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VOLUME 21 | ISSUE 5

SEPTEMBER/OCTOBER 2026

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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 BACK ON A BLESSED CAREER

This article is not my “final” article, but it is the last article that will come out while I am still on the job. The next article I write will be my last, as it will appear in the November issue, and at that point, I will already have been retired for two weeks. I wanted to take the opportunity with this article to look back on everything I was able to do and talk about people who were instrumental in my career.

First and foremost, I probably would not have been in this profession if it weren't for my dad, Jerome Grammas. My dad was a police officer in New York as well as here at LVMPD. My dad was a good man and showed me that serving others was a noble way to live your life. My mom, Sharen Grammas, was also a servant to others, working as an amazing nurse and helping people every day.

A couple of other law enforcement inspirations for me were my brother-in-law Chad Brown, a retired LVMPD Viper sergeant, and my big brother Brian Grammas, a retired LVMPD detective and LVPPA representative. These two guys were older than me, and I always listened to their stories from work, which continued to motivate me to enter this field.

I joined Explorers at 16 years old, and I recall how impactful this position was to my growth as a future officer. Darren Densley was our post leader, and guys like Chris Church, Bill Schoen, and Rory Neslund were our advisors. We had some great times, but more importantly, we learned at a young age how to do the job of a police officer, in training, of course.

My official LVMPD career started at 18 years old, fresh out of high school. I was so honored to be selected as a Cadet. This was an amazing position that I hope continues at LVMPD. So many great things come out of that program for our department.

I was able to work NEAC with some awesome officers who really allowed me to do more than I probably should have! There were many talks from bosses with me and my squad about “not letting the cadet be your backup on a fight call.”

In 2001, I attended the police academy. Even for a kid who had been on the job, around the job and, sometimes, doing the job, the academy was eye-opening for me. Even back in 2001, the level of training, the standards set forth by our academy staff, and the flat-out toughness of the academy were what a kid like me needed. Our TAC staff members were all professionals who cared about what the future of LVMPD looked like, and it showed in how they trained and treated us.

Out of the academy and into FTEP. I had some good FTOs, but one, Domingo Lucero, had the most profound impact on me. See, most FTOs, because I was a Cadet, felt that I knew most of what I needed to know and that FTEP was just a formality. Domingo did not! And I am so much better because of how he treated me. He made it clear that being a Cadet isn't the same as being a Police Officer. He was tough, changed my way of writing reports, and pushed me like I needed to be pushed. I am probably not where I

am today if not for Domingo. Thanks, brother.

Like everyone else, I went on to regular patrol, working graveyard and swing shifts. The men and women I served with on those shifts were truly tough and amazing folks—people I would take into any gunfight with me, any day of the week. We worked together, laughed together, had each other's backs, and ultimately, grew as officers together. While I can't name everyone, thanks to Paz, Yant, Saab, Colon, Jogodka, and all of those I worked with. I appreciate you fellas.

I did the FTO thing for a bit, which is to say I only had three trainees. Two of them were fired, and one is a lieutenant. Batting .333 would get any player into the Hall of Fame, so I'll take it.

I went to PSU, now known as Flex, and began my investigative career. Learning how to work cases, conduct surveillance, execute search warrants and more was awesome. We had the best time ever on our teams and worked for some great bosses. Mel and Pate were great dudes and even better leaders.

After PSU, I tested for and made it to Narcotics – the most amazing place to work while doing police work. The men and women there were some of the absolute best investigators I had ever been around. I mean no disrespect to our other amazing detectives, but what these folks could do with only a phone number and an alias was nothing short of magical. In that unit, I had so many dear friends. I thank every one of them for showing me how to be a good investigator.

For my last stop – this is like A Christmas Carol, LOL – the LVPPA. Serving the public was always at the front of my mind, and I felt a great sense of pride in doing that. But serving and protecting those who serve and protect others? That was the honor of my life.

When you all placed your faith and trust in me to lead the LVPPA, I took that very seriously. The gravity of being the president of one of the largest police unions in the country was never lost on me. Every day, I tried my best to represent our members and our profession in the best way I knew how. I didn't do it alone, though. In fact, our success was not because of me, but because of the team we built here at the PPA. My last article will be all about my family, both at work and at home, so I won't get too far into my love and appreciation for our team. But the next article will cover everything and every way I feel about you all.

This union is stronger today than it was when I came here in 2014, and that was always the goal: “Leave it better than when you found it.” I think we did that.

To the LVMPD executive staff members I have worked with, and, at times, against, regardless of how we may have fought, we still have the best police department in the country. Just remember, it isn't always about beating down employees with discipline. Sometimes, the employee who seems too far gone can still be reached. Don't give up on the men and women who risk their lives for this community. Some of them are having a tough time at work, at home, with their families, or even with their own mental health.

**THANK YOU ALL FOR
EVERYTHING, AND THANK
YOU FOR DOING THE
MOST NOBLE JOB IN THE
WORLD. EVERY ONE OF
YOU IS MY HERO!**

Give them grace. And the “worst” employees are often waiting for a leader to help pick them up. Go be that leader, like my friend BP recently was for an officer.

To my pal, the greatest guy no one will ever know, thanks for everything, brother.

To Gov. Joe Lombardo, our former sheriff: Man, you were the toughest dude I ever had to go up against. You showed me how to prepare, educate myself, and not talk out of the side of my neck. Not many people knew – or know – the real Joe Lombardo. I think I have a pretty good idea after many meetings and sit-downs. Keep kicking ass as our governor.

Lastly, Sheriff McMahon: Man, you are just a good dude, brother. I have been fortunate to see how much you truly care about this department and the men and women who work here. Often, folks may not think so, but I know you do. Keep leading from the front, pal.

There are so many more folks I could mention at LVMPD, but I am running out of article space. As I said, this is the last article from your President while I am still actively here.

Thank you all for everything, and thank you for doing the most noble job in the world. Every one of you is my hero! Love you all.

