



# ALADS DISPATCHER



## Remembering Sergeant Al Lopez

Please See Page 8

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**Making a false or fraudulent workers' compensation claim is a felony subject to up to five years in prison or a fine up to \$50,000.00 or double the value of the fraud, whichever is greater, or both imprisonment and fine.**

## SPECIAL SECTION:

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#### REMEMBERING SERGEANT ALFONSO "AL" LOPEZ

On October 24, 2016, Sergeant Alfonso "Al" Lopez, a 26-year veteran of the Los Angeles Sheriff's Department, suffered a fatal heart attack while responding to an assistance call from deputies who were involved in a high-speed pursuit.

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#### MAKING ALADS THE MEMBERS' ASSOCIATION

We would like to extend our thanks to all of you who participated in our recent Board of Directors election. The election has resulted in a significant change in Board members . . . We believe that, with the help of all our deputy and DAI members, we can bring ALADS to its full potential and make it an association of which we are all proud to be a part.

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This month, I want to talk about protecting those assets you worked hard to acquire, such as your home, pension, deferred compensation plan, a second home, brokerage accounts and so on. These assets can be lost in a lawsuit if you do not have them properly protected.



# Update Your Contact Information and Be Entered to Win a \$50 Gift Card!

Two winners will take home \$50 gift cards at the end of each month. The gift cards will be selected by ALADS and will not be interchangeable. To be entered in the drawing you must update your contact information with ALADS.

ALADS does not share information with the Sheriff's Department. So if you have moved, or changed your phone number or email address, be sure to update your contact information with ALADS and be entered to win a \$50 gift card.

To update your information with us, you can:  
**Call ALADS at (323) 213-4005 or update your profile by logging into [www.alads.org](http://www.alads.org)**

**Via Mail: Send in the form printed in the ALADS Dispatcher**

★ ★ ★ **November 2016 Winners:** ★ ★ ★

**Douglas Lockwood and Florentino Madrid Jr.**

## ALADS Dispatcher

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### Contact ALADS

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**2 Cupania Circle**  
**Monterey Park, CA 91755**

**Tel.: (323) 213-4005**

**Fax: (323) 724-0140**

**[www.alads.org](http://www.alads.org)**

Please update your phone book if you have not already done so.



Office Use Only  
Date Entered:

Employee Number:

### Update Your Information

## ALADS Change in Personal Information

To process a change to your personal info, it is necessary that you complete and sign this form and return it to the ALADS office.

**To change your home address with Anthem/Blue Cross Insurance, please contact Sheriff's Personnel Services at (323) 526-5500.**

Name: \_\_\_\_\_

Marital Status (Circle One):    M    S

Home Address: \_\_\_\_\_

City / State / Zip: \_\_\_\_\_

Home Phone: (    ) \_\_\_\_\_

Mobile Phone: (    ) \_\_\_\_\_

Work Phone: (    ) \_\_\_\_\_

Personal Email: \_\_\_\_\_  
(Non LASD Address)

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

# ALADS Board of Directors

## ELECTION RESULTS

*Thank you to all of the ALADS members who took the time to return their ALADS Board of Directors Election Ballots.*

The top three vote getters were elected to the Board of Directors:



**Steven Blagg**  
818 Votes



**Robert Sass**  
682 Votes



**Mark Claahsen**  
599 Votes

Candidates who ran, but were not elected:

George Hofstetter: 443 Votes • Sean Van Leeuwen: 390 Votes • Timothy White: 310 Votes

The counting of the ballots was done by election firm TrueBallot, Inc. At the Friday, November 18th, Board of Directors Meeting the Board of Directors elected the following officers:

<b>President</b> Ron Hernandez	<b>Vice President</b> Robert Sass	<b>Secretary</b> Jennifer Martin	<b>Treasurer</b> David Gaisford
<b>Assistant Treasurer</b> Steve Blagg	<b>Director</b> Dean Galarneau	<b>Director</b> Mark Claahsen	

*The 2017 Board of Directors looks forward to serving you.*



# 17th Annual ALADS Awards Banquet 2017

Saturday, May 13, 2017  
Universal Sheraton

## Request for Nominations

### Nominations Open for the 17th Annual ALADS Awards Banquet

If you or your partner have been involved in an incident where you have gone beyond the call of duty and not been recognized by the Sheriff's Department, fear not. ALADS is looking for deputies and district attorney investigators that have distinguished themselves through the outstanding work they do for the citizens and businesses in Los Angeles County.

We are looking to recognize exceptional deputies and district attorney investigators whose good work deserves to be acknowledged by their colleagues.

### Nominations are Now Open!

If you know of a deputy or district attorney investigator that has gone beyond the call of duty, please mail to or drop off the following information at ALADS:

1. Nominator's Name, Phone Number, Email Address
2. Name, Phone Number and Work Assignment of Nominee(s)
3. A Paragraph About the Incident, Any Audio or Video Available
4. The Police Report

Contact ALADS President:

Ron Hernandez – [rhernandez@alads.org](mailto:rhernandez@alads.org)

### Help Us Make This the Best Awards Banquet Ever!



# 2017 Board of Directors



**President**  
**Ronald A. Hernandez**  
rhernandez@alads.org



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rsass@alads.org



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sblagg@alads.org



**Director**  
**Dean P. Galarneau**  
dgalarneau@alads.org



**Director**  
**Mark Claahsen**  
mclaahsen@alads.org





## *In Memory of Sergeant Al Lopez*

Photos by Jaime Lopez

**O**n October 24, 2016, Sergeant Alfonso "Al" Lopez suffered a fatal heart attack while responding to an assistance call from deputies who were involved in a high-speed pursuit in Compton around 5:20 a.m. Shortly after leaving the station, his patrol car crashed at the intersection of Myrrh Street and Willowbrook Avenue. A citizen reported that a patrol vehicle had crashed nearby the station and the driver was unresponsive. Deputies responded to the location and performed CPR on Sergeant Lopez before he was transported to St. Francis Medical Center where he passed away.

Sergeant Lopez was a 26-year veteran of the Los Angeles Sheriff's Department. He had spent 14 years at the Special Victims Bureau investigating hundreds of cases including child and sexual abuse investigations, and had transferred to Compton Station approximately a year ago.

Al got his nickname "Big Al" from his early days on the department working at East LA Station and it had stuck with him until the end. He was nicknamed Big Al because of his big heart. Sergeant Lopez was known to give out his cell phone number to community members to call if they needed help.

Sergeant Lopez's memorial service was held at Christ's Church of the Valley in San Dimas on Wednesday, November 2, 2016. He was laid to rest at the Oakdale Mortuary Memorial Park in Glendora. After the graveside service, there was a Celebration of Life Reception at the Pacific Palms Resort.

At the memorial service, Sergeant Alfred Frajio, a close friend of Sergeant Lopez, stated that Al possessed a special quality of discernment and relating to others. For instance, to a child, he became childlike. At work, he would wear Christmas ties and other ties that would get the kid's attention

and allow him to break the ice. However, Sergeant Frajio stated that when it came to suspects, "Al was a messenger to the wicked by mastering a language that they could relate to and subsequently confess to their wrongdoings. What a gift." While at Special Victims Bureau he was so good at taking on a persona of being disheveled and clueless that his coworkers started calling him Columbo, like the television character.

Sergeant Lopez had so many suspects confess he was also called "Father Al".

A couple of months before Sergeant Lopez's passing, Captain Michael Thatcher had a meeting with Sergeant Lopez to check-in to see how he was doing, how he liked working at Compton Station and about the future. Captain Thatcher was worried about Sergeant Lopez's drive to sometimes overwork himself affecting his health. During



Al would purposely dress disorderly and act clueless around the suspect telling him that he does not know much about the case or why the suspect was being held. Little did the suspect know, he was one step ahead of him and had the suspect right where he wanted. When the suspect thought he got away with the crime, Sergeant Lopez always found a way to turn the tables on him, making the suspect ultimately confess to it. In fact,

their conversation, Sergeant Lopez told Captain Thatcher that after being in the Special Victims Bureau for 14 years, he loved being back out on the streets and mentoring younger deputies. He loved the excitement and action of being on the frontlines of the community that he served.

During the time between Sergeant Lopez's passing and the memorial service, his daughter,

*continued on page 09*



# Sergeant Al Lopez



Jenny, told Captain Thatcher numerous times that she was comforted knowing that Al was proud of her. Sergeant Lopez truly loved his family.

At the memorial service, Al's brother-in-law, Mark Weaver, spoke about the unconditional love Al showed them. Mark talked about how Al was always there for him during every single rough patch he went through, even if he did not have to be there. Al was always by his side. So, whenever Al needed something, Mark had to be there.

During the memorial service, letters written by family members, were read by Captain Thatcher in remembrance of Sergeant Lopez's life.

In his wife Cheryl's letter, she wrote about Al's selfless love towards his family. Through troubling times he would encourage Cheryl to stay strong and be hopeful. Al was always supportive of everything that his family

wanted to do. Cheryl thanked God for allowing her to be a part of Al's life. In the days after his passing, Cheryl received many kind words and prayers from people, but the one thing that has given her comfort is when people said, "It is a calling to be a cop and it is also a calling to be a cop's wife." In her letter, Cheryl wrote, "I answered that calling and I take comfort in knowing that he thought I was the perfect cop's wife for him." Cheryl will carry him in her heart for the rest of her life.

Al's daughter Jenny wrote about her favorite memory of her dad. Jenny attempted to make her dad's favorite breakfast, biscuits and gravy. However, she accidentally made the gravy with sweetened condensed milk instead of regular milk. No one ate it except Al who did with a smile on his face. He was so proud that his daughter was learning how to cook. Jenny wrote, "All he said about the breakfast was maybe try regular milk next time." Sergeant Lopez gave his daughter the greatest gift that anyone could

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# ALADS Remembers *Sergeant Al Lopez*



ever bestow, he always believed in her. Sergeant Lopez's grandsons, Cade, Chase and Mason, each wrote letters. Of Sergeant Lopez, Cade wrote that, "It is strange to hear that you worked so often but when every time I was at your house the whole world revolved around me." Chase wrote, "You were the rock that kept

me strong and taught me how to be tough . . ." The last letter was written by his grandson, Mason. One of the things that Mason loved was whenever Sergeant Lopez had a bad day at work, he would be happy to see his grandsons and give them big welcome hugs.

During the services for Sergeant Lopez, Sheriff McDonnell called Sergeant Lopez a champion for the victims of crime. He protected those who could not protect themselves.

Sergeant Alfonso "Al" Lopez had an absolute commitment to helping others. He was an extraordinary human being who will be sorely missed by everyone who knew him. He is

survived by his mother, wife, brother-in-law, two adult children and three grandsons. ◆



# A Message from Your ALADS Board of Directors



President  
Ronald A. Hernandez



Vice President  
Robert M. Sass



Secretary  
Jennifer S. Martin



Treasurer  
David J. Gaisford



Assistant Treasurer  
Steven Blagg



Director  
Dean P. Galarneau



Director  
Mark Claahsen

## MAKING ALADS

# The Members' Association

**A**s all of us who work in law enforcement realize, we are facing many difficult challenges. The tragic murder of Sergeant Steve Owen, along with the sudden loss of Sergeant Al Lopez, has affected our LASD / DAI family in the most disheartening way. As your partners, we commend each and every one of you for your continued professionalism during these trying times.

We would like to extend our thanks to all of you who participated in our recent Board of Directors election. The election has

resulted in a significant change in Board members. As we move forward, we will be reevaluating many things that have become typical business practices at ALADS, and revoking the status quo. We are committed to changing those practices that are ineffective, outdated and alienating, at the same time continuing to improve benefits for all members while fiercely defending those benefits we've fought to obtain. We will do our best to hold ourselves to the highest standard and ask every member to hold us to that as well.

In the coming months, we will be reaching

out to inform you, solicit your comments and suggestions, and encourage your involvement in the issues and developments that concern you the most. It is our hope that you won't just be happy with what ALADS is doing, but that you will be an active part of it. We believe that, with the help of all our deputy and DAI members, we can bring ALADS to its full potential and make it an association of which we are all proud to be a part.

