LAS VEGAS METROPOLITAN POLICE DEPARTMENT
Sheriff Kevin McMahill

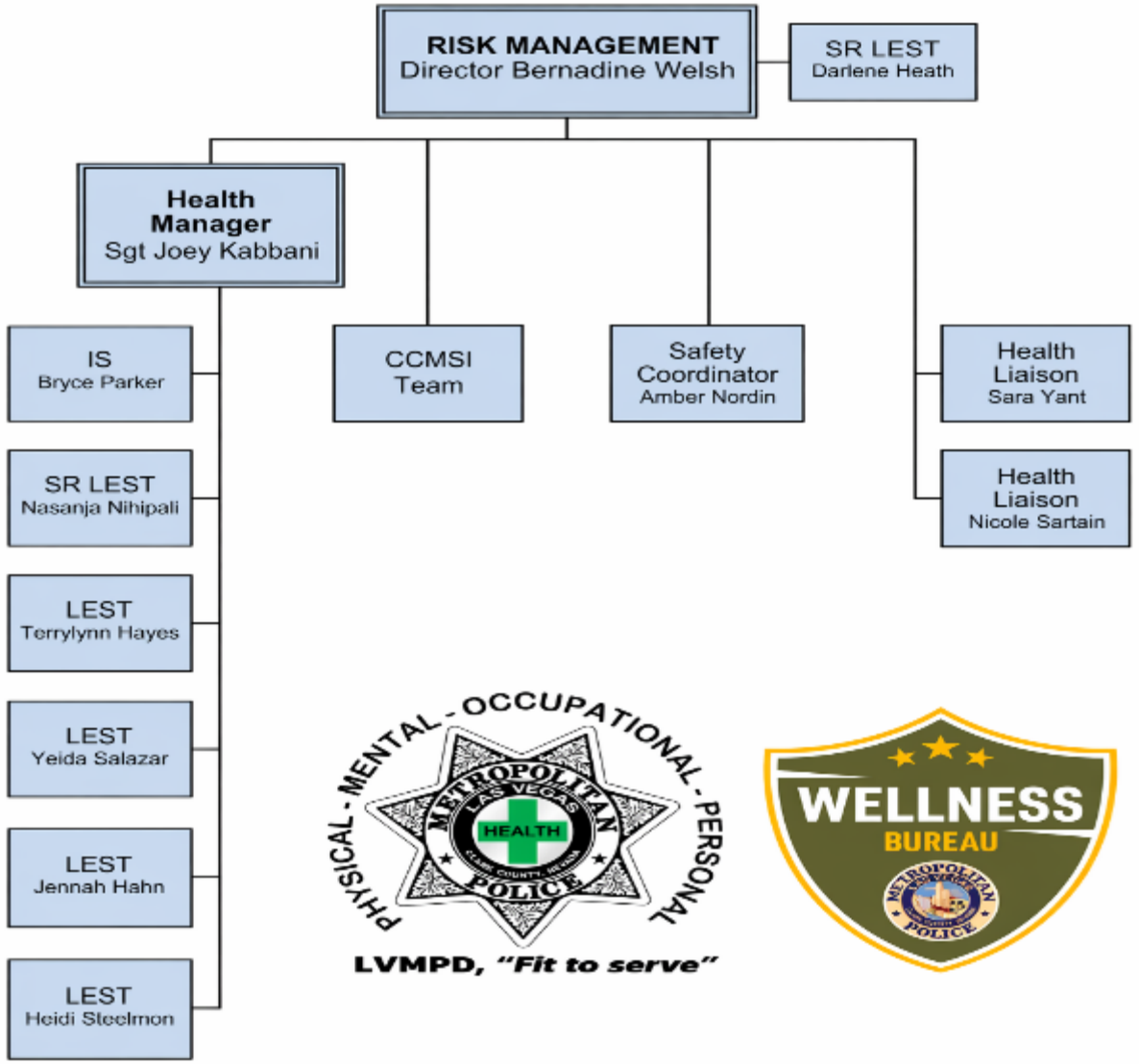
THE IMPACT OF EMPLOYEE WELLNESS EFFORTS ON WORKERS' COMPENSATON

LVMPD HEALTH AND SAFETY

Director Bernadine Welsh, P# 15379
702 828-3406
B15379W@LVMPD.COM

Sergeant Joey Kabbani P# 15078
702-828-1923
J15078K@LVMPD.COM

SECTION MAKEUP AND WORKLOAD



LAS VEGAS METROPOLITAN POLICE DEPARTMENT
Sheriff Kevin McMahill

SERVICES & Caseload:

