscal year, you will lose them. If you request a professional leave day, your supervisor may not deny

your request without approval of the Bureau Commander. This is evaluated on a case-by-case basis.

We earn four hours of sick leave each pay period. This amount does not increase with your tenure. While there isn't a cap on the amount of sick leave you can accumulate, there is a limit to the amount of sick leave you can sell back when you leave the Department. Sick leave may be used for illness or injury, public health requirements, doctor appointments (up to four hours for any one appointment), bereavement and medical emergencies (required to personally care for a member of their immediate family). Civil Service rule 620.1 requires you to notify your supervisor at least two hours prior to your assigned start time. However, exceptions may be made with good reason. Immediate family is defined as spouse, parent, sibling, child, grandchild and grandparent, including legally adoptive relationships, current in-laws and step relations, or any previously specified relationships to your spouse, significant other or domestic partner. Sick leave may be used for FMLA.

Bonus time is received on the anniversary of your hire date, not commission date. You will receive three shifts of bonus time if you do not use more than three days of sick leave, including FMLA, or leave without pay in your previous employment year. You may accumulate up to 280 hours of bonus time, and will be paid for up to 240 hours when you leave the Department.

Compensatory time (comp time) will be accumulated at one and a half hours worked. It cannot be accumulated for reimbursable overtime or callback. You may not bank more than 60 hours at a time and will not be permitted to use more than 180 hours in a year. Requests to use comp time will be completed in ESS in the same manner as other leaves.

All requests for time off are processed through ESS and must be approved in advance of taking the requested leave. You may submit your request for vacation up to six months in advance. The supervisor has 14 days from the date of the submittal to decide whether to allow the leave. If the supervisor fails to respond within the allotted time, the leave shall be deemed to be granted. Once vacation leave is approved by your supervisor, no other leave by another employee may supersede your approved leave, regardless of seniority. The only exception is if you transfer or otherwise move from your assignment.

We have bargained for a reasonably good amount of time off. In your first year alone, you can accrue roughly 180 hours of time off, not including sick leave and holidays. If you elect to take time for your holiday compensation, that number swells to 310 hours, which is about 31 paid days off. This time is your time to do as you please. It is a benefit of your employment that the LVMPD has agreed to in Article 9 of the CBA: *"The Department and the Association agree that vacation leave is provided to employees for the purpose of rest and relaxation from their duties and for attending to personal business."* To further secure the use of this benefit, the LVPPA worked to add P# 16769 language in the most recent CBA that guarantees members on FMLA, military leave, administrative leave or other extended leaves will not hinder your ability to use your earned time off.

As I bring this article to a close, I would ask you to be mindful of how you use your time. Although it is your time to use, you never know when you are going to need it. In my time with the agency, I have worked with officers who use their time as soon as they earn it and have nearly none saved. Many of us take our health and the health of our families for granted. There is no guarantee you won't be injured off duty or will have a family member diagnosed with a debilitating disease. In the event of an off-duty injury or disease, the Department is under no obligation to provide you with a light-duty position. You may be on your own if you don't have any off time to burn.


As always, stay safe and trust your training. **VB**

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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 Tuesday, April 9, 2024, to be considered eligible. Telephone entries will not be accepted. Visit our website for more details.

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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!

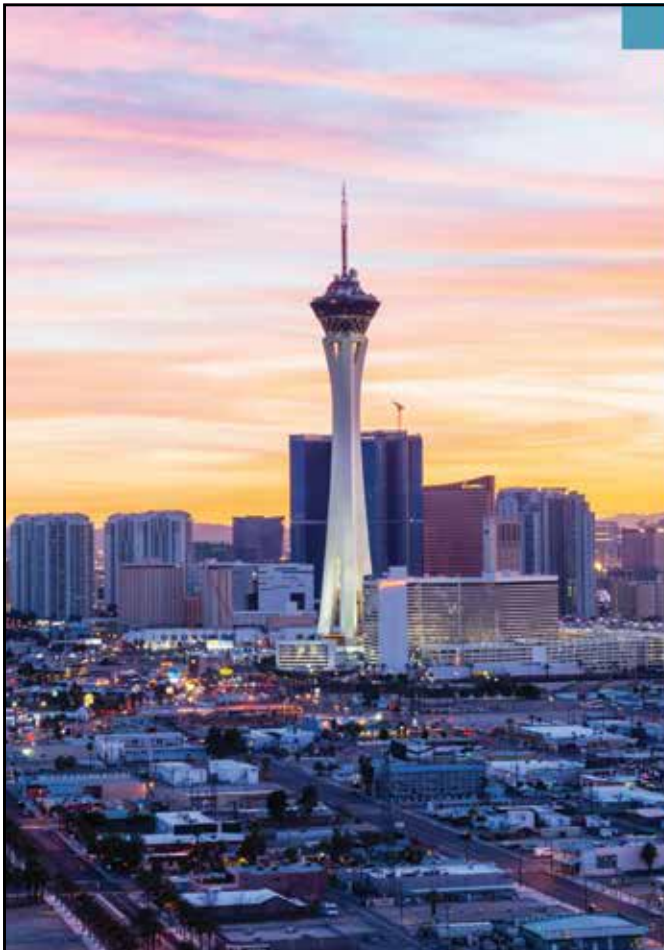
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DAVID ROGER
General Counsel