Sincerely,  
Your ALADS Board of Directors



## EXECUTIVE FORCE

# Review Committee

ALADS Defense Representative

**Julia Kingsley**

[jkingsley@alads.org](mailto:jkingsley@alads.org)

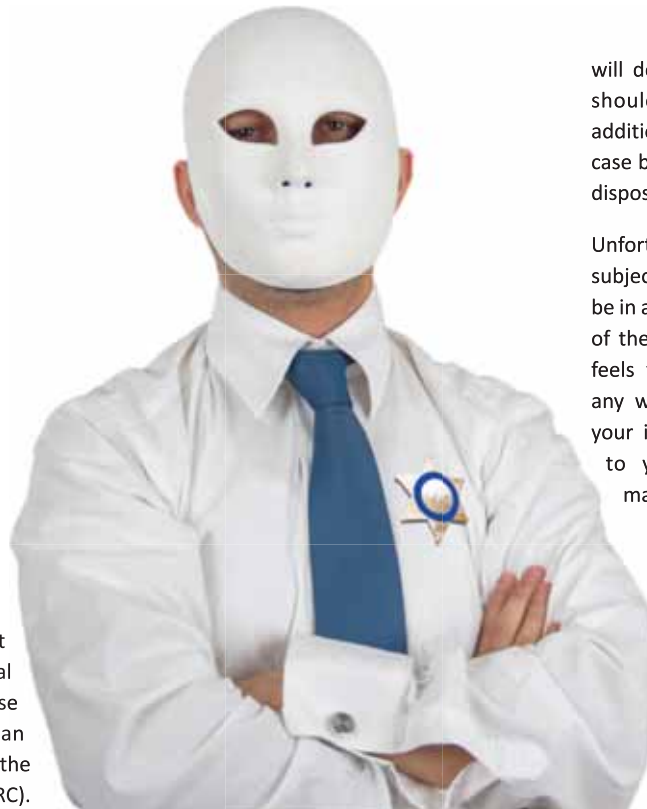


### The Secret Committee

If you have been, or are currently under investigation for a Use of Force, Tactical Incident, or anything that requires an activation of an Internal Affairs Bureau Force / Shooting Response Team, you will be reviewed by an anonymous review panel known as the Executive Force Review Committee (EFRC).

According to the Manual of Policies and Procedures section 3-10/140.00, the Executive Force Review Committee is comprised of three Area Commanders, one of whom is designated as the Chairperson by the Professional Standards Division Chief. Since the members are anonymous, the names of the EFRC are kept secret by the department.

This secretive committee is tasked with evaluating every shooting and force incident where the activation of an Internal Affairs Bureau Force / Shooting Response Team is required.



will determine a level of discipline that you should receive; or return the case for additional investigation and direct the case be presented again to the committee for disposition.

Unfortunately, you, the involved deputy and subject of the review, will not be invited to be in attendance. This means that the decision of the level of discipline that the committee feels you should receive will not reflect in any way the level of training you received, your instincts or the circumstances that led to your real-time situational decision-making.

Upon the EFRC making their decision that you should receive discipline, you will receive a Letter of Intent. When you receive the letter, you should immediately call ALADS to file a grievance.

### The Grievance Process

The first step of grieving the suggested discipline is usually meeting with the Captain (Level One).

However, the Captain's hands are tied and the Captain will inevitably deny your grievance. Regardless of the presentation made, the simple fact is that the decision is made at a higher level of command. The Captain does not have the seniority to change the outcome of the EFRC's review. That being said, the Captain can recommend that the grievance be moved up to the second step, or recommend

The Executive Force Review Committee will hold a meeting to review the incident you were involved in. The Unit Commander, the Internal Affairs Bureau Investigator, representatives from the Training Bureau, Advocacy Unit, and Risk Management Bureau will also be present. The panel will determine if your conduct and tactics, were within established policies and / or consistent with established procedures and department training.

After the committee's review, the EFRC

/ by Julia Kingsley / RSD Highlight

RSD Highlight

the panel reconvene, an unlikely proposition from the Captain's level.

The second step is taking the grievance to the Review Board Hearing level with the Chief and Area Commander. Once again, it is more than likely that the Chief and Area Commander will deny the grievance regardless of the presentation because a decision has previously been made by the EFRC. However, if new information has been submitted, the Chief and Area Commander may feel compelled to recommend reconvening the EFRC Panel to reconsider the level of discipline. But guess what, you still won't be in attendance at their secretive meeting.

There are many issues with this process, but two are especially contradictory to the structure and process the Department is built on: 1) The EFRC disempowers and undercuts the Chain of Command within the Department and 2) The EFRC is a predisciplinary review panel where the employee's explanation and evidence is not represented.

### Dealing Out Discipline

Despite the fact that the Captain may have the most specific understanding of the circumstances of the incident, a professional relationship with the involved deputy, norms, and required training of the station, the Captain's view is unheard throughout the EFRC's process. The same goes for the Chief's views if not on the EFRC.

According to MPP Section 3-10/140.00, the Captain must adhere to the recommendations of the EFRC within 30 days after the decision has been made, or dissent the opinion after consultation with

the Office of Independent Review.

According to the MPP, your Captain is to enforce a level of discipline on you that has been decided devoid of his / her review or consultation. Discipline is dealt down by a secret committee, in a secret meeting held behind a curtain without you having any representation, and it's futile for your Captain to ask to have the level of discipline reconsidered.

“

**Discipline is dealt down by a secret committee, in a secret meeting held behind a curtain without you having any representation, and it's futile for your Captain to ask to have the level of discipline reconsidered.**

”

Your Chief may request to have the level of discipline reconsidered by the EFRC. However, despite what the Chief may know or become aware of during the grievance process, the decision to augment the level of discipline in a scenario where force is used, ultimately, falls to the EFRC. This does not foster a culture of trust amongst management and deputies because each level is asked to defer to the next without a clear explanation. The decision-making

power in the chain of command is taken from the supervisor and given to an anonymous committee.

This EFRC review process excludes the opportunity for you to present your side of the story to those making the decision. A basic predisciplinary procedural right is for the employee to present evidence and explanation of the scenario under investigation to the decision-maker before discipline is imposed. The grievance process allows for the opportunity to meet with the Unit Commander and the Division Head before the discipline is imposed. But when the Captain and the Chief do not have the authority to change the level of discipline after it has been decided, the involved deputy's explanation is not given the weight or value afforded under due process.

ALADS has made multiple information requests regarding who are the members of the Executive Force Review Committee. We have brought this up at hearings and sent letters to no avail. Multiple members of management have expressed their shock and disdain that ALADS and deputies are not aware of the members of the committee. As of now, the members of this panel are making decisions on discipline levels in circumstances that activate the Internal Affairs Bureau Force / Shooting Response Team without the employee's explanation and with disregard for the chain of command for decision-making.

We will continue to bring up the EFRC's anonymity in hearings, and continue to send information requests. We are here to uphold your due process rights, in the face of disempowered decision-makers and an exclusionary review process. We hope to hear back from the department very soon. ●

# DESPITE MEDIA BIAS

## A Large Majority of Americans Have Great Respect for Law Enforcement!



ALADS Legislative Counsel and Advocate  
**Timothy Yaryan**



**A**s I write this column, the General Election is just about two weeks away and by the time you read it, the election will be done and our collective fate steered in directions we cannot predict.

No matter the outcome, nothing will be as bad as you feared nor as good as you hoped. We tend to gravitate back towards calmness and civility after all the political rhetoric, slurs, disparagements, and slams are done. (And it can't happen too soon).

Unfortunately, for law enforcement, our political struggles and challenges will continue after the electoral dust has settled. Regardless of the outcome of this election, we know we will have the same Governor, essentially the same Legislature, the same Sheriff, and the same Board of Supervisors. In the short term, our political fundamentals will not change very much.

Most political changes come about quietly and slowly, but we have always pushed in a direction that supports officers, work-

“

**A recent Gallup Poll released in the last week showed 76% of Americans say they have a “great deal” of respect for police in their area . . . This respect cuts across racial lines, 80% approval from whites and 67% approval from non-whites, and conservatives (85% approval) and liberals (71% approval) are both very supportive.**

”

place safety, collective bargaining, and strong public safety! Over the years, this union has been strong because we have

always had our members' backs even when there was disagreement – sometimes strong disagreement – over the best ways to accomplish our goals. But I have never seen where members' interests were not the top priority! So post-elections are a time to come back together, to bury hatchets, to remember why we are a union and why promoting the common good of rank-and-file officers must continue to be our top priority!

We are all well aware of the attacks against peace officers both in mainstream and social media. Officer involved shootings are always headline events, and organized criticism from groups like the ACLU and others can be depressing and demoralizing. I know many of you feel the “Ferguson Effect” whereby good officers question “what's the point?” and “why be a hero?” It seems that all too often your efforts are not appreciated by the department or the public.

Well, buck up, Sparky, it's not as bad as you may feel! A recent Gallup Poll released in the last week showed 76% of Americans say they have a “great deal” of respect for police in their area, while a mere minority of only 7% say they have “hardly any.” This respect cuts across racial lines, 80% approval from whites and 67% approval from non-whites, and conservatives (85% approval) and liberals (71% approval) are both very supportive. This comes as refreshingly good news at a time many

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/ by Timothy Yaryan / ALADS Legislative Counsel and Advocate


## State Legislative Corner

police officers feel they are on the defensive side, both politically and fearing for their lives while they are on-duty. Peace officers are appreciated despite what the media may say!

While we were successful in keeping the Reed / DeMaio pension initiative off this November's ballot, we were recently attacked both by the media in a series of *Los Angeles Times* articles concerning public employee pensions (which were largely discredited in an article by CalPERS and Capital & Main) and by the First District Court of Appeals in Marin County. In brief, the Marin decision (*Marin Association of Public Employees v. Marin*

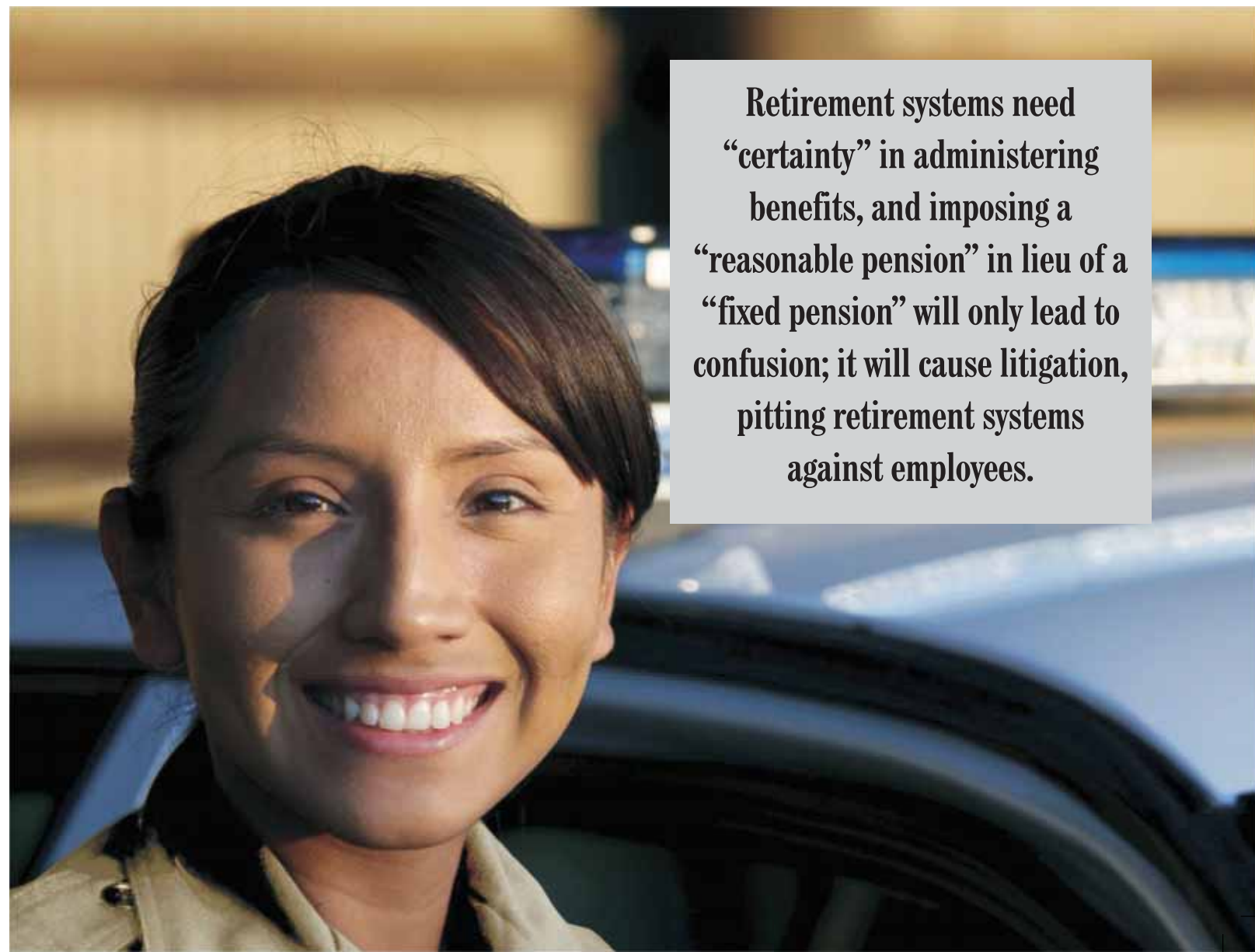
*County Employers Retirement Association*) involves an interpretation of the "California Rule" by one Appellate Court which abrogates the concept of "defined benefit" pensions (a fixed sum you can count on for retirement) in favor of an "expectation of a 'reasonable pension'." Public employee unions are appealing this decision or filing "amicus briefs" with the California Supreme Court. All retirement systems should be filing as well. Retirement systems need "certainty" in administering benefits, and imposing a "reasonable pension" in lieu of a "fixed pension" will only lead to confusion; it will cause litigation, pitting retirement systems against employees. This

would be a disaster both for retirement systems and employees alike. Briefs are being filed now, and the decision whether to grant certiorari (deciding to hear the case) will be made in late November through mid-December. Stay tuned!

