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VOLUME 21 | ISSUE

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

**NAPO** - National Association of Police Organizations, representing over 241,000 law enforcement officer 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

### 27 YEARS IN THE BLINK OF AN EYE

As I enter my final year at LVMPD and the LVPPA, I find myself reflecting on time. When we're young, time feels endless. Waiting for the school year to end, getting your driver's license, graduating, holidays, and birthdays all seemed to take forever. Then, at some point, time stops slowing down. Here I am writing this article, and the first quarter of 2026 is almost over.

As you get older, time seems impossible to slow. I can vividly remember joining LVMPD in August 1998, standing at inspection as a 19-year-old cadet, waiting to get yelled at for messing up a code or definition.

Tic tok, tic tok.

In what felt like the blink of an eye, I was in the police academy, going through the incredible process of learning, discipline, teamwork, and what it meant to be a police officer, something I always dreamed of.

Tic tok, tic tok.

Next thing I knew, I was in narcotics, having the absolute time of my life, and gunning with the best officers and detectives I've ever known. I always thought I was a good cop, but I didn't truly understand what great cops and detectives looked like until I worked here. Their talent was amazing, and the supervision was solid.

Tic tok, tic tok.

Then I came up to the PPA, representing our members, and eventually serving as President. While narcotics was the time of my life, representing our profession has been the most humbling and rewarding experience I've ever had.

Now, 27 years have passed, and my career here is ending. It feels like a blink. Suddenly you're older, your hair is gray, and your P# makes new officers gasp when they hear it. Over those 27 years, I am proud of what I accomplished. I achieved everything I wanted to as an officer. I met my amazing wife, Tiffany, and together we raised four beautiful daughters, all of whom are my best friends.

I've laughed so hard my stomach hurt, almost to the point of wetting my pants, and I've cried holding the weight of a 2-year-old lost to Sudden Infant Death Syndrome (SIDS). I've lived through everything between those extremes. And yet, looking back, I still think about things I could have done differently. While God has already determined my path, I sometimes wonder about the paths I didn't take.

If you've watched *The Chosen*, you know how powerful the show can be. It changed my life and could change yours, too. There is a scene where Jesus speaks to church leaders and says, "You are losing something. I know what that's like." When asked what they were losing, he said, "Time." That line has stayed with me. Our time on this earth is not infinite. What feels like a lifetime is, in God's eyes, just a blink of an eye. What we do in that blink is



what we'll be remembered for, and what fills our hearts when we look back.

Fill your time here with experiences. Do everything you've ever thought about doing here at LVMPD. Leave no stone unturned when it comes to opportunities to grow and serve our community. I promise you this: if you try everything, you will one day look back like me and smile at who you were when you started, and who you became.

Enjoy this job. It can give you so many meaningful experiences. Embrace the struggle. Not every day, week, or month will be easy. We're not tested by victories; rather, we're tested by losses. Do you fail an oral board and quit, or do you come back the next year and try again? Stay persistent. Do not give up easily on what you want to achieve. I tested for sergeant once and missed the cutoff on the written exam. I never tried again. Maybe if someone had told me then what I'm writing now, that giving up wasn't the answer, things might have turned out differently.

In closing, please make the most of your time at LVMPD. Don't let a bad boss, a rough assignment, or other noise bring you down. You control who you are and how you respond. The stars only come out in the darkness.

Thank you for allowing me to lead this organization for the last 10 years. I wouldn't change a single day or decision as your President. Please stay safe out there. **VB**



# CORRECTIONS OFFICER SCOTT NICHOLAS VICE PRESIDENT

## KNOWING WHEN IT'S TIME TO RETIRE

Retirement in law enforcement is a deeply personal decision shaped by stress, identity, health, and purpose. Unlike many professions, policing places unique physical, emotional, and psychological demands on officers. Knowing when to step away can be just as important as knowing how to serve. There's no single "right" moment, but there are clear signals that can help you know when it's time. Think of it as a balance of finances, health, and purpose.

### 1. Financial Readiness (The Non-Negotiables)

Law enforcement pensions often allow retirement earlier than other professions, which creates a unique dilemma: being financially able to retire before feeling emotionally ready. You don't need perfection, just sustainability. Consider whether:

- You can cover your core expenses (housing, food, healthcare, taxes) through pensions, savings, investments, or Social Security.
- You've stress-tested your plan for market downturns, inflation, and longevity.
- Most importantly, you're not lying awake at night panicking about money.

When work feels optional rather than necessary, that's a big green light.

### 2. Health & Energy

No badge is worth sacrificing long-term health. Years of shift work, disrupted sleep, hypervigilance, and physical confrontation take a cumulative toll. Many officers reach a point where injuries linger, recovery takes longer, or fatigue becomes constant. These



factors are often underestimated. Consider if:

- Work starts costing more physically or mentally than it gives back.
- You're postponing travel, hobbies, or rest "until later," and later keeps moving.

