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See Page 13

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

VOLUME 19 | ISSUE 5

May/June 2024

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SEE PAGE 11

**WHO  
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SEE PAGE 16

**REMEMBERING  
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SEE PAGE 20



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**CONTENTS**

**EXECUTIVE BOARD**

Some Important Information From Health and Safety 4

Police Week 2024 6

Our Uniform Is Not a Kryptonite Shield 8

Know Your PERS Contract 10

The Importance of Supporting Your Police Union's PAC 11

Knock, Knock — It's Your Friendly Police Officer 14

**FEATURES**

Calendar 11

LVPPA Vegas Beat Contest 13

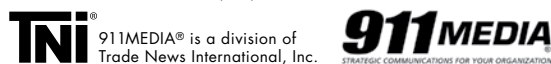
Retirements 15

Who Are You? 16

Don't Give Voluntary Interviews and Waive Your Personal Rights 18

October 1, 2017: A Day That Will Never Be Forgotten 20

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

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

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

**UCOPS** – The United Coalition of Public Safety



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# Some Important Information From Health and Safety

## CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

The following information has been provided directly from Health and Safety.

### Timelines

We are currently accepting/approving around 86% of the workers' compensation claims that come to us. Of the 14% that are denied, the two most common reasons are: (1) There was no "occupational accident" (NRS 616A.030) that arose in the *course and scope* of employment (NRS 616C.150). An example of this would be someone having a personal medical condition that may have occurred on duty but was not caused by work (e.g., an appendix bursting); and (2) The matter was not reported in a timely manner.

Sara Yant, Amber Nordin and I are now attempting to call every new claimant and walk them through all aspects of the process.

### CCMSI

- CCMSI is *not* an insurance company. They are a third-party administrator hired by LVMPD to administer our claims. LVMPD is self-insured, and every single penny CCMSI pays out for a doctor's visit, rating, surgery, etc., is paid right back to CCMSI by Health and Safety within a few days.
- CCMSI is physically located in the Health and Safety office (4th floor, B building at HQ), and injured workers are highly encouraged to swing by and meet your claims specialist in person for any questions, drop off paperwork, etc.
- When speaking with CCMSI as part of an intake interview, please be sure to list *all* your injured body parts. If it's not mentioned or diagnosed, it won't be part of your claim/treatment plan or rating. If something is missing, please tell your adjuster.
- Employees should look at their claim acceptance letters, which list the body parts/injuries that are accepted. If something is missing, please promptly let us know.
- Injured workers generally can choose their own treating doctor for each body part from a list of health care providers, which CCMSI can email injured folks, and they can then choose accordingly. The doctors CCMSI sends folks to are not LVMPD doctors. They are just a panel of health care providers who are approved by the state to treat under workers' compensation.

### Heart Bill

The heart bill is outlined in NRS 617.457, and it's a massive benefit P# 19637 that can potentially cover heart-related medical expenses/disability

covering a lifetime. But the heart bill has four major components, which must each be met:

1. The heart bill only covers heart disease; it may not cover things like high blood pressure or high cholesterol unless the underlying cause is heart disease.
2. The heart disease must cause disability.
3. We *must* go to our annual physicals. If you miss one (or more) and do not have a good reason (military leave, etc.), then you may lose your benefits. We can grant extensions if folks reach out to us in a reasonable timeframe.
4. If you are warned of risk factors during your physical, you *must* make a good-faith effort to correct/mitigate those. Good examples of good-faith efforts include following up with a PCP, diet and exercise (and being able to show it) or taking medication.

### Lung Bill

The lung bill is outlined in NRS 617.455, and it basically works the same way as the heart bill, but with one key difference:

- The heart bill is presumptive; however, the lung bill requires an injured worker to show that the lung disease was caused by exposure to fumes, gas, smoke, toxic chemicals, etc.
- Exposure to these types of toxins may not cause an instant effect, so if officers have an exposure, they can best protect their rights by doing an occupational injury form documenting the incident, as lung disease may not develop until years later.
- If officers are exposed to smoke, etc., and it causes an instant reaction, they should promptly seek medical treatment.

### Attorneys

If someone is injured, they absolutely have the right to retain counsel, and we respect that. However, the direction we have been given is to take care of people (within the law) and walk them through the process. Only around 30% of our claimants have an attorney now, but we still frequently see officers who get hurt in the morning and are retaining an attorney that very afternoon without anything having ever been denied. Their claim progresses and is accepted without issue, and they eventually go to a disability rating, where the attorney takes 25–35% of the settlement without having to litigate anything. We would ask that folks give us a chance to take care of them, and if they don't like what they are hearing, or something does get denied, then they can retain an attorney at that point. If someone does get an attorney, CCMSI will be unable to talk to the employee (as the employee is essentially saying, "Don't talk to me; talk to my attorney"). However, any LVMPD employee in Health and Safety can still talk to you and offer customer service/advice that you can take back to your attorney.

### What Injured Workers Can Expect From Us/CCMSI

Sara Yant, Amber Nordin and I are now attempting to call every new claimant and walk them through all aspects of the process. If we know you have serious injuries, you can expect to see one of us in the hospital with you. CCMSI has no sinister agenda and has been given the same direction on taking care of people (within the law).

If you are having problems with any aspect of the process or anything else Health and Safety touches (FMLA/ADA, medication, etc.), then please call us at (702) 828-3696 and give us a chance to help. We will also be more than happy to meet you in person, and you can bring a union rep with you also! **VB**



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# Police Week 2024

## POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

In 1962, President John F. Kennedy signed a proclamation that designated May 15 as Peace Officers Memorial Day and the week in which that date falls as Police Week. Currently, tens of thousands of law enforcement officers from around the world converge on Washington, D.C., to participate in a number of planned events that honor those who have paid the ultimate sacrifice. This year, Police Week officially begins May 12 and continues until May 18.

Every year, the PPA is able to send several members to Washington, D.C., to attend the ceremonies to honor our fallen. The selection criteria are as follows. One general member is selected to attend from a pool of members who have attended membership meetings in the previous year. One member is selected to attend on behalf of our charity L.E.A.F. This member has contributed to our charity throughout the previous year. Finally, one member of our Board of Directors and one member of our Delegates have been selected to attend as well.

Kicking off Police Week on May 12 is the TOP COPS Awards ceremony presented by the National Association of Police Organizations (NAPO). NAPO receives nominations from law enforcement associations and police officers from across the country. The nominated officers and events proceed through

a screening process consisting of a panel of board members from NAPO, as well as a celebrity committee and congressional committee. The committees ultimately select the 2024 TOP COPS Awards recipients, which consist of the top 10 officers or events from the previous year. The remainder of the nominations can be recognized as honorable mention recipients.

This year, the PPA is proud to honor and recognize our honorable mention recipients, Police Officers Rudy Sacba (P# 19221) and Joseph Belmonte (P# 14991). (Note: These P#s are not part of the P# contest.)

On Sunday, May 12, members of the Police Unity Tour (PUT) honor all those who have fallen in the line of duty. Every year, members of law enforcement, along with survivors of line-of-duty deaths from across the United States unite for a massive ride that pays tribute to fallen law enforcement heroes. "They ride for those who died." These committed men and women pay tribute to this year's fallen officers at the National Law Enforcement Officers Memorial.

