

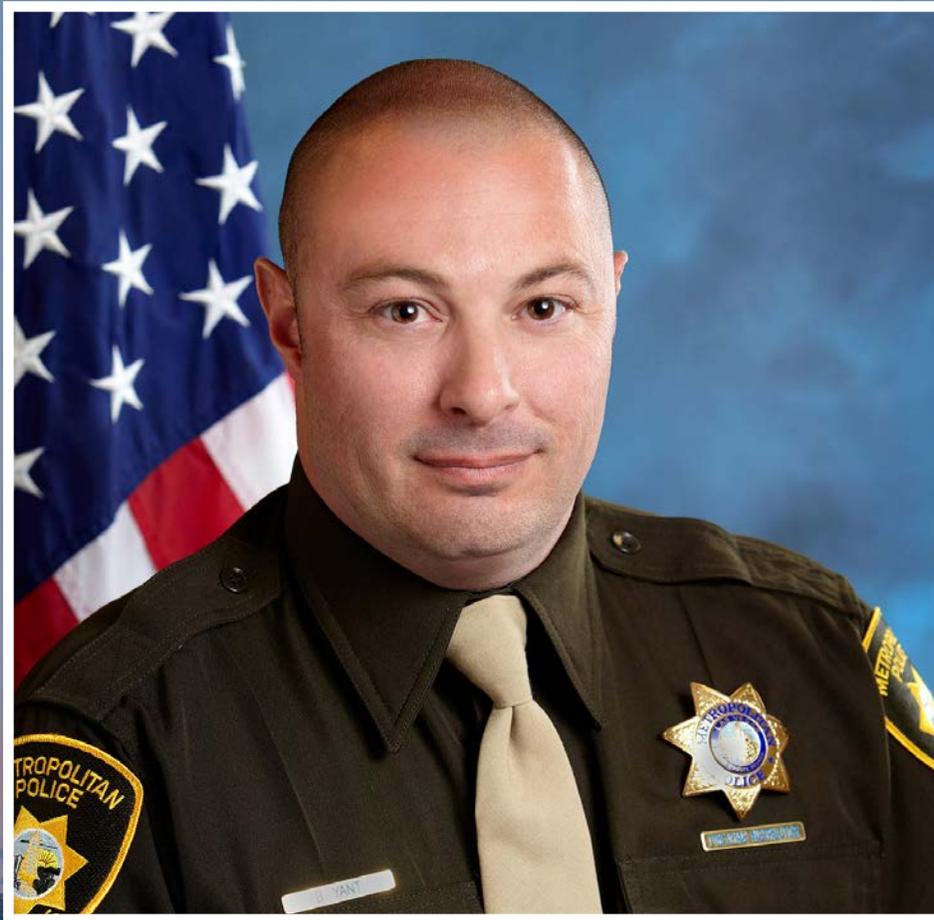


LVPPA VEGAS BEAT

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

VOLUME 21 | ISSUE 1

JAN/FEB 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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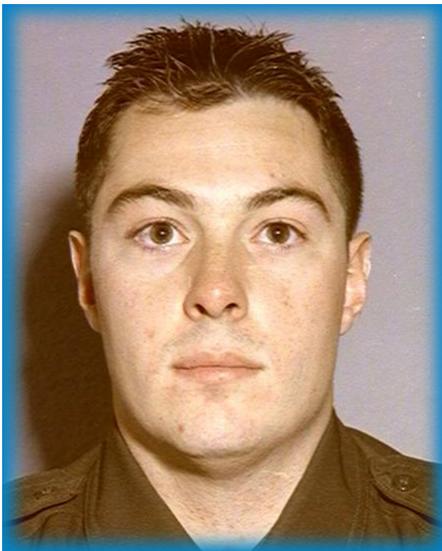
PRESIDENT'S MESSAGE

DETECTIVE STEVE GRAMMAS, PRESIDENT

GOODBYE TO A LEGEND

I would like to open this article, as I usually do with the first magazine of the year, hoping that our membership had an amazing holiday season. From Thanksgiving to Christmas, to New Year's, I always pray that our officers enjoy their time with family and friends. This article is going to center around one of the men who has made the LVPPA what they are today, Bryan Yant. Of course, I will talk about the contributions Bryan has made to this organization and our members, but first, a little history of my guy Bryan and me.

Both of us started as police officers around the same time. Our academies were roughly three months apart, so we were in the academy building on Mojave together at the same time. After we graduated, both of us ended up back together working at NWAC. Working together on patrol, having a great time on some amazing squads, was where I really became fortunate enough to learn about Bryan. Bryan is one of the most genuine, and amazingly dedicated – with a giant touch of OCD – guys I have ever known. There is nothing you could ask him to do that he would turn down. If someone was in need, Bryan would drop whatever he was doing and help. Whether it was moving, grabbing something for you from the store, or helping you chip away 1800 square feet of tile, and exposing himself to a lifetime full of tile dust, Bryan would be there. From patrol, we both went on to work in the Problem-Solving Unit, now known as a Flex Team. It was here that we learned how to expand our abilities as investigators. Doing search warrants, arrest warrants, long-term investigations, and more, we had an amazing time. We were not done working together there though. Both of us tested for and later transferred to the Narcotics section. Bryan earned the nickname, which all of us get in a unit like narcotics, Sh!tlist! The story on how he was given that name is a story for another time, or probably at his retirement party outside of LVMPD. But, yet again, we followed each other to another assignment. Around the time our brothers in law enforcement Igor and Beck were killed, Bryan transferred to