For the last time as your sitting President, stay safe. **VB**

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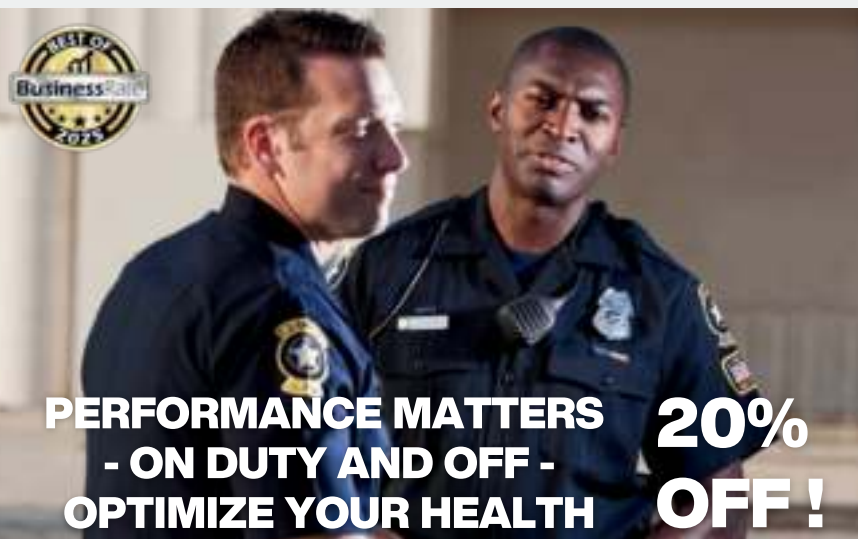
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CORRECTIONS OFFICER DANIEL COYNE VICE PRESIDENT

IT'S OK NOT TO BE OK

Dealing with the loss of a colleague in the line of duty is an incredibly difficult experience. You do not have to “tough it out” or pretend everything is normal. Recognizing that it is OK to not be OK is not a sign of weakness; it is a sign of self-awareness and professional integrity.

When a line-of-duty death occurs, the entire department experiences trauma. The grieving process is personal, and everyone deals with it differently. Our agency has many resources available, so you don't have to deal with it alone.

In the past, law enforcement culture often emphasized resilience and the suppression of emotion as survival mechanisms. P# 21363 However, as an agency, we have gotten better at recognizing that after a traumatic event like a line-of-duty death, Officers may experience long-term issues such as PTSD, burnout, and depression.

It is perfectly normal to experience anger, sadness, or numbness in response to the loss of our brother. If you are having trouble dealing with these feelings on your own, I want you to reach out to someone. If you need to talk, there are many people and resources available to help you. **VB**



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CORRECTIONS OFFICER MYRON HAMM DIRECTOR OF CORRECTIONS

PROTECTING THE PEACE AT HOME

I recently spoke to an old friend of mine from my military days. His son is an Officer with a police department, and I am so proud of this young man. I remember when he was about 10 years old and told me that he wanted to be a fireman. Since his dad became an officer – and likewise, his godfather – I think he felt the need to follow in our footsteps.

Like his dad, he spent a few years in the Air Force. Then, he began to look for a landing spot where he could put down some roots and join a police department. During the academy, we spoke at least three times a week. He was always asking questions and wondering whether he made a good decision.

I watched him go through the academy, and field training was no problem for this young man. His first assignment was on the graveyard shift, and I was amazed how naturally being a cop came to him. Everything seemed to be falling into place, and it was as though he had been born to do this job.

It seemed like nothing could derail or stop his ascent to great heights. He lived and breathed his job – always staying late and never calling in sick – and he became his sergeant's go-to guy. Fast-forward a year and several commendations later, including glowing reports from his commander, and his dad was thinking the sky is the limit.

His work was impeccable, his reputation was stellar, and his ability was second to none. Our phone calls became less frequent, and when I asked his dad how he was doing, he said, "He is well. I just don't talk to him as much anymore." His dad assumed he was simply burning it up, but I felt a little uneasy.

Since I have known this young man, I cannot remember a time when he was not regularly contacting his dad or me for advice or just to talk. I made it a point to reach out, and after 10 days, he finally returned my call. He apologized and told me he had been

really busy. I told him that was OK and asked what was taking up so much of his time. He informed me that he was now in a relationship. I was happy for him, and I advised him to make sure he continued to prioritize his duties and responsibilities.

About a month later, his dad called me. He was upset because his son had gotten into a verbal argument with his girlfriend, and she was threatening to call his commander. I asked what had happened, and apparently, she had gone to a night club with some friends and came home two days later.

I asked whether she was living with him, and his father said yes. His son had told him a month ago that she moved in. Apparently, since entering this relationship, his work performance had begun to slide. According to his dad, he was calling out constantly and had been written up numerous times for being late.

The point of this story is to demonstrate how losing focus and changing your priorities can affect your career. This young man chose to enter a relationship with a young woman who did not have a job and had been kicked out of her parents' home. I warned him, just as I warn our officers, that people may use the fact that you are an officer to threaten your career.

In the past 10 years, I have dealt with numerous officers that have been arrested or lost their careers because of relationships they chose. The solution is plain and simple: Be careful whom you allow into your life, and make sure your significant other is there to support and defend you. If you are constantly arguing and at odds, maybe it is time to reevaluate your choices.

This career is hard enough, and it becomes even more difficult when your support system is not supportive. A wise man once said, "An Officer protects the streets, but their partner at home protects the peace. It is a shared mission." **VB**

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**TUNE IN TO THE
LVPPA PODCAST!**





DETECTIVE JOEL BLASKO
DIRECTOR

PATROL BRIEFING TOPICS

The LVPPA Executive Board attended area command briefings to discuss important topics and trends that we have been seeing. We aim to keep the membership updated with the most current and accurate information. If you are not receiving emails from the PPA, please contact our office so we can ensure your information is accurate in the system.

Speeding has been one of the biggest topics to date. It's imperative that we watch our speeds. Police Officers drive more than most professions, which makes us proficient – or at least we think we are – but that still means we must drive safely. The Department can track your speeds through GPS. It's important to remember to drive within our limits, especially when rolling code and during pursuits. Vehicle accidents are going to happen; it's just the nature of the beast. What doesn't help is when officers are driving too fast or beyond their ability levels. The way we drive will affect how an event is perceived after the fact. We tell officers all the time: The same people you are trying to help will be the same people who will complain in an effort to get you fired.

