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

VOLUME 21 | ISSUE 3

MAY/JUNE 2026



PRIMARY ELECTION • JUNE 9, 2026

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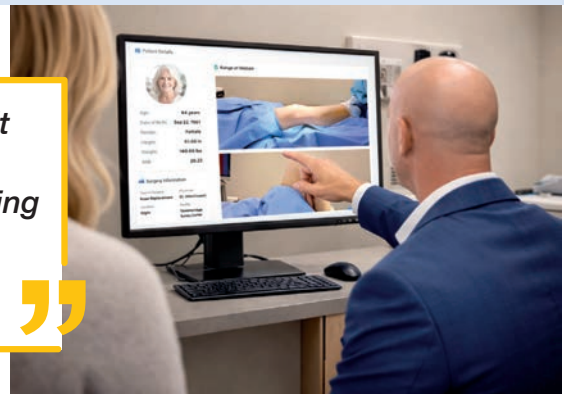
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LVPPA VEGAS BEAT

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

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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.





PRESIDENT'S MESSAGE

DETECTIVE STEVE GRAMMAS, PRESIDENT

TRUST BUT VERIFY: ENSURING YOUR PERS NUMBERS ARE ACCURATE

To all our members, active and retired, I hope this message finds you happy and healthy as we move toward the summer. As most of you know, I will be retiring on October 23 of this year. With that in mind, I wanted to share some information about the process for those who may be considering retirement. A few years ago, I began planning my own retirement. I contacted PERS, obtained my estimates, discussed everything with my boss, also known as my wife, and determined that the projected income would be sufficient for our family. I often tell officers that while we service this profession with honor, we also work toward the goal of retiring comfortably, ideally without feeling the need to seek additional employment. I advise all officers to live within their means. Doing so makes the transition to retirement much easier, as your day-to-day expenses are much more manageable. Major lifestyle choices, such as buying a boat, a \$100,000 vehicle, or maintaining a 6,000-square-foot home can significantly impact how much income you will need in retirement. These are all important considerations as you approach your target date. Equally important, however, is ensuring that your PERS numbers are accurate. While PERS staff work hard and are reliable, they are human. Mistakes can happen. It is critical that you do not rely solely on the initial estimates provided. In my case, PERS mistakenly credited me with an additional three years of service,

which significantly increased my projected retirement benefit. I must thank Scott Nicholas, our awesome VP, for catching that discrepancy. Since he and I started with the agency about a year apart, he questioned why my estimate was so much higher than his. After reviewing the details, he caught the error. Had this mistake gone unnoticed until after my retirement, the outcome could have been different. At that point, a correction would likely have come with little more than a "sorry." For this reason, I strongly encourage anyone considering retirement to take an extra step after receiving a PERS estimate. Reach out to Scott or Dan and review your numbers with them to ensure everything appears accurate. Scott, on several occasions, has even accompanied members to the PERS office to review figures directly with PERS staff. The last thing you want is to retire and discover your income is not what you expected, unless, of course, it's more! The PPA is a valuable resource for every officer. We regularly navigate complex and nuanced issues involving LVMPD, the City of Las Vegas, and beyond. We are a wealth of knowledge and here to help serve as a resource whenever you need guidance. When it comes to one of the most important decisions of your career, retirement, please come and consult us to ensure there are no surprises when the time comes. Thank you all for your attention to this matter, stole that from President Trump, and please stay safe out there.



LAS VEGAS POLICE
PROTECTIVE ASSOCIATION
PODCAST



TUNE IN TO THE
LVPPA PODCAST!



CORRECTIONS OFFICER SCOTT NICHOLAS

VICE PRESIDENT

CHOOSING THE RIGHT REPRESENTATIVE!

This is more important than many realize. The representative you choose can directly affect how effectively your rights, pay, and working conditions are protected. Below are key factors to consider when making that decision in a practical, no-nonsense way:

1. Knows the Contract

A strong representative must have a thorough understanding of the union contract and applicable policies. Ask yourself:

- Do they reference specific clauses when discussing issues?
- Can they clearly explain your rights and options?

If they cannot do both, they will struggle to effectively advocate on your behalf when it matters most.

2. Communication Over Popularity

Being well-liked does not always translate to being effective. The right representative:

- Responds promptly
- Keeps you informed
- Communicates clearly and directly

Professionalism and responsiveness should outweigh personality.

3. Handling Conflict

The ability to manage conflict is critical. A capable representative:

- Remains calm under pressure
- Pushes back respectfully but firmly
- Doesn't immediately concede to management

Speak with colleagues about past grievances, disputes, and negotiations to better understand how a representative performs in real situations.

4. Availability and Workload

Even highly capable representatives can be limited by workload. Consider:

- How many members they represent
- Whether they have the time to handle individual issues/concerns

Accessibility is essential, especially when issues arise unexpectedly.

5. Integrity and Trust

Trust is non-negotiable. Your representative should:

- Maintain strict confidentiality
- Avoid favoritism
- Be transparent about realistic outcomes

Any indication of bias or loose handling of sensitive information should be viewed as a serious red flag.

6. Experience vs. Motivation

There is often a balance between experience and drive:

- Experienced representatives understand the system
- Newer representatives may bring energy and initiative

The ideal choice is someone who combines both, or who is supported by a strong, experienced team.

A Simple Test

Ask yourself one question: **“If a serious issue arose tomorrow, would I trust this person to represent me effectively?”** If the answer is anything less than a confident “yes,” continue your search.

Considerations Specific to Law Enforcement

In policing, representation carries additional weight due to the nature of the profession.

1. Proven Experience in Serious Cases

The greatest risks officers face are not minor grievances, but:

- Internal Affairs (IA) investigations
- Use-of-force reviews
- Administrative discipline

Choose a representative who has:

- Direct experience handling serious cases
- A proven track record of protecting officers under scrutiny

Quietly ask trusted colleagues: “Who do people call when the situation is serious?”

