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VOLUME 20 | ISSUE 5

May/June 2025

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

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

UCOPS – The United Coalition of Public Safety





President's Message

DETECTIVE STEVE GRAMMAS, PRESIDENT

A Badge of Courage and a Shield of Faith: Being a Police Officer With Belief in God

Serving as a police officer is more than a career — it's a calling that demands resilience, integrity and an unwavering commitment to justice. For many officers, faith in God becomes a cornerstone of their strength, guiding them through the chaos, danger and moral complexities of the job. The intersection of law enforcement and spirituality offers a profound perspective on duty, purpose and hope.

The Weight of the Badge

Police officers step into the unknown every day. From responding to domestic disputes to chasing down suspects, they confront humanity at its rawest — both its beauty and its brokenness. The weight of the badge isn't just physical; it's emotional and spiritual. Officers witness trauma, loss and injustice that can shake even the steadiest soul. In these moments, faith in God can serve as an anchor, providing a sense of meaning amid the storm.

For officers of faith, the belief in a higher power offers a framework for understanding their role. They see themselves not just as enforcers of the law, but as protectors of a divine order — servants of a purpose greater than themselves. This perspective can transform a routine patrol into a mission, a chance to reflect God's compassion and justice in a fractured world.

Strength in the Line of Duty

The challenges of policing test every fiber of an officer's being. Long shifts, high-stakes decisions and the constant threat of danger can erode morale. Yet, faith provides a wellspring of resilience. Prayer becomes a quiet refuge before a shift, a way to seek wisdom and courage. Scripture, for many, offers solace and guidance — verses like Psalm 23 ("The Lord is my shepherd; I shall not want") or Isaiah 41:10 ("Fear not, for I am with you") resonate deeply when facing the unpredictable.

Take, for example, the story of Officer Daniel Martinez (a fictional name inspired by real-life accounts). A veteran of 15 years, Martinez recalls a night when he responded to a violent standoff. As tensions escalated, he silently prayed for peace — for himself, his team and even the suspect. The situation deescalated without a shot fired. For Martinez, it wasn't just training that carried him through; it was his faith that steadied his hand and his heart.

Wrestling With Moral Dilemmas

Policing isn't black and white. Officers often face ethical gray areas — when to use force, how to balance mercy with accountability or how to serve a community that sometimes views them with distrust. Faith in God doesn't erase these dilemmas, but it offers a compass. Many officers draw on biblical principles like loving one's neighbor, seeking justice and showing mercy to navigate these tough calls.

Yet, faith can also bring its own struggles. How does an officer reconcile a loving God with the evil they encounter? Why does suffering persist despite their efforts? These questions can lead to doubt, but they also deepen faith. For some, the answer lies in trusting God's sovereignty — that even in the darkest moments, there's a purpose beyond human understanding.

A Community of Support

Faith doesn't just sustain officers individually; it connects them to others. LVMPD has our own police chaplains — clergy who provide spiritual support, counseling and prayer. These chaplains ride along during shifts,

attend roll calls and stand by officers in times of crisis. Beyond P# M457 the Department, churches and faith-based organizations often rally around law enforcement, offering a network of encouragement.

For officers with families, faith becomes a shared lifeline. Spouses and children pray for safety, and home becomes a sanctuary where the stresses of the job can be laid down. This communal aspect of faith reinforces an officer's resolve, reminding them they're not alone on the beat.

Hope Beyond the Shift

Perhaps the greatest gift faith offers a police officer is hope. The job can feel like a never-ending task — crime persists, trust ebbs and flows, and the weight of responsibility never fully lifts. Yet, belief in God provides a vision of redemption, a promise that good can triumph over evil. It's a hope that extends beyond the next call, the next shift or even this life.

Officers of faith often speak of small miracles — moments of grace that defy the odds. A child reunited with a parent, a suspect turning their life around, a community coming together after tragedy. These glimpses of light fuel their perseverance, reinforcing the idea that their work matters in a divine tapestry. We all probably have been involved in an encounter where we or our partners survived, but we could not think of how we made it. The bad guy had a gun jam, direct shots at an officer did not hit one of our brothers or sisters, or an accident that almost happened to us failed to make contact with our vehicle, almost as though a higher power intervened. These miracles, I believe, are absolutely our God keeping us safe. Remember, Jesus let Peter fall into the water but did not let him drown.

Carrying the Torch

Being a police officer with faith in God is a journey of courage and surrender. It's about carrying a badge with one hand and a torch of belief with the other, illuminating the path through darkness. For these officers, faith isn't a crutch — it's a shield, a source of strength that empowers them to serve, protect and endure.

In a world that often feels divided, their story is a testament to the power of combining duty with devotion. They stand as guardians not just of the law but of a hope that transcends it — a hope rooted in the unshakable presence of God.

Why Should a Police Officer Have Faith in God?

For a police officer, faith in God can serve as a vital source of strength and purpose in a role that's often grueling and unpredictable. The job exposes them to humanity's darkest corners — violence, despair and injustice — which can erode morale or breed cynicism over time. Believing in a higher power offers a steadying force, a way to process the chaos and find meaning beyond the badge. It can transform their work into a calling, aligning their duty to protect and serve with a sense of divine mission. That said, faith isn't a requirement. Many officers thrive through secular resilience, relying on camaraderie, training or personal philosophy. But for those who choose it, faith in God can be a lifeline — less about solving every mystery of the job and more about enduring it with heart and soul intact.

I hope this article finds all of our officers and their families in a happy and healthy place. If you are ever in need of anything, please, go to a local church, talk to a friend, utilize our wellness center or just stop and pray. It feels really good and it is so easy to do. Thank you all for your membership and service to our community. Stay safe. **VB**



Work-Related Injuries

CORRECTIONS OFFICER SCOTT NICHOLAS

Vice President

Over the last 19 years on the PPA Board, I have been asked why I haven't written about the good things with LVMPD. Well, today's the day!

Workers' compensation has been an ongoing headache for more than 25 years of my career. Most of the people I've represented have been sent straight to an attorney to get their claims handled and to take the pressure off while they attempt to get healthy. One of the most frustrating things is to get a denial letter in the mail when the injury is clearly work-related and the responsibility of the employer.

Let me be clear that everyone's experience may be different when going through the workers' compensation process, but times have changed under Sheriff McMahon's leadership. Recently, I have had a far different opinion of both health and safety and CCMSI.