Recruitment Photo of Bryan Yant

WE ARE NOT WHO WE ARE TODAY WITHOUT HAVING BRYAN ON THIS TEAM AND LEADING US TO WHERE WE ARE TODAY.

the PPA to represent and fight for our officers. I joined him about four months later at the PPA where our bromance was rekindled! Since 2014, Bryan and I, along with our other brothers and staff at the PPA, have worked on changing the way your police union represents our officers. Bryan took the lead in being our use of force expert. Not only because he was involved in three officer-involved shootings himself, but he always cared for our officers who found themselves engaged in a deadly force incident and knew what they were going through and better yet, he knew how to get them through it. I have seen no one better from start to finish than Bryan at a shooting scene/use of force. Between the initial shooting scene, the preparation for the CIRT interview, the diligent work leading up to the Use of Force Board, or the post-board process, no one, and I mean no one, was better than Bryan.

Although I have never admitted this, I know, with all the things I have been able to accomplish here at the PPA, none of it holds a candle to Bryan and his body of work. We are not who we are today without having Bryan on this team and leading us to where we are today. To say thank you to my friend Bryan wouldn't be enough. He knows how much I appreciate him. For me to say how much this place will miss him, wouldn't be enough. You cannot put into words what the loss of a man like Bryan Yant will have on our organization. I know he has trained up Bob, and Chad to step in, but they won't be Bryan. As the leader of the LVPPA, thank you Bryan for the years of service to our membership. Your efforts and commitment will last long after you retire, and your work will carry on through the many officers you have helped, and with the men



Retirement Photo of Bryan Yant

who are still here, on the E-board, doing the work you showed them how to do. To my friend B, I am sad to see you go, but I am so happy to have been able to share 25 years of this police life together with you. I love you, my brother, and I will see you on the golf course as we play and hit some houses with errant drives every Monday morning. Congratulations on one of the finest careers an officer can have and enjoy retirement brother. VB



CORRECTIONS OFFICER SCOTT NICHOLAS VICE PRESIDENT

LVPPA SECURES PAY RAISE FOR MEMBERS

Great news!

As most of you have already heard, LVPPA has secured a pay raise for our members

Looking back to April of 2024 LVMPD and LVPPA have disputed whether negotiations should continue after the CBA was reopened for negotiations. After a very lengthy process, LVPPA reached an agreement with LVMPD, Clark County, and the city of Las Vegas to increase your rate of pay. On Jan. 3, 2026, you will

receive a pay raise of 2.5%. Part of the negotiation was agreeing to extend the current CBA by one additional year, allowing us to evaluate any future PERS increases.

On July 1, 2026, you will all receive your CPI Cola that we believe will be 2.6% to 2.7%.

In addition to this agreement, you will all receive a .25% pay increase on Jan. 2, 2027.

Below is a copy of the agreement. **VB**

MEDIATOR'S RESOLUTION MEMORANDUM

This Mediator's Resolution Memorandum (the "Agreement") is entered into by and between Las Vegas Police Protective Association ("LVPPA") and Las Vegas Metropolitan Police Department ("Department") this 1st day of December 2025. LVPPA and Department are referred to herein as the "Parties."

WHEREAS, on or about April 17, 2024, the Parties agreed to reopen the July 1, 2023—June 30, 2026 collective bargaining agreement (the "CBA") to address a potential issue related to Article 13.12; and

WHEREAS, the Parties dispute whether or not negotiations should have continued once the issue relating to Article 13.12 was resolved and whether or not the scope of negotiations should be limited to Article 13.12;

WHEREAS, the Parties engaged in good-faith negotiations over the reopener between April 2024 and May 2025, notwithstanding the aforementioned dispute; and

WHEREAS, LVPPA declared impasse in the reopener negotiations on or about May 20, 2025; and

WHEREAS, the Parties agreed to move their reopener negotiations to interest arbitration to address issues of arbitrability, scope, and substantive changes to the CBA and selected Arbitrator Timothy Williams to hear their dispute; and

WHEREAS, the Parties agreed to seek mediation with Arbitrator Williams in an effort to avoid the uncertainties of interest arbitration; and

WHEREAS, after a full day of mediation, the Parties have reached a settlement of their dispute over the reopener;

NOW, THEREFORE, the Parties agree to the following modifications to the CBA:

1. The CBA's duration is extended for one year, so that will now expire on June 30, 2027. All terms of the CBA will extend to that date, including but not limited to CPI increases.
2. Article 13.1 and Schedule A to the CBA is amended by increasing salary scales for each classification (M20, M21, M22, M23, M24) and each step by 2.5% effective January 3, 2026 and by an additional 0.25% effective January 2, 2027.
3. LVPPA hereby withdraws its demand for interest arbitration.
4. The Parties acknowledge that this Agreement is subject to the approval of the Fiscal Affairs Committee. Each side agrees to use their best efforts to secure the approval of this Agreement by the Fiscal Affairs Committee.