2. Access and Influence (this is huge at 4,000 members)

In a union that size, not all representatives have equal influence. The most effective often have:

- Established relationships with command staff
- Credibility within union leadership
- A role in negotiations

Effort alone is not enough. Access and influence matter.

3. Knowledge Beyond the Contract

A strong representative understands more than just the labor agreement. They should be well-versed in:

- Department policy
- State law
- Civil liability considerations

They should be able to identify **risks before they become**

problems, not just respond after the fact.

4. Availability During Critical Incidents

Timing is critical in law enforcement situations, including:

- Officer-involved shootings (OISs)
- IA interviews
- Ordered reports

Ask yourself:

- Will they answer immediately?
- Will they respond in person when necessary?

Delay in representation can have lasting consequences.

5. Reputation Among Experienced Officers

Ignore loud opinions. Focus on feedback from those with real experience:

- Officers who've faced investigations
- Senior personnel familiar with the system

Their perspective carries far more weight than general opinion.

6. Composure Under Pressure

High-stakes situations require discipline and control. The right representative:

- Slows situations down
- Provides clear guidance
- Prevents avoidable mistakes

Red Flags (especially in police unions)

Be cautious of representatives who:

- Speak confidently but lack case experience
- Are difficult to reach outside of normal hours
- Discuss other officers' situations casually (confidentiality issue)
- Quickly agree with management to avoid conflict
- Make unrealistic promises about outcomes ("you'll be fine, don't worry")

A Practical Approach

Instead of asking general questions, ask colleagues:

- "Who would you call in an OIS?"
- "Who consistently shows up for IA cases?"
- "Who has the respect of supervisors, even when they disagree?"

Bottom Line

In a union of this size, **effectiveness matters more than personality.**

The right representative is one who:

- Has handled serious cases
- Possesses influence and credibility
- Responds immediately when needed
- Protects your interests when it matters most

Choose accordingly.

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CORRECTIONS OFFICER MYRON HAMM **DIRECTOR OF CORRECTIONS**

UNDERSTANDING THE PROBATIONARY PERIOD

I often think back to my academy days and reflect on some of the lessons we learned. One topic that always stood out to me was the civil service rules surrounding the probationary period. I remember our TAC staff emphasizing that we were all probationary employees. When I asked what that meant, I was told we could be terminated for no cause or reason at all. As I asked more questions, I heard plenty of horror stories about people being fired before completing probation. I don't mind admitting that it made me a bit nervous, not because I doubted my ability to do the job, but because of the misinformation and stories circulating at the time. Over the years, I have come to understand that the probationary period is intended to evaluate whether an employee can successfully perform the duties they were hired and trained to do. P#14529 During this time, you are considered an at-will employee, and the rules governing this status are outlined in the civil service manual. That is why it is critical for members to strictly follow policy and adhere to all rules, especially during probation. For example, if a probationary employee is arrested for a DUI or domestic battery, they will be scheduled for a hearing and may face non-confirmation. This means the department has determined the employee did not meet the standards required to successfully complete probation, resulting in termination. By contrast, if a non-probationary employee faces similar charges, they are typically

relieved of duty with pay during the investigation. If the charges are sustained, the standard discipline has generally been a 40-hour suspension, and the employee may continue their employment. In more serious situations, such as a felony arrest, an employee may be suspended without pay until the charges are reduced to a misdemeanor. At that point, pay may be reinstated. While these examples focus on criminal matters, it's important to understand that probationary status applies to overall performance as well. Repeated policy violations or ongoing minor infractions can also lead to non-confirmation. Simply put, the best way to avoid these outcomes is to follow policy, comply with lawful orders, and maintain professionalism at all times.

As your representative, my job is to help you maintain your employment and make sound decisions. There are many rules and policies to navigate, and at times, it can be challenging. Unfortunately, some lessons are learned the hard way. My advice is simple: listen to those who are working in your best interest and are committed to helping you succeed. Relying on the guidance of a fellow officer who has only been on the job a few months longer than you can lead to poor decisions. Experience matters. I often tell my 17-year-old son the same thing – don't rush to grow up or assume you have all the answers. A wise man once told me, "The greatest teacher in life is time and experience." **VB**



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A LEADER YOU KNOW. A VOICE YOU TRUST.

For the past 10 years, Steve Grammas has proudly served as President of the Las Vegas Police Protective Association — standing shoulder-to-shoulder with the men and women who protect our community every day.

Now, he's ready to take that same fight to City Hall.



STEVE ★ ★ ★
GRAMMAS
for
LAS VEGAS CITY COUNCIL



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CORRECTIONS OFFICER DANIEL COYNE DIRECTOR

KNOW YOUR PERS CONTRACT

I continue to hear from newer officers that they've been told they must work 30 or 33 years before becoming eligible to retire. This is being repeated in the academy, within the chain of command, and even by senior officers. Let's set the record straight: that information is incorrect.

All members, regardless of which PERS plan you were hired under, vest after five years of service. Vesting means that once you reach a qualifying age, you are eligible to receive a pension.

PERS Plan Tiers

There are three PERS plans, and your placement is based on your hire date:

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

You can review your specific plan by visiting nvpers.org under Publications and Retirement Brochures. I urge you to create an account and become familiar with your plan documents.

Retirement Eligibility (No Penalty)

Below is a simplified breakdown of when you can retire without penalty under each plan:

Pre-2010 plan

- Age 65 with 5 years of service
- Age 55 with 10 years of service
- Age 50 with 20 years of service

- Any age with 25 years of service
- Multiplier: 2.67% per year

January 1, 2010 Plan

- Age 65 with 5 years of service
- Age 60 with 10 years of service
- Age 50 with 20 years of service
- Any age with 30 years of service
- Multiplier: 2.50% per year

July 1, 2015 Plan

- Age 65 with 5 years of service
- Age 60 with 10 years of service
- Age 50 with 20 years of service
- Multiplier: 2.50% per year

Early Retirement Penalties

If you retire before meeting full eligibility, your benefit will be reduced:

- Pre-2010 Plan - 4% reduction per year (prorated monthly)
- January 1, 2010 Plan - 6% reduction per year (prorated monthly)
- July 1, 2015 Plan - 6% reduction per year (prorated monthly)

Members in all plans may purchase service credit. However, under the 2015 plan, purchased time does not allow you to retire earlier. It only increases your pension amount.