Going back about two years ago, I began asking a lot of questions regarding our workers' compensation denials and how we can make changes that stop automatically paying law firms 25% of your money and make attorneys rich off your injury.

What I've learned is that most of the denials are generated early in the claim because they are waiting for more information that will help them approve your claim. Just remember this ... you can always get an attorney if you feel like you need one, but don't run right to one without calling the PPA first. We can assist you in finding out what is going on with your claim and what CCMSI needs to approve your claim. If you hire an attorney, we can't help you without going through your attorney.

Think about this: If we can help you get your claim approved, you won't

have to pay an attorney 25% of your PPD if you are entitled to one. The other thing to remember is that any communication with CCMSI will end, and you will only be able to use your attorney to communicate the smallest things, such as appointments with doctors or specialists, MRIs, surgery, etc.

From my own personal experience, I am so glad I gave CCMSI an opportunity with a few of my members and even my own claim. The experience was a breath of fresh air. Starting with Sara Yant from Healthy and Safety and her many years of experience, she immediately made me feel comfortable trusting her team and also my case manager and claims specialist at CCMSI, Tasha Little.

If you are in an unfortunate situation and must file a claim, please give these amazing people a chance to help you. Overall, it may take a little patience on your part, but the speed and process are so much better when you can call or email one of them P# 18749 without waiting to hear from your attorney about the status of your claim or your approval for surgery. I know you all have heard the bad things people have experienced over the course of their careers, but this is a new Metro, so if we can help you through the process without hiring an attorney, you will be a much happier officer and hopefully a much healthier officer because the speed of care you deserve.

Be safe, and thank you for your membership. **VB**

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National Representation

POLICE OFFICER BRYAN YANT

Sergeant-at-Arms

Did you know that as members of the LVPPA, you also belong to a much larger national organization that represents the men and women of law enforcement across the country? The LVPPA has been a longstanding member of the National Association of Police Organizations (NAPO).

So, you may ask yourself, "Who is NAPO?" NAPO is a coalition of police unions and associations from across the United States, and it was organized for the purpose of advancing the interests of America's law enforcement officers through legislative advocacy, political action and education. Founded in 1978, NAPO is the strongest unified voice supporting law enforcement officers in the United States.

NAPO represents more than 1,000 police units and associations, and more than 350,000 sworn law enforcement officers who share a common dedication to vigorous and effective representation on behalf of our nation's law enforcement officers on a national level. Please follow them on X (@NAPOpolice), Instagram (@NAPOpolice), Facebook (National Association of Police Organizations), Truth Social (@NAPOpolice) and their website (napo.org). NAPO's elected officials are:

- Mick McHale
NAPO President
Southwest Florida PBA
- John Flynn
NAPO Vice President
Police Benevolent Association of the City of New York
- Craig Lally
NAPO Recording Secretary
Los Angeles Police Protective League
- Bryan Yant
NAPO Sergeant-at-Arms
Las Vegas Police Protective Association
- Scott Hovsepian
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- Scott Leeton
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- Mark Young
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Detroit Police Lieutenants and Sergeants Association
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- Reverend Wesley McDuffie
Chaplain
Tarrant County, Texas Sheriff's Office
- William J. Johnson, Esq., CAE
NAPO Executive Director and General Counsel
National Association of Police Organizations

I am pleased to say that
LVMPD Officers Cruz Littlefield
and Alfredo Ramirez will be
honored as Top Cops this year!

What does NAPO do on your behalf? NAPO strongly advocates for officer rights and benefits on a national level. Increasingly, the rights and interests of law enforcement officers have been the subject of legislative, executive and judicial action in the nation's capital. From issues of federal funding of state law enforcement and anti-terrorism efforts to federal policy on employee health, pension and other benefits, the actions of Congress and the administration significantly impact public safety interests. These interests must be vigorously protected in light of the vital role law enforcement officers play in maintaining the peace and security of American society. Andy Edmiston, who is the director of Governmental Affairs, and William Johnson, who is the NAPO executive director and general counsel, work to influence the course of national affairs where law enforcement interests are concerned by lobbying and representing the interests of law enforcement.

Additionally, each year during National Police Week, NAPO hosts its annual Top Cops Awards dinner and ceremony. The Top Cops Awards honor officers' bravery and heroic actions that go above and beyond the call of duty. I am pleased to say that LVMPD Officers Cruz Littlefield and Alfredo Ramirez will be honored as Top Cops this year! The Top Cops are selected by an Awards Selection Committee composed of national law enforcement representatives who choose one Top Cops case from each state and U.S. territory. The cases are then ranked, and the top 10 case winners are flown to Washington, D.C., for the awards ceremony. The Top Cops Awards will be hosted on May 12.

NAPO works hard on your behalf, representing law enforcement on a national level. We at the LVPPA work hard to represent you locally and internally. We ask that you follow us on our website, LVPPA.com, as well as social media, and stay in communication with us via email. As always, we are available 24/7 by phone. Additionally, we ask that you follow NAPO on their social media accounts for important information and updates from them. **VB**

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The Challenges We Deal With in This Profession

CORRECTIONS OFFICER MYRON HAMM

Director of Corrections

What are the problems facing law enforcement today? Some of these include high stress, high rates of alcohol abuse, depression, suicide, divorce, as well as physical and mental fatigue. All these factors add up to a short life span, and it makes having a long career difficult. Most people in this career are not equipped to slow down and take a break from the grind of constant scrutiny and second-guessing.

Most of us have families for which we feel responsible for. Being the proud father of a 16-year-old, I always worry that I am pushing my ideas and beliefs onto my kid. So, the stress of raising a teenager in this world is another huge factor that can contribute to stress.

So, how do we cope with the rigors and the stress of this job while maintaining a family and having a desire to serve the community well? For most of us, it seems that everyone is allowed to make a mistake and receive a second chance. Unfortunately, this is not always true in this career field. You can make a good-faith decision and feel you are doing the right thing and relying on your training but sometimes, the results don't go as planned.

It is then that you can be faced with the increased scrutiny that those in

law enforcement are facing today. There is mounting pressure to improve accountability, transparency and an insurance to make sure officers are held accountable for their actions. Everyone wants a safe community, but most people are quick to not give officers the benefit of the doubt. As the rules change for those who are sworn to protect and serve, those who don't have to abide by these rules continue to victimize and prey upon our society.