Truthfulness in CAD is always on our list of topics. Remember, CAD is an official document, and it's extremely important to make sure you are where you are supposed to be. Updating CAD is also extremely important. Sometimes, a call for service doesn't result in any type of formal documentation, such as a police report. It's important to update CAD, because should a complaint arise, one of the first places IAB will look is CAD.

Please make sure your Department cell phone is used only for official business. You have no expectation of privacy when it comes to your Department phone. The Department will be able to find anything on that phone. With that being said, please be careful and limit your use of your personal phone while on duty as well. There have been cases in which an officer's personal cell phone has become a part of court proceedings.

Before we know it, we will be closing out 2026. The year 2027 brings us into contract negotiations and the legislative session in Carson City. Let us know if you wish to participate on the contract negotiation team.

Please check out the Blue Pages tab on our website. The LVPPA has been working very hard to establish partnerships with local businesses that are pro-police. P# 13451 We have partnerships with various businesses, and we will continue to update the Blue Pages tab on our website.

Lastly, if you're looking to continue your education, please look into Smarter by 1 Degree. It's an avenue to continue your education at an affordable price. A link with more information about Smart by 1 Degree is available on our website under the Blue Pages tab.

If you have any questions about these topics – or anything else at all – please call any one of us at any time. Thank you for your membership. Please continue doing the excellent job that you have been doing, and be safe! **VB**



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POLICE OFFICER JOHN ABEL **DIRECTOR OF GOVERNMENTAL AFFAIRS**

SUPPORTING THE BADGE MEANS SUPPORTING THE CAREER

Republicans have long been the party most associated with strong support for law enforcement. They emphasize public safety, respect for the rule of law, and the difficult and dangerous work officers perform every day. That affinity is genuine. Many officers share conservative values around personal responsibility, order, and community protection, and the political relationship has often been mutually reinforcing.

Yet supporting the men and women who wear the badge requires more than rhetorical solidarity. It requires sustaining the conditions that allow agencies to recruit, develop, and retain highly professional first responders throughout their careers. Competitive compensation, reliable pensions, and effective collective bargaining are not special privileges. They are practical tools that produce experienced, stable, and capable public safety workforces.

Why Benefits and Bargaining Matter for Professionalism

Policing demands unusual physical and psychological endurance. Officers work irregular hours, face repeated exposure to trauma, and accept elevated risks of injury and occupational disease. A defined-benefit pension provides a measure of security after decades of that service. It allows experienced officers to plan for retirement without needing a second career simply to survive, and it rewards the long tenure that builds institutional knowledge, tactical judgment, and mentoring capacity.

Collective bargaining gives officers a structured voice in terms of their employment. Through negotiations, associations address issues that directly affect performance and safety: staffing levels, equipment standards, training opportunities, disciplinary fairness, and workload. When these matters are handled professionally at the bargaining table rather than through constant individual grievances or political pressure, departments function more predictably, and officers can focus on the job.

Research and practical experience across the country show that strong retirement security and fair working conditions improve recruitment and retention. Agencies that struggle to attract qualified candidates or that lose midcareer officers to better-compensated jurisdictions pay a hidden cost in training dollars, reduced experience on the street, and increased overtime. A professional workforce is not automatic; it is cultivated. Pensions and bargaining rights are among the instruments that make that cultivation possible.

Fiscal Reality and Political Tension

None of this exists outside fiscal constraints. Public pension systems carry long-term obligations, and local governments must balance competing demands on limited revenue. After the Great Recession, many states, including Nevada, examined the sustainability of their systems. During the 2015 legislative session, lawmakers under Republican majorities advanced reforms that reflected those concerns.

Senate Bill 241 revised aspects of collective bargaining under NRS Chapter 288. It ended evergreen clauses so contracts no longer automatically continued with raises after expiration, required greater transparency in proposed agreements, and adjusted rules around paid union leave. Senate Bill 406 modified PERS formulas for new hires while largely preserving the enhanced multipliers for police. Senate Bill 153 refined the heart-and-lung presumption statutes, adjusting vesting and post-separation coverage parameters. More sweeping proposals that would have eliminated binding arbitration for public safety employees or imposed hybrid pension structures did not pass.

Supporters framed these measures as necessary adjustments

for long-term solvency. Public safety associations engaged in the process to protect core benefits and ensure that reforms did not undermine agencies' ability to field experienced personnel. The episode illustrated a recurring tension: Broad political support for first responders coexists with legitimate pressure to manage the cost of that support over time.

Different Voices at the Legislature

It is important to recognize that police agencies maintain their own government affairs capacity. The Las Vegas Metropolitan Police Department, for example, has an Office of Intergovernmental Services that represents the department's institutional interests before the Nevada Legislature, local governments, and other bodies. That team advocates for the priorities of the Sheriff and command staff—matters such as operational authority, criminal law enhancements, resource needs, and the department's preferred approaches to public safety policy.

This is fundamentally different from lobbying on behalf of a police union such as the Las Vegas Police Protective Association. The department's advocates speak for management and the organization as a whole. Their charge is to advance the agency's official positions. A union lobbyist, by contrast, is accountable to the membership—the rank-and-file officers whose dues fund the association and whose working lives are directly affected by wages, benefits, pensions, due process, and workplace rules.

The two roles often overlap and cooperate. Both may support tougher sentencing, better equipment funding, or measures that improve officer safety. Yet their interests are not identical. Management may prioritize budgetary flexibility, greater discretion in discipline or assignments, or cost-control measures that affect long-term benefits. The association's duty is to protect and improve the economic security and working conditions of its members. When those priorities diverge, a union lobbyist must choose the association's priorities. That is not disloyalty to the department; it is fidelity to the representational responsibility the members have entrusted to the organization.

This distinction is healthy. It creates a system of checks in which management advocates for operational needs while the workforce has an independent voice regarding the terms of its service. Policymakers benefit from hearing both perspectives rather than treating "law enforcement" as a single monolithic interest.

Why Police Unions Often Support More Democrats Than Republicans

Despite the cultural affinity many individual officers feel toward Republican positions on crime and public safety, police unions as institutions frequently endorse and contribute more heavily to Democratic candidates. This pattern is driven primarily by workplace and economic priorities rather than broader ideological alignment.