As always, if you have any questions about your benefits, reach out to me directly. I will make sure you get accurate information.

VB

Honoring Our Retired Members

NAME	P Number	TITLE	DATE OF RETIREMENT	YEARS
ROBERT J. BOEHM	P#9873	PO II	1/2/2026	19
DARRIN L. WALKER	P#8533	PO II	1/11/2026	21
ROBERT E. SIGAL	P#8885	PO II	1/14/2026	20
CHARLES Y. TAIT	P#13612	CO II	1/15/2026	17
SHANE BLACK	P#9067	PO II	2/2/2026	20

STATE OF NEVADA - COUNTY OF CLARK

I, LORENA S. PORTILLO, the duly appointed Registrar of Voters for the County of Clark, State of Nevada, do hereby certify that the 2026 Primary Election will be held on Tuesday, June 9, 2026. The polls will be open from 7:00 a.m. until 7:00 p.m. on said date. An alphabetical listing of registered voters is available free of charge on the Election Department website at www.clarkcountynv.gov/vote. (Per NRS 293.557(a)(b)).

JUNE 9, 2026, PRIMARY ELECTION

2026 SOUTHERN NEVADA ENDORSEMENTS:

State Senate, Dist. 8:
Marilyn Dondero Loop

State Senate, Dist. 9:
Melanie Scheible

State Senate, Dist. 12:
Julie Ann Pazina

State Senate, Dist. 20:
Danielle Gallant

State Senate, Dist. 21:
James Ohrenschall

State Assembly, Dist. 1:
Louis DeSalvio

State Assembly, Dist. 2:
Mike Kung

State Assembly, Dist. 3:
Selena Torres-Fossett

State Assembly, Dist. 4:
Lisa Cole

State Assembly, Dist. 5:
Brittney Miller

State Assembly, Dist. 6:
Douglas Candido

State Assembly, Dist. 8:
Duy Nguyen

State Assembly, Dist. 9:
Maria Teresa Hank

State Assembly, Dist. 10:
Venise Karris

State Assembly, Dist. 11:
Cinthia Moore

State Assembly, Dist. 12:
Max Carter II

State Assembly, Dist. 13:
Brian Hibbetts

State Assembly, Dist. 17:
Linda Hunt

State Assembly, Dist. 18:
Venicia Considine

State Assembly, Dist. 19:
Jason Patchett

State Assembly, Dist. 20:
David Orentlicher

State Assembly, Dist. 21:
Elaine Marzola

State Assembly, Dist. 22:
Melissa Hardy

State Assembly, Dist. 23:
Denise Fanning

State Assembly, Dist. 28:
Reuben D'Silva

State Assembly, Dist. 35:
Rebecca Edgeworth

State Assembly, Dist. 36:
Gregory Hafen II

State Assembly, Dist. 37:
Shea Backus

State Assembly, Dist. 41:
Gabriela Wyett

State Assembly, Dist. 42:
Tracy Brown-May

Representative in Congress, Dist. 1:
Carrie Buck

Representative in Congress, Dist. 3:
Jeff Gunter

Las Vegas City Council, Ward 2:
Luke McCarthy

Las Vegas City Council, Ward 4:
Francis Allen-Palenske

Las Vegas City Council, Ward 6:
Steve Grammas

County Commission, Dist. E:
Tick Segerblom

County Commission, Dist. F:
Albert Mack

County Commission, Dist. G:
Jim Gibson

Governor:
Joe Lombardo

Lt. Governor:
Stavros Anthony

County Recorder:
Skye Berry Burress

Board of Regents, Dist. 3:
Byron Brooks

Board of Regents, Dist. 5:
Moises Denis

Secretary of State:
Francisco Aguilar

State Treasurer:
Joe Dalia

District Court Judge, Dept. 5:
Veronica Barisich

District Court Judge, Dept. 8:
Austin Beaumont

District Court Judge, Dept. 12:
Michelle Leavitt

District Court Judge, Dept. 13:
Adam Ganz

District Court Judge, Dept. 17:
Jennifer Schwartz

District Court Judge, Dept. 23:
Martina Bauhaus

District Court Judge, Dept. 26:
Jessica Goodey

District Court Judge, Dept. 28:
Noreen Demonte

District Court Judge, Dept. 29:
Jacob Reynolds

District Court Judge, Dept. 30:
Jerry Wiese

District Court Judge, Dept. 31:
Joanna Kishner

District Court Judge, Family Division, Dept. D:
Gwynneth Smith

District Court Judge, Family Division, Dept. E:
Charles Hoskin

District Court Judge, Family Division, Dept. I:
Soonhee Bailey

District Court Judge, Family Division, Dept. N:
Kerri Maxey

District Court Judge, Family Division, Dept. R:
William Henderson

District Court Judge, Family Division, Dept. T:
Nadin Cutter

District Court Judge, Family Division, Dept. Z:
Michele Mercer

Las Vegas Municipal Court Judge, Dept. 1:
Matthew Walker

Justice of the Peace, Henderson Township, Dept. 3:
Barbara Schifalacqua

Justice of the Peace, Henderson Township, Dept. 4:
Michael Allmon

Henderson Municipal Court Judge, Dept. 1:
Alicia Albritton

Attorney General:
Nicole Cannizzaro

2026 NORTHERN ENDORSEMENTS:

Nevada Senate, Dist. 13:
Richard "Skip" Daly

Nevada Senate, Dist. 16:
Lisa Krasner

State Assembly, Dist. 25:
Selena La Rue Hatch

State Assembly, Dist. 27:
Heather Goulding

State Assembly, Dist. 30:
Natha Anderson

State Assembly, Dist. 31:
Jill Dickman

State Assembly, Dist. 39:
Ken Gray

State Assembly, Dist. 40:
Julie Butler

Washoe County District Attorney:
Wes Duncan

Washoe County Commission, Dist. 2:
Jon Killoran

Washoe County Commission, Dist. 5:
Katherine Yriarte

Washoe County Sheriff:
Darin Balaam

Sparks City Council, Ward 2:
Dian Vanderwell

Sparks City Council, Ward 4:
Sean McCaffrey

2nd Judicial District Court, Dept. 1:
Derek Dreiling

Mayor:
Tim Ross

Elko City Council:
Walter Fick

Reno City Council, Ward 2:
Dian Vanderwell

All early voting sites are also mail ballot drop-off locations during the listed dates and times.