One area I have not mentioned is dealing with a command staff that does not support its officers. When I speak of this area, I am speaking about departments in general. Some are really trying to protect their most valued asset, which is its officers. The retention and recruitment rate has fallen over the years, and unless this next generation begins to feel that someone has their back, it will continue to fall.

One of the glaring problems I hear is that officers feel that they are putting a band-aid on a gunshot wound. I spoke to an officer recently who made a solid arrest on a subject who had assaulted his spouse on three different occasions. Imagine his shock when this subject was released with only the direction to take some classes. The officer felt anger and basically said that he was the only one who cared about the people we were sworn to protect. But, fortunately, this country has numerous brave men and women who put on uniforms, go out and do thankless jobs and ask only to be treated fairly. I guess it's true what a famous man once said: "No one ever wants to see a cop until you need one." **VB**



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Deferred Compensation Investing in Volatile Times

CORRECTIONS OFFICER DANIEL COYNE

Treasurer

Investing during periods of volatility can be a daunting prospect for both seasoned investors and newcomers alike. Economic uncertainties, political instability and unexpected global events can all contribute to fluctuating markets. However, volatility also presents opportunities. Here's a guide to navigating the stormy waters of investment during uncertain times.

Understanding Market Volatility

Market volatility refers to the frequency and magnitude of price movements in financial markets. High volatility often signals uncertainty or risk, leading to sharp fluctuations in asset prices. Common causes of volatility include:

- **Economic indicators.** Changes in interest rates, unemployment rates and GDP growth can influence market confidence.
- **Geopolitical events.** Elections, wars and international relations can create unpredictable market responses.
- **Natural disasters and pandemics.** Events like the COVID-19 pandemic demonstrated how quickly markets can shift in response

to health crises. While volatility can induce fear, understanding its nature is the first step toward making informed investment decisions.

Strategies for Investing in Volatile Times

1. **Diversification.** One of the most effective strategies to mitigate risk is diversification. By spreading investments across various asset classes (stocks, bonds, real estate, etc.), you can reduce exposure to any single market volatility.
2. **Long-term perspective.** Keeping a long-term outlook can help investors ride out short-term volatility. Historically, markets tend to recover from downturns over time, suggesting that staying invested may yield favorable results in the long run.
3. **Dollar-cost averaging.** This method involves investing a fixed amount of money at regular intervals, regardless of market conditions. This strategy can reduce the impact of volatility by averaging the purchase price of investments over time.
4. **Stay informed, but avoid panic.** Knowledge is power in turbulent times. Stay updated on market trends and economic news but resist the urge to react impulsively to market fluctuations. Emotional decisions can lead to poor investment choices.

Embracing Opportunities

While volatility poses significant challenges, it also provides unique opportunities for growth. Market downturns can present buying opportunities for undervalued stocks or assets. Experienced investors often look for these opportunities, P# 17029 believing that prices will recover as conditions stabilize.

Conclusion

Investing in volatile times requires a balanced approach that integrates risk management, diversification, and a long-term perspective. By understanding the reasons behind market fluctuations and employing sound strategies, investors can navigate these challenging phases successfully. Remember, volatility is a normal part of the market cycle, and with patience and informed decision-making, it's possible to thrive even in uncertain times. **VB**

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Inside the Battle for Public Safety: The 2025 Nevada Legislative Session

OFFICER JOHN ABEL

Director of Governmental Affairs

As a government affairs lobbyist for a police union in Nevada, the 2025 Legislative Session, which began on February 3 and is set to conclude on June 2, is a high-stakes arena where the interests of law enforcement officers intersect with political realities, public sentiment and fiscal constraints. With approximately 1,093 bills and resolutions introduced and a quarter declared dead by the April 15 committee deadline, understanding why some bills succeed while others fail requires navigating a complex landscape of strategy, relationships and timing. From the perspective of a police union lobbyist, the fate of legislation hinges on political leverage, public safety narratives, coalition-building, fiscal feasibility and the ability to counter opposition. This article explores these dynamics, drawing on the unique challenges and opportunities of the 2025 Nevada Legislative Session.

Political Leverage and Divided Government

Nevada's 2025 political landscape features a Democratic-controlled Legislature — 13–8 in the Senate and 27–15 in the Assembly — paired with Republican Governor Joe Lombardo, a former sheriff with a pro-law enforcement record. This divided government creates both opportunities and obstacles for police union priorities. Bills that align with Lombardo's public safety agenda, such as those enhancing officer protections or strengthening criminal penalties, have a higher chance of passage. For instance, SB 14, which prohibits pretrial release on bail for domestic violence arrestees, aligns with Lombardo's tough-on-crime stance and is likely to gain traction due to its appeal to both Republicans and moderate Democrats.

However, bills that challenge law enforcement practices or impose new regulations face resistance. As a lobbyist, I've seen progressive proposals,

like those reforming police use-of-force policies, struggle in committee due to opposition from law enforcement groups and Lombardo's veto power. In 2023, Lombardo vetoed 75 bills, a record that underscores his influence. Without a veto-proof supermajority, Democrats must negotiate with Republicans, making bipartisan support critical. Police unions leverage Lombardo's background and relationships with key legislators, such as Senate Minority Leader Robin Titus, to advocate for bills that protect officer rights and resources.

Public Safety Narratives and Advocacy

Public perception of law enforcement significantly influences legislative outcomes. As a police union lobbyist, crafting a compelling narrative around public safety is essential. Bills that resonate with voters' concerns about crime — such as AB 111, which makes certain traffic offenses misdemeanors — gain momentum by tapping into fears of rising lawlessness. We work with organizations like the Nevada Association of Public Safety Officers (NAPSO), which represents nearly 10,000 members, to amplify these messages through media, public hearings and direct engagement with lawmakers.

**Our advocacy emphasizes
the human cost of under-
resourced policing,
sharing stories of officers
facing increased risks.**

CONGRATULATIONS

to the contest winners from the last issues!

March/April

Hidden Symbol Contest (\$250)

Jonathan Harrington, P# 13829

P# Contest (\$50)

Justin Williams, P# 14530

Jose Grullon, P# 18890

Conversely, bills perceived as undermining law enforcement, such as those decriminalizing low-level offenses, face skepticism.

