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**JULY - JUNE
2026 - 2027**

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**Las Vegas Police
Protective Association
Metro, Inc.**
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PRESIDENT'S MESSAGE

Dear members, both active and retired,

I write this final President's message with a full heart and extreme gratitude for my time as both a Police Officer with the BEST police department in the country, LVMPD, and as your President and Executive Board member for the last 12 years.

Before I get into my message, I have so many people to thank for helping me along this path that God set me on. To the absolute best staff in the world, David Roger, Kelly Sweeney, Laura Pal-etta, Roy Hoernke, and my assistant, work wife, and friend, Adella Solano. You have helped me more than you will ever know. From the day I took over as President, with no idea as to what I was doing, you helped build the very foundation of what the PPA is today. Our successes are a team effort and you five are a major part of that team. I thank you all for your friendship, professionalism, laughter, and, most of all, commitment to the men and women that are members of the PPA.

To all the guys who served with me on the Executive Board over the years, I say this all the time, but they are not just words, rather it is the truth: Our successes, such as an increase in membership numbers and membership satisfaction, are truly not because of anything I did, rather they are because of you men and how hard you work. The tireless hours away from family, whether it be our day-to-day work, callouts, membership events, and hours upon hours of phone calls helping our members, your work never went unnoticed by me. We are who we are because of you all. I have never been prouder to serve with a crew of men who fight every day for others with nothing to gain for themselves, than I am of you all allowing me to lead this team of ours.

To my family, I know 14 years ago we probably had no idea where this road would lead us, but I am thankful that you all pushed me in this direction. You all have sacrificed so much for me to work the way I do, and I know I can never get that time back with you all, but I hope I have made you all proud of me and what I have done in service for others. Specifical-



STEVE GRAMMAS



ly, my wife, girlfriend, best friend, and soulmate, Tiffany. We have been through so many things together, but whenever things got too much for me, you were always there to remind me to suck it up and keep going. I'll love you till the day I die. Thank you babe.

Finally, to our membership. I hope you all know that every day that I came to work, I did nothing but try my best to make your work life, and, at times, personal life, better than the day before. We didn't win every battle, but we were always in the fight. Our team shared that very thought process in everything we did. "Always be in the fight, no matter the outcome!" I think we did a great job of that. You all work for the very best police department in the country. I travel a lot, and I talk with officers across the country. We speak of pay, benefits, grievances, shootings, and more. I can tell you, no matter which department it is, if I had to start all over tomorrow and could choose any agency in the country, I would choose LVMPD seven days a week and twice on Sunday. We aren't perfect, but no department is. This agency will provide you with so many amazing opportunities personally and professionally. Enjoy the ride, because it will be over before you know it. Almost 28 years have gone by in the blink of an eye. I assure you, although it doesn't seem like it, it will fly by for you as well.

For the future of the LVPPA, I promise I am leaving you in the very best possible hands. Truly, even better than we are now. I have supported Dan Coyne as our next President. Dan is smart, thorough, calculated, savvy, and willing to drop the hammer on the agency when needed! I ask all of our members to rally around Dan and the team to continue to move the PPA in an even better direction than I was able to do.

I have worked patrol, FTO, PSU/Flex, Narcotics as a detective and UC. I have done some crazy things in those assignments! Things I look back on wondering how we made it out, or how we were actually paid to have so much fun (narc pool club ops). All those amazing and fun things I did, can't compare to the time I was able to be your President.

Thank you all for trusting me to do the job I have done, and thank you for being members of the best police union in the country.

For the last time from me as your President writing a President's message, stay safe. Love you all.

With Extreme Gratitude and Appreciation,
President Steve Grammas

2026 TOP COPS AWARDS



At the National Association of Police Organizations Top Cops Awards in Washington, D.C., six Las Vegas Metropolitan Police Department officers were honored for extraordinary bravery.

The first incident involved Officers Marcos Fitzpatrick, Travis Noone, and Jimmy Sarkissian-Sarnani. Responding to an apartment call, they heard a woman screaming followed by gunfire. Knowing an armed suspect was inside, they forced entry and pursued the threat deeper into the apartment after hearing another gunshot and a baby crying. Inside a bedroom, they found a woman suffering from multiple gunshot wounds, an infant beside her, and the suspect dead from a self-inflicted gunshot wound. Officer Noone also located a young boy hiding nearby. The officers provided medical aid, applying multiple chest seals to treat the woman's injuries until paramedics arrived. Their actions saved her life, allowing her to reach UMC Trauma for life-saving surgery. Today, the woman and her children are alive because of their courage.

The second incident occurred in May 2025 during an active shooter attack at the Las Vegas Athletic Club. Officers Skeeter Black, Aaron Javier, and Kaid Urban responded after a gunman entered the facility with a rifle, killing an employee and injuring others. As the suspect exited the building, Officer Javier engaged him. When the gunman advanced toward the officers still armed, they neutralized the threat, then entered the gym to secure the scene and assist victims.

These six officers exemplify the selfless service, courage, and dedication required to protect others on their worst days.