Each year, hundreds of names of officers killed in the line of duty are engraved on the walls of the National Law Enforcement Officers Memorial in Washington, D.C. These names are then read aloud during the annual Candlelight Vigil to memorialize those who made the ultimate sacrifice. 2024

*Continued on page 12*

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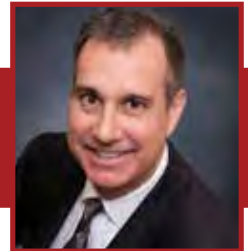
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# Our Uniform Is Not a Kryptonite Shield

## **CORRECTIONS OFFICER MYRON HAMM**

Director of Corrections

An officer who loses their life in the line of duty is something we all think about on a daily basis. I remember a female officer leaving work one night and heading to her car in the parking garage at CCDC. She was stopped by a guy who wanted information on someone who was in custody. The guy became increasingly hostile, and this officer had her 413, which was in her bag, not visible to the subject.

As luck would have it, a janitor came walking through the exit door and startled the individual, and he abruptly left. The officer went back into the building and reported this incident, and our sergeant notified dispatch and sent our SERT team to sweep and clear the parking garage. Our officer handled the situation, but it P# 6222 could have been a horrible outcome on both ends.

Let's think about our substations for a moment. Southeast, Enterprise, DTAC, Northeast and Spring Valley sit nestled in neighborhoods where people have a direct view of officers and their vehicles. The North Valley Complex is in an industrial area, but the parking lot is open, and anyone can just drive in. From day one in the Academy, we are taught to play the "what if?" game.

I hope and pray that we all remember that we are possible targets of not only the people we deal with on a daily basis but also their family, friends and

even casual acquaintances. When you pin a badge on your chest and take that oath of office, your life will change forever, and your thought process will need to change as well.

My 15-year-old son asked me the other day why it seemed that all my friends were cops or people I knew in the military. I asked him why it seemed like all his friends were from his basketball team. He said it's because we have a lot in common. I explained that is the same reason my circle consists of cops and military people. When most of us go out of town, we have a family member or a co-worker keep an eye on our homes, check the mail or handle any emergency that could arise.

A couple of weeks ago, Officer Jonathan Diller of the NYPD died at the age of 31, leaving behind his 29-year-old wife and 9-month-old son. He was shot and killed during a traffic stop by a subject who had multiple arrests and a lengthy and violent criminal history. My point is that these people are out there, and wearing our uniform is not a kryptonite shield that protects us from the evil that these criminals perform.

Always take a moment and think about your routine; think about the route you take to get home and the places you shop and eat. I watched an officer

*Continued on page 12*

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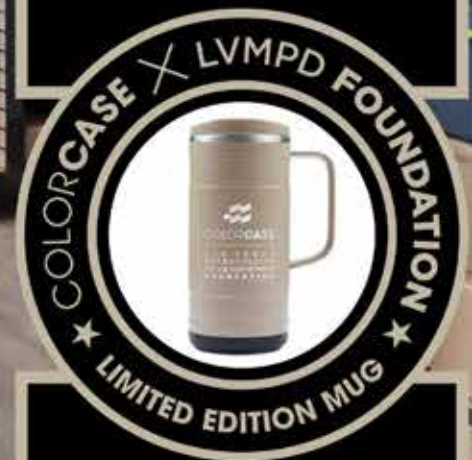
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# Know Your PERS Contract

## CORRECTIONS OFFICER DANIEL COYNE

Treasurer

I keep hearing from newer officers that they are being told that they must do 33 or 30 years before they are eligible to retire. They are being told this in the Academy, hearing it from their chain of command and being told this by other senior officers. I am here to set the record straight and inform you that this is completely wrong.

Everyone — no matter what PERS contract you were hired on — vests at five years of service. That means after that five years, you are eligible to receive a pension when you reach a certain age.

There are three different PERS plans that all our members fall under, and which one you fall under will be based on your hire date. These plan dates are as follows:

- Hired before January 1, 2010
- Hired on after January 1, 2010
- Hired on or after January 1, 2015

You can find and read the complete contract or plan at [nvpers.org](http://nvpers.org), under Publications/Retirement Brochures. I urge you to go to the website, create a login for your account and study your plan documents.

The major differences between these plans are pretty much the differences in retirement age. Below is a quick summary of when you can retire without penalty based on the plan you are in.

- Pre-2010 plan: Five years of service and age 65; 10 years of service and age 55; 20 years of service and age 50; 25 years of service and any age. This plan's service multiplier is 2.67% a year.
- January 1, 2010 plan: Five years of service and age 65; 10 years of service and age 60; 20 years of service and age 50; 30 years of service and any age. This plan's service multiplier is 2.50% a year.
- July 1, 2015 plan: Five years of service and age 65; 10 years of service and age 60; 20 years of service and age 50. This plan's service multiplier is 2.50% a year.

If you retire early, all of these plans will penalize you for each year under the retirement age as follows:

- Pre-2010 plan: 4% for each full year member is under full retirement age and prorated for each month.
- January 1, 2010 plan: 6% for each full year member is under full retirement age and prorated for each month.

*Continued on page 12*

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# The Importance of Supporting Your Police Union's PAC

**OFFICER JOHN ABEL**  
Director of Governmental Affairs

As law enforcement officers, you dedicate your lives to protecting and serving your communities. Every day, you face challenges and risks that most cannot comprehend. In your unwavering commitment to upholding the law and ensuring public safety, you deserve a strong voice advocating for your rights and well-being. This is where your police union and its political action committee (PAC) come into play.

Your police union serves as a vital advocate for your interests, fighting for fair wages, benefits, working conditions and legal protections. The PAC account of your police union amplifies this advocacy by supporting political

**In a rapidly evolving social and political climate, it is crucial for law enforcement officers to have a strong, unified voice advocating for their interests.**

candidates who understand and champion the needs of law enforcement officers. Here's why supporting and donating to your police union's PAC is not just beneficial but crucial for the advancement of your profession and the welfare of officers nationwide.

First and foremost, supporting your police union's PAC is a means of ensuring that your voice is heard at the highest levels of government. Political decisions directly impact your work environment, safety protocols, equipment availability and legal protections. By contributing to the PAC, you help elect officials who prioritize the concerns of law enforcement and work toward creating a better, safer working environment for officers.

Moreover, supporting the PAC is a way to foster unity and solidarity within the law enforcement community. By pooling resources and working together through the union, officers can effectively advocate for common goals and address shared challenges. The PAC acts as a unifying force, rallying officers behind causes that matter most to them and fostering a sense of collective empowerment.

Beyond internal solidarity, supporting the PAC also enhances the public perception of law enforcement. By backing political candidates who support law enforcement, officers can help shape a narrative that highlights the essential role they play in society. This, in turn, can lead to increased support from the communities you serve, fostering positive relationships and mutual respect.

Furthermore, donating to the PAC allows you to have a say in the political landscape that directly impacts your profession. By supporting candidates who prioritize law enforcement issues, you can help shape policies that enhance officer safety, streamline procedures and provide the resources necessary to

carry out your duties effectively. Your contribution can make a tangible difference in the laws and regulations that govern your work.

Additionally, supporting the PAC is a proactive way to safeguard your rights and ensure that your concerns are not overlooked or dismissed. In a rapidly evolving social and political climate, it is crucial for law enforcement officers to have a strong, unified voice advocating for their interests. By supporting your police union's PAC, you are investing in your future and the future of law enforcement as a whole.