In my next article, we will cover election results and our fearless forecast for 2017. Until next time, stay safe! 



**Retirement systems need "certainty" in administering benefits, and imposing a "reasonable pension" in lieu of a "fixed pension" will only lead to confusion; it will cause litigation, pitting retirement systems against employees.**



## Health Beat

/ by Jennifer Lincicum / ALADS Insurance Consultant

# MANAGE YOUR HEALTH



ALADS Insurance Consultant  
Jennifer Lincicum



# ALADS Mobile Health Consumer App Available January 1st, 2017!

**A**LADS has exciting news for all members enrolled in one of the Anthem Blue Cross medical plans. Starting January 1st, 2017, all members enrolled in one of the ALADS Anthem Blue Cross medical plans will have access to a FREE mobile health app. The new ALADS Mobile Health Consumer App is available for all enrolled members and their enrolled dependents over the age of 18. On this new app, members and their eligible dependents will have the opportunity to take a proactive role in managing their health and benefits.

Starting January 1st, 2017, you will be able to access benefit information, track your progress towards your annual deductible and out-of-pocket maximums, and even access benefit ID cards, all from your smartphone or mobile

device. The ALADS Mobile Health Consumer App will also serve as your primary hub to manage your FREE gym membership through Healthy Lifestyles. Best of all, the ALADS Mobile Health Consumer App is available to all members enrolled in an ALADS Anthem Blue Cross medical plan and will be no cost to you and your family!

### What is the ALADS Mobile Health Consumer App?

The ALADS Mobile Health Consumer App is a platform that provides important alerts, education, and personalized navigation through your health resources allowing you to make the best choices for you and your family's health. The platform provides a single "hub" to access all of your ALADS medical and dental benefits, Anthem Blue Cross plan information,

and ALADS exclusive benefit information without having to navigate through multiple websites.

ALADS and Anthem Blue Cross have customized the Mobile Health Consumer App to provide the most user-friendly experience to their members. Beginning January 1st, 2017, you will be able to access the personalized features of the ALADS Mobile Health Consumer App, which will allow you to:

- View and download ID cards
- Access your Anthem Blue Cross benefit summaries
- Access your ALADS exclusive benefit information
- Find an Anthem Blue Cross doctor or dentist

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/ by Jennifer Lincicum / ALADS Insurance Consultant

## Health Beat

- Access information and links on other benefits included with your ALADS Anthem Blue Cross medical plan
- Track your Anthem balances and deductibles
- Manage your FREE gym membership

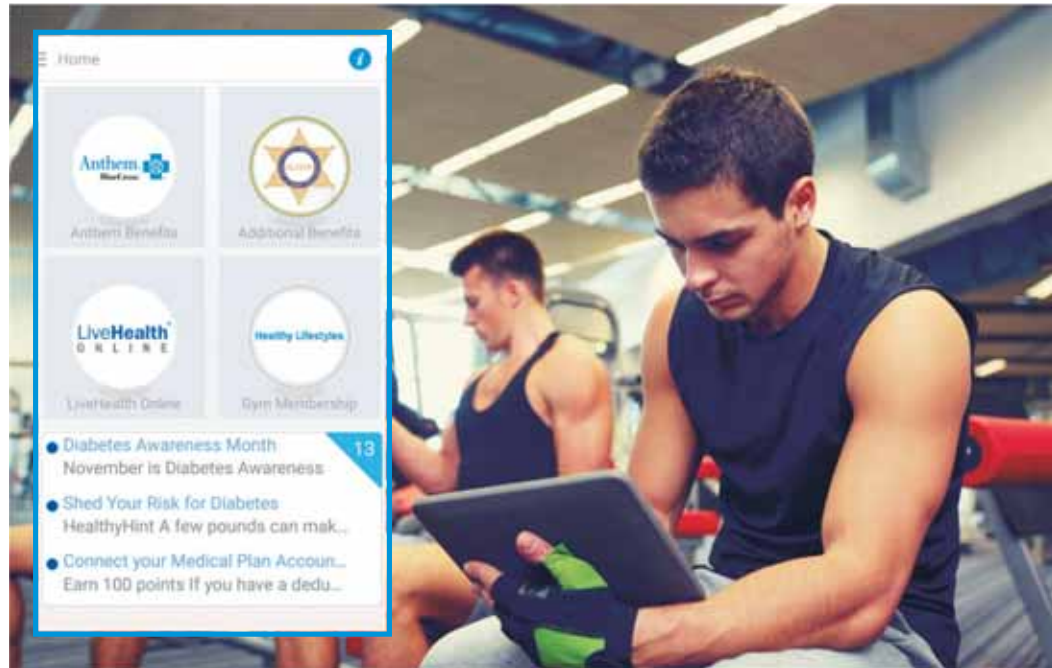
## How Can I Manage my Health Through the App?

ALADS is here to help you and your family in taking a proactive role in your health. The new ALADS Mobile Health Consumer App can help your family by providing guidance on how best to utilize your chosen health plan. This dynamic system is based on your unique health profile and resources. For example, the ALADS Mobile Health Consumer App can help you compare costs for health services as well as track your Anthem balances and deductibles. The platform can also help you and your family understand the copays and services that your medical plan covers. Some of these features, however, will require you to “link” your Anthem.com account to the ALADS Mobile Health Consumer App. You can “link” the app to your Anthem.com account in your profile settings under the deductibles and balances tab.

The ALADS Mobile Health Consumer App also includes an optional health assessment test for enrolled members and dependents over age 18. Based on your test, the app will recommend health programs, provide suggestions for healthy actions, or provide you with a list of questions to discuss with your doctor. The app also includes a unique gaps-in-care program, based on your health information and history. This information is completely confidential and will offer suggestions to help manage any of your specific health conditions.

## How Can I Manage my FREE Gym Membership?

As you may know, starting January 1st, 2017, ALADS will be offering a FREE gym membership to all members and dependents over age 18 enrolled in an ALADS Anthem Blue Cross medical plan. This new benefit will provide you and your family access to over 9,000 gyms and fitness centers nationwide. The ALADS Mobile Health Consumer App will be the primary place for you to manage your FREE gym membership.



On the app you will be able to:

- Complete your registration through the Healthy Lifestyles website
- Search for gyms in your area
- Access the Healthy Lifestyles website for more information
- Contact Healthy Lifestyles support

## How Can I Download and Register for the App?

**You will not be able to register an account on the ALADS Mobile Health Consumer App or website until January 1st, 2017!**

The ALADS Mobile Health Consumer App is accessible via smartphone, tablet, or smart watch and runs on iOS and Android devices. While you can download the ALADS **Mobile Health Consumer** App from the iTunes store or Google Play, **you will not be able to register an account until January 1st, 2017.**

Open the app and select “Register Now.” **Please note that registration will not be available until January 1st, 2017.** Enter your first and last name, last four digits of your social security number, and your birthday (example: 05/23/1985). You will automatically be provided with a username. You can choose to keep this username or create a new one. You

can now set your password and enter your email address.

You can also access ALADS mobile health on the web if you do not have a smartphone or up-to-date mobile device. You can register for ALADS mobile health online **starting January 1st, 2017** by going to <https://www.mobilehealthconsumer.com/web/pages/login.html>.

While the ALADS Mobile Health Consumer App **will not be available for registration until January 1st, 2017**, all enrolled members who download and register for the ALADS Mobile Health Consumer App during the first few weeks of January will be entered in a raffle for a chance to win an iPad!

\* \* \*

*Through your Anthem Blue Cross CaliforniaCare HMO plan and Anthem Blue Cross PPO plan, you and your family have access to the finest doctors and one of the most extensive networks in the state. With CaliforniaCare, you can build a relationship with your own network doctor with almost all benefits including doctor visits, hospitalization, well baby care, surgery, eye and hearing exams, for little or no out-of-pocket cost. With the Anthem Blue Cross PPO plan, you have the freedom to choose medical services from within Anthem Blue Cross’ expansive PPO provider network, or from a non-PPO provider.*

## DECEMBER

## Embracing Your Inner Child

President of The Holman Group

**Dr. Ron Holman**

**H**olidays are special opportunities to explore the child within us. Do you remember being a child; the innocent joy, the innate curiosity and the freedom from

responsibilities? Law enforcement personnel have duties and responsibilities that bring them in contact with the serious and often grim aspects of life. Losing the ability to be playful, funny and joyous can be an unfortunate side effect of the job. However, we need to remember that our younger selves are still hidden within us. Embracing your inner child can help inspire creativity, a positive attitude, and reduce stress. Here are some ways to let your younger playful side out.

## 1 Have Fun

Remember how much fun you had as a kid? There were no limitations on your imagination. You laughed at silly, simple jokes and enjoyed every new experience. As we grow into adults, we become overwhelmed with responsibilities and anxieties and forget to stop and enjoy the

moment. Children can make even the most boring situation fun with their imagination and a few objects around them. Find joy in simple things, appreciate being a little silly, and reinvent fun. You will be surprised by the positive impact of a carefree laugh and a contagious smile.

## 2 Embrace Creativity

Kids don't overthink their creativity. They color, create, and express themselves without boundaries. Kids build imaginary worlds and they don't worry about being judged. As we grow older, we become self-conscious and less likely to express our inner selves. Open your mind and heart and follow your creative instincts. Feel wonder as your ingenuity sparks.

continued on page **19**

/ by **Dr. Ron Holman** / President of The Holman Group: Managed Behavioral Health Care Services

3

**Forgive and Forget**

One thing to learn from children is their inability to hold grudges. They don't waste emotional energy by staying mad at one another. Embrace the freedom found in forgiving. Life is better and more positive when you can forgive. You will feel happier and your relationships with family, friends, and coworkers will improve.

4

**Give Yourself Permission to be You**

Kids are fully confident in who they are, having not yet become self-conscious. They are expressive, certain of their likes and dislikes, and open with their laughter and opinions. Embrace the same freedom. Feel confident in who you are. Express yourself through your passions, share what brings you joy, and don't be afraid of who you are. Share it with the world.

5

**Pursue your Passions**

Children are open in expressing their love for their passions; whether it's the newest cartoon character or superhero, their favorite food, or their love for art or sports. They pursue that



passion with an innocent enthusiasm. Rekindle your enthusiasm and don't be afraid to pursue what brings you joy. Love cooking? Take evening cooking classes, buy a new recipe book, experiment; don't let fear hold you back. Love golf? Make the time to get out and swing away! Enjoy what you love!

\* \* \*

*As law enforcement personnel, finding and embracing your inner child can add unfiltered joy and refreshing creativity to your life and inspire those around you. Sometimes remembering who we were as children is hard. If you would like to speak with a counselor, remember The Holman Group is here to help. As part of your Anthem Blue Cross benefit, ALADS has contracted with The Holman Group to provide a confidential program and counseling services for you and your family members. Counseling sessions are strictly confidential and provided in a therapeutically supportive environment to help establish peace of mind. Issues are discussed, feelings expressed, and resolutions explored. To schedule an appointment or to talk with a licensed counselor, just call 1-800-321-2843. A Care Access Specialist will help get you into the right hands.*

*Log on to [www.holmangroup.com](http://www.holmangroup.com); Enter your user name: ALADS and your password: ALA2569*



## BENEFITS PARTNER

# Important Reminders



### ALADS Benefit Service Center

9500 Topanga Canyon Boulevard

Chatsworth, CA 91311

(800) 842-6635 or (818) 678-0040

Monday-Friday from 8:30 am to 5:00 pm

Closed 12:00 pm to 12:45 pm for lunch

ALADS Benefit Service Center  
**Raquel Magdaleno**



**A**s we near the end of 2016, we wanted to remind you of a few important benefit-related tasks that will help you close out the year and get the new year started right.

