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

VOLUME 21 | ISSUE 4

JULY/AUGUST 2026

CORRECTIONS OFFICER SCOTT NICHOLAS

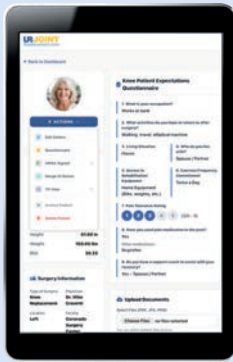


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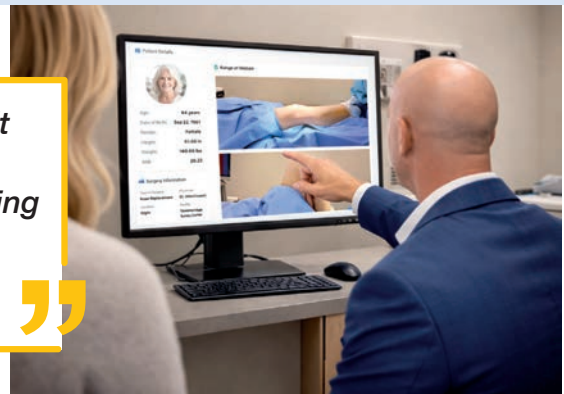
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The Las Vegas Police Protective Association is affiliated with the following organizations at the state and national level:

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

LOOKING TOWARD THE FUTURE OF THE LVPPA

As we look toward celebrating our nation's 250th anniversary, I also wanted to look ahead to the future of the LVPPA.

First, as many of you are reading this issue for the first time, we need to pay tribute to our longest-tenured Executive Board member, Scott Nicholas. Scott is set to retire on July 10 after more than 25 years with the LVMPD and over 15 years serving on the LVPPA Executive Board.

When I arrived at the PPA in 2014, Scott had a huge influence on me. I learned how to properly represent our membership from him. He was smart, savvy in his arguments, well prepared, and a wiz with numbers when it came to both our contracts and PERS. In fact, I almost made a huge financial mistake about four years ago that Scott thankfully caught.

Scott has always been a man of the people, willing to do

whatever it took to help our members. We have truly lost an asset that may never be duplicated here at the PPA. Saying thank you to Scott isn't enough, but I know he has left a mark on our Union and its members that will be remembered for years to come.

Thank you for everything, brother. You guided me during our journey here at the PPA, and I will forever be grateful for your guidance and friendship. Love ya, pal.

As Scott retires and enjoys life outside the LVMPD and LVPPA, three more of us are preparing to do the same. Myron, Greg, and I will be calling it a career on October 23. That means that in 2026, including Bryan Yant, we will have turned over five tenured Executive Board members.

What does that mean for the membership?

I believe that, with all the time we have spent mentoring the remaining Executive Board members, as well as the upcoming board members, our association is only going to become stronger! I do not say that lightly.

One thing I have always prided myself on is having an eye for talent. The men that I have brought onto the Executive Board are light-years better than I ever was. The way they fight, negotiate, prepare, and represent our members is second to none. I couldn't be happier about the future of the LVPPA.

All organizations usually begin with an amazing leader, and I have given my full support, as I hope all our members will, to Dan Coyne. Dan will address the membership about what he has accomplished during his tenure here, but I truly cannot say enough about him as a man, a worker, a fighter for the membership, and a leader.

I do not give my support lightly. But I believe Dan is going to do amazing things for our association, and I genuinely can't wait to see where the LVPPA goes in the future.

We all have heard the saying, "Leave it better than you found it." Without a shadow of a doubt, I know I will be leaving the LVPPA far better than when I started here, and under our new leadership, it will become even better in the years ahead.

This is one of my last few articles. I want to thank everyone for reading my work over the past 12 years. Writing for our membership has not always been easy, but I always tried to be authentic and genuine for our folks.

Only two more articles from old Steve. Those final two will be about gratitude and appreciation for this association, this department, and all the amazing men and women I have worked alongside at the LVMPD and LVPPA, as well as my family.

Love you all. Stay safe out there. **VB**



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CORRECTIONS OFFICER SCOTT NICHOLAS VICE PRESIDENT

THANK YOU ALL SO MUCH!

As I wrote my final article, I knew it had to begin with a thank you to our amazing membership.

I must thank all of you, and the many officers before you, who placed their trust in me and elected me to the PPA Board of Directors in 2006. Serving six years on the Board of Directors and more than 14 years on the Executive Board has truly been one of the greatest honors of my life. It has been my privilege to serve all of you for the last 20 years, and I hope I met your expectations. I always took great pride in my work on contracts and in helping ensure that our officers remained among the highest-paid in the country.

Over the years, I have been through many battles. Looking back, I remember fights over coffee pots and microwaves at the jail, the civil service battle when a nasty county commissioner wanted to cut officer pay by \$20,000 per year, mandated overtime in both the jail and on the street, getting POs to work jail overtime, mandatory body armor, and, of course, body-worn cameras. There were a lot of important fights over the years, and a lot of victories.

Know this: there is an outstanding group of new leaders taking over this association. Starting with Dan Coyne, Joel Blasco, Padilla Mills, and Derrick Eliason, this team is going to make your representation better than ever. As difficult as it is to leave a job that I love, and what I believe is the best police department in the country, I know you will all be in good hands. That makes my departure much easier.