In conclusion, supporting and donating to your police union's PAC is not just a choice—it is a responsibility. By backing the PAC, you are investing in the strength, unity and advocacy of the law enforcement community. Your contribution can make a meaningful impact on the policies, regulations and support systems that shape your profession. Together, through collective action and unwavering support, we can empower the blue and ensure a safer, more secure future for all law enforcement officers in Nevada. This election season, I will ask that you volunteer to walk and knock on doors in key political races, and we will use the LVPPA PAC funds to help LVPPA/PSAN-endorsed candidates win their respected races so we can hopefully help elect law enforcement-friendly candidates statewide. If you want to donate to the LVPPA PAC, please contact me at [jabel@lvppa.com](mailto:jabel@lvppa.com) or (702) 468-0766. **VB**



## CALENDAR

<b>May 11</b>	Police vs. Fire Charity Football Game, Bishop Gorman High School, 7 p.m.
<b>May 11-16</b>	National Police Week events, Washington, D.C.
<b>May 12</b>	Mother's Day
<b>May 15</b>	National Peace Officers Memorial Day
<b>May 27</b>	Memorial Day
<b>June 14</b>	Flag Day
<b>June 16</b>	Father's Day

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

# 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.

## YANT

*Continued from page 6*

will mark the 36th Annual Candlelight Vigil, which will take place on Monday, May 13, on the National Mall in Washington, D.C.

If you have never attended the ceremonies of Police Week, it truly is an amazing once-in-a-lifetime experience. Being around thousands of police officers and showing support for the fallen will leave you humbled and extremely proud of our profession. To see a full schedule of events, go to [nleomf.org](http://nleomf.org). **VB**

## HAMM

*Continued from page 8*

discuss with an inmate the type of car he drives, and I asked why he was discussing personal information with this guy. He stated, "It was no big deal, man. You are too paranoid."

There is a huge difference between paranoia and complacency. If given a choice, I choose to be paranoid. A wise man once said, "Safety and comfort comes with complacency, and that's never a good place to be working from." **VB**

## COYNE

*Continued from page 10*

- July 1, 2015 plan: 6% for each full year member is under full retirement age and prorated for each month.

Currently, members of all plans can purchase service credit. However, under the 2015 plan, the time you purchase does not allow you to retire earlier. It will only increase your pension by the amount you purchase.

As always, if you have a question about any of your benefits, reach out to me directly, and I will be sure to get you the correct information. **VB**



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04/30/2021

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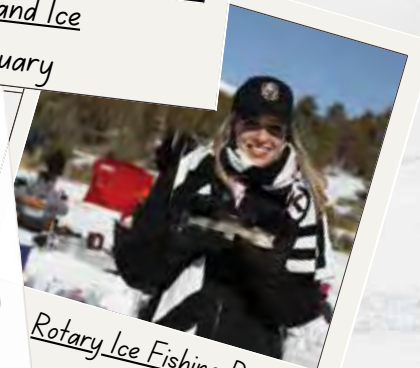
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**DAVID ROGER**  
General Counsel

## Knock, Knock — It's Your Friendly Police Officer

Girl Scouts sell cookies. Boy Scouts sell popcorn. And politicians sell themselves. All are invited to knock on your door to sell something to you. Police officers are treated the same, according to the U.S. Supreme Court. You don't need a warrant to knock on someone's door to talk to them — about anything.

### Knock and Talk — U.S. Supreme Court

Just like consensual encounters with citizens on the street, police officers may go to someone's house or apartment to talk. In 2011, the U.S. Supreme Court first addressed the common practice of officers conducting investigations by going to a suspect's home to talk to the potential crook:

"When law enforcement officers who are not armed with a warrant knock on a door, they do no more than any private citizen might do. And whether the person who knocks on the door and requests the opportunity to speak is a police officer or a private citizen, the occupant has no obligation to open the door or to speak. When the police knock on a door, but the occupants choose not to respond or to speak, the investigation will have reached a conspicuously low point, and the occupants will have the kind of warning that even the most elaborate security system cannot provide. And even if an occupant chooses to open the door and speak with the officers, the occupant need not allow the officers to enter the premises and may refuse to answer any questions at any time." (Citations and internal quotes omitted.) *Kentucky v. King*, 563 U.S. 452 (2011).

Two years later, the court explained that officers have an implied invitation to approach a person's home to talk to the occupants, just like any other visitor, and that the Fourth Amendment is not applicable to such encounters.

"This implicit license typically permits the visitor to approach the home by the front path, knock promptly, wait briefly to be received, and then (absent invitation to linger longer) leave. Complying with the terms of that traditional invitation does not require fine-grained legal knowledge; it is generally managed without incident by the nation's Girl Scouts and trick-or-treaters. Thus, a police officer, not armed with a warrant, may approach a home and knock, precisely because that is 'no more than any private citizen might do.'" *Florida v. Jardines*, 569 US 1(2013).

Thus, a resident is deemed to invite people, including police officers, to approach the person's home and knock on the door. The occupant may ignore the doorbell and continue watching Netflix. If the person answers the door and subsequently decides to slam it shut to return to watching a ball game, the resident may do so. The point is that officers are given an implied invitation to knock on a citizen's door, just like anybody else.



The court left for the lower courts to decide the scope of the implied license. Are there time restrictions on the invitation? Is the purpose of the visit limited by the license? Until the U.S. Supreme Court decides these issues, the Ninth Circuit Court of Appeals must answer such questions.

### Ninth Circuit Court Limits "Knock-and-Talk" Exception

In *U.S. v. Lundin*, 817 F.3d 1151 (9th Cir. 2016), the Ninth Circuit Court of Appeals took the opportunity to limit the knock-and-talk exception to the warrant requirement. With respect to when an officer may conduct a knock and talk, the court explained the implied license to approach a residence is limited to "normal waking hours." The court reasoned that homeowners cannot be expected to invite people to awaken them at night to ask questions. Thus, officers must know the occupants of the home normally entertain guests during late night or early morning hours.

More troubling is the court's decision to deviate from the established test for Fourth Amendment seizures. Courts have consistently applied an objective test to evaluate Fourth Amendment searches and seizures. The courts have made clear that an officer's subjective intent is irrelevant when deciding whether an officer's actions are objectively reasonable.

Addressing the scope of the implied license to conduct a knock and talk, the court reasoned that a homeowner does not extend an invitation to police to approach the residence to arrest the occupants without a warrant. The court stated, "Second, the scope of a license is often limited to a specific purpose, and the customary license to approach a home and knock is generally limited to the purpose of asking questions of the occupants. Officers who knock on the door of a home for other purposes generally exceed the scope of the customary license and therefore do not qualify for the knock and talk exception." (Internal quotes and citations omitted.)

Sidestepping the traditional objectivity analysis, the court reasoned the U.S. Supreme Court, in *Florida v. Jardines*, stated that an officer's intent when approaching a residence is important because an implied

license to approach depends on the purpose of their entry onto the premises. The court held, “The knock-and-talk exception to the warrant requirement does not apply when officers encroach upon the curtilage of a home with the intent to arrest the occupant. Just as the background social norms that invite a visitor to the front door do not invite him there to conduct a search, those norms also do not invite a visitor there to arrest the occupant.” (Internal quotes and citations omitted.) Using that reasoning, it is hard to argue that a homeowner would invite officers to come to their home to arrest the occupants.

Finally, the court stated, “An officer does not violate the Fourth Amendment by approaching a home at a reasonable hour and knocking on the front door with the intent merely to ask the resident questions, even if the officer has probable cause to arrest the resident.” It is likely the court meant that a knock and talk will not be invalidated when the officer has probable cause to make an arrest but merely converses with the resident without making an arrest. The court did not invite officers to use a knock and talk as a ruse to make a warrantless arrest.