#### Flexible Spending Accounts

If you are currently enrolled in a Healthcare Flexible Spending Account and / or a Dependent Care Spending Account, the end of the plan year for these accounts is December 31, 2016. These plans have a "Use it or Lose it Rule" governed by the IRS, which means that any

unused funds contributed for the plan year are forfeited, with the exception of a \$500 carry over balance into the next plan year that is allowed under the Healthcare Flexible Spending Account.

Now is a good time to review your account balances because it's the last month in which you and your eligible dependents can incur expenses to request reimbursement for the 2016 plan year. Remember that there are several eligible expenses you can claim under both accounts. For a complete list of eligible expenses, give us a call at (800) 842-6635 or (818) 678-0040.

#### Review your 2017 Benefits Summary

If you haven't already done so, review your 2017 Benefit Enrollment Summary to ensure there are no errors. Confirm that you and your eligible dependents are enrolled in the plans you elected. If you need to make corrections, please contact us as soon as possible and we will help you get things sorted out.

#### Explanation of Benefits

Have you received all Explanation

of Benefits (EOB) you were expecting for 2016? If you visited your PPO healthcare provider, you should have received an EOB for the visit detailing all charges, including whether or not you had any out-of-pocket expenses related to the visit. Healthcare providers have specific deadlines to submit their claims and failure to comply with the deadlines will result in not getting paid by the carriers. Adhering to a submission deadline is especially crucial if you have seen an out-of-network provider because they are not contracted and can request full payment from you, if they are not paid by the carrier. If you have any outstanding EOBs, contact your providers and ask them to submit their claims. If you encounter any issues, feel free to reach out to us for assistance.

#### Review Your First 2017 Payroll Check

Carefully review your first payroll check of 2017 to ensure you are paying the correct premiums, as expected. If you see any discrepancies, let us know right away.

#### Other important things to keep in mind:

- Keep your personal information current
- Report dependent updates timely
- Updated beneficiary information when appropriate

We, at the ALADS Benefit Service Center, want to take this opportunity to thank you for allowing us to be of service to you and we look forward to our continued partnership in 2017.

Have a safe and happy Holiday Season and prosperous New Year.



# ALADS' POLITICAL ENDORSEMENTS 2016 Elections Results

## United States Senate 2016

Kamala Harris W

## United States Congress 2016

CD 30 Brad Sherman W  
CD 44 Isadore Hall L

## California State Assembly 2016

AD 36 Thomas Lackey W  
AD 39 Raul Bocanegra W  
AD 41 Chris Holden W  
AD 42 Chad Mayes W  
AD 44 Jacqui Irwin W  
AD 45 Matt Dababneh W  
AD 46 Adrin Nazarian W  
AD 47 Cheryl Brown L  
AD 49 Ed Chau W  
AD 51 Jimmy Gomez W  
AD 52 Freddie Rodriguez W  
AD 53 Miguel Santiago W  
AD 54 Sebastian Ridley-Thomas W  
AD 55 Phillip Chen W  
AD 56 Eduardo Garcia W  
AD 57 Ian Calderon W  
AD 59 Reggie Jones-Sawyer W  
AD 62 Autumn Burke W  
AD 63 Anthony Rendon W  
AD 64 Mike Gipson W  
AD 66 Al Muratsuchi W  
AD 67 Melissa Melendez W  
AD 69 Tom Daly W  
AD 70 Patrick O'Donnell W

## California State Senate 2016

SD 19 Hannah-Beth Jackson W  
SD 25 Anthony Portantino W  
SD 27 Henry Stern W  
SD 29 Ling Ling Chang TBD  
SD 31 Richard Roth W  
SD 33 Ricardo Lara W

## Initiatives 2016

No on State Proposition 57, Criminal Sentences Passed  
No on State Proposition 62, Death Penalty Failed  
No on State Proposition 63, Gavin Newsome's "Safety for All Measure" Passed  
No on State Proposition 64, Marijuana Legalization Passed  
Yes on State Proposition 66, Death Penalty Passed  
Yes on LA County Measure "Support Safe, Clean Neighborhood Parks and Open Spaces for All" Passed

## Los Angeles County Supervisor 2016

4th District Janice Hahn W  
5th District Kathryn Barger W

## Los Angeles County District Attorney 2016

Jackie Lacey W

## Los Angeles Superior Court Judge 2016

Seat 11 Debra Archuleta W  
Seat 42 Efrain Matthew Aceves W  
Seat 84 Susan Jung Townsend W  
Seat 84 Javier Perez L  
Seat 158 Kim L. Nguyen W

## Contract City Council 2016

Carson Cedrick Hicks W  
Carson Jawane Hilton W  
Eastvale Joe Tessari W  
Malibu Skylar Peak W  
Palmdale Steve Hofbauer W  
Santa Clarita Bob Kellar W

Exclusively serving LASD, law enforcement and their families since 1978.

Introducing POPA'S NEW

**Referral Rewards PROGRAM<sup>3</sup>**

How IT WORKS?

Existing Member and New Member will receive \$100 for every new account opened with a loan funded.<sup>1</sup>

**OR**

Existing Member and New Member will receive \$50 for every new account opened.<sup>2</sup>

All existing members will be assigned a Member Referral ID, available through Online Banking.

Offer is valid 9/01/2016 to 12/31/2016 and subject to change without notice.

---

**NEW MEMBER REFERRAL FORM**

**Note:** Attach form to New Membership Application

**POPA** Peace Officers Professional Associations  
Federal Credit Union

For more information, or to verify new membership eligibility, call 562.229.9181 or you can also visit the "Become A Member" page at [www.popafcu.org](http://www.popafcu.org).

MEMBER REFERRAL I.D. \_\_\_\_\_

NEW MEMBER NAME \_\_\_\_\_

NEW MEMBER DAYTIME PHONE NUMBER WITH AREA CODE \_\_\_\_\_

Existing members must give their referral code to the non-member(s).

<sup>1</sup>The non-member must be 18 or older and open a POPA FCU membership and obtain a funded new loan with an original balance of \$2,500 or over within 60 days of referral account opening for both members to receive the \$100 payout. A minimum of \$10 is required to open membership. Loan approval subject to credit and income evaluation; credit approval required. After meeting both eligibility requirements, the payout will be deposited to both regular shares after 60 days of the referral account opening, as long as new member still satisfies all qualifying requirements. The \$100 payout is considered dividends and will be reported on IRS Form 1099-DIV.

<sup>2</sup>The non-member must be 18 or older and open a POPA FCU membership with a checking account, enroll for eStatements, and receive direct deposit of at least \$250 per month within 60 days of referral account opening for both members to receive the \$50 payout. A minimum deposit of \$10 is required to open membership and \$50 to open a checking account. After meeting all eligibility requirements, the payout will be deposited to both regular shares after 60 days of the referral account opening, as long as the new member still satisfies all qualifying requirements. The \$50 payout is considered dividends and will be reported on IRS Form 1099-DIV.

<sup>3</sup>Referral Reward Program is valid for new membership only. All new accounts are subject to POPA FCU account terms, conditions, and eligibility requirements. The referring member and qualified new member must be at least 18 years of age to be eligible for this offer. An individual cannot be referred more than once, and only the first membership opened is eligible for payout. Existing primary members and joint owners opening a new membership do not qualify as a new member. Loan applications and new accounts are subject to credit approval. All application information is subject for verification. Referring member must be in good standing with POPA FCU. Payout is considered dividends and will be reported on IRS Form 1099-DIV. POPA employees are not eligible for this promotion. Other restrictions may apply, ask for details.

**Association For Los Angeles  
DEPUTY SHERIFFS  
Blog 2016**

**Sign-Up to Receive  
ALADS' BLOG POSTS**

It has never been more important to be informed about the activities of the Sheriff's Department, county and local government and ALADS. To help you stay current, we have recently launched a free blog. Our goal is to ensure a steady flow of critical information to peace officers, government officials, and residents.

The official ALADS Blog, draws on expertise from a host of experienced police officers and experts in law, politics and police procedures. Our goal is to analyze the latest news and commentaries from a law enforcement perspective and present it to our members in a continuously updated, easy-to-read format.

ALADS members who are not currently receiving the ALADS Blog should go to our website [www.alads.org](http://www.alads.org) and register. If you are not an ALADS member and would like to receive the ALADS Blog post in your email, go to [www.alads.org](http://www.alads.org), click on the blog icon and click on the link to sign-up.

If you are already receiving it, please forward the latest edition to a friend or colleague and urge them to sign-up for their own subscription. You do not have to be a member of ALADS to obtain this free service; it is available to everyone.

# ALADS CARES

## Charity Begins at Home

**W**e deputies are a generous group. We give to our churches, our charities, and our partners' children's teams and clubs.

When one of our own is in need, we have barbeques, raffles, and fundraisers.

To help us take better care of our own, in 2011 ALADS created the ALADS CARES Foundation. ALADS never envisioned the Foundation being funded by deputy contributions, but instead from donations from businesses and other friends of the Department. However, deputies and district attorney investigators have made donations to help their partners in the time of need.

ALADS created the ALADS CARES Foundation as a way to provide for our deputies during their time of need. And because the Foundation is a 501(c)(3)

charity, members can give 37% more to our partners instead of the Federal and State Governments.

As our Foundation grows, we will be able to aid our deputies and their families in ways we not yet envisioned.

Since the creation of the ALADS CARES Foundation, funds have been used to fly family members of injured deputies to Los Angeles so they may support the deputies while they are recovering in the hospital.

We have used it to help pay medical bills of members' children, when the costs of care have skyrocketed past what any parent would be able to pay.

Today, we are striving for the ALADS CARES Foundation to continue to grow so that it may be there for all of the deputies and district attorney investigators who experience a truly tragic event. Because it is when we are at our toughest

times that we need to pull together as a family and take care of one another.

We hold fundraisers throughout the year in support of the ALADS CARES Foundation. Funds from the Bob Hermann Charity Golf Tournament and the bids for the cabanas at the ALADS Family Day and Picnic go to the ALADS CARES Foundation.

We hope that you will take a moment to donate a couple of dollars to the charity. Your donation is tax deductible. The ALADS CARES Foundation Tax I.D. # 45-3275658.



Welcome to **amazon smile**

You shop. Amazon gives.

**Shop at Amazon Smile and Amazon will donate 0.5% of Eligible Purchases to ALADS CARES**

Shop at smile.amazon.com and support the ALADS CARES Foundation

To make a donation to the ALADS CARES Foundation when shopping at smile.amazon.com, go to smile.amazon.com and log in just as you would normally into your amazon.com account.

After you log in, Amazon allows you to search for the charity you would like to support. **Search for ALADS CARES and select it.**

Go ahead and start shopping. When you make your purchase, .5% will go the ALADS CARES Foundation. ALADS thanks you for your support of our foundation!



# PROTECTION PLANNING

BY: Ricky Carroll



In the October issue of the *Dispatcher*, we went into depth on the various parts of an estate plan. Estate plans provide security for your assets and allow you to plan ahead, protecting your family from legal costs in the future. If you didn't get a chance to read it, please take a few minutes to do so. I believe you will find it informative.

As a financial planner, I help families and individuals build wealth. However, one of the most important areas I focus on is risk management. This is one of the biggest differences between me and other financial planners you might work with. This month, I want to talk about protecting those assets you worked hard to acquire, such as your home, pension, deferred compensation plan, a second home, brokerage accounts and so on. These assets can be lost in a lawsuit if you do not have them properly protected.

We are all busy people. And we are all

## Risk Management and Litigation Exposure

**Most of us don't think about the likelihood of being sued. But, these days, especially in California, we hear more and more often about someone we know who is being sued. And that is why I am writing on this topic this month.**

caught up in living our lives. Most of us don't think about the likelihood of being sued. But, these days, especially in California, we hear more and more often about someone we know who is being sued. And that is why I am writing on this topic this month. Below is a list to help you identify some of the areas where you might be exposing yourself.