Unforeseen events or circumstances may cause changes to early voting locations or hours of operation.

For updates, see our website at www.ClarkCountyNV.gov/vote or call (702) 455-VOTE (8683).

Any Clark County registered voter may vote in-person at any Early Voting site or Election Day Vote Center instead of voting by mail.

You may also drop off your voted mail ballot at any Early Voting site or Election Day Vote Center during the specific dates and times in the schedules. See the listing in your sample ballot for "Election Department and City Clerk Drop-Off Locations" for other drop-off options. You must sign the outside of your Election Department return envelope, showing your name and address, and seal your voted ballot inside of this envelope before you deposit it in the drop box. Do not put your ballot in another voter's return envelope.

If you decide to vote in-person instead of by mail, you will need to do one of the following:

- **If you have your mail ballot**, surrender it in the packet sent to you to an election official at the voting site.
- **If you do not have your mail ballot** but had received it in the mail, you will sign an affirmation at the voting site swearing that you have not already voted in the current election and that you understand no one may attempt to vote or actually vote more than once in the same election.





POLICE OFFICER JOHN ABEL DIRECTOR OF GOVERNMENTAL AFFAIRS

HOW IMPORTANT IS THE TRUTH?

In the high-stakes world of law enforcement, truth is not just a moral ideal—it is the foundation of your career. Officers swear an oath to uphold the law with integrity, yet many find themselves sitting across from Internal Affairs (IA) investigators, heart pounding, answering deeply personal questions about off-duty conduct. These interviews—often triggered by complaints, rumors, or administrative reviews—can feel invasive, judgmental, and disconnected from the street-level realities of the job. The pressure to soften facts, omit details, or “clean up” the truth can be overwhelming. But here is the hard reality: in IA investigations, the truth, no matter how unflattering or uncomfortable, is often the only thing that will protect your career.

Police departments are not the moral police. That point cannot be overstated. Your agency is responsible for ensuring you perform your duties lawfully, ethically, and without compromising public trust. They are not tasked with policing your bedroom, your weekend social life, your financial mistakes, or your family disputes—unless those issues directly impact your ability to serve. Too often, officers walk into IA interviews believing the department is there to judge them personally. As a result, they minimize, deflect, or provide incomplete answers in an effort to “look better.” That decision, not the underlying issue, is what often ends careers.

Consider a typical scenario. An officer is called in after a neighbor reports a loud domestic argument. P#3672 IA asks direct questions: “Were you drinking? Did you raise your voice? Have you sought counseling?” The truth may be ugly—stress after a long shift, a verbal argument, poor judgment in the moment. The instinct is to downplay it. The officer thinks, “If I admit I had a couple drinks, they’ll think I’m unstable. If I admit we yelled, they’ll label me as violent.” So the officer says, “No, everything was fine. Just a normal disagreement.” Investigators often already have statements, reports, or other evidence. Once a false statement is identified, the focus immediately shifts. The case is no longer about the incident; it is about dishonesty during an official investigation, and in virtually every department, that is grounds for termination. The personal matter that could have been handled with a referral to employee assistance or a written reprimand becomes a career-ender.

This situation repeats itself far too often. Officers attempt to conceal personal relationship issues, financial problems, prior minor incidents, or off-duty conduct that never affected job performance. Not because the conduct is career-ending, but because they fear being judged. However, departments generally distinguish between personal mistakes and professional dishonesty. When an officer is truthful, leadership has options: counseling, corrective action, or support resources. When an officer lies, those options disappear. The issue becomes credibility. Departments that truly follow progressive discipline—and most do when the officer is candid—treat truth-telling as a mitigating factor. The ugly truth becomes a footnote; the lie becomes the headline.

Why does this dynamic exist? Because police work demands absolute credibility. Every report you write, courtroom

testimony you give, and use-of-force review you undergo rests on the presumption that you are truthful. When you lie in an administrative setting, you shatter that presumption. Prosecutors learn of the sustained IA finding. Defense attorneys subpoena the records. Your credibility in criminal cases evaporates. Juries sense it. Supervisors second-guess every future decision you make. The blue wall of silence that once protected you now becomes a cage of isolation. Colleagues distance themselves because they

know one lie can drag an entire squad into scrutiny. The truth, however painful to admit in the moment, preserves the single most valuable asset you carry into every shift: your word.

Legal precedent reinforces this at every level. Courts have consistently upheld that public employers, especially law enforcement agencies, may terminate officers for dishonesty in internal investigations. The U.S. Supreme Court’s ruling in *Lybarger v. City of Los Angeles* (1985) and subsequent cases make clear that officers have no constitutional right to lie during administrative questioning. Garrity protections shield you from criminal self-incrimination but not from departmental

discipline for untruthfulness. In practice, this means you can remain silent on criminal matters with proper invocation, but you cannot fabricate or omit on administrative ones. Departments write policies this way for a reason: public trust collapses when officers who enforce truth for others refuse to live it themselves.