### Knock and Talk and Warrantless Arrests

Last year, the Ninth Circuit Court of Appeals was asked to decide whether Sparks police officers were entitled to qualified immunity in a use-of-force death case. In *Brizuela v. City of Sparks*, officers approached a homeowner who was acting strangely on his front porch. The homeowner told officers he did not want them on his property, nor did he wish to speak with them. During the confrontation, the homeowner exhibited a gun, at which time officers shot and killed him. The court concluded the implied license to conduct a knock and talk is based upon a homeowner’s consent, and the decedent specifically told officers he did not want to talk to them, nor did he want them on his property.

In another case, a federal judge found that an LVMPD officer was not justified in arresting a suspect for domestic violence on the porch of his apartment. In *United States v. Smith*, an LVMPD officer responded to a domestic violence call at an apartment complex. After speaking with the victim, the officer observed the suspect leaving the apartment. Upon arresting the suspect, the officer recovered a firearm and charged the person with felon in possession of a firearm.

Despite that the domestic battery occurred 90 minutes earlier, the court concluded the officer’s knock and talk at 5 a.m. was unreasonable. The court stated the LVMPD officer “did not have any reason to believe that Smith would ordinarily accept visitors in the small hours of the morning. It was only by pure coincidence that Officer Kim contacted Smith outside of the apartment. The fact that Officer Kim was able to contact Smith at such an unusual hour does not alleviate the requirement that ‘knock and talks’ be conducted during normal waking hours.” The court suppressed the firearm, which resulted in prosecutors dismissing the case.

### Conclusion

Officers are often pressed to make arrests to satisfy administrators and to reduce crime. Yet, lawmakers and courts frequently create legal barriers to accomplishing the worthy goal of protecting the community. In today’s climate, officers’ actions are scrutinized, and courts are reluctant to extend qualified immunity to well-intentioned police officers.

Our sole obligation is to protect you, your family and your assets. Now is not the time to push the envelope to effectuate arrests. Please do not use a knock and talk as a ruse to make a warrantless arrest at a suspect’s home. Instead, either get an arrest warrant or arrest the suspect in public. **VB**

## RETIREMENTS

2/2/24	Mark Brown	P# M663	DCM	22 years
2/14/24	Gabriel Munoz	P# 7137	CO II	23 years
2/14/24	Jeremy L. Richter	P# 8123	CO II	20 years
2/17/24	Timothy O. Mullins	P# 6414	PO II	24 years
2/24/24	Jeffrey C. Barker	P# 8085	PO II	20 years
3/13/24	Richard M. Neiman	P# 6304	CO II	25 years

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# WHO ARE YOU?

**T**his article is being written by an outsider; someone who has never worn a badge, carried a weapon or put oneself in harm's way in the defense of others. So, in reading this, your first response might be that I'm not qualified to speak into the mindset of police officers and first responders. However, if you give me a chance, I believe I can speak into your life with how you answer one question. One question, which the answer will say so much about where you are in your life right now, and what possibly may come for you in the future. An important question in your life with an even more imperative answer. And the question is simply this ... Who are you?

On the surface, that may seem like a simple question to answer. But I don't want you to rush into an answer without first having a little self-reflection. Think about the nouns that you would use to answer that question. Maybe jotting down four or five would be appropriate. Now, think about the adjectives to answer that question. Write down a few of those. Yes, this is where some negative ones might creep in, too. Be honest, it's only something that will end up helping you. "So, Mr. Outsider," you might ask, "what's the right answer to your trick question?" Before I answer that, I want you to know it's not a trick question, albeit a very important one, and I'll give you an answer after I tell you a story ... my story, which led to how I've dedicated my life to helping others answer this vital question.

My background professionally began in front of everyone ... on television. I learned early on in life that my dream to play professional sports was not going to become a reality, so I realized I could make a career out of talking about sports professionally. My journey took me to the University of Missouri (the No. 1 journalism school in the country), where I received a Bachelor of Journalism in Broadcasting (and a minor in military science to complete my ROTC scholarship).

I spent the next 15 years on television as a sports anchor, 11 of which were in Las Vegas at KVBC-TV (NBC), channel 3. I was Emmy-nominated and named Sportscaster of the Year seven times. That became my identity. However, God had a different plan for me and called me into the ministry. Some quick



**RICK STRASSER**  
Founder & Director  
OVERTIME MINISTRIES

negotiations determined that it would be a "sports" ministry, and I embarked on my next adventure.

For the next 15 years, I would lead the Southern Nevada chapter of the Fellowship of Christian Athletes (FCA), where I worked with hundreds, maybe thousands, of athletes and coaches, teaching character and integrity through sports. I served as chaplain for the Las Vegas Aces of the WNBA, the Vegas Knight Hawks and various high school and college teams (including 15 years with the UNLV football team).

Most of my hands-on work was at UNLV, where I led a weekly meeting (we called it our "huddle") with athletes from all different sports.

Just a couple of years into my time leading FCA at UNLV, I received a call from a girl on the women's soccer team asking

if I could meet with her to talk. She had come to FCA off and on, so I knew who she was, but we didn't really "know" each other. Her name is Erica, and our conversation would change my life and the trajectory of my focus in ministry to this day. We met at a coffee shop, and this noticeably broken young woman unloaded her soul to me. Erica said that she had just sustained her second concussion, and the university physician told her that she was done ... and not for just that season — she had a whole year of eligibility left. So, you can imagine her emotions; she was angry, desperate, and devastated, and she felt that she had lost everything. At that moment, 13 years ago, all I knew to say to her was a question. It's the same one I asked you to consider earlier. "Erica, if I ask you 'Who are you?', how do you answer that question?" As she fidgeted with her paper coffee cup and wiped away tears, she almost snapped at me, "I've played soccer since I was five!"

"So, you're telling me, to answer that question, you answer with that you're an athlete or a soccer player? So, since that has been taken from you, do you have no identity?" I told her that I know that I'm not the smartest guy out there, but what I have found is that there is only one thing that can't be taken from me ... and that's my faith. What we do, who we're with, our hopes and our dreams (all of which are not bad things), all those things should enhance who we are, not define who we are. The "Who are you?" answer for me has to begin with my relationship with God. If we define ourselves with things that can and will







eventually go away, then we are setting ourselves up to be like Erica was at that moment ... without an identity.

So, go back to your answers to my question a little earlier. Who are you? Do you answer that with “police officer,” “first responder” or something else that you do? Or do you answer it, maybe, with “husband/wife,” or “father/mother,” or some other word that describes your relationship with others?

My friend, if your answer to that question is anything that can, while tragically, be taken from you, you are setting yourself up to be devoid of an identity, and that is a difficult and dangerous place to be. In the P# 13013 January/February edition of *LVPPA Vegas Beat* article, Corrections Officer Scott Nicholas wrote, “The issue of mental health in law enforcement is one that cannot be ignored. Recent trends in suicide rates among police officers are alarming, serving as a stark reminder of the toll our profession can take on the individuals who dedicate their lives to serving and protecting our communities.”

I couldn't agree more. When you couple that pressure with suddenly feeling devoid of an identity when that career comes to an end, you can find yourself in a very dangerous, dark place.

That is why, after 15 years with FCA, I stepped down and formed a new organization to help with the idea of identity. In the last year, I launched Overtime Ministries (OTM). OTM was formed to help athletes redefine the purpose, value and worth on the other side of sports. Since then, I have come to the realization that these principles also stick to former first responders, military, performers, prisoners ... anyone who has defined themselves by what they do for a long time.

OTM exists to help redefine purpose, identify identity, create parallel plans and provide resources, mentorship and encouragement on the other side of what we have defined ourselves as for a long time.