In 2021, police reform bills sparked intense debate following national protests, and similar proposals in 2025, like those revisiting sentencing reforms, are met with resistance from unions highlighting officer safety and morale. Our advocacy emphasizes the human cost of under-resourced policing, sharing stories of officers facing increased risks. However, we must counter organized opposition from progressive groups like the Progressive Leadership Alliance of Nevada, which push for criminal justice reforms that can stall our priorities in committee.

Coalition-Building and Strategic Alliances

Effective lobbying relies on building coalitions with other stakeholders. Police unions collaborate with other law enforcement groups and industry allies, such as the Nevada Resort Association, to support mutually beneficial legislation. For example, bills enhancing casino security or public safety funding often align with gaming industry interests, creating a powerful lobbying bloc. In 2023, the Culinary Union's influence secured passage of SB 441, protecting hotel workers and demonstrating the impact of unified advocacy. We aim to replicate this model by partnering with education unions

on school safety bills, like those revising 2019's restorative justice policies (AB 285 and AB 330), which resonate with both teachers and officers.

Bills that fail often lack such coalitions. For instance, standalone police reform bills, like those proposed by individual Democrats without broad support, struggle to advance past committee hearings. As lobbyists, we exploit these divisions, emphasizing the risks of fragmented policies to lawmakers. Our relationships with committee chairs, like Senate Majority Leader Nicole Cannizzaro, a former prosecutor, allow us to shape bill language early, ensuring officer protections are preserved.

Fiscal Feasibility and Economic Constraints

Nevada's fiscal climate in 2025, marked by concerns about an economic downturn, shapes legislative priorities. Bills requiring significant funding, such as AB 502, which boosts enforcement of prevailing wage violations by funding new state positions, face scrutiny. As lobbyists, we prioritize bills with minimal fiscal impact, like SB 46, which strengthens Gaming Control Board oversight without new appropriations. These proposals are more likely to pass in a budget-conscious environment.

Conversely, ambitious proposals, such as expanding officer training programs or increasing pension contributions, struggle without clear funding sources. In 2023, similar bills were mitigated or vetoed due to cost concerns. We advocate for creative funding, like leveraging federal grants or reallocating existing budgets, but face resistance from business groups like the National Federation of Independent Business (NFIB), which oppose revenue-reducing measures like AB 276's commerce tax adjustment. Balancing fiscal restraint with officer needs requires strategic negotiations, often behind closed doors.

Legislative Process and Timing

The 120-day session's tight deadlines — such as April 15 for committee passage — demand early and aggressive lobbying. Bills that gain traction in the first 79 days, like SB 198 revising last-day pay provisions, benefit from our proactive engagement with legislators and staff. We ensure our

priority bills, such as those protecting officer due process under Nevada's Peace Officer Bill of Rights, are scheduled for early hearings, leveraging NAPSO's legislative presence in Carson City.

Bills that miss these deadlines or lack strong sponsors often fail. For example, complex proposals like SB 160, which moves the Nevada Equal Rights Commission to the Attorney General's Office, risk stalling due to their scope and opposition from employer groups. As lobbyists, we monitor committee schedules and work to delay hearings for unfavorable bills, a tactic that proved effective in 2017 when a bill strengthening lobbyist gift bans died without a vote.

Case Studies: Success and Failure

Consider SB 14, which prohibits bail for domestic violence arrestees. Its success stems from its alignment with Lombardo's priorities, strong public safety messaging, and bipartisan support from lawmakers like Titus. Our coalition with victim advocacy groups and law enforcement agencies ensured its passage through the committee. In contrast, AB 179, which eliminates exemptions to Nevada's paid leave statute, faces challenges. Its broad scope threatens law enforcement agencies with existing leave policies, prompting our opposition alongside business groups. Without a champion to navigate fiscal and political hurdles, it risks failing before the June 2 deadline.

Conclusion




From a police union lobbyist's perspective, the 2025 Nevada Legislative Session is a battleground where strategic advocacy determines legislative outcomes. Bills that pass, like those enhancing public safety or officer protections, benefit from political alignment with Governor Lombardo, compelling narratives and broad coalitions. Those that fail, such as progressive reforms or fiscally burdensome proposals, succumb to opposition, tight deadlines or lack of sponsorship. By leveraging relationships, shaping narratives and navigating fiscal realities, police unions play a pivotal role in shaping Nevada's legislative landscape, ensuring officers' voices are heard in Carson City. **VB**



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CAT Leave Procedures

CHAD LYMAN

LVPPA Director

This issue's article will go over how Catastrophic (CAT) Leave works. The LVPPA administers CAT Leave to commissioned employees, and I take the lead on CAT Leave within the PPA. Myron Hamm also often assists with CCDC requests for CAT Leave. CAT Leave is a benefit that members may qualify for, but it is not an "automatic" benefit of hours that every member receives.

CAT Leave is designed to bridge the gap between a member running out of time (completely — *all* time) and going on leave without pay due to a medical issue or having some leave to bridge the gap to be returned to health and ultimately back to work on the job. It is *not* designed to give an employee separating permanently from the Department an extra 160 hours before ultimately separating. An employee who utilizes CAT Leave commits to paying back in full all hours taken from the CAT Leave Bank, and if an employee ultimately separates prior to paying borrowed hours back, payroll will seek to recover the owed balances/money out of the separating employee's check.

If you accept CAT Leave Bank hours, you are committing to paying all of those hours back. Once the employee comes back to work, payroll deducts a portion of the new hours the employee accrues until, ultimately, the hours are paid back in full.



If an employee receives donated hours through the CAT Leave process, they do not have to pay those hours back. These hours would be hours donated in the employee's name, specifically through payroll. If an employee receives more donated hours than they use, any excess hours after they go back to work full time go to the CAT Leave Bank.

A few key points relating to CAT Leave:

- CAT Leave *cannot* be utilized at all on workers' compensation claims. If you run out of time fighting a workers' compensation claim or your injury is work-related with a claim (even one being appealed), you *cannot* use CAT Leave. This is not a PPA requirement; this is a contractual requirement.
- CAT Leave, if approved, has a complete benefit of 160 hours total for your whole career. You can go on CAT Leave more than once in your career, but you cannot exceed the 160 hours. If you borrow CAT Leave hours and pay back what you have borrowed, you do not get additional hours. Hours directly donated to an employee do not have to be paid back when they return to work, any additional donated hours in the employee's name are put back into the CAT Leave Bank.
- CAT Leave can be used for an employee's personal illness or for the employee to care for a family member.
- *Remember:* CAT Leave is designed to bridge the gap between an employee dealing with an illness or injury not related to workers' compensation, and the employee is returning to full service. Borrowed hours must be paid back.