Retirement allows you to enjoy your healthy years now, rather than waiting until your health forces your hand. A common regret: waiting too long.

### 3. Emotional Readiness (The Sneaky Part)

Officers are exposed to trauma repeatedly, often without adequate time or space to process it. Over time, this can lead to burnout, emotional detachment, cynicism, or compassion fatigue.

- Warning signs include:
  - Loss of empathy or patience with the public
  - Increased irritability at work or at home
  - Feeling emotionally numb or constantly on edge
  - Dreading shifts rather than finding purpose in them

These are not personal failures. They are normal responses to prolonged stress. Sometimes retiring is an act of self-preservation. Ask yourself:

- Are you retiring from something you're done with, or toward something you want?
- Do you have a sense of identity beyond your job?
- Can you picture a satisfying Tuesday with no meetings?

For many officers, the job becomes a core part of who they are. That can make retirement feel like a loss of purpose rather than a transition. Struggles often arise when work has been the main source of purpose or social connection.

CONTINUED ON PAGE 6

# FOLLOW US ON X

@LVPPA



**TIME TO RETIRE** CONTINUED FROM PAGE 5

#### 4. Work Still Giving You Something?

Retirement doesn't have to mean stopping. It means choosing. You don't have to quit just because you can.

- If your job still fuels curiosity, engagement, or pride, maybe you're not done.
- If you're staying out of fear, habit, or inertia, it's time to re-think.

Sometimes the solution isn't full retirement but less: part-time, consulting, sabbatical, or a career pivot. The most successful law enforcement retirements happen when officers plan what comes next. That could include teaching, consulting, volunteering, small business ownership, fitness, or simply being present with family.

#### 5. The "Enough" Test

Try this thought experiment: If you retired tomorrow, would you feel relief or loss?

Relief usually signals readiness. Loss may mean you may need a better plan, not more years of work.

### The Bottom Line

Knowing when to retire from law enforcement is about honesty with yourself, your family, and your limits. It's about recognizing when the job has taken enough and when it's time to reclaim your years.

The goal is to leave whole.

No matter when you decide to retire, you can always say, "I worked for the greatest police department in the world."

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

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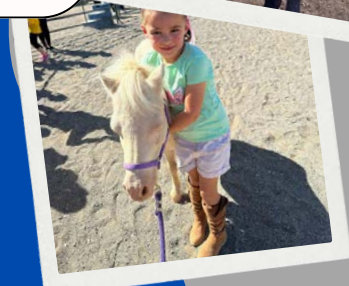
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## CORRECTIONS OFFICER MYRON HAMM DIRECTOR OF CORRECTIONS

### RELY ON CHARACTER, FAITH ON THE JOB

I have spent many years participating in and observing the criminal justice system, and I have seen many reformed offenders repeat the same bad behavior. I have seen offenders attend life skills classes or receive a certification for completing behavioral classes and then get back into normal society, only to fail miserably. I had a person on my caseload in house arrest who begged and pleaded for a chance at house arrest. They had family members and ministers plead with me for a chance. I refused because this person had been on house arrest twice before and failed. My supervisor ordered me to give this person another chance, and I did as I was told. Here is an interesting question! Is it possible for someone to change if their behavior improves enough? I explained the rules again and offered resources and help. Within 24 hours of being released to her home, the device was cut, and the family blamed LVMPD for not helping her. The family refused to help locate the offender, and we encountered roadblocks from them. My partner and I caught the offender seven days later, and the family then wanted to talk and plead for another chance. When the offender was caught, they were under the influence of alcohol and cocaine.

So, my question is – do the so-called rehabilitation programs work? Studies have shown that roughly 80% of the people in these programs will fail and re-offend, which brings me to hope for prisoners. In my opinion, this program is nothing more than an avenue for the people in charge to make money through this fake idea of reforming criminals to allow them an opportunity to become an integral part of society. Are there some success stories? Yes! But let's be serious. We are allowing people who have committed sometimes heinous crimes to say, "I'm sorry." I have heard these same apologies in court over a thousand times. The

story is always the same: "I would like to apologize for my actions, and I ask for a chance to get out of jail and be a better member of society."

Can you imagine being a loyal employee, trying to serve your community, only to have a situation arise where you are accused of being a thief and betraying the values you hold dear? No one officer or employee is perfect, and sometimes we are put in positions where circumstances are not good. But the benefit of the doubt always seems to rest with those who have committed crimes. If an officer is accused of a crime or an infraction, then it seems we are guilty until proven innocent. I had an officer who was accused of calling a suspect a name. The suspect complained, and the matter was investigated. During his internal investigation, the detectives asked the officer if he had committed this infraction, and he stated, "No." He was then asked if he had ever used language like that with any suspect. This was clearly a violation of the internal notice and an attempt to cast a darker light on our officer's character.