I'll conclude with the same question, but hopefully with a little more context and purpose behind it. My friend, who are you? I would love to talk to you if you have questions or are struggling with who you truly are. Overtime Ministries exists to help you through the transition. You can get more information at [overtimeministries.org](http://overtimeministries.org) or can contact me at [rick@overtimeministries.org](mailto:rick@overtimeministries.org). Thank you, and God bless. **VB**



# Don't Give Voluntary Interviews and Waive Your Personal Rights



**CHAD LYMAN**  
Director

**D**on't talk to Criminal IAB. Politely decline **any** voluntary interview with Criminal IAB and never talk to them. Whether you did anything or not, **do not** talk to them.

This has been a consistent message from the PPA from the time I came on the job. Honestly, as a new officer, it made me uncomfortable. I didn't understand it. I thought these PPA guys must be dirty or want to protect dirty cops. I couldn't have been more wrong.

Prior to becoming a police officer, I was a huge supporter of law enforcement. I had never been arrested, I have always been active in my church, I played team sports and I went to school to earn my four-year college degree.

I saw the dirty cops in movies who hated IAB and wouldn't talk to them. I thought if you didn't do anything, why wouldn't you talk to a LEO investigation unit, especially if you were a cop? I have definitely changed my mind over time, and now I firmly believe you shouldn't talk to criminal IAB or give any voluntary taped interviews of any kind. The messaging on this topic is consistent with the PPA, but I don't think we really do a good job articulating why.

The primary reason you shouldn't speak to criminal IAB or give any voluntary Department interviews is because you have rights as a sworn police officer. These rights are codified in protections under NRS 289 and your *Garrity* protections. NRS 289 spells out, among other things, that:

- Notification of interview to include date (48 hours of notice minimum), time, subject or witness, and allegations of wrongdoing.
- The right for the officer to have representation and the right for the representative to assist during the interview. That representative can also assist in preparation for the interview.
- The right of the officer to see all evidence that IAB or the Department is considering regarding the complaint versus the officer. In an IAB setting, the Department cannot "surprise" or hide allegations or evidence from the officer. This is a key reason for having a representative in the interview to intervene if this is done as well.
- Statements gained in an IAB cannot be used against an officer criminally as officers are given *Garrity* rights.

*Garrity* rights are public employees' rights to not incriminate themselves. These rights are based on the 1967 United States Supreme Court decision, *Garrity v. New Jersey*. This right means that any person has a right to not incriminate themselves criminally in any case. The Department can compel you to speak, but it cannot use anything from that interview to then charge you with a crime.

When you volunteer and give a taped interview (criminal IAB, your sergeant, anybody), that interview is *not* protected in any way. You are waiving all of the

rights you actually are entitled to as a sworn peace officer. When you give a volunteer interview, you are not entitled to a rep, to see the alleged allegation, or to examine and see any actual evidence that exists. The Department can use that interview in a criminal process, or if no crime was committed, in an internal process if the Department still feels you did something wrong. Your statement and any evidence criminal IAB has gathered will be used against you in the internal process and the basis for the SOC. It is not only possible that you could be cleared criminally and adjudicated sustained for internal policy violations, but it is likely. These violations could be completely unrelated to the criminal allegation and even be policy violations the Department has no knowledge of prior to you jumping on tape and talking about them.

My issue with the Department sending criminal IAB or attempting to secure voluntary interviews with an officer is the Department knows of your rights. They can compel an employee to cooperate and give a full interview anytime they want, and they know that.

If the Department compels you, they will afford you all of the rights and benefits of being a compelled employee that you are entitled to. The Department chooses to extend your rights and protections to you, or they don't. I understand not extending anything to officers at times. If you rob casinos, beat or sexually assault women or children, steal money, deal drugs or anything like it, I understand the Department treating it as a criminal matter. Even with a significant allegation, there is not an upside to speaking about it.

There have been multiple misdemeanor events that are not significant, and even events where PPA members were victims of a crime, and the complainant is a PPA member where the Department sends criminal IAB along with a regular patrol response. These have included events where PPA members have been targeted in acts of violence or intervened in violent robberies. In events where an officer might stop criminal activity, and the Department feels the officer may have an issue as well, the Department will send regular detectives and criminal IAB as well. The Department will initially investigate the event with traditional detective units and criminal IAB. If you are speaking to a Department detective on an event where you are a victim, be certain who you are talking to. *Understand* ... when criminal IAB is on scene, the only calls they run on are ones that involve P#s. That means *you* reading this. If I was a victim of a crime, why would I need a criminal IAB detective? A patrol officer could take my complaint. A detective from a bureau could handle the appropriate crime I may be a victim of. Criminal IAB responds simply to see if I am the suspect. Their investigation may show a P# is a victim, but the Department is not sending them because they believe the P# is a victim. It is to be sure I am not the suspect in the event.

We keep sending this message out. Cops keep nodding and saying, "No way will I talk." Then, consistently, the same coppers continue to talk and give up free interviews to the Department and criminal IAB. Many times, those statements are given in the moment, under some pressure, and alone with no idea what IAB may or may not truly have in the way of credible information. So why do officers talk?

One reason officers speak is they feel a compulsion to do so. I am not alleging here that criminal IAB is making officers speak to detectives. No, I believe officers volunteer when a criminal asks them to go on tape. I do feel IAB uses similar tactics as we use with suspects. Officers often ask if they can have a rep, and criminals will say they are not entitled to one. The moment they tell you this, you should *immediately* end your conversation with them and tell them you will not volunteer to speak. Tell them to notice you, provide a rep, allow you to see any evidence, give you all of your rights per NRS 289 and *Garrity*, and you will be happy to cooperate and come into IAB. Criminal IAB is not going to offer any of these protections as they are investigating it as a criminal matter. If the Department wants to pursue whatever the issue is as a criminal matter, you have rights, and not giving a free interview is one of them.

Criminals will say we just want your side of the story. Think of calls that you run on in your day-to-day activities as a police officer. Do suspect statements hurt or help your cases? Have you ever gathered evidence, know you will cite or arrest someone, and then their statement changes your mind, and you go, "Oh well, I will let this guy (or gal) off"?

In investigations, statements (or often parts of them) are the cherry on top. Bad guys rarely say, "Yeah, I did it," but parts of the statement they provide bolster evidence. Without a statement, many times, evidence will not support an arrest or citation. You are not required to give criminal IAB a statement, and you can tell your side of the story when the Department moves from a criminal to an internal complaint. At that point, you will have all of your protections, and the Department can complete a full investigation of whatever the issue is. The Department could also just drop the whole thing if they wish.

Either way, there is not a compelling reason to give the Department free interviews.

Another reason officers talk to criminal IAB is they often know the officers on the team, or at minimum, know they are LVMPD employees. This makes them feel they will get a favorable "look" from these detectives and their supervisors. Nothing could be further from the truth. I am not asserting that criminal IAB will run an illegal op on employees, but understand a few truths about anyone who is serving in criminal IAB.

First, this is a volunteer assignment. No one is being forced to go to criminal IAB, or for that matter, any internal review Metro team. I realize that the Department needs these teams, but understand, of all the folks you work with day to day who may or may not want to investigate other officers, the ones who volunteer to go to these teams are certainly not among the officers who would rather not have to make a case against an officer.