There are also two key requirements to receiving CAT Leave:

1. We need a doctor's note that states the employee needs to be off work for health reasons, and the note *must* have a start and end date (e.g., January 20, 2024, to July 20, 2024). The CAT Leave request cannot be open-ended. The dates can be general and can be adjusted if the employee returns prior to it ending, or they can be extended if the illness persists. We would just need a new doctor's note to extend the active dates with a new start date and end date. Doctor's notes can overlap or be backdated to make sure coverage exists for the employee.
2. We need an email permission from the employee's captain to authorize the employee to receive CAT Leave. This note can be short and simply state that Captain So-and-So authorizes Employee So-and-So to utilize CAT Leave.



CALENDAR

May 10	Police vs. Fire Charity Football Game, Bishop Gorman High School, 7 p.m.
May 10-16	National Police Week events, Washington, D.C.
May 11	Mother's Day
May 15	National Peace Officers Memorial Day
May 26	Memorial Day
June 5	General Membership Meeting, 5 p.m.*
June 14	Flag Day
June 19	Juneteenth
June 22	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.

This is a simple email and does not require a specific LVMPD form.

Both the doctor's note and the captain's email for permission should be emailed to me or Myron at our PPA emails. Any Executive Board representative you may know can be reached out to, but ultimately, I administer the program currently.

This article helps explain the administrative process for CAT Leave and addresses some common questions we get regarding CAT Leave. Our hearts and prayers go out to our members when we hear about some of the horrible conditions they and their families fight at times. I hope this article can help you at least have some familiarity with the process and benefit if hard times hit you and your family. I pray that you may go your entire career without encountering issues that would cause you to use this benefit.

My email is clyman@LVPPA.com, and Myron can be reached at mhamm@LVPPA.com.

Contact me directly via email or my cell at (702) 701-6889 with any further questions. **VB**

RETIREMENTS

2/12/25	George T. Laster	P# 5658	PO II	27 years
2/18/25	Keith J. Hanoff	P# 13739	Sgt.	16 years
3/8/25	Richard M. Moreno	P# 4922	PO II	30 years
3/12/25	Paul J. Solomon	P# 8827	PO II	19 years
3/14/25	Cassandra E. Womack	P# 7387	CO II	23 years
3/21/25	Joshua R. Rowberry	P# 13894	PO II	16 years
3/27/25	Garyn L. McAnally	P# 13911	PO II	16 years
3/31/25	Phillip E. Roeske	P# 8431	PO II	20 years



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Know Your Time

ROBERT GLOWINSKI

Director

Greetings, and I hope this finds you well. This month, we are going to cover 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 (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 the 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 or lose system." 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 are 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 the 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 the 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, which 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 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**



Reasonableness: Why It Matters

DETECTIVE JOEL BLASKO

Secretary

Being reasonable in an unreasonable world seems daunting or downright impossible in today's world and in our profession of law enforcement. We are inundated by extremes. In the world of extremes, being reasonable can seem like a lost art. Is being reasonable just about being calm or rational? Or is it something deeper, such as a mindset?

To be reasonable could mean being fair, levelheaded and guided by sound judgment. It could also mean listening and being open-minded, even when you disagree — balancing emotions with logic. It is the skill of staying grounded in facts and fairness, even under pressure. Reasonableness is an idea we all understand but have trouble defining.

Being reasonable helps us in different ways. We communicate better and are easier to talk to. We are more effective in solving problems. We can maintain relationships. Being reasonable makes conflict less personal and more constructive. We become more consistent on a day-to-day basis. In my opinion, consistency might be the most important aspect of reasonableness.

Being reasonable is difficult, especially when we feel so passionately about an issue. Everywhere we turn, we get hit with information or clickbait

headlines designed to create an emotional reaction — a reaction that gets you to act or do something irrationally. A major example is social media platforms. Social media rewards outrage; it doesn't reward calm. Reasonableness doesn't make headlines.

Being reasonable doesn't mean you are right all the time. It's more about how you respond to a problem and how you treat others in the process. How we treat others in the process can make or break an experience. In our profession, we lose sight of this, especially internally while dealing with peers.

Reasonableness is the quiet power behind great leadership. Reasonableness is a guiding principle that helps us function smoothly. It is about being balanced and thoughtful, not passive or emotionless. I believe this is something we can all benefit from — whether it's dealing with the public or dealing with a peer in an internal investigation. Reasonableness is valuable, but it is not always easy. **VB**



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DAVID ROGER
General Counsel

Helping CPS Take Children From Their Parents

Helping CPS remove children from their homes can be a gut-wrenching and potentially dangerous call. Officers should remember that such situations are civil, and courts frown upon officers using force in noncriminal matters. Using force to enforce civil orders almost always leads to an IAB investigation and/or civil litigation.

Child Protective Services Are Civil Matters

NRS 432B.410 establishes the juvenile court as the civil court responsible for child protective services. Such matters are civil proceedings. Thus, as discussed in Legal 2000 matters, courts have ruled there is little reason to use physical force to enforce a civil judgment or related matter.

Protective Custody of Child in Imminent Danger

NRS 432B.390(1)(b) allows a law enforcement officer to place a child in protective custody if the officer “has reasonable cause to believe that immediate action is necessary to protect the child from injury, abuse or neglect.” Out of an abundance of caution, an officer should consider contacting CPS to address such issues, as it allows a trained social worker to make the ultimate decision. By doing so, the officer may stand by to keep the peace and avoid using force.

Using force to enforce
civil orders almost
always leads to an
IAB investigation and/
or civil litigation.

CPS May Ask Law Enforcement to Keep the Peace — Immediate Child Removal

NRS 432B.390(4) requires CPS to “request the assistance of a law enforcement agency in the removal of a child if the agency has reasonable cause to believe that the child or



the person placing the child in protective custody may be threatened with harm.”