The psychological trap is real. Law enforcement culture rewards stoicism, toughness, and control. Admitting vulnerability—marital strain, mental health struggles, judgement lapses—feels like weakness. Academy training and field experience hammer home the message: never show fear or admit doubt. Yet IA operates under a different code. The interview room strips away the badge and gun; it demands raw honesty. Officers who prepare by reminding themselves that the department is not their priest, therapist, or spouse make better decisions. They consult their union rep, review the exact policy language, and enter the room ready to state facts without embellishment. “Yes, I was involved in a verbal argument at home. Yes, I had consumed alcohol earlier that evening, off-duty. No, it did not affect my performance the next day.” Those sentences, though uncomfortable, close the door on escalation.

Telling the truth also protects your family and future. Spouses and partners dragged into IA proceedings often feel betrayed when the officer’s initial statement does not match what they already told investigators. Children sense the tension. The cover-up itself becomes the family secret that festers long after the department has moved on. Conversely, an officer who owns the truth models accountability—the same accountability we demand from the citizens we police. It de-escalates the investigation, speeds resolution, and frequently results in non-punitive outcomes: counseling, temporary reassignment, or monitoring rather than suspension or firing.

None of this is to suggest that every personal failing is irrelevant.



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THE TRUTH CONTINUED FROM PAGE 12

Serious misconduct—domestic violence, DUI, criminal acts—can trigger discipline up to termination, regardless of candor. But the vast majority of IA interviews involving officers' personal lives concern gray-area human struggles: financial stress from overtime exhaustion, relationship breakdowns exacerbated by shift work, or off-duty behavior that never crossed into illegality. In those cases, the truth is your shield. Departments know the difference between a flawed but honest officer and a dishonest one. Honest officers get second chances because the public needs experienced, battle-tested professionals who have learned from mistakes. Dishonest officers become liabilities who erode the very legitimacy the badge represents.

So how important is the truth? It is everything. It is the difference between a sustained finding that ends with "employee counseled" and one that reads "terminated for untruthfulness." It is the difference between walking out of that sterile interview room with your career intact and packing your locker while colleagues avoid eye contact. Police work will always test your character in ways civilians cannot imagine. The streets demand split-second decisions, the courtroom demands perfect recall, and IA demands unflinching honesty about deeply private matters. Embrace that last demand. Prepare for it. Remind yourself before every interview: my department is not the moral police of my personal life. My job is safe if I do the one thing I swore to do every day on the street—tell the truth.

The next time you receive that dreaded notice to report to IA, remember this: the truth may sting in the moment, but it rarely destroys a career. Lies almost always do. Your badge, pension, reputation, and ability to continue protecting the public rest on a single principle: honesty, even when it is ugly. That is not weakness. That is the highest form of professional strength a police officer can demonstrate. **VB**



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POLICE OFFICER GREG STINNETT DIRECTOR

PURSUIT AUTHORIZED

For several months now, we have heard about the potential for a revised pursuit policy. As I write this article, we are officially 10 days into the new version of Policy 3.210 "Vehicle Pursuit." And it has not disappointed. We have already had several successful pursuits.

First and foremost, make no mistake. This is the least restrictive pursuit policy I have seen in my 22-plus years with the LVMPD. Before we discuss vehicle pursuits, I want to thank Sheriff McMahill for making these revisions and for, at the very least, affording those pushing a sled the opportunity to go out there and "get after it" and chase down bad guys.

How long we get to keep this new policy, how long we get to go out there and "get after it," solely rests on the shoulders of the men and women pushing a black & white, and that responsibility is tremendous.

Simply put, if those initiating and participating in vehicle pursuits shit the bed, consistently make bad decisions, and exercise poor judgment while participating in vehicle pursuits, expect to go right back to where we started, and if history serves, stay there for a long time.

I have said before, there is no other profession or vocation on this earth where men and women make countless exigent critical decisions every day while a movie-making device is strapped to their shoulder, capturing every moment of an unscripted dynamic event with people who many times are operating with an altered mindset, and or who are totally fine with endangering the lives of citizens to affect their own escape from accountability. There is truly nothing like it.

We must always remember it is incumbent upon us to stay proficient in our craft. Vehicle pursuits are low-frequency, high-stress, and high-risk events that sometimes have fatal consequences. The people we chase do not follow policies, laws, and most likely have zero training on how to handle a vehicle at speed. You must constantly work towards improving your ability to function proficiently in those high-stress encounters. You must take measures to set yourself and your squadmates up for success.

This includes not only the physical attributes of operating a cop car at speed, understanding the dynamics of speed, scrubbing off speed, brake degradation, and so on, but it also includes mental preparation for executing a vehicle pursuit and tactical considerations during the pursuit and at the conclusion of it.

We have seen cases throughout the country of vehicle pursuits that ended in high-speed collisions involving cop cars and unrelated civilian vehicles. Some of which involved citizens being critically injured or killed. Some of those cases resulted in police officers being criminally charged with the death of those citizens.

The revised Vehicle Pursuit Policy is 20 pages. If you push a sled and have yet to visit this policy and operate with a comprehensive knowledge of it, you are wrong. Stop reading this right now and read that instead.

Page 2 of the revised policy states in part,
3.210.2 Pursuit Criteria

"When making the decision to initiate a vehicle pursuit, the intention will be immediate apprehension to limit the time and distance officers are engaged in the pursuit."

It also reads in part, "vehicle pursuits will be conducted in strict compliance with Nevada Revised Statute (NRS) 484B.700 "Emergency Vehicles and Processions," which states:

"The provisions of this section do not relieve the driver from



the duty to drive with due regard for the safety of all persons and do not protect the driver from the consequences of the driver's reckless disregard for the safety of others."

This portion of the policy and law is critically important, as it clearly states you are solely responsible for your actions if you operate with "reckless disregard." That responsibility not only includes punitive actions from the department but could also include criminal prosecution.

Never operate your sled outside of your and your vehicle's capabilities. If you feel like you are carrying too much speed, you are. Never drive through a red intersection. If you do, and you hit a pedestrian or a civilian vehicle, it is your fault. Do not forgo safety to remain the number one car in the pursuit. Recognize that from time to time, you may be the primary chase car, and you may be bubbling all in the same pursuit. Never follow a bad guy into a wreck. Recognize that these people drive like shit. Do not get sucked into driving like them. Provide the required radio traffic calmly. Do not yell on the radio. If you have to be asked by a supervisor to provide updates, you don't deserve to chase anything to begin with. If the risks outweigh the end result (you will know in your gut when that is), have enough balls to discontinue it yourself; don't wait for a supervisor to tell you. More often than not, there are other resources available to assist us.