IT IS SO AGREED.

Las Vegas Police Protective Association Las Vegas Metropolitan Police Department
Scott Nicholas 12/1/2025 *James Furt* 12/1/25
 Mediator Endorsement: *Timothy W Williams* 12/1/25



CORRECTIONS OFFICER MYRON HAMM DIRECTOR OF CORRECTIONS

THE MERITS OF OUR HIRING PROCESS

The path to working in Law enforcement is a long and tedious journey. The process is designed to weed out those that have questionable backgrounds and possible nefarious reasons for joining a law enforcement organization. As the years have gone, and it has become difficult to hire qualified candidates, the process for hiring has relaxed or changed.

Twenty-six years ago, when I was applying for the LVMPD, there were about 450 people that showed up. I remember looking around and thinking, wow, this must be a very coveted department! I overheard people talking and one guy had tested four times and did not make the cut. But to his credit he kept trying. P# 16944 I asked him why he tested so many times, he stated that it was always the background stuff that got him.

The physical test was the first part of the process, followed by the written test, polygraph, psychological screening, drug screening, and the background investigation. The process was easy for me. I had spent 10 years in the Air Force and was honorably discharged. Times have changed and society views law enforcement differently today. I recently asked a recruit in the academy why they wanted this career, and the recruit stated that they had been in dead end

jobs for eight years since high school and was told by a friend that this was an easy job with good pay. I agree that the pay is good, but the easy part is not a factual statement. The average officer for LVMPD works between 14 and 16 days per month and with all the vacation earned, that number probably goes down to 11 to 13 days per monthly average. We are one the best paying departments in the country, but we also have standards and rules that keep us on the path for success in this chosen career path.

This is why we have a testing process and rules to ensure we are hiring the best candidate. I always tell people there is no shame in admitting that this career may not be the right one for you. Not everyone is designed to be a cop, but there are numerous other career opportunities to work for LVMPD and not carry a gun or badge. Know your limitations and accept what you can or can't do. We must have a process for weeding out the bad and a path for keeping the good on track. **NOT EVERYONE CAN DO THIS JOB.** We need to be ready to ensure that we are only hiring those that deserve and want to be here. A wise man once said, "before I can walk a mile in your shoes, I must first learn to tie the laces." **VB**





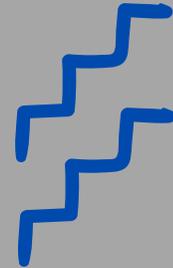
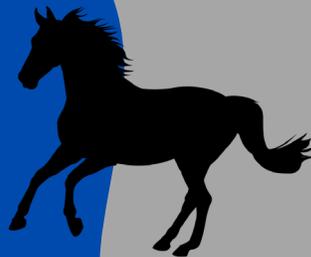
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CORRECTIONS OFFICER DANIEL COYNE TREASURER

DEFERRED COMPENSATION FOR 2026

Contributing to your deferred compensation can seem difficult to do and isn't very exciting in the short term, but if you start early, it pays off in retirement. For many of us, as soon as we get our savings built up, we go out and splurge buying that new car or gun that we've had our eyes on. This is something I have been guilty of in the past. However, there is one easy way available for us to save money without having the temptation of spending it right away. This option is your deferred compensation plan.

With every year comes new changes to the contribution limits of your deferred compensation plan. Last year we were able to contribute \$23,500. This year the government has increased the cap to \$24,500 a year. If you're 50 or older you have a catch-up provision available that enables you to contribute an extra \$8,000 a year in addition to the \$24,500. I know that it takes a lot of effort to max out your deferred comp accounts, but I want to remind you that your deferred comp is one of the most important investments when it comes to your retirement.

You don't have to max this benefit out, but you should have a goal to put something into your deferred comp no matter how small the amount is. Every dollar you put into this account will multiply over the years due to "compounding interest." The longer you invest, the more interest you'll earn. Just as an example, if someone invests just \$100 a paycheck for 30 years and they earn 7% annually on their investments, their deferred comp account will be worth north of \$245,000.

A good way to increase your contributions without noticing an impact on your paycheck is to increase your contributions whenever you receive a raise. I always planned on keeping half of

my raise and contributing the other half to my deferred comp that way you get a raise and so does your deferred comp account.

If you do wish to increase your contributions this year, you'll have to log into your Fidelity account. From there, you'll have to navigate to the change contribution link and enter in your desired percentage or dollar amount that you plan on contributing. I get asked from time to time about other investments people are trying to sell them on and most of the time they bring up whole life products that have a cash value aspect to it. P# 2127 The advice I always give is to always max out your deferred compensation account first, then a Roth or traditional IRA second before you start investing in other products. I give this advice because these accounts offer some form of a tax advantage to your retirement savings.