This statute does not require law enforcement to participate in taking a child for CPS. Instead, officers should keep the peace and take police action if the child or CPS worker are threatened. In such cases, officers should use limited force to protect individuals from an immediate physical threat.

Court Ordered Removal of Child

CPS must apply for a court order to take the child into protective custody if the child is not in immediate danger. NRS 432B.3903(2)(d) allows the court, upon showing the child or CPS worker may be in danger, to “authorize an agent or officer of a law enforcement agency or an agent or officer of a local juvenile probation department or the local department of juvenile services to assist the agency, which provides child welfare services or its designee in placing the child in protective custody.”

First, I believe officers should not get involved in these matters. Such an order is not time-sensitive, and there is always time for CPS to request help from juvenile probation peace officers.

Second, as discussed above, officers should P# 14915 not participate in removing the child. Instead, they should stand by to keep the peace and act if a person commits a crime.

Conclusion

In short, officers are not required to, nor should they, participate in removing children from homes. Instead, officers should limit their involvement to keeping the peace and enforcing criminal laws. **VB**



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In the latest episode of the **LVPPA Podcast**, hosts President Steve Grammas and Sergeant-at-Arms Bryan Yant speak with Alex Dell, the founding attorney of the Law Firm of Alex Dell, which specializes in assisting law enforcement officers who have served in the military. Dell discusses Veterans Affairs disability claims, including who qualifies for benefits and how his firm helps veterans navigate the often complex claims process. He emphasizes the importance of having the right information when filing a claim and explains how his team works diligently to ensure veterans receive the benefits they deserve.



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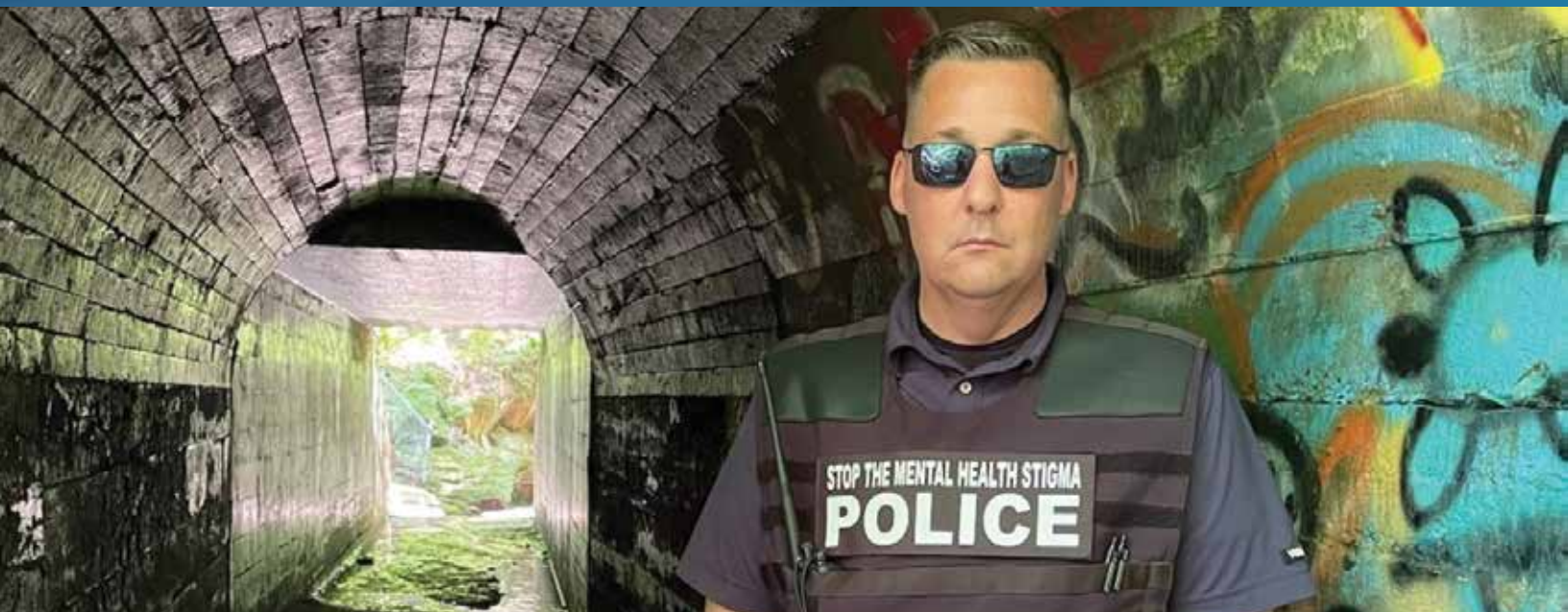
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THE AFTERMATH OF A



FIRST RESPONDER'S CRITICAL INCIDENT

CAPTAIN ADAM A. MEYERS

My name is Adam, and I have been a police officer in Wisconsin for 23 years. I am also a certified peer specialist in Wisconsin. I began my law enforcement career in 2001 after serving as an active duty United States Army military policeman. In April 2016, I was involved in a critical incident that changed my life forever when I used deadly force on someone who armed themselves with a hatchet inside a busy department store. This person died.

I suffered in silence for many years after my critical incident, and I am ashamed of the ways I poorly coped. I still feel shame for the ways I coped and treated people. I find it hard to believe that nobody realized or even had a gut feeling that I was not doing well. I could not have been that good at hiding my poor coping strategies ... or was I? I have always wondered if people were slowly watching me self-destruct because they did not know what to say to me or how to help me or if they simply did not want to get involved.

It has taken me many years to get back on track. There are many different coping strategies people may use after experiencing trauma. They may be good and healthy, or they may be bad and unhealthy. My coping strategies were bad, unhealthy, self-destructive and dangerous. I used alcohol, marijuana, casual sex and self-harm as some of my poor coping strategies for years after my critical incident.

My poor coping strategies easily put my relationships, job and health at risk, but I did not care. I wanted to escape from what I was feeling. I wanted to numb my emotions, my thoughts, my body and any memory of taking someone's life. I wanted to feel better, even if only momentarily. I was selfish and reckless, and I did not care how my self-destructive and dangerous behavior may have affected my family, friends, children, co-workers and the public.