Criminal IAB is necessary, but the officers who volunteer have a duty to fulfill, and they volunteer for this duty. No matter how well you know them, they will follow any call all the way through to its conclusion, whether that means citing or arresting you, sending you to IAB or clearing you. If you have P# 18525 a relationship with folks in criminal IAB, and I do, the best thing you could do is shut your mouth and let them work your case wherever it takes them. They cannot unhear the stupid stuff officers say. Remember, they are simply doing their job when they cite, arrest, send you to IAB or clear you. If I work in NEAC, I patrol and build cases or clear folks in NEAC. If I work in Gangs, I handle and build gang cases. If I work in Robbery, I target robbers. If I volunteer to work in criminal IAB, my cases involve P#s. All of these teams are viable members of the Department and an essential part of modern policing. Just understand why we encourage you not to give a volunteer statement to criminal IAB. The cases they manage are yours if you are reading this article.

Another key part of deciding whether you should talk to criminal IAB or not is your family members' responsibility to give statements or not. They are not Department employees and cannot be compelled by the Department to give a statement under any conditions. There are no legal reasons or benefits to your

family members giving statements, and I would encourage them to follow the same advice as I would offer to the member. None of you should be giving voluntary statements to anyone. There have been cases on the Department where Department members and their family members have been charged with minor crimes as a result of giving voluntary taped interviews to criminal IAB. If you or your family members have any questions about giving statements, please consult an attorney.

One area where this naturally pops up for both officers and the Department is on an OIS. The Department sends both FIT and CIRT to these events the night of the OIS and concurrent investigations are done. FIT's job is to assess the situation and make certain that the officer was within the law in using lethal force, and also to charge the suspect or determine charges if they had survived. There is no reason to give FIT a voluntary statement at an OIS. The PPA machine will roll out to include an attorney for any officers who were forced to use lethal force. FIT can compel witness statements, analyze physical evidence, and review body cams and any other video that is available. The shooter will also typically do a walk-through, where the elements of deadly force are articulated through the attorney so FIT can do their job. The PPA has been telling shooters in an OIS not to

give a FIT statement for years, and the suspects continue to get prosecuted. The Department does not need a statement from the shooter in the OIS to complete their charging of the suspect. Officers involved in an OIS will be noticed in CIRT, given all of their protections and given an intensive interview on the entire event.

One reason not to have a FIT interview the night of such a traumatic event is that research shows that after a couple of sleep cycles officers give a much more accurate interview as to what actually occurred during the incident. Giving

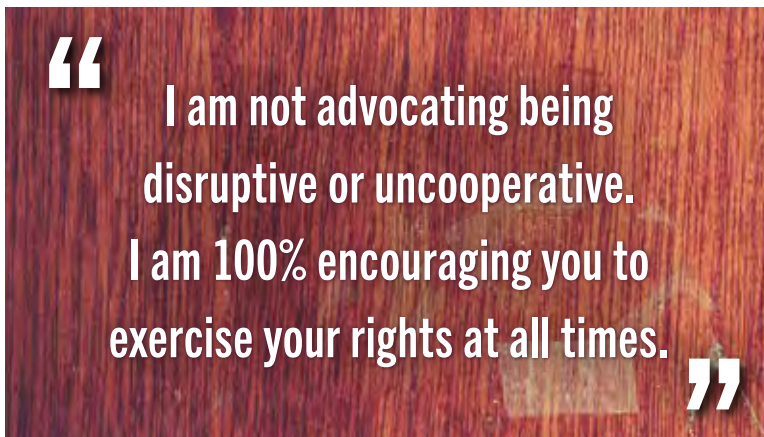
an inaccurate or incomplete interview the night of the event, followed by an in-depth interview at a later time that potentially conflicts with the initial interview, is not useful to the officers involved in the event. Let the PPA, your lawyer and FIT do their jobs to clear you criminally. Once you are given your personal protections, come in and give an in-depth interview to give the most accurate rendition of how the event truly took place.

*Do not* get confused by this article and take it to mean I am against the Department or even the IAB process. I understand the reason we have internal review processes and the legitimacy that it adds to our profession. I am not advocating being disruptive or uncooperative. I am 100% encouraging you to exercise your rights at all times. The Department fully understands the process and has teams to operate within the legal framework to handle issues that may pop up. They choose whether to approach you in a manner that gives you rights and protections (internal IAB) or a manner that does not. If the Department chooses to ask you to waive your rights, I am simply encouraging you to decline and assert your rights. If they have enough to already cite or arrest you, they will do so anyway. At that point, secure an attorney and follow the legal advice you are given. If the Department chooses to then notice you into IAB, you will get representation, get an opportunity to prepare and examine all evidence, and then receive your *Garrity* protections prior to going on tape.

Throughout the interview, you will be afforded the contract and the Department PPA representation.

The Department asks you to go downrange and respect the rights of civilians as you do your job. They expect you to stick up for those in the neighborhoods we serve who may not be able to stand up for themselves. I firmly believe in this mission. I am simply encouraging you to stand up for yourself and demanding that the Department respect your rights as well. At the end of the day, the Department will happily allow you to not exercise your own rights as a Department end is still satisfied.

The PPA stands firm in encouraging you to know your rights and exercise the same as you serve with integrity. *Don't give voluntary interviews and waive your personal rights.* **VB**



# October 1, 2017

## A Day That Will Never Be Forgotten



**OFFICER GREG STINNETT**  
Secretary

October 1 is more than just a day on the calendar. For thousands of people, it is a day that changed their lives forever.

On Sunday, October 1, 2017, the Route 91 Harvest festival was taking place on the world-famous Las Vegas Strip across from the Mandalay Bay Resort. It was also the scene of the deadliest mass shooting by a single gunman in American history. For 11 straight minutes, a savage fired an estimated 1,000 rounds from a hotel room on the 32nd floor of the Mandalay Bay Hotel toward the festival, ultimately killing 60 and injuring another 800 people. There are thousands of stories from that night. Many are tragic,

many more are heroic, and some are unexplainable.

This story is specifically about two cops and their experience that fateful evening. This story is about a rookie police officer fresh out of the Academy, his field training officer (FTO) and their story of survival.

Brady Cook is a second-generation Las Vegas Metro cop. His father, Matt was hired on in 2003 when Brady was only 8 years old. Brady knew early on that he wanted to be a police officer, more specifically, a SWAT operator. Be it from his father, his uncle (who was also a cop), or his desire to help others and give back to the community he grew up in, Brady could not wait until he turned 21 years old so he could hire on with Metro and eventually earn a spot in that coveted unit.

When Brady turned 21 years old, he did exactly what he had his sights set on. He tested for Metro, was hired, and began the Academy in March of 2017. After graduating from the Academy in late September, he was assigned to a swing shift squad at the Convention Center Area Command (CCAC) for his first segment of field training. CCAC is the patrol station responsible for policing what the world knows as the “Las Vegas Strip.”

After completing a week of administrative training, Brady reported to CCAC for his first patrol shift where he met for the first time his FTO, Josh Haynes.

Josh grew up in Oregon. At the age of 17, he asked his mother to sign a waiver allowing him to enlist in the United States Army, and she did. Josh soon found himself in Fort Benning, Georgia, as an infantryman, ultimately serving our nation for over six years. After leaving the Army, Josh earned a degree in computer science and became a network engineer in the hospital industry.

That career field did not hold his interest, though. He eventually began training to get back into shape, and that took on a life of its own. Josh began amateur fighting. And it turned out he was pretty good at it. Winning over 11 fights as an amateur,

he was hooked. In 2005, Josh tried out for and was selected to be a participant in season three of the UFC’s *The Ultimate Fighter* (TUF) show. The TUF series then led to a career in the UFC, where he fought for several years.