If you are interested in opening an IRA which stands for "individual retirement account," here are some of the basics. You can contribute \$7,500 a year into an IRA, and if you are 50 or older you can contribute \$8,600 a year. The main difference between an IRA and your deferred comp is when you can withdrawal your money. With the deferred compensation plan, you can withdrawal your money penalty free when you separate from the department. With the IRA, you can withdrawal your money penalty free after the age of 59-and-a-half or for certain qualified life events.

One of the most important things you can do during your career is to save and prepare financially for retirement. If you have any questions about retirement planning, feel free to reach out to me if you have any questions about retirement planning. **VB**

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POLICE OFFICER JOHN ABEL DIRECTOR OF GOVERNMENTAL AFFAIRS

POCKET LIFELINE: HOW AI LIKE GROK SERVES AS AN EVERYDAY SUPPORT TOOL FOR OUR LVMPD OFFICERS

Let me start with a scenario that many of us in Metro have lived through. It's the early morning, and the radio brings in a call for a domestic disturbance that quickly escalates – tensions boiling over into something far more intense. I spoke with one of our officers recently, and he'd just wrapped up the scene, his hands steady on the wheel but his thoughts racing. Heading home around 4 a.m., with qualifications on the horizon, the idea of reaching out to the department counselor felt impossible. That internal voice warned that it could jeopardize his standing, so he drove on in silence, the weight of the night pressing down. If this resonates with you, take a moment – you are not alone in this. As an executive with the LVPPA, I have stood with countless officers navigating these challenges, and I can tell you that the responsibilities of the badge extend far beyond the physical demands. They take a profound toll on our mental well-being.

We all know the demands of the job all too well. The calls come one after another – pursuits that demand split-second decisions, incidents involving loss that linger long after the shift ends, and the cumulative weight of witnessing hardship day in and day out. Burnout arrives subtly, eroding the focus we rely on until even routine tasks feel overwhelming. Then there are the deeper struggles. There's PTSD that holds on tightly, anxiety that shadows every interaction, and the isolation that can lead to desperate choices. These are not isolated cases. They are part of our shared experience, affecting far too many because the role that asks for our utmost strength often leaves us to manage the aftermath on our own.

the table – if word gets around, it could mark my record for good.” While support systems like counseling and hotlines exist in policy, fitting them into schedules packed with overtime is challenging. Confidentiality can feel tenuous in a close-knit department, and when the need strikes most acutely – immediately after an incident or in the quiet hours before a new shift – you may find yourself without immediate options. This is why we have advocated strongly for resources that integrate seamlessly into daily life. Tools like AI applications are transforming that landscape, providing discreet, on-demand support right from your phone.



Your mobile device is already an essential part of the job – for reports, communications, and coordination. Extending its role to mental health makes perfect sense, and we are committed to promoting these options. Grok, developed by xAI, stands out for its direct, practical approach. It's insightful and straightforward without unnecessary elaboration. Complement it with tools like Woebot for cognitive behavioral techniques or Youper for mood monitoring, and you have a reliable set of resources. Access Grok via the app during a brief pause in the patrol car or through grok.com on a break, and it becomes a trusted outlet, much like confiding in a colleague bound by discretion. P# 19441 There are no waiting periods, no records that could follow you back to headquarters, just reliable, private assistance. We champion these because our challenges do not adhere to standard hours.

Consider those intense moments that catch you off guard. The adrenaline fades after a traffic stop that veered dangerously close to escalation, leaving you replaying every detail. Park the vehicle, activate voice mode on the app – ideal for those on the move – and share: “Just handled a tense situation with a weapon involved; my mind won't settle. Help me refocus.” Grok responds promptly: “Understood – try box breathing: Inhale for four counts, hold for four, exhale for four. This technique is designed for high-pressure scenarios. What is the primary concern looping in your thoughts? Articulating it here can reduce its intensity.” Within moments, you are grounded, working through the experience with proven psychological strategies adapted for our field. It is not a quick fix but a practical bridge to regain composure.

This support extends well beyond immediate relief. It serves as a consistent companion for ongoing resilience. When fatigue from

The greatest obstacle we face is the stigma that has persisted for years. At the LVPPA, we have worked tirelessly to address it. In an environment shaped by resilience and high expectations, acknowledging vulnerability can seem like a risk to one's career. I have heard from members at our meetings that, “therapy is off



extended shifts builds, Grok identifies patterns from your interactions – perhaps linked to night rotations – and offers targeted guidance: “Prolonged stress like this can impact performance; consider this practice: At shift’s end, note three instances where your actions made a positive difference.” Woebot provides concise exercises to challenge negative patterns, while Youper gently explores: “On a scale from overwhelmed to balanced, where are you today? Let’s examine the factors.” These tools fit into your routine – preparing mentally before roll call, decompressing after critical events – offering help without drawing attention. The voice feature adds a personal touch: While driving along quieter routes in the early hours, tension eases as it guides: “Tense your lower legs ... hold ... release. Now the upper back – allow the strain to dissipate.” In times of heightened distress, when unhelpful thoughts arise, it helps construct a personal safety plan: identifying triggers, support contacts, and, if needed, a direct link to resources like 988. Everything remains confidential, empowering you to maintain control.