There were many times after my critical incident that I did not want to go to work. This was not because I had other plans or was hungover from consuming too much alcohol — another one of my poor coping strategies — but because I just wanted to stay at home and isolate myself from the world. I wanted to lock all the doors of my home, close all the curtains and shut everyone out of my life — which I did many times for many years.

Sure, I called in sick from time to time, but on one occasion, I intentionally

injured myself so that I didn't have to work. I used an old 12-inch adjustable steel wrench to cause superficial injuries to my left knee. I struck my knee a dozen or more times, enough to cause redness, abrasions and bruising, and limped into the local emergency room. I explained to the doctor and nurses that I had tripped and fallen down walking out of the back door of my house and struck my knee on the steel covering of an underground septic tank. My story was believable enough. I received X-rays of my knee, a prescription for pain medication and crutches. I was discharged from the emergency room with a doctor's letter releasing me from work for about one week. This occurred during a busy holiday work week. Although I was not able to truly celebrate the holiday, this deception got me out of work, and I was able to enjoy the time alone at home.

Another way I was able to get out of working was to intentionally make myself sick. I remember while taking a shower before my shift, I was thinking about the many ways I could get out of work. While I was putting on my ballistic vest, uniform, boots and duty belt, I thought to myself, "I'm going to get out of working by binge eating and making myself vomit." I constructed a plan to visit the local Burger King drive-thru while traveling to work. I ordered a bunch of breakfast food and made sure I washed it down with a large soda and a large orange juice. I needed to make sure I added beverages to my breakfast buffet to ensure it would all come back up easier.

I continued to travel to work and passed the local McDonald's and thought, "Two is better than one." I quickly binged what I purchased from McDonald's and proceeded to work.

I arrived at work, and upon exiting my vehicle, I masterfully played the role of the "sick employee." I walked into the police department and made myself vomit in the bathroom. I made sure the bathroom door remained open so that anyone walking by could see or hear me. I made sure that not all my vomit made it into the toilet and landed on the floor for added effect. I was immediately sent home.

Another of my many poor coping strategies I used was abusing alcohol. Prior to the incident, I collected wine and enjoyed a glass every now and then. However, after, I began abusing liquor, mainly whiskey and the cheapest vodka I could get my hands on. I would consume whiskey and vodka straight from their bottles, on the rocks, or I would create my own cocktails by combining over-the-counter liquid sleeping or liquid allergy medicines. There were times

I would mix in whatever leftover prescription medicines I had in the medicine cabinet, and it didn't matter if they were prescribed to me or someone else.

For example, I remember one instance when my oldest daughter had leftover prescribed liquid cough medicine containing codeine. I combined whatever was remaining in the bottle with a glass of wine. I was on a prescribed antidepressant called venlafaxine while I was abusing alcohol. The label on this medication specifically stated, "Do Not Drink Alcoholic Beverages While Taking This Medication." A warning label did not deter me from abusing alcohol. I very well could have blacked out and never woken up from consuming these dangerous cocktails, but at the time, I did not care. Abusing alcohol may have been a quick fix, but it caused me even more stress, anxiety and depression.

In September 2018, I drafted a written contract with myself to not consume alcohol. I don't remember writing the contract, but there was something inside of me that recognized how self-destructive alcohol was. This contract quickly became null and void because it took me another three years to reduce my alcohol consumption.

Another way I dangerously coped was by drinking and driving. Prior to attending any type of social event, even as simple as going to the grocery store, I would consume alcohol. I would travel to a nearby gas station and purchase many small bottles of liquor containing about 1.5 ounces of whiskey, vodka or whatever I could afford at the time. I would immediately consume the alcohol in my vehicle prior to traveling to my destination. I tossed the empty bottles in the back of my vehicle or out the window while I was driving. I would rationalize that it would take about 30 minutes for me to feel the effects of the alcohol, and by the time I was impaired, I would have arrived at my destination. I was very fortunate that I was not arrested for drinking and driving or, even worse, killing someone.

Another example of risky and reckless behavior that I am still ashamed of today involved alcohol, operating while impaired and my youngest daughter. I was consuming alcohol from the late morning into the early afternoon and had to pick up my youngest daughter at her mother's (my ex-wife's) house and take her to gymnastics. As we drove to gymnastics, I took the wrong turn and drove 21 miles out of the way. I drove for 61 miles, impaired by alcohol. For 46 miles, I had my youngest daughter with me.

I used casual sex as a coping strategy and to distract myself from my emotional discomfort and pain. I would meet women, and sometimes, within 30 minutes, we would have sex. This caused me more stress and anxiety than anything else. Sure, I felt great during sex, but it caused me more harm than good. I was constantly worried about pregnancy and contracting a sexually transmitted disease. Although this type of sexual behavior was risky, self-destructive and caused me stress and anxiety, it was not enough to convince me to stop. I wanted an instant feel-good escape from my life, and casual sex provided that for me.

Another dangerous and unimaginable way I coped was by putting my duty weapon to my head. During my critical incident, it was a 40-caliber Glock 22 Gen 4. I put this weapon to my head at least a dozen times. Sometimes I even placed the barrel in my mouth. I would always remove the magazine, but for those of you who are not familiar with a Glock, if you don't rack the slide and remove the round from the chamber (barrel), it will still discharge a round. I very easily could have accidentally killed myself. My rationalization was that I simply wanted to hear and feel the metallic click of the trigger being pulled while the barrel of the gun was resting against my right temple. I did this while I was under the influence of alcohol. I still do not truly understand why I did this, and sometimes wonder how many times it happened while I was excessively consuming alcohol. I am very fortunate to be alive.

In December 2021, I experienced a panic attack during an active shooter training, which led to a psychological assessment in January 2022. The

assessment lasted seven hours and resulted in a nine-page mental health diagnosis. I was thinking about not being honest during the evaluation. I thought I could beat the evaluation. I chose to be honest with the evaluation and myself; that was the only way I would receive the type of help I needed.

I was diagnosed with major depressive disorder and PTSD with acute stress by the police department's psychologist and deemed unfit for duty. This meant I was not able to return to work and needed to undergo intense psychotherapy, eye movement desensitization and reprocessing (EMDR), biofeedback and dialectical behavior therapy (DBT).

I requested a 90-day leave of absence to work on my mental health in the hope of returning to duty. I attended therapy two or three days a week for 90 days. I was finally undergoing the right kind of mental health treatment that helped me heal and understand why I adapted to poor coping strategies to self-medicate myself. I only wished I had begun this therapy five years earlier, but it was better late than never.