NRS 484B.413 Vehicle Lane Changes

Several officers have asked, “When does a driver have to signal before making a lane change?” This article will analyze NRS 484B.413.

Statute

NRS 484B.413 Requirements for turning on highway; signal for stopping or decreasing speed.

1. A driver shall not turn a vehicle from a direct course upon a highway unless and until such movement can be made with reasonable safety, and then only after giving a clearly audible signal by sounding the horn if any pedestrian may be affected by such movement and after giving an appropriate signal if any other vehicle may be affected by such movement.
2. A signal of intention to turn right or left, or otherwise turn a vehicle from a direct course, shall be given continuously during not less than the last 100 feet traveled in a business or residential district and not less than the last 300 feet traveled in any other area prior to changing the course of a vehicle. This rule shall be observed, regardless of the weather.
3. A driver shall not stop or suddenly decrease the speed of a vehicle without first giving an appropriate signal to the driver of any vehicle immediately to the rear.

General Rule: Safety and Signal

“A driver shall not turn a vehicle from a direct course upon a highway unless and until such movement can be made with *reasonable safety*, and then only after giving a clearly audible signal by sounding the horn if any pedestrian may be affected by such movement and after giving an appropriate *signal if any other vehicle may be affected* by such movement.”

The statute requires a driver to only make a turn or lane change when it is reasonably safe to do so.

Additionally, a driver must signal before making a lane change if other vehicles may be affected by the movement. The facts and circumstances will dictate whether a driver must signal before changing lanes.

As will be discussed below, if a driver is required to signal before changing lanes, subsection two explains the driver must signal at least 100 feet before changing lanes in a residential or business area.

Lawmakers apparently chose 100 feet because drivers are likely to be traveling slower in such areas. Moreover, because vehicles are traveling slower, it may take other drivers less time



to react to the other driver's lane change. Thus, it is reasonable to conclude that drivers within 100 to 150 feet from other vehicles are required to signal before changing lanes. Of course, traffic conditions may require a driver to signal when there are vehicles farther away.

The same analysis applies to vehicles traveling in other areas, in which case the driver must signal if other vehicles are on the highway. In such cases, the 300-foot rule should apply.

Length and Duration of Signal

Subsection two states, “A signal of intention to turn right or left, or otherwise turn a vehicle from a direct course, shall be given *continuously during not less than the last 100 feet traveled in a business or residential district and not less than the last 300 feet traveled in any other area* prior to changing the course of a vehicle. This rule shall be observed, regardless of the weather.”

This section applies when another vehicle may be affected by the driver's lane change. In such cases, the driver must “continuously” activate the vehicle's turn signal for at least 100 feet in a business or residential area. In all other areas, the driver must signal continuously for at least 300 feet.

Summary

The statute may be summarized as follows:

- Drivers may only change lanes when it is safe.
- Drivers must also signal before changing lanes if there are other vehicles in the area.
- If a driver is required to signal, the driver must initiate the turn signal at least 100 feet in a residential or business area before changing lanes. The signal must be continuous.
- If a driver is required to signal in any other area, the signal must be initiated at least 300 feet before the movement. **VB**

UPDATE ON MEMBER GIVEAWAYS

ADELLA SOLANO

Events Coordinator

Happy New Year to you all! I wanted to take a moment to address some recent discussions regarding the distribution process of free items to LVPPA members, particularly the recent VGK law enforcement hats distribution. It's important to clarify some points and dispel any rumors that may have arisen.