Josh eventually moved to Las Vegas to train and work at Extreme Couture. But like Brady, Josh always wanted to be a police officer. It was a chance encounter that led him down the path to fulfilling that dream. While living in Vegas, Josh was involved in a car wreck. The motor officer who responded spoke to him about the career field and encouraged him to test. Josh went on a ride-along and was hooked. He hired on with Las Vegas Metro in 2009. After years of working in nearly every area command in the Valley, Josh settled in at CCAC, where he became an FTO.

On Saturday, September 29, while Brady was navigating through his first shift, his father was working overtime at the Route 91 Harvest festival. Josh recognized the significance of this day and suggested he and Brady make a quick stop at the event so Matt could say hi to his son on his first day as a cop. After a quick conversation and photograph of a father and son to memorialize the momentous occasion, Josh and Brady were off. As they left the event that evening, they had no idea that in 24 hours, they would be back there fighting for their lives.

The remainder of their first shift went off without a hitch. In the early-morning hours of October 1, 2017, Brady changed out of his uniform and back into his civilian clothes and drove home, completing his first shift as a police officer with Las Vegas Metro.

Brady began day two of his police career on Sunday, October 1, 2017. Swing Shift Briefing at CCAC was completed, and the two headed out to their Crown Vic to log on and hit the streets. The afternoon was steady, and they stayed busy handling calls for service. As lunchtime approached late into the shift, they both decided to skip the meal and opted to do some foot patrol on the Strip. Josh and Brady parked their sled at the Flamingo Circle and waited for another officer to join them. As they were preparing to walk, the radio erupted with reports of an active shooter at the Route 91 Harvest festival.

They jumped back in their Crown Vic, and with Josh driving, they worked their way through the stand-still traffic that usually accompanies a Sunday evening on the Strip. With approximately 16 or 17 hours under his belt as a cop, Brady’s first Code 3 run would be what was later identified as the deadliest mass shooting in American history. Brady said for a flash, he had the thought, “Is this real, is this legit?”

As quickly as that thought entered his mind, it left as he listened to updates on the radio describing the carnage that was taking place at the location he and Josh were racing toward.

The radio traffic was unreal. Reports of chaos and multiple victims down with gunshot wounds. As quickly as they were trying to process the information coming in, they passed the area of Las Vegas Boulevard in front of the Luxor. It was at that point there was no mistaking what was going on. As they approached the Luxor, they could hear the gunfire. What sounded like fully automatic machine gun fire was echoing off the buildings in the area. They had no idea where the gunfire was originating from, nor did they know how many shooters were in play.

As they arrived at Mandalay Bay and LVBLVD, they saw multiple patrol cars already staged. Josh parked their car, and they got out with the intent of gearing up and moving into the venue to hunt down and neutralize the shooter(s).

As soon as they exited their patrol car, unbeknownst to them, the shooter,



*Matt and Brady Cook at the Route 91 Harvest festival — Brady’s first day on the job*



*Brady Cook and Josh Haynes*



perched in a room on the 32nd floor of a suite in Mandalay Bay, shifted his attention toward them. The shooter rained down effective rifle fire on their position, hammering the patrol cars. This group of officers were crouching down seeking whatever cover their cars would afford them. They could see bullets impacting the ground, light poles and the sidewalk around them. With no viable position to displace to, and no way to fight back, the cops, hunkered down behind their patrol cars, were in an untenable position. They eventually deduced that the gunfire directed at them was coming from one direction and an elevated position, but they could still not pinpoint exactly where from.

As they were attempting to gain situational awareness and dodge incoming rifle fire, bullets were drilling into their patrol cars. Like an angry, invisible hole puncher, bullets indiscriminately rained down onto their Crown Vic. The sound of machine gun fire, frantic radio traffic and bullets impacting all around them reinforced the notion that every decision they made and every step they took was the difference between living and dying. They attempted to broadcast radio traffic; however, the radio channel was overwhelmed with cops, all of whom were attempting to do the same thing at the same time.

At one point, Brady's right arm just "stopped working." The reason being, that he had been shot. One of the thousand rounds fired that night hit him. Although he never felt a thing, he knew he was shot. He recognized that by the fact that his right arm was not responding to what his mind was telling it to do. Simply put, his right arm was now dead. To make matters worse, he was bleeding heavily from his right side. Brady yelled out to Josh that he had been shot.

At that moment, Josh was living out the absolute worst-case nightmare scenario of any FTO, being tactically disadvantaged in a gunfight during an active-shooter event while your trainee sustained a life-threatening gunshot wound. What neither Josh nor Brady fully understood at that moment was that the .223 round had entered the outside of Brady's right shoulder, traveling through his arm, narrowly missing a major artery by a millimeter, blowing out and exiting the inside of his arm near the armpit. At that moment, they did not realize that the same round that exited his armpit entered his right chest and traveled downward.

What Josh did know was that if his trainee, his new kid, the rookie officer he was responsible for, had any chance of surviving that night, he had to get him out of that kill box and get him to UMC Trauma. Josh looked for a potential exit route. Approximately 100 yards north of their position was a bus parked on the road. That was it. Josh grabbed onto Brady, pointed him north and they ran for it. They ran toward the bus as fast as they could. It seemed as if the shooter knew exactly what their plan was. The savage, perched in his room, saw Josh and Brady make a run for it and did not allow them to go unmolested. Bullets tracked them as they ran. Rounds impacting the street all around them. Josh said he pushed Brady in front of him, anticipating that they were going to get shot and hoping he might catch a round before his trainee did.

As the two approached the bus, their hopes of having some form of cover/concealment quickly faded. No sooner had they made it to their new position of cover than it disappeared. The bus drove away, leaving them right back where they started. Josh and Brady had no idea how they were not shot during that run to the bus. Rounds were impacting all around them and it seemed impossible that they would make it unscathed, but they did. Seeing the bus drive away at the last moment just added insult to injury.

At some point, they found a defilade and stopped. Josh ripped open Brady's uniform shirt, exposing a massive hole on the inside of his armpit.

Then he saw it, the entry wound into Brady's chest. He knew time was critical, and he had to get Brady to the hospital.

Up to this point, Brady had not complained once, he never even said it hurt. Which was perplexing as Brady's right side was covered in blood. Josh said he believed Brady would have just stayed where they were and kept working if he had not made them move toward the bus.

Josh saw another patrol car parked north of their new position. They had to make one more run for it. As they arrived at what would be their new ride, Josh yelled out to the cops taking cover behind the black-and-white and asked them who the car belonged to. None of them knew. After a one-sided conversation, Josh took possession of his new sled and threw their shotguns and gear in the back while Brady got into the passenger seat, and they were off.

The ride to UMC Trauma was as intense as you could envision. It was fast. As they were driving toward the hospital, they could see a wave of emergency vehicles rolling code going toward the venue. Josh was driving while Brady was attempting to place a tourniquet on his arm. The massive amount of blood on his shirt made it slippery and difficult to apply. Josh was navigating his way to Trauma while trying to make sure Brady did not pass out or lose consciousness. Josh attempted to broadcast radio traffic while en route so that UMC Trauma would be ready for them. But like before, there were so many people trying to use the radio he could not transmit.

When they pulled into the hospital, the staff had no idea what was going on just a few miles away. Josh got his trainee into the ER and told the staff what was occurring and to get ready. It wasn't P# 5198 until Brady was on a hospital gurney that the pain registered. With his uniform shirt stripped off, he glanced up at the exit wound near his armpit and could see through the hole in his arm.