Democrats have historically been more consistent defenders of public-sector collective bargaining rights, defined-benefit pensions, binding arbitration, and resistance to measures that would weaken union security or shift retirement risk onto employees. Republican-led reforms in various states have more often targeted the cost and structure of public employee benefits or sought to limit the scope of bargaining. For a union whose core mission is protecting the economic security and due process rights of its members, those differences matter more than party labels on criminal justice rhetoric.

Local political reality reinforces the pattern. In many large jurisdictions, including urban centers where most police officers

work, Democratic majorities control key local offices and legislative seats. Unions tend to support candidates who can deliver results on contracts, pensions, and workplace protections, regardless of party. Where Republicans demonstrate reliable support for those same priorities, unions have supported them; where they do not, support shifts accordingly. The result is an institutional preference shaped by self-interest in the terms and conditions of employment, even when rank-and-file political views on social or criminal justice issues lean in a different direction.

The Professional Obligation of Advocacy

That reality is precisely why effective advocacy requires discipline. A lobbyist representing police associations may hold conservative personal views. The job, however, is not to advance a partisan identity. It is to advance the occupational interests of the membership—recruitment and retention, sustainable benefits, safe working conditions, and the operational strength that comes from experienced personnel.

Legislative majorities change. Coalitions shift. Arguments grounded in data, operational necessity, and the practical demands of the profession travel further across party lines than those framed as loyalty tests. When advocates remain focused on the substance—why experienced officers matter to public safety, why predictable retirement security supports long service, and why structured bargaining produces better outcomes than constant conflict—they preserve credibility with decision-makers of both parties.

First responders ask the public and elected officials to trust them with significant authority while they assume significant personal risk. P# M1554 In return, a serious commitment to professional standards includes the compensation and workplace structures that make long, high-quality careers possible. Supporting the badge means supporting the conditions that keep capable people wearing it for the length of a career—and recognizing that the department's voice and the officers' voice both have legitimate, distinct roles in shaping those conditions. **VB**



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POLICE OFFICER GREG STINNETT DIRECTOR

8 IMPORTANT REMINDERS FOR PROTECTING YOURSELF ON THE JOB

I wanted to take a moment to provide an overview of various topics that members of the Executive Board frequently deal with.

1. Department Issued Cell Phones: You have zero expectation of privacy with respect to that device. Do NOT use your department cell phone for personal business. Do NOT send any text messages or emails that you would not be comfortable reading to a jury. If you are in patrol and are not required to possess a department cell phone 24/7, turn the phone off at the end of the shift and put it in your locker.

2. Department Email: Unless you work in an assignment that specifically requires otherwise, you are NOT required to check and respond to your department email while you are off duty.

3. Off-Duty Telephone Calls: You are NOT required to speak to IAB or the District Attorney's Office while you are off duty. It is not uncommon for IAB to call officers on their day off, or while they are off duty, to deliver the great news that they are the subject of an investigation and have been invited to visit them for a compelled interview. The same goes for calls from DA's. If you receive calls on your personal phone while you are off duty, let them go to voicemail. Keep this in mind: No one from Metro or the DA's office will call you on your day off to deliver good news.

4. Leave: FMLA, Administrative Leave, Military Leave, Professional Leave, etc. does not count towards the number of officers that can be off on vacation each shift. The station has the ability and the approval to call in officers for overtime to cover squad shortages.

5. At - Fault Accidents: If you are involved in a vehicle collision,

you are required to complete a report in Blue Team. If you are determined to be the "at fault" driver, limit your narrative. "I was traveling northbound on Boulder Highway approaching Tropicana Avenue when I collided with a blue Toyota. I advised dispatch that I was involved in an accident. I checked the occupants of the Toyota, who refused medical. My supervisor responded along with a traffic unit who conducted the investigation." We will address the details of the accident in the board.

6. AI: Do not, under any circumstances, use AI to author your reports.

7. Personal Cell Phones: Do NOT use your personal cell phone while you are on BWC. Do not put yourself in a position where your personal cell phone could be discoverable in a criminal case.

8. Official Reports: If you are completing a Use of Force Report, Arrest Report, ICR Narrative, etc., review your BWC to ensure the information you are memorializing is accurate. NEVER author a Use of Force Report without first reviewing your BWC. If you are making an arrest after a dynamic incident, take the time to review your BWC. I promise you, defense attorneys are reviewing it and will destroy you on the stand if your memory is not consistent with the BWC.

Thank you for taking the time to check this out. If you have any questions reach out. Our phones are on 24/7.

Stay safe. VB



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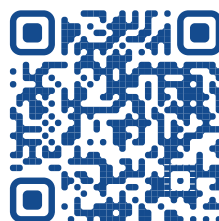
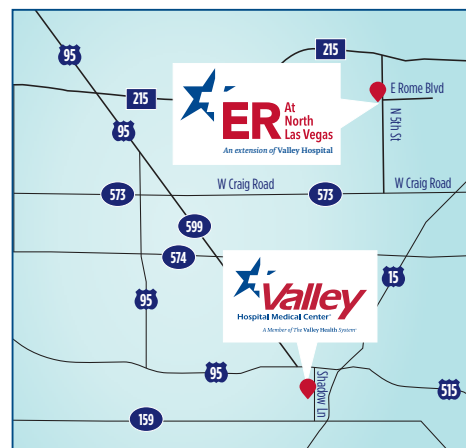
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ROBERT GLOWINSKI
SERGEANT-AT-ARMS

TAKE CARE OF YOURSELF

Greetings, I hope this finds you well. If you made it this far, I appreciate you taking time to read the article. We face a unique set of challenges and risks in our line of work. These risks include our involvement in car wrecks, implementing varying levels of force – including deadly force – and exposure to citizens suffering from gruesome injuries and death. Even though we are trained to handle high-pressure situations and ultimately normalize what we see, you shouldn't neglect your own health and safety after these events. Don't be afraid to seek medical attention from second responders (AKA the fire department) or at a hospital. Do not let supervisors, your peers, or your ego persuade you against being assessed. If you are willing to request medical attention for a suspect, why wouldn't you request it for yourself?