In the email, we explicitly mentioned that the hats would be distributed on a first-come, first-served basis, and we would not be holding any hats. This decision was not arbitrary; there are specific reasons behind our approach.

Over the years, we've explored various methods of giving out free tickets or items. I want to emphasize that we are aware not everyone can easily make it to our location to claim these items. However, due to limited quantities, it's challenging to allocate items to each area command's Board of Directors as suggested by a member.

Let me address some rumors and set the record straight. Our Executive Board, led by President Steve Grammas, does not set aside or claim first dibs on free tickets or merchandise. President Grammas has been clear that the Executive Board

does not reserve any items for friends or specific members. While I can't speak to practices before President Grammas, I can assure you that the current Executive Board does not engage in such practices.

Contrary to speculation, there is no secret communication channel or exclusive group that gets information ahead of others. Such practices may have existed in the past, but they do not align with the principles of the current LVPPA Board.

I want to emphasize that I strive to make the distribution process fair for all our members. When we receive items from external vendors to distribute, it often comes in limited quantities. In such cases, we work diligently to ensure that all members have an opportunity to receive the items.

If the LVPPA organizes an event or distribution of free items (e.g., T-shirts, insurance holders, etc.), we carefully plan to ensure that every member has a chance to grab the free items.

Thank you for your understanding and continued support. We look forward to serving our members in the best possible way. **VB**

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GET ON THE MAT

The Benefits of Brazilian Jiu-Jitsu for Police Officers

CHAD LYMAN

Director

Years ago, I started my policing career with the Portland Police Bureau in Oregon after graduating from Portland State University. After five-plus years on the Bureau, I moved to Las Vegas to be closer to family and continued my policing career. Early in my career, I realized how important training would be in relation to my day-to-day performance in the street.

When I say training, I mean armed and unarmed combatives, not just strength and conditioning. Lifting and running are important, but nothing you do in weightlifting, cardio or CrossFit can prepare you for actually feeling what it is like when you fight another human. The feeling of pressure, aggression, my opponent pushing back and adrenaline cannot be replicated in a “workout.”

Officers who train in a mixed martial arts manner consistently over time are in better shape and are more physically capable. If you train combatives together with others on a regular basis, you have to learn how to have control, care and concern for one another, or everyone would be hurt constantly. When you feel what it is like to be hit, taken down, held down and subjected to control holds, pressure and pain, you rapidly develop compassion for others. You know what it feels like to have force applied to you, and you understand how to do the same to others. As you train with others of various ages, sizes and ability levels, you learn how to apply force over a broad group of other people. If force is applied on calls, consistent training will increase the mathematical probability that lower levels of force will be successful in overcoming a suspect’s resistance. You could be the most “tactical” person on the planet, but if you lack compassion and care, you are a complete liability and shouldn’t be an officer.

The first thing is to prioritize why you may need to train. The first reason to train is your personal safety on calls. If you cannot perform takedowns, defend against takedowns or punches, retain your firearm, escape when mounted, etc., then you are not prepared to defend yourself, let alone anyone

else. If you are not capable or willing to come into a room and punch, take down, fight on the ground and continue to fight even if you are tired or uncomfortable in a training environment, how can you honestly say you can do that on calls? When I say train, I mean ongoing training sessions, not some certification or the stuff you “learned” in the Academy. Part of being a pro at anything is ongoing development and sharpening your skills. There is no such thing as being “trained up”; there is only training. Can you imagine a pro baseball player who says, “Yeah, I don’t take batting practice. I was certified in that in spring training my rookie year, so I don’t do that anymore”? Or what about, “Oh, I don’t hit until the game”? You will never hear a pro baseball player say those things, ever. Why? Because there is no being “certified” or “trained” in anything; there is only ongoing training. And if you are not training on your own time on a consistent basis, you are not proficient. This is why I started training in Brazilian jiu-jitsu (BJJ)/mixed martial arts (MMA). I began to train all those years ago to be more competent and professional when I went hands-on with suspects. My training has given me so many other benefits over the years. Here are just a few.