- 2,932 annual employee physicals. (2026)
- 413 pre-hire physicals, 157 vaccinations (2026)
- 1547 active workers' compensation claims. (2026)
- 1152 active FMLA approvals. (2026)
- 125 employees actively on light duty / off-work.
- 612 Rx medications reported in 2026.
- Variable number of employees on crisis leave.

THE PREVIOUS LANDSCAPE

- Employee Wellness may not have been a priority.
- Employee suicides.
- Distrust of the work-comp system and peer support.
- Lack of professional resources internally.
- No education on the services of occupational health.

CHANGIN THE CULTURE

LAS VEGAS METROPOLITAN POLICE DEPARTMENT
Sheriff Kevin McMahill

Historical distrust of workers comp system and unfamiliarity with what Health and Safety does.

- Focus on education and outreach.
- Putting a commissioned supervisor in the section.
- Creation of second Health Liaison position (1,246 contacts in 1 year).
- In person classes for squads on training days and briefings.
- Renewal of on-site CCMSI contract (with expectations being set).
- SharePoint/PowerBI logs.

- Hospital visits.
- On-call rotation and Teams group.
- Proactive claim mitigation (Tropicana)
- In person meetings with CCMSI for injured workers and family.
- Mandatory UMLV training.
- PPA training and working relationship.
- Critical staffing A.N.
- Referrals from clinicians (with consent).

WORKING WITH THE UNIONS

LAS VEGAS METROPOLITAN POLICE DEPARTMENT
Sheriff Kevin McMahill

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[Work-Related Injuries - Las Vegas Police Protective Association]

Vegas Beat Magazine - May/June 2025

Work-Related Injuries

May 1, 2025 | Vice President Scott Nicholas

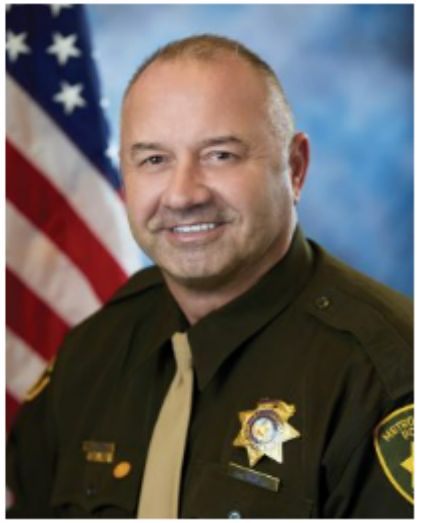


Over the last 19 years on the PPA Board, I have been asked why I haven't written about the good things with LVMPD. Well, today's the day!

Workers' compensation has been an ongoing headache for more than 25 years of my career. Most of the people I've represented have been sent straight to an attorney to get their claims handled and to take the pressure off while they attempt to get healthy. One of the most frustrating things is to get a denial letter in the mail when the injury is clearly work-related and the responsibility of the employer.

Let me be clear that everyone's experience may be different when going through the workers' compensation process, but times have changed under Sheriff McMahill's leadership. Recently, I have had a far different opinion of both health and safety and CCMSI.

Going back about two years ago, I began asking a lot of questions regarding our workers' compensation denials and how we can make changes that stop automatically paying law firms 25% of your money and make attorneys rich off your injury.