Even if you feel physically fine after an incident, you should not assume you are uninjured. The adrenaline rush that often accompanies these situations can mask pain and injury. P# 20731 For example, strains, sprains or soft-tissue damage may not be immediately apparent but can have serious consequences if left untreated. A thorough medical evaluation at a hospital ensures that any injuries, whether visible or not, are properly diagnosed and treated, potentially preventing long-term health complications. Don't wait until you wake up the next day to seek out medical treatment. Respond to a hospital and receive a proper examination by a physician on the Department's time. If you are sore the next day, notify your supervisor, and report to UMC Quick Care on Wheeler Peak for an evaluation.

A trip to the hospital creates an official record of any injuries sustained during the incident. This documentation is important

for several reasons, including workers' compensation claims. If you need to file a workers' compensation claim, having an official medical record is essential for verifying the claim and receiving the necessary benefits. You have a limited amount of time under NRS to make the claim. Although Health and Safety has improved in recent years, it's important to complete and submit an Occupational Injury form within seven days. Additionally, if the injury is serious enough that you may need surgery or eventually be rated for a disability, having a medical record from immediately after the event will help document your statement.

The psychological impact of traumatic incidents, such as being involved in an officer-involved shooting (OIS), should not be overlooked. While physical injuries are often the primary concern, the mental and emotional toll can be just as significant. This is one reason we encourage Officers involved in an OIS or other traumatic event to complete an Occupational Injury form. Early detection of issues such as acute stress disorder or post-traumatic stress disorder (PTSD) can lead to an accurate diagnosis and improved outcomes. The weight of being involved in an OIS is heavy; you're not required to carry the load by yourself.

This profession is inherently risky, and the nature of the job often places us in harm's way. After being involved in a car wreck or use-of-force incident, it's essential that you prioritize your health and safety by seeking a medical evaluation. This step ensures that any injuries, both physical and psychological, are promptly identified and treated while also providing crucial documentation for legal, administrative, and personal protection.

As always, stay safe and back each other up. **VB**

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CORRECTIONS OFFICER DERICK ELIASON SECRETARY

COURAGE TO DO WHAT IS RIGHT

I am honored to introduce myself as the newest member of the Executive Board of the Las Vegas Police Protective Association. I have always been proud of the work the LVPPA has done throughout my career. Over the years, I have seen the LVPPA show courage by standing up for officers' rights provided through our CBA and NRS. I look forward to continuing that legacy for you, the members.

I was born and raised in North Las Vegas and graduated from Rancho High School. After high school, I briefly worked in construction before being hired by LVMPD in 2016 as a corrections officer. As a corrections officer, I worked multiple shifts in every bureau and also spent time in the Field Services Section and AOST.

While working in Field Services, I saw a clear contrast between two supervisors and the ways they led officers. One supervisor consistently showed courage, stood up for what was right, and had the backs of his officers. The other rarely showed that same courage, often followed direction without independent thought, and frequently found herself in difficult situations. Seeing that contrast taught me how important courageous leadership is to the officers being led. It also motivated me to join AOST and later take a more active role in the LVPPA because I saw that same courage displayed by members of the Executive Board.

Merriam-Webster defines courage as the mental or moral

strength to venture, persevere, and withstand danger, fear, or difficulty. To be a law enforcement officer, one must be courageous. That courage is not only shown on calls for service; it is also shown in how we lead, how we treat one another, and how we respond to difficult decisions within the department.

That same courage applies to the way we deal with supervisors, peers, and the department as a whole. It takes courage to respectfully disagree when something is wrong, to hold each other accountable when needed, and to admit when we make a mistake so we can learn from it and move forward.

In my experience, the easy path is usually silence. Fear is a normal reaction when someone has to show courage by standing up for what is right. As Mark Twain said, "Courage is resistance to fear, mastery of fear, not absence of fear." Staying quiet may avoid conflict in the moment, but it can also allow poor decisions, unfair treatment, and a bad workplace culture to continue. Courage does not mean being disrespectful or confrontational. It means speaking up professionally and honestly when something affects our members, our contract, or the standards we expect from each other.

The best teams I have been part of were built on trust. Officers trusted each other because they knew their peers would tell them the truth, support them when they were right, and challenge them when they were wrong. Those moments are not always public and do not always come with recognition, but they matter. They apply on and off duty because sometimes being a good partner means having tough conversations with partners and supervisors. Often, the quiet decisions to do what is right have the greatest impact on our profession and the people working beside us.

Courage also comes from taking the time to understand policy and our contract. I understand how easy it is to sign off on PowerDMS without fully reading a policy, but as a training officer, I learned that a lack of knowledge and preparation made me less courageous when trying to instruct others on the correct way to do things.

That preparation matters because courage is more likely to be accepted when it comes with a willingness to offer solutions. Anyone can point out a problem, but it takes a stronger kind of courage to identify the issue, understand the facts, and bring forward a reasonable path to fix it. When concerns are presented with professionalism, knowledge, and possible solutions, they are less likely to be viewed as complaining or conflict and more likely to be received as leadership. In our profession, speaking up is most effective when it is backed by preparation because it shows the goal is not to create division but to improve the outcome for our members, our partners, and the department as a whole.

As your newest Executive Board member, I will do my best to carry that courage forward for the members of the LVPPA. I will stand up for what is right, advocate for fairness, and work to continue the legacy of representation that I have respected throughout my career. My goal is to listen, learn, prepare, and act with the courage needed to support our members in a professional and effective way. If we continue to choose courage over silence, preparation over assumption, and unity over division, we can strengthen our association and the profession we proudly serve. **VB**

EDITORIAL POLICY

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

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DAVID ROGER
GENERAL COUNSEL

AFTER 28 YEARS, STEVE GRAMMAS STEPS AWAY FROM THE BADGE AND THE UNION PRESIDENCY

Three-term PPA president reflects on a career that took him from a high school work-patrol officer to the head of one of Las Vegas law enforcement's most influential unions — and on what he's leaving behind.

After three decades in law enforcement, Steve Grammas is retiring. He steps down after serving three consecutive terms as PPA president, capping a career that began not with a badge but with a civilian post directing traffic outside a high school.

A Career That Started on Foot Patrol

Grammas's law enforcement career spans 28 years, and it did not begin in a patrol car. "I started as a civilian," he said. "High school work patrol — I was a field training officer." From there, he moved through a series of increasingly specialized assignments — the problem-solving unit and then the narcotics team, where he worked as a case agent before being selected for undercover work.

