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REPRESENTING LAS VEGAS METRO POLICE DEPARTMENT OFFICERS AND DEPUTY CITY AND MUNICIPAL COURT MARSHALS

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NAPO - National Association of Police Organizations, representing over 241,000 law enforcement officer member 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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PRESIDENT'S MESSAGE

DETECTIVE STEVE GRAMMAS, PRESIDENT

NO SUCH THING AS TOO MUCH TRAINING

Hello, members. As a young police officer long ago, I always believed I was “ready” for any encounter that would be in front of me. I was young, athletic, fairly strong, and confident in my physical ability. I enjoyed doing defensive tactics for training every quarter. I had full faith and confidence in the ways we trained and the techniques we employed.

Back when I was new, ground fighting started to come along due to folks like John Harney, Sean Curd, Sal Mascoli, Dominick Rodrigues, Jon Gentile and others (if I didn't list your name, please do not take that as disrespect). What I found, like most people in my situation do, is that I had a false sense of what I could do. Now, that's not to say that was always the case. A person like me who wasn't very strong, or athletic, I probably felt like I had the upper hand, and in fact, I probably did. But then I chose to walk into a BJJ Gym, Mica Cipili's gym. This is where I was first humbled as to what real training was. The big, strong guy that I thought I was thought these smaller, more frail-looking people were in trouble. The first thing I learned was the difference between gym or cardio shape, and the type of shape it took to roll for five minutes with another human being. These are different worlds. Not to say that weights and cardio aren't great, but for a fight against someone with training, they will prove to be a hinderance.

The first time I rolled, I believe I threw up in the bathroom after around two minutes. Truly, in my mind, I needed to know where the closest hospital was, because I believed I was going to have a heart attack and most likely pass away. This was fatigue I had never felt in my life. Hands hurt! Forearms gassed out! Neck and back stiff as could be! I continued to go for several months, but sustained an injury that had me questioning whether I should do this type of training out of fear of injury. I stepped away for many years.

In those years, the sport of MMA began to explode, and more people were training. Unfortunately, there were many training that were also high-level criminals. These were people that could and would do an officer extreme harm if they chose to do so. It wasn't until I brought Chad Lyman up to the PPA that I started training again. I owe it to Chad for the level of skill I have obtained. I am in no way good! I think I am just good enough to dominate a non-skilled opponent. But I am not out there on the streets anymore. The only real fear I have of needing to use the skill set that I have is in two situations: A crazy drug addict at Walmart, and

my daughters. I believe I will win those fights for sure. LOL.

To all my members out there who are still going out and fighting the worst of the worst of society: The bad guys are hell bent on preying on good people in our community or intend on causing you pain, or even death. GO TRAIN. The first thing you must do, like I did years ago, is let go of ego. Check it at the door and realize you will be humbled. It will hurt. You will lose. That's OK. Keep going. Because what is on the other side of all those controlled

losses, pain, and humiliation of a 14-year-old submitting you constantly, is you know, no matter what, you have developed a skill set to go home to your family every night. That's always been the goal for us in law enforcement. Go home every shift. Go train. Find a gym. Come see Chad twice a week here at the office. We do not want to add another name to our wall of the fallen because we didn't prepare for the day that someone tries to take your life. Sometimes, it is unavoidable. But in cases where we do have a say in that conversation, let's make sure we win the day!

Thank you all for always risking your lives for people you will more than likely never meet again. You all truly are the peacekeepers of our society. Stay safe. **VB**

**THE BAD GUYS ARE HELL
BENT ON PREYING ON
GOOD PEOPLE IN OUR
COMMUNITY OR INTEND
ON CAUSING YOU PAIN, OR
EVEN DEATH. GO TRAIN.**





CORRECTIONS OFFICER SCOTT NICHOLAS VICE PRESIDENT

A CLOSER LOOK AT YOUR PERS BENEFITS

Another PERS increase, and the largest increase in over 45 years. 8.75 percent split between LVMPD and you! 4.375 percent is a huge pay cut, especially after PERS just increased contributions in 2023 to 6 percent, costing all of us 3 percent of the 6 percent COLA that year.

We say it all the time, but for the newer officers LVPPA does not negotiate your PERS in any way. Your pension benefits are determined by the state legislature every two years. This means you will not see an increase to your PERS contribution next year.

Every two years, the PERS Board of Directors (BOD) orders an actuarial study to be completed to determine the strength of our retirement for both regular PERS (civilian) and police and fire PERS. The information from that study tells the PERS BOD if there is a need to increase the rate or contribution to your PERS. For example, this past November the PERS BOD was mandated to raise the employer paid contribution from 50 percent to 58.75 percent, meaning your half of the PERS contribution will be 29.375 percent. This means your pay has been or is being reduced almost 30 percent over the years.

Still confused? Let's look at this in dollars. For every \$100 Metro pays you in reportable income, they must pay PERS \$58.75. One half of this comes directly from a reduction in your rate of pay. Example: My rate of pay was \$50.70 per hour. With the increase to the PERS contribution my new rate of pay will be \$48.48.

I know a lot of you feel like this is money lost forever, but it is not lost. Your contribution is simply deferred until retirement. All the contributions that are paid on your behalf are factored into your final pension benefit. Some call it a "kicker"; PERS calls it the "factor." In simple terms, your retirement will go up 4.375 percent if you spend your high 36 months, while the contribution rate is 58.75 percent. The total kicker/factor is 29.375 percent added to your retirement totals.

You can also get part of the new rate factored into your retirement. For example, if you work for one year under the new contribution rate of 58.75 percent and the previous two years at the 50 percent rate, you would receive a blended rate of 52.92 percent. Note that these rates are recalculated on a daily basis.

A few other things to know are the different groups of retirement benefits we fall into.

The first group are those hired prior to Jan. 1, 2010. These officers will receive 2.67 percent for each year of service completed after July 1, 2001, and 2.5 percent for each year completed prior to July 1, 2001, with a max benefit of 75 percent of their best 36 months of compensation.

The next group P# 20103 are those hired from Jan. 1, 2010 to June 30, 2015. These officers will receive 2.5 percent for each year of service, with a max benefit of 75 percent of their best 36 months of compensation.

The last group are those hired on or after July 1, 2015. These officers will receive 2.5 percent for each year of service, with a max benefit of 75 percent of their best 36 months of compensation.

So, what's the difference between the last two groups?

The differences are between the time of eligibility to retire without penalty and the money that goes toward your pension (pensionable money, callback, callout, purchased time, etc.). Each group has its own rules based on when you were hired.

Note: If you were hired as a civilian employee in the NVPERS system, you can use your hire date from that employment to determine your police and fire eligibility. I don't want to get too in-depth, but you can always ask a PERS counselor for help when you have questions regarding past employment, or you are welcome to call me directly to get some of your questions answered.

One final thing I want to clear up is the question, "Why do I have to work 33 and one-third years?" The answer: You don't!

This inaccurate information usually comes from the academy staff or an FTO. Math is simple: 2.5 percent per year for 30 years equals 75 percent. Someone is looking at the civilian language in PERS and confusing it with police and fire benefits. This is how rumors and bad information get started.

Please call me with any questions regarding the new CBA language or questions about your PERS.

Please be safe and thank you for your membership. **VB**

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POLICE OFFICER BRYAN YANT
SERGEANT-AT-ARMS

BARNES V. FELIX: IMPLICATIONS FOR USE OF FORCE AND LAW ENFORCEMENT TRAINING

In the recent ruling of *Barnes v. Felix*, the U.S. Supreme Court reaffirmed the importance of the totality of circumstances standard in assessing the reasonableness of police use of force. However, the decision did not attempt to redefine or expand the Graham standard. Instead, it emphasized that the facts and circumstances known to an officer at the time of the incident – along with the events leading up to the use of force – are essential to understanding how a reasonable officer would have acted. This ruling offers critical insight into both legal and practical considerations for law enforcement officers, and how these considerations should shape police training and decision-making.

Totality of Circumstances

The *Barnes v. Felix* ruling underscores the principle that the totality of circumstances must be considered in evaluating whether an officer's use of force was reasonable. This includes not only the immediate events surrounding the use of force, but also the broader context, including the officer's perceptions and the unfolding situation. The Court stressed that the officer's judgment about the threat level should be assessed based on what was known at the time, not in hindsight. This approach allows for a

more nuanced understanding of what is happening in real time, where officers must often make split-second decisions.

Importantly, however, the Court did not buy into the notion that the decision could be stretched to justify an expansive theory of "officer-created jeopardy." This is the idea that an officer's tactics, especially poor tactical decisions, should be scrutinized for potentially increasing the danger in a given situation. While some believe that officer-created jeopardy should be a key factor in assessing reasonableness, the Court did not go down this path. Justice Elena Kagan, writing for the Court, clarified that the issue of officer-created jeopardy was not raised by the petition and, therefore, was not addressed in the ruling. This statement provides clarity on how far the Court is willing to go in evaluating officer conduct – stopping short of allowing a second-guessing of tactical decisions based on speculative analysis.

As the Court noted, "The courts below never confronted that issue, and it was not the basis of the petition." This conclusion suggests that while the issue of officer-created jeopardy is contentious, it is not yet a focal point of legal consideration in assessing police use of force. However, this may change in future cases, as lower courts may see the *Barnes v. Felix* ruling as an opportunity to explore this controversial theory.

The Need for Comprehensive Police Training

In the aftermath of *Barnes v. Felix*, one thing is clear: there is an increasing need for law enforcement agencies to invest in more comprehensive training. Officers must be able to articulate the totality of circumstances when justifying their use of force. Training programs must evolve to replicate the complexities of real-life situations and prepare officers for split-second decision-making in a dynamic environment.

The loss of experienced officers is another significant challenge. Many police departments across the country are experiencing a shortage of seasoned officers who possess the invaluable experience and training that inform rapid, contextually-aware decision-making in high-pressure situations. The reduction in experienced officers means that the newer generation of officers must rely even more on structured training to develop their decision-making skills.

To address this, training must simulate real-world encounters, pushing officers to make quick decisions that account for multiple variables. This approach fosters the development of "System 1" decision-making, which is fast, automatic, and intuitive. Officers trained to make decisions based on patterns and experiences will be able to act swiftly, without overthinking or hesitation. In contrast, System 2 thinking is slower and requires conscious, deliberate effort – something that cannot always be relied upon in high-stakes situations.

Through realistic scenario-based training, officers will develop mental blueprints for what works and what doesn't in various scenarios. For instance, they may learn the most effective force options, de-escalation techniques, and how to evaluate threat levels quickly. These blueprints form the foundation for successful decision-making in the field, allowing officers to use their training and experiences to guide their actions.



**TUNE IN TO THE
LVPPA PODCAST!**



The Art of Articulation

An often-overlooked aspect of police use of force events is the ability of officers to articulate the reasons behind their decisions. Articulation is crucial when it comes to documenting the justification for using force. Unfortunately, today's officers often struggle to communicate the "why" behind their actions in sufficient detail. This can be attributed to shifts in communication styles – today's generation of officers, accustomed to texting and using abbreviations, may find it difficult to express themselves clearly in official reports.

Older generations of officers, on the other hand, were trained to report facts in a brief and direct manner, often leaving little room for nuance. However, as Justice Kagan pointed out, in order to evaluate the reasonableness of an officer's actions, investigators must understand not only what happened but *why* it happened. Was the officer's decision based on a perceived threat? Did they believe they were in danger? What was the officer's rationale behind using a particular tactic or force?

In many cases, these "why" questions go unaddressed, making it difficult for investigators, courts, or even fellow officers to evaluate the reasonableness of the actions taken. The importance of this articulation cannot be overstated, especially in light of increasing scrutiny on law enforcement conduct.

Conclusion: Adaptation, Training, and Continuous Improvement

The *Barnes v. Felix* ruling serves as a reminder that modern policing must evolve to meet the challenges of a rapidly changing landscape. Officers are under more scrutiny than ever before, and the public's expectations for accountability and transparency are higher than ever. To navigate these complexities, law enforcement must prioritize proactive adaptation – especially in the realms of decision-making and training.

Officers must focus on self-improvement, particularly in the area of articulating the reasoning behind their actions. They must actively seek out training opportunities, both within their agencies and through outside resources. Mental rehearsal, scenario-based training, and the development of mental blueprints for use of force incidents are critical to successful performance in the field.

Finally, the *Barnes v. Felix* case reaffirms the Graham standard for use of force, but its applicability depends on officers' ability to navigate the legal and practical demands of these situations. As law enforcement agencies refine their training, enhance their decision-making capabilities, and ensure that officers can articulate their "why," they will be better equipped to meet the challenges of modern policing and avoid tragic outcomes.

By investing in training, ensuring articulate communication, and promoting continuous self-assessment, law enforcement can move forward in a way that balances effective policing with the accountability and transparency that the public demands. **VB**

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CORRECTIONS OFFICER MYRON HAMM **DIRECTOR OF CORRECTIONS**

FOLLOWING THE RULES OF THE ROAD

I recently had a conversation with my 17-year-old son about his opinion on policing in America. We watched a video involving a female driver who refused to give the officer her license, name, and any personal information. The officer explained she was driving 78 mph in a 45-mph zone. She argued that other cars were passing her, and she insisted on seeing the proof that she was driving that fast. The officer explained several times the reason for the stop, but the driver claimed she did nothing wrong and was being harassed. When this course of action failed, she then demanded a supervisor. The officer contacted his supervisor, and she arrived on the scene. The officer and the female subject were given an opportunity to tell their side of the story. The supervisor advised that the stop was legal, and she would receive a citation, but she must give the officer her information. She was given one more chance to comply which she refused and was subsequently removed from her car and arrested. Her identification was found and upon checking with records they found she had no driver's license (suspended for two DUI), no insurance, no registration, and an active warrant for battery.

I asked my son how the officer should have handled this matter, and he stated that she could be having a crisis. I asked him how he would have handled the call if he were in the officer's place. I reminded him that he is now the owner of a vehicle and how would he react if this person hit his car P# 17827 and kept going or if your car was destroyed. His response to me was, "I guess that's why we have rules," but his question to me was, "What do you do if not everyone follows the rules?" I explained that this is why we need laws and officers to enforce them.

I live near a school zone, and it is disheartening to witness cars speed or drive recklessly in a zone clearly marked for the safety of kids attending school. As we begin another school year, I am reminded of the young lady from Arbor View High school who was killed by a drunk, reckless, and dangerous driver. Let's all take the time to be extra careful this year and set a goal to not have any fatalities in or near a school this year. Slow down and take that extra second to ensure the safety of our valley and its citizens. As



**"THE DRIVER ON THE HIGHWAY
IS SAFE NOT WHEN HE
READS THE SIGNS, BUT
WHEN HE OBEYS THEM."**

adults – especially those of us in law enforcement – we should take extra precautions to ensure our kids are safe. My wish for this year is that no parent has to bury their child due to the recklessness of someone driving horribly. Parents, please speak to your kids and ensure they understand the danger that comes with driving a vehicle. A wise man once said, "The driver on the highway is safe not when he reads the signs, but when he obeys them." **VB**

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CORRECTIONS OFFICER DANIEL COYNE TREASURER

LEAF

The Law Enforcement Assistance Fund has been around since 2008, and its primary function is to provide support for the families of officers who were killed in the line of duty.

The main goal of this charity is to provide funds for our fallen officers' children to go to college and provides their children with birthday and Christmas presents. The fund also provides an annual \$5,000 scholarship for LVPPA members' children. Due to your generosity and the success of our fundraising events, we have been able to add a \$20,000 immediate needs benefit in which we will give the fallen officer's family \$20,000 immediately to help with unforeseen costs to the family.

For 2026, we will be awarding six \$5,000 scholarships to members' children. To qualify for these scholarships, your child must be a high school senior, and you must be a member of the LVPPA and making recurring donations to LEAF as of July 31, 2025.

Every year, the department pushes United Way charities on you and even forces you to sign the donation forms and turn them back in. I believe your donations are better served going to LVMPD families, and all your money will go to those causes as we have no salaries or payroll paid for by the charity.

This charity's sole purpose is to provide support to law enforcement families. This year we can continue to give out scholarships and expand our benefits because of the fund's strong

return on its investments and because of your generosity and the generosity of our partners in the community. If you do not already, I urge you to think about donating to a fund that directly supports the families of your fellow officers first so that we can continue to take care of our fallen families and expand upon our benefits.

If you wish to donate to the Law Enforcement Assistance Fund (LEAF) you can do so by filling out the LVMPD payroll deduction form and filling in your desired donation amount in the LEAF donation slot. **VB**

CONGRATULATIONS

TO THE P# CONTEST WINNERS FROM THE LAST ISSUE!

MICHELLE MOORHEAD, P#18749

ANGELA RODEFELD, P#14915



www.lvppa.com/leaf-charities



The Law Enforcement Assistance Fund's sole mission is to support the families of Southern Nevada police officers who made the ultimate sacrifice in the line of duty. These officers gave everything to protect the community, and we make sure that their families are never forgotten or left behind.

With the generous support from the community, we're able to be there at every step of the way for the widows and children of these valiant police officers.

Please look into your hearts and determine if you can give. A payroll deduction form is available online at www.lvppa.com/leaf-charities. Just print out the form, fill it out with your deduction amount in block 5200 under LVPPA Metro Charities, and then send it to the LVPPA for processing. LEAF hopes that you will never need this, but will be here when you do.



POLICE OFFICER JOHN ABEL DIRECTOR OF GOVERNMENTAL AFFAIRS

REVOLUTIONIZING PATROL: HOW ARTIFICIAL INTELLIGENCE EMPOWERS EVERYDAY POLICE OFFICERS

In an era in which technology evolves at breakneck speeds, artificial intelligence (AI) is transforming the landscape of law enforcement. For the everyday patrol officer – the frontline guardians navigating bustling streets, responding to emergencies, and maintaining community safety – AI offers tools that enhance efficiency, bolster safety, and streamline operations. As of 2025, departments worldwide are integrating AI to address staffing shortages, reduce administrative burdens, and predict crime patterns more accurately. This article explores the multifaceted ways AI assists patrol officers, drawing on recent advancements and real-world applications, while also addressing potential challenges.

Enhancing Real-Time Decision-Making and Situational Awareness

One of the most immediate benefits of AI for patrol officers is its ability to process information in real time, far surpassing human capabilities. Body-worn cameras and dash cams equipped with AI can analyze footage instantaneously, detecting anomalies like weapons or aggressive behavior. For instance, new patrol vehicle cameras from i-PRO feature AI human detection, alerting officers to potential threats even while they're seated in their units. This technology adds a crucial layer of situational awareness, allowing officers to respond proactively rather than reactively.

Facial recognition and license plate readers powered by AI are staples in modern patrols. These systems scan and cross-reference data against databases in seconds, identifying stolen vehicles or wanted individuals. In the United States, agencies report significant improvements in recovery rates for stolen cars, with some seeing up to 50 percent increases through automated license plate recognition (ALPR). Globally, innovations like China's AI-driven spherical P# 19291 patrol bots demonstrate futuristic applications, in which robots track criminals faster than human officers, managing traffic and issuing fines with zero fatigue. Such tools free officers from mundane tasks, enabling them to focus on high-priority interventions.

Predictive policing algorithms further amplify this by analyzing historical crime data, social media trends, and environmental factors to forecast hotspots. A 2024 report from the U.S. Department of Justice highlights how these models help allocate patrols effectively, potentially reducing crime by identifying patterns before incidents escalate. For example, early intervention systems (EIS) monitor officer behavior through AI, flagging patterns like excessive force complaints to prevent burnout or misconduct. This not only safeguards communities but also protects officers' well-being.

Streamlining Administrative Tasks and Boosting Efficiency

Patrol work isn't all action; a significant portion involves paperwork that can consume hours. AI is revolutionizing this with automated report generation. Tools like Axon's Draft One, adopted by departments across the U.S., use AI to draft initial police reports from body camera audio and video, cutting writing time by up to 30 minutes per incident. Officers review and edit these drafts, ensuring accuracy while reclaiming time for street patrols. A study by the COPS Office notes that this optimization improves report quality and allows more community engagement.

Data sharing and automation are key in combating staffing shortages projected for 2025. AI platforms integrate disparate systems – 911 calls, CCTV feeds, and social media – to provide a unified view. In New Orleans, AI-powered surveillance analyzes camera networks to monitor citizens and investigate crimes, though it raises privacy concerns. These systems enable faster responses;

for instance, AI can alert officers to nearby hazards or crowd densities during events, preventing escalations like stampedes.

Internationally, AI robots are patrolling streets in places like Mianyang City, China, assisting with traffic management and routine checks. While not yet widespread in the West, discussions on platforms like X highlight growing interest in robotic aids for tasks like housebuilding or road repairs, extending to policing. Such innovations could allow human officers to handle complex, empathy-driven interactions.

Improving Training, De-Escalation, and Community Relations

AI extends beyond the field into training simulations. Virtual reality (VR) powered by AI creates realistic scenarios for officers to practice de-escalation, pursuits, or active shooter responses without real-world risks. These tools adapt in real time to user decisions, providing personalized feedback. Agencies using AI-driven training report better-prepared officers, reducing use-of-force incidents by up to 20 percent in some pilots.

In de-escalation, AI apps offer real-time guidance, suggesting phrases or tactics based on analyzed body language from cameras. This supports officers in high-stress situations, fostering trust with communities. Moreover, AI helps mitigate biases in policing; when trained on diverse datasets, it can highlight disparities in enforcement, promoting fairness. However, improper implementation can exacerbate issues, as noted in federal guidelines.

Addressing Challenges: Ethics, Bias, and Oversight

While AI's benefits are profound, it's not without pitfalls. Predictive models can perpetuate biases if fed skewed data, leading to over-policing in minority areas. Facial recognition, for example, has accuracy issues with certain demographics, prompting calls for regulation. A 2025 National Conference of State Legislatures report emphasizes the need for policies governing AI use in law enforcement to protect civil liberties.

Privacy concerns loom large, especially with pervasive surveillance. AI's ability to monitor "every move" via cameras, as seen in some U.S. cities, demands transparency to maintain public trust. Liability risks also arise; underwriters note that AI errors could lead to lawsuits if they result in wrongful arrests. Experts advocate for human oversight – AI as a tool, not a replacement – to ensure ethical deployment.

Community perspectives vary. On social media, users discuss AI's potential in retail security or community patrols, but warn of overreach, like replacing officers with robots. In the U.S., groups like Muslim Community Patrol & Services illustrate hybrid models, but they spark debates on funding and integration.

The Future of AI in Patrol Policing

Looking ahead, AI's role in policing is poised for exponential growth. By 2025, forecasts predict widespread adoption of AI for smarter, data-driven operations amid rising challenges like cybercrimes involving AI itself. Innovations such as autonomous drones for aerial patrols or AI chatbots for non-emergency queries could further unburden officers.

Ultimately, AI empowers patrol officers by augmenting their capabilities, saving time, and enhancing safety. When implemented with robust ethical frameworks, it can build stronger, more equitable communities. As one industry leader puts it, AI is a "force for good" in preventing and solving crimes. The key lies in balancing innovation with accountability, ensuring technology serves humanity, not supplants it. **VB**



POLICE OFFICER GREG STINETT DIRECTOR

POST OIS/CRITICAL INCIDENT FIRST AID CONSIDERATIONS

Much of our career involves or should involve debriefing critical incidents, pre-planning, and mental rehearsals, to prepare ourselves for those low-frequency, high-stress events that visit us from time to time.

The reality-based training and advanced officer skills training our officers receive is truly exceptional, especially considering most smaller agencies and even some major metropolitan departments have not yet adopted this mindset.

I want to take a few minutes of your time to talk about and consider the applications of first aid in officer-involved shootings (OIS) and other dynamic events.

Within the last year, we have seen several OIS where officers have rendered first aid to the suspect who had only moments earlier tried to kill either them or someone else. This included applications of tourniquets, doing chest compressions, and applying wound dressing.

Many times, we have arrived at critical incident scenes to find an officer(s) covered in the blood of the suspect after they had attempted life-saving measures. In at least three of these incidents, we were contacted by FIT, post-autopsy, and told the suspect was HIV positive.

Imagine sitting at home the day after an OIS, still trying to wrap your mind around what you had just been through the day before, only to have one of us call you and tell you that the suspect you were doing chest compressions on, the suspect who bled all over your uniform, arms, hands, etc. was HIV positive. Now imagine how it would feel when we ask you to report to UMC to undergo testing and preventative measures with the hope that you do not contract this life-altering disease. This scenario has played out several times within the last year.

The purpose of this article is not for me to tell you what to do in this scenario. The truth is your response to this scenario and your moral beliefs are between you and your god. Understand this: You are NOT compelled to apply a tourniquet or perform chest



compressions on the suspect who just moments earlier tried to murder you or someone else.

You ARE expected to and should summon medical personnel as soon as your scene is safe to introduce them. Firefighters, EMTs, and paramedics are trained P# 19873 and equipped to treat these types of injuries. Furthermore, they are equipped with the proper PPE to accomplish their mission while protecting themselves from communicable diseases.

Please take a few moments to think about this scenario. Pre-plan and mentally rehearse what you will do. Understand and recognize what you are compelled to do, and what you are NOT compelled to do. No law or department policy requires you to place yourself in the position of contracting a communicable disease from a savage who just tried to murder you or another innocent.

Please take a moment to review the LVMPD Use of Force Policy 3.110 page 5 outlines an officer(s) responsibility.

Medical Attention

Whenever an officer applies a use of force option upon a subject that results in either observable signs or complaints of injury or any signs-of-life concerns (e.g., difficulty breathing), the officer will continuously monitor the subject and immediately summon medical attention. Officers will be mindful that persons who are in a prolonged physical encounter with officers may be at an increased risk of medical distress. Incidents involving these persons should be considered behavioral or medical emergencies, prompting an expedited request of medical personnel. The following procedures are intended to help officers elicit the fastest medical response possible for a subject's survival. Officers should inject humanity into every interaction and treat all subjects with dignity, rendering medical aid within the scope of their departmental training and skill level while awaiting the next level of medical care.

Procedure

For all subjects in LVMPD custody, officers/supervisors will:

1. Monitor for signs-of-life concerns (e.g., pulse, verbal statements of breathing complications, chest/head pain that compromises normal behavior, requests for water post-critical incident, or sudden inactivity of movement).
2. When requesting medical attention, provide the



nature of the injury, the subject's age and gender, and other circumstances that could be of potential medical risk to the subject (e.g., obesity, suspected drug use, extreme agitation, profuse sweating, labored breathing, complaint of chest pain, excessive thirst, or involvement in a foot pursuit) (see LVMPD 3.400, Responding to Persons in Behavioral Emergency or with Special Needs).

3. If the subject's condition worsens, update responding medical personnel via radio or the Police/Fire/Medical (PFM) channel if criteria are met (see LVMPD 7.235, Voice Radio Communications). The PFM radio channel, which allows for direct communication between officers and fire department (FD) personnel, can be used to expedite response times of FD medical resources.

Communications Bureau personnel will:

1. Update the computer-aided dispatch (CAD) event with the status of the subject's condition and whether the PFM channel was used.

Officers/supervisors will:

1. When available, assign an additional officer to continuously monitor the subject's condition and provide appropriate updates via radio.

2. Be aware of the subject's condition during adverse weather such as extreme heat.

a. When outside exposure to extreme heat occurs,

officers will consider alternative locations (e.g., placement in the shade or air-conditioned police vehicle).

1) In an attempt to reduce body temperature, officers can consider applying a cold source, if available, to points of the body (i.e., neck, chest, head).

Use of the Recovery Position

Officers will avoid restraining subjects who are in custody and under control in a manner that compromises their ability to breathe.

1. Prone handcuffed subjects will be immediately placed in a recovery or seated position once safe to do so (i.e., the placement of a subject's body in a manner that does not restrict breathing or obstruct the airway, such as on their side or upright).

2. While handcuffed subjects are seated, they will not be forcefully bent forward at the waist, and pressure will not be applied to their back, neck, or head.

Thanks for the time and consideration. As always, stay safe. **VB**



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ROBERT GLOWINSKI
DIRECTOR

CLARIFYING NARCAN USE IN THE FIELD

Greetings, I hope this finds everyone well. At a recent Board of Directors meeting, we discussed the amount of time it is taking officers to receive Narcan replacements. The conversation then transitioned into how much Narcan should be administered in the field and if officers could dispense too much. The conversation concluded with an opinion from the Executive Board that the Narcan you carry is intended for you and your partner. You should conserve your supply of Narcan in case you or another officer are exposed or show signs and symptoms of an exposure. Since this meeting, I've obtained some answers from Health and Safety regarding replacement and some information from the heroes at the local fire department regarding use.

Let's start with replacement. According to Health and Safety, the turnaround time for processing a replacement an OD Kit is one day. The clock starts ticking once Health and Safety receives your report of use form via 1000 miler of email. The replacement kits will be sent to you via 1000 miler. In theory, if you administer a dose of Narcan in the field on your Monday and you submit the report of use form by the end of your shift, you will likely have your replacement kit before you start your weekend. If you hand deliver your report of use form to Health and Safety, they will provide you with your replacement kit while you are at their office. Additionally, each area command is responsible for having a Narcan liaison who should have access to spare kits at the area command. Health and Safety believes the liaison should be able to issue you a spare. Full disclosure – the list of Narcan liaisons is grossly out of date. I counted five liaisons that are now retired. If you are a liaison, you should consider updating this with Health and Safety.



During the previously mentioned board meeting, an officer stated they were recently at a call for service and a member of the fire department informed the officer we should not be giving more than two doses of Narcan. I followed up at a local fire station. Fortunately for me, I was able to catch the fire fighters in between their grocery store run and pickle ball game. The fire department is adhering to the guidelines put forth by the Southern Nevada Health District. How do I know this? Because the EMT didn't initially have an answer, so he looked it up on his P# 15844 phone for me. He went directly to the SNHD website, which stated if a person displays the signs of an opioid overdose administer one dose of Narcan. If there is no improvement within five minutes, administer a second dose. Most information available supports the "two doses if necessary" protocol. The CDC, you may remember them from their chart-topping hit "COVID-19," recommends providing a second dose after two to three minutes. The amount of Narcan you use may depend on the strength of the opioid, the presence of fentanyl or one of its analogs and the amount of time it takes medical to reach you.

Why does the Executive Board believe Narcan is allocated for you and other officers? The same reason we believe your tourniquets and trauma kits are meant for you and other Officers. Your safety and well-being are paramount to us. Although we all signed up to help people, you can't help them if you are sick or injured. Think of it as if you were on an airplane: Prior to take off, the flight attendant broadcasts instructions stating if the cabin loses pressure, put on your oxygen mask before helping other passengers put on theirs. In the event you respond to a scene in which there may be an exposure, you need to make sure you can take care of yourself before taking care of those already exposed. In addition to an actual exposure, the concern of potential exposure may add to the anxiety and chaos of a scene.

Department policy 10.275, Medical Supplies and Equipment, discusses use of Narcan. Under the Opioid Overdose Kit section, policy initially states members of the department are trained in the use of Narcan to reduce the number of fatalities within the community. Policy later states the OD Kits "allows authorized users to respond to a member who appears to be experiencing an opioid overdose after an accidental exposure." Even though policy discusses caring for injured persons and rendering first aid (6.300 Protecting Crime Scenes and Rendering Aid), the common theme is to summon medical attention. While it is likely to believe a citizen purposely ingested the substance which caused their OD, there is no guarantee you are not at risk of exposure. Are you willing to take that chance?

I'm sure this opinion will ruffle some feathers. Within days of sharing our view at the board meeting, we received calls from supervisors seeking to confirm our stance. Our answer was simple – our members come first. This is a dangerous profession. Just because you may be injured while doing your job doesn't mean you have to be injured. We mitigate risk every day when encountering violent individuals, why wouldn't we do the same at an overdose event? Why does one danger require greater risk to you than the other? Ultimately, the decision to use Narcan on a citizen is yours to make. You will need to evaluate the circumstances and weigh the risks to you, your partner, and the public. I can appreciate that no one wants to stand by and watch as a citizen suffers the effects of an overdose. However, I am certain no one wants to watch the Honor Guard present a crispy folded flag to your grieving family either.

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

WELLNESS CORNER WITH DOC TENNEY

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DETECTIVE JOEL BLASKO SECRETARY

THE RIPPLE EFFECTS

Law enforcement is one of the most demanding professions, requiring officers to navigate high-stress situations, make split-second decisions, and face potential danger daily. Officers respond to emergencies, mediate conflicts, investigate crimes, and engage with diverse communities, often under intense scrutiny.

In our careers, few things sting as sharply as pouring your heart, time, and energy into your career, only to find that politicians, administrators, or decision-makers fail to recognize your worth. This feeling is all too common. Feeling unworthy breeds frustration, resentment, and cynicism. When questions are asked, we are the ones who are wrong. It stings when you take a pay cut because of an increase none of us control. It stings when other agencies are getting their PERS increase covered.

Metro police officers serve as the backbone of public safety, tasked with maintaining order, protecting our community, and upholding the rule of law. However, when officers feel undervalued, whether through lack of public support or inadequate resources, the consequences have a ripple effect.

A lack of appreciation and respect from politicians from both city and county plummets morale. Low morale leads to burnout, stress, and mental health issues such as anxiety or depression. The department has taken extraordinary strides forward with officer wellness. It's about time local and state politicians followed suit. If

the politicians took a pay decrease, they'd be a little upset about it. Every election cycle all we hear is, "We support law enforcement." Well, how about now? Support us by helping put money back in our cops' pockets. Or should we just be happy with what we make?

You show up day after day, protecting our community with grit and determination you expect your contributions to be acknowledged, not just with a pat on the back, but with tangible rewards. It's easy for politicians to tell you, "You should be grateful for what you do make," or through their own ignorance tell you, "We are not currently negotiating." It's easy for politicians to blow you off and not think twice about the work you put in day in and day out.

The consequences of uncompensated effort extend beyond emotions. When employees feel undervalued, they're more likely to disengage, leading to lower productivity, higher turnover, and a weaker organizational culture. Talented workers may seek opportunities elsewhere, leaving behind a workforce that's either burned out or apathetic. For the organization, this is a loss of human capital that's hard to replace. For the employee, it's a loss of time, energy, and faith in the system. The smart move for politicians would be to realize they need to get something done. But why would you do that ...? **VB**

Honoring Our Retired Members

NAME	P Number	TITLE	DATE OF RETIREMENT	YEARS
JOHNNY G. RODRIGUEZ	P#7191	PO II	April 11, 2025	24
JON P. KICKERT	P#5741	PO II	April 30, 2025	27
JASON KEAMS	P#7795	CO II	April 30, 2025	22
JAMES L. GREELEY	P#7428	PO II	May 23, 2025	23
PAUL A. AKE	P#8100	PO II	May 23, 2025	21
DAVID J. HUNKINS	P#7309	PO II	May 23, 2025	23
ELI R. PRUNCHAK	P#6180	PO II	May 29, 2025	26
BRETT A. EICKMEYER	P#5595	PO II	May 30, 2025	27
ROBERT A. GARRIS	P#6426	PO II	May 30, 2025	25
JEFFREY J. TOSCHI	P#6761	PO II	June 3, 2025	25
JAMES W. COOVERT	P#5440	PO II	June 4, 2025	28
DAVID REYES	P# M036	MCM	July 1, 2025	27
NICKLAUS E. BACHMAN	P#6222	PO II	July 3, 2025	26
BRYAN BERTGES	P#5727	PO II	July 9, 2025	27
DAVID M. CULVER	P#5785	PO II	July 15, 2025	27



DAVID ROGER
GENERAL COUNSEL

PROTECTIVE ORDERS AND THE FOURTH AMENDMENT

Law enforcement officers are frequently asked to assist litigants in civil matters. However, citizens are still entitled to constitutional protections when police are involved in civil proceedings. This article will address the application of the Fourth Amendment when officers are directed to serve citizens with protective orders.

NRS 33.060 - Service of Protective Orders

NRS 33.060 requires law enforcement officers to serve protective orders issued by civil judges. Quite often, the recipients of such orders are embroiled in nasty domestic disputes and are inclined to dodge service of process.

The statute requires police to personally serve the individual with the court order. If officers are unable to serve the citizen, after three attempts, the statute requires officers to leave a written notice at the person's residence.

If the party fails to respond to the written notice, the other party may ask the court to direct officers to serve the individual at their workplace. If officers are unsuccessful, the court may allow service by other means.

Fourth Amendment

In *Soldal v. Cook County*, Illinois, 506 U.S. 56 (1992), officers were asked to keep the peace while creditors repossessed Soldal's trailer without a court order. When Soldal asked for help, officers refused to intervene. Thereafter, officers were sued for their part in the seizure of the mobile home.

The court summarized the case, "As a result of the state action in this case, the Soldals' domicile was not only seized, it literally was carried away, giving new meaning to the term 'mobile home.' We fail to see how being unceremoniously dispossessed of one's home in the manner alleged to have occurred here can be viewed as anything but a seizure invoking the protection of the Fourth Amendment."

Thus, constitutional principles apply when law enforcement is involved in civil matters. Even though Nevada law requires officers to serve protective orders, officers must be mindful of Fourth Amendment protections.

Service of Protective Orders at Citizen's Home

Service of process is not an arrest, which invokes the Payton rule and the constitutional protections of a person's home. An officer's attempt to serve the court order is akin to a "knock and talk" as explained in *Florida v. Jardines*, 569 U.S. 1 (2013). The citizen is not required to answer the door, nor is the individual required to talk to police. If the person does not respond to the officer's knock on the door, the statute allows the court to direct officers to serve the party at their job.

Vehicle Stops

Officers are authorized to temporarily detain a citizen when there is reason to believe the person has committed a crime. *Terry v. Ohio*, 392 U.S. 1 (1968). Officers may not stop a citizen's vehicle solely because a court has issued a civil protective order, which must be delivered to the driver. Instead, officers should only stop the driver of the vehicle if there is evidence of a traffic infraction or other criminal violation.

Extending Vehicle Stop to Serve Protective Order

Officers may conduct routine checks during a lawful detention without violating the Fourth Amendment. In *Rodriguez v. U.S.*, 575 U.S. 348, 355 (2015) the court explained, "Beyond determining whether to issue a traffic ticket, an officer's mission includes ordinary inquiries incident to [the traffic] stop. Typically, such inquiries involve checking the driver's license, determining whether there are outstanding warrants against the driver, and inspecting the automobile's registration and proof of insurance."

Officers may serve a court order, during a legal vehicle stop, without unreasonably prolonging a temporary detention. Extending a vehicle stop for a few minutes, to serve a court order, is within the minimal intrusion tolerated by the Fourth Amendment.

Conclusion

Nevada lawmakers have authorized courts to use law enforcement to serve civil protective orders. The importance of deterring domestic violence cannot be overstated. However, police must also comply with the Fourth Amendment when serving protective orders.

Peace officers may always serve orders during consensual encounters and residential knock and talks. While officers should not stop drivers, solely to serve a protective order, officers may provide legally stopped drivers with orders, without unreasonably prolonging the temporary detention. **VB**



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CHAD LYMAN
DIRECTOR

CHOOSE YOUR HARD

You have agency to choose for yourself during this mortal life. Life is hard. Choose your hard. This is a concept I have believed in, promoted, and lived for most of my adult life. However, I have not closely considered or dialed in just what this means until reflecting on 2020 and all the amazing fun this year has brought to us all.

Growing up I have been taught a couple of core principles at home and through my faith on a consistent basis. One principle is that I have been granted agency and the right to choose by my God. I was taught that this is a precious gift given to me by my Father in Heaven so that I could act and not be acted upon. Another is that anything that is hard for me is for my own good and growth.

Early on, I bought into the fact I could choose for myself. I could choose my daily activities, whether I would listen to my parents, what my attitude and outlook would be day by day. My parents taught me that I could choose for myself, but I could not choose the consequences. My choice brought me good things and generally happiness, or it brought me challenges and consequences. Learning this early on has been a blessing to me throughout my life.

I also experienced hardships in my life. My birth dad left our family when I was young, and my parents divorced. My mom had three young children at the time. I was blessed that she met a wonderful man and married him after the divorce, and he raised

“ **Not being complacent or routine as a cop is hard ... being complacent and then being attacked is hard ... choose your hard.**

myself and my siblings as his own. Other challenges included financial struggles for my family, the general challenges of being a teenager, and severe childhood asthma.

While I wholeheartedly bought into the idea that I had agency, and I experienced hard things, (as everyone does—this is not a “woe is me” story) I did not fully grasp or buy into the idea that hard things were for my own good.

Another aspect of hard things being good for me was that my parents taught me that I were to “bear it well” that I would experience blessings, growth, and ultimately happiness as I came through the hardship. I was willing

and committed to work through challenges, but I felt this was probably a “grin and bear it” scenario. I thought I don’t even know if this will ever lead to happiness, but at least I can choose to work through it, so that was still better than letting whatever the problem was crush me. I didn’t realize the hidden symbiotic relationship between exercising agency and hard things. That relationship has revealed itself over time, and as I have matured,



I have made the connection between hard things happening to me, and that my actual growth and happiness depends on going through these experiences.

One way I learned this lesson was through my battle with asthma. I received daily shots for my asthma as a young child. I got a shot so often my parents learned how to administer them, and they gave me my shot. I don’t like shots to this day. A couple of winters my asthma got so bad that I had to live part of the winter in a bubble protected from others and germs. As this was happening, my brother and my friends were out running around in the park, riding bikes, and playing sports. I loved watching sports, but I didn’t think I could play them with asthma. My parents encouraged me to try. They moved me to a desert climate to help deal with my severe reaction to cold winters and encouraged me to get out and get to it. Slowly, I learned to regulate my breathing and do more with less. My parents have told me they were worried for me as at times my lips would turn blue, but we worked with coaches and on learning to control my breathing to keep as much oxygen as possible flowing. Once I started playing, I never stopped. I am still extremely active today, and I still have to deal with diminished lung capacity. The feeling of a tight chest, having to consciously control my breathing, (to include specific techniques I have learned over the years), and being short of breath is familiar to me. So are all the joys and memories of competing and striving to improve. Sitting out while everyone played was hard. Working through my breathing issues and pushing anyway was hard. But only through pushing through did I grow and gain all the positives from competing and exercising.

An LEO example of agency and hard things occurred for me in the LVMPD academy in 2004. I was a police officer prior to LVMPD at the Portland Police Bureau, but I wanted to move back to the SW part of the US. I was blessed to get offered a job with Metro (no lateral program) and joined the academy in February 2004. My TAC Officer at the time was Chief Andy Walsh.

In week five of the academy, I tore my ACL in my right knee.

When I tore my ACL, I felt it pop, and I knew I had hurt myself, but I didn't realize how bad it was. We were practicing low leg kicks on a focus mitt with a partner. I kept training as I felt I could manage the injury. I reported the injury, but thought I was good and kept training.

The next day in inspection I had to run grinders. The knee was heavily swollen and became unstable as I ran. I was referred to a doctor, and it was determined that I had completely torn my ACL. My doctor said as active as I was, and due to the knee being unstable, I would need surgery. However, due to my athletic background, and my overall attitude believing I could complete the academy, my doctor asked if I wanted to brace the knee up and complete the academy. The doctor said that as long as I could manage the pain that I would be able to push through. At any point I couldn't finish I could just have the surgery that was coming anyway.

Initially, the department was not receptive to me working through a serious injury that would require surgery to fix. Chief Walsh was a key advocate to upper staff allowing me to attempt to complete the academy on an injured knee. Over the next several months, I tore my meniscus on the same knee but completed both the academy and field training before getting surgery.

In the academy in 2004, you could miss or fail a certain percentage of the physical activity, to include our team runs. A teammate had "done the math" and suggested to me that I could opt out of a certain number of workouts and still graduate. I don't know that number to this day. I immediately rejected the idea that I could sit out anything required of my teammates. I felt that any time that my team ran, I ran. At this point in my life, I understood the power of choosing, hardship, and bearing it well. I KNEW that running with my team, even if I was diminished, and doing it well would give me strength for the times in the future when someone would try to finish me, and that even if I were hurt, I could fight back. (Trust me, we "waited" for some while we ran, and some even quit, but it wasn't me. I never finished first, but I finished and never finished last). I KNEW that by finishing, and finishing well, I would earn the trust of my teammates. I never even thought of trying to find a way to get out of the physical activity I knew would hurt. In fact, the only time I argued with staff was when I was told I could not participate or complete physical activity due to the injury. Not finishing the police academy due to an injury would be hard. Finishing a police academy on an injured knee was hard. One has no growth. One forced growth. Choose your hard.

I give the two above examples as examples of my experience with the concept of agency and doing hard things, and for no other reason. It is not to toot my own horn. Anyone who accomplishes things in their life does so with resistance and challenges. One of my church leaders once said, "If you were to treat everyone as though they are fighting and trying to win an internal battle you know nothing about, most of the time you would be right." The key here is, if you are facing challenges how do I help you? An even bigger question is, how do you help yourself?

Now understand, I am talking about what I can do for another, or what I can do for myself. What I am capable of doing day to day may not be enough. I may need help, and the hard choice may be asking for it and then accepting it. There are severe problems well beyond "just toughing it out", but there are lots of things we can work through, too. The key is to realize and accept that "easy" is a myth. Nothing is easy, and it isn't supposed to be. Through struggle, through opposition, can come growth. Sometimes to get through that opposition we need help. I was assisted multiple times by teammates in the academy, and any "victory" I experienced was a team victory. My parents and for me, my personal faith, instilled in me that challenge, that hard things are normal, and they are good. This knowledge does not protect me or keep me from hard things. It does not mean if a challenge pops up, I can just overcome it alone. What it does is prepare me to deal with such things, so that I am able to work through these issues. That could be with the help of others, or that could be on my own. The point is, I have the knowledge and

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I felt that any time that my team ran, I ran. At this point in my life, I understood the power of choosing, hardship, and bearing it well.

CONTINUED ON PAGE 20

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CHOOSE YOUR HARD CONTINUED FROM PAGE 19

believe that hardship is normal, it is good, and it is for my growth. That knowledge gives a different perspective for problems that come into my life. No matter what your view or interpretation of what challenges are, they are coming for you. Everyone has storms in their life. What the storm means and how you deal with it can vary widely from person to person. There are times I am in the storm, and I think it is a good day for rain. There are other days the rain is drowning me, and I am grateful for a family member, a friend, a co-worker, or a doctor for providing an umbrella. (Or just getting wet with me LOL)

I can face any challenge more effectively through preparation. Whether that is a shift internally and consistent personal preparation (like me believing and instituting family and faith-based things I was taught) or personal preparation combined with professional help from a doctor, I will take trained over untrained any day. I teach these things to my children within the walls of my home, and I attempt to share lessons I have learned via opportunities to teach and social media. 2020 has sharpened the focus of my lessons learned during trying times.

Once you accept that there are no “easy lives,” and you accept that you can choose what hard you will endure well, and that ultimately the hard things you work through will benefit you, then those hard things can gain new significance and meaning.

Life is hard, but it is for your own good. Once you KNOW that, see it, and believe it – and you accept that you have been given the gift of CHOICE – then you know, you really know, you are simply choosing your own hard, to your own benefit. While life IS hard, you

can choose how, why, and what that will mean for you. At the end of the day, choose your hard.

Being fit is hard ... being obese is hard ... choose your hard.

Being married is hard work ... being divorced is hard ... choose your hard.

Not being complacent or routine as a cop is hard ... being complacent and then being attacked is hard ... choose your hard.

Being financially disciplined is hard ... being broke is hard ... choose your hard.

Being a police officer with PTSD and asking for/accepting help is hard ... having PTSD and not getting help is hard ... choose your hard.

Finding time/money/motivation to train as a cop is hard ... getting into a physical fight at work with no training is hard ... choose your hard.

Accepting that hard is good and choosing your hard is hard ... thinking life is easy or should be easy, and then experiencing hard is hard ... choose your hard. **VB**

We've hidden FIVE personnel numbers within this issue of Vegas Beat!

If your number is among them and you call (702) 384-8692 to let us know that you found it, you'll win \$50.

If you didn't find your number this time, try again in the next issue where we'll hide five more!

Excludes P#s listed in the Retirement section of Vegas Beat

Cash is great, but giveaways aren't the only reasons to read Vegas Beat.

Each issue gives you the latest information on

Contract negotiations	Retirement considerations	Association news
Benefit changes	Hot topics on the job	Upcoming events

It pays to read Vegas Beat.

2025 LVPPA SANTA DAY

**Celebrate the Season
with us!**

Monday, December 1

5:30pm to 9:00pm

**Magical Forest
at Opportunity Village**
6300 West Oakey Blvd., Las Vegas

The Magical Forest is a winter wonderland with millions of sparkling lights, exciting rides, great food and endless holiday cheer.

We hope to see you there!

This event is for LVPPA members and their immediate families only.
Immediate family includes spouses/significant others, children and grandparents.



FOR MORE INFORMATION, PLEASE CONTACT
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5. The Board of Directors reserves the right to edit submissions and/or include Editor's Notes to any submitted material.
6. The deadline for submissions to LVPPA Vegas Beat is approximately 30 days prior to the issue date.



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