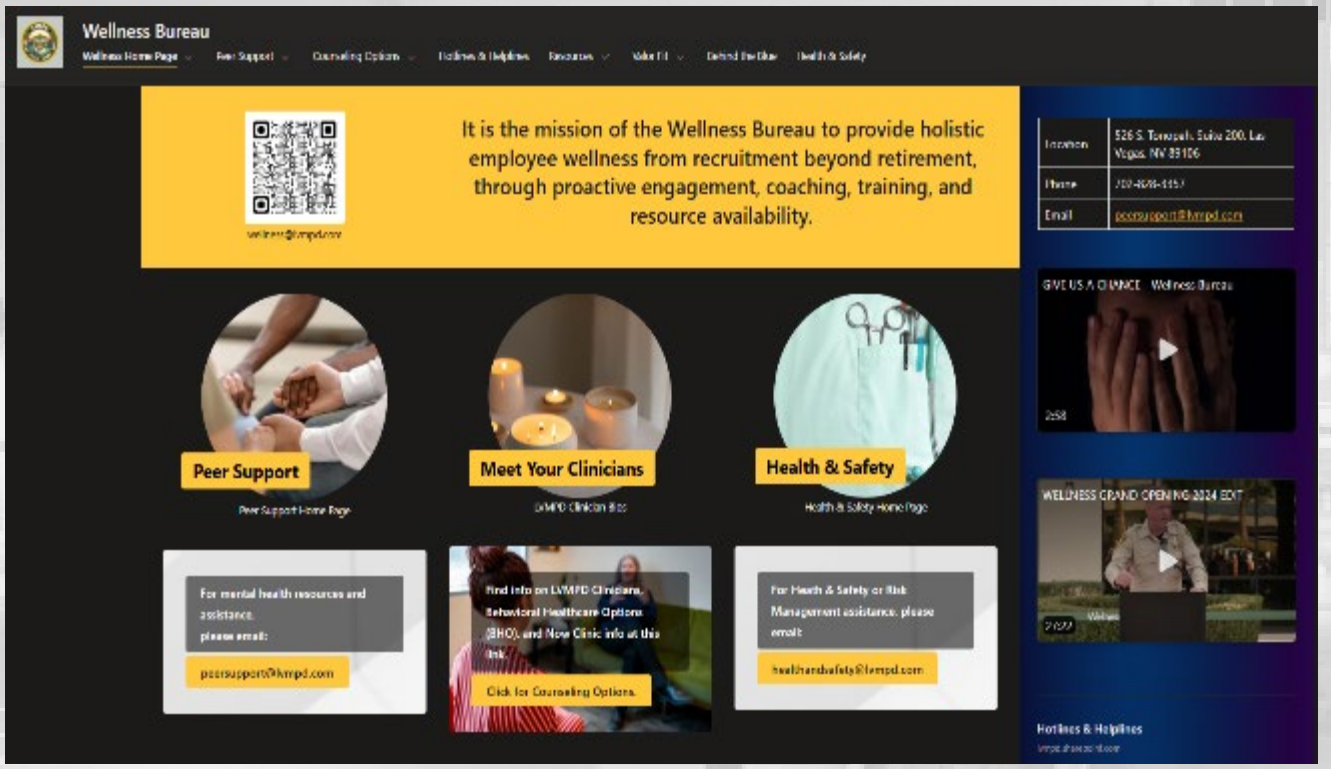


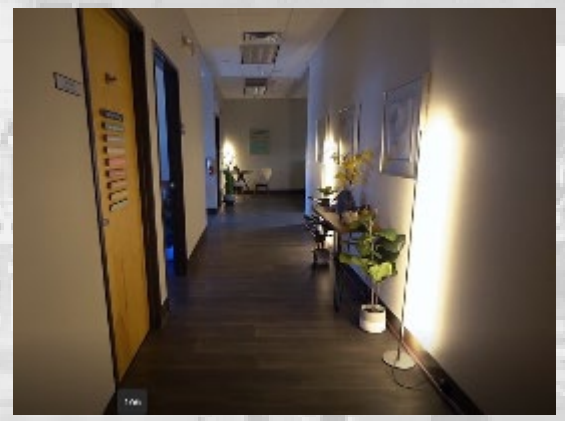
Corrections Officer Scott Nicholas
Vice President