- Carrying a firearm off-duty
- Teenage drivers or college age children still on your auto insurance
- Senior or elderly drivers
- Backyard swimming pools
- Trampolines
- Backyard skate ramps
- Boats and Personal Watercraft (PWC)
- Motorcycles and ATVs

Some of the above items may not apply to you. Maybe there is only one or two that apply to you. But even that "one" can be devastating to your financial future. I didn't list these things to worry or scare you. My intention is to inform you about the risk associated with each of the areas I mentioned. I already know what some

of you are thinking, "Ricky, you are an over the top nervous Nelly. I have or know people that have teenage drivers, boats, motorcycles, etc. and I never heard anyone talk about being sued." Well, let me tell you my own personal experience. Those of you who know me know that I have three sons. A few years ago, one of my sons was involved in an at-fault accident with another person in the car with him. He misjudged a turn and hit the median. The accident was fairly serious and both my son and his passenger were taken to the hospital by ambulance. The airbag deployed and my son sustained minor injuries to his face. His passenger suffered a broken jaw. Something that is important to note, this type of accident occurs frequently. These two kids were very good friends. It was an accident. When it was all said and done, the passenger's family sued us. Luckily, because I had planned ahead of time, we had adequate insurance and incurred no out-of-pocket expenses. Our insurance company paid \$250,000 to my son's passenger.

Many of us enjoy sharing our boats, PWC,

*continued on page 25*



pools and motorcycles with our friends. We take trips to the river, have pool parties and ride our bikes together, which makes having those things more fun. But, did you ever stop to think that if someone is hurt while at your house at a pool party or your son or daughter's friend who joined your family on a river trip is injured, they could sue you over an accident? Or your daughter has an at-fault accident while driving a teammate home from practice. If you have elderly parents or grandparents they are at a higher risk of an at-fault auto accident.

What if you carry a firearm off-duty? I have been retired since 2009 and I still carry a gun everywhere I go. It's a habit. But there is risk associated with this practice. I know that many of you are the same way. You wouldn't think of leaving home without a gun. Understand something, whether you are currently sworn or retired from law enforcement, the county may or may not represent you if you are involved in an off-duty incident involving a firearm. If they choose to not represent you, you are on your own. If you are sued, all of the legal costs will be out of your pocket. Attorneys that I know say that it could take as much as \$250,000 to get the case to trial and it doesn't end there.

You still have to pay for the trial and court costs. Needless to say, an incident like this would be financially devastating.

Have enough insurance to protect your assets.

So, am I saying don't have a pool, boat or let your teenager drive? Or keep your gun in the safe because if you shoot someone you might get sued? No, not at all. What I am saying is to make sure you have proper insurance coverage. You need to have enough insurance to protect your assets. Have your home and auto policies reviewed by a licensed professional who can give you proper advice. Finally, purchase "Concealed Carry Insurance". For about a dollar a day you can protect yourself and carry your gun everywhere with confidence. There are a few plans on the market, but there is only one that I know of that offers over one million dollars of coverage and they allow you to select your own attorney.

If you would like more information on what I have covered in this article, please contact me. I will be happy to assist you.

Office: 949-486-8311.

Ricky Carroll is a Financial Representative of The Guardian Life Insurance Company of America®. #2016-24204 Exp. 6/18

\* \* \* \* \*

*Ricky Carroll is an independent financial advisor with Pacific Advisors in Newport Beach, CA. He is licensed to practice in several states and holds the FINRA Series 6, 7, 63 and 65 licenses. Ricky is also a retired sergeant from the department where he served more than 20 years. His last unit of assignment was Century Station. During his tour of duty with the department he spent time at IRC/MCJ, PHR-Ranch, NCCF, Century Station twice (as a deputy and as a sergeant) East Los Angeles Station and Compton Station.*

*After retiring from the Sheriff's Department in April 2009, he began his new career as a financial advisor. Thanks to the trust and confidence of so many department members his new career took off right away. Since then, he has help hundreds of deputies, their families and friends with an array of financial matters.*

*The financial advice, products and services offered herein are not endorsed or guaranteed by ALADS. Submissions to this publication do not necessarily represent the approved views of the union or its directors.*

**Finally, purchase "Concealed Carry Insurance". For about a dollar a day you can protect yourself and carry your gun everywhere with confidence.**



## ALADS UNIT REPRESENTATIVE

# Meeting Highlights

**November 2, 2016**

*ALADS held its monthly unit representative meeting on Wednesday, November 2, 2016.*

*The next unit representative meeting is scheduled for Wednesday, January 4, 2017 at 11 AM and 6 PM. All ALADS members are welcome to attend.*

## Commerce City Hall Meeting

Upon hearing that the Commerce City Council's meeting agenda included an item to discuss the possibility of eliminating a motor deputy position and replacing it with a sergeant position, ALADS President George Hofstetter made sure he would be in attendance to speak to the council. Learning that Hofstetter was in the audience, the item was pulled from the agenda.

## Sergeant Steven Owen Funeral

ALADS Vice President Sean Van Leeuwen commended all of the ALADS professional staff who helped out with the successful breakfast and lunch for the Sergeant Steven Owen Funeral. Many of the officers and especially those from outside agencies who participated in the funeral procession made positive comments about how great it was that ALADS was there to help out.

## LASD Medal of Valor Awards

ALADS Vice President Sean Van Leeuwen, ALADS President George Hofstetter and ALADS Executive Director Derek Hsieh attended the LASD Medal of Valor Awards at the USC Galen Center where 33 department members, a retired deputy sheriff and a California Highway Patrol officer were honored. ALADS donated \$5,000 to help put on this lovely event to honor department members who went above and beyond the call of duty. At the beginning of the ceremony, there was a warm and heartfelt tribute to Sergeant Steven Owen. His wife, Tania, spoke eloquently about the life of Sergeant Owen and her experience attending the funerals of the two Palm Springs officers who were also sacrificed their lives in the line of duty.



*ALADS Executive Director Derek Hsieh*

**Be sure to update your personal email address with ALADS. Log on to [www.alads.org](http://www.alads.org). Receive ALADS news in your inbox.**

## ALADS UNIT REPRESENTATIVE

# Meeting Highlights

*All ALADS members are welcome to attend the upcoming January 4, 2017 Unit Representative Meeting*

## Retirement Seminar

ALADS Treasurer Tim White reported that nearly 100 people attended October's Retirement Seminar. He was encouraged by the terrific turnout. Members planning to retire should attend one of the upcoming Retirement Seminars. The Retirement Seminars give the attendees incite on what steps they should take and what to do before retiring. The next Retirement Seminar is schedule for February. If there is high demand for the February seminar, there is a possibility that ALADS will also add an additional Retirement Seminar in July.

## Brady List

ALADS defense representatives have been busy handling approximately 140 Brady cases. ALADS requested that the Sheriff's Department give deputies more than the 12 days stated in the letter to respond. The Sheriff's Department said that they were not going to do anything for 30 days.

Elizabeth Gibbons from Green and Shinee discussed the flaws with the Brady letter sent out to the deputies. First, the approaches to resolve the Brady issue by "instituting special working conditions (e.g., mandated recording of all public contacts), to restricting employees from performing certain tasks, and / or to requiring job assignment changes" is in violation with the Police Officers Bill of Rights. Secondly, some of the Brady List violations are from over 20 years ago. Green and Shinee are looking for an accurate number of people who are on the Brady List.



## ALADS UNIT REPRESENTATIVE NEWS

# 2016 ALADS Unit Representative Training Seminar

**A**LADS held its annual Unit Representative Training Seminar at the Pacific Palms Resort in mid-October. Speakers included: ALADS Executive Director Derek Hsieh, LA County District Attorney Chief John Neu, LASD Assistant Sheriff Todd Rogers, Will Aitchison of Labor Relations Information Systems and Richard Shinee of Green and Shinee.

Executive Director Hsieh presented ALADS' Year End Review. He gave an overview of ALADS' operations and discussed some of the short and long-term goals he is planning to implement. Hsieh gave unit representatives his thoughts about changes in staffing, covered the maintenance of the ALADS building, discussed Labor Relations (including correspondence with the department and meet-and-confers), Representative Services and what to expect in 2017. After his presentation, Hsieh opened up the room for discussion and comments.

This year, ALADS had representatives from both the District Attorney's Office and the Sheriff's Department give presentations to the Unit Representatives.

From the District Attorney's Office, Chief John Neu discussed the issues confronting law enforcement and presented the Los Angeles District Attorney's Office Year End Review. Most importantly, the Chief discussed changes happening within the District Attorney's Office.

### Chief John Neu

*LA County District Attorney's Office*



### Derek Hsieh

*ALADS Executive Director*



From the Sheriff's Department, Assistant Sheriff Todd Rogers did a presentation on the Los Angeles Sheriff's Department Year End Review. The majority of the presentation was about the deputy shortage issue on the department and Rogers gave projections on how the department can diminish the deputy shortage gap. After his presentation, the unit representatives were able to ask the Assistant Sheriff questions and give him suggestions about relieving deputy shortages and CARPing.

### Assistant Sheriff Todd Rogers

*LA Sheriff's Department*



## ALADS UNIT REPRESENTATIVE NEWS

# 2016 ALADS Unit Representative Training Seminar

Will Aitchison, the founder and executive director of Labor Relations Information Systems, covered recent developments in Public Safety Personnel Issues and Congress, The Courts and Federal Agencies, and led a discussion about police unions. Mr. Aitchison's PowerPoint presentation also covered polls on the topic of what the public thinks about law enforcement. The findings were that the public is largely supportive of law enforcement.

ALADS Legal Counsel Richard Shinee discussed ALADS members' rights to representation and the laws that support it. He updated the unit representatives regarding the important cases in which ALADS is involved.

ALADS would like to have as many unit representatives as possible. All ALADS members are encouraged to become a unit representative and attend the unit representative meetings on the first Wednesday of every month.

### Will Aitchison

*Founder and Executive Director of Labor Relations Information Systems*



## BAKER<sup>to</sup> VEGAS 2017

### 33rd Annual Baker to Vegas Challenge Cup Relay Race 2017

## Baker to Vegas Relay Race Team Sponsorship Guidelines

ALADS sponsors approximately 15 Baker to Vegas Relay Race teams every year. To have your team considered for sponsorship by ALADS, your sponsorship request must be emailed to [b2vsponsorship@alads.org](mailto:b2vsponsorship@alads.org) **no later than January 31, 2017**. For your team to be eligible for ALADS' sponsorship, 90% of the deputies and district attorney investigators on your team's roster must be Full ALADS Members. In your email include, your Team Captain's contact information (work number, cell phone number, email address), Unit mailing address and a list of names and employee I.D. numbers of all of the deputies and district attorney investigators participating.

Teams are sponsored on a first come, first serve basis. We look forward to sponsoring your team!

# DON'T SEE A UNIT REPRESENTATIVE AT YOUR ASSIGNMENT?

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Hernandez, Ronald \*

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Burnell, Michael

### Century Station

Perez, John

### CIB

Cabadas, Jesse

### Compton Station

Fernandez Jr., Jesus

### COPS Bureau

Ferrell, Robert

### CRDF

Barragan, Janet  
Serrata, Andrew

### Crescenta Valley Station

Martin, Jeffrey

### CSB (County Services Bureau)

Pippin, Richard  
Tate, Reginald

### CSC - CSF

Jimenez, Bryant

### CSE - Norwalk

Grant, Winston

### CST

Peña, Enrique  
Rodd, Joe  
Sullivan, Kevin

### CSW - Van Nuys East

Domin, Robert

### East L.A. Station

Aragon, Thomas  
Buckband, Stacey  
Sanchez, Jacob  
Van Leeuwen, Sean

### Homicide Bureau

Blagg, Steven \*

### Industry Station

Finn, Michael

### IRC

Walker, James

### Lomita Station

Duckworth, Jimmy

### Long Beach Court

Erbacker, Mark

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Loureiro, Armando  
White, Tim

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Scheinfarb, David

### Narcotics Bureau

Mundell, John

### NCCF

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### Norwalk Station

Claahsen, Mark \*  
Sass, Robert \*

### Palmdale Station

Schneider, Stephan

### Parks Bureau - East

Castro, Leonardo

### Parks Bureau - North

Ortega, Miguel

### Pico Rivera Station

Hofstetter, George

### Pomona Court

McDole, Wendy

### San Dimas Station

Brodie, Richard

### Santa Monica Court

Miller, Craig

### SEB

Wheeler, James

### South L.A. Station

Woulard, Dennis

### Special Victims Bureau

Vallozzi, Cecilia

### Temple Station

Johnson, James

### Torrance Court

Quick, Johnny

### TPD

Cienciosi, Kenneth  
De La Garza, Robert  
Rubalcaba, Andrew  
Tineo, Alejandro

### Twin Towers

Jensen, Jeffrey  
Nelson, William

### Walnut Station

De La Cerda, Jaime

### West Hollywood

Mohr, Todd  
Steck, Jeff

Briggs, Timothy - At Large  
Ferguson, Thomas - At Large  
Johnston, Nicholas - At Large  
Hodge, Allen - At Large  
Navarro, Melissa - At Large

### District Attorney Investigators

#### Auto Insurance Task Force

Hernandez, Gregory

#### BOI

McNary, Randal

#### Central Investigation

Collins, Richard

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Martin, Jennifer \*

#### Code Enforcement

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**JACKIE LACEY**  
 DISTRICT ATTORNEY

# ONE MINUTE BRIEF

**NUMBER:** 2016-22    **DATE:** 11-18-16    **BY:** Devallis Rutledge    **TOPIC:** Stealing Contraband

## **ISSUE:** Can a person be guilty of stealing contraband from another?

By definition, “contraband” is **property that cannot be lawfully possessed**, such as designated narcotics, sawed-off shotguns, counterfeiting plates, child pornography, etc. If there can be no **lawful** possession by anyone, can someone who steals contraband that is **unlawfully** possessed by another be guilty of theft?