Our profession over the past few years has seen a rise in frivolous complaints and a rush to judgment on anyone wearing a badge. It is disheartening when you go to work every day, and then you have to defend yourself against the lies stated by people who have violated the law. Our only recourse is to rely on our character and faith that good things will come to those who do good. Our officers do a lot of good work, but unfortunately, the bad always outweighs the good. A supervisor once told me that you can do 99 things perfectly, but if you make one mistake, it will outweigh the 99 good things you did. A wise man once said to me, "Be wary of people who don't acknowledge your success but focus on your failures." **VB**



## LAS VEGAS POLICE **PROTECTIVE ASSOCIATION** PODCAST



# TUNE IN TO THE LVPPA PODCAST!



## CORRECTIONS OFFICER DANIEL COYNE TREASURER

### 2026 LEAF SCHOLARSHIP ELIGIBILITY REQUIREMENTS

This year, the Law Enforcement Assistance Fund will be giving out \$30,000 in scholarships to deserving immediate family members of PPA members who are donating to LEAF. The Law Enforcement Assistance Fund pays for these scholarships. The scholarships will be \$5,000 each and awarded at the annual Police vs. Fire Football Game on May 10. We will soon send an official scholarship email to everyone with instructions on how to apply. I want to clarify the eligibility criteria for a LEAF scholarship to avoid any confusion.

To be eligible to receive a LEAF scholarship, the recipient must be an immediate family member of a PPA member who donates recurring "payroll deductions" to the Law Enforcement Assistance Fund or monthly recurring donations through the LEAF website [Leafcharity.org](http://Leafcharity.org). The recipient must also be a high school senior entering college or a trade school. There is a cutoff date by which you will have to be donating to LEAF to be eligible for the LEAF scholarship. That date is July 31, 2025. To donate, please complete the LVMPD payroll recurring donation form under the LEAF "Law Enforcement Assistance Fund" slot, and check the recurring box, or visit [Leafcharity.org](http://Leafcharity.org) and click "Donate Monthly." Make sure to email or thousand-mile your payroll deduction form back to payroll. If you have any questions on how to do this, please reach out to me.

I receive many questions from our members who are unfamiliar with LEAF and what it does. The Law Enforcement Assistance Fund is a charity run by the PPA. LEAF's primary goal is to provide financial support to the children of our fallen officers throughout college. The fund pays for the college tuition, room and board, books, and fees of children of PPA members who are killed in the line of duty. The fund also covers birthdays, Christmas gifts, and graduation presents until these children turn 18. LEAF will also pay a \$20,000 immediate need benefit to help offset funeral or other unforeseen expenses for our fallen officers.

Recently, we have been exploring different revenue streams to financially strengthen this fund, with the main goal of being able to pay off the mortgages of any future fallen officers who are killed in the line of duty. I pray we will never have another officer killed in the line of duty again, but if we do, it is my goal to be able to relieve financial stress for his family. With increasing funding from recurring payroll deductions, the Police vs. Fire Football Game, and our generous corporate donors, I believe we will be able to meet our goal in just a few years.

If you would like to learn more about the Law Enforcement Assistance Fund or how to donate, please get in touch with me. **VB**

[www.lvppa.com/leaf-charities](http://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](http://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.**



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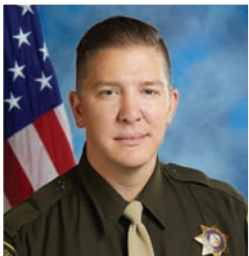
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## POLICE OFFICER JOHN ABEL DIRECTOR OF GOVERNMENTAL AFFAIRS

### WHY PATROL OFFICERS SHOULD WATCH THEIR BWC VIDEOS

In today's world, where trust in law enforcement is more important than ever, body-worn cameras (BWCs) have become a game-changer for patrol officers. These little devices, strapped to uniforms since the early 2010s, record interactions with the public in real time, giving an unbiased view of what really happened. Most police departments use them to boost safety, gather better evidence, cut down on complaints, and avoid lawsuits. But here's the thing: just turning on the camera isn't enough. Officers need to actually sit down and watch the footage afterward. It's not just paperwork – it's a smart move that sharpens reports, hones skills, and keeps everything on the up-and-up. Let's dive into why making this a habit can make a real difference in policing, from everyday patrols to courtroom dramas.

#### Making Reports Spot-On

Picture this: You're a patrol officer wrapping up a hectic shift. You've just handled a tense situation – maybe a traffic stop that got heated or a domestic call with lots of yelling. Your heart's still racing as you jot down what happened in your report. But under stress, our brains play tricks on us. Details get fuzzy, sequences get mixed up, and little things slip through the cracks. That's where watching your BWC video comes in handy. It's like having a personal replay button to double-check and fill in the blanks.