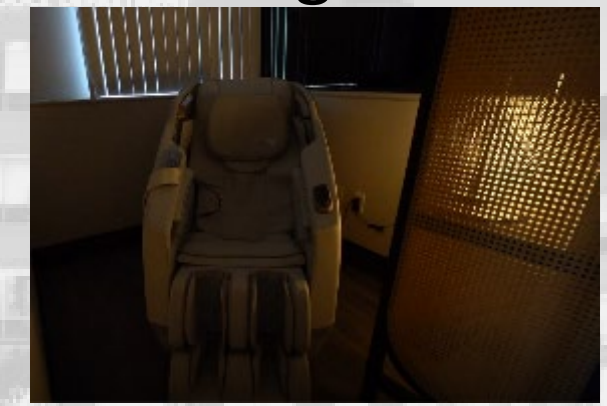
CHANGING THE CULTURE

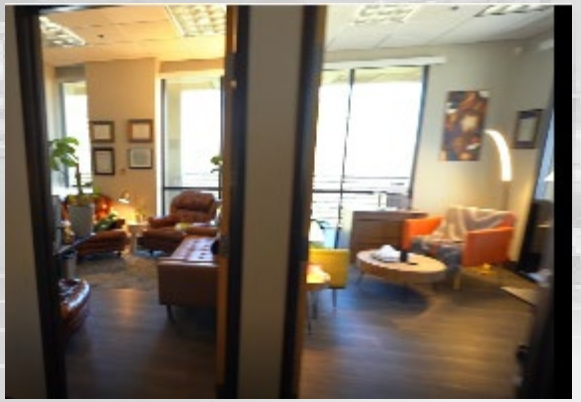
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Sheriff Kevin McMahill

November 2024 - Opening of the new Wellness Building









THREE employee suicides in 2022, ONE* in 2023, ONE* IN 2026.