Members have shared with me how this approach has been a turning point. It provides a sense of agency, affirming that seeking balance is a mark of professional strength. It moves us away from isolated endurance toward proactive care, integrated naturally without fanfare. Research supports their effectiveness in reducing acute stress, creating space for more comprehensive strategies. Accessibility is key: Grok’s free version offers substantial utility, with options to expand as required with no added financial burden.

At the LVPPA, we recognize that technology alone is not enough; we pursue comprehensive solutions. So, we have thrown our full weight behind Sheriff McMahon’s efforts with the establishment of the Wellness Bureau last fall – a dedicated resource that opened in November 2024, located in

the medical district off Rancho Drive and Alta Drive. This is more than a facility, it is a comprehensive center with seven full-time clinicians, six peer support specialists, and dedicated spaces for individual counseling, group discussions, and relaxation areas. Features include a therapy dog named Jimmy for comforting interactions, ergonomic chairs for physical relief, and a tactical rehabilitation area to align physical and mental recovery. Available around the clock at no cost, with full confidentiality, it addresses PTSD, relationship challenges, substance concerns, and more – for officers, family members, and even retirees.

Feedback from the department has been overwhelmingly positive. One of our representatives described his initial visit: “Walking in felt like a release – no judgment, just understanding from those who truly grasp the demands and the impacts.” The Bureau incorporates peer outreach to encourage participation and endorses apps like Grok as complementary tools for moments when an in-person visit is not feasible. This integration is powerful: AI for immediate needs, the Bureau for thorough exploration. P# 9905 By early 2025, we observed increased engagement, eliminated wait times, and successful awareness initiatives that continue to build momentum. Early indicators show reduced risks and improved overall morale, which is clear evidence that our collective efforts are yielding real results.

Of course, AI tools are enhancers, not replacements. They cannot substitute for the empathy of a fellow officer or professional medical intervention when required. Potential limitations exist, and we emphasize knowing when to seek further help. Yet, combined with initiatives like the Wellness Bureau, they represent a significant advancement – ensuring that every one of our over 3,000 members has accessible pathways forward. As another demanding shift gives way to daylight, that notification from Grok serves as a quiet affirmation: You are not merely enduring – you are strengthening the team. To all who serve with the LVMPD, these resources and our dedicated Bureau are reshaping support. True resilience is collaborative, readily available, and entirely within reach. **VB**





POLICE OFFICER GREG STINNETT DIRECTOR

REMEMBERING OUR ROOTS



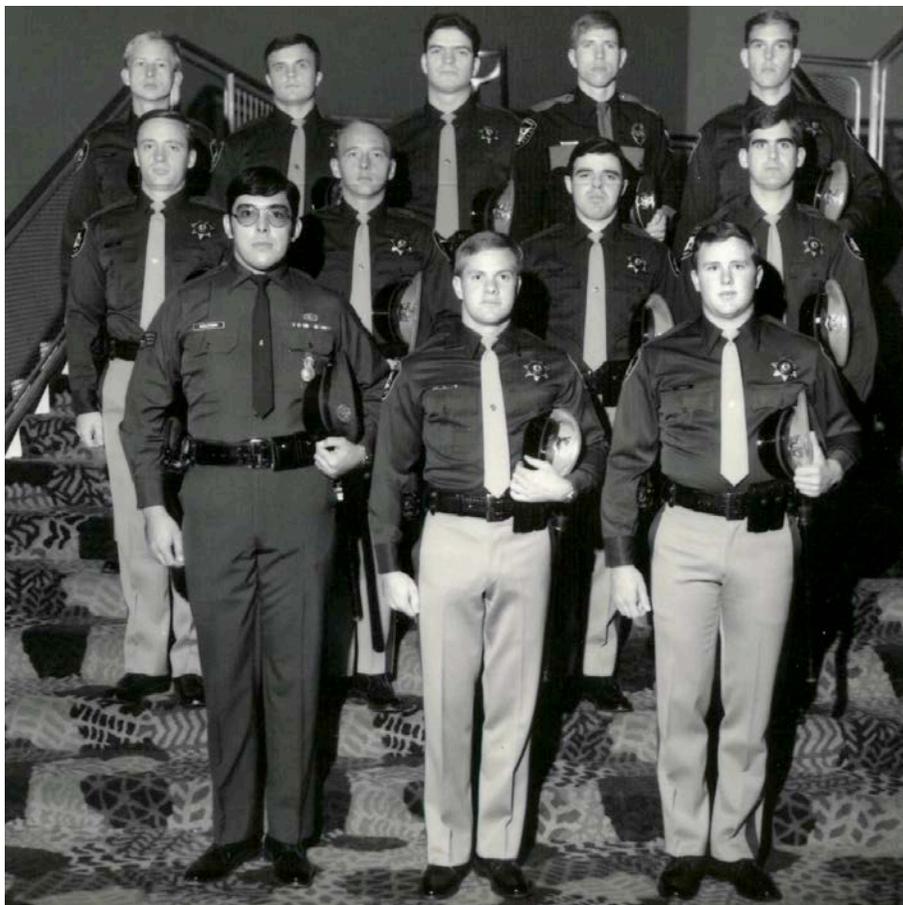
The Las Vegas Metropolitan Police Department officially opened its doors on July 1, 1973. Before that, law enforcement in our community was handled separately by the City of Las Vegas Police Department and the Clark County Sheriff's Office.