Within minutes the trauma center erupted. The room went from being a sterile clean, calm environment to one of chaos with blood all over the floor and nurses and doctors fighting to keep people alive. Brady was eventually stabilized and watched as the victims continued to come in. It was at that point the magnitude of what had occurred that night began to set in.

As Brady was being tended to by the medical staff, Josh called Matt and delivered the news no parent wanted to hear. The next couple of days were a blur. President Donald Trump and First Lady Melania Trump arrived in Las Vegas and stopped by UMC. They walked into Brady's room, closed the door, and spent some time visiting with Brady and his family. Brady said the experience was genuine. It was very personal, and before leaving, both the president and first lady hugged him and wished him well.

For Brady, the next six to seven months were busy with rehabilitation and physical therapy. He lost over 40 pounds. Multiple times per day, nurses had to clean the open wounds and repack them with gauze. He estimated that it took approximately six months to regain feeling and strength in his arm.

Eventually, Brady was ready for day three. After seven months, he reported back to CCAC. Back to the same squad on the same shift. But this shift would be a little different. In the time that Brady had been off rehabbing his arm, Josh left CCAC. After several years of being an FTO, Josh tested for detective. During the time Brady was getting better, Josh was promoted and transferred to Spring Valley Area Command.

Brady went on to complete field training. After working patrol at the Enterprise, Bolden and Northwest Area Commands, as well as the Homeland Saturation Team

*Continued on page 22*

and Counterterrorism, Brady finally had the opportunity to test for the job he had wanted since he was a kid.

Today, Brady is a member of the most elite Special Weapons and Tactics unit in the United States: Las Vegas Metro SWAT. When asked how it felt to get the call to SWAT, he said that he is extremely proud to work in that unit. He said that this is a position you earn every day and that every single day he reports to work with the goal of being the best teammate possible.

I asked Brady if he had any advice for new officers. He jokingly stated that when this happened, he didn't even know how to write a ticket yet, but regardless of your position or tenure, you get to decide whether or not you have a positive mindset. He said that every cop must know this type of event can happen on your second day or your 20th year on the job, and the world does not owe you a grace period.

He said, "Don't be soft," and that he would never allow the savage who shot him to define the remainder of his life. He always wanted to do this job, and that night, he was right where he needed to be.

For Josh Haynes, well, he remained a detective for several years. Recently, he tested for and was promoted to the rank of sergeant. He works at the South Central Area Command where he oversees a graveyard squad. Josh went from mentoring one individual at a time to mentoring an entire squad. His goal is to leave this department better than he found it. One way is to implement a department-wide program that allows officers to train jiu-jitsu consistently at their respective area commands.

For someone who is a professional at inflicting physical violence upon the person of another, Josh has never had a significant incident where he has had to do that as a street cop. He credits this to his proficiency in jiu-jitsu. Josh explained that this skill has allowed him to keep his brain from moving too fast and making bad or impulsive choices when dealing with confrontational people.

I asked Josh what some of his key takeaways from that night were. Josh was

insistent that landing their patrol car where they did was the best mistake they could have made. They unintentionally shifted the shooter's focus from the crowd to them. Although it was perilous, it allowed innocent civilians to seek cover from the madman. And it told that coward that we were coming for him.

Both Brady and Josh said the true heroes that night were the citizens. Everyday people who pulled and carried strangers out of the line of fire. The citizens who loaded up their vehicles with random strangers and drove them to hospitals. The individual accounts of heroism from that night are countless, but both men emphasized that those of us in uniform signed up for this — they didn't. Nevertheless, it did not stop them from holding the line and saving lives.

As incredible as this story is, in my opinion, the real story here is about mindset and the will to survive. Whoever the sergeant was who paired Josh Haynes up with Brady Cook quite possibly made the most important unrealized decision of his/her career. These are two men who do not comprehend the definition of quit. Yes, both ran toward the gunfire that night, but there is another dynamic to this story.

After being shot, Brady refused to allow himself to feel any emotion other than that of staying positive and staying in the fight. Never once did he feel sorry for himself or expect anyone to stop what they were doing to tend to his injuries. He did not allow himself to think that he may die there on that road, hunkered down behind his shot-up patrol car. Like Josh said, Brady would have stayed right there and kept going until his body shut down on him.

Josh Haynes absolutely refused to allow his trainee to get killed that night. He did not force his trainee to stay hunkered down because it was safer for Josh. Without hesitation, Josh assessed their situation and planned to get Brady out of that kill box. Knowing the risk to his safety, Josh pushed them toward what would ultimately be their ride to the hospital. Had either one of these two quit on themselves or the other, this story would most likely have a very different outcome.

Thank you to Brady Cook and Josh Haynes for allowing me to share their story. As always, stay safe out there and if you ever need anything we are always a phone call away. **VB**



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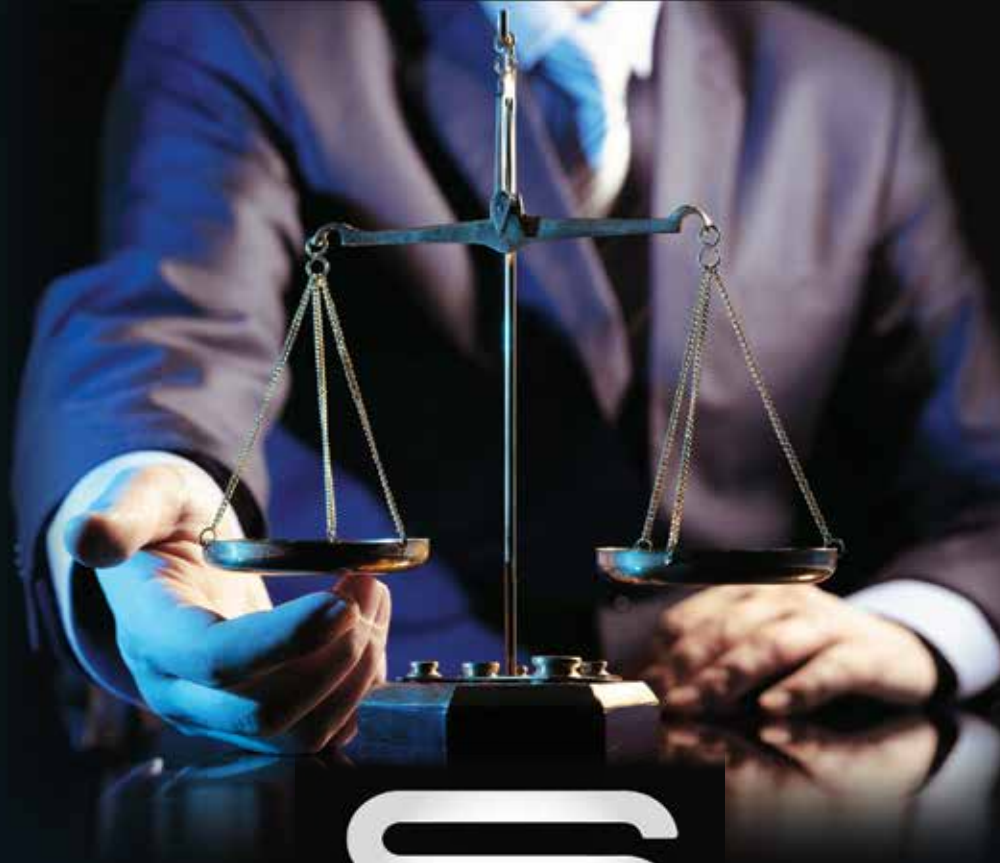




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