CHANGING THE CULTURE

TMENT
Mahill

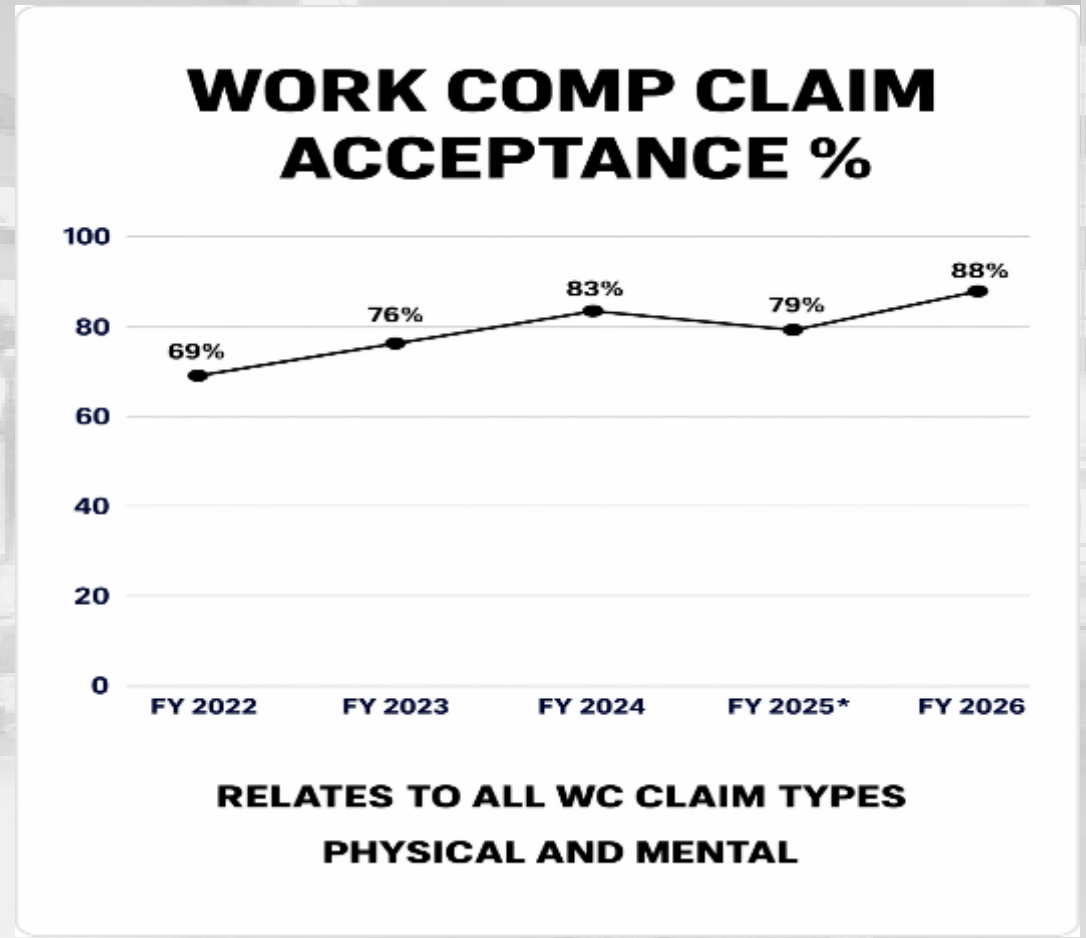
PRO-TEAM TACTICAL

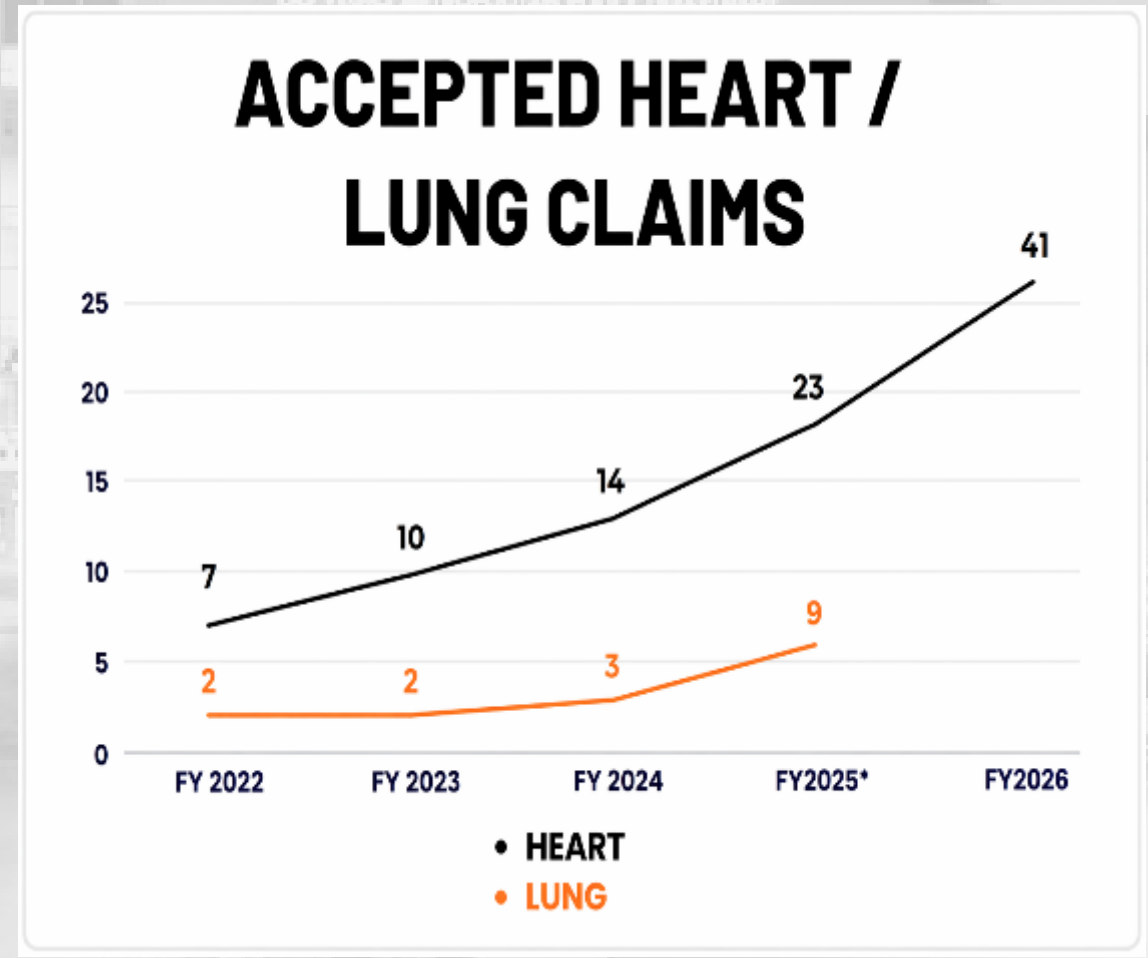
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Sheriff Kevin McMahill