I need to thank a few more people for the sacrifices they made for all of you. My daughters, Amanda and Shawna, along with my wife, Lisa, and youngest daughter, Avery, gave up so much while I was out fighting for our members. Countless dinners were interrupted by phone calls and text messages from members. Callouts pulled me away from more family events than I can count. They also had to listen to me vent (yell) about frustrations with discipline, terminations that made no sense, and the stress of contract negotiations.

I can't say I would do anything differently because I loved my job so much, and I loved helping all of you. So, would I do it all over again? Absolutely.

I also want to thank Sheriff Kevin McMahon for his excellent leadership in making this department a great place to work. Kevin has assembled the best management team that I've worked with during my career, and we are very fortunate to have a sheriff who listens and who truly cares about his officers.

Please remember to take care of each other on every call, every car stop, and every walkthrough. Do the job the way it was meant to be done, and never tarnish the badge.

Please be safe, and thank you again for trusting me.

Scott Nicholas

P# 6676

Logging off for the final time on July 10, 2026



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CORRECTIONS OFFICER MYRON HAMM DIRECTOR OF CORRECTIONS

POLICE WEEK 2026

I am always in awe when I have the opportunity to visit our nation's capitol and participate in the events surrounding Police Week. This year's trip was nothing short of extraordinary.

Our Events Director, Adella Solano, once again did a masterful job coordinating the trip and ensuring everyone had a great time. I was especially proud of our group, which included Officer Jose Aguilar and wife, Mallorie; Officer Faaiu Poloa and his wife, Anita; Officer Cody Schumacher and his wife, Taylor; Board Member David Mann; and Board Member Nina Ratsdakhom and her wife, Officer Kayla Ratsdakhom.

Officer Aguilar shared that visiting locations such as the FBI Headquarters and the Pentagon was especially meaningful because they are places most people only ever see on television.

Officer Poloa said one of the highlights of the trip was attending the Top Cops Dinner, where he had the opportunity to meet officers from around the country and strengthen the bond shared among brothers and sisters in blue.

Officer Schumacher said traveling with his wife and children and allowing them to see a different side of law enforcement was an incredible experience.

Officer Mann said he was inspired by the fact that more than 40,000 officers from around the world came together to honor and pay respect to the fallen.

Officers Nina and Kayla, both first-time visitors to Washington, D.C., said traveling with the Las Vegas group made the experience even more special. Attending the Top Cops Dinner reminded them of why we do what we do every day. Kayla summed it up best when she said you really feel the appreciation from the community.

I truly enjoyed the time I spent in D.C. during Police Week. The sights are great, the camaraderie is unmatched, and watching 1,200 officers ride into the memorial in a show of respect is one of the most powerful things I have ever witnessed.

Every time I attend, I take a moment to reflect on those we have lost, the men and women who made the ultimate sacrifice so others could live safely and peacefully.

I am truly grateful to wear the LVMPD uniform, and these last 26 years have given me an even greater appreciation for those who sacrificed so much so that we could continue to live and prosper.

Police Week is a time for remembrance, reflection, and honoring those we call family.

The young officers and board members I had the privilege of traveling with left a lasting impression on me, and I am proud to serve alongside these brave men and women.

A wise man once said, "ONLY a life lived for others is a life worthwhile." **VB**





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CORRECTIONS OFFICER DANIEL COYNE DIRECTOR

GET OUT AND VOTE!!!

As a police officer in Nevada, voting isn't just a right. It directly affects your safety, your profession, and the community you serve.

Your working conditions are on the ballot.

State and local elections determine the leaders who shape your pay, benefits, retirement, staffing levels, training standards, and equipment budgets. Sheriffs, district attorneys, county commissions, city councils, and the Nevada Legislature all influence the policies that impact how you do your job every day.

Criminal justice policy is shaped by voters.

Laws involving bail, sentencing, body cameras, and reporting requirements are created or changed by elected officials—and sometimes directly through ballot initiatives. If you don't vote, others who may not understand the realities of policing still determine what your legal authority and liability look like.

Public safety priorities depend on turnout. Your voice can balance the narrative.

Policing is often at the center of political debate in Nevada, especially in Las Vegas. Officers who vote help ensure that decisions reflect the perspective of those who witness the consequences on the streets firsthand, not just through headlines or social media narratives.

Local races are often decided by very few votes.

Many races for district attorney, judge, school board, and city

council are low-turnout elections decided by tiny margins. A few officers, family members, friends, and neighbors can realistically change the outcome of an election that shapes policy for years to come. Tell your friends and family to get out and vote!

Judges and prosecutors are elected here.

In Nevada, judges and district attorneys are elected officials who directly influence charging decisions, plea deals, sentencing philosophies, and how strongly cases are pursued. Their decisions can significantly impact your workload, your cases, and your exposure to risk on the job.

Protecting your rights and due process

Officer Bill of Rights provisions, internal affairs procedures, and disciplinary standards are ultimately political decisions. Legislators and local officials who understand fairness and due process only get elected when people who care about those issues—like officers—show up and vote.

In practical terms, here's what you can do:

Pull up the PPA-endorsed candidate list and learn about your endorsed candidates. Encourage your colleagues, family members, and trusted community members to vote too.