Even though “theft” is defined as the unlawful taking of “*the property of another*,” PC § 484, and though “[A]ny interest in **possessing contraband** cannot be deemed legitimate...,” *Illinois v. Caballes* (2005) 543 US 405, 408, the person in possession of contraband **need not have a legal ownership or possessory interest in it to be the “victim” of its theft**. California cases establishing this principle go back at least 86 years:

- “The state punishes the wrongful taking of personal property belonging to **or in the possession of another**.... [T]he state punishes larceny because it is larceny ... notwithstanding it may be unlawful for the possessor to have it in possession.” *People v. Odenwald* (1930) 104 Cal.App. 203, 206 (affirming burglary conviction, where the property intended to be stolen was contraband liquor).
- “[T]he doctrine that **contraband property may be the subject of larceny** has been adopted by all the jurisdictions passing upon that point.” *People v. Walker* (1939) 33 Cal.App.2d 18, 21 (affirming burglary conviction, where the property intended to be stolen was contraband slot machines).
- “Defendants were acquitted of [kidnaping for robbery], as well as of the burglary and attempted robbery charges, because of the trial court’s belief that heroin could not be the subject of theft. This **entirely erroneous notion**” allowed defendants to escape conviction on the most serious charges. *People v. Moreland* (1970) 5 Cal.App.3d 588, 592-93 (faulting both the trial judge and the prosecutor for failing to find and apply *Odenwald* and *Walker*).

continued on page 33





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- “Today the rule is universal that **by prohibiting possession of an item, the government does not license criminals to take it by force or stealth from other criminals.**” *People v. Dillon* (1983) 34 Cal.3d 441, 457, fn. 5 (affirming felony murder and attempted robbery convictions, where the property intended to be taken was marijuana plants).

- See also, *People v. Loustaunau* (1986) 181 Cal.App.3d 163, 171, fn. 5, citing *Odenwald, Walker, Moreland* and *Dillon*, in affirming murder, attempted murder and burglary convictions, where the property intended to be taken was cocaine.

- ▶ In deciding whether to **charge** a thief/robber/burglar whose target was contraband in the possession of the “victim,” local prosecutors will have to consider the “victim’s” potential assertion of the Fifth Amendment privilege against compelled self-incrimination. Consideration of the strength of independent evidence, and of the relative culpability and criminal records of both the suspect and the “victim,” may dictate the advisability of compelling the “victim’s” testimony over a grant of immunity. *Kastigar v. US* (1972) 406 US 441, 443, 458.

**BOTTOM LINE: A person can be guilty of stealing contraband from another.**

(Bold emphases added in quoted material.)

This information was current as of publication date. It is not intended as legal advice. It is recommended that readers check for subsequent developments, and consult legal advisors to ensure currency after publication. Local policies and procedures regarding application should be observed.

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## E-Mail Addresses for ALADS Officers, Staff and MOCs

### Officers

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Steve Blagg		sblagg@alads.org
Dean Galarneau		dgalarneau@alads.org
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Rebecca Bueno <i>Labor Relations Specialist</i>		rbueno@alads.org

### Defense Reps


Julie Petrelli		jpetrelli@alads.org
Anthony Spatola		aspatola@alads.org
Julia Kingsley		jkingsley@alads.org

### Field Representatives

Dana Fackert		dfackert@alads.org
Doug Joho		djoho@alads.org
Katie Smith		ksmith@alads.org



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Antelope Valley Court (Michael Antonovich)  
Antelope Valley Juvenile Court  
Arson & Explosives Unit  
Auto Insurance Fraud (D.A.)  
Biscaluiz Center  
Biscaluiz Range

Civil Litigation  
COPS Bureau HQ (ELA)  
Court Services Headquarters  
Crescenta Valley Station  
Duarte Substation  
East Los Angeles Court  
East Los Angeles Station  
Edelman Court  
Emergency Vehicle Operations Center -San Dimas  
Fleet Management  
Homicide Bureau  
Lancaster Court (Alfred J. McCourtney)  
Lancaster Court Annex  
Lancaster Juvenile Court

Lancaster Station  
Laser Village  
Mira Loma Detention Facility  
Palmdale Court (Closed)  
Palmdale Station  
Parks Bureau - East  
Parks Bureau - North (Antelope Valley)  
Pasadena (D.A.)  
Pasadena Court  
Pomona (D.A.)  
Pomona Court North & South  
Recipient Welfare Fraud (D.A.)  
Risk Management Bureau  
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SEB

Sheriff's Headquarters  
Special Enforcement Bureau/Arson Explosives  
Temple Station  
Training Bureau  
- Recruit Training Unit  
- Force Training Unit  
- Advanced Office Training  
Transit Services Bureau El Monte Pax Station  
Transit Services Bureau One Gateway Plaza  
Transit Services Bureau Union Station  
Walnut Station  
West Covina Court (Citrus Court)

Phone: (626) 497-2554

Email: [dfackert@alads.org](mailto:dfackert@alads.org)

## Doug Joho



Aero Bureau  
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Bellflower Court (Los Cerritos)  
Bellflower Substation  
Carson Station  
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Century Regional Detention Facility  
Century Station  
Cerritos Station  
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Commercial Crimes Chatsworth Court  
Compton (D.A.)

Compton Court  
Compton Station  
County Courthouse (CCH-Stanley Mosk)  
County Services Bureau  
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## Katie Smith



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Beverly Hills Court  
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Central Civil West Court  
Correctional Services Transportation

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El Monte Court (Rio Hondo Court)  
Glendale Court  
Hollywood Court  
Industry Station  
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Santa Clarita Court  
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- Exigency and Warrantless Searches (Segment Four)
- Robbing Spouse of Community Property (Segment One)
- Threatening a Crime Victim or witness (Segment Two)
- Close, But No Coercion (Segment Three)
- Conduct Unbecoming a Police Officer (Segment Four)
- Tell Me Everything (Segment One)
- Use of Internet Evidence at Trial... (Segment Two)
- Let's NOT Make a Deal (Segment Three)
- Vehicle Pursuit and Deadly Force (Segment Four)
- Carried on the Person (Segment One)
- Resisting Arrest Resisting Detention (Segment Two)
- No Burglary at Every Entry (Segment Three)
- Warrantless Entry: Being Reasonable vs. Being Right (Segment Four)
- Battery by Contact (Segment One)
- The Terry Case: Stop and Frisk (Segment Two)
- No "Standing?" Double-Disclaimer Required (Segment Three)
- Use of Force: Resourceful Tactics (Segment Four)
- Voluntariness of Juve's Waiver and Confession (Segment One)
- Miranda: invocation MUST be Unequivocal (Segment Two)
- Criminal Interrogation of Suspected Officer (Segment Three)
- Deadly Force and Proper Tactics (Segment Four)
- Patience and the Kitchen Sink (Segment One)
- Hesterberg: Do You Know the Law on Use of Force? (Segment Two)
- Social Media Postings Admissible in Court (Segment Three)
- Deadly Force and Preventing Escape (Segment Four)
- Interrogating Juveniles (Segment One)
- Use of TASER in Prove Mode Constitutes Intermediate Force (Segment Two)
- Hearsay Evidence (Segment Three)
- Totality if Circumstances Versus Hindsight (Segment Four)
- New Laws for 2016 Part 1 (Segment One)
- New Laws for 2016 Part 2 (Segment Two)
- Refusal to ID (Segment Three)
- Using Force to Detain (Segment Four)
- Interrogation No-No's (Segment One)
- Kingsley: Pre-Trial Detainees and Use of Force (Segment Two)
- Vehicle Stops: Prolonged Detention (Segment Three)
- Traffic Stops: Can You Force Occupants Out of a Vehicle (Segment Four)

## ALADS UNIT REPRESENTATIVE MEETINGS

# Upcoming Unit Rep Meetings

**Wednesday, January 4, 2017**  
**11 AM & 6 PM • ALADS Facility**

**Wednesday, February 1, 2017**  
**11 AM & 6 PM • ALADS Facility**

**All ALADS members are invited to attend.**

# The Evolution of the LASD Male Uniform

## Part III

By Deputy Chris Miller (Retired)

Photos provided by Los Angeles  
County Sheriff's Museum

### Helmets

In the early 1960s, patrol deputies were encountering problems with large crowds when they attempted to take law enforcement action in or near housing projects. To better deal with the problem, the Sheriff's Department trained the Special Enforcement Detail (SED) in crowd control.

The Ford Motor Company had an assembly plant at the corner of Rosemead and Washington in Pico Rivera. A worker strike turned violent and SED deputies were pelted with rocks and bottles. The deputies were wearing soft uniform caps which offered little protection from the projectiles. They encountered the same safety issue when confronting mobs in housing

projects and protesting college students who blocked streets.

In 1962, SED deputies were issued helmets to wear when confronting situations where rocks and bottles were being thrown. The first helmets issued to SED deputies were white, but a few years later changed to tan and green. The helmets were placed in the back windows of SED patrol cars so they would be readily available, and would help to identify the vehicles as belonging to SED during saturation patrols in different areas of the county.

After World War II, there was a large surplus of military helmets. The Los Angeles County Sheriff's Department obtained some of these helmets and issued them to deputies to wear during special events, such as the 1965 Watts riots.

After the Watts riots, it was determined that helmets needed to be readily available during riots and other major disturbances, so they were issued to all

deputies. Deputies assigned to patrol stations were required to wear the helmets at all times, with the chin strap fastened.

In 1972, Sheriff Pitchess visited Lakewood Station. During a meeting with the station personnel Deputy Vern Yandel asked the Sheriff why deputies had to wear their helmets all the time. Sheriff Pitchess turned to the Undersheriff and asked if they had to wear them all the time. When the Undersheriff said, "Yes," Sheriff Pitchess added, "It's your head you're protecting, not mine. It's up to you if you wear them all the time."

After that meeting, an order was sent

*continued on page 45*



# The Evolution of the LASD Male Uniform

## Part III

continued from page 44



sun protection since the soft caps with cap piece were no longer worn. Helmets did not provide protection for the deputy's face and were too heavy to wear for prolonged periods.



Lieutenant Osborne submitted a proposal to the uniform committee suggesting that a baseball cap, green with a cloth badge on the front, be adopted for deputies to wear in the field. Months later, a green baseball cap with a shoulder patch from the female deputies' uniform shirt and a gold and green braided strand across the front

was finally approved. The back half of the

*continued on page 46*

out to everyone telling deputies they no longer had to wear their helmets except for violent incidents where they may have objects thrown at them.

### Baseball Caps

Baseball caps were approved in 1969 for deputies working inmate detention camps. In 1970, the caps were approved for Emergency Services Detail and in 1971 for Special Enforcement Bureau.

Around 1993, Lieutenant Bob Osborne assigned to Temple Station, noticed that other police agencies allowed their officers to wear uniform baseball caps. Lieutenant Osborne thought the Sheriff's Department should also adopt the baseball caps. Not only would they protect deputies' faces and tops of their heads from sun damage, it would also help when it was raining to keep water from getting on the deputies' glasses. A baseball cap would absorb a small amount of water during a light rain, but a helmet would not. At that time, there was no authorized headgear that provided



*ESD members Deputies Seulke and Benton with unidentified mountain reserve members carrying a victim to Air 5, 1978.*

# The Evolution of the LASD Male Uniform

## Part III

continued from page 45



*Air 5 crew 1985. Paramedic Deputies Kennard & Seulke, Sheriff's Reserve Deputy Dr. Stele and crew chief S.*

top of the hat was mesh, which allowed for air circulation, but at the same time, also allowed sunlight to shine on the deputy's head, potentially causing sun damage.