STATISTICS:

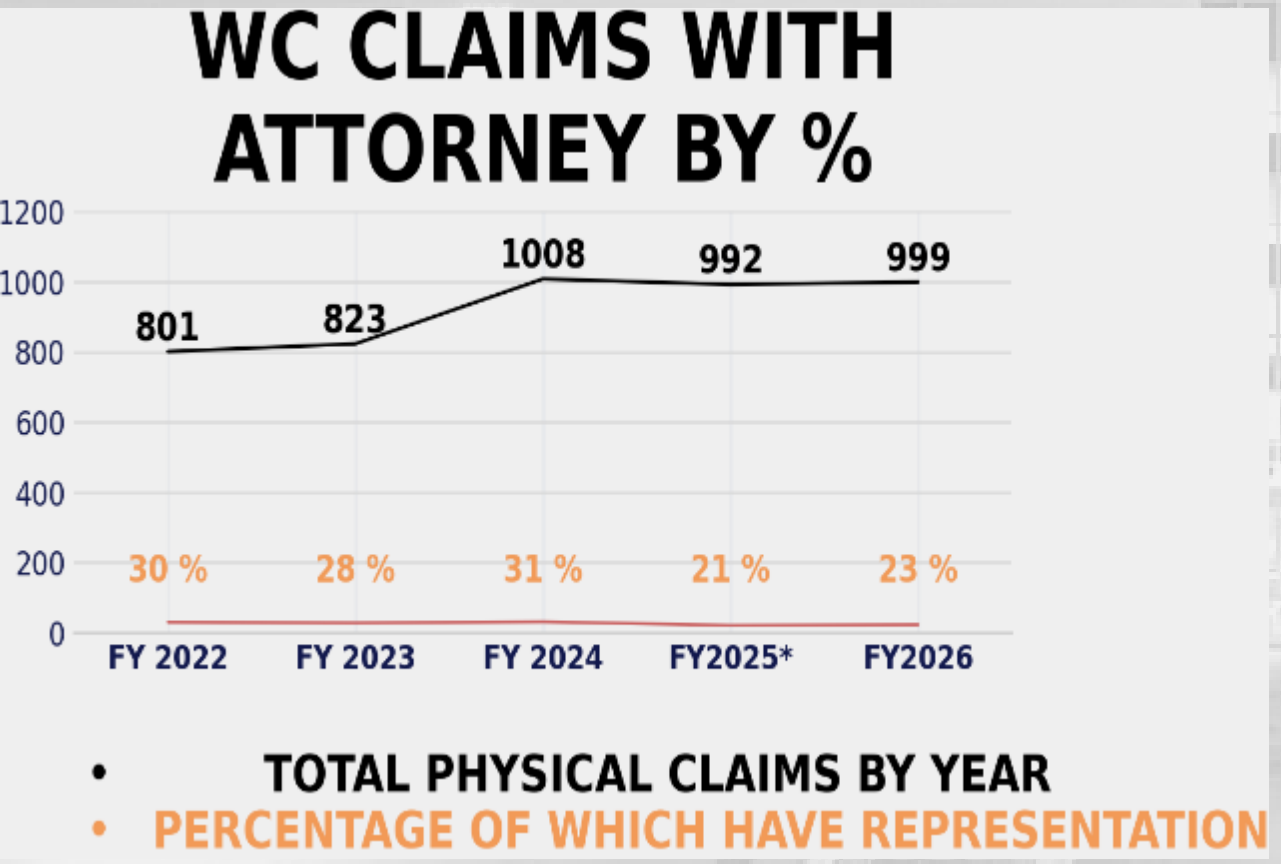
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