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JULY 2026 - JUNE 2027

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2026 - 2027 **HOLIDAYS**

July 2026:

4 - Independence Day

September 2026:

7 - Labor Day

October 2026:

30 - Nevada Day

31 - Halloween

November 2026:

1 - Daylight Saving Time Ends

11 - Veterans Day

26 - Thanksgiving Day

27 - Friday After Thanksgiving

December 2026:

24 - Christmas Eve

25 - Christmas Day

31 - New Year's Eve

January 2027:

1 - New Year's Day

9 - National Law Enforcement Appreciation Day

18 - Martin Luther King Jr. Day

February 2027:

14 - Valentine's Day

15 - Presidents Day

March 2027:

14 - Daylight Saving Time Begins

17 - St. Patrick's Day

May 2027:

9 - Mother's Day

15 - National Peace Officers Memorial Day

31 - Memorial Day

June 2027:

14 - Flag Day

19 - Juneteenth

20 - Father's Day

GENERAL MEMBERSHIP MEETINGS

September 3, 2026

December 3, 2026

March 4, 2027

June 3, 2027



REPRESENTATIVES AND LEGAL STAFF

We provide 10 full-time officers, 30 area representatives, over 100 area delegates, one full-time attorney, three on-call attorneys, one Director of Employee Relations, and three office staff.

We are available for the following:

- » All Internal Affairs interviews
- » All bureau-level interviews
- » Assistance in filing grievances related to discipline
- » Assistance in completing use-of-force reports
- » Representation at grievance meetings and hearings related to discipline
- » Assistance in filing of grievances related to contract violations
- » Representation at grievance hearings related to contract violations
- » Assistance in filing of grievances related to workers' compensation issues
- » Pre-termination hearings
- » Nonconfirmation hearings
- » Civil Service Board hearings
- » Arbitration hearings
- » Officer-involved shootings and in-custody deaths:
 - » A representative and an attorney respond to all officer-involved shootings and in-custody deaths.
 - » A representative and/or an attorney participate in all follow-up interviews, including FIT; CIRT interviews and reviews; and the CIRP process, which includes representation at Use of Force and TRB.
- » Vehicle Collision Board
- » Citizen Review Board
- » Legislative representation
- » Limited sponsorship program for sports and education
- » Additional life insurance and AD&D policy

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SUNDAY

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JULY 2026

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	23	24 Pay Day	25
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SEPTEMBER 2026

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	17	18 Pay Day	19
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2026 LVMPD EMPLOYEE HEALTH AND WELFARE TRUST

Frequently Asked Questions

1. What are my health plan deductibles?

This calendar year, plan deductibles are \$660 for an individual and \$1,200 for a family (for “in-network” providers).

2. How do I find our network medical, dental, vision and prescription drug plan providers?

» For medical providers, visit www.umar.com, click

Find a Provider and select **L** from the menu, then **LVMPD Health Trust**.

» For dental providers, visit www.deltadentalins.com/lvmpd.

» For vision providers, visit www.myuhcvision.com.

» For drug plan providers, visit www.kpp-rx.com.

3. What is the office visit benefit?

There is \$0 copay for routine visits to your in-network doctor. If you see a specialist, the copay is \$35 for in-network providers.

4. Does the plan pay for chiropractic services?

Yes. There is a \$40 copay for in-network providers, when an office visit is billed. \$0 copay for in-network providers, with only a manipulation.

5. Do I have to preauthorize my non-emergency outpatient surgery/hospital stay?

Yes. Contact SHO at (702) 240-1520.

6. Do I need a referral to see a medical specialist?

No, your plan allows direct access to a specialist without having to go to a primary care doctor first.

7. Who is considered an “eligible dependent” that I can add to my health plan?

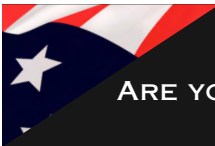
Eligible dependents include an eligible employee’s or retiree’s:

- (a) Legal spouse
- (b) Domestic partner, as defined by Nevada law
- (c) Children under age 26, including stepchildren, children of a domestic partner, legally adopted children or children under a legal permanent guardianship (through age specified on court documents)

To add or drop a dependent, contact UMR at (866) 868-1395 or (702) 413-1701 and follow the eligibility/enrollment prompts.

8. How much do I pay for coverage for each dependent?

Please contact UMR at (866) 868-1395 or (702) 413-1701 and follow the eligibility/enrollment prompts. Can change annually.



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- Brain Fog?
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- Lower Energy & Drive?



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SUNDAY

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OCTOBER 2026

THURSDAY	FRIDAY	SATURDAY
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15	16 Pay Day	17
22	23	24
29	30 Nevada Day Pay Day	31 Halloween

SUNDAY

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THURSDAY

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Daylight Savings
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Veterans Day

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NOVEMBER 2026

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26 Thanksgiving Day	27 Friday After Thanksgiving Pay Day	28

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DECEMBER 2026

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	31 New Year's Eve		

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Martin Luther
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JANUARY 2027

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Valentine's Day

Presidents Day

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JANUARY

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Daylight Savings
Time Begins

St. Patrick's Day

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MARCH 2027

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APRIL 2027

THURSDAY	FRIDAY	SATURDAY
1	2	3
	Pay Day	
8	9	10
15	16	17
	Pay Day	
22	23	24
29	30	
	Pay Day	

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

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Mother's Day

16

17

18

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23

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24

31

Memorial Day

25

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MAY 2027

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THURSDAY

FRIDAY

SATURDAY

APRIL

S	M	T	W	T	F	S
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JUNE

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

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Pay Day

**National Peace
Officers
Memorial Day**

20

21

22

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28

29

Pay Day

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

MAY

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9 10 11 12 13 14 15
16 17 18 19 20 21 22
23 24 25 26 27 28 29
30 31

JULY

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Flag Day

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21

22

23

24

Father's Day

27

28

29

29

30

JUNE 2027

DAY	THURSDAY	FRIDAY	SATURDAY
	3	4	5
	10	11 Pay Day	12
	17	18	19 Juneteenth
	24	25 Pay Day	26
	30		

[illegible]

YEAR-ROUND MOUNTAIN TOWN



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