"I worked as a case agent in narcotics until I was selected as a UC," he said. "I spent my last year and a half as a UC and in narcotics."

That undercover work marked the final chapter of his time on the street. In 2014, Grammas was elected to a seat on the PPA's Board of Directors. Two years later, his colleagues elected him president — a position he would hold for three terms.

Building the Bench

Asked to name his biggest accomplishment in the role, Grammas didn't point to a policy victory or a contract negotiation. He pointed to people.

"I've always said I have a really good eye for talent," he said. "I think bringing up the right people to do the job here has been the most impactful thing I've done."

He credited the union's staff and leadership for the organization's success rather than taking credit himself. "Any good leader recognizes that they're not the one doing the work," he said. "It's the other folks, and the guys up here are just amazing in what they do, how professional they are, and the training they have."

A Run for City Council — and a Loss That Taught Him Something

Grammas's time in union leadership put him close to local politics for years, but he found that observing the political process and running for office were two very different experiences. In an unsuccessful bid for Las Vegas City Council, he said he learned just how demanding a campaign can be.

"Even though I've been around politics in this position, it's different to be a candidate," he said. "It means going out and knocking on doors, talking to people, and doing fundraisers, which isn't easy to learn."

He also came away with a sharper understanding of campaign mechanics — from the timing of mailers and text outreach to the dynamics of voter turnout in a primary versus a general election.

Despite the loss, Grammas said the experience surprised him in a positive way. "I learned that I had the capacity to go out and talk to people, and it's something I enjoy doing," he said. "It was fun for me."

The Cost to Family

Grammas is a family man — married, with several daughters — and he was candid about what more than a decade of union leadership asked of them.

"You give up a lot, but you can still balance work, life, and home life," he said. "As I've told all the folks who work at the union, it's important to prioritize family first. We can figure out the work part second. But yeah, you miss birthdays, you miss events, you miss holidays. When the phone goes off, you've gotta be there."

He said his family has understood the demands of the job — and that their patience is part of what made the decision to

retire an easy one.

"They all recognize it, and they know it, and that's why the decision to retire is so easy," he said. "I owe it to them to come back to them and be a part of their lives for the rest of mine."

What He'll Miss

Grammas hasn't worked a patrol shift in 12 years, but he still speaks about policing with reverence. "I love the job I did," he said. "It's the most noble profession on the planet, I believe."

What he says he'll miss most is the people he worked alongside at the PPA.

"I'm gonna miss the guys on the team at the PPA," he said. "I'm gonna miss the fight, but we do a good job of not fighting when we don't need to."

He described years of political and administrative work alongside close colleagues. "When it comes to the friendships, the friends I have up here, seeing them every day, that's the part that's gonna be tough."

Passing the Torch

Grammas was direct about what he hopes his successor prioritizes: the membership, not the office.

"Stay the course and realize that it's about our members, not about us," he said. "Don't be lazy. Push yourself to do new things. Be an innovator and find ways to change what we do for the better. The ultimate goal is to leave this place better than when you found it."

He offered a clear endorsement for who should take the reins next. "I think our next guy — and I've told everyone, Dan (Coyne) is my choice and has been — is just so good at what he does," he said. "I'm so excited to see what this union looks like."

Life After the PPA

As for his own plans, Grammas is looking forward to more time on the golf course — a hobby he credits his friend David Roger with introducing him to.

"I had a good friend named David Roger introduce me to this sport, break me down, and show me how to swing," he said. "Since then, it's been a passion of mine to go out, keep getting better, and play the game."

He also plans to travel with his family, and several trips are already planned. Reflecting on his financial position after nearly three decades of public service, Grammas said he and his family have been careful planners.

"I'm very fortunate that we were smart with our money and I don't need to work," he said. "I'm actually gonna take a pay raise to retire, so I'm very fortunate and blessed to have had the career we had, which can afford me that opportunity."

A Final Word to the Rank and File

As for closing thoughts, Grammas turned his attention to the officers he has spent his career representing.

"You're gonna have bad days, you're gonna have bad bosses, and you're gonna second-guess whether you're in the right field," he said. "Just stay the course. See this career through. Listen to your union. Trust in these folks. Listen to your attorney."

He closed with a reminder of where the union's loyalties lie.

"At the end of the day, the only job for this union is to look out for you," he said. "It's not to look out for Metro, the city of Las Vegas, nobody. It's just you. Trust that. Lean on them, be safe, and make sure you have a good, long career."



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CHAD LYMAN
DIRECTOR

THE MEASURE OF A LEADER

I have been blessed with an amazing career thus far, spanning from my rookie year in 1998 until now. It has been a great ride filled with various roles, including more than a decade in patrol and another decade in specialty units.

One of the biggest influences on my day-to-day environment has been leadership from other officers. Some of that leadership came from informal leaders – officers who have not formally been promoted within the agency but whose tenure and experience allows them to step up and lead others. This article, however, is not about those informal leaders.

I want to focus on effective things I have seen those who have been promoted within the agency do during my more than 25-year career in law enforcement.

Great leaders do a number of things well for their people. I will go over several positive things I have seen leaders do during my law enforcement tenure.

BELIEVE - Great leaders believe in and trust their people, even when they are imperfect or make a mistake. They believe in their own ability to lead. They believe in the training and correction they will provide. They believe they can influence their people, help them improve, and correct mistakes. Ultimately, they believe in their people, and they express and demonstrate that belief.

CONTINUE TO WORK ON THEMSELVES - Great leaders continue to work on themselves, and they do so openly with the team and squad. The stuff you try to avoid is usually the work you need the most. The best leaders continue to work on themselves, and they inspire others to do the same.

COACH PEOPLE TO THEIR BEST, NOT THEIR WORST - Great leaders coach and treat people according to who they can become, not simply who they are today. P# 20568 Counseling, training, and mentorship are designed to help elevate people, not shackle, micro-manage, or punish them. All correction, training, and day-to-day leadership are designed to promote growth in their officers.

ONE LEADER CAN CHANGE A CULTURE - We all know this is true. Your leadership style can and will shift how a whole squad acts. To establish this, the leader must be consistent in their approach over time and serve as an example of what they expect the culture to be. This will be established and rooted in consistent behavior, not speeches or catchy phrases. Culture is based, above all else, on the consistent behavior of the leader and their response to the team over time.

LISTEN TO EVERY VOICE - Great leaders listen to input from ALL of their team and squad – not simply the loudest, the most senior, the ones they may naturally prefer or the most competent. They listen to and seek input from everyone on the squad. Ultimately, decisions and direction rest with the leader, but part of what makes the great ones effective is their ability to make everyone feel heard and valued.

KEEP MENTORING AFTER PROMOTION - Great leaders continue to support and mentor others, even after those individuals promote. They let the other person lead, but they continue to find opportunities to offer feedback and perspective as those they once led move into new positions within the agency.

OWN THEIR MISTAKES - Great leaders say they are sorry, then actually change or correct what they did wrong. They serve as an

example of accountability and self-correction for their officers and build these positive traits in their people. It is an essential part of leadership to acknowledge failures or mistakes that occur under the direct supervision of their squad.

HAVE A SHORT MEMORY - This applies to both your mistakes and your squad's. Learn from mistakes, fix them, and then move on. Once you have moved on, stay moved on. It is the kiss of death for a supervisor to "handle" a situation, state that it has been handled, and then continue to bring it up in the future. Avoid this. Great leaders certainly hold their people accountable. They do not accept subpar performance or effort, but even as they "fix you," you know they are helping to create a better version of you.

HELP PEOPLE GROW BEYOND THEIR JOB - Good leaders make people better at life, not just at work. They also help people grow so they can move beyond their current job if they so desire. Great leaders show others how to be effective on and off the job. They develop who is "next" and leave the team well-prepared for when they depart.

LISTEN FOR WHAT'S NOT SAID - Great leaders know the truth often lies in what their people leave out when they speak or "report back," if required. Officers often will not be fully honest about all of their thoughts or opinions until they have faith in how a leader will respond. I have never had a boss who stated, "I will hold grudges," "Everything is about how I look" or "I will hang you out to dry in a heartbeat"...yet many of my "leaders" have done just that to me or others on the squad! Great leaders understand this and win over the squad through consistent behavior over time and by listening closely not only to what is said, but also to what is left unsaid.

BE VULNERABLE - Share your own struggles and the mistakes you learned from on your way up. Let the team know how those experiences helped you learn and grow, and, ultimately, how those mistakes did not define you.

DON'T BE THE SMARTEST PERSON IN THE ROOM - Surround yourself with competent people, including those with strengths you may not have. Even if you have expertise in an area, it is OK to allow others to shine. In fact, you should encourage it, especially when you know the person you are encouraging is bringing valuable knowledge to others on the squad. Great leaders develop who is "next" and leave the team well-prepared for when they depart. Great leaders create their replacements.

Some offices are always full, and some stay empty. Some "leaders'" offices are only places you go when you have to be there. They are the last places you want to be.

Then there are the other offices – the ones people actually want to walk into, the ones that always have someone "dropping by," where the squad may gather to ask a question, seek advice, or just talk and "bust each other's chops." They gather not because they were called there, but because they trust the person on the other side of the desk. Rank can give you the office, the title, and the final say. It cannot make people want to be around you, respect you, or follow you. That part has to be earned, especially from your best and most competent officers.

Rank tells you who is in charge. People will tell you whom they trust. Watch whom they willingly spend time with. What kind of

CONTINUED ON PAGE 22



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THE MEASURE OF A LEADER CONTINUED FROM PAGE 22

office are you creating? Those with rank, pay attention. Mentor your officers, lead them, hold them accountable, and help them grow. Create who is "next."

The PPA is losing a leader. Steve Grammas will retire in October. He is not the only great leader or coach I have been blessed to have, and the PPA is not the only great team or squad I have been blessed to serve on. I have benefitted from many great men and teammates throughout my life. But I wrote this article about Steve and the leadership he has given our team, this organization, and ultimately, our Police Department. I challenge my teammates to read this article and think of Steve. Under each section, we can each think of examples of how Steve has done this for us individually or for our team.

Steve has done this consistently over time for our team and the PPA membership. There is a debt he has paid to all of us that we can't truly repay, but he expects no payment. He didn't do it because he wanted to be noticed, recognized, or have the spotlight on him. This article will make him uncomfortable. He did it because it is who he

is. He can't help it.

When he took over the PPA, he was asked to do so at a time when the organization was struggling internally and had a real culture issue. As he leaves, we are strong – culturally and otherwise. He is leaving this place better than he found it. He has prepared the leaders who will step into the void created in October. It is up to Dan and the rest of the PPA Board to carry on the leadership he has given us and continue to grow and move forward.

I am no legend or superstar, but I have served on some amazing teams and with some of the best to ever do it. I have had a long career, but it isn't over yet. I will probably have put in three decades or more by the time I move on.

My current boss is named Steve Grammas. He leaves in October. He is one of the best to ever do it, and he is a solid example of what this article is all about.

To those who lead within this agency or the PPA, I challenge you to be more like Steve. God bless you, my brother. We will miss you, but we will thrive and continue to grow. You would expect nothing less. **VB**

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NAME	P Number	TITLE	DATE OF RETIREMENT	YEARS
MICHAEL TWOMEY-WALSH	P#6501	PO II	5/1/2026	26

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NRS 289 AND INTERNAL INVESTIGATIONS

When you find yourself as the subject in an internal investigation, NRS 289 dictates key points regarding how the internal investigation must be handled. The Department will send you a notice regarding the alleged misconduct at least 48 hours before your interview. To comply with NRS 289.060.2, the notice MUST include the following:

2. The notice provided to the peace officer who is the subject of the investigation must include:

- (a) A description of the nature of the investigation.*
- (b) A summary of alleged misconduct of the peace officer setting forth with specificity the alleged acts or omissions constituting the misconduct and the date, time and location of the alleged misconduct. If the date, time or location of the alleged misconduct is unknown, the summary must specify that the date, time or location is unknown. If there are multiple allegations of misconduct, the summary must describe each allegation of misconduct.*
- (c) The date, time and place of the interrogation or hearing.*
- (d) The name and rank of the officer in charge of the investigation and the officers who will conduct any interrogation or hearing.*
- (e) The name of any other person who will be present at any interrogation or hearing.*

Let's break down sections A and B.

A:

The description of the nature of the investigation is more than merely an event number. The nature of the investigation described in the notice must be clear, leaving no room for trunk monkeys or guessing. The Department's investigators will most likely have already spent hours investigating the allegation, so they must provide a description of the allegation or allegations of which they are already aware.

B:

This paragraph is the longest in this section because it provides specific details about what the Department must include regarding the alleged misconduct. One of the key words is "specificity." When setting forth the alleged misconduct, the notice must be specific.

If your notice says, "It's alleged you used foul language," that absolutely does not meet the required element of specificity. The investigator would need to state specifically in the notice which word or words are believed to be "foul." Similarly, if the notice says you "applied an unapproved use-of-force technique," that also lacks specificity. Failing to specify what technique is alleged to be "unapproved" clearly would not comply with NRS 289.

The same is required for all allegations, whether they involve interactions with the public, use of force, truthfulness or any other alleged violation. The date, time, location and details surrounding EACH allegation must be provided. Those aren't my words; that's Nevada law.

If we believe a notice violates any of the requirements set forth by NRS 289, we have no problem requesting that the Department's investigators rewrite it to comply with the law. In fact, it's not uncommon for these questions to arise as we review internal investigation notices.

We have had multiple conversations with the Department's investigators and supervisors, and I believe we have a good working relationship with many of them. It isn't the PPA versus the Department – it's the PPA versus anyone who is trying to deprive

you of your rights.

I know several investigators in IAB, CIRT and EDS whom I respect and believe are great investigators who stay within NRS 289. Some investigators need more guidance than others, but you'll find that in every section Department-wide. And that's OK. As long as a humble attitude and willingness to learn are present, we can overcome those shortcomings. There is no problem with that at all.

The Vehicle Collision Board is also required to follow NRS 289 because it conducts internal investigations. We have healthy conversations with its members as well as regarding Metro-related accidents.

As your representatives, it is our job to make sure your rights are being respected. If we see an incomplete notice, whether it comes from IAB, CIRT, EDS or VCB, we absolutely will bring it to the investigative team's attention before the interview. It is not uncommon for us to request that a notice be rewritten if it does not comply with NRS 289. That ensures the interview process runs smoothly for you.

Regarding the internal investigation interview, NRS 289.060.3C states:

3. The law enforcement agency shall:

- (c) Limit the scope of the questions during the interrogation or hearing to the alleged misconduct of the peace officer who is the subject of the investigation.*

This section limits investigators' questions to the alleged misconduct. That raises the question: "What if they ask me something outside the notice in violation of NRS 289?" In that case, your PPA representative will object to the question. Whether investigators are asking something not included in the notice or something unrelated to the alleged misconduct, we will place the objection on the record.

If a supervisor is present – which most likely will be the case – the supervisor may still mandate that you answer the question under threat of insubordination. In that case, you will answer the question. Most importantly, however, the objection raised will be on the record and can be used later, if needed, during the grievance process. It is not the end of the world if you hear us raise an objection; it is simply part of the process.

Most importantly, we will be in your corner to help you through each internal investigation. Behind the scenes, we are having multiple conversations with the Department to help improve its investigative process and protect your rights.

I mentioned several types of internal investigations that occur within the Department, but do not mistakenly believe that NRS 289 applies only to those specific investigative groups. In your respective area command, you may become the subject of an investigation in which your direct supervision asks questions that you reasonably believe could result in discipline. If that happens, you most definitely have the right to call us!

If you have any questions, we encourage you to reach out. If you are a supervisor reading this, contact us, and we will set up a squad training to discuss internal investigations and other topics with your squad.

We enjoy working with you all and take pride in our mission to protect those who protect this community. Thank you for everything you give this community. That cannot be overstated. **VB**



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HONORING A FALLEN HERO: OFFICER AUSTIN ABDELNABI

EOW: AUGUST 4, 2026

The Las Vegas law enforcement community continues to mourn Las Vegas Metropolitan Police Department (LVMPD) Officer Austin Abdelnabi, who was killed in the line of duty on August 4, 2026. He was 30 years old.

Officer Abdelnabi was the first officer to arrive after LVMPD received a report of an armed man acting erratically near a business on East Tropicana Avenue. As Officer Abdelnabi exited his patrol vehicle, the gunman immediately opened fire, striking him multiple times. Additional officers arrived and rendered aid before Officer Abdelnabi was transported to University Medical Center, where he was pronounced dead. His death is a painful reminder of the danger officers face each day and the courage it takes to answer every call without knowing what may await them.

Before joining LVMPD in November 2023, Officer Abdelnabi served his country as a United States Marine. His military service included assignments in Japan and Africa and earned him several honors, including the Marine Corps Good Conduct Medal, National Defense Service Medal, Global War on Terrorism Expeditionary Medal, and Global War on Terrorism Service Medal. After joining LVMPD, he served at the Southeast Area Command.

Those who knew Austin remember far more than his distinguished record of service. He was known for his larger-than-life personality,

his laughter, and his deep love for his wife, Sage. Whether serving alongside fellow Marines or protecting the Las Vegas community, he lived with courage, loyalty, and an unwavering commitment to others.

Austin's dedication to the law enforcement family also extended beyond his work as an officer. He contributed to the Las Vegas Police Protective Association (LVPPA)'s charitable efforts to assist officers and families experiencing hardship and loss. Tragically, Austin became the first fallen officer who had personally donated to the charity whose support would later be extended to his own family.

In the days following his death, law enforcement officers, first responders, and community members came together to honor Austin's life and sacrifice. The overwhelming outpouring of support reflected the profound impact he made during a life devoted to serving others. The LVPPA remains committed to standing beside Austin's wife, family, friends, and fellow officers not only during the immediate period of mourning but throughout the difficult months and years ahead. No family should face such a loss alone.

Officer Abdelnabi answered the call to serve both his country and his community. Although his watch ended far too soon, his courage, compassion, and selfless service will never be forgotten.

Godspeed, brother. We have the watch from here. VB



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