Confidence

Training in BJJ/MMA and a LEO variant like C4C Police Jiu-Jitsu (PJJ) results in real confidence. Real confidence comes from physical training, not pretend confidence because you wear a gun belt and badge. I know exactly what I can and can’t do based on hours of physical preparation and training, not some class or PowerPoint. Initially, BJJ is very challenging physically and mentally, and it takes emotional resilience to stay with it over time. The challenging nature of training regularly promotes growth over time. Once that time is put in, the confidence gained grows within you as well. Since that confidence was born through struggle, if you experience struggle or difficulty on a call, the confidence doesn’t fade away.

Fitness

Training consistently results in increased fitness levels. This is a vital part of an officer’s career, as it is normal for officers to struggle fitness-wise. Coming

out of the Academy, officers are likely in good physical shape. Shift work, wanting to decompress from stress by just laying around (which ironically makes it worse), poor eating, lack of proper rest/sleep, and having a lack of time and funds can make a regular training regimen challenging. Lifting weights alone can make it hard for officers to keep their weight down and stay lean. Training in BJJ is physically taxing and leads to good strength and overall conditioning. As officers gain years of experience on the street, it naturally means years on the clock that is our life. After over two decades of being a police officer, I still fit in my original uniform. In fact, I have had to take it in over time. If you have been here long enough to know me in my younger years as an officer, I walked around at about 200 pounds. I was in shape from lifting and training BJJ/MMA all the time but still 200 pounds. As I have gotten older, it has become harder to lift heavy, and I have phased out heavy weight training. I have not slowed down on working out in general, however, and I have purposefully slowly cut weight over time, so I now walk around at around 180 pounds. I also score extremely high on all physical exams and tests. Having a high level of fitness is directly related to my BJJ/PJJ training.

Mental Health

Another key LEO benefit to BJJ/PJJ training is the mental health benefits. I am sure I have post-traumatic stress disorder (PTSD) from the things I have seen and experienced over time. I do not feel the debilitating effects of PTSD for several factors. I believe the family support I have and the religious practices I am consistent with play a key role in my general happiness. Another key benefit of training BJJ/PJJ is all of the weight and issues from the world melt away when I step onto the mats and train with my teammates. You have to focus on the fight and struggle you are currently in with a teammate, not issues with your sergeant, family or from the job. I am P# M1047 sure running or lifting can benefit officers' mental health as well, but those are typically



Director Lyman with President Steve Grammas

solitary pursuits and don't necessarily bind us in healthy ways to other humans. BJJ allows us to deal with the mental health strains that come with the job in a healthy manner with other people. I feel this is an especially healthy component of dealing with experiences that may produce mental health issues.

There have been several studies documenting the way BJJ training benefits military veterans physically and with mental health issues. There have been several LEO papers and studies showing the multiple benefits of training in BJJ/PJJ consistently over time. I personally have been able to spread high level LEO PJJ training since 2006 (almost two decades!) and have seen tangible results of that training for students. This training directly impacts physical and mental health, and

Continued on page 20



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GET ON THE MAT

Continued from page 19



assists officers directly with performance in the field. Grappling and control-based systems are perfect for police officers as they positively influence officers physically, mentally and emotionally. The tangible results make this an evolution in modern DT training, and not a fad. In a performance-based industry, this movement will only grow. Several departments have instituted full-fledged PJJ training programs for officers to train on duty on company time. When Metro is ready to add a PJJ

program through the wellness program, we will be able to institute it immediately. As a police officer, there is no better workout regimen than BJJ/PJJ.

Feel free to contact me directly for training options throughout the Valley, and remember the PPA has a mat room and offers training for members a couple of times a week. I am also available to provide squad-level training as part of my duties as a PPA Board member. Come train a little, a lot. **VB**

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2024 Easter Egg Hunt



SATURDAY , MARCH 30, 2024
10 AM-1 PM

All American Park
1551 S. Buffalo Drive, LV, NV 89117

**DJ, POPCORN, SNO CONES, COTTON CANDY, GAMES,
PICTURES WITH THE EASTER BUNNY**

This event is exclusively for LVPPA Members and Immediate Family ONLY, no general admission.

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 (Sign name as it appears on paycheck) | Date | Representative Signature | Date |



ORTHOPAEDIC EXCELLENCE

Chris Robey, DC | Caleb Pinegar, DO | Sandeep Pandit, MD | Dylan Rogers, MD
Jennifer D'Andrea, APRN | Jenifer Powers, MD | Mike Crovetti, DO | Megan Walters, MD | Richard Michelin, DO

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