Studies show that when officers review their footage, their reports are way more accurate and detailed. Imagine writing a quick summary from memory, then watching the video and spotting things you missed – like exactly what the suspect said or how the scene unfolded. It turns a good report into a rock-solid one. In places like Las Vegas, where cops deal with everything from tourists to high-stakes chases, this has led to fewer mix-ups and smoother handoffs to prosecutors.

The key is timing. Some departments recommend writing your initial thoughts first to capture your raw perspective, then reviewing the video to refine them. That way, you preserve what you were thinking in the moment but back it up with facts. It's not about changing the story – it's about getting it right. For officers juggling back-to-back calls, this is a lifesaver, turning potential headaches into clear, reliable accounts that stand up to scrutiny.

#### Boosting Skills and On-the-Job Growth

Watching your own videos isn't just about fixing reports. It's like having a free coaching session. Patrol work is fast-paced and unpredictable, and it's easy to miss how you could have handled something better when you're in the thick of it. But including the footage gives you an outsider's view, helping you spot what worked and what didn't.



Think of it as self-training. New officers can review clips with their mentors to learn de-escalation tricks or better ways to communicate. Even veterans find value. Maybe you noticed you interrupted someone too quickly or could have positioned yourself more safely during a stop. It's eye-opening. Plus, it helps with the mental side of the job. Tough calls can leave you second-guessing, but seeing the video can bring clarity and build confidence for next time.

Departments that encourage this see real improvements: fewer complaints, smarter tactics, and officers who feel more prepared. It turns everyday shifts into learning opportunities, making the whole team stronger and more professional.

#### When Memory and Video Don't Match: How It Can Tank a Case

Now, let's talk about the elephant in the room – the mismatches between what an officer remembers and what the camera captured. These inconsistencies can spell trouble, turning a strong case into a plea deal or even getting it tossed out entirely.

Our memories aren't perfect, especially in high-pressure moments. You might swear a suspect reached for something threatening, but the video shows it differently. Or maybe the timing of events doesn't line up. Stress can cause "tunnel vision," where you focus on one thing and miss others. If your report says one thing and the footage says another, defense lawyers will pounce on it, painting you as unreliable.

I've heard stories in which minor discrepancies – like forgetting a small detail or misjudging a sequence – led to big problems in court. Jurors start doubting everything if the officer's word doesn't match the video. Prosecutors might push for a plea to avoid a trial blow-up or drop charges altogether to cut losses. It's frustrating, but preventable. By watching the video before finalizing reports, officers can spot and fix these gaps, keeping their credibility intact.

Policies in some cities now push for reviews in big incidents to avoid these pitfalls. It's not about hiding mistakes; it's about owning the facts and making sure justice doesn't get derailed by honest memory slips.

#### Building Trust and Keeping Things Real

Finally, making video reviews routine significantly increases accountability. When officers know they'll watch their own footage, they're more mindful on the street. It encourages adherence to the rules and treating people fairly, knowing there's a record to back it up or hold you accountable.

This transparency isn't just internal. It spills over to the community. Accurate, video-supported reports build faith in the system. People feel safer knowing interactions are documented and reviewed. It cuts down on lawsuits and bad press, too. In the end, it's about doing the job right, earning respect, and making policing better for everyone.

#### Wrapping It Up

Patrol officers, if you're not already watching your BWC videos, start today. It's a simple step that sharpens your reports, levels up your game, dodges case-killing mix-ups, and strengthens trust. In a job full of split-second decisions, having that objective replay is priceless. It doesn't just help you – it makes the whole system fairer and more effective. **VB**



**POLICE OFFICER GREG STINNETT**  
DIRECTOR

## MEETING THE NEEDS OF OUR MEMBERS

Over the years, the LVPPA has grown to meet the needs of the membership. With over 3,600 members and a membership rate of approximately 99%, the PPA is one of the largest police associations in the United States.

We are proud of the service we provide for our members. The LVPPA is unique in that, within 45 minutes of when a trigger is pulled on an OIS, we are on scene to represent our members. That response includes an attorney who works for the member officer(s) who are involved in the critical incident, a response vehicle that is large enough to accommodate the officers involved – providing a climate-controlled private environment, and E-Board members who have received specialized training to assist the involved officers through every step of the investigation process.

Additionally, we take pride in being available to our members 24/7. We are literally a phone call away, day or night. Our facility has a mat room available for squad training and private sessions, offered twice a week, for our member officers who wish to learn and/or practice physical combatives. Over the last year, we have provided squad-level training on what officers can expect in the immediate hours following a trigger pull in an OIS.

In addition to refining the professional services we provide, we have taken the initiative to expand our benevolent efforts. Please

take a few minutes to check out the benevolent side of the PPA.