The baseball cap was considered part of the Class B uniform. The only time it could be worn was in the rain or on extremely hot days.

### Cloth Badges

When Emergency Services Detail (ESD) was first formed in 1967, they wore Class B khaki uniforms. It was standard practice at that time not to wear patches with the khaki uniforms, instead deputies wore their department badges with the khaki uniforms for identification. When

ESD deputies practiced rappelling, their badges were constantly being torn off by the ropes. Sergeant Frank Waldron directed Deputy Peter Raugh to find a better way to display their badges so that they weren't torn off and lost in the mountains during a rappel. He also wanted ESD uniforms to resemble the tan and green uniforms worn by patrol deputies, rather than the all-khaki uniform worn by academy cadets and jail deputies. Deputy Raugh located an embroidery company that created the cloth badges for ESD deputies' uniforms, free of charge. He also located dark green work pants and tan work shirts at Sears and Roebuck Department Store. Sears donated the uniforms for the ESD deputies. Deputy Raugh

then had patches and cloth badges sewn onto each uniform.

### Class B Uniforms

In the early 1970s, Lieutenant Bud Hansen was assigned to the Emergency Operations Bureau's Operations Planning Unit for Patrol. He noticed that Sears and Roebuck stores were selling wash-and-wear khaki shirts and green pants that not only matched the colors of the Class A uniform, but were perfect for utility purposes. Lieutenant Hansen wrote a proposal to adopt the wash-and-wear shirts and pants as the department's Class B uniform. This included uniform patches, cloth badge and cloth name tag.

*continued on page 47*

# The Evolution of the LASD Male Uniform

## Part III

continued from page 46

The Executive Planning Council made up of all the Division Chiefs and above approved the new Class B uniform. The uniform was adopted as the utility uniform to be worn in custody facilities, foul weather for patrol and for situations where a deputy's uniform could get dirty or damaged. The all-khaki uniform was discontinued.

### Campaign Hats

Campaign hats were first authorized for deputies who were working the Regimented Inmate Diversion Program (RID).

When deputies involved in the RID program started training inmates in June of 1990, the deputies wore the old six-pointed soft caps with cap pieces displaying their badge numbers. Since there weren't enough six-pointed caps for all of the DIs and they couldn't locate additional hats to purchase, the DIs changed to the round soft cap.

Months prior, when deputies visited the New York program and the Drill Instructor School in San Diego, they noticed that all of their DIs wore campaign hats. The consensus was that the campaign hat conveyed the no-nonsense, military image the RID DIs wanted to portray. In order to receive permission to wear these hats, a proposal was submitted to the chief of Custody Division. After the Class B campaign hats, which were made of pressed straw, were approved, members of the RID Program searched for and located a vendor.

Transit Service Bureau deputies sent a proposal to the Uniform Committee to



*Class 400, Day 1, 3-17-14.*

request approval of the Class A beaver felt campaign hat. Transit deputies were experiencing severe sun damage from prolonged sun exposure and needed a hat for protection. At that time, the Uniform Committee was comprised of two commanders: Larry Jowdy, who was the sergeant in charge of logistics, which issued all uniform equipment, and Roy Fisher, who was assigned to Fiscal Services. The committee asked Sergeant Jowdy to obtain a sample campaign hat and design a cap piece. Sergeant Jowdy created a prototype for the new cap piece using a portion of the former corrections officer's badge. In the past, hat cap pieces were designed with the deputy's badge number. The Uniform Committee decided that it was

not necessary for the deputy's badge number to be part of the cap piece.

In 1991, campaign hats were approved by the uniform committee for all department members to wear. The Sheriff's Department's campaign hats were made of green beaver felt with two lanyards. Black lanyards were worn by personnel below the rank of sergeant and gold lanyards were worn by personnel who were at the rank of sergeant and above. Sergeant Jowdy worked with Don Sachs, general manager of the Sheriff's Emporium, to carry the generic cap hat pieces. Their campaign hats were purchased at local uniform stores.

The RID program was discontinued in 1992.

# Visit **ALADS.org** to Get Your **Discount** Tickets to Southern California's Best Attractions!



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(retired deputy)*



Photography by  
**Chris Miller**  
*Telling your stories through the lens of my camera*  
cmillercm@msn.com (909) 762-8694



1. Update Your Beneficiaries
2. Follow ALADS on Facebook  
[www.facebook.com/aladsonline](http://www.facebook.com/aladsonline)
3. Submit Nominations for the ALADS Awards Banquet
4. Make Reservations for the Retirement Seminar

For the most up-to-date information, visit:

**[www.alads.org](http://www.alads.org)**



**CAREER DEVELOPMENT SECTION**



**POSITION: Los Angeles County District Attorney's Office - Investigator, DA**

The Los Angeles County District Attorney's Office, Bureau of Investigation is currently hiring qualified applicants for the position of District Attorney Investigator. Investigators are full time sworn peace officers under 830.1 of California Penal Code.

D.A. Investigators are Los Angeles County employees and are members of ALADS, LACERA, and Horizons.

Applications must be filled **ONLINE ONLY** at the Los Angeles County District Attorney's website at: <http://da.lacounty.gov/employment>

Applications will not be accepted by mail, fax, or in person. This examination will remain open until the staffing needs of the District Attorney's Office are met and may close without advance notice.

**Selection Requirements:**

Two years of law enforcement experience within the last five years as a full time paid peace officer as defined in Section 830.1 of the Penal Code of the State of California, or as an Investigator with the Federal Government as defined in the Federal Job Series 1811 - AND - an Associate's Degree or higher from an accredited college or university.

**Possession of a valid Basic Peace Officer Standards and Training (POST) Certificate is required.**

**Investigator Salary:** \*Longevity Pay not included in salary schedule chart but available.

INVESTIGATOR, D.A. - 2889		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Base Schedule Eff. 7/1/16	93G	5294.00	5588.36	5900.27	6229.18	6576.09	6940.55
BASIC	216	5649.08	5963.18	6296.01	6646.98	7017.16	7408.20
INTERMEDIATE	217	5820.90	6144.56	6487.51	6849.16	7230.60	7633.53
ADVANCED	215	5997.95	6331.46	6684.84	7057.49	7450.53	7865.71

**Senior Investigator Salary:**

SENIOR INVESTIGATOR, D.A. - 2890		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Base Schedule Eff. 7/1/16	101K	6624.64	6993.82	7383.82	7795.82	8229.82	8688.45	9173.09
BASIC	216	7068.97	7462.91	7879.07	8318.70	8781.81	9271.20	9788.35
INTERMEDIATE	217	7283.98	7689.90	8118.72	8571.72	9048.92	9553.19	10086.07
ADVANCED	215	7505.53	7923.80	8365.66	8832.45	9324.16	9843.77	10392.85

# Your PORF Benefit Q & A: Be Sure to Update Your Beneficiaries



In January 1990, as part of negotiations for a new Salary MOU for units 611 & 612, ALADS and PPOA established the Peace Officers' Relief Fund (PORF). The purpose of PORF is to provide you the peace of mind that comes with knowing that income will continue in the event of an injury or illness, on or off-duty. PORF is a benefit you receive at no cost to you. It is entirely funded by the county as a result of salary negotiations with your Bargaining Team.

## Specifically, PORF Provides These Two Important Benefits:

### Long-Term Disability:

This benefit pays up to 60% of your pre-disability base salary, a minimum benefit of \$100 per month. The monthly benefit amount may be reduced by any other income you receive for the disabling condition. Benefits begin after 90 consecutive days of disability up to age 65. Benefits are payable for both on and off the job disabilities.

### Life Insurance:

This benefit pays a \$100,000 death benefit.

## Who is Eligible for PORF?

All Full-time, Active sworn peace officers belonging to Bargaining Units 611 and 612: Deputies, Sergeants, Lieutenants and District Attorney Investigators.

## What is the Long Term Disability (LTD) Benefit?

- Maximum monthly benefit = up to 60% of gross monthly salary (at time of disability) to a maximum of \$7,000.
- Minimum monthly benefit = \$100
- Covers injury/illness on or off-duty
- Waiting period = 90 consecutive days of Total Disability

## Will the PORF benefit I receive be offset by other benefits?

Yes. Eligible and ineligible offsets are listed below:

- Offsets:
  - Workers Comp (a.k.a. 4850 time or IOD)
  - Sick Pay
  - Retirement Income
- Non-Offsets:
  - Vacation time
  - Overtime
  - Holidays

## When does the PORF LTD benefit terminate?

When claimant returns to work (no longer disabled) or age 65.

## How do I file a claim?

A claim packet will be sent to you via email or US Postal Service mail, your choice. For a claim packet call 800-842-6635.

## Is the LTD benefit taxable income?

Yes.

## Will the LTD benefit affect my retirement or workers compensation settlement with the county?

No.

*continued on page 51*

# Did You Forget About Your \$100,000 PORF Insurance?



## DO YOU KNOW WHO YOUR BENEFICIARIES ARE?

**Will the LTD benefit be deducted from my paycheck?**

No. The PORF benefit is not part of your regular salary/income.

**How will you know how much I earn each month while I'm off?**

The PORF Administrator will request your current payroll information from the respective department and provide that information to the insurance carrier.

**If I am 50% Sick time, will I get the other 50% from PORF?**

No. The PORF disability benefit is not a part of your regular salary/income. The plan pays up to a maximum of 60% of your gross monthly salary, "income before taxes" less 4850/work comp time. Sick time, or retirement money earned for the month, for each month you are approved to receive the PORF benefit.

**Is there an Accelerated Benefit Option?**

The Living Benefit will be an amount equal to 50% of the Death Benefit applicable to the Insured under the Policy on the date of Certification of Terminal Illness, subject to a maximum benefit of \$50,000.

**Waiting Period?**

No.

**Can I continue the life insurance benefit during an absence?**

Yes. The policyholder may continue the insurance during the following absences:

- Injury/Sickness: 24 months following date active work ceased.
- Temp Layoff/Approved Leave of Absence: 12 months following date active work ceased.
- Labor Dispute: For absence up to the earliest of the following – (a) the expiration of six months from the date you ceased active employment because of a labor dispute with your employer (b) the date you accept active employment with another employer (c) the date coinciding with the end of the last period for which required premiums are not paid (d) the date the Labor Dispute has ended.

To obtain the PORF benefit information booklet, simply go to the following website: [www.mybenefitchoices.com/alads](http://www.mybenefitchoices.com/alads) and click on the link: PORF Benefit Information Booklet.

## Be Sure to Update Your Beneficiaries!

Deputies and district attorney investigators that have recently been married, divorced or have had a child, should call the Benefit Service Center at (800) 842-6635 to confirm that their beneficiaries are up to date.

ALADS does not share information with the county, so you must call the Benefits Service Center to update your beneficiary list. If you haven't updated your beneficiary list, it is more than likely your current beneficiary is whoever you listed when you were in the Academy. Haven't things changed since then?

Should something happen to you, don't leave your family to legally battle it out with someone you knew 20 years ago. It's a legal battle they will lose.

**Call Benefit Service Center at  
(800) 842-6635 today!**



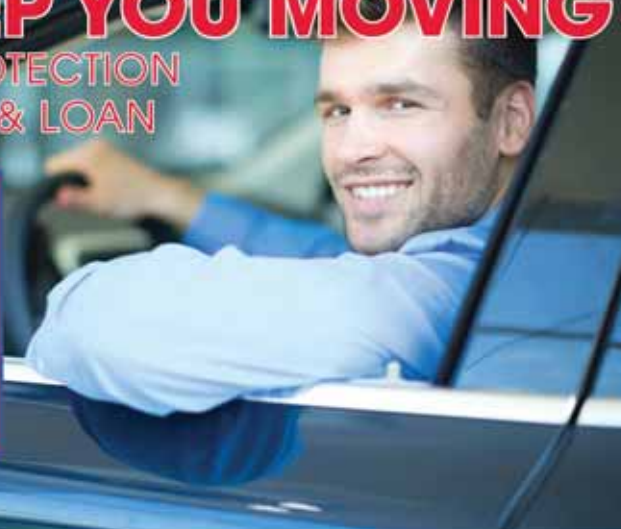
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Get a low rate auto loan and protect it with the great value of GAP with PowerBuy and MMP

\*Annual Percentage Rate. Auto loan payment estimates on a \$50,000, 84-month loan with a 3.25% APR = \$667; on a \$15,000, 36-month loan with a 1.60% APR = \$428. eGreen and Advantage Checking Account loan rate discounts do not apply with these promotional rates. Minimum \$15,000 loan required on terms longer than 60 months. Certain model year restrictions may apply, please contact First City for clarification. Rate increase of .25% for vehicle mileage of 100,000 or more. Refinance offer not available on existing First City loans. Cannot be combined with other promotional offers. Rates and programs subject to change. Other conditions may apply.