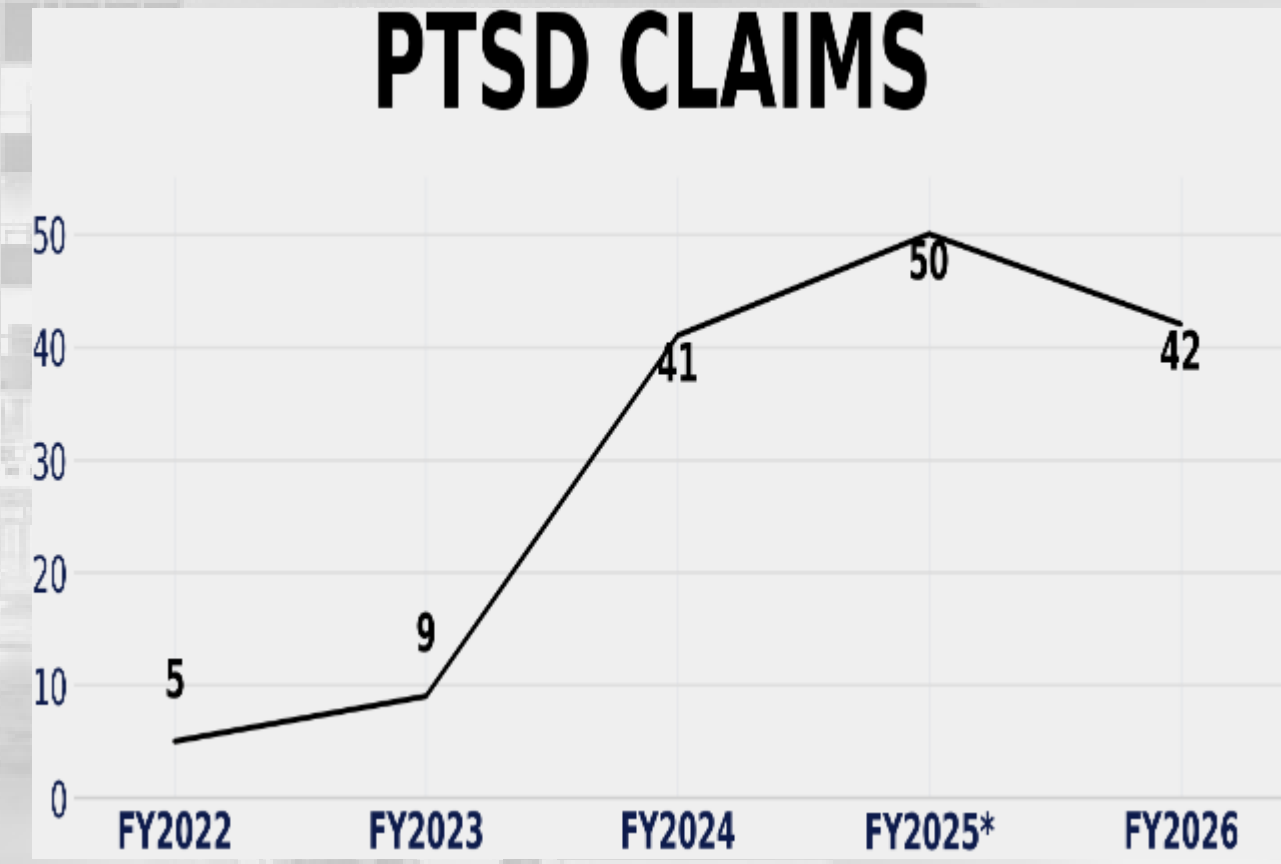


STATISTICS:

LAS VEGAS METROPOLITAN POLICE DEPARTMENT
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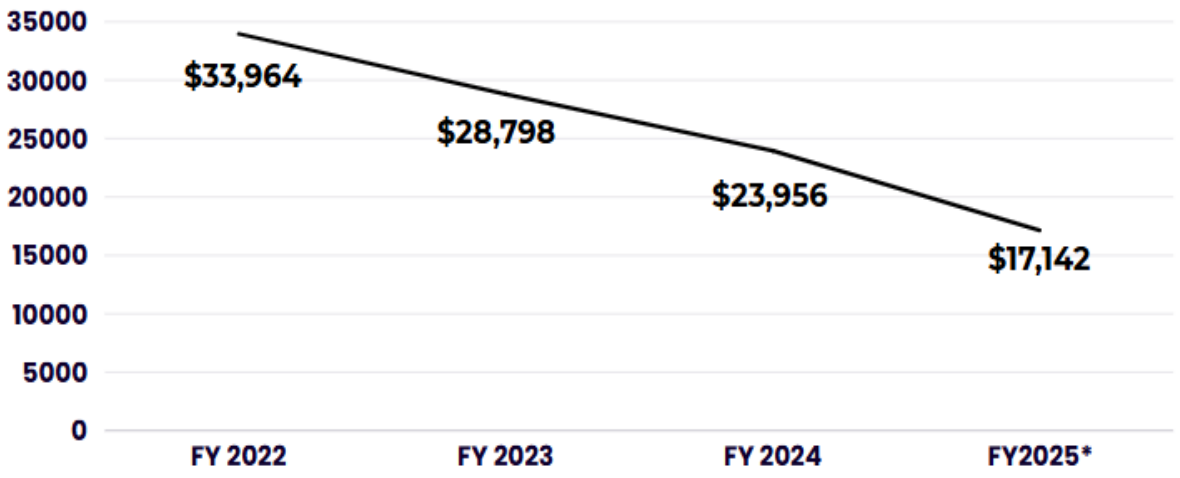
- TOTAL PHYSICAL CLAIMS BY YEAR
- PERCENTAGE OF WHICH HAVE REPRESENTATION



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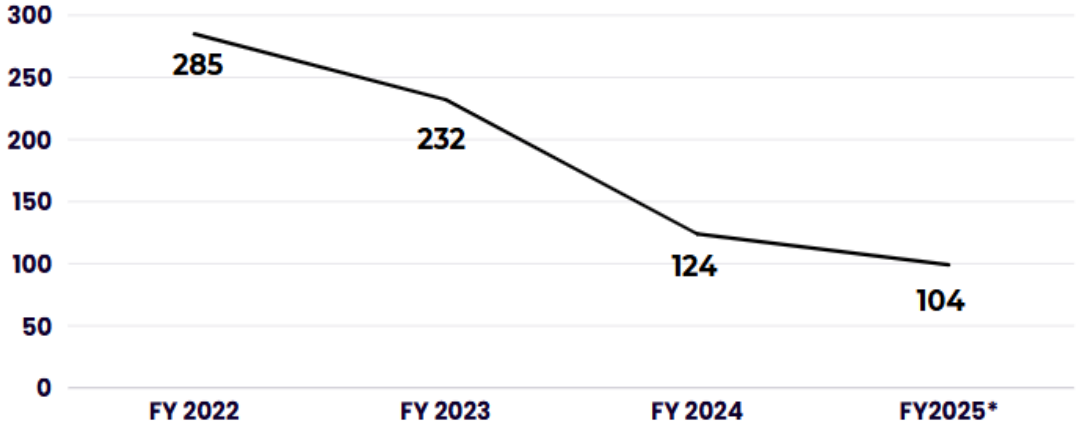
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Sheriff Kevin McMahill

AVERAGE COST PER CLAIM



- ALL CLAIM TYPES

AVERAGE LENGTH OF EACH CLAIM



- ALL CLAIM TYPES
- NUMBER OF DAYS OPEN TILL CLOSURE

CHALLENGES:

- PTSD claims.
- Potential upcoming legislative changes.
- End of career claims.
- Increasing costs of medical care/WC rates.
- Increasing PPD and PTD payments.
- Misunderstanding of the system.