- \$100 Target Gift Card for newborn babies
- Flower arrangement for immediate family funerals
- Free notary service during business hours
- Homesteading
- Request for confidentiality through the Accessor's Office
- LEAF scholarships for the children of LEAF donors
- General counsel – available to triage legal issues or potential issues
- Membership events: Easter, movie screenings, Aviator baseball, UNLV football, haunted house/trunk or treat, Opportunity Village Christmas
- Public events: Charity Police v Fire Tackle Football Game, Charity Police v Fire Baseball Game. Both events are open to the public and free to attend. The funds generated from those games benefit our LEAF charity.
- Sports/activities donations: Monetary donations to members for their participation or their immediate family members' participation in a sport or activity.

As always, it is a privilege to serve our peer officers. If you have any questions, reach out.

Stay safe! **VB**

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**ROBERT GLOWINSKI**  
SERGEANT-AT-ARMS

## EXAMINING THE INS AND OUTS OF THE BWC

Greetings, I hope this finds you well. If you pay attention to the context of our articles, you'll notice some repetition. Although we don't necessarily plan it this way, it should be a clue that certain topics may be important if they keep making it to print. Typically, our articles are written based on our recent experiences. Sometimes it's through IAB investigations, phone calls received from our members, or the facts surrounding a critical incident. The issue at hand is the body-worn camera (BWC). Specifically, we're addressing the difference between what you see and what the BWC captures.

The LVMPD currently uses BWCs from Axon (formerly Taser). The cameras were implemented around 2016 and are mandatory for officers who regularly interact with the public (NRS 289.830). Since their introduction, the LVMPD has amended the policy on numerous occasions. The most recent edition effectively ensures the BWC will almost always be activated. There are exceptions, but not many. Essentially, your BWC must be activated from the moment you are dispatched to a call until you conclude the call or citizen contact. Depending on the circumstances, all footage may be reviewed, critiqued, and potentially used in the disciplinary process.

Let's begin with the activation itself. LVMPD policy 5/210.01, Section 1 "Activation" states: Officers will activate the BWC as soon as they are assigned a call via radio or MDT, or at the onset of self-initiated activity once safe to do so. If you do not comply with the policy, you open yourself up to discipline. Once a supervisor or investigator has a reason to review your video, they may watch it in its entirety. For instance, if a supervisor is investigating an application of force by a Blue Team, they are not limited to observing the use-of-force portion. They can watch the video from the moment you activate your BWC. Even if your use of force is within LVMPD policy, your supervisor can open an SOC if they observe you speeding, talking on the phone while you are driving, or using profane language during the call. The hypothetical examples are never-ending. However, remember that everything recorded may be viewed by a supervisor or investigator later. Keep it professional as best as possible.

Now that we know the agency is watching, what exactly are they watching? Well, they are watching what your camera records. That may seem like the obvious answer, however, what you see and what the camera records are not necessarily the same. The BWC has a field of view of about 140 degrees, records in high definition, compensates for low light, and misrepresents distance due to a fisheye lens. Your field of view, including your peripheral vision, is less and is in the single digits when you consider where you are focusing your attention. While the viewer could see "the big picture," they may not see your picture. You may have been focused on a single person, item, or area. As a result, the viewer will observe details you didn't but may assume you both viewed the event identically. It's an unfair assumption to make, especially when you consider that most video viewed in hindsight is done so from the comfort of an office.

Additionally, anyone who reviews the video already knows the outcome or has an idea of what occurred. They can't watch the video with the same level of uncertainty you had while assigned to the call. Although you may have thoroughly documented the event in Blue Team or in an arrest report, the viewers are in a safe and secure location. It is unlikely they can replicate the environmental factors, your selective attention, or how you are processing the

information you are receiving from dispatch, citizens, suspects, or your own observations. Despite this, your supervisor will hold you to the standard they believe is appropriate while reviewing your video well after the event. They will also identify every mistake and policy violation they observe. They will have the opportunity to pause, rewind, and replay as needed to document their observations.

In closing, someone's always watching. You may not think that's the case, but all it takes is a single action to trigger a reason for your video to be reviewed. Although the LVMPD doesn't currently use the feature, Axon offers software that would allow dispatch or your supervisor to view your BWC in real time. It's been my experience that what makes most people angry is all the ancillary and tertiary complaints that arise from reviewing video. When you have a legitimate use of force, and you catch discipline for speeding or some petty interaction complaint, it's frustrating. However, that's our fight to make. We are currently in the grievance process with the LVMPD over what we believe is an inappropriate review of BWC footage by a supervisor. Don't let this deter you from handling your business, but be mindful that almost everything you do and say is being recorded and may be used by the department. As always, stay safe and trust your training. **VB**

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**DETECTIVE JOEL BLASKO**  
SECRETARY

## STAYING SHARP

In the past few years, we've heard a lot about mental well-being, mental health, and wellness. Mental sharpness is crucial for police officers to maintain physical fitness and proficiency. Our profession is defined by unpredictability and split-second decision-making, often during traffic stops that escalate, armed suspect confrontations, hostage rescues, active shooter responses, or mental health crises. Shift work and fatigue are also a part of the equation. Mental sharpness can determine outcomes. Mental sharpness is trainable and maintainable. Mental acuity is essential. It's essential for officer safety, public safety, effective policing, and legal accountability.