Above all else, work to master your craft. Have a thorough understanding of policy and law. Know what you can and cannot do. Practice your radio traffic. Mentally rehearse it. Talk to your squadmates about pursuits. Go to EVOC to work on your skills. Tabletop pursuit conclusions and speak to each other about tactical considerations, post pursuit, and the apprehension phase of the pursuit. Understand what is or should be expected from each other if you are doubled up in a sled. Give your sergeant the reason to allow you to continue the pursuit. If the first time you think about any of this is during your car chase, you are wrong.

You are being allowed to take the gloves off and chase down these savages who have been able to run from us with impunity. Don't screw it up. Be professional, be a student of your craft. Work to master it. Use your tactics wisely, follow your training, the law, and policy. Watch out for one another. Keep in mind our families, as well as the vast majority of law-abiding citizens, are also driving and walking on the very roads you will be chasing these bad guys on. Be safe, have fun, and make sure we all go home at the end of the shift. If you're still here, thanks for taking the time to read this.

VB



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ROBERT GLOWINSKI
SERGEANT-AT-ARMS

POLICING IN THE AGE OF MODERN SURVEILLANCE

More than 20 years ago, a training officer gave me some extremely prescient advice.

“Do the job as if you’re being recorded and as if someone’s always watching you,” he said. “Because if you do, if you keep that in mind, it’s more likely that you’ll do the right thing and won’t push the envelope.”

I thought that was solid advice in my early years, and it still holds true today. What I didn’t realize at the time was that he was predicting the future.

If you’ve been on the job for less than a decade, you might not recognize the difference. But the rest of us have lived through one of the biggest cultural shifts our profession has ever seen. What started as CCTV in casinos, hotels, and stores has evolved into an environment where everyone, from police officers to the public, is recording nearly every interaction.

Simply put: Everything you do as a police officer and everything you say as a police officer can be recorded and reviewed.

To those of you with a few years on the job, this is just reality. For those of us who remember a different era, we are still adapting and learning to navigate an environment shaped by constant surveillance and understanding both the risks and protections that come with it.

Well before our department made body-worn cameras (BWCs) mandatory, the LVPPA saw the writing on the wall. We knew that if we didn’t get ahead of it, BWCs would be implemented without any benefit to our members.

Through negotiation, we secured a 1% pay increase tied to the implementation of BWCs in 2017. Since then, we’ve continued to adapt to an ever-evolving surveillance landscape.

In the years since BWCs became mandatory, we’ve seen dramatic improvements in cellphone video quality, the widespread adoption of home and business surveillance systems, license plate reader technology that can track officer movement, and even private security personnel equipped with their own BWCs.

So what does this mean for us? Private moments on duty are no longer private.

Unfortunately, we’ve seen instances where officers, alone in their vehicles and using their mobile data terminals during a call, say something under their breath, only later to find themselves answering questions at the Internal Affairs Bureau about that

very comment.

Remember, turning off your BWC doesn’t mean you’re no longer being recorded. You should operate under the assumption that anything you do or say while on duty could be captured.

Members should always remember that it’s not just what happens in the heat of a call that’s being recorded. Every movement, from the time you receive the call to the moment it’s resolved, can be reviewed. That’s something we must keep in mind as we respond to help our communities.

Let’s play out an example of how far this surveillance state can impact us, particularly when the people who call for help end up being the ones who complain about how we do our jobs.

You respond to a domestic disturbance that’s escalating. As the siren blares and you accelerate toward the scene, you push your car a little faster with each dispatch update. You and your fellow officers intervene, solve the issue, and go on your way. P#20797 But because the outcome isn’t what the 911 caller expected, they file a complaint.

Now, every second of that response is examined, and, when the dust settles, you did everything right at the scene. But because you went more than 20 mph over the speed limit, you’re hit with disciplinary action even though every action you took to mitigate the issue you were called for was justified.

These examples aren’t meant to scare you but to reinforce that you are being monitored throughout your shift, whether you realize it or not.

Does this mean you can’t have bad days on the job? Of course not. But if you do, and the department tries to go sideways with its disciplinary approach, know that the LVPPA stands ready to go to war on your behalf.

I’d be remiss if I didn’t acknowledge that BWCs have clear benefits. They’ve exonerated officers in critical incidents, including officer-involved shootings, and have supported officers’ accounts in citizen complaints.

Unfortunately, those outcomes rarely result in recognition. Too often, the focus remains on the negative.

We are never going back to the days before BWCs, smartphones, and doorbell cameras. The digital footprint in 2026 is just too vast. Someone’s always watching and listening, but if you do your job with that understanding front of mind, you’ll do the right thing – just as my training officer advised many years ago. **VB**

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DETECTIVE JOEL BLASKO
SECRETARY

RECOGNITION ISN'T OPTIONAL—IT'S MISSION CRITICAL

In a time of rising operational demands and unprecedented stress, law enforcement faces a crisis: officer burnout, high turnover, and declining morale. One of the most effective and often overlooked solutions is recognition. When agencies consistently and deliberately acknowledge the work and sacrifices of their officers, the impact goes far beyond individual satisfaction.

We all understand the demands of this profession and the risks faced on every shift. Formal and informal recognition, such as commendation letters, peer nominated awards, or even a simple acknowledgement from command staff, serves as a powerful counterbalance. It reinforces that an officer's efforts are seen and valued by the organization they serve. When officers feel recognized, the weight of the job becomes manageable, and burnout is reduced.

Recognition programs are among the lowest-cost, highest-impact tools available for retaining quality personnel. Officers who feel their contributions matter are far less likely to leave. Simply put, what gets recognized gets repeated. Conversely, when only mistakes are highlighted, the unintended message is that positive work goes unnoticed.

Recognition doesn't always need to be formal. It can be as simple as acknowledgement during briefing. At the same time, when recognition rises to the level of a formal ceremony, families

should be included. For a child to see their parent recognized for their hard work are precious memories that will remain with them for a lifetime. After all, our families carry the weight of this profession alongside us. They deserve to be part of those moments. It's not only celebrating you but also the entire family.

When command staff take the time to attend award ceremonies or highlight success stories in briefing rooms, it sends a clear message that the agency values its people over politics. Agencies that consistently recognize their officers often stand out in recruitment and retention. Officers will endure a great deal in this profession if they feel respected and valued.

Police officers run toward danger so others do not have to. They do it knowing the toll it may take physically, mentally, and emotionally. They work long hours, miss time with their families, and carry the burden of the job after the shift ends. Agencies that recognize this reality and actively acknowledge the work their officers do are investing in the most important resource they have: their people. The return on that investment is stronger morale, improved retention, better performance, and greater trust within the organization. Recognition costs very little. Yet, it returns everything that matters. The most powerful step is also the simplest to say thank you and mean it. Say it publicly and with conviction. Our agency does a great deal of this already, but there is always room to do more. **VB**

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DAVID ROGER
GENERAL COUNSEL

FROM THE GRIDIRON TO THE FRONT LINES: MEET OFFICER NICK MCKENZIE

For Officer Nick McKenzie, the journey to the Las Vegas Metropolitan Police Department didn't start at CCDC — it began on the 50-yard line of a football field. A former standout linebacker at Fresno State, McKenzie has built his life around discipline, teamwork, and service. Over the years, he has taken on the roles of athlete, coach, educator, and now police officer. Today, he brings that same “team-first” mindset to the PPA Board, advocating for the men and women who keep our community safe.

A Foundation of Discipline

Before the badge, McKenzie wore a helmet. After playing four years of Division I football on a scholarship at Fresno State, he remained with the program as a coach. Eventually, he moved to the junior college level before returning home to Hawaii to teach and coach at his alma mater.

While his initial dream was to become a teacher and head coach, a conversation with a friend in corrections shifted his trajectory. “Teaching is a calling, but the financial side can be a trap,” McKenzie explains. Law enforcement provided an opportunity to support his family while continuing his passion for mentorship, beginning with his work in corrections.

From the Farm to the Ninth Island

McKenzie's early experience in corrections was anything but typical. He began at the Hawaii Youth Correctional Facility, a 500-acre complex focused on rehabilitation through structure and responsibility.

“We had kids learning work ethics out on a farm, herding cattle. I really enjoyed that—seeing them gain those skills,” he recalls.

Eventually, the “Ninth Island” called. Like many families, the McKenzies relocated to Las Vegas in search of greater opportunity. The high cost of living in Hawaii and the challenges of traveling for their children's sports made the move a practical decision that ultimately improved their quality of life.

Why Metro?

Now with nine years at Metro, McKenzie is quick to point out what sets this agency apart. Coming from an environment where he felt officer safety often felt reactive, he found Metro's proactive approach refreshing. “I felt they were geared toward protecting the officer,” he says. “Making sure we're taken care of before something happens, rather than just reacting to it.”

The Power of PPA

As a member of the PPA Board, McKenzie has shifted his focus toward leadership and advocacy. Notably, he chose this path over a traditional promotional track.

“I thought I could affect more people here than as a Sergeant,” McKenzie explains. “It gives me the freedom to travel from bureau to bureau, talking to everyone from command staff to the rank-and-file, reaching common goals through communication.”

For those who think they can navigate the department's complexities alone, McKenzie offers a reality check. “The biggest misconception is that you can just represent yourself if you're truthful. You still need someone to guide you through the policy and the process. We have a team of subject matter experts to support you so you can stay successful.”

Off the Clock

When he's not advocating for members or working the line, McKenzie is a dedicated father and proud “sports dad.” His daughter is a gritty and tough competitor on the wrestling mat, heading into state tournaments, while his son continues sharpening his skills on the baseball diamond.

His advice to the next generation of officers is simple: Value your life experience. “Regardless of the grind and struggles you face in your youth, learn from them,” McKenzie says. “If you decide to join law enforcement, those experiences will be your greatest assets.” **VB**





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CHAD LYMAN
DIRECTOR

UPDATED PURSUIT POLICY: OPPORTUNITY AND RESPONSIBILITY

The department's pursuit policy has recently been revised, providing officers with greater flexibility. The Sheriff has made it clear that suspects should not be able to simply accelerate and avoid contact or arrest. These changes are a positive step forward, but this is not a free-for-all to pursue "until the wheels come off."

As outlined in the policy, officers may initiate pursuits under the following circumstances:

1. Violent Felonies- When feasible, officers should attempt to confirm the crime occurred.
2. Clear and immediate danger to the public- Officers must be able to clearly articulate the threat. This cannot be based solely on a suspect fleeing from a traffic stop.
3. Stolen vehicles (new category)- Officers may now pursue for stolen vehicles, which was previously restricted.
4. Driving Under the Influence (DUI) (new category)- The suspect's driving behavior must clearly indicate impairment.
5. Vehicles related to Major Case Protocol (MCP) or identified/ongoing crime series (new category)
 - a. If the crime does not meet the above pursuit criteria, the Incident Commander (IC) will determine authorization for each operating period.
 - b. For ongoing crime series, the patrol supervisor will decide based on available intelligence.

Before initiating a pursuit, officers must evaluate whether the need for immediate apprehension outweighs the risk to the public. Additional factors include:

- Whether the suspect is known and can be apprehended later
- Ability to safely control speed
- Ability to provide clear and controlled radio traffic
- Traffic conditions (vehicle and pedestrian)
- Weather, time of day, and environmental factors

Officers should also consider the availability of additional resources, such as air support or surveillance units, prior to and during the pursuit.

If a pursuit is discontinued, either by the officer or a supervisor, officers must immediately cease emergency operations, reduce speed, and discontinue visual contact with the suspect vehicle.

Officers must clearly broadcast over the radio that the pursuit has been terminated and that visual contact has ended.

A significant change in the updated policy is the emphasis on preplanning. When feasible, officers should communicate a plan before initiating a pursuit to prevent it from occurring altogether. This may include: PIT, LSI tactics, tire deflation devices, bubbling, etc. If a vehicle pursuit is initiated, a plan should be communicated to safely and effectively bring it to a

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conclusion as quickly as possible.

Above are just a few highlights of the new policy. Officers should review the policy thoroughly and become familiar with all aspects. Officers should also pay close attention to all training regarding the revised pursuit policy. Overall I love the fact the Sheriff wants to give you the tools to catch bad guys, and I think this is a great improvement on the past policy.

What This Policy IS NOT

This is NOT an open invitation to pursue anyone for any reason. Violations of policy and unsafe driving will not be tolerated or overlooked by LVMPD. P#20233 Although the Sheriff wants you to chase suspects in certain circumstances, he will say, "Not like that" if you violate the current policy.

Nothing in the new policy allows you to drive faster than prior pursuit or code three driving. Officers are not authorized to drive faster simply because a suspect is. Officers must still clear red lights and stop signs per training and policy and cannot just go through them or "visually clear" a red light without stopping and clearing each lane at an angle as learned via training.

Officers must continually evaluate whether the suspect's actions create a greater risk to the public than the pursuit itself.

You can prepare for your next pursuit in multiple ways. Officers should:

1. Complete and then review regularly all department policy and training.
2. Regularly practice through mental rehearsal at least once a week radio traffic regarding a potential pursuit. Practice

calling out direction, the reason for the pursuit, vehicle, plate, occupants, pedestrian and vehicle traffic, weather, updates, etc. Also mentally practice calling out wrecks or foot pursuits at termination points and consider tactics to deploy if everyone runs from the car, or if someone runs but the car is still occupied.

3. In your mental rehearsal, you are wrong if you are not mentally considering and practicing calling off your own pursuit when it goes too far or the risks outweigh continuing to chase this vehicle.

4. Consider and mentally rehearse other resources you should request: supervisors, drone or air unit, K-9, other area commands or departments, etc.

Conduct squad-level discussions and tabletop exercises. Have thorough debriefs of all post-event pursuits with fellow officers to determine what was done well and where improvements can be made.

Preparation, judgement, and discipline are what will determine the success of this policy. Without proper preparation and rehearsal, the intensity of the pursuit can quickly overwhelm even experienced officers. One of the most dangerous variables in any pursuit is speed. The middle of a pursuit is not the time to figure things out. Consistent preparation, mental rehearsal, and sound decision-making will significantly improve the outcomes in these high-risk events. Practice deliberately and consistently so that when the moment comes, you are ready to perform at the highest levels when the bad guy takes off. **VB**

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PROTECT YOUR PAYCHECK

If you've ever created a budget, you know your money is divided into several categories:

- Rent or mortgage
- Groceries
- Car payment
- Gas
- Clothing
- Miscellaneous expenses

While working through these everyday costs, investing and saving are often overlooked. This article is not about telling you what to do with your money, but rather to help you protect each hard-earned dollar you earn.

Whether you're finishing the Academy, completing FTEP, nearing the end of your probationary period as a PO1/CO1, or approaching other milestones that come with a pay increase, it's natural to feel the urge to reward yourself with a major purchase. When I was an FTO, I'd often ask new officers if they bought a brand-new car after graduating from the academy. The answers varied, but everyone always knew who had the "nicest ride." From a financial standpoint, vehicle ownership is worth a closer look. The moment you drive a new vehicle off the lot, it typically loses 10-20% of its value. By the end of the first year, that loss can reach 20-30%, depending on factors like make, model, demand, reliability, etc.

Let's break that down:

- A \$60,000 vehicle that depreciates 20% in the first year loses \$12,000
- A \$30,000 vehicle with the same depreciation loses only \$6,000.

That is money you will never recover.

Now compare that to a used vehicle. Around year five, depreciation averages closer to 8% annually:

- A \$60,000 vehicle at five years old loses about \$4,800 per year
- A \$30,000 vehicle loses \$2,400 per year

That's a significant difference, simply by choosing used over new.

Now consider financing. A \$1,000 monthly payment versus a \$500 payment is more than just a \$500 difference. P#16717 The lower payment not only saves you money each month but often comes with less depreciation and less interest paid over time.

So what does this have to do with being an officer? As officers, we spend a MINIMUM of 40 hours a week dealing with high levels of stress, handling domestic violence calls, dealing with confrontational citizens, or managing difficult situations that most people never experience. Call after call after call, that stress adds up. When you go home, the last thing you need is financial stress preventing you from emotionally and mentally decompressing.

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Before making a large purchase, remember: it is OK to not have the most expensive car on your squad. It's OK not to buy a boat. It's OK not to eat out every day. It's OK not to spend every dollar you earn. Instead, consider paying yourself first. Building an emergency fund and contributing to deferred compensation can provide more long-term peace of mind than any short-term purchase. There is nothing wrong with buying things you enjoy, but timing and priorities matter.

If you're struggling financially, IT'S OK TO ASK FOR HELP! There is a misconception that asking for help is a sign of weakness... IT IS NOT! We train constantly in defensive tactics and de-escalation to handle difficult situations on the job, but we rarely receive training on managing personal finances. Creating a realistic budget is a strong first step. Sitting down, understanding where your money goes, and making a plan can help restore control and reduce stress. **VB**

**IF YOU SEE SOMETHING,
SAY SOMETHING!**

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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.



LVPPA VEGAS BEAT

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within this issue of **Vegas Beat!**

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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

- Contract negotiations
- Benefit changes
- Retirement considerations
- Hot topics on the job
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It pays to read *Vegas Beat*.



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