In April 2022, during my leave of absence, I was placed on a safety plan because of my suicidal ideations. The psychological exam discovered an elevated risk of harm to myself. I agreed to not engage in self-harm, destructive or life-threatening behavior, or any other high-risk behavior to myself or others. I don't remember ever wanting to die by suicide, but my behaviors were very evident, and I was heading in that direction. There were many nights I would pray to God that he would not let me wake up in the morning.

In May 2022, I met with my police chief and was told my leave of absence was not going to be extended. I was given the option to resign or I would be terminated. I chose not to resign and was terminated.

What next? I had been diagnosed with a mental illness, placed on a safety plan and terminated from a job I've wanted since I was a little boy. I had been employed with the police department for 14 years. What if I would have gone home and died by suicide? It was almost as if the police department washed their hands of me. I was ghosted by my

co-workers, the same people who not only knew me professionally but personally. They knew my family, my daughters, helped me move and even came to me with their own personal and professional mental health challenges. I would have died for them. I felt hopeless, helpless and abandoned. I was devastated.

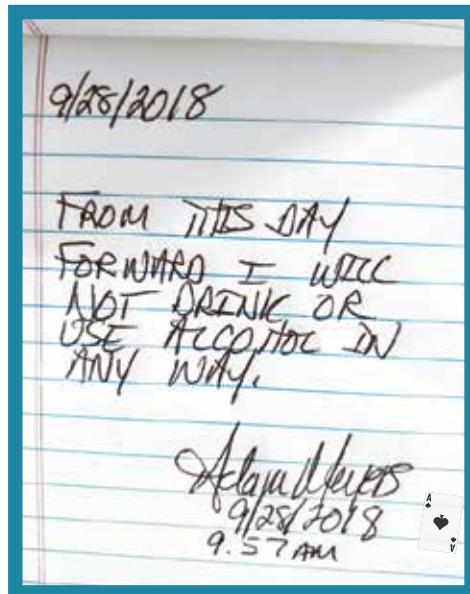
I continued weekly therapy that included in-person psychotherapy and EMDR. I am also prescribed Lexapro (20mg) and propranolol (as needed), which are medications that help me with my depression and generalized anxiety.

I have faced many personal and professional mental health challenges after my critical incident, and it has taken me many years to get back on track. I am currently a police captain in Wisconsin. I am where I am today because I finally put myself first and moved past my poor coping strategies.

I would not have been successful in healing my mental health without the unwavering support of my family, friends, colleagues, counselors and even complete strangers. I am very grateful P# 15668 and will never be able to put into words how much their support means to me.

I also want to thank my police chief, Shawn McGee, for strongly supporting my mental health and the mental health of his officers. Chief McGee is helping to stop the stigma of mental health in the law enforcement profession. Chief McGee doesn't just talk the talk — he puts his words into action.

Please reach out to someone if you believe they are struggling with their mental health. I know it may feel awkward or uncomfortable, but most people will not admit they are struggling, and most people will not reach out for help. You could be a light during a very dark time in their life. Remember, it's OK to talk about your mental health. You are not alone. Please don't suffer in silence. **VB**



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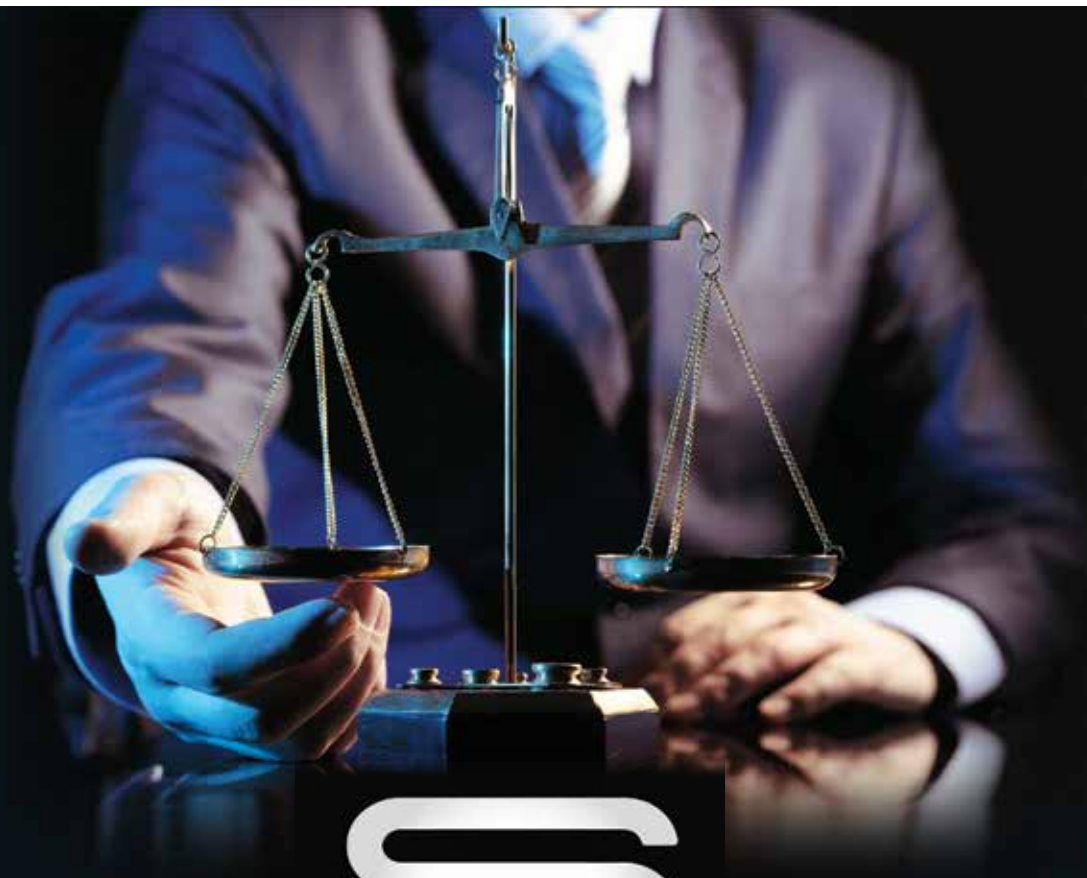


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