We are exposed to both operational and internal organizational stressors. Police officers encounter more traumatic events than any normal person. Exposure to violence and stress leads to higher cortisol levels, cardiovascular risks, and mental health challenges. Stress and anxiety kill our energy levels. Unmanaged stress impairs our judgment, slows our reaction times, and breaks down our resilience. Police officers operate in environments filled with ambiguity, time constraints, and potentially life-or-death situations. This is just part of the equation. This doesn't even begin to address working odd hours, family life, marriages, children, and so on.

When you are on your game, your brain stays focused and composed. One thing officers can do is conduct a mental

rehearsal. Mental rehearsal involves thinking about or discussing a call for service that becomes volatile, or a vehicle stop that becomes violent. You can discuss or debrief calls before or after shift. Mental rehearsal could help officers read situations more clearly and give them more time to decide what comes next.

For others, decompression could be another avenue to clear and focus the mind. Take time to travel or take up a hobby that interests you. When you are off work, you are off work. Take advantage of that time because this career is going to beat you up a little bit here and there.

Mental sharpness can be done daily. We get inundated with UMLV training. Everything seems to be death by PowerPoint or some block-style instruction. We don't do enough to train our minds to get through each shift. Regularly incorporate mental sharpness, mental rehearsal, visualization, squad roundtables, or whatever it is you want to call it. It might just make a difference.

We don't get to choose when a car stop becomes violent or when a suspect pulls a gun from their waistband. Sharpen your mind proactively. In policing, tools on your belt matter, but the most important tool is your mind. Mental sharpness is a perishable skill, but with practice, just like physical fitness, it can be honed throughout your career.

Stay vigilant, stay sharp, and stay safe. **VB**

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**DAVID ROGER**  
GENERAL COUNSEL

## JAYWALKING IS LEGAL IN LVMPD'S JURISDICTION

Nevada law prohibits pedestrians from crossing roadways outside of intersections and crosswalks. That said, the department may order you not to cite people for violating the statute. Since 2001, policy prohibits you from stopping, detaining, or citing pedestrians for jaywalking. However, some supervisors have directed officers to cite pedestrians for jaywalking using other pedestrian offenses.

We have advised our members to follow the department's administrative notice and not cite pedestrians for crosswalk violations using unrelated statutes. As discussed below, using other statutes to address jaywalking could lead our members to violate clearly established law and risk losing qualified immunity.

### LVMPD AN-014-23 Jaywalking

In 2021, the department issued AN-009-21 directing officers not to enforce jaywalking laws. Again, in 2023, the department published AN-014-23, which states: "It is the policy of this department that officers will not stop, detain, or issue civil infraction tickets for jaywalking."

The statutes do not use the term "jaywalking," but it is understood that NRS 484B.287 prohibits pedestrians from crossing roadways outside an intersection or crosswalk.

We have been informed that some supervisors have instructed our members to look for other statutes to enforce "jaywalking" laws. We have warned our members that doing so will result in their loss of qualified immunity.

### NRS 484B.287- Pedestrian crossing roadways outside of an intersection or crosswalk

The statute explicitly prohibits pedestrians from crossing a roadway except at a marked crosswalk or a traffic-controlled intersection. When interpreting statutes, courts will prioritize a specific statute over a more general one. *Williams v. State*, 133 Nev. 594, 402 P.3d 1260 (2017). This statute specifically bans jaywalking. The statutes discussed below are not general statutes; they address specific pedestrian violations. Therefore, citing people for jaywalking using these statutes will result in unlawful citations.

### NRS 484B.297(1) Pedestrian walking on a highway

NRS 484B.297(1) states, "Except as otherwise provided in subsection 6, where sidewalks are provided, it is unlawful for any pedestrian to walk along and upon an adjacent highway." This statute prohibits pedestrians from walking on a highway when a sidewalk is available. Subsection 6 provides an exception for roadway obstructions. In such cases, pedestrians may use the roadway to bypass the obstruction. In our view, it would be unlawful for our members to cite people for jaywalking under this statute.

### NRS 484B.297(3) Pedestrian standing on a highway

NRS 484B.297(3) states, "A person shall not stand in a highway to solicit a ride or any business from the driver or any occupant of a vehicle." This law bans pedestrians from standing on a highway to stop a cab or Uber driver. It also makes it illegal to stand on a highway to ask for money. The law does not apply to jaywalking.