Join Today!



REGISTER | LOGIN

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## Login to the ALADS Website to Get the Latest Updates for Members

[www.alads.org](http://www.alads.org)

### Welcome to ALADS



ALADS is the Association for Los Angeles Deputy Sheriffs. It was formed in February, 1970, by ten Deputies who joined together to collectively resolve a dispute. In 1976, ALADS was certified as the majority representative for Bargaining Unit 0611, comprised of non-supervisory peace officer employees of the County. Our Memorandums of Understanding have historically resulted in the best wages, benefits and working conditions negotiated for any County employee group.

### Become a Member

Not a Full ALADS Member? To receive all of the benefits ALADS has to offer, deputy sheriffs and district attorney investigators can click on the [ALADS Membership Application](#) to download and fill out the form to become a full ALADS member. You can mail your filled out application directly to our offices or email a scanned copy to [membership@alads.org](mailto:membership@alads.org).

# Important Dates and ALADS Sponsored Events

## DECEMBER

**ALADS Board Of Directors Meeting**  
Friday, December 2, 2016  
9:30 AM  
ALADS Facility

### **Cartels, Gangs & "Narco" Organizations**

Saturday, December 3, 2016  
8 AM – 5 PM  
ALADS Facility  
Register at:  
<http://www.serratotraining.com>

**ALADS Unit Representative Meeting**  
Wednesday, December 7, 2016  
11 AM & 6 PM  
ALADS Facility

**Body Scan International House Call**  
Monday – Friday,  
December 12–16, 2016  
ALADS Facility

**ALADS Board Of Directors Meeting**  
Friday, December 16, 2016  
9:30 AM  
ALADS Facility

**Christmas Day Observed**  
Monday, December 26, 2016  
ALADS Facility Closed

**Go to  
[www.alads.org](http://www.alads.org)  
for more ALADS  
Calendar  
Information!**

## JANUARY

**New Year's Day Observed**  
Monday, January 2, 2017  
ALADS Facility Closed

**ALADS Unit Representative Meeting**  
Wednesday, January 4, 2017  
11 AM & 6 PM  
ALADS Facility

**ALADS Board Of Directors Meeting**  
Friday, January 6, 2017  
9:30 AM  
ALADS Facility

**Body Scan International House Call**  
Monday – Friday,  
January 9–13, 2017  
ALADS Facility

**Martin Luther King Jr. Day**  
Monday, January 16, 2017  
ALADS Facility Closed

**ALADS Board Of Directors Meeting**  
Friday, January 20, 2017  
9:30 AM  
ALADS Facility

## FEBRUARY

**ALADS Unit Representative Meeting**  
Wednesday, February 1, 2017  
11 AM & 6 PM  
ALADS Facility

**ALADS Board Of Directors Meeting**  
Friday, February 3, 2017  
9:30 AM  
ALADS Facility

**Body Scan International House Call**  
Monday – Friday,  
February 6–10, 2017  
ALADS Facility

**ALADS Retirement Seminar**  
Saturday, February 11, 2017  
9 AM – 3 PM  
ALADS Facility  
Call ALADS to RSVP  
(323) 213-4005

**ALADS Board Of Directors Meeting**  
Friday, February 17, 2017  
9:30 AM  
ALADS Facility

**President's Day**  
Monday, February 20, 2017  
ALADS Facility Closed

**SEND IN YOUR NOMINATIONS  
FOR THE 17TH ANNUAL  
ALADS AWARDS BANQUET  
SEE PAGE 6**



# LACERA Retiree Report

## December 2016

Member, Board of Retirement  
**Les Robbins**  
 leslasd@aol.com



**T**his month's article is going to be short and sweet, since the Board of Retirement will be taking some significant action at our meetings in early December. So, after our second meeting and when I get the CPI numbers for November, you can expect a rather long article from me.

A couple of things to comment on this month, starting with the CPI number for October. The CPI increased .4% in October for a year-to-date increase of 2.34%. There are two months left in the calendar year and then we will know what the COLA will be for next year, effective April 1st.

I have received numerous inquiries regarding the court case out of Marin County and today we were notified that the California Supreme Court has unanimously agreed to take the

case. Our board will be discussing this case at our meeting in December with possible action on our part depending upon the advice of our legal counsel. I will have more for everyone in my next article.

“

**I have received numerous inquiries regarding the court case out of Marin County and today we were notified that the California Supreme Court has unanimously agreed to take the case. Our board will be discussing this case at our meeting in December with possible action on our part . . .**

”

Many of you who live locally know that the *Los Angeles Times* has been working on a series of articles dealing with the state of

public pension plans in California. The first article was on CALPERS, and the second article, which came out about a week ago, dealt with the City of Los Angeles. They will soon be releasing one on Los Angeles County which I expect will focus more on the unfunded liability of the retiree health program than it will on LACERA. Remember, these are not intertwined in any way, which is not the case in some other governmental agencies in the State of California.

We are still getting a lot of calls and emails regarding what to do if and when you become Medicare eligible. Hopefully what I have written has shed some light on this whole issue but I do know that it is still a daunting subject for many of us. This may all be really turned upside down if Congress repeals Obamacare and does a major overhaul of both Medicare and SSI. Stand by because if you think that this whole subject has been complicated and challenging to understand before, just wait, because things are about to get real interesting I think.

Like I said I am keeping this article short as my next one will be a lengthy article. Plus I had trigger finger release surgery on my left hand one week ago today and my hand is pretty sore.

I hope all of you had a great Thanksgiving holiday. If you are working, be safe and if you are retired, be happy!

Les



**Attention ALADS Members:**

*Please join us for a*

# Retirement



# Seminar

**Saturday, February 11, 2017**

**9:00 AM – 3:00 PM**

**ALADS**

2 Cupania Circle • Monterey Park, CA 91755

**FEATURING . . .**

*Deferred Compensation and Thrift Plan*

*Disability Retirement*

*Los Angeles County Employees Retirement Association*

Seating is Limited and Reservations are Required

Please call (323) 213-4005 to reserve space

*Lunch Will Be Provided*

**ALADS****DISPATCHER****CLASSIFIED ADS****AKC ENGLISH  
BULLDOGS FOR SALE**

I'm a Riverside Parole Officer. We have a new litter available October 15th. Prices vary from \$3000 to \$4000 one male four females.

True AKC, quality bloodline, microchipped, shots and medical records included. Please call Martin at 951-544-6474

**ANTI-AGING**

Nerium has the only Age-Defying Eye Serum on the market that gives IMMEDIATE AND LONG TERM results! See results in 30 SECONDS! It is specifically designed to reduce the signs of aging around the eye: Puffiness, dark circles, fine lines and more! 30-Day Money Back Guarantee! See the How To Use video at: <https://youtu.be/7paV0eZ5agc> Age-Defying Eye Serum contains SIG-1191 developed by Dr. Jeffry Stock, at Princeton University. See SignumBiosciences.com Order at [yvonnecorcoran.nerium.com](http://yvonnecorcoran.nerium.com) or contact Yvonne Corcoran, Nerium Int'l Independent Brand Partner (818) 527-5044

**AUTO & HOME  
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Does your insurance agent meet your insurance needs? At Castroll Insurance we offer competitive rates and personalized service. Call us today at (818)769-1809 for free rate comparison or e-mail me at [Jacob@Castrollinsurance.com](mailto:Jacob@Castrollinsurance.com)

**DJ SERVICES**

Active deputy with several years of DJ experience. Specialize in birthdays (adult & children), weddings, retirements, reunions, company events, holiday parties, block parties..etc. Have most popular generations of music and lights. Tel: 323.600.3847 Email: [dj.dion.d@aol.com](mailto:dj.dion.d@aol.com).

**HAIRSTYLIST AND  
MAKEUP ARTIST**

LADIES: Hairstylist / Makeup Artist with 15 plus years' experience. I come to you within 50 miles of Santa Clarita Valley. Cuts, color, extensions. Instagram: @msbethanyhill Cell: 530-722-7336

**REAL ESTATE**

If you feel like you are working lots of hours and not really seeing more in your paycheck... YOU need a tax write off.....YOU need to buy a home! As a committed friend of law enforcement professionals and our veterans, my 30+ years of experience along with my personal service and availability will help make your home buying process easy and seamless. Contact Lorene Morgan (562) 397-6018 [LoreneMorgan@aol.com](mailto:LoreneMorgan@aol.com)

**RENTAL**

Room for rent in Santa Clarita. 1-Person owner-occupied home in hills. Off street parking. Possible use of garage and/or small RV/toy space. Private bath. Use of kitchen, living & dining rooms, laundry, beautiful patio/yard. Dogs & pets, other than cats (allergic). All utilities & WiFi included. 20-Minutes to Pitchess. TC 661-433-1122

**VACATION RENTAL**

CABIN RENTAL IN ARROWBEAR—Come get away for some winter fun in this 3 bedroom / 2 bath log home in the Mtns. GREAT VIEW, 90 minutes from L.A. 3 days & 2 nights for \$425.00. Ask regarding pricing for longer stays. Books quickly, call today. 626-646-3972 RETIRED DEPUTY

**Deadline for inclusion  
in the January 2017  
ALADS Dispatcher  
is Friday,  
December 16, 2016**

**RETIRE IN  
PRESCOTT, ARIZONA**

Start living your retirement dream in Prescott, Arizona! Contact Henry Reyes, retired LASD, at Bloom Tree Realty, (909) 618-3252, (928) 443-8800 or by email at [reyessellsprescott@gmail.com](mailto:reyessellsprescott@gmail.com)

**TACTICS TRAINING**

Off-duty survival training for you and your family. \$75 for officers \$25 each for family. Courses are available online. [www.highthreatsolutionsworldwide.com](http://www.highthreatsolutionsworldwide.com) High Threat Solutions (213) 503-3971.

Cozy cabin with rock fireplace. Open floor plan with views of spruce and pine trees. Only ½ mile walk to beautiful Lake Gregory and the San Moritz Lodge. The drive into town takes 1-2 minutes and gives you access to a market, restaurants, and antiquing. Lake Arrowhead is short distance away. Sleeps 6. Average night \$125, Holiday weekends \$200 nightly. Call for further details. LASD (909) 553-9297.

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Window Coverings at wholesale prices. No middle man. Mini blinds, plantation shutters, honeycomb shades, bamboo & Roman. Serving Inland Empire, Los Angeles, Orange County Areas. Call LASD Sgt. Jensen, 909-238-5557.

**PLEASE NOTE:**

It is impossible to verify all advertisements received by *The Dispatcher*. We cannot be held responsible for their accuracy, veracity or reliability. The fact that an ad is listed here should not be viewed as an endorsement or recommendation by the Association for Los Angeles Deputy Sheriffs.

**For Advertising****Information:****Call 323-213-4005****Classified Ads:****Members: \$10/month****Non-Members: \$15/month**



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### Dispatcher Classified Listing Form

**Instructions:**

Type or print clearly your ad on the form below and fax it to the Dispatcher Classified Listing Fax Line at 323-724-0140. The Classified Ad may be up to 25 words. The Classified Ad rate is \$10.00 per issue for ALADS Members and \$15.00 per issue for non-ALADS Members. Multiply the one-time rate by the number of issues in which you want your ad to appear (for example, 3 issues is \$10.00 x (3), or \$30.00). **All ads are payable in advance by check or money order. Please make check payable to ALADS.** Deadline for inclusion is noon the third Friday of the preceding month (for example, for inclusion in the January 2017 issue, ads must be received by Friday, December 16, 2016).

**Standard Classified Ad - \$10 / issue**  
 Includes up to 3 lines of text.

Name \_\_\_\_\_ Phone \_\_\_\_\_  
 Street Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Ad Copy: Type of print clearly here.  
 \_\_\_\_\_  
 \_\_\_\_\_

Number of Run Dates \_\_\_\_\_ x price for each run date = \$ \_\_\_\_\_

Please make check or money order payable to:  
**"ALADS"** and mail to: **ALADS (re: Dispatcher Classifieds)**  
 2 Cupania Circle • Monterey Park, California 91755

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**Advertise in the Dispatcher!**

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**Association for Los Angeles Deputy Sheriffs**

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(323) 213-4005 • [www.alads.org](http://www.alads.org)  
Publication Number 0000-961

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December 2016



2017

*Happy New Year*