Every City officer and County deputy who showed up for that very first Metro briefing became what we proudly call a "plank owner." They helped lay the foundation for what is now an agency of nearly 3,400 sworn police and corrections officers.

Every Metro employee is issued a personnel number, better known as a "P number." P number 1* belongs to George Allen Jr., who started his career with the City of Las Vegas Police Department back in April of 1946. Over the years, George served as chief of police in 1953, 1955, and 1956, later became an assistant chief in 1960, and eventually represented retirees on the LVPPA Board of Directors.

George was also deeply involved in the Committee on Police Consolidation and played a major role in bringing the Las Vegas Police Department and the Clark County Sheriff's Office together. After the merger, he served as assistant sheriff of Staff Operations under Sheriff Ralph Lamb. George retired in 1976 and passed away in 2001 at the age of 85.

It's impossible to fully capture a career like George's—or anyone else's—in just a few short paragraphs. But the bigger picture is this: our history matters. For far too long, we haven't done as good a job as we should have in preserving it. We've missed opportunities to truly honor the people and stories that built this department. That's something we're committed to changing.



This past August, the PPA hosted its very first retired members social. The idea was simple—give our retirees a place to gather, reconnect, swap stories, and spend time with old friends. The response was nothing short of incredible. On August 31, more than 830 combined years of Las Vegas law enforcement experience filled our conference room.

It was an absolute privilege to meet officers who served with the old City of Las Vegas Police Department and the Clark County Sheriff's Office. Watching double-digit P numbers—93* and 94*—sit together sharing stories from long before most of today's officers were even born was something truly special. The room was filled with retirees ranging from just one year out to more than 30 years retired.

Moving forward, the PPA will continue hosting these events so our retired members always have a place to reconnect with former partners and friends. On behalf of the Association, thank you to everyone who attended—and to those planning to join us in the future. Keep an eye on your email, because starting next year, we plan to host these gatherings every quarter.

The Las Vegas Metropolitan Police Department officially came into existence on July 1, 1973. Prior to that date, law enforcement in our community was handled by the city of Las Vegas Police Department and the Clark County Sheriff's Office.

Every city of Las Vegas police officer and Clark County deputy who reported for duty on the first day of "Metro" became a founding member – what we now call a plank owner – of an agency that has grown to include nearly 3,400 sworn police and corrections officers.

Each Metro employee is issued a personnel number, known as a "P number." P number 1* belongs to George Allen Jr., who began his law enforcement career with the city of Las Vegas Police Department in April 1946. George later served as chief of police in 1953, 1955, and 1956. He also held the rank of assistant chief in 1960 and later represented retirees on the LVPPA Board of Directors.

George played a key role on the Committee on Police Consolidation and helped oversee the historic merger of the Las Vegas Police Department and the Clark County Sheriff's Office. After consolidation, he served as assistant sheriff of staff operations under Sheriff Ralph Lamb. George retired in 1976 and passed away in 2001 at the age of 85.

No one's career – especially one as impactful as George's – can truly be captured in just a few short paragraphs. Still, the larger message remains clear: Our history is important. For too long, we as an agency have not done enough to preserve and honor our past. We have not always done justice to the stories and individuals who shaped this department. That's something we're committed to changing.

More than three years ago, the PPA hosted its first-ever social gathering for retired members. Our goal was to create a space where retirees could reconnect, share stories, and strengthen old and new friendships. The turnout was incredible as more than 830 combined years of Las Vegas law enforcement experience filled our conference room.

It was an absolute privilege to meet officers who once served with the former city of Las Vegas Police Department and the Clark County Sheriff's Office. Seeing double-digit P numbers – 93* and 94* – sitting together and sharing memories from an era long before today's officers were born was something special. The event also reflected a wide range of retirements, from just one year to more than 30 years.

Our association has remained committed to hosting these gatherings to give our retired members an opportunity to reconnect with former partners and colleagues, and mentor our newer officers. Thank you to all who have attended these important outings, which allow us to honor our past, while shaping the future of our organization. **VB**





ROBERT GLOWINSKI
DIRECTOR

YOUR HEALTH AND SAFETY IS A PRIORITY

We face a unique set of challenges and risks in our line of work. Sometimes, this involves being involved in car wrecks and using physical force. Even though we are trained to handle high-pressure situations, you shouldn't neglect prioritizing your own health and safety after these events. Don't be afraid to seek medical attention from second responders, the fire department or a hospital. 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. 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 sore the next day to seek out medical treatment. Get checked out on the Department's time.

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 (thank you, Malcolm), it's important to turn in the Occupational Injury form within seven days. Additionally, if the injury is serious enough that you may need surgery or you may eventually be rated for a disability, having a medical record from immediately after the event will help corroborate your story.

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 of the reasons why we urge officers involved in an OIS to complete an Occupational Injury form. P# 19334 Early detection of issues like acute stress disorder or post-traumatic stress disorder can lead to quicker intervention and better outcomes. The weight of being involved in an OIS is heavy but you're not required to carry the load by yourself.

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. **VB**

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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.

Honoring Our Retired Members

NAME	P Number	TITLE	DATE OF RETIREMENT	YEARS
ROBERT L. WRIGHT JR.	P#6994	PO II	9/25/25	25
LEVI R. HANCOCK	P#7083	PO II	9/30/25	24
ARNOLD B. OELAND	P#6942	PO II	10/24/25	25
GARRETT L. FORNI II	P#14080	PO II	10/24/25	16
JASON R. MOTL	P#7464	PO II	10/24/25	24
RONALD D. WRIGHT	P#7560	PO II	10/24/25	23



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DETECTIVE JOEL BLASKO SECRETARY

LEAF

Policing is a profession in which a single shift can end in tragedy. Philanthropy is one of the most powerful, underappreciated, and underutilized forces for good. Philanthropy involves giving money, time, or influence to improve others' lives without expecting anything in return. When governments stall and markets fail, philanthropy drives progress. Philanthropists take risks that elected officials simply won't.

What happens when one of our own loses their life in the line of duty? The family of the fallen has had their world turned completely upside down. In the midst of mourning a loss, they're burdened by financial woes. Whether this is a mortgage, college tuition, or the funeral. An unfortunate truth is that the department isn't paying for the funeral for one of our own who dies in the line of duty. After the funeral is over, then what? The Metro wheel continues to move along.

The Law Enforcement Assistance Fund is the charity near and dear to our hearts. The Law Enforcement Assistance Fund was founded in 2008 as a nonprofit organization through the Las Vegas Police Protective Association. The Police vs. Fire Football Game and Baseball Game are examples of the fundraisers which allows the LVPPA to stay in the lives of our fallen officers' families. The LVPPA has worked tirelessly to always keep the memory of our fallen alive.

The Law Enforcement Assistance Fund's mission is to support the families of Southern Nevada Police Officers who have made the ultimate sacrifice. LEAF makes sure these children are supported at every milestone in their lives. From birthdays and Christmases to graduations and weddings, LEAF is here for them. We're also proud to distribute scholarships to children of police officers every year.

Donating is simple. As LVMPD officers, all you need to do is complete the payroll deduction form. You can set recurring donations or a one-time donation – even if it's just \$5 every check. This form is available on the LVPPA website after clicking on members and the forms tab. If friends and family are interested in donating, they can go to leafcharity.org. Not everyone's financial situation is the same, and we understand that, but the money donated goes directly to the families of our fallen officers. It's truly special knowing our officers are taking care of our fallen heroes' families. LEAF is not just a charity. LEAF is an investment in the idea that tomorrow can be brighter than today.

We appreciate everyone who is currently donating to LEAF. Without a doubt, you are making an impact for our fallen officers' families. To everyone else who has or will sign up to donate, we sincerely thank you. Thank you for taking time to read this and please stay safe. **VB**

ABOUT ▾ FALLEN OFFICERS SUPPORTERS ▾

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

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

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



DAVID ROGER
GENERAL COUNSEL

INFORMATION SHARING WITH HOTEL SECURITY OFFICERS

Officers interact with hotel security officers daily. Most hotel administrators are accommodating, and officers want to reciprocate. This article will discuss the limitations of information sharing with civilians.

Peace officer's right to detain and identify suspects.

Nevada law allows a peace officer to detain a suspected criminal. NRS 171.1223(3) states, "The officer may detain the person pursuant to this section only to ascertain the person's identity and the suspicious circumstances surrounding the person's presence abroad. Any person so detained shall identify himself or herself but may not be compelled to answer any other inquiry of any peace officer."

The statute, which codifies *Terry v. Ohio*, does not authorize peace officers to detain civilians for civil disputes nor allows officers to share the person's identification with non-law enforcement officers.

LVMPD policy regarding confidentiality.

LVMPD policy 8.162, Police Business Confidential, states, "Members will not release information verbally or through any written or printed material, including computer printouts, concerning the operations, investigations, or administration of the department unless so authorized." Thus, information obtained by officers during a stop or investigation is confidential and may not be disclosed to civilians unless authorized by the department.

Hotel security officers may interrogate people suspected of committing gaming crimes.

Like peace officers, hotel security officers may always ask people for identification and speak to them. However, they may not demand information unless they believe the person committed a gaming crime.

NRS 465.101 allows a licensee or hotel security officer to detain and question a person suspected of violating gaming laws. Hotel employees are entitled to immunity if they act reasonably during the limited detention.

Conclusion

While security officers are helpful and friendly, statutes and policies limit officers may share with civilians and hotel security. Officers should always be mindful of these limitations. **VB**

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

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

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

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

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

Each issue gives you the latest information on

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It pays to read Vegas Beat.