### NRS 484B.283(1)(b) Walking in the path of a vehicle

NRS 484B.283(1)(b) states, "A pedestrian shall not suddenly leave a curb or other safe place and walk or run into the path of a vehicle that is **so close it is impossible for the driver to yield.**" The statute's clear language refers to actual accidents rather than hypothetical situations. If a driver can avoid hitting a pedestrian who steps off a sidewalk, then it is possible, not impossible, for the driver to yield. This statute does not apply to jaywalking violations.

Unless the department rescinds AN-014-23, you should not stop, detain, or cite a pedestrian for jaywalking using any statute or ordinance. **VB**





**CHAD LYMAN**  
DIRECTOR

## **SLOW YOURSELF DOWN**



I will present a series of lessons learned from participating in and representing officers on Use of Force Boards following OIS.

During my time on the full-time Executive Board, my primary assignment has been to represent officers in use-of-force cases, with an emphasis on officer-involved shootings (OIS). This work is very rewarding and one of the main reasons I am still here. From that service, I have seen some patterns in behavior that have led to challenging outcomes for the officers involved.

In this article, I will focus on driving/responding to these events.

The most important lesson is to simply SLOW DOWN. Slowing down in the car is vital, but it extends to other areas as well.

### **SLOW DOWN**

- On your way to the event
- Approaching the actual call and linking up with your team
- Taking a moment to pre-plan – on the radio, on approach, and making a quick plan as the team walks up
- While addressing a suspect and prior to using force, especially if the suspect is not a direct threat to officers

### **Slow Down While Driving**

In after-action reviews, we often see officers drive too fast. We see this in two areas: officers driving more than 20 mph above the posted speed limit and officers failing to clear intersections per policy. I know why you are driving so fast. I talked to you after these events, and I know you were driving so fast to get there to help. In your mind, you can't get there soon enough to help, and surely everyone else will understand why you are driving that way. They will not understand at all. You are expected to obey policy and training for code runs on these critical calls, and there are some good reasons for you to drive slower. I will list a few reasons to consider below:

- If you do not arrive, you cannot assist. If you crash, you divert

## **EDITORIAL POLICY**

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

resources from the event to your accident scene.

- If you have an accident, you may not only be injured but also face disciplinary action (written reprimand, suspension, or even termination) and criminal or civil liability. Occasionally, we have had officers killed responding to events. The calls officers lost their lives responding to here at LVMPD turned out to be much less serious than they had thought from the details of the initial call for service.

- If you are involved in an accident where someone was seriously injured or killed, and the department believes you are openly outside of policy, the department will most likely not support you and possibly pursue you criminally.

- The details on the calls we roll on are often wrong. That call you are driving dangerously to because the threat level is so high often proves to be significantly different. The calls you are responding to are not worth your life or the life of an uninvolved person.

- Driving too fast to calls can make you so focused on driving that you miss important updates or details while enroute to the call.

- Keep in mind the people you are rushing to "save" are often the same people who completely disagree with the eventual outcome of the call. The same people who call to have you respond are often the ones who will eventually complain to IAB about your actions, demand that you be fired and arrested, hold press conferences against you, and ultimately sue you.

- REMEMBER: The department and the after-action review process will not say "we understand, no problem" if the details of the call influence you to where you end up driving too fast or outside of policy. The department knows you will receive details for calls that require a code 3 lights-and-siren response. The expectation is that you will follow policy and training in your response to the details of the call.

- In several years of reviewing OIS events for the department and representing officers, I cannot think of a single event in which officers violated department training and policy in responding to the event with regard to their driving, and it worked to their benefit. This is always a negative finding for the officer.

Often, if you "rush" to the scene outside of training and policy, it bleeds into "rushing" in other areas of the event. I will discuss the effect this can have in the CIRT after-action review in my next article.

Driving too fast responding to these events is ALWAYS a negative finding. Your driving can affect how your entire event gets viewed after the fact. More on that later.

For now, slow down, and remember – the same people you are driving too fast to assist will likely be the people who complain post-event to IAB, advocate you should be fired and arrested, and eventually sue you. Slow down. **VB**