When you don't vote, others still make the decisions that define your career, your safety, and your future. When you do vote, you help shape a system that's safer, fairer, and more effective for both officers and the communities they serve. **VB**

Honoring Our Retired Members

NAME	P Number	TITLE	DATE OF RETIREMENT	YEARS
JUAN FERNANDEZ	P#9843	PO II	3/11/2026	19
CHRISTOPHER KOHNTOPP	P#7085	PO II	4/8/2026	25
MICHAEL PASSARGE	P#7564	PO II	4/9/2026	24
CRAIG R. LYFORD	P#6515	PO II	4/24/2026	26
NATHAN J. BRADFORD	P#6974	PO II	4/24/2026	25
SHANE PRICE	P#7207	Sgt	4/30/2026	25

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POLICE OFFICER JOHN ABEL DIRECTOR OF GOVERNMENTAL AFFAIRS

THE IMPORTANCE OF SUPPORTING UNION-ENDORSED CANDIDATES

Police officers face unique challenges daily: high-stress environments, personal risk, unpredictable hours, and intense public scrutiny. Police unions exist to advocate for fair compensation, safe working conditions, due process in disciplinary matters, and long-term financial security through benefits such as pensions and retirement plans.

One of the most effective ways officers can protect those interests is by voting for candidates endorsed by their unions.

Police union endorsements are not handed out casually. Organizations such as the Fraternal Order of Police (FOP), Police Benevolent Associations, and state organizations like California's PORAC invest significant time and resources into evaluating candidates. These endorsements are based on candidates' positions, voting records, and demonstrated commitment to issues that directly affect law enforcement professionals.

Candidates typically complete detailed questionnaires and participate in interviews with union leadership and rank-and-file members. Topics often include public safety funding, staffing levels, officer wellness programs, equipment needs, retirement security, and due process protections. P# 14529 Unions also examine candidates' public statements, legislative history, and support for law enforcement priorities.

This process provides officers with a trusted guide when evaluating who will best represent their interests.

Union-endorsed candidates are more likely to support policies

that protect officer safety, maintain adequate staffing, preserve retirement benefits, and ensure departments have the resources necessary to serve the public effectively. Without strong advocacy, officers risk reductions in benefits, weakened workplace protections, and policies driven more by political narratives than operational realities.

Protecting Retirement Security

Public pensions remain one of the most important components of officers' compensation packages. Law enforcement careers are physically and mentally demanding, often requiring officers to retire earlier than workers in many other professions. Defined-benefit pensions provide predictable retirement security after decades of service and sacrifice.

Challenges to public pension systems frequently arise during debates over government spending and long-term liabilities. Proposed reforms can include increased employee contributions, reduced benefits for future hires, or transitions away from traditional pension systems entirely.

Union-endorsed candidates generally recognize the importance of preserving retirement security for public safety professionals. They tend to support responsible funding strategies that protect pension systems while honoring commitments made to officers who planned their careers and futures around those benefits.

For officers, retirement security should never become a political



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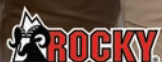
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Collective Bargaining Rights Under Threat

Collective bargaining gives police officers a voice in negotiating wages, hours, safety standards, grievance procedures, and disciplinary processes. These agreements establish fairness, consistency, and due process within departments operating in high-risk environments.

Some Republican-led initiatives have targeted public sector collective bargaining, viewing it as inflating costs and limiting managerial flexibility. Examples include proposals to limit bargaining subjects, impose right-to-work laws on public employees, or exempt certain reforms from negotiation. Proponents claim this curbs “union power” and allows quicker responses to issues like misconduct. However, weakening collective bargaining rights can significantly impact officer morale, recruitment, retention, and workplace protections.

Police unions argue that negotiated agreements help create clear, transparent standards and accountability rather than ad-hoc management. Contracts often include body camera policies, training requirements, and wellness programs. Union-endorsed candidates generally defend these rights, recognizing that strong unions correlate with better recruitment, retention, and professional standards. Data from various analyses shows police unions engage pragmatically across parties but prioritize candidates who respect bargaining frameworks.

Critics sometimes portray unions as obstacles to reform. However, unions maintain that due process protections are essential in a profession where split-second decisions are often judged later with the benefit of hindsight. Meaningful reform and accountability can coexist with fair treatment and constitutional protections for officers.

Why These Elections Matter

Elected officials shape nearly every aspect of policing, from department budgets and staffing levels to criminal justice policy and

workforce protections. Union-endorsed candidates are often more supportive of public safety, competitive salaries, modern equipment, officer wellness initiatives, and policies that allow officers to do their jobs effectively and safely. They tend to oppose “defund” movements or overly restrictive reforms that demoralize officers.

Importantly, police union endorsements are often bipartisan. Endorsements are typically based on a candidate’s record and support for law enforcement priorities, not party affiliation. Officers should review specific endorsements from their local or national unions, as these reflect direct input from members.

Challenges like pension sustainability and bargaining reforms require dialogue. However, officers’ lived experiences position unions as best equipped to balance safety, accountability, and fairness. Union vetting processes filter for candidates who understand these nuances.

Your Vote Matters

Police work demands sacrifice, with officers often serving as the thin blue line in difficult situations. Retirement security and bargaining rights are not luxuries but earned protections. Union-endorsed candidates, vetted through interviews and scrutiny, offer the strongest alignment with these needs. In contrast, platforms emphasizing broad cuts to public pensions or restrictions on collective bargaining risk undermining the stability that keeps experienced officers on the job.

Low voter turnout among officers can cede influence to those less familiar with policing realities. By turning out and supporting thoroughly vetted, union-endorsed candidates, officers protect their profession, colleagues, and communities. Strong unions lead to better-equipped, more professional departments capable of effective, constitutional policing.

In an era of complex challenges—from crime trends to recruitment crises—police officers cannot afford to overlook electoral power. Union endorsements provide a trusted compass. Voting accordingly invests in a future where law enforcement receives the support, respect, and security deserved for their vital service. **VB**



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POLICE OFFICER GREG STINETT DIRECTOR

2026 TOP COPS

This year, members of the LVPPA Executive Board were honored to attend the National Association of Police Organizations Top Cops Awards ceremony in Washington DC.

As is the case every year, the ceremony is filled with stories of amazing heroism and sacrifice.

This year, six police officers from Las Vegas Metro were honored as Top Cops. I want to take a moment to highlight their amazing actions.

Police Officers Marcos Fitzpatrick, Travis Noone, and Jimmy Sarkissian-Sarnani responded to an apartment for a call for service. After knocking on the apartment door, they heard a woman screaming for help and then gunfire.

Without hesitation and without knowing what was happening behind the door, they forced entry into the apartment, where they observed an adult male who retreated into a bedroom. They then heard another gunshot and a baby crying.

Again, without hesitation, the three officers made their way deeper into the apartment, into the bedroom where the gunshots and screaming were emanating from.

Once inside the bedroom, they found an adult female who had been shot multiple times. She was clinging to life, while her infant baby was lying on the bed next to her, crying. Next to her was the male who had retreated back into the bedroom; he had shot and killed himself.

As Officer Noone grabbed the infant, he encountered a young boy who was crying and hiding in the adjacent bedroom. That young boy was witness to the unthinkable.

The three officers summoned medical aide and began to do everything they could to keep the woman alive until paramedics arrived on scene. They discovered exit wounds on her back and could tell by the labored and shallow breathing that chest seals needed to be administered immediately if she had any chance of surviving.

Their training kicked in, and they did just that. The officers applied multiple chest seals, buying her the precious time needed to make it to UMC Trauma and receive life-saving surgery.

That woman and her children are alive today because of these three officers who did not hesitate. There was no question that there was someone on the other side of that door with a gun. There was no question that he would not hesitate to use it. They booted a door knowing there was a shooter on the other side. They hung it on the line and, in doing so, saved a mother's life.

In May of 2025, police officers assigned to the Bolden Area Command heard the radio traffic that stops everyone in their tracks. There was an "Active Shooter" at the Las Vegas Athletic Club.

Police Officers Skeeter Black, Aaron Javier, and Kaid Urban were each on patrol that day and heard the call come out. In the late afternoon hours, a former customer of the club walked into the facility armed with a rifle. The savage approached an employee of the gym, whom he shot and killed. The suspect fired additional rounds, striking other patrons.

As the three officers arrived on scene, the dispatcher advised them that the shooter was exiting the business. Officer Javier



observed the shooter inside the threshold of the business behind the glass doors. Officer Javier engaged the suspect in gunfire. The suspect proceeded to run out of the business towards the three officers, still armed with his rifle

The officers promptly shot the suspect, killing him.

After ensuring the suspect was no longer a threat, officers entered the gym, cleared it, and ensured that medical aid was provided to those who required it.

Both of these incidents highlight the fact that evil exists in this world. P# 3672 Sometimes evil is in the form of your own loved one. Sometimes it's in the form of a stranger, but make no mistake, it's out there, and it walks amongst us.

These six street cops highlight another fact. That each day, men and women leave their homes to serve strangers. They walk away from everything they have in this world and ever will have. They leave their loved ones, their spouses, their children, and they respond to someone else's worst day ever. Then, when they wrap that call up, they get back in their sleds and go do it again and again.

Thank God, not every call for service is like these two; in fact, the vast majority are not. The reality is that police officers will deal with thousands of random calls and one day walk into the middle of one of these two scenarios with little to no warning. They will be expected to perform flawlessly under a level of stress that few will ever encounter in their lifetime.

And sometimes in the service of others, they don't come home. They lose everything to help a person they do not know or have never met. Very few will ever make or be willing to make such a sacrifice. Thank God men and women like this still exist. Well done gentlemen.

"Blessed are the peacemakers, for they will be called children of God." VB



LVPPA VEGAS BEAT

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

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

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Benefit changes

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It pays to read Vegas Beat.



ROBERT GLOWINSKI
SERGEANT-AT-ARMS

THINK BEFORE YOU POST

Greetings, I hope this article finds everyone well.

With another issue of the magazine comes another reminder that social media is not always your friend. The fact that we frequently reference social media in our articles should serve as a clue to the challenges that often accompany its use. While social media platforms offer numerous benefits, they also present significant risks.

The evolution of social media has occurred at a remarkable pace. When platforms like Facebook first emerged in the early 2000s, users were limited in the information they could share. Today, platforms like Facebook, Instagram, and X (Twitter) allow users not only to post photos, but also to share videos, transfer money, watch live streams, consume news, make phone calls, organize fundraising events, and much more.

However, all of these features come at a price.

Sharing information on social media is not quite the same as sending text messages or emails. What you post on social media is often far more public and far less secure.

Let's begin with social media use in your personal life.

Rule number one, someone is always watching.

It's estimated that only about half of social media users keep their accounts private. Surveys also consistently find that users under the age of 45 are less likely to use privacy settings. Even if your account is private, there is no guarantee that your content will remain private.

Anyone with access to your page can share a post, forward a link, or capture screenshots. Once they have the screenshot, they can repost, alter, or distribute it in ways you never intended. A well-meaning post can quickly be manipulated by someone you thought was a friend, or shared by someone far outside your trusted circle.

Don't assume that everyone connected to your social media accounts shares your values, judgement, or loyalty.

While public attitudes toward law enforcement have improved since 2020, there are still plenty of people in our community who would gladly seize an opportunity to smear the reputation of a police officer.

Now let's talk about keeping your profile public. **DON'T DO IT!** I can't emphasize this strongly enough. In our line of work, the

risk far outweighs the reward. While there may be a few limited exceptions, they are exactly that – exceptions. A public profile opens you to criticism, harassment, and unwanted attention from anyone with access to the platform. Within minutes, a post can be shared thousands of times without your knowledge. People who know nothing about you may take issue with your views on hunting, religion, politics, or countless other topics and label them “offensive.”

Before long, you may find yourself dealing with complaints, platform warnings, or allegations that your content violates community standards.

My advice is to keep your accounts private.

Beyond the public, you should also be mindful of the social media companies themselves.

Every major platform employs teams responsible for monitoring content and enforcing platform policies. Those employees review user-generated content and, in some circumstances, private communications. In addition, sophisticated algorithms continuously scan posts, comments, and messages for words, phrases, and content deemed offensive, controversial, or potentially criminal.

Experience has shown that when social media companies identify content they believe warrants attention, they may contact law enforcement and provide information associated with the account. Law enforcement agencies can and do use that information to initiate criminal investigations.

Department policy (8.157) recognizes that employees maintain First Amendment rights, although those rights may be limited in certain circumstances as public employees.

The Department may initiate both criminal and administrative investigations if it obtains information suggesting that an employee made a social media post or statement that discredits the Department or advocates criminal conduct. That information may come from a citizen, another employee, another law enforcement agency, or directly from a social media company.

How the Department receives the information is often less important than the content itself. Once the Department possesses that information, you may be required to answer questions about it during an interview.

It would be unrealistic to suggest that officers stop using social media altogether.

For many of us, checking social media has become a daily habit. Just as previous generations began their mornings with a newspaper and ended their evenings watching the nightly news, many of us rely on social media platforms for information, entertainment, and connection.

But I would encourage you to exercise caution.

Every post, comment, photograph, and message contributes to a digital footprint that may exist forever. Before you post, consider how that content might be viewed by a supervisor, an investigator, a reporter, or a jury years from now.

Think before you post.

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





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WHEN THINGS CHANGE

How many times during your career have you received a text message or an email before your shift announcing that something is changing?

Usually, the message contains little to no information and rarely explains the “why” behind the decision. Then you arrive at work and still receive no meaningful direction or clarification. It could involve shift adjustments, added investigative responsibilities, changes to driving procedures, or any number of operational changes.

Police work evolves, and we all understand that. Unfortunately, it often feels like those changes rarely benefit the officer. When a change does improve conditions for officers or the public, it often seems short-lived.

What’s most frustrating is the lack of communication behind these decisions.

Even during mandatory meetings, where clarification should happen, answers are often absent. You’re just told how much you aren’t junior varsity. These directives come from so high up your chain of command that even supervisors have no real answers because they don’t know either. Too often, the department sends out messages with no information and no input/feedback whatsoever.

So what happens next?

Rarely is it a smooth transition or seamless adoption of a new policy. P# 20797 Instead, confusion, resentment, disengagement, and resistance begin to build. When change feels illogical and imposed, adapting seems impossible.

Most officers feel these decisions are made by people who

either haven’t done the job or have become so far removed they’ve forgotten what it’s like to do the job.

As the new process rolls out, gaps and flaws are found in the new process, many of which could have been identified early if the people actually doing the work had been able to provide input beforehand.

This only reinforces the perception that decisions are being made by people who have never actually done your job.

Meanwhile, officers are overburdened and there simply isn’t enough time in the day to accomplish everything being asked of them. You just want to understand why and give input.

So where do we go from here? Unfortunately, this cycle feels endless, and it will likely not be the last time this topic is discussed. If it’s not one issue, it’s another.

Change is inevitable but what’s frustrating is senseless change. We aren’t resistant to change but what we are resistant to is illogical change imposed by people who are disconnected from how the job actually gets done.

Despite all of this, officers continue to show up every day and put in the work. Leadership has a difficult responsibility, and many decisions they make will never be universally popular. We all understand that.

But communication matters. Explain the “why” behind the change, answer questions honestly, allow for constructive input from the people doing the work, and then move forward together.

Thank you, and please stay safe. **VB**



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DAVID ROGER
GENERAL COUNSEL

A LEGACY OF ADVOCACY: SCOTT NICHOLAS REFLECTS ON A CAREER OF SERVICE

After a distinguished career marked by dedication to his fellow officers and a relentless work ethic, Scott Nicholas is preparing for his next chapter. From his roots in Western New York to his role as a cornerstone of the Las Vegas Police Protective Association (PPA) Executive Board, Nicholas leaves behind a legacy of rigorous preparation and steadfast advocacy.

From the Stables to the Force

Nicholas's journey began far from the world of law enforcement. He was raised in a family dedicated to breeding and showing Arabian horses. After a stint as a truck driver hauling steel for the Ford stamping plant, he set his sights on policing.

Although he initially faced hurdles testing for departments in New York, a move to Las Vegas opened new doors. Seeking better opportunities for his young children, and a reprieve from the Buffalo winters, Nicholas joined Metro. While he originally intended to work patrol, a recruiter's suggestion led him to the jail—a path that would define the next several decades of his career.

A Champion for Officer Rights

Nicholas's transition into union leadership was born from personal experience. After facing numerous Internal Affairs complaints and a pre-termination hearing following a use-of-force incident, he realized how little he knew about his own rights.

"All these actions by Internal Affairs—violating rights and questioning outside their scope—motivated me to research and educate myself further," Nicholas said. "That education sparked my interest in advocating for other officers' rights."

This passion led him to the PPA Board of Directors in 2006, followed by a seat on the Executive Board in 2012. As a negotiator, he became known for his "math-first" approach, emphasizing:

- **Pensionable dollars:** Prioritizing long-term retirement security over temporary perks.
- **Rigorous preparation:** Arriving at the table with data that demonstrated the department's ability to pay.
- **Reasoned compromise:** Avoiding costly arbitrations through professional conversation.

Beyond the Numbers

While Nicholas is proud of the successful contracts he helped secure, his most rewarding moments were deeply personal. He recalls helping an officer struggling with suicidal ideation, an experience he describes as "priceless."

Whether defending an officer involved in a shooting investigation or sitting beside a member during an Internal Affairs complaint, Nicholas's goal remained the same: to do his best for the members who placed their trust in him.

Life After Metro

As he steps away from the PPA, Nicholas plans to trade the negotiation table for the golf course and spend more time traveling with his wife, Lisa, and their daughter, Avery.

And while he has spent years on the West Coast, some things never change: he remains a die-hard Buffalo Bills and Sabres fan, though he has also embraced the Vegas Golden Knights as a second hometown team.

"I just want everyone to know that I appreciated their trust in me," Nicholas said. "I always worked my hardest and could sleep peacefully at night knowing I was prepared."

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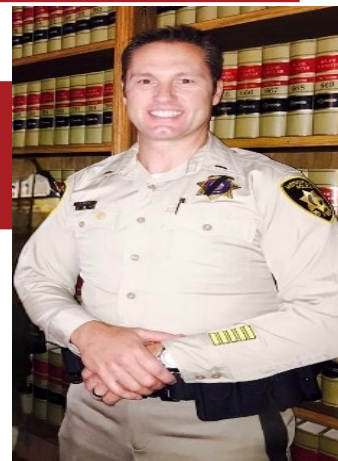
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CHAD LYMAN
DIRECTOR

WHO LOVES THE WARRIOR?

I have been a police officer since 1998. I know we need men and women who are capable of executing at a high level, even on calls for service in the field. Men like this throughout my career are almost an after-thought, like they are just waiting for the “in emergency break glass” and go. Like they “rose to the occasion.”

They didn’t...

They trained, rehearsed, performed actual missions, and consistently put in the work so that when a suspect’s actions demanded a warrior, one came through the door.

Over the years, the idea of officers being warriors has been frowned upon. I wrote about this in a previous article titled Warrior versus Guardian. In it, I make several points.

This idea that a warrior mentality causes inappropriate, out-of-policy, or unlawful uses of force has crept into the law enforcement community and at times gets promoted by officers in upper-level staff positions. In response, there has been a movement by staff to say they need officers to be “guardians” and not “warriors.”

This is ironic to me when you consider where I believe some of the blame or poor uses of force actually belongs. Some blame rests with those who lead agencies and provide very little training to those who go in harm’s way.

The first issue I have with this movement is the idea that officers will somehow use force more appropriately if they think of themselves as guardians rather than warriors. There is a HUGE misconception that videos of unlawful beatings are videos of warriors in action. In addition, the inference that if officers had been “taught” they were guardians rather than warriors, somehow the force would have been appropriate is completely false.

The truth is these officers are not warriors, nor are they well trained. What we are actually seeing in almost every video that depicts poor force applications or poor force decisions is a poorly trained officer attempting to make critical decisions under stress and elevated heart rates.

We are not watching a highly trained “warrior” aggressively smashing random suspects. We are watching equipped officers with badges, gun belts, academy training, and limited annual training trying to manage violent encounters. Their equipment and authority do not make them warriors. “Warrior” status, if such a thing exists, can only be achieved through countless hours of training and experience.

What we see in these videos is force being deployed by officers who are not “great at it.” Shoot, they are not even good at it. We are not watching warriors. We are watching ineffective force applied by poorly trained officers.

So what makes someone a warrior? One answer is that “the warrior has mastered himself in body and mind. His power is rooted in self-control. He knows when to be aggressive and how aggressive to be.”

How does the warrior achieve that mastery?

Through diligent, consistent, ongoing, and strenuous training, coupled with real-world application.

Most officers neither receive nor seek out that level training. Even if a so-called “warrior culture” were being infused into police departments across the U.S., exactly when and where is this happening?

I have been teaching police defensive tactics and use-of-force courses to departments around the nation and at national and international conferences since 2006. The majority of officers and departments nationwide provide 10 hours or less of defensive tactics and use-of-force training annually.

Less than 10 hours per year.

Exactly when and how are these “warriors” being developed?

I think civilians, even those who complain about “warrior culture,” would be shocked to learn how little training resembling warrior development actually occurs in police departments nationwide.

Many departments don’t allow meaningful contact during combatives training because they fear injuries. Very few physically tax officers, elevate their heart rates to realistic levels, and then require them to fight through that stress while making sound force decisions.

Training like that would actually develop many of the warrior attributes discussed throughout this piece, and communities around the U.S. would be better served because of it.

The favored word among many police administrators is “guardian.” I sought out a dictionary definition for the word guardian as well. It is one that guards. A custodian. One who has the care of the person and property of another.

Certainly officers serve as guardians from time to time, but to suggest that performing those duties under the threat of violence while I say I am a guardian as opposed to a warrior somehow makes force more “pure” or appropriate in some way is laughable.

Ultimately, I don’t care whether you call an officer a warrior or guardian. Neither title will produce effective, ethical, and lawful force.

What produces high-level performance is continuing, consistent, ongoing training and experience.

The result, over time, could be called a warrior, a guardian, whatever you prefer. Regardless of the label, you will produce professionals – professionals who are experts at using force when it is necessary.

I once saw a quote that captures this idea perfectly: “Violence is a last resort, but I am great at it.”

If you are a professional police officer, you must possess the capability to use force and violence ethically and effectively. To me, anyone who can do that embodies the definition of a warrior.

The truth is that if you are a civilian, there is a good chance you have never met anyone who has reached warrior status as it relates to the ethical, lawful, and effective use of force. If you are an officer, you have probably been blessed to meet a couple.

If you are an officer, your status as one (you completed an academy, they gave you a badge and gun, you do your “annual” training) is not confirmed or verified. MOST officers fall into this category.

If people are concerned that officers are “becoming warriors” and believe that is a bad thing, they can rest easy. There are very few true warriors in the world, and most officers will never reach that level.

In fact, without dedicated, ongoing, focused, and consistent training, you will not reach that status. I know I have been training consistently for over 20 years, and I am still a work in progress. By Heraclitus’ thinking, I believe I may be one of the nine, but I am not the one, although I have been blessed to work with a few. We certainly don’t have a warrior epidemic in policing, but we would be better off if we did.

The issue we do have is ineffective force applied by poorly trained officers.

Ineffective force creates the illusion of excessive force. Many folks see that illusion and jump to the conclusion that a “warrior culture” is responsible for what they are watching.

The truth is there are no warriors in those videos.
They are watching beginners at the use of force who rely on gadgets and tools to compensate for a lack of training.

Long ago, Heraclitus understood how rare warriors actually are:

Out Of Every One Hundred Men, Ten Shouldn't Even Be There.
Eighty Are Just Targets, Nine Are Real Fighters,
And We Are Lucky To Have Them, For They Make
The Battle. Ah, But The One, The One Is A Warrior, And
He Will Bring The Others Back.

In this passage, Heraclitus correctly points out that warriors are rare. He figures potentially one out of every 100 men. He also correctly states the warrior's purpose, which is to bring all the others back. In our society, when the warrior is needed, it is to keep all the others safe and bring them home alive.

Throughout my career, the people who have led the anti-warrior sentiment have been politicians, political groups, and police administrators. P# 20233 On the law enforcement side, the brass that attacks the warrior ethos are chiefs who are appointed by political groups.

Many of these same groups are anti-law-enforcement, and the chiefs are political pawns in this game. Elected sheriffs are often more likely to do their own agenda as they are elected and do not serve at the whim of a mayor or city government.

The vast majority of brass have not honed personal skill sets and are physically incapable to do the things they expect others to do. In

general, they don't like the warrior...until they need him.

Who loves the warrior?

Only those who need him.

Chiefs will even refer to officers responding to an active shooter event as a "protector" who must be prepared to meet violence with "controlled aggression." The men who ultimately stopped the shooter in Ulvade were warriors doing warrior things.

Who loves the warrior?

Not those he has fought for,
For those he has fought for have seen
The stains of battle on his garment.
They draw back when they learn of the deeds
He has done to keep them safe.
It is better for them to keep a distance from the warrior
So the stain will not spoil the perception of their dignity.
Yet the warrior continues to give his all.
He must fight the battles to keep those souls he loves
Free from harm and free from the stain of evil,
For he is a warrior,
The only shield between good and evil.
It is only the warrior that loves the warrior.

Sergeant Lonn Sweeney
Portland Police Bureau
Portland, Oregon

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YOUR RIGHT TO CALL THE LVPPA

It's not uncommon for officers to encounter citizens who invoke their rights while dealing with law enforcement. That could be their Fourth Amendment right when they decline to give consent on a search or exercising their Miranda rights by declining to give a statement.

Whatever rights they invoke, by no means do we bully or talk down to the citizen invoking their rights. We are all professional, mature adults. So if we don't believe it's appropriate to bully citizens who invoke their rights, why would we ever think it's acceptable for a supervisor to pressure or bully an officer into not exercising their right to call the PPA?

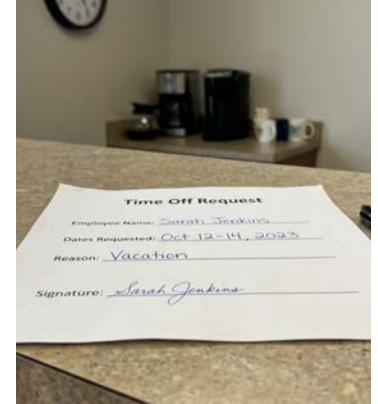
You pay dues every paycheck to have the PPA in your corner. Would you ever hesitate to call your car insurance if you got into an accident? No, of course not! That would be absolutely ridiculous! So why would you hesitate to call the PPA if you have a question, concern, or need representation?

I've heard of supervisors not wanting their officers to call the PPA. Why would a supervisor ever try to persuade a cop to not exercise their right to call the PPA? What could they possibly not want us to know? Fair question, right? It is never a good sign if someone wants you to keep something in the dark. Sometimes it's because they might not be adhering to your rights in the

CBA, and if that's the case, that's problematic.

One issue we frequently see involves "taking time off." The last sentence under section 9.4 of the LVPPA CBA with LVMPD states:

"When determining staffing for available discretionary leave slots, those on approved extended leave (i.e. consecutive FMLA, military leave, administrative leave) will not be included in the count."



Let me break that down for you. If it's common practice that a squad of eight officers allows two officers to be off for vacation (discretionary leave) on a regular basis, but one is on military leave and another is out for administrative leave, guess what? YOU STILL GET TO HAVE TWO OFFICERS OFF FOR DISCRETIONARY LEAVE! P# 16717 That includes vacation time, professional leave, or other earned discretionary leave.



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Officers on extended leave are not included in the count when determining whether discretionary leave is permitted/approved.

Let's take it even further. What if half the squad is out on administrative leave due to a shooting (it's happened before), one light duty and one military leave. Yup, you guessed it, two can still take their earned discretionary leave. If that leaves the area command "low," command staff have the power to offer overtime for patrol officers to fill in, and those offered OT gigs get filled up quickly! So ultimately, the department won't be lacking the manpower if they simply use their OT funds.

You earned your vacation time, so take it. It is a common misconception that extended leave interferes with your squads "2 off, or 3 off" common practice. Whatever the common practice is for your squad, that number does not get interfered with due to those on extended leave. If your supervisor disagrees, show them this article, and I'd be more than happy to inform them of this right from our CBA, which has not just been signed by your LVPPA President Steve Grammas but also by your supervisor's boss, Sheriff Kevin McMahon.

If you are a supervisor reading this and, for some reason, feel upset that I'm explaining a right guaranteed in our CBA, then you're the problem, not the PPA. Feel free to call Sheriff McMahon and tell him you don't like that he signed our CBA. I bet you won't though. Sheriff McMahon understands that officers taking their hard-earned time falls right in line with officer wellness. The officer who wants to take their hard-earned time off to recharge, reset, or simply spend time with their family is not selfish. Selfishness is exhibited by the boss who doesn't adhere to the CBA and gaslights officers into thinking they are slaves to the department and should not bring concerns to the PPA. Don't be that kind of boss if it's ever crossed your mind. Literally no one will ever respect the bully, no matter what shiny piece of metal is pinned on their collar.

Here at the LVPPA, we will always operate with your best interests at the forefront of what we do. The rights you have in NRS 288, 289, and the CBA exist for your wellbeing. Become familiar with them so you know what you deserve, and if you have a supervisor not adhering to any of your rights, then call us. We are here for you! **VB**

**IF WE DON'T BELIEVE
IT'S APPROPRIATE TO
BULLY CITIZENS WHO
INVOKE THEIR RIGHTS,
WHY WOULD WE EVER
THINK IT'S ACCEPTABLE
FOR A SUPERVISOR TO
PRESSURE OR BULLY
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EXERCISING THEIR RIGHT
TO CALL THE PPA?**

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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.
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A CONVERSATION WITH OFFICER CHASTITY “CHAZZ” GOHR

PROTECTING THE NEON CITY

Protecting the Neon City: A Conversation with Officer Chastity “Chazz” Gohr

For Chazz Gohr, Las Vegas isn't just a beat—it's home. A graduate of Western High School's Class of 1996, Gohr's journey into law enforcement didn't start in a classroom but on the floor of Meadows Mall. Working security at 18, she met several Metro officers working overtime, who encouraged her to test for the department.

By age 23, she had exchanged her security badge for a Metro badge, launching a career that has now spanned more than two decades.

From Auto Theft to the Bolden Streets

Gohr's career has taken her across the valley, from her early days in the Northeast and Northwest Area Commands to a stint in the Auto Theft Unit. However, she quickly realized desk work wasn't for her.

“I wasn't a fan of sitting at the desk too much, so I ended up going back on the streets,” Gohr recalls.

In 2012, she joined the **Bolden Area**

Command as a Field Training Officer (FTO), where she has remained ever since, mentoring the next generation of officers in one of the city's busiest and most demanding areas.

Navigating the Challenges of the Badge

As a female officer, Gohr says the job comes with its own unique dynamics. While many citizens are receptive and willing to talk, there can still be pressure to “prove yourself.”

- **Public Perception:** Citizens often judge newer or less-confident female officers more quickly.
- **Progress:** The profession is much more welcoming to women today than it was when she started 24 years ago.
- **The Reality of the Beat:** Gohr often takes people on ride-alongs to show them the “project areas” and gang-affected neighborhoods many residents never encounter firsthand.

To cope with the stress of witnessing what she calls the “worst of society,” Gohr relies



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on a strong support system. Relationships within the department, along with friendships outside of law enforcement, help keep her grounded.

Serving the “Second Family”

Beyond patrol duties, Gohr also serves as a Director for the PPA (Police Protective Association), representing officers at Bolden Area Command. In that role, she acts as a trusted bridge between rank-and-file officers and union leadership, helping resolve labor issues and advocating for her station.

However, some of her most meaningful work comes through her service with the Honor Guard, a role she has held since 2006. As the unit’s second-most senior member, she supports families during some of the darkest moments imaginable—losing a loved one in the line of duty.

- **Emotional Resilience:** While she must remain composed during rifle or flag details, Gohr admits the emotional weight can be heavy.
- **Decompressing:** The team leans on one another after funerals, sharing stories and memories to help process the grief.

Life Off-Duty: A Die-Hard Hockey Fan

When the uniform comes off, Gohr trades the sirens for the roar of the crowd at T-Mobile Arena. Her love for hockey dates to age 16, when she worked for the Las Vegas Thunder. She later became a loyal season-ticket holder for the Las Vegas Wranglers and has held season tickets for the Vegas Golden Knights since the franchise’s inaugural season in 2017.

On average, she misses only about three or four games each season. Whether she’s standing tall with the Honor Guard or cheering from the stands, Gohr remains a steady and dedicated presence in the Las Vegas community.

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