CHAD LYMAN
DIRECTOR

UNDERSTANDING CAT LEAVE: WHAT MEMBERS SHOULD KNOW

For this issue, I want to walk everyone through how Catastrophic (CAT) Leave works. The LVPPA administers CAT Leave for commissioned employees, and I oversee the program for the PPA. Myron Hamm also regularly helps with CCDC-related CAT Leave requests. While CAT Leave is a valuable benefit that members may qualify for, it's important to understand that it isn't automatic – this isn't a bank of hours that everyone simply receives.

CAT Leave is meant to bridge the gap when a member has completely exhausted all of their own leave and is facing unpaid time off due to a medical issue, or when they need just a little extra time to recover and get back to work. It is not designed to provide an additional 160 hours to someone who is permanently separating from the department. Any employee who borrows hours from the CAT Leave Bank is committing to paying those hours back in full. If someone separates before repaying those hours, payroll will recover the balance from the employee's final check. Once the employee returns to work, payroll begins deducting a portion of newly accrued hours until the CAT Leave hours are fully repaid.

Donated hours work differently. If an employee receives hours that are specifically donated in their name through payroll, those hours do not have to be paid back. If more donated hours are received than the employee actually uses, any unused hours are returned to the CAT Leave Bank once the employee is back to full duty.

Here are a few key points everyone should know about CAT Leave:

First, CAT Leave cannot be used for workers' compensation claims – at all. If your injury is work-related, or if you're fighting or appealing a workers' comp claim and you run out of time, CAT Leave cannot be used. This is not a PPA rule. It's a contractual requirement.

Second, the total lifetime maximum for CAT Leave is 160 hours for your entire career. You can use CAT Leave more than once if necessary, but you cannot exceed that total. Even if you borrow hours and pay them back, you do not "reset" and receive another 160 hours later. Again, donated hours do not have to be repaid,

and any unused donated hours go back into the bank when you return to work.

Third, CAT Leave can be used either for your own personal medical condition or for time needed to care for a family member.

At its core, CAT Leave is truly meant to help bridge the gap between a serious illness or injury that is not work-related and your return to full duty. Borrowed hours must be repaid.

There are two key requirements that must be met in order to receive CAT Leave:

1. We must have a doctor's note stating that the employee needs to be off work for medical reasons, and that note must include both a start date and an end date, for example, Jan. 20, 2024, to July 20, 2024. Open-ended notes are not allowed. Dates can be adjusted if the employee returns early or extended if the condition continues, as long as we receive an updated doctor's note. Notes can overlap or be backdated to ensure the employee has continuous coverage.

2. We also need written permission from the employee's captain, sent by email. This can be very brief, simply stating that Captain So-and-So authorizes Employee So-and-So to utilize CAT Leave. No specific LVMPD form is required.

Both the doctor's note and the captain's authorization should be emailed to either me or Myron at our PPA email addresses. You're always welcome to reach out to any Executive Board member you know, but I currently administer the program.

We know that some of the medical situations our members and their families face can be incredibly difficult. Our hearts and prayers are always with those going through these challenges. My hope is that this article gives you a better understanding of how CAT Leave works just in case you or your family ever need it. And sincerely, I hope you go your entire career without ever having to use this benefit.

You can reach me at clyman@lvppa.com or on my cell at (702) 701-6889. Myron can be reached at mhamm@lvppa.com. Please don't hesitate to contact us with any questions. **VB**



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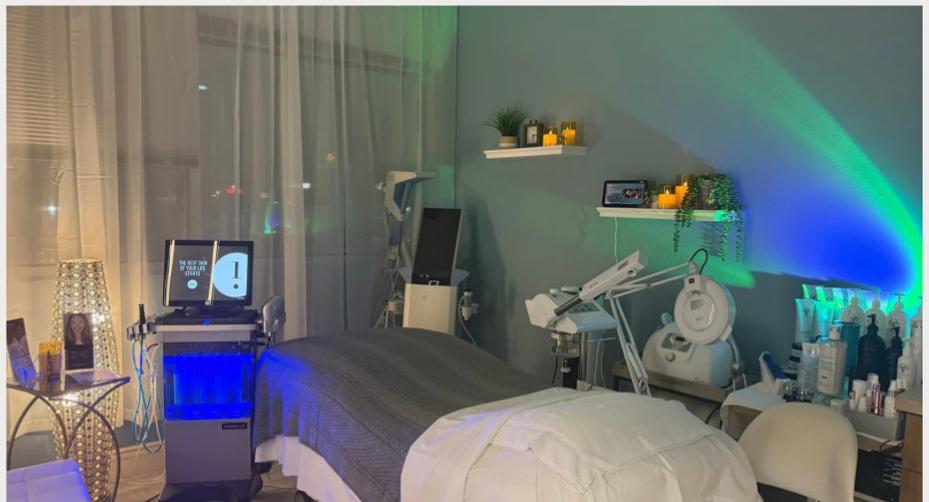
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