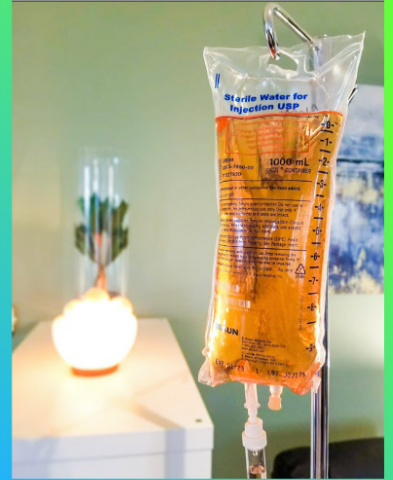
## Honoring Our Retired Members

NAME	P Number	TITLE	DATE OF RETIREMENT	YEARS
SHAWN M. DAVIDEIT	P#6246	PO II	11/3/2025	26
RUSSELL R. LAWS	P#5835	PO II	11/7/2025	27
JAKE H. VON GOLDBERG	P#13390	PO II	11/7/2025	17
ALEX F. MARQUEZ JR.,	P#6250	PO II	11/13/2025	26
NICOLA RINELLA	P#9214	PO II	11/30/2025	19
JUSTEN Z. PETERS	P#6450	PO II	12/2/2025	26
GEORGE M. NIEVES	P#13213	PO II	12/26/2025	17
BRYAN T. YANT	P#6956	PO II	12/26/2025	25
GARY B. SITTRE'	P#6846	PO II	12/27/2025	25
HAROLD A. HUGHES	P#6750	PO II	12/31/2025	25
CHRISTOPHER FRY	P#M672	DCM	12/31/2025	22

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**PADILLA MILLS**  
DIRECTOR

## YOU CREATE YOUR ENVIRONMENT

I'm blessed to have this opportunity to introduce myself as your newest LVPPA Executive Board member. For the past decade, as a member of LVMPD, I've seen the LVPPA stand up for what I believe in and support me through some of the most difficult incidents I've been involved in. In 2020, I was elected by my peers to the LVPPA Board of Directors to represent Northeast Area Command, where I served for the past five years. Now that I have joined the LVPPA Executive Board, I look forward to serving all of you in whatever capacity is needed in this next chapter of my career.

I grew up in a neighborhood often infamously and sarcastically referred to as "tweaker estates," located in the deep northeast area of Las Vegas (receiving the nickname for obvious reasons). However, having grown up there, I did not consider it a "bad" neighborhood or overly dangerous, because that's all I knew. I went to school there, attended church there, and worked there, but never fell into the neighborhood's stigma.

I joined LVMPD in 2016 and was blessed to have some of the best field training officers this department has ever had. I completed field training in Downtown, Bolden, Spring Valley, and at the Northwest Area Command. The areas I trained in created the foundation of who I became as a street cop, thanks to the learning environment provided by my field trainers.

After completing field training, I found myself assigned back

to my home area of Northeast. While in Northeast, I worked graveyard patrol for two years and swing shift patrol for five years. In three of the five swing-shift years, I served as a field training officer, trying to emulate the great training I received years ago as a brand-new cop. In 2023, I became a patrol detective and once again found myself on the Northeast swing shift after a short stint at the Convention Center. As a detective, I had the privilege of investigating shootings, stabbings, robberies, and all the property crimes you can think of before coming up to the LVPPA full-time in 2025.

Throughout my time in Northeast, many people asked me why I chose to stay in one of the busiest and most violent areas of the city. For me, it didn't seem overly dangerous or violent. Northeast was just what I was used to, and I enjoyed the work.

While on graveyard patrol in Northeast, I recall responding to assist a squadmate on a felony property crime call. Upon arriving in the area, the suspect took off on foot, and a foot pursuit ensued. The suspect, who we'll refer to as John, was quickly apprehended. While John was being escorted to the patrol vehicles, it dawned on me that John and I went to the same elementary school and literally grew up on the same street as kids. What are the odds? Two kids from "tweaker estates," going to the same school and growing up on the same street, yet taking two completely opposite paths in life. Although it's clear

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your environment has an impact on your life, by no means does that impact have to decide your life's path.

Fast forward about a year while still patrolling on graveyard, at the beginning of shift, I responded to transport an arrestee to jail after swing shift made an arrest. I placed the arrestee, whom we'll refer to as Paul, in the back of my patrol vehicle and looked over the arrest paperwork, as usual. I noticed Paul's first and last names were generic and didn't think much of it. Upon arriving at

jail, I got a better, more complete view of Paul's face. Then it hit me, Paul and I went to the same church as teens and played on sports teams together. Once again, I thought "WHAT ARE THE ODDS?" Two kids who went to church in "tweaker estates" and played sports together for years found themselves on opposite roads – the same environment, different results.

My question to all of you is: What is your current work environment? Are you surrounded by complainers who negatively attack everything that's happened in their career and whine nonstop? Are you surrounded by scared sheep who fold on a whim and change their opinion after they smell a supervisor's disapproval? Is your environment toxic? Much like John and Paul in the previous stories, you may end up finding yourself succumbing to the heavy negative energy that unfortunately finds its way into your squad. Do not let a toxic environment dictate your attitude throughout your career. I once had a supervisor tell me that no one has a reason to complain unless they try to better their situation. If you are unhappy about something, address it. Staying silent or complaining without trying to improve the situation doesn't fix anything.

I invite all of you to take control of your career. Become more involved in the LVPPA and the decisions that impact your career. Above all else, become conscious of your environment. Recognize and identify the negativity around you, and don't fall prey to the frail, hollow mindset of being an actionless complainer. Constantly look for ways to create an environment of progress and action. True health and wellness start with your environment. **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

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Each issue gives you the latest information on

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