



ALADS DISPATCHER

The Official Publication of the Association for Los Angeles Deputy Sheriffs Incorporated (ALADS)
An Affiliate of the Marine Engineers Beneficial Association AFL-CIO

The ALADS Election Issue

Candidates for Board of Directors



MARK S. CLAAHTSEN



JENNIFER S. DUBOIS-MARTIN



DAVID J. GAISFORD



DEAN P. GALARNEAU



RONALD A. HERNANDEZ



JOSE R. RIOS



JOSEPH D. RODD



DON JEFFREY STECK

Ballots Mailed:
October 23, 2015

See Pages 30 - 37

Deadline to Return Ballots
5:00 PM • November 9, 2015

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Wednesday, October 7th
12:00 pm and 7:00 pm
ALADS Facility

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NOT ALL LA COUNTY EMPLOYEES ARE THE SAME

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The Choices Annual Enrollment is happening now through October 31, 2015. An enrollment packet was mailed to your home address.

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**ALADS Board of Directors Election Ballots to be Mailed:
October 23, 2015**

**Be Sure to Return Your Ballot by:
5:00 PM ■ November 9, 2015**

Important Board of Directors Election Dates

**Board of Directors
Election Ballots Mailed
October 23, 2015**

**Remember
to Vote!**

**Deadline to
Return Ballots
5:00 PM
November 9, 2015**

**Update Your Address
Information at
www.alads.org**

ALADS Dispatcher

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Monterey Park, CA 91755

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www.alads.org

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

2015 Board of Directors



Don Jeffrey Steck
President



Mark Claahsen
Vice President



Jennifer Dubois-Martin
Secretary



Jose Rios
Treasurer



Tim White
Assistant Treasurer



George Hofstetter
Director



Sean Van Leeuwen
Director

ALADS Retirement Seminar

Saturday, October 17, 2015 • 9 AM – 2PM • ALADS Facility

If you are within days, months or years to retirement, all ALADS members and their spouses are encouraged to attend. Call ALADS to RSVP at (323) 213-4005 by Monday, October 12, 2015.



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

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| | | 12,000 | 12,000 |
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| | (3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS® | 0 | 0 |
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* If you are claiming electronic copies, go to line 16 on page 3. If you are not claiming electronic copies, skip to line 17 on page 3.

Choices Annual Open Enrollment

October 1st - 31st

See the Article on Page 29 for More Details

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Don Jeffrey Stock Date: 9/22/15

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

TOP STORIES

ALADS ELECTION UPDATE

ALADS Board Elections Slated

Ballots for the election of ALADS Board of Directors will be mailed to ALADS members on , Friday, October 23rd. The deadline for ALADS members to return their cast ballots is 5:00 PM , Monday, November 9, 2015.

Four seats are up for election this year and eight candidates have filed.

ALADS members should receive their ballot materials, including the ballot and candidate

Four seats are up for election this year and eight candidates have filed.

statements from each of the candidates, during the week of October 26. Any member who has not received his or her ballot materials during that week should contact the ALADS offices at (323) 213-4005 to confirm his or her home address information and to request a replacement ballot.

Winners of the 2015 Board of Directors elections will be announced immediately following the ballot tabulations by an independent elections firm.

UPCOMING TRAINING SEMINAR

Devallis Rutledge on **Search & Seizure and Interrogation Secrets**

Date: Thursday, November 5, 2015
Time: 8 AM - 5 PM
Location: Santa Clarita Sports Complex
20880 Centre Pointe Parkway • Santa Clarita, CA 91351
Cost: FREE for ALADS Members



Seminar will include:

Search & Seizure:

Bullet Proof vehicle stops and searches, pedestrian stops, warrantless searches, entry issues, latest Supreme Court rulings, and more! *Includes updated 42-page outline.*

Interrogation Secrets:

Miranda Rules and exceptions, how to get more waivers and statements, avoiding problems with voluntariness, using tricks and subterfuge, and more! *Includes 38-page outline!*

Lunch Will Be Provided • Call ALADS to Register (323) 213-4005.

★★★ **Negotiations Update** ★★★

Agency Salary Comparison Review (Updated)

The September 2015 update to the ALADS Statewide Salary Survey reveals that L.A. County Deputy Sheriff's net pay is 22nd out of the 35 agencies surveyed.


Agencies selected for the survey include all counties in Southern California, and the six largest counties by population from Northern California. The survey also includes the largest police departments by population in L.A. and Orange Counties, and the seven

largest police departments in the state. Two cities, Stockton and San Bernardino, were excluded from this survey because of bankruptcy proceedings.

Peace officer compensation data was collected during the months of November and December of 2014. Pay and benefit data was pulled from MOU's for pay in effect on December 31, 2014.

The survey reflects pay and benefits for a hypothetical officer with 15 years on the

job, hired at age 25, at top step pay, with an Advanced POST certificate.

The survey is an update of a similar effort in 2012 that revealed ALADS members' pay had been lagging behind other large agencies. Northern California cities and counties remained at the top of this year's survey. Torrance was the top-rated Southern California city in Net Pay calculations. Kern County was, once again, the lowest of those rated, making only 63% of the Net Pay of San Francisco officers. 

Agency Ranking by Net Pay

| | Agency | Number of Sworn Officers | Top Step | Uniform Allowance | Adv. POST Pay | Retirement Contribution | Net Pay |
|----|-------------------|--------------------------|----------|-------------------|---------------|-------------------------|---------|
| 1 | Irvine | 205 | \$8,370 | 0 | 1256 | -144 | \$9,482 |
| 2 | Torrance | 226 | \$8,362 | 14 | 1040 | 0 | \$9,416 |
| 3 | San Francisco | 2,100 | \$9,347 | 68 | 561 | -981 | \$8,995 |
| 4 | Pasadena | 244 | \$8,493 | 71 | 1061 | -866 | \$8,759 |
| 5 | San Jose | 1,020 | \$8,994 | 56 | 675 | -1070 | \$8,655 |
| 6 | San Francisco Co. | 850 | \$8,062 | 71 | 484 | 0 | \$8,617 |
| 7 | Oxnard | 100 | \$7,886 | 0 | 728 | 0 | \$8,614 |
| 8 | Oakland | 637 | \$8,755 | 67 | 394 | -829 | \$8,387 |
| 9 | Santa Clara Co. | 1142 | \$8,357 | 71 | 597 | -752 | \$8,273 |
| 10 | Fremont | 188 | \$8,695 | 125 | 435 | -1041 | \$8,214 |

★★★ Negotiations Update ★★★

Agency Ranking by Net Pay

| | Agency | Number of Sworn Officers | Top Step | Uniform Allowance | Adv. POST Pay | Retirement Contribution | Net Pay |
|------|--------------------|--------------------------|----------------|-------------------|---------------|-------------------------|----------------|
| 11 | Anaheim | 400 | \$8,069 | 0 | 1210 | -1113 | \$8,166 |
| 12 | Orange City | 104 | \$7,734 | 19 | 270 | 0 | \$8,023 |
| 13 | Ventura County | 700 | \$8,191 | 73 | 306 | -630 | \$7,940 |
| 14 | Alameda County | 798 | \$8,308 | 98 | 498 | -1163 | \$7,741 |
| 15 | LAPD | 9980 | \$8,218 | 85 | 164 | -740 | \$7,727 |
| 16 | Riverside | 409 | \$6,690 | 0 | 836 | 0 | \$7,526 |
| 17 | Burbank | 160 | \$7,391 | 83 | 665 | -665 | \$7,474 |
| 18 | Orange County | 1300 | \$7,308 | 0 | 658 | -512 | \$7,454 |
| 19 | Riverside County | 3000 | \$7,350 | 0 | 882 | -987 | \$7,245 |
| 20 | Santa Barbara Co. | 436 | \$7,226 | 69 | 320 | -371 | \$7,244 |
| 21 | San Diego County | 2200 | \$7,044 | 83 | 528 | -472 | \$7,183 |
| ▶ 22 | LA County | 7200 | \$6,908 | 83 | 863 | -826 | \$7,028 |
| 23 | Inglewood | 189 | \$6,355 | 87.5 | 794 | -289 | \$6,948 |
| 24 | Long Beach | 800 | \$7,310 | 0 | 260 | -658 | \$6,912 |
| 25 | Chula Vista | 240 | \$7,016 | 25 | 350 | -665 | \$6,726 |
| 26 | Santa Ana | 400 | \$7,355 | 0 | 0 | -662 | \$6,693 |
| 27 | Bakersfield | 350 | \$5,987 | 108 | 597 | 0 | \$6,692 |
| 28 | Sacramento County | 1,144 | \$7,158 | 83 | 358 | -995 | \$6,604 |
| 29 | Fresno | 753 | \$6,607 | 100 | 529 | -651 | \$6,585 |
| 30 | San Bernardino Co. | 2,000 | \$6,757 | 56 | 349 | -608 | \$6,554 |
| 31 | Modesto | 198 | \$6,504 | 94 | 371 | -453 | \$6,516 |
| 32 | Contra Costa Co. | 771 | \$7,213 | 72 | 361 | -1200 | \$6,446 |
| 33 | San Diego | 2,100 | \$6,646 | 75 | 538 | -828 | \$6,431 |
| 34 | Sacramento | 799 | \$6,025 | 75 | 301 | -248 | \$6,153 |
| 35 | Kern County | 535 | \$5,718 | 75 | 578 | -686 | \$5,685 |

ALADS Board of Directors Election Candidate Forum

Wednesday, October 7th, 2015

Times: 12:00PM & 7:00PM

ALADS Facility

All of the candidates running for the ALADS Board of Directors have been invited to participate in the Directors' Candidate Forum. The event will be held at the ALADS offices at 12:00 PM and 7:00 PM.

Each of the candidates will be allowed to make a brief opening statement outlining why he / she is running for the ALADS Board of Directors. Each candidate will be asked a series of questions, as many as time allows.

All ALADS active duty members are invited to attend.

ALADS members are encouraged to send their questions for the candidates to info@alads.org.

/ by Don Jeffrey Steck / ALADS President / Board of Directors



ALADS President
Don Jeffrey Steck
 djsteck@alads.org

Read the candidate statements, examine the candidate's skills, experience and accomplishments, and focus on what they intend to accomplish while serving on our Board of Directors.

After reading the candidate statements, I encourage ALADS members to challenge all of the candidates to find out where they intend to lead this organization moving forward. I hope some of you had a chance to attend the ALADS Candidates Forums on October 7th, to talk to the candidates in person. All of the candidates can be reached most easily by email, and as always, feel free to contact me at djsteck@alads.org

engaged. Low Board election and ratification vote turnouts have negatively affected our standing at contract negotiations. Specifically, County representatives at the bargaining table taunted us, saying that the initial 2/2/3 salary increase would be ratified by the membership if they were given the chance to vote on it. Many speculate that management representatives based this assessment on the fact that our previous salary contract of 2/2/2 was approved by 95% of the 700 members who voted in the last contract ratification vote.

The upcoming ALADS Board of Directors election will be the most important since ALADS formed 45 years ago. While there are many important issues, the core issue is whether this organization will continue on the path of reform or return to the policies of the past.

 **VOTE!**

Because the low percentage turnouts we have had in the past elections has sent a message to the County and the Sheriff's Department that our membership is not

 **VOTE!**

Because you pay over \$1,000 per year in dues, and the only way to have any input on how that money is spent is by voting

President's Message

/ by Don Jeffrey Steck / ALADS President / Board of Directors



for the board members who will determine how that money is spent.

VOTE!

Because contract negotiations will begin in less than two years, and the board members who are elected this election will determine the strategy and the increases in compensation that we will seek.

VOTE!

Because your vote matters. The last election was determined by less than 100 votes. It is possible that one unit could determine the next board members elected.

“

VOTE:

Because your vote matters. The last election was determined by less than 100 votes. It is possible that one unit could determine the next board members elected.

”

VOTE!

Because ALADS members are facing the harshest discipline in the department's history. The discipline coming not only from administrative investigations, but from an unprecedented level of criminal prosecution of deputy sheriffs.

Regardless of how you vote, I ask you to vote.

In closing, thank you for giving me the privilege of serving you as a director for four years, and as your president for the last 1 1/2 years.

Again, thank you, and be safe.



Vice President's Message

ALL L.A. COUNTY EMPLOYEES Should Get the Same Cost of Living Adjustment and Very Little Else.....

I THINK NOT!!!

December 20, 2014: NYPD Officers Rafael Ramos and Wenjian Liu gunned down just because they were police officers.

"When an assassin's bullet targeted two officers, it targeted this city and it touched the soul of an entire nation," - Vice President Joe Biden.

Sept 6, 2015: Two Las Vegas Officers Ambushed While Sitting at a Stop Light. One Shot.

"It tells you a lot about how it is, that these officers going out there are being attacked while sitting in a police car." - Undersheriff Kevin McMahill

September 13, 2015: Kentucky State Trooper Joseph Cameron Ponder gunned down after a traffic stop and a police pursuit.

"Jane and I are deeply saddened by the death of Trooper Ponder. Senseless acts like this are a tragic reminder of the risks that our law enforcement officers face every day, just by putting on their uniform and doing their job. That he was killed in the line of duty makes his death memorable, but we must never forget the most significant part of Trooper Joseph Cameron Ponder's story - how he lived, his selfless service to others, and his willingness to give his life for that commitment," - Kentucky Governor Steve Beshear.

August 28, 2015: Deputy Sheriff Darren Goforth of Harris County Sheriff's Office shot to death while fueling his patrol car.

"Heinous and deliberate crimes against law enforcement will not be tolerated in the State of Texas," said Governor Abbott. "Texas reveres the men and women in law enforcement who put their lives on the line every day to protect and serve their communities. Cecilia and I extend our deepest condolences to Deputy Goforth's family and the Harris County Sheriff's Office during this difficult time. I know local law enforcement will work tirelessly to apprehend the killer and ensure justice for Deputy Goforth is served."

ALADS Vice President
Mark Claahsen
mclaahsen@alads.org



The Los Angeles County Board of Supervisors believes that every county employee deserves the same exact cost of living adjustment and very little else because we are all county employees.

When was the last time a maintenance worker, secretary, healthcare worker or any other county employee targeted for death and or assaulted simply because

of their job or the uniform they wear? I believe the answer to that question is NEVER.

During contract negotiations, the County refused to even discuss pay enhancements for deputies who are working the streets, or who are in hazardous job classifications. There has not been an increase in the patrol retention bonus paid to deputies that work the streets day-in-and-day-out in

Vice President's Message

/ by Mark Claahsen / ALADS Vice President / Board of Directors

more than ten years. The time that a deputy stays in a patrol assignment pushing a black-and-white is getting shorter and shorter. It can be said that a patrol deputy does not truly know his craft until he has been on the streets for about five years. Yet most deputies these days are spending less than three years in patrol, before moving onto another position.

During negotiations, a proposal was given to the County requesting that the 2% patrol bonus be doubled to 4% after a deputy works in the field for three years. The proposal also extended that group to include the Special Enforcement Bureau. The proposal was explained to the County in great detail, after which County representatives stated, "We understand your proposal." They didn't ask a single question about the proposal. At the next negotiations meeting, they handed a piece of paper across the table that rejected our proposal without any explanation.

Working in the field, having to make split-second decisions on deadly uses of force, vehicle pursuits, foot pursuits and the whole time knowing you are going to be

put under a microscope for every word you speak and action you take, and knowing that you are only making, at the very most, 2% more than a deputy not having to deal the same issues, is to say the least, disheartening. But, field deputies do it day in and day out because that is their calling and the people of Los Angeles County are dependent on them to be there at their most critical time of need. Deputies go into places where there are armed suspects holding hostages, into residences where they know there is an explosive domestic violence incident occurring, into situations where persons have just been shot and they handle it professionally and to completion.

To our County representatives: All County jobs ARE NOT THE SAME. If the jobs are not the same, why are you treating every one of your employees like they are just another cookie cutter employee? Deputies put their lives on the line every day, but you did not want to talk about those issues at the negotiations table. You only wanted to talk about treating all County employees the same. Again, WE ARE ALL NOT THE SAME.


Maybe, the next time you sit down

at the negotiations table to discuss compensation for field deputies, you might want to recall all of the officers who have been killed and assaulted simply because they wear a badge. Maybe you should recognize the very dangerous duties that deputies perform on a daily basis as compared to other County employees that are not in hazardous, sometimes life threatening positions.

At the top of this article are the names of some of the officers from across the country who were killed or assaulted just simply because they wore the badge. They are not statistics. They are law enforcement officers. Deputies are not like all of your other employees, they are the difference between law and order, peace of mind, comfort, security and total chaos.

Just some food for thought for the next time you sit across the table from a Deputy Sheriff and tell him he only deserves to be treated the same as everyone else. WE ARE NOT THE SAME!!!

* * *

Until next time, be safe out there and ALWAYS KEEP YOUR HEAD IN THE GAME. 



Reprinted from



By Anna Rumer and Brett Kelman, The (Palm Springs) Desert Sun

California Asks: Where Have All the Cops Gone?



PALM SPRINGS, Calif. — Police officer Daniel Buduan moves fluidly around the police cruiser, placing an assault rifle he's just inspected in the vehicle in preparation to ride along with his sergeant. Buduan is a rookie, but he's a fast learner.

Buduan's department could use a dozen more like him. A hiring crunch has left police departments throughout California thirsty for new recruits and Buduan is one of the few young people getting into policing during what police unions say is a tough recruiting period.

Open positions for law enforcement professionals in California have increased by 603% since 2010, according to the Peace Officer Standards and Training government job listings. By comparison, during the same

time period, the Bureau of Labor Statistics recorded a 7% increase in open firefighting positions. Several factors are adding to the equation: a post-recession boom in job openings, lack of qualified candidates, change in pension plans, and, to a certain extent, the increased scrutiny police are facing nationwide.

"This is unheard of," Palm Springs Lt. Mike Kovaleff said. "You can pretty much pick a place on the map in California and see that they're hiring. ... We are in a hiring crisis in the state of California."

Law enforcement agencies are seeing the same dropoff in potential employees everywhere, according to Alan Barcelona, president of the California Statewide Law Enforcement Association and Fraternal Order of Police Lodge 77.

Part of the hiring gap can be blamed on post-recession funding that's opened departments up to posting more vacancies, but a more pressing issue is the shrinking number of people who want to work in law enforcement.

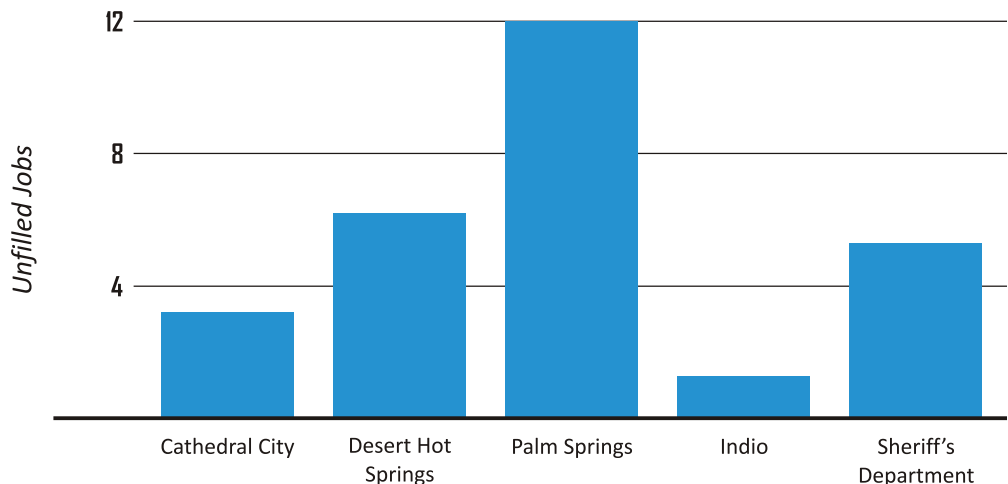
Answers for a lack of interest in police work are few, but eroding confidence in law enforcement, economic recovery and less appealing benefits packages are blamed across the board.

Sentiment towards police in the

continued on page 16

Unfilled Jobs in the Valley

Coachella Valley departments currently have 27 open positions



SOURCE: Coachella Valley police departments
CHART: Robert Hopwood, The Desert Sun

post-Ferguson era has made the job less attractive, some officials said.

In the classroom, Dr. Larry Gaines, who chairs the Criminal Justice Department at California State University San Bernardino, said there's no shortage in local students who are interested in criminal justice. He cautions officials from pinning a shrinking pool of candidates solely on a more critical public eye without definitive studies, and argues a more cyclical reason for the problem.

"I would say it's economics more than anything else," Gaines said.

Citing decreased unemployment rates, Gaines said difficulties hiring may stem from opportunities emerging in the improved job market.

Policing has always been a difficult job, but with excellent benefits and overtime opportunities that can easily net a new officer a six-figure salary, enough people are generally drawn to the field to prevent this level of problem.

The recent public service pension reform in some California cities has been a huge detriment to bringing new people into the department, however.

Retirement ages have been pushed back as much as seven years for new recruits and five for lateral department transfers in many cities.

Plan changes have had a dramatic effect across the state. Four years ago, a measure passed in San Jose reduced benefits for all city employees. The result — a mass exodus of 400 officers — was catastrophic enough that the city soon reversed the reduction.

Getting the jump on the few

remaining candidates before others means making an effort unlike many departments have made in recent memory.

Departments in Beverly Hills and Santa Cruz are even offering \$10,000 to \$20,000 signing bonuses for lateral transfers.

Even in this time of desperation, Desert Hot Springs police Chief Dale Mondary said he's still looking for the best and brightest for his department — a person who can remember the moment that inspired a passion for law enforcement like Buduan's memory of that bullet.

"I don't just want an officer, I want the officer," Mondary said.



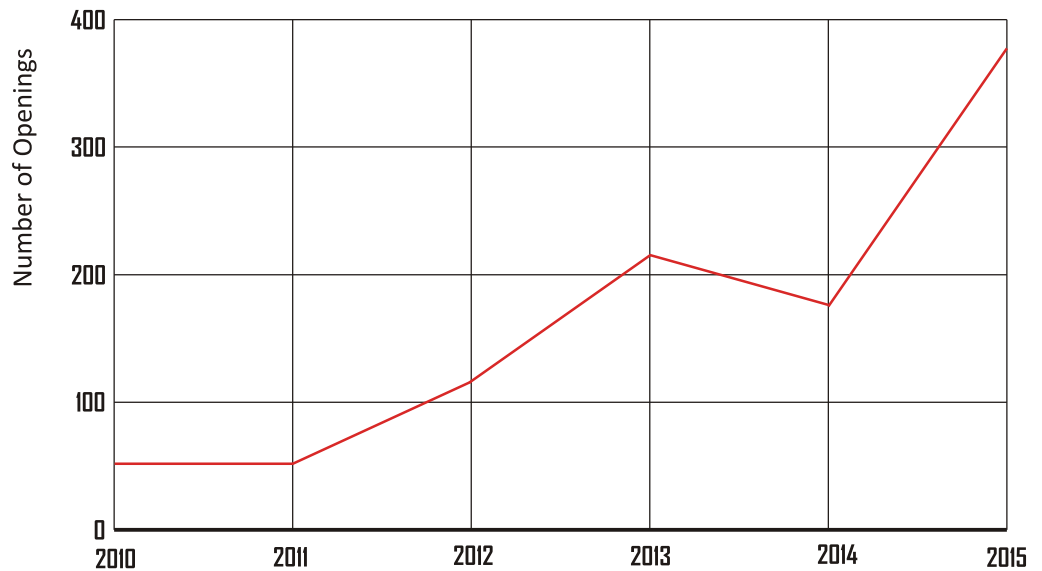
Palm Springs police officer Daniel Buduan readies for his shift at the Palm Springs Police station on Friday. Officer Buduan, 22, raised in Palm Springs was sworn in on July 21, 2015.

(Photo: Anna Rumer/The Desert Sun)

<http://www.usatoday.com/story/news/nation/2015/09/17/california-police-shortage/72364360/>

Statewide Openings

In the past five years, openings on the Peace Officers Standards and Training government job listings have increased more than 600 percent



NOTE: Openings were counted in late August/early September of each year
SOURCE: POST • CHART: Robert Hopwood, The Desert Sun

CHANGES AT THE DA's Bureau of Investigation



ALADS Secretary

Jennifer Dubois-Martin

jdubois@alads.org



There have been some recent changes made to the management structure at the District Attorney's Bureau of Investigation. Just as the Sheriff's Department has undergone management changes, so too has the District Attorney's Bureau of Investigation.

On July 18, Captain Kris Carter was appointed by District Attorney Jackie Lacey as our new Deputy Chief. John Neu was appointed as our new Chief of the Bureau effective November 1, 2015, after he completes his obligation to his current assignment as Interim Chief of Police for the City of Redondo Beach. We say goodbye to Chief Dominick Rivetti who has been with the Bureau since 2001. However, he is not too far away. He has been appointed Chief of Police for the City of Beverly Hills. We also say goodbye to Assistant Chief George Mueller who is not that far away either, as he is now the Deputy Commissioner of the Enforcement Bureau for the California Department of Insurance. We


“

Deputy Chief Carter has already met with our ALADS and PPOA DAI representatives. Moving forward, she has requested at least monthly meetings with both ALADS and PPOA DAI representatives to work together on labor union issues. I see this as a very positive change in the way our management has communicated with the unions in the past.

”

wish them well with their new careers and welcome the changes within our Department's Management. I look forward to working with our new leaders as do all of our DAIs.

Although changes are occurring within the District Attorney's Bureau of Investigation, the role of our union continues to be the same. We continue to look to work with management to ensure our members' rights are protected and they are treated fairly regarding wages, working conditions, and our Memorandum of Understanding (MOU). It is also our job as a union to make sure our members are conducting themselves in accordance with the goals and mission of the departments we work for. Together we can continue to provide the public with the standard of excellence expected by our departments and by our own desire to do the job we signed up to do.

Deputy Chief Carter has already met with our ALADS and PPOA DAI representatives. Moving forward, she has requested at least monthly meetings with both ALADS and PPOA DAI representatives to work together on labor union issues. I see this as a very positive change in the way our management has communicated with the unions in the past. I encourage any of our District Attorney Investigators to communicate any non-confidential issues to myself or other DAI representatives that can possibly be brought to the Deputy Chief during our monthly meetings. I look forward to hearing from you. Thank you for all of the hard work all of you do every day. 

Treasurer's Message

/ by Jose Rios / ALADS Treasurer / Board of Directors

WHEN IT COMES TO YOUR MONEY

TRANSPARENCY is Good

A CAREFUL WATCH on Expenditures is **EVEN BETTER**

ALADS Treasurer
Jose Rios
jrios@alads.org



It's been my honor to serve as your ALADS Treasurer for the last year and a half. During that short period of time, I've provided the smallest details about our Association's finances to any member who asked. It is our money, and all of us deserve to know how it's spent.

More importantly, I've carefully scrutinized every invoice and every check that goes out to our Association's vendors and union partners. I go through every line item on every bill to make sure the costs are accurate and the math is correct. I found old contracts and services that were not

fully serving our membership's interests, and after discussions with our Board of Directors, I had those relationships terminated.

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The process of making every vendor justify his or her invoices has not made me a popular person among our union partners, but I can truly say that the effort has saved our Association thousands of dollars.
”

The process of making every vendor justify his or her invoices has not made me a popular person among our union partners, but I can truly say that the effort has saved our Association thousands of dollars.

ALADS collects and spends roughly \$8 million every year. Our PAC (Political Action Committee) has a balance of about \$2 million. That means our Association is in very good financial condition. Making sure that every cent of that money is spent effectively and efficiently takes time and dedication. Over the last 18 months, I've established policies and procedures that will prevent the kind of turmoil that distracted our Association prior to my time on the Board. This is an important point, because whoever takes the reins next year should know that ALADS members expect to continue the same kind of transparency and the same amount of scrutiny on every check cut by our accountants.

ALADS is stronger when members pay attention to the pursuits and operations of their union. It's where we get confidence and solidarity.

continued on page  19

Treasurer's Message

/ by **Jose Rios** / ALADS Treasurer / Board of Directors

There is a lot left to do. Fully transparent labor organizations have the ability to post their basic financial information online and even more detailed accounting at membership meetings. Additionally, in this information age, it makes sense for our ALADS leadership to consult with ALADS members on what representation and membership programs should be prioritized in the future.

And finally, I want to thank all of the ALADS members who offered me their support and encouragement over the last year and a half. I never thought I would find myself helping organize ALADS members, but it's been a very fulfilling experience because so many of you were there to support my efforts.

Besafe. 



ALADS Reference Numbers

Representation Services

ALADS
(323) 213-4005

Supplemental Retirement Plan

Horizons - Benefit Corp
(800) 382-8924 (Appointments)
(800) 947-0845
(Phone Help)

Social Security Benefits

(800) 772-1213

Optional Group Term Life Insurance Plan

(800) 842-6635

Accidental Death and Dismemberment Insurance Plan

(800) 842-6635

Accrued Benefit - Time Payout

Los Angeles County Sheriff's Dept.
Pay and Leave Unit
(626) 300-1600
District Attorney's Office - Payroll Unit
(213) 202-7740

California State Workers' Compensation

Los Angeles County Sheriff's Dept.
Employee Benefits Unit
(323) 981-5842
District Attorney's Office
Employee Benefits Unit
(213) 202-7725

Update Your PORF Benefits

Benefit Service Center
(800) 842-6635

Federal Workers' Compensation

Office of Workers' Compensation Program
United States Department of Labor

Military Veterans' Benefit

Veterans' Administration Center
(800) 827-1000

Public Safety Officers' Benefits

Bureau of Justice Assistance
(888) 744-6513

L.A. County Sheriff's Relief Association

(800) 544-4772



TIPS

for TAKING the COMPETENCY DEMONSTRATION EXERCISE

Coveted Testing Procedures

ALADS Defense Representative

Julie Petrelli

jpetrelli@alads.org



One of the most common issues dealt with at ALADS consists of Coveted Testing procedures, specifically the results of the Competency Demonstration Exercise for Coveted Testing. Regardless of what position you are testing for, the raters are looking for the same things. Unfortunately, test takers have a limited amount of time when taking these tests and many factors run into that time frame. Hand

writing, for one, can be tedious and not everyone has the greatest penmanship. Your penmanship, spelling and punctuation are all part of your grade. By the time you get done vigorously writing for two hours, the latter half of your exam essay may look like artwork done by a five year old. Your hand may be cramping and tired and you don't have access to spell or grammar check.

Aside from penmanship, spelling and punctuation, the raters are also focused on other areas of concern. Presentation and explanations are something we hear most in grievance meetings. "The exam taker did not explain what they were doing and why they were doing it." The raters are looking for you to walk someone who knows nothing about the procedures, through the procedures. For example, if somewhere in the exam you stated you "collected the evidence," don't just mention you collected the evidence. Elaborate on the procedures for collecting evidence as well as why you performed those procedures. Also elaborate on the pieces of evidence you

collected and why.

Details, details, details. We hear in many of our grievance meetings that the exam taker was not detailed enough or did not specify. For example, if you are gathering information from a witness, victim or suspect, what information are you gathering? How are you gathering this information? What questions are you asking them? What procedures and techniques are you using to interrogate someone and why? Also, how was this information documented?

Before taking your exam, research and study the job description and talk to those who are already working in the position. Consider everything from that job's standpoint. List different sources you used and specify why and what those sources are. Remember, in everything you write, you must state why you are doing what you are doing and what those procedures are. The biggest mistake deputies make when testing is assuming the rater knows what they are talking about.

Good Luck!



/ by Richard A. Shinee / Legal Corner

Legal Corner

COURT ORDERS DEPUTY Back to Work

Legal Corner

Richard A. Shinee



which was, on its face, an order for **immediate** reinstatement. After filing our Writ seeking immediate reinstatement of the deputy, the Department filed a Writ seeking to overturn the Civil Service Commission's order of reinstatement (a process that can take up to a year to complete). While there was nothing we could do to stop the Department from filing their Writ, we could and did enforce the right of the deputy to be returned to work while the Department fumbled around with its challenge to the Civil Service Commission's order.

After a hearing on our motion to enforce the Commission's order, the Court granted our writ of mandate and ordered the Department to put the deputy back to work immediately, notwithstanding the Department's pending appeal.

Since this case, the Department has challenged in court three other Civil Service cases involving ALADS members where the Department was not sustained. However, those deputies are all reinstated and receiving full salary. ●

Back in the early '90s, after Green & Shinee won a discharge case for a deputy sheriff, the Sheriff's Department refused to put the deputy back to work even though the Civil Service Commission had issued its final order. In light of the Department's refusal, we sued the Department and got an order from the Court commanding that the Department put the deputy back to work in compliance with the Civil Service Commission's order of reinstatement. Now, some 20 years later, the Sheriff's Department is up to the same old shenanigans. (They are, after all, slow learners and forgetful.)

In a case Green & Shinee won recently before the Civil Service Commission, the discharge of another ALADS member was reduced to a 30 day suspension by the Hearing Officer. We had the deputy report to work the day after the Commission's final ruling. The Sheriff's Department refused to return the deputy to work on the basis that they wanted to "examine their appeal options."

With ALADS' authorization, we filed a writ of mandate immediately with the Superior Court seeking an order to enforce the Civil Service Commission's final order for reinstatement



REED / DeMAIO PENSION INITIATIVE Dealt a Blow by the AG and Two Troubling Laws Impacting Peace Officers

ALADS Legislative Counsel and Advocate

Timothy Yaryan



As I write this article, the Legislature is entering the final two weeks of the legislative session. By the time you read this article, the regular session will be done, and we will be lobbying the Governor to sign or veto the bills we support or oppose. I'll address a few of these bills later in the article. However, a lot has been happening on the "Reed / DeMaio" Pension Initiative, so I'll begin with an update on pensions.

In early August, the California Attorney General issued "Title and Summary," on Reed / DeMaio. It was quite devastating to the proponents. Attorney General Kamala Harris has summarized that the scope of Chuck Reed's Initiative would *eliminate constitutional protection for the vested pension benefits for ALL current public employees, and subject their future salaries and benefits to a public vote.*

In the official "Title and Summary" the Attorney General stated that the Reed Initiative, "Eliminates constitutional protections for

vested pension and retiree healthcare benefits for current public employees, including those working in K-12 schools, higher education, hospitals, and police protection for future work

public employee in the state, whether he or she is a law enforcement officer, nurse, firefighter, teacher, college professor, civil engineer or clerk. *The Attorney General's Summary exposes as false Reed's claim that his initiative is narrowly focused on pensions for future employees, not the vested benefits of current public employees.* The Attorney General's analysis concluded that in addition to eliminating constitutional protection of vested benefits, it also lets voters control collective bargaining by allowing them to disapprove agreements reached in collective bargaining. For you, this means every pay increase, and incidental benefit, such as an increase in your health benefits or even your uniform allowance, would be subject to voter ratification.

In addition to destabilizing collective bargaining and every public pension plan and pension system, Reed/DeMaio would also have a direct and adverse effect on peace officers and firefighters. CalPERS CEO, Anne Stausboll, said the measure was riddled with "vague language, making it likely to wind up tangled in the courts for years and creating confusion for local governments and for families." She said it could be interpreted as violating pension promises to current employees, might threaten CalPERS' federal tax-exempt status and will create chaos by forcing employers to close their defined benefit programs to employees hired after 2018. Stausboll said the proposal would "almost certainly make providing death or disability benefits (for police and fire) extremely impracticable."

Now that "Title and Summary" has been issued,

“

Attorney General Kamala Harris has summarized that the scope of Chuck Reed's Initiative would eliminate constitutional protection for the vested pension benefits for ALL current public employees, and subject their future salaries and benefits to a public vote.

”

performed." The Summary also found the Initiative would subject all public employee compensation including pay raises or health benefits to public vote.

Reed/DeMaio is directed at EVERY current

State Legislative Corner

/ by Timothy Varyan / ALADS Legislative Counsel and Advocate

the proponents have until February 8, 2016 to collect 585,000 plus signatures to qualify the measure for the November 2016 Ballot. **Needless to say, you should let all your family and friends know that signing the misleading pension petition will hurt you, your ability to collectively bargain, and your secure retirement.**

As a final note, just a few days after the Attorney General issued "Title and Summary," the San Jose City Council voted 10 to 1 to ask a judge to invalidate Reed's 2012 Measure B – his local pension initiative which so devastated public safety in San Jose. Reed / DeMaio is simply San Jose's Measure B, but on steroids. It's a bad deal for you and for California!

While I'm on the subject of laws that will hurt peace officers, there are several very bad bills moving through the Legislature. One bill, SB 443, (Mitchell, D., Los Angeles)

will effectively terminate civil asset forfeiture in California, making serious changes in the way distributions of civil asset forfeiture proceeds are done. Civil asset forfeiture is a critical tool for law enforcement and is an extremely effective means of combating large and complex criminal drug trafficking enterprises. The provisions of this bill would require a criminal conviction prior to institution of asset forfeiture proceedings. It is common sense that persons should not retain the proceeds of their criminal enterprise. No one would seriously argue that a bank robber should be able to keep the proceeds of his robbery merely because his or her criminal case was dismissed because of a Miranda violation. But that is what will happen if SB 443 becomes law! Another misguided measure is AB 953, (Weber, D., San Diego). The provisions of AB 953 require officers to produce detailed reports on literally every pedestrian and traffic stop.

The consequence of that requirement will be to obligate officers to spend extended time writing reports and will diminish the time they will have in their enforcement mission and in interacting with members of the community in a positive fashion.

We are actively opposing BOTH of these bills, and we will ask the Governor for a VETO should these bills arrive on his desk in current form. Although we expect AB 66 (Weber, D., San Diego) to remain in Committee, we will be watching all "gut and amends" closely until session ends!

Next time, I will update you on highlights of the 2015 Legislative Session. Until then, stay safe!





Discount Movie Tickets



Get Your Movie Tickets at ALADS



\$8.25

ALADS has ordered more AMC Gold and Regal movie tickets for its members.

Cut down on the cost of going to the movies by buying your AMC Gold and Regal passes at ALADS. You can pick up the passes at the ALADS offices.



\$8.75




ALADS Members Only

ALADS' POLITICAL ENDORSEMENTS 2015 - 2016 Election

Contract City Council November 2015

Lynwood City Council Aide Castro

United States Congress 2016

CD 44 Isadore Hall

United States Senator 2016

Kamala Harris

Vote with Your Union!

Los Angeles County Supervisor 2016

2nd District Mark Ridley-Thomas

4th District Janice Hahn

5th District Kathryn Barger

Los Angeles Superior Court Judge 2016

Debra Archuleta (Seat TBA)

California Assembly 2016

California Senate 2016

SD 21 Sharon Runner

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

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

★ ★ ★ **September 2015 Winners:** ★ ★ ★

January Canchola and John Trojanowski

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: _____

BRAIN AWARENESS: Use It or Lose It

ALADS Insurance Consultant
Jennifer Lincicum



Research suggests that eating a healthful diet rich in whole grains, fruits and vegetables not only helps you stay slim and lowers your risk for heart disease, but also preserves memory, boosts alertness and may even prevent Alzheimer’s disease.

BRAIN AWARENESS

The brain’s capacity is enormous, yet many scientists suggest that we only use a small percentage of our brain. What are you doing to maximize your brain’s potential?

Brain Functions

Your brain helps you analyze sensory data, remember information, learn new information, create thoughts and make decisions.

It is divided into halves called cerebral hemispheres and each hemisphere is further divided into four lobes: frontal,

parietal, temporal and occipital. Each lobe has its own responsibilities. The frontal lobe is responsible for cognition and memory. The parietal lobe processes sensations related to touch. Visual perception is controlled by the occipital lobe. The temporal lobe is responsible for auditory senses.

The brain, like many other organs, ages. The aging brain is responsible for a decline in memory, decision-making ability and verbal skills.

Exercise Your Brain

There are many ways that you can delay the aging of your brain:

■ Exercise your mind

Challenge your brain daily by making note of last week’s activities, working on crossword puzzles, trying a new hobby or reading more books.

■ Exercise your body

Physical exercise reduces depression and other cardiovascular risks. It also produces a euphoric state by releasing endorphins. Enjoy physical activity daily; take the stairs rather than elevator at work, park in the back of the parking lot or take a brisk 10-minute walk during lunch.

continued on page 26



Health Beat

/ by Jennifer Lincicum / ALADS Insurance Consultant

■ Eat Healthy

Like your body, your brain has certain dietary requirements. Proteins and foods high in unsaturated fats help with brain development. Eating foods low in cholesterol and saturated fats, in addition to eating breakfast daily, can jump-start your brain. Also, protect your brain with antioxidant vitamins E and C.

■ Focus on safety

Wear protective head gear when enjoying physical activities like riding a bike or snowboarding. Wear a seat belt to protect your head from trauma in case of a car accident.

■ Get plenty of sleep

Lack of sleep leads to mental fatigue and loss of memory. Try to get seven to nine hours of sleep each night. During sleep, the brain repairs itself, collects the day's events and files everything into memory.


■ Reduce stress

Stress can lead to memory loss. High stress releases cortisol in the brain, which absorbs the brain's primary food source, glucose. Reduce stress with exercise, meditation or a quiet activity you enjoy.

■ Quit smoking and refrain from illegal drug use

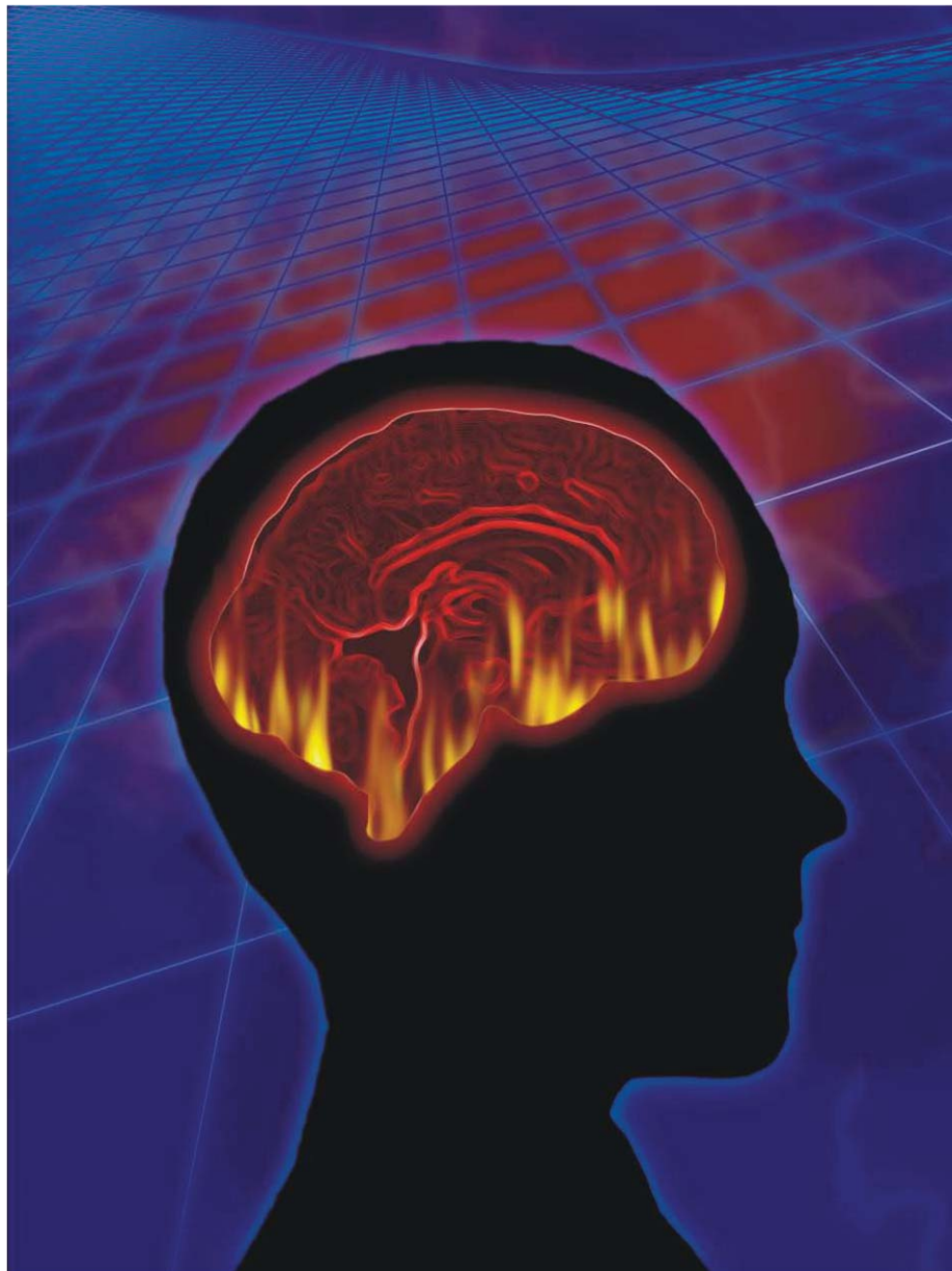
Research shows that smoking can lead to mental decline; drugs such as ecstasy and marijuana can result in mental deterioration.

■ Listen to music

Research shows that music is good for the brain, specifically baroque music, which can reduce stress. 

* * *

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.



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

COPING WITH Chronic Illness

President of The Holman Group

Dr. Ron Holman

A chronic illness diagnosis can be devastating news for both patients and family members. The initial shock of the diagnosis is often followed by anxiety and depression which, unfortunately, can worsen symptoms. Law enforcement officers need to be especially aware of these hazards post-diagnosis. The combined stress of the diagnosis and a high-risk job can be very overwhelming. Luckily, there are ways to cope with chronic illness and to transcend fears about living life with an inhibiting sickness. Following are some strategies for surmounting sickness.

Understand Your Illness

Learning about your specific illness—what it means for your body, what treatments are available and what steps you can take on your own to manage symptoms—will help you feel more in control. Ask your doctor any questions that come up, and be sure to fact check information you find on the Internet with a trusted medical professional.

Understand Yourself

Knowing your illness inside and out will also help you to understand that it is not the only thing that defines you. It is true that certain aspects of your life might change post-diagnosis, and these changes can feel overwhelming. Remember that many of the things that help you create a sense of identity are still available: hobbies, loved ones, favorite places and experiences. Continue to embrace these pastimes and use them to accommodate any physical changes that may occur in your body.

Understand Change

Things might change a little after your diagnosis, but things are constantly changing no matter if we are sick or if we are well. Buddhist author

Pema Chodron writes, “Rather than being disheartened by the uncertainty of life, what if we accepted it and relaxed into it? What if we said, ‘Yes, this is the way it is; this is what it means to be human,’ and decided to sit down and enjoy the ride?” The more we can accept change and uncertainty, the more we can find peace with our current circumstances.

Practice Self Care

Discovering and acting on home-care practices to combat your illness and manage symptoms will help you feel empowered. Whether it's eating nutritious food, getting exercise, meditating or joining a support group, managing your illness will help you move forward and continue to enjoy life.

continued on page **28**

The Holman Group

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

Ask for Help

No matter how much we do for ourselves, it's important to realize we also need the help of others. When you can't do something on your own, ask a loved one for help. When you're feeling overwhelmed or sad, talk to a friend about it. Sometimes, you may need the support of counseling to help you cope more effectively. Emotional support is a key factor in successfully living with illness; have the courage to seek it out

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; Enter your user name: ALADS and your password: ALA2569



CPOMF Challenge Coins

Now Available at ALADS



CPOMF 25th Anniversary Challenge Coin
PRICE PER COIN: \$20



CPOMF 2015 Challenge Coin
PRICE PER COIN: \$10



CPOMF 2015 Lapel Pin
PRICE PER PIN: \$5

/ by Raquel Magdaleno / ALADS Benefit Service Center

Benefits Partner

BENEFITS PARTNER

The Choices Annual Enrollment Is Happening Now



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



The Choices Annual Enrollment is happening now through October 31, 2015. An enrollment packet was mailed to your home address. The packet contains information on what's new and highlights all benefits plans that are offered to you and your eligible dependents. Please be sure to review all your enrollment materials. If you have not received your packet, please contact us at (800) 842-6635 or (818) 678-0040.

If you are not currently enrolled in ALADS sponsored benefits plans, you may now enroll for an effective date of January 1, 2016. ALADS offers its members top benefits and, as a bonus, if you enroll in an ALADS plan, the Benefit Service Center will partner with you. Our team of Benefits Specialists can help you make the most of your benefits, assist you in completing any necessary benefits forms and guide you through claims disputes.

As an ALADS member, you are given the option

of choosing between a PPO and an HMO Medical Plan. With a PPO Plan, you have the freedom to seek treatment from in-network or out-of-network healthcare providers. Keep in mind that your out-of-pocket expenses will be lower if you seek treatment with your in-network providers. If you feel more comfortable with being assigned to a primary physician, then you may want to elect the HMO Plan. No matter which plan you decide on, you will have access to an exceptional network of healthcare providers and treatment facilities. You can also choose dental care with your medical plan by enrolling in the ALADS premier plans. Remember that total health includes dental care. In addition, you may also wish to enroll in Flexible Spending Accounts which allow you to put aside pre-tax money for Healthcare and / or Childcare expenses.

If you have any questions regarding the ALADS plans, give us a call at (800) 842-6635 or (818) 678-0040.

Benefits available to ALADS members:

- Medical
- Pharmacy
- Mental Health
- Body Scan
- Dental
- Vision
- Flexible Spending Accounts
- Life Insurance



ALADS BOARD OF DIRECTORS ELECTIONS

Candidate's Statements

MARK S. CLAAHSEN



Unit of Assignment: Norwalk

Deputy Sheriff Since: May 1987

ALADS Member Since: Dec 1986

Previous Units of Assignment: M C J

Are you currently an ALADS Unit Rep? Yes

If so how long? 20 Years +

Have you ever held a position with ALADS (director, committee, chair, etc.)? Yes

VICE PRESIDENT 08/27/14 TO PRESENT

DIRECTOR 08/13/14 TO 08/27/14

CANDIDATE'S STATEMENT

I have been an ALADS member since the day I became a deputy Sheriff in 1986. I have spent the last 25+ years pushing a black and white chasing that black box/computer and I still look forward to work every day. I was raised in a union household but until I became a board member for ALADS I can honestly say that I completely underestimated what exactly the union does for its membership. It has been an eye opening experience and a continual challenge to say the very least.

In the very near future we will have the fight of our life before us with the bill that is attempting to completely redo our pension system at the state level. This challenge will take millions of dollars from all of the public employees unions to DEFEAT IT.

I have seen the county take away health benefits and pensionable items for new hires and their families. I have seen the County give the same pay increase to every person that works for the county regardless of the job they performed during the last two negotiation seasons. That mindset for the county needs to be changed. That does not happen overnight. This is not a short six-month process, it will take the next three years of constant work to change the system. I would like to be a part of that leadership to change the county way of thinking. I can only do that if re-elected to the board for another term. I respectfully ask for your vote. And please always remember KEEP YOUR HEAD IN THE GAME.

Thank you,
Mark Claahsen

ALADS BOARD OF DIRECTORS ELECTIONS

Candidate's Statements

JENNIFER S. DUBOIS-MARTIN



Unit of Assignment: D.A.I. Child Abduction

Deputy Sheriff Since: Feb 1999

ALADS Member Since: Sept 1999

Previous Units of Assignment:

D.A.I., PALMDALE STA-PATROL, CUSTODY PDC-EAST

Are you currently an ALADS Unit Rep? Yes

If so how long? 5 Years

Have you ever held a position with ALADS (director, committee, chair, etc.)? Yes

Director/Secretary, 08-14 to present

Director, 06/14 to present

CANDIDATE'S STATEMENT

Being on the board of directors for the past year, I have had the opportunity to learn all of the different financial responsibilities and difficult decisions this job requires.

This has been a new revolution for District Attorney Investigators to have a board member to represent the unique issues we deal with.

Although I am now a DAI, I was a Deputy Sheriff for 7 years prior to my transfer over to the District Attorney's Bureau of Investigation. I worked 2 years at PDC-East Facility and 5 years patrol at Palmdale station. I have been a DAI now for 9 years. I feel my dual experience brings a dynamic to the board that it has been lacking in the past. I have always made my board decisions with the membership's best interest in mind. I would be honored and grateful to be given the opportunity to continue serving this membership and making decisions that benefit all of members and change the way this organization has been portrayed in the past.

Respectfully,

Jennifer Dubois-Martin

ALADS BOARD OF DIRECTORS ELECTIONS

Candidate's Statements

DAVID J. GAISFORD



Unit of Assignment: Altadena D.B.

Deputy Sheriff Since: Nov 1997

ALADS Member Since: Nov 1997

Previous Units of Assignment: PDC-North, TSB, Altadena

Are you currently an ALADS Unit Rep? Yes

If so how long? 8 Years

Have you ever held a position with ALADS (director, committee, chair, etc.)? Yes

Scholarship Committee, 2014 to 2015

Election Committee, 2014

Compensation Committee, 2014

CANDIDATE'S STATEMENT

ALADS sucks. I hate hearing people say that. What's worse is hearing those same people give perfectly understandable reasons for being angry with the organization. ALADS has under its control millions of dollars, all earmarked for the benefit of Deputy Sheriffs and their families. You'd think Deputies would have a long list of reasons to be happy with ALADS. Unfortunately, it seems that people at ALADS are endlessly fighting amongst themselves in furtherance of their own personal interests.

In today's world, simply having millions of dollars on tap isn't going to cut it. It's time for folks at ALADS to spend less time worrying about their own agendas and to start putting in more work on behalf of the members. I'm not talking about working on plans for membership social events that are attended by less than 1%. I'm talking about working to see that phone calls are returned. I'm talking about working to improve communication (how often do you hear wild rumors about ALADS and wonder what's really going on?). I'm talking about working to ensure deputies get the best possible defense when they are accused of wrongdoing. I'm talking about putting in the effort necessary to not simply listen to members' concerns, but to take action to actually address those concerns.

I've worked custody, patrol, been an FTO, and have been a Detective for the past 8 years. If you ask the people I've worked with, they'll tell you I've always been a hard worker. The only agenda I have is a desire to apply that same work ethic in an effort to secure better pay, benefits, and working conditions for my fellow deputies. I won't just listen, I will take action.

ALADS BOARD OF DIRECTORS ELECTIONS

Candidate's Statements

DEAN P. GALARNEAU



Unit of Assignment: NCCF

Deputy Sheriff Since: Mar 1991

ALADS member Since: Nov 1990

Previous Units of Assignment:

CRESCENTA VALLEY/ALTADENA
NCCF

Are you currently an ALADS Unit Rep? Yes

If so how long? 14 Years

Have you ever held a position with ALADS (director, committee, chair, etc.)? Yes:

TREASURER, 6 YEARS

CO-CHAIR ALADS RIVER TRIP, 06-13

CO-CHAIR ALADS RIVER TRIP, 06-12

CO-CHAIR ALADS PICNIC, 09-13

CANDIDATE'S STATEMENT

It's no secret that the Sheriff's Department and ALADS has had a chaotic two years which obviously is not good for the membership. If you elect me to the Board of Directors I will strive to make sure that only the best interests of the membership is served. As a Deputy of almost 25 years and former treasurer for six years, I have an insight to do this. My motto is simple: Get back to the basics. Here's how:

- 1. Representation.** The Department has been giving days off to, relieving of duty, and firing deputies for perceived infractions. This has to stop! I will work to give our attorney's and defense representatives all the tools they need to make sure our members are protected against unnecessary discipline.
- 2. Contract negotiations.** We all know we should be getting paid much more with the work load piling higher. I will work to get the best possible negotiators for our contracts and fight for fair compensation.
- 3. Membership outreach.** The Dispatcher and e-mails are a good source of information, but the ALADS Board of Directors should be going more often to individual units and breaking bread with members. I will be pushing for that to happen.

I have always looked out for the best interest of the members in the past and I will continue to do so. As a Marine, I highly value integrity and I will work hard for you, the membership, because YOU are ALADS. I will vote on issues the way I know most members would vote. I will work with the Sherriff's Department when it benefits the members and fight them when it is not.

Thank you and God Bless!

DEAN P. GALARNEAU

ALADS BOARD OF DIRECTORS ELECTIONS

Candidate's Statements

RONALD A. HERNANDEZ



Unit of Assignment: ALTADENA STATION-DETECTIVE

Deputy Sheriff Since: Nov 1984

ALADS member Since: Nov 1984

Previous Units of Assignment:

MCJ, FIRESTONE, CENTURY, ALTADENA

Are you currently an ALADS Unit Rep? Yes

If so how long? 2 ½ Years

Have you ever held a position with ALADS (director, committee, chair, etc.)? Yes

Political Endorsement Committee

ALADS Ballot Committee

Governance Committee

Contract Negotiations Team

CANDIDATE'S STATEMENT

As a trainee assigned to Firestone Station, I was told "work hard, be thorough, try to stay out of trouble and you'll pave the road for your career." Like many of you, I was unable to obtain my career goal, though I followed that advice and passed the "coveted tests." I have been a Detective for 20 years (Century and Altadena 1995 to present), but have never been one for "the politics."

ALADS has not been there in the capacity of which we expected, when we needed them, because they were too busy trying to be "Politicians."

For the past two and a half years I have been a Unit Representative in order to help fix that of which is broken. I have helped push ALADS toward new leadership, transparency and continue to try and push them to focus on the Membership first and the politics second.

I have told many of you who have suggested I run for the Board, I did not want to because "one of them" and had hoped I could serve better as a heavily involved Unit Representative. I was wrong! Your suggestions, that I have relayed and continue to relay, regarding what appears to be important to you, the membership, are often ignored or down played in the Board meetings.

There is only one way for me to see things through and that is to become a Board Member first and ultimately make "them" become "us!"

If I am elected as a Director, I would encourage all of you to get more involved in keeping the Board in check.

ALADS needs to ultimately be recognized as a "force to be reckoned with," but it can't be done without strong support from the membership.

Please vote! Thank you.

ALADS BOARD OF DIRECTORS ELECTIONS

Candidate's Statements

JOSE R. RIOS



Unit of Assignment: CIS/JIU

Deputy Sheriff Since: Oct 1998

ALADS member Since: Oct 1998

Previous Units of Assignment:

JIU, PRV (PICO RIVERA), COURT SERVICES (EAST)

Are you currently an ALADS Unit Rep? Yes

If so how long? 4 Years

Have you ever held a position with ALADS (director, committee, chair, etc.)? Yes

Director, 07-14-15

P.O.R.F./Insurance Trust Trustee, 12-14 TO Present

Political Endorsement Committee, 12-14 TO Present

CANDIDATE'S STATEMENT

Thank you for allowing me to serve you as Treasurer. I have had the opportunity to meet many members and we all should be proud of the work we do.

I accepted being appointed to the Board a year and a half ago with a sense of duty to our members and to do what is right. I will continue to work diligently for the members' benefit and that of the association to make it as strong as possible. While treasurer, I have made cuts to areas that were not beneficial to our members and have taken actions to reduce spending.

As a Board Member, I have chaired the Family Day and Picnic, chaired the Retirement Seminars, am a member of the Political Endorsement Committee, a member of the Contract Negotiation Team, and was a Unit Rep. (Pico Rivera) for four years. I am also currently a Trustee of the Insurance and Peace Officer Relief Fund.

I believe our members deserve a say in the quality of service they receive whether it be from our defense reps to our Legal team.

I feel ALADS needs to continue to work in conjunction with the Sheriff's Department to develop and foster a work place that our members deserve.

I believe we can become the strongest union and the finest law enforcement department in the state. I ask you to believe as I do, and I ask for your support.

ALADS BOARD OF DIRECTORS ELECTIONS

Candidate's Statements

JOSEPH D. RODD



Unit of Assignment: CST-COURT SERVICES TRANSPORTATION

Deputy Sheriff Since: May 1983

ALADS Member Since: May 1983

Previous Units of Assignment:

Custody: Hall of Justice & Main County Jails

Lomita, Firestone

Current: Court Services Transportation

Are you currently an ALADS Unit Rep? Yes

If so, how long? 7 Years

Have you ever held a position with ALADS (director, committee, chair, etc.)? Yes

PEC COMMITTEE

CANDIDATE'S STATEMENT

Deputies deserve leaders they can trust, share their concerns and have confidence they will represent them. That is why I am running for the ALADS Board of Directors.

The Sheriff's Department, has been under intense public scrutiny in the media. Department managers have responded to this scrutiny by frequently making drastic organizational and policy changes. These changes have negatively affected Deputy Sheriffs. It is clear the executives making these policies have no idea or have forgotten what it is like to be on the line and make split second decisions, which they scrutinize in a sterile environment void of all the mitigating circumstances. I have been a Deputy for 31 years and I know what it is to do the many jobs of a Deputy Sheriff. As one of your ALADS Director, I will urge the Board to challenge the department on such policy changes, because deputies should come first.

I became a Unit Representative, years ago when I worked Firestone Station. Although, I did take a short break, I have been continually committed to being a voice for deputies with the ALADS Board and in turn, keeping deputies informed about what's going on within our union and the department.

Vote for me. I will *listen* to your concerns.

Vote for me. I will *never* make false promises to you.

Vote **integrity, experience and dedication** to you the ALADS member.

Thank you,

Joe Rodd

Deputies / DAIs First

Semper Fidelis

ALADS BOARD OF DIRECTORS ELECTIONS

Candidate's Statements

DON JEFFREY STECK



Unit of Assignment: ALADS

Deputy Sheriff Since: Jan 1999

ALADS Member Since: Jan 1999

Previous Units of Assignment: West Hollywood Station, Compton Station, Men's Central Jail, Aero Bureau.

Are you currently an ALADS Unit Rep? Yes

If so, how long? 16 Years

Have you ever held a position with ALADS (director, committee, chair, etc.)? Yes

President, 03/14-Present,

Treasurer, 11/13-03/14, Director, 11/11-11/13

Peace Officers Relief Fund Committee, 9/13-Present

ALADS Insurance Trust Committee, 11/12-Present

Political Endorsement Committee, 11/11-Present

ALADS Retirement Seminar, Chairman, 2012, 2013

ALADS Scholarship Committee, 2014, LA County Retiree Medical Trust Committee, 2015-Present

ALADS Negotiations Team, 2015, Executive Board Member LA County Federation of Labor, 5/15-Present

PAC Chairman CA Coalition of Law Enforcement Assoc. 3/15-Present

CANDIDATE'S STATEMENT

Thank you for allowing me to serve you as a Director and as President. Two years ago, I said that during the next several years, Los Angeles Deputies and District Attorney Investigators would face the greatest challenges since our agencies' inception, and it is even more true today. ALADS' challenges will include these key issues:

Legal Representation- ALADS members deserve the finest legal representation, this includes giving our members a choice in who will represent them in administrative and criminal investigations.

Discipline-OIR is gone, but the Inspector General may be an even greater threat. ALADS stopped a recent attempt to give the IG unfettered access to all of our personnel records, but that threat still exists.

Salary- ALADS recent raise, only solidified our position in the bottom third of Law Enforcement Agencies in California. Negotiations begin in two years and the preparations must begin now.

Pensions- All unions are facing the greatest threat to our pensions, including an unprecedented attack on the pensions of those already retired.

Coveted Testing- No single issue affects more of our members than this issue. This process must be fixed for our members and the units, ensuring the best are selected.

Drafting-Drafting has replaced CARPING as the Department's method of filling the 2,300 vacant positions; immediately go to compressed work schedules to ease the burdens on our current members.

ALADS must work with the Department to create the workplace that our members deserve; but we must challenge the Department when it does things which are counter to our members' interests. The LA Sheriff's Department is rapidly evolving. It is imperative that ALADS be there to protect our members during this most challenging of times. If you believe as I do, I again ask for your support.

A L A D S*Save the Date!*

16th Annual Awards Banquet 2016

June 18th at the Westin Bonaventure

After Party Bonaventure Brewery

Request for Nominations

Nominations Open for the 16th 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:

Jeff Steck – djsteck@alads.org

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ATTEND THE UNIT REPRESENTATIVE MEETINGS AT THE
ALADS FACILITY ON **WEDNESDAY, NOVEMBER 4TH,**
11:00 AM OR 6:00 PM

ALADS Unit Representative List

Altadena Station

Abdulfattah, Ted
Gaisford, David
Hernandez, Ronald

CCB (Criminal Cts. Bldg.)

Burnell, Michael

Century Station

Perez, John

Compton Station

Fernandez Jr., Jesus

COPS Bureau

Ferguson, Thomas
Ferrell, Robert
Forlano, Tony

Crescenta Valley Station

Briggs, Timothy
Martin, Jeffrey

CSB (County Services Bureau)

Pippin, Richard
Tate, Reginald

CSC - CSF

Jimenez, Bryant

CSE - Norwalk

Grant, Winston

CST

Johnston, Nicholas
Peña, Enrique
Rodd, Joe
Sullivan, Kevin

CSW - Van Nuys East

Domin, Robert

Custody Investigative Services

Rios, Jose *

East L.A. Station

Aragon, Thomas
Sanchez, Jacob
Van Leeuwen, Sean *

Homicide Bureau

Blagg, Steven

Industry Station

Finn, Michael

IRC

Deloa, Raul
Walker, James

Lancaster Station

Martinez, Oscar
Navarro, Melissa

Lomita Station

Duckworth, Jimmy

Long Beach Court

Erbacker, Mark

Lost Hills Station

Loureiro, Armando
White, Tim *

Marina Del Rey Station

Scheinfarb, David

Narcotics Bureau

Mundell, John

NCCF

Galarneau, Dean
Romero, Vincent

Norwalk Station

Claahsen, Mark *

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 Clarita Station

Hodge, Allen

Santa Monica Court

Miller, Craig

Scientific Svcs Bureau

James, Brian

Temple Station

Johnson, James

Torrance Court

Quick, Johnny

TPD

Cianciosi, 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

Cabadas, Jesse - At Large
Sass, Robert - At Large
Woulard, Dennis - At Large

District Attorney Investigators

Auto Insurance Task Force

Hernandez, Gregory

BOI

McNary, Randal

Central Investigation

Collins, Richard

Child Abduction

Dubois, Jennifer *

Code Enforcement

Lallemand, Maurice

Computer Crimes

Beltran, Javier

Pasadena Branch

Felix, Mark

Special Operations

Utley, Craig

Worker's Comp.

Nguyen, Duke

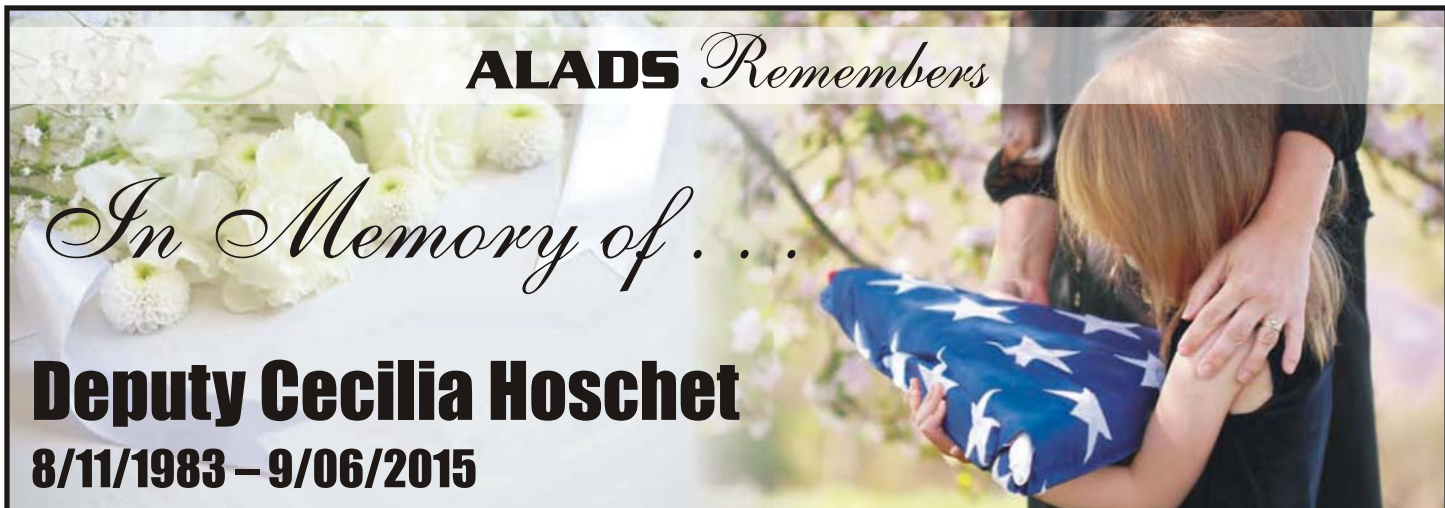
* ALADS Directors

ALADS *Remembers*

In Memory of . . .

Deputy Cecilia Hoschet

8/11/1983 – 9/06/2015



Cecilia Hoschet was a member of Class #403 and began her career in the Sheriff's Department in August of 2014. At the time of her death she was assigned to Inmate Reception Center.

Of Deputy Hoschet, Sheriff McDonnell stated, "Deputy Cecilia Hoschet impressed everyone she met at the Los Angeles Sheriff's Department with her positive and helpful approach to her work....She will be missed."

Prior to becoming a deputy sheriff, Cecilia had worked as a paramedic and had worked for the Sheriff's Department in a civilian capacity. After becoming a deputy, Cecilia's long term goal was to continue to be able to use her paramedic skills working for the Emergency Services Detail (ESD). In the near future, she

was excited to begin preparing to go to patrol. Throughout her careers as a paramedic and a deputy sheriff she helped those that she came in contact with. Deputy Hoschet will be greatly missed by everyone who knew her and especially by her friends and coworkers on the Sheriff's Department.

Cecilia was a wonderful mother, daughter, sister and friend. She was 32 years old when she lost her life on Sunday, September 6, 2015 and is survived by her six year-old son Donovan.

There has been a gofundme webpage created for Deputy Hoschet's family.

The webpage address is:
<http://www.gofundme.com/8b3ecs7k>



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Please join us for a momentous afternoon as we recognize and present the highest honors to Department personnel who have gone above and beyond the call of duty. As a special presentation, private citizens will be presented with the Department's Humanitarian Medal for their fearless and courageous actions when rendering aid to Department personnel. The award ceremony is free and open to the public, no ticket required.

For information please contact:

Patty Umana or Angie Khachikyan
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Join LAPFCU today at lapfcu.org, visit one of four branches or call **877-MY-LAPFCU** (877-695-2732).

LOS ANGELES
POLICE
FEDERAL CREDIT UNION



¹Membership charter includes employees who work in the Local Police Protection Industry in Los Angeles County: county or municipal police departments or commissions, including commissioners or sheriff's offices (except court functions); volunteers of Local Police Protection organizations including Reserve Officers; Board Members and other Volunteers of non-profit foundations organized for the benefit and support of Local Police Protection industry in Los Angeles County; spouses of persons who died while within the field of membership; persons retired as retirees, pensioners or annuitants from the above employment; and members of their immediate family or household. ²\$50 incentive only available for new qualifying members in membership charter. Member must open a LAPFCU checking account with a monthly Direct Deposit and sign up for e-Statements. \$50 will be credited to members account within 60 days. May not be combined with any other offer. Other restrictions may apply. ³Performance Checking account is free and ATM refunds up to \$25 per statement if qualification requirements are met. If not, \$6.99 monthly fee applies. Go to www.lapfcu.org/accounts/checking/ for complete qualification details and requirements. No minimum balance required, however you must deposit a minimum of \$25 to open the account. If you do not meet the requirements per qualification cycle, your account will not earn dividends, ATM surcharge fees will not be reimbursed and you may incur a service charge. Restrictions apply. ⁴APR = Annual Percentage Rate. Effective as of May 6, 2015. To qualify for 0.95% Fixed APR for up to 60 months requires FICO score of 800 or greater, and member must qualify for Member Benefits. Actual APR offered may be higher depending upon applicant's credit rating and other underwriting factors (Member must apply online, participate in automatic payment program and qualify for Member Benefits program at time of funding). Go to <http://memberbenefits.lapfcu.org> for complete details. May not be used to refinance an existing LAPFCU vehicle loan. All rates, terms, and promotional offers are subject to change without notice. Cannot be combined with any other offer. Restriction may apply, ask for complete details.


⁵Non-deposit investment products and services are offered through CUSO Financial Services, L.P. ("CFS"), a registered broker-dealer (Member FINRA/SIPC) and SEC Registered Investment Advisor. Products offered through CFS: are not NCUA/NCUSIF or otherwise federally insured, are not guarantees or obligations of the Credit Union, and may involve investment risk including possible loss of principal. Investment Representatives are registered through CFS. Los Angeles Police Federal Credit Union has contracted with CFS to make non-deposit investment products and services available to credit union members.

⁶Insurance services provided by Bichlmeier Insurance Services, Inc., California license #0B26427.

0515-04

ALADS Benefits Fair Schedule

Wednesday, October 14, 2015
10:00 AM – 4:00 PM
Biscailuz Center

Don't Have a Unit Rep at Your Assignment?

All ALADS Members are invited to attend the Unit Representative Meetings the First Wednesday of Every Month

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!

Welcome to **amazon smile**

You shop. Amazon gives.

- Amazon donates 0.5% of the price of your eligible AmazonSmile purchases to the charitable organization of your choice.
- AmazonSmile is the same Amazon you know. Same products, same prices, same service.
- Support your charitable organization by starting your shopping at smile.amazon.com.


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Stepping Up to CARE for Our Own

The ALADS C.A.R.E.S. Foundation is something we hope to be one of our proudest moments. Deputies are always in the background, very giving, but seldom receive any recognition. Not this time. ALADS, you the membership, will receive the recognition each and every time donations of support are given to a member



in need. But, what is even more important is that community donors will be able to donate to you, the member, the L.A. County deputy sheriff and district attorney investigator. Together with our membership and the communities' donations we will truly show our members that you, ALADS-----C.A.R.E.S.

To support the ALADS C.A.R.E.S. Foundation, please make donations to:
ALADS CARES, 2 Cupania Circle, Monterey Park, CA 91755
ALADS C.A.R.E.S. is a registered 501(c)(3) non-profit charitable organization (#45-3275658)



ROSE HILLS
Memorial Park & Mortuary

benefits of *making pre-arrangements*

1. Avoid making decisions at a difficult time
2. Buy what you want, not what survivors feel you deserve (emotional overspending)
3. Secure today's preferred pricing, not tomorrow's rate
4. Rose Hills' convenient payment plans exclusively for LA Sheriffs and their families:

*Double depth burial for two: \$5,625**
or 10% discount for pre-need cemetery property or funeral services

Call for a free 30-minute, no obligation appointment
Mark Ortega, Community Service Counselor • 888-818-8664

*plus endowment care fee. Excludes sections 1 & 3 of Garden of the Passage. Original list price: \$11,300
License #0004129 • Rose Hills Mortuary, Whittier #FD970

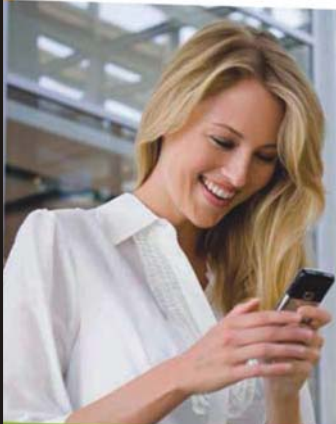
INSURANCE

1407

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Available on iPhones and Android smartphones.



On our app, you can:

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- Locate a hospital or emergency room.
- Access your Anthem Blue Cross ID card on your phone.

Using our mobile app can help make it easier than ever to manage your health care.

1. Go to the app store on your smartphone or mobile device.
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3. Select the app. Start the free download.

To use the mobile application, you must be registered on our secure member site and have a username and password. If you are an Anthem Blue Cross member but have not registered for access to the secure member website, go to anthem.com/ca from your computer and click Register Now.


Anthem Blue Cross is the health arm of Blue Cross of California, Anthem Blue Cross and Anthem Blue Cross Life and Health Insurance Company and a licensed member of the Blue Cross Association. *AFIPER is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross logo and symbols are registered marks of the Blue Cross Association.

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Attorney@BHFIRM.com | www.BHFIRM.com

Shervin Lalezary, Esq. and Shawn Lalezary, Esq. are licensed California attorneys and are responsible for this advertisement.

Field Representatives

Dana Fackert



Alhambra Court
 Alhambra Court Training Division
 Altadena Station
 Antelope Valley (D.A.)
 Antelope Valley Court (Michael Antonovich)
 Antelope Valley Juvenile Court
 Arson & Explosives Unit
 Auto Insurance Fraud (D.A.)
 Biscailuz Center
 Biscailuz Range

Civil Litigation
 COPS Bureau HQ (ELA)
 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 Station
 Laser Village
 Mira Loma Detention Facility
 Palmdale Court
 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.)
 San Dimas Station

SEB
 Sheriff's Headquarters
 Special Enforcement Bureau/Arson Explosives
 Temple Station
 Training Bureau
 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

Doug Joho



Aero Bureau
 Avalon Station
 Bellflower Court (Los Cerritos)
 Bellflower Substation
 Carson Station
 Central Investigations (D.A.)
 Century Regional Detention Facility
 Century Station
 Cerritos Station
 Chatsworth Court
 Child Abduction Unit (D.A.)
 Commercial Crimes Chatsworth Court

Compton (D.A.)
 Compton Court
 Compton Station
 County Courthouse (CCH-Stanley Mosk)
 County Services Bureau
 Crime Lab - Fire Arms
 Criminal Courts Building (CCB-Clara Shortridge Foltz)
 Downey Court
 Elder Abuse Unit (D.A.)
 Family Violence Unit (D.A.)
 Hall of Records
 Integrity Section (D.A.)
 Internal Welfare Fraud Unit (D.A.)
 La Mirada Sub-Station

Lakewood Station
 Lawndale Substation
 South Los Angeles Station
 Lomita Station
 Long Beach (D.A.)
 Long Beach Court
 Los Angeles County Medical Center
 Los Padrinos Court
 Major Crimes Investigations (D.A.)
 Marina del Rey Station
 MLK Hospital
 Norwalk (D.A.)
 Norwalk Court
 Norwalk Station
 Paramount Substation
 Parks Bureau - South

Pico Rivera Station
 Public Integrity Unit (D.A.)
 Records/Identification Bureau
 Redondo Beach Court
 Scientific Services Bureau
 Sex Crimes Unit (D.A.)
 Sexually Violent Predator Unit (D.A.)
 Special Litigation (D.A.)
 STARS (all)
 Torrance (D.A.)
 Torrance Court
 Transit Services Bureau Regional
 Opns Ctr (ROC)
 USC Medical Center
 Witness Assistance (D.A.)

Phone: (310) 351-5065
 Email: djoho@alads.org

Katie Smith



Airport Branch (D.A.)
 Airport Court
 Beverly Hills Court
 Burbank Court
 Central Arraignment Court (CJAC)
 Central Civil West Court
 Correctional Services Transportation

(formerly TST)
 Eastlake Juvenile Court
 El Monte Court (Rio Hondo Court)
 Glendale Court
 Hollywood Court
 Industry Station
 Inglewood Court
 Inmate Reception Center
 Malibu/Lost Hills Station
 Men's Central Jail

Mental Health Court/Department 95
 Metropolitan Court/Traffic Court
 North County Correctional Facility
 Parks Bureau - North (Castaic)
 Pitchess Detention Facility (all)
 San Fernando (D.A.)
 San Fernando Court
 Santa Clarita Court
 Santa Clarita Station
 Santa Monica Court

Sylmar Court
 Transit Services Bureau Chatsworth Station
 Twin Towers Correctional Facility
 Universal Substation
 Van Nuys (D.A.)
 Van Nuys Court East & West
 Wayside
 West Hollywood Station

Phone: (818) 461-2300
 Email: ksmith@alads.org

About Your Field Representatives

You should see a field representative at your assignment on a regular basis. Check the list of assignments next to the field representative's photo to see who is covering your assignment. The field representatives distribute ALADS 411s, attend briefings and are there to answer your questions. If you need to get a hold of a field representative, you can call them at the above numbers.

HIRING LATERALS!



JOIN THE LARGEST LAW ENFORCEMENT AGENCY IN SAN DIEGO COUNTY AND

GROW YOUR CAREER !

How to Apply:

The San Diego Sheriff's Department accepts applications for lateral hires 24/7. Simply log on to www.joinsdsheriff.net

Select Deputy Sheriff Lateral Hire under the "Quick Links" section on the left hand side of the page. You will be redirected to the Government Jobs website to submit your application. Once your application is accepted, you will be invited for a qualification shoot and a pre-employment screening.

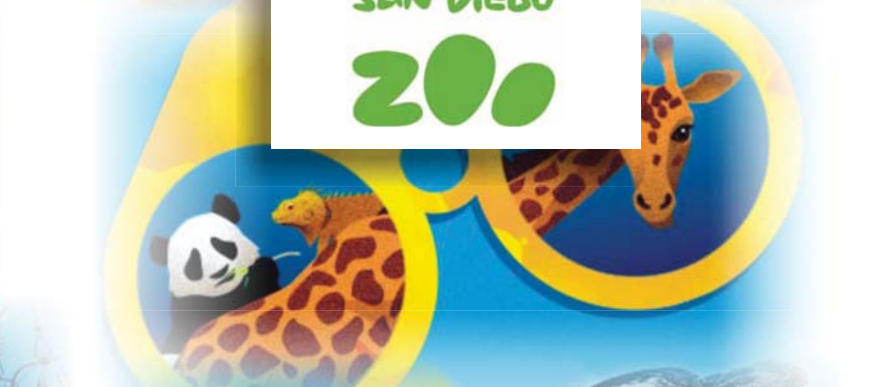
- Annual Base Salary : \$75,000– \$100,245*
- Competitive Comprehensive Medical Plans with FLEX Credits
- SDCERA retirement 3% at 55 (with reciprocity)
- 11 Paid Holidays plus vacation, sick time and compensatory time
- Lateral bonus of up to \$5000
- 5% for Intermediate P.O.S.T. Certificate
- 7.5% for Advanced P.O.S.T. Certificate
- Specialized Positions, most come with 5%-12.5% premium
- \$1000.00 yearly uniform allowance.
- Life Insurance and AD&D
- 13 Stations from the beach to the desert

(* Top salary reflects Advanced POST Deputy under new contract progressing from 2014-2017


CAREER ADVANCEMENT OPPORTUNITIES

Talk with a recruiter: recruit@sdsheriff.org (858)974-2000 WWW.JOINSDSHERIFF.NET


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Richmond Police Department



OPEN AND CONTINUOUS

Police Officer Lateral/Academy Graduate
\$8,056 - \$10,572 monthly (with incentives)



Police Officer Trainee - \$4000 monthly
 Dispatcher I - \$4,556 - \$5,341
 Dispatcher II - \$5,462 - \$6,481


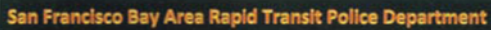

Our policing philosophy is built around the community involved policing model. We are seeking self-motivated, community oriented individuals interested in working in a culturally diverse and progressive environment. Richmond offers a variety of specialty and collateral assignments which include Canine, CSI, Foot/Bicycle, Domestic & Sexual Violence, Gang, Homicide, Marine, Mobile Field Force, Narcotics, Patrol, Personnel & Training, Probation/Parole, Property, Robbery, School Resource, SWAT, Traffic/Motors and Youth Crimes. Richmond is located in the San Francisco Bay Area with a population of over 105,000 people.

BENEFITS INCLUDE: Uniform Allowance, Paid Holidays, Paid Sick Leave, Paid Vacation, Longevity Pay, Shift/Assignment Differential, Bilingual Pay, Wellness Pay, Educational Incentive Pay, Safety Equipment, Vacation Buy Back, Life Insurance, Disability Insurance, Longevity Credit For Previous Years Of Service, Credit For Sick Leave From Previous Employer

Minimum qualifications, job descriptions and applications can be located online at www.ci.richmond.ca.us

For more information, contact the Personnel and Training Unit at timsimmons@richmondpd.net

Follow us on  and 

Continuous Hiring
Laterals and Academy Graduates


\$7,236/mo. (Top Step) not including additional benefits/incentives

Benefits

- Special Assignment Pay \$250/mo. FTO is 5%
- 7% Pay differential for swing shift and 9.5% for midnight shift
- PERS Retirement plan (3% @50 with PERS Classic & Reciprocal Agencies or 2.7% @57 for Academy Grad)
- HMO/PPO Medical options
- No Cost Vision and Dental (\$3,500 Orthodontia)
- No Cost Life Insurance - 2x annual salary
- No deduction for Social Security
- 3 weeks of vacation after the 1st year
- Up to 5.5% Educational Incentive
- \$4,000 per year for Educational Reimbursement
- 13 Paid Holidays, including 4 Floating
- District payment to defined contribution of up to \$1,868 /yr
- 457 Deferred Comp and Roth Plans
- Vacation and Holiday cash-out options
- Free BART transportation for employees and dependants
- Uniforms and Equipment provided plus \$1050 annual maintenance allowance
- Gym membership reimbursement


Specialized Units

- Detectives
- CAP Team (high profile terrorism suppression)
- FTO, JTTF, SWAT, K-9 (TSA and Protection)
- Background Investigator
- Training Officer
- Explorer Advisor
- Task Forces: Drug, Sex Assault, Vehicle
- Crime Analysis Officer
- Traffic Officer
- Bicycle Patrol
- Field Evidence Technician








Join our progressive and innovative agency in protecting communities throughout the Bay Area

To apply online go to www.bart.gov/jobs
 Call Personnel and Training Recruitment: 510-464-7681





E-Mail Addresses for ALADS Officers, Staff and MOCs

Officers

- Jeff Steck**  djsteck@alads.org
- Mark Claahsen**  mclaahsen@alads.org
- Jennifer Dubois-Martin**  jdubois@alads.org
- Jose Rios**  jrios@alads.org
- Tim White**  twhite@alads.org
- George Hofstetter**  ghofstetter@alads.org
- Sean Van Leeuwen**  svanleeuwen@alads.org

Executive Directors

- Exec. Dir. Les Robbins**  lrobbins@alads.org
- Asst. Exec. Dir. Derek Hsieh**  dhsieh@alads.org

Defense Reps

- Larry Ariaz**  lariaz@alads.org
- John Urbach**  jurbach@alads.org
- Julie Petrelli**  jpetrelli@alads.org
- Rebecca Bueno**  rbueno@alads.org

Field Representatives

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



ALADS Benefits Fairs

CRDF – Century Regional Detention Facility

ALADS Benefits Fairs are an opportunity for you to conveniently meet with vendors at your work location. At the benefits fairs, members of the ALADS Board of Directors are on hand to answer any questions that you may have. Lunch is also provided.

ALADS held its most recent benefits fair at CRDF on September 9, 2015.

Mark your calendar, the next ALADS benefits fair is scheduled for October 14, 2015 at Biscailuz Center.

We hope to see you there!

Vendors include:



THE HOLMAN GROUP





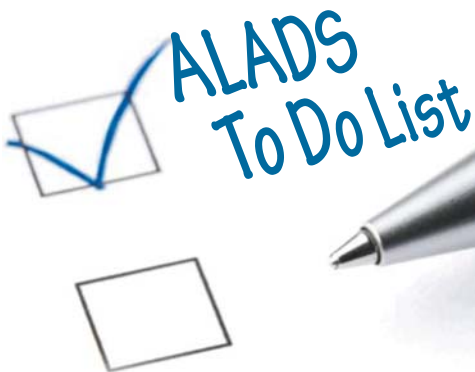
Plan Ahead for Your Retirement and Picking
What Beach to Relax at Will Be Your Only Worry!

ALADS Retirement Seminar

Saturday, October 17, 2015 • 9:00 AM – 2:00 PM • ALADS Facility

The ALADS Retirement Seminar features presentations by representatives from Horizons Deferred Compensation and Thrift Plan, LACERA, a workers compensation attorney and other vendors who will be helpful in planning your retirement. Important information about the steps you need to take before your retirement will be given to participants. If you are days, months or years from retirement, we recommend you and your spouse attend a retirement seminar.

Call (323) 213-4005 to Make Your Reservations



1. Update Your Beneficiaries
2. Attend the ALADS Benefits Fair
3. Attend the ALADS Retirement Seminar
4. Submit Choices Enrollment Paperwork
5. Return election ballot

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

www.alads.org



PLACER COUNTY SHERIFF
DEPUTY SHERIFF II
Open Continuously

\$63,461 to \$77,403 Annual Base
Additional Incentives Available. For more details, please visit:
<http://www.placer.ca.gov/departments/personnel>

MINIMUM QUALIFICATIONS:

- ✓ 1 Year Full-Time Law Enforcement Experience
- ✓ Possession of California P.O.S.T. Basic Certificate or California P.O.S.T. Basic Waiver
- ✓ Completion of the 12th grade or G.E.D.
- ✓ Valid Driver's License

Specific job duties and qualifications can be found at:
<http://www.jobsatplacercounty.com>



HOW TO APPLY:
Applications must be completed and submitted through the Placer County Personnel Department's on-line Job Opportunity Broadcast System at:




<http://www.jobsatplacercounty.com>

Resumes accepted **only** with a completed on-line application



Placer County is an Equal Opportunity Employer

Los Angeles Sheriff's Athletic Association

Bench Press & Push-Pull Contest

Open to all law enforcement and fire agencies; sworn & non-sworn. Must present agency ID at weigh-in.

Saturday, November 14, 2015

STARS Center Gymnasium
11515 S. Colima Rd, Whittier, 90604


Weigh-in @ 0700-0830 hrs.
Rules Briefing @ 0830 hrs.
Contest @ 0900 hrs.

Early weigh-in Nov 13 @ 1700 - 1830 at STARS gym. Be prompt!

Individual & Team Categories


Awards -

- 1st, 2nd & 3rd place in individual sex/age/weight category.
- 1st, 2nd & 3rd place in team category (up to 10 persons per team, BenchPress Only).



No Late Entries!
Entry DEADLINE: Monday, Nov. 9, 2015

Entry fees:
LASAA Members: FREE
Non-Members: \$30.00 for Bench Press OR Push-Pull: \$40.00 for both
ATTIRE: SINGLET IS MANDATORY



For info, rules, and/or application, log on to www.LASAA.org
Or contact Jonna Wiltshire, Jonna@LASAA.org or 626.367.3733

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TEAMWORK · INTEGRITY · PROFESSIONALISM · SERVICE

POLICE ACADEMY ATTENDEE

SALARY AND BENEFITS

- Salary \$5,038 - \$6,123
- Generous medical/dental benefits and paid holidays

REQUIREMENTS

- 21 years of age and completion of the equivalent of 60 semester units

LATERAL POLICE OFFICER/ACADEMY GRADUATE

- Salary \$6833 - \$8721
- PERS 3% @ 50 for Classic Employees
- PERS 2.7% @ 57 for New Employees, non-PERS
- PERS Contribution 9% by Employee
- Shift differentials of 3% to 5%
- Up to 4% bonus for AA Degree/Intermediate POST
- Up to 6% bonus for BA Degree/Advanced POST
- Additional incentives for bilingual, FTO's, crime scene tech, longevity

Continuous recruitment with frequently scheduled test dates.

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**Top Agency Ranking by Net Pay
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Net Pay:
\$9,482 / Month
www.cityofirvine.org/ipd/


**City of Torrance
Police Department**

Top Step Salary:
\$8,362 / Month

www.torranceca.gov/TPD/7130.htm



CAREER DEVELOPMENT SECTION

Join The S.F.P.D.



Top Step Salary \$9,347.00 / month
www.jobaps.com/sf (Entry Level (Q-2) Police Officer)


A Police Officer works 40 hours per week on different shifts and overtime may be required. San Francisco offers excellent benefits and the current starting salary is \$80,574 per year. After seven years of service a Police Officer may earn up to \$112,164 per year. You will receive comprehensive training, at your full starting salary, which includes 31 weeks at the Police Academy prior to field training at one of the district stations.

*+19%
Over
3 Years*

**Pasadena
Police Department**

**Top Step Salary:
\$8,493 / Month**




Join SJPD
 SAN JOSE POLICE DEPARTMENT

**San Jose
Police Department**


Build a **Future** – Become a Police Officer

Join The San Jose Police Department
 Top Step Officers Earn \$104,457 Per Year

www.sjpd.org/JoinSJPDBlue/




**CITY AND COUNTY OF SAN FRANCISCO
SHERIFF'S DEPARTMENT**




**Top Step Salary:
\$8,062 / month**

www.sfsheriff.com/jobs.html

CAREER DEVELOPMENT SECTION



Police Officer I
Academy Complete/Lateral Entry




Top Step Salary: \$7,886.00 Monthly
www.oxnardpd.org/bureaus/teamopd.asp




Oakland
Police Department

Top Step Salary
\$8,755 / month

[www2.oaklandnet.com/
Government/o/OPD/s/Recruiting/index.htm](http://www2.oaklandnet.com/Government/o/OPD/s/Recruiting/index.htm)



Top Step Salary:
\$8,357 / Month
www.sccgov.org/sites/gosheriff/Pages/jobs.aspx



Police Officer (Lateral)

NOW HIRING!



OFFICER
WWW.FREMONTPOLICE.ORG

Top Step Salary: \$8,695 / mo.

CAREER DEVELOPMENT SECTION



HUMAN RESOURCES DEPARTMENT • 9770 CULVER BLVD. • CULVER CITY, CA 90232 • 310-253-5651

SENIOR FORENSIC SPECIALIST (Job Code #1537)

\$6,143.67 - \$7,498.96 Monthly

THE CITY OF CULVER CITY

Culver City is a Charter City incorporated in 1917, and is a destination filled with outdoor cafes, unique shops and galleries opening onto pedestrian-friendly boulevards. Culver City has a dedicated staff of approximately 700 employees with an overall operating budget of over \$200 million. The City provides a full range of municipal services including Fire, Police, Community Development, Public Works, Parks, Recreation, and Community Services, and Transportation.

HOW TO APPLY

Applications will ONLY be accepted Thursday, August 27, 2015 through Thursday, September 17, 2015 from 7:30 am to 5:00 pm.

A complete application, including copies of relevant degrees and/or certificates must be submitted for consideration to the Human Resources Department. Applicants may download a City application at: www.culvercity.org/jobs or obtain an application in person from the Human Resources Department at the address above.

Individuals that submit incomplete application materials may not receive full consideration for the position. Faxed or emailed materials will not be accepted.

THE POSITION

This non-sworn classification is responsible for leading the day-to-day activities within the Forensic unit. Responsibilities include coordinating, supervising and participating in the work activities associated with various tasks and procedures relating to crime scene investigation and the analysis and storing of physical evidence for investigative and law enforcement purposes. Trains, oversees, and evaluates the work performance of subordinate Forensic Specialists. Reports the results of all analysis of fingerprints, photographs, and other evidence to the appropriate investigative personnel. Testifies in court as an expert witness in the areas of evidence collection, fingerprint comparisons, and photography. Reviews courtroom testimony, with special attention to appropriate technical responses and assists with implementing procedures that will ensure section expertise and viability. Responds to crime scenes to collect and preserve evidence or provide technical assistance in these activities, this includes taking photographs, processing and lifting latent prints, and other processing procedures. Performs analysis of evidence collected at crime scenes and performs subsequent chemical processes for the detection of trace evidence or latent prints, including laser application. Operates and maintains computer graphic software, forensic databases and specialized digital imaging equipment. Serves as a liaison between the Police Department and other law enforcement agencies as it relates to friction ridge identification, evidence recovery, analysis and training. Performs related duties as required.

MINIMUM REQUIREMENTS

Any combination equivalent to training and experience that could likely provide the required knowledge, skills, and abilities would be qualifying. A typical way to obtain the knowledge, skills, and abilities would be: a Bachelor's degree from an accredited college or university in forensic science, criminal justice, biology, chemistry, or a related field and three (3) years experience in crime scene investigation, including one (1) year recent experience in the comparison and identification of latent print material and related matters.

Work Schedule/Availability: This position works a 4/10 schedule. Will be required to work on-call during evenings, weekends and holidays to cover rotating on-call shift.

LICENSE AND CERTIFICATES

Possession of a valid California Class "C" driver license. International Association for Identification (IAI) certification as a Certified Crime Scene Investigator (CCSI) and/or a Certified Latent Print Examiner (CLPE) is desirable but not required.

EXAMINATION PROCEDURES

Applicants must receive a passing score on all examination components in order to be placed on the eligible list.

| COMPONENT | WEIGHT |
|---|------------|
| • Written Exam: To determine forensic science knowledge and aptitude to perform the job duties. (Tentatively scheduled for Tuesday, October 6, 2015) | 40% |
| • Technical/Oral Interview: To evaluate technical expertise in police identification work, training, experience and personal qualifications. (Tentatively scheduled for Wednesday, October 28, 2015) | 60% |
| • Background Investigation and Polygraph: To determine suitability for the position of Senior Forensic Specialist. | QUALIFYING |
| • Psychological Screening & Medical Examination: Standard exams to determine suitability for the position of Senior Forensic Specialist. | QUALIFYING |

Equal Opportunity Employer

Note: Proof of U.S. citizenship, alien residency, or authorization to work in the U.S. will be required before appointment to this position. Special assistance for persons with disabilities is available to help with the application and examination process upon request. Request should be made to Human Resources Department, 9770 Culver Blvd., Culver City, CA 90232-0507, (310) 253-5640, V/TDD (310) 253-5647 (Hearing Impaired Only). Women, Minorities & Disabled Encouraged to Apply.

The provisions of this bulletin do not constitute a contract, express or implied, and any provisions in this bulletin may be modified or revoked without notice.



HUMAN RESOURCES DEPARTMENT • 9770 CULVER BLVD. • CULVER CITY, CA 90232 • 310-253-5651

SENIOR JAILER (Job Code #1538)

\$4,441.32 - \$5,420.72 Monthly

THE CITY OF CULVER CITY

Culver City is a Charter City incorporated in 1917, and is a destination filled with outdoor cafes, unique shops and galleries opening onto pedestrian-friendly boulevards. Culver City has a dedicated staff of approximately 700+ employees with an overall operating budget of over \$200 million. The City provides a full range of municipal services including Fire, Police, Community Development, Public Works, Parks, Recreation, and Community Services, and Transportation.

THE POSITION

This non-sworn position is responsible for leading the day-to-day work activities of the City Jail, including intake and release, supervision, care, transportation and security of persons in custody. In addition, under general direction, this classification trains Jailers, coordinates their work assignments, and oversees the operation and maintenance of the jail facility. This position will determine the assignment of tasks for the Jailer positions, provide guidance on the methods and procedures for jail operations, and perform the more complex and less routine duties in the operation and maintenance of the jail facility. This position is responsible for enforcing jail policies, procedures and regulations as established by the Police Department Duty Manual, the Penal Code, California State Board of Corrections guidelines and other applicable local, state and federal laws. Shops, orders and maintains an inventory of jail supplies. Evaluates jail equipment to determine if maintenance is required, and may perform minor repairs or calibrations or place service request call(s) as necessary. Prepares billing for inmates housed for outside agencies. Serves as liaison between the Police Department and other law enforcement, judicial and corrections agencies. Testifies in court as needed.

MINIMUM REQUIREMENTS

Any combination equivalent to training and experience that could likely provide the required knowledge, skills, and abilities would be qualifying. A typical way to obtain the knowledge, skills, and abilities would be:

- High school graduation or equivalent and three (3) years experience in the operation and maintenance of a jail facility.
- Applicants may be disqualified for any of the following reasons:
 - ⇒ A conviction record, and/or
 - ⇒ Negative employment references.

WORK SCHEDULE:

This position works a 3/12 schedule. Must be available to work evenings, weekends and holidays.

NOTES:

- 1) A conviction shall include a plea, verdict, or finding of guilt regardless of whether sentence is imposed by the court.
- 2) Prior to appointment (hire), candidates must pass a pre-employment medical examination, which will include a drug screen. A positive pre-placement drug test, refusal or failure to test may result in rejection of the candidate.

LICENSE AND CERTIFICATES

- Possession of a valid California Class C driver's license.
- Possession of Penal Code 832 POST certification, First Aid and CPR certificates within six (6) months of hire.
- Possession of Jail Operations and/or Jail Management certificate is desirable.

EXAMINATION PROCEDURES

Applicants must receive a passing score on all examination components in order to be placed on the eligible list.

| COMPONENT | WEIGHT |
|---|------------|
| • Written Test: To measure knowledge of job related tasks, reading comprehension, and interpersonal skills. Examination is tentatively scheduled for the week of September 28, 2015. | Qualifying |
| • Appraisal Interview: To evaluate training, experience and personal qualifications. Examination is tentatively scheduled for the week of October 19, 2015. | 100% |
| • Polygraph, Background Investigation: To determine suitability for the Senior Jailer position. | Qualifying |
| • Psychological Screening & Medical Examination: Standard medical exams to determine suitability for the position of Senior Jailer. | Qualifying |

HOW TO APPLY

Complete application materials, including an application form and copies of relevant degrees and/or certificates, must be submitted to the Human Resources Department, see address below. Please note there are no photocopying services available at the filing location.

FILING DEADLINE: 5:00 p.m., Monday, September 14, 2015.

Applicants may download a City application, at: www.culvercity.org/jobs or obtain an application from Human Resources Department, City Hall, 9770 Culver Boulevard, Culver City, CA 90232. Individuals that submit incomplete application materials may not receive full consideration for the position. No faxed or emailed application materials will be accepted.

Equal Opportunity Employer

Note: Proof of U.S. citizenship, alien residency, or authorization to work in the U.S. will be required before appointment to this position. Special assistance for persons with disabilities is available to help with the application and examination process upon request. Request should be made to Human Resources Department, 9770 Culver Blvd., Culver City, CA 90232-0507, (310) 253-5640, V/TDD (310) 253-5647 (Hearing Impaired Only). Women, Minorities, Veterans & Disabled Encouraged to Apply.

The provisions of this bulletin do not constitute a contract, express or implied, and any provisions in this bulletin may be modified or revoked without notice.

CAREER DEVELOPMENT SECTION



Police Officer I/II (Lateral Entry)

Close Date: Continuous

Salary: \$5,567.00 - \$7,139.00 Monthly

The City of Oxnard is seeking qualified candidates who are currently working in a law enforcement agency in California who wish to continue their career with an excellent and progressive community-oriented Police Department.

THE POSITION

Police Officers in the City of Oxnard enjoy the full spectrum of Police duties under exceptionally varied conditions that provide the maximum opportunity for personal growth in a challenging profession. Police Officers perform general law enforcement of traffic regulations, crime prevention and other related work as required. Police Officers are offered such lateral assignments as the Canine Unit, Street Crimes Unit (plainclothes and surveillance), Motorcycle Enforcement, Bike Detail, Gang Enforcement Unit, Special Weapons and Tactical (SWAT), and the Detective Division.

MINIMUM REQUIREMENTS

- Current employment as a law enforcement officer with a municipal, county or state agency within the State of California for a minimum of one year and possess a Basic Certificate from the California Commission on Peace Standards and training.
- High school graduate or GED and 21 years of age at time of application.
- Valid California Driver's License, and no more than two moving violations within the past two years.
- U.S. Citizenship or resident alien who is eligible for and has applied for citizenship.
- Excellent physical condition.

DESIRABLE REQUIREMENTS

- College education is highly desirable. All officers are encouraged to continue their college education after employment.
- The ability to speak Spanish is highly desirable. Minority and female candidates are encouraged to apply.

For more info contact:

Caloppsadmin@ci.oxnard.ca.us

(805) 385-7590

<https://www.calopps.org/viewagencyJob.cfm?ID=17877&kw=Police Officer>



HUMAN RESOURCES DEPARTMENT • 9770 CULVER BLVD. • CULVER CITY, CA 90232 • 310-253-5651

POLICE OFFICER – LATERAL ENTRY (Job Code #1490)

SALARY

The monthly salary range for Police Officer is
\$5,469 - \$7,151
The top salary step is based on possession of the POST Advanced Certificate.

THE CITY OF CULVER CITY

Culver City is a Charter City incorporated in 1917, and is a destination filled with outdoor cafes, unique shops and galleries opening onto pedestrian-friendly boulevards. Culver City has a dedicated staff of approximately 700+ employees with an overall operating budget of over \$133 million. The City provides a full range of municipal services including Fire, Police, Community Development, Public Works, Parks, Recreation and Community Services, and Transportation.

HOW TO APPLY

A complete application, including copies of relevant degrees and / or certificates must be submitted for consideration to the Human Resources Department. Applicants may download a City application at: www.culvercity.org/jobs or obtain an application in person from the Human Resources Department, City Hall, 9770 Culver Boulevard, Culver City, CA 90232.

Individuals that submit incomplete application materials may not receive full consideration for the position. Faxed or emailed materials will not be accepted.

THE POSITION

The City of Culver City is seeking qualified women and men who are presently peace officers or have been employed as peace officers within the last twelve (12) months. The City provides an ideal opportunity for career officers. The Police Department has a complement of 105 sworn and 49 civilian personnel serving a residential population of 40,000 and an estimated daily commercial population of over 200,000.

ESSENTIAL DUTIES

Performs general law enforcement including criminal investigation, and crime prevention duties, patrolling the City on foot or by vehicle, serving as station officer and performing other related duties. Possible assignments include: Motors, K-9, Crime-impact teams, Field Training Officer, Detectives, School Resource Officer, and Bicycle patrol.

MINIMUM REQUIREMENTS

- High School graduation or equivalent.
- Graduation from a California Police Academy recognized by POST.
- Possession of basic POST Certificate (Copy of POST Certificate must be submitted with the application).
- Must have been employed as a full-time sworn peace officer within twelve (12) months prior to application closing date.
- Must be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship.

LICENSE AND CERTIFICATES

Possession of a valid California Class "C" driver license is required upon date of hire.

EXAMINATION PROCEDURES

Applicants must receive a passing score on all examination components in order to be placed on the eligible list. Please note: There is a six (6) month waiting period to re-test; therefore, applicants who have participated in the examination process within the preceding six (6) months will be deferred and will need to re-apply after the six (6) month waiting period.

| COMPONENT | WEIGHT |
|--|------------|
| • Physical Ability: Timed event measuring ability to perform the physical activities required of a Police Officer. (<i>Tentatively scheduled for June 26, 2014.</i>) | Qualifying |
| • Appraisal Interview: To evaluate training, experience and personal qualifications. (<i>Tentatively scheduled for the week of July 7, 2014 and/or July 14, 2014.</i>) | 100% |
| • Polygraph, Background Investigation: To determine suitability for the position of Police Officer. | Qualifying |
| • Psychological Screening & Medical Examination: Standard medical exam with a vision requirement of 20/100 or better without correction and 20/20 or better with correction – each eye. | Qualifying |

Equal Opportunity Employer

Note: Proof of U.S. citizenship, alien residency, or authorization to work in the U.S. will be required before appointment to this position. Special assistance for persons with disabilities is available to help with the application and examination process upon request. Request should be made to Human Resources Department, 9770 Culver Blvd., Culver City, CA 90232-0507, (310) 253-5640, V/TDD (310) 253-5647 (Hearing Impaired Only). Women, Minorities & Disabled Encouraged to Apply.

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CAREER DEVELOPMENT SECTION

Costa Mesa Police Department

Position: Range Master

Salary:

\$49,836.00 - \$66,792.00

Full Time - Experienced

THE POSITION:

The Costa Mesa Police Department is seeking dedicated and hardworking law enforcement personnel to become an integral part of our team. The Department is currently accepting applications for the position of Range Master.

DESCRIPTION:

Under general supervision, to perform a variety of duties involved in developing lesson plans for and providing firearms qualifications for Department staff; to maintain the Department armory; and to maintain records related to the assigned area. Exercises technical supervision.

HOW TO APPLY:

The first application review date will be **Monday, December 22, 2014**. This recruitment will remain open until filled and may close without prior notice. Applications must be completed and submitted on-line.

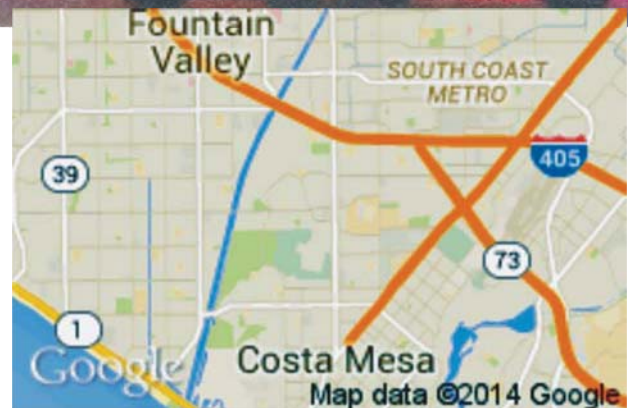
ESSENTIAL FUNCTIONS:

Develop lesson plans and training sessions for firearms training; assist personnel with improving their marksmanship skills by providing personal instruction; incorporate new and advanced training aids to assist personnel in improving their weapons proficiency.

Provide firearms qualification for Department staff; provide remedial instruction as required.

Review with personnel the Department policies, procedures, laws, codes, and regulations and moral issues relating to the use of deadly force.

Provide maintenance and repair to Department issue weapons, armory, and range equipment to ensure safety of all personnel; order and provide inventory control of range supplies within assigned budget constraints.



Prepare and maintain accurate records of qualification and weapon maintenance.

Prepare and disseminate memorandums and schedules regarding qualification, weapon maintenance, and other necessary information.

Stay abreast of current and new trends in training and armory; attend educational programs and seminars relating to weapon maintenance and training.

A typical way to obtain the requisite knowledge and abilities to perform the duties and responsibilities of this classification is as follows:

EDUCATION, TRAINING AND/OR EXPERIENCE:

Graduation from high school or its equivalent, supplemented by specialized training in firearms use and safety. Two years of experience working with weapons including some experience as a firearms instructor or an armorer.

LICENSE AND/OR CERTIFICATE:

Possession of, or ability to obtain firearms instructor certification issued by the Federal Bureau of Investigation; and H&K, Colt, Glock, Kimber, Smith & Wesson and other Armorer certifications as necessary.

NOTES:

Additional Salary Information: plus an excellent benefits package

Internal Number: 0468:11/14

CAREER DEVELOPMENT SECTION



Career Opportunities

LOS ANGELES COUNTY DISTRICT ATTORNEY An Active Equal Opportunity Employer

All positions are open to qualified men and women. Pursuant to the Americans with Disabilities Act of 1990, persons with disabilities who believe they need reasonable accommodation or help in order to apply for a position may contact the Coordinator for persons with disabilities at (213) 202-7730. Applicants using TTY's may contact the previously listed number through the California Relay Service at (800) 735-2929.



Position: *Investigator, D.A.*

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 the California Penal Code.

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

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

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

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. 1/1/15 | 91E | 4989.45 | 5268.00 | 5560.91 | 5871.18 | 6198.45 | 6543.73 |
| BASIC | 216 | 5324.10 | 5621.34 | 5933.89 | 6264.97 | 6614.19 | 6982.63 |
| INTERMEDIATE | 217 | 5486.04 | 5792.31 | 6114.38 | 6455.53 | 6815.37 | 7195.01 |
| ADVANCED | 215 | 5652.91 | 5968.50 | 6300.36 | 6651.88 | 7022.67 | 7413.86 |

Senior Investigator Salary: Investigators are eligible to take the Senior Investigator exam after six months on the job. Investigators are eligible for promotion to the Senior Investigator rank after completion of one year on the job.

| SENIOR INVESTIGATOR, D.A. - 2890 | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|--|-----|---------|---------|---------|---------|---------|---------|---------|
| Base Schedule Eff. 1/1/15 | 99H | 6244.55 | 6592.27 | 6959.64 | 7347.64 | 7757.64 | 8189.64 | 8645.91 |
| BASIC | 216 | 6663.38 | 7034.43 | 7426.44 | 7840.46 | 8277.96 | 8738.94 | 9225.81 |
| INTERMEDIATE | 217 | 6866.06 | 7248.39 | 7652.32 | 8078.94 | 8529.74 | 9004.74 | 9506.42 |
| ADVANCED | 215 | 7074.90 | 7468.86 | 7885.08 | 8324.67 | 8789.19 | 9278.63 | 9795.57 |

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.

CAREER DEVELOPMENT SECTION



City of Anaheim is Hiring!

Job Title: Police Officer Lateral

Salary

- \$ 31.82 - \$ 44.76 Hourly
- \$ 5,515.47 - \$ 7,758.40 Monthly
- \$ 66,185.60 - \$ 93,100.80 Annually

Job Type: Full Time

The City of Anaheim is currently seeking experienced Police Officers to join the Anaheim Police Department for patrol assignments.

Additional Salary Information:

Experience Police Officers are typically hired above the minimum of the salary range.

Bilingual Pay:

For designated languages 2.5%, 5%, or 7.5% depending upon level of ability and approval from the Chief of Police.

P.O.S.T Certified Pay:

Intermediate POST – 10% above base pay
Advanced POST – 12.5% above base pay

To apply for this job, go to the City of Anaheim website: www.anaheim.net or call 714-765-5111



CITY OF BERKELEY

Human Resources Department
2180 Milvia Street, Berkeley, CA 94704
<http://www.CityofBerkeley.info/hr>

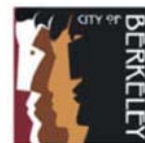
Invites Applications for the Position of:
POLICE OFFICER LATERAL
(EXPERIENCED AND ACADEMY GRADUATES)
An Equal Opportunity Employer

SALARY

\$7,736.00 - \$9,628.00 Monthly

HUMAN RESOURCES

Job Descriptions



- Class Title:** Police Officer
- Bargaining Unit:** Berkeley Police Association
- Class Code:** 81400
- Salary:** \$44.63 - \$55.55 Hourly
\$3,570.46 - \$4,443.69 Biweekly
\$7,736.00 - \$9,628.00 Monthly
\$92,832.00 - \$115,536.00 Annually

BERKELEY POLICE DEPARTMENT



2100 Martin Luther King, Jr. Way, Berkeley, CA 94704
TEL: (510) 981-5900, TDD: (510) 981-5799
FAX: (510) 981-5744
Email: police@cityofberkeley.info

The mission of the men and women of the City of Berkeley Police Department is to reduce crime - property crime, violent crime and traffic collisions, to provide professional, courteous and respectful service with every contact and to be open, transparent and accountable for our behavior and our work.

Sign Up for Berkeley Police Messages with Nixle - The Berkeley Police Department is now utilizing Nixle, a public notification service designed to improve communication with the people who live, work, and visit our City. Nixle enables community-policing outreach in new ways. It helps us build a communication structure to help us solve crimes, build a safer community, and promote a positive partnership between the community and law enforcement.



CAREER DEVELOPMENT SECTION

SANTA MONICA COLLEGE



COMMUNITY COLLEGE POLICE OFFICER

(LATERAL/ACADEMY
GRADUATES)

\$60,600 - \$73,856/Annually
(+5% for variable work
hours)

- Paid medical, dental, vision, life insurance
- Longevity increases of 5% at 5, 10, 15, 20, 25, and 30 years
- CalPERS retirement – 2.7% @ 57 (new members) OR 3% @ 55 (current members)
- Paid vacation, holiday, sick leave

Requires:

- High school diploma
- 1 year as a sworn Police Officer; **OR**
- Recent graduate of Academy AND completion of California P.O.S.T. Basic certificate within 12 months of service
- No felony convictions

***APPLY at**
www.smc.edu/jobs

JOIN THE SMC COMMUNITY!

Located in sunny Southern California less than two miles away from the beach, only one institution can claim the perfect location -- as well as top notch academics, athletics, and performing arts. Santa Monica College has been enticing both students and staff to our campus for more than 80 years. With over 90 fields of study, we are the number one transfer school to USC, Loyola Marymount University, and the UC school system -- and our numbers will only continue to grow.

SMC Campus Police is tasked with keeping the more than 30,000 enrolled students and 1,800 staff members safe and secure as they go about the business of higher education. We work closely with local law enforcement agencies and the community of Santa Monica as a whole to ensure the continued well being of students, faculty, and visitors.

We are looking for qualified and dedicated officers who want to make a difference in our diverse scholastic environment. So what are you waiting for? Apply today!

CAREER DEVELOPMENT SECTION

San Diego Boosts Benefits in Effort to Retain Experienced Police Officers

In an effort to keep experienced officers in the City of San Diego, the city has agreed to premium rates for officers working on holidays. San Diego Police officers already receive flexible pay and will also be receiving a floating holiday for the fiscal year beginning July 1st. Last August, San Diego Police Officers received a \$2 million enhancement to their annual and equipment allowance.

The City of San Diego is working on a retention program that will "put more take-home pay in our officers' pockets, because that is

the bottom line to make it more in line to what some of the other police departments locally are paying," San Diego Police Chief Shelley Zimmerman said.

A five year plan developed and approved by the San Diego City Council is being implemented to return staffing levels to that of 2009 (2,127 officers).

If you would like to learn more about working for the San Diego Police Department go to: <http://www.sandiego.gov/police/recruiting/join/>



PART-TIME SCHOOL RESOURCE OFFICER EXPERIENCED LAW ENFORCEMENT

(Part-time non-benefited/At Will Position)

5-7 HR/DAY MON-FRI UP TO \$39 PER HOUR

GLENDORA POLICE DEPARTMENT (626) 914-8273

The Glendora Police Department is seeking a motivated individual with high ethical standards and dedication to public service to join our team as a School Resource Officer. The ideal candidate will have experience as a sworn peace officer with a California state, city or county law enforcement agency.

By providing a sworn police officer to work with school personnel the police/school team become more proactive in preventing disruptive occurrences in and around the campus as well as reacting to specific incidents. The School Resource Officer will balance enforcement with interactions with students, staff, parents, and administrators to build trust and credibility for the benefit of the entire community.

Glendora is the Pride of the Foothills!



Los Angeles County Sheriff's Department

Position: DEPUTY SHERIFF TRAINEE

Monthly Salary Range: \$4,989.45 - \$6,198.45

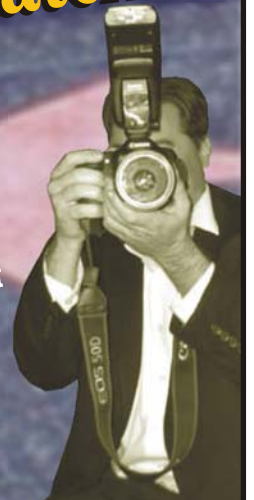
Visit to Apply:

<https://sjobs.brassring.com/tgwebhost/jobdetails.aspx?partnerid=25082&siteid=5045&jobid=884256>

Email: lance@alads.org • Phone: 323.213.4005

Your Photo in the ALADS Dispatcher

If your photo appears in the ALADS Dispatcher and you would like an electronic copy sent to you, contact Lance Troyan at ALADS



Important Dates and ALADS Sponsored Events

OCTOBER / NOVEMBER / DECEMBER

Open Enrollment

October 1st - 31st

ALADS Board of Directors Meeting

Friday, October 2, 2015
9:30 AM
ALADS Facility

ALADS Unit Representative Meeting

Wednesday, October 7, 2015
11 AM & 6 PM
ALADS Facility

ALADS' Election Candidate Forum

Wednesday, October 7, 2015
12:00 PM & 7:00 PM
ALADS Facility

Columbus Day

Monday, October 12, 2015
ALADS Facility Closed

ALADS Benefits Fair

Wednesday, October 14, 2015
10:00 AM – 4:00 PM
Biscailuz Center
Training Academy
1060 N. Eastern Avenue
Los Angeles, CA 90063
(323) 267-2730

ALADS Board of Directors Meeting

Friday, October 16, 2015
9:30 AM
ALADS Facility

ALADS Retirement Seminar

Saturday, October 17, 2015
9 AM – 2PM
ALADS Facility

If you are within five years of retiring it is recommended you attend a retirement seminar.

Board of Directors Election Ballots Mailed October 23, 2015

ALADS Unit Representative Training Seminar

Friday – Saturday,
October 23-24, 2015

ALADS Unit Representative Meeting

Wednesday, November 4, 2015
11 AM & 6 PM
ALADS Facility

Training: Search & Seizure and Interrogation Secrets Featuring Devallis Rutledge

Thursday, November 5, 2015
8 AM – 5 PM
Santa Clarita
Sports Complex
Cost: FREE
for ALADS Members
See Page 7



ALADS Board of Directors Meeting

Friday, November 6, 2015
9:30 AM
ALADS Facility

Deadline to Return BOD Election Ballots 5:00 PM November 9, 2015

Veteran's Day

Wednesday, November 11, 2015
ALADS Facility Closed

ALADS Board of Directors Meeting

Friday, November 20, 2015
9:30 AM
ALADS Facility

Thanksgiving Day

Thursday, November 26, 2015
ALADS Facility Closed

Day After Thanksgiving

Friday, November 27, 2015
ALADS Facility Closed



ALADS Unit Representative Meeting

Wednesday, December 2, 2015
11 AM & 6 PM
ALADS Facility

ALADS Board of Directors Meeting

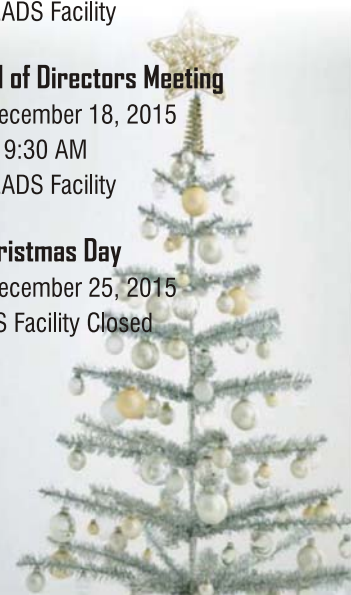
Friday, December 4, 2015
9:30 AM
ALADS Facility

ALADS Board of Directors Meeting

Friday, December 18, 2015
9:30 AM
ALADS Facility

Christmas Day

Friday, December 25, 2015
ALADS Facility Closed



Go to www.alads.org
for more ALADS
Calendar info



Police Officer Salary

- Sworn & Lateral Police Officers — Competitive compensation package, plus overtime and excellent benefits — \$79,092 - \$93,072 Annually (plus bonuses after completion of probation)
- Pre-Service Entry-Level Police Officers — \$70,572 Annually (plus bonuses after completion of probation)



Police Officer Benefits

- Signing Bonus (up to 10% of base salary)
- City Paid Health Insurance
- City Paid Dental & Vision
- Uniform Allowance
- 9 Paid Holidays plus 1 Personal Holiday
- City Paid Deferred Comp
- Assignment Bonus
- Education Bonus
- Tuition Reimbursement

Work Schedule

- 3/12 — Patrol & Traffic
- 4/10 — Traffic & Detectives



Specialized Units

- High-Tech Unit
- SWAT
- Field Training Officer
- Bicycle
- K-9 Officer
- Crisis Negotiation Team
- Motorcycle Officer
- Detectives
- Narcotics & Vice Unit
- Special Tactics Unit

Please visit www.beverlyhills.org to apply

Benefits Fair Vendors

Aflac

Valencia Service Center
Phone: (661) 775-8600
Fax: (661) 775-8606



Allstate Benefits

Arlene Montano
Phone: (626) 351-2235
Cell: (310) 871-1190



Anthem Blue Cross

ALADS Benefit Service Center
Phone: (800) 842-6635



Benefit Service Center

(800) 842-6635



Body Scan International

Bill Penzo
(888) 724-8439



Horizons

Lisa Braun-Ward
Phone: (800) 382-8924
Fax: (818) 547-3315



LACERA

Jaqueline Stewart-Route
Phone: (800) 786-6464 or (626) 564-6132
Fax: (626) 564-6155



Legal Shield

Christa Aufdemberg
Phone: (714) 904-6501
christaca@legalshieldassociate.com
Sandra Allen
Phone: (562) 858-8227
sandraallen@me.com



POPA Federal Credit Union

Melinda Quan
Phone: (562) 229-9181 Ext. 3773
Fax: (562) 207-4420



Rose Hills Memorial Park & Mortuary

Mark Ortega
(562) 760-2695



**ALADS****DISPATCHER****CLASSIFIED ADS****ANTI-AGING**

EHT AGE-DEFYING BRAIN SUPPLEMENT Nerium International has exclusive, global rights to the patented EHT age-defying molecule! EHT: Strengthens natural brain functions. Protects neuronal networking. Enhances the body's energy stores. Boosts the body's immune system. Contact Yvonne Corcoran, Nerium Int'l Ind. Brand Partner (818) 527-5044 www.yvonnecorcoran.nerium.com

CAREER OPPORTUNITIES

The Citrus Heights Police Department is seeking lateral police officers. CHPD officers career opportunity, mini-sabbaticals and half the year with weekends off. Visit <http://citrusheights.net/222/Police>

COMPUTER REPAIR

Complete PC Repair By LASD Employee Russell Wickramasinghe. (909) 230-1912. Very Fast and Dependable. Much, Much More. Please visit my website at: www.mypckindom.com

**EXERCISE EQUIPMENT**

Treadmill: Good Condition with heart strap, safety pull string, pre-set and manual programs. Walk, jog or run. Floor mat. Monitor displays track or hills. (909) 594-2606.

HEALTH AND WELLNESS

Ask yourself these questions. Do you need to get healthier? Do you need to slim down? Do you need more energy? OR . . . Do you need an extra income? If you answered yes to any of them Let us show you what changed our lives 661-810-1450 (wife of LASD)

LAW ENFORCEMENT MEMORABILIA

Wanted! Law Enforcement Memorabilia. Serious collector / officer looking for patches, badges, equipment, insignia, etc. Please e-mail J.P. at sae243522@hotmail.com Thanks!

LEGAL DOCUMENT PREPARATION

Family Law (Divorce, Custody / Visitation, Support); Estate Planning (Wills and Living Trusts). Affordable rates. Valerie Coleman, registered and bonded LDA. (951) 530-8210.

REAL ESTATE

STAGGS RIVER REALTY LLC, Bullhead City Arizona – Looking to Retire along the Colorado River? Call: Barry Staggs, Owner / Broker at (928) 713-4801. Retired LASD, class 181. E-mail: barry.teamstaggs@yahoo.com Web: www.realestate-in-bullheadcity.com

LOOKING TO BUY OR SELL A HOME OR INVESTMENT PROPERTY? Save \$\$ with CODE 3 REALTY! Serving All of Southern California. "Your Partner in Real Estate." Erik Bottema, Broker, BRE# 01895909, Active LASD. (818) 426-1700.

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 High Threat Solutions (213) 503-3971.

VACATION RENTAL

Summer Vacation Special. 3 Bed / 2 Bath Log Home in Arrowbear. Fishing, swimming, hiking, just relaxing and more! Come up to the Mtns. 3 Days, 2 Nights – \$300. Full Week – \$800. Call 626.914.3598.

WINDOW COVERINGS

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.




**Deadline for inclusion
in the November 2015
ALADS Dispatcher
is Friday,
October 16, 2015**

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 323-213-4006****Classified Ads****Members: \$10/mth****Nonmembers: \$15/ mth**



Now Hiring!

SANTA ROSA POLICE DEPARTMENT

Police Officer (Lateral or Academy Attendee/Graduate)

\$6,302 - \$8,035 per mo. + up to 24% incentive pay!
(Based on skills and assignments)


Qualified laterals may be eligible for up to TOP step in the salary range!

Benefits: Health, dental, and vision insurance, including domestic partners; vacation; sick leave; 144 hours holiday pay; 4/10 or 3/12.5 work week; \$1,100 uniform allowance and \$1,000 body armor; Retiree Medical Plan; paid life insurance; and other benefits.

- Tier Two: 3% at 55 PERS
10.5% employee-paid contribution
- Tier Three: 2.7% at 57 PERS
12% employee-paid contribution
- 4.5% Intermediate P.O.S.T. Certificate
- 7.75% Advanced P.O.S.T. Certificate
- 4% Master Police Officer Program
- 3% shift differential
- 3%-5% bilingual pay

Specialized Assignments, most with 2.5%-5% Premium Pay: Accident Investigator, Canine Officer, Hostage Negotiations Team, Detective, Environmental Crimes Team, Motorcycle Traffic Officer, Field Training Officer, School Resource Officer, Background Investigator and S.W.A.T.

For further information and to apply online, please visit us at www.santarosapd.com or call the Recruiting Office (707) 543-HIRE or Recruiting Hotline (877) G04-SRPD



Career Opportunity Police Officer

**Salary Range: \$5,886 - \$7,888 Monthly
Plus Excellent Benefits**



BENEFITS PACKAGE

CalPERS: 2.7% @ 57 for new members and 3% @ 55 for current members. The City also pays retiree medical up to the current Cafeteria amount after meeting necessary vesting requirements.

Work Schedule: Schedule may be 3/12, 4/10 or 5/8 depending on assignment.

Health Benefits: \$1325 monthly cafeteria benefits plan for health, dental and vision insurance plans.

Sick Leave: 96 hours accrued/year, 40 hours given at time of hire.

Vacation Leave: 10 to 25 days depending on length of City service.

Uniform Allowance: \$140 a month

Life Insurance: \$50,000 term life insurance policy and \$50,000 AD&D policy.

Long-term Disability Insurance: 66% of base salary

Holidays: Holiday pay of 164 hours in lieu of thirteen (13) fixed holidays.

Tuition Reimbursement: Reimbursement up to 80%, \$2000 per fiscal year maximum.

Special Assignment Pay: Supplemental income of 4% of base pay. Some opportunities include K-9 Team, M.C.U. (Major Crimes Unit), Field Training Officer, Parole/Probation Compliance Team (PACT), Riverside Auto Theft Task Force (RAID), School Resource Officers, S.C.U. (Street Crimes Unit), Traffic Unit and Departmental Instructors. Officers may have up to two add pays; a max of 8%.

College Degree Pay: 2.5% add pay for AA/AS and 2.5% add pay for BA/BS earned while employed by the City.

EMPLOYMENT APPLICATIONS

All applications must be printed, signed, and returned to the Human Resources Department, 100 Civic Center Mall, Indio, 92201. Any supplemental questionnaires, information, and/or resumes should be included with your application. Supplemental information will NOT be accepted in lieu of a completed City application. More information about the opportunity as well as the employment applications can be found at the city website:

www.indio.org Position opened till filled

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 November 2015 issue, ads must be received by Friday, October 16, 2015).

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

Name _____ Phone _____

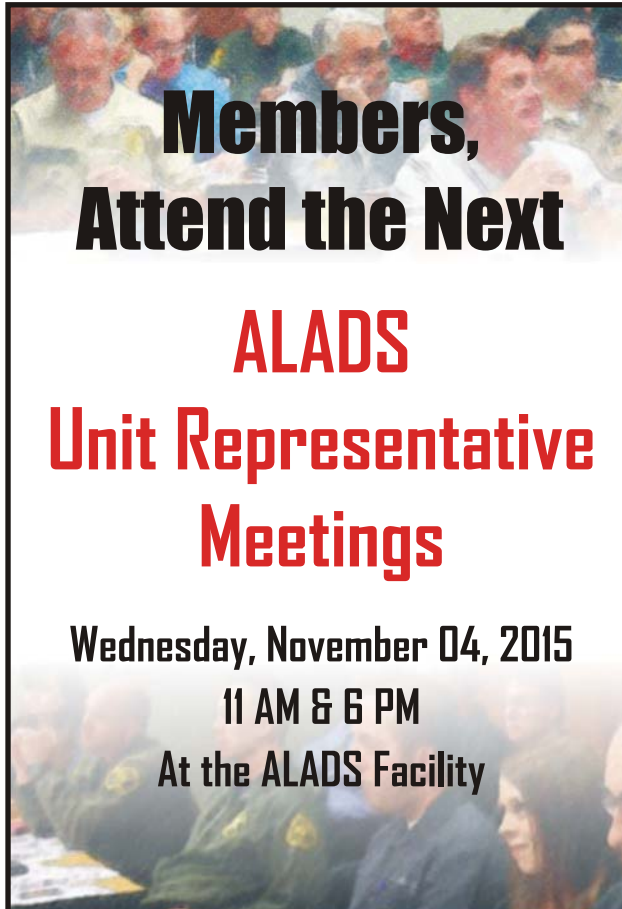
Street Address _____

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



Members, Attend the Next ALADS Unit Representative Meetings

**Wednesday, November 04, 2015
11 AM & 6 PM
At the ALADS Facility**

★ ★ ★ ★
 Century Regional Detention Facility
 ★ ★ ★ ★

presents

First Annual Family Fun Day!

Saturday, October 24, 2015
10:00 am to 4:00 pm

Proceeds to benefit our CRDF B2V Teams & CRDF Holiday Planning Committee

★

Featuring:

| | | |
|--|---|---|
| <ul style="list-style-type: none"> ■ Food Trucks available for food purchase from Pizza & Co and Mr. Dog ■ Jamba Juice will be selling their top selling beverages! ■ Kids meals & Pazooki Gift Certificates provided by BJ's Restaurants | <ul style="list-style-type: none"> ■ Face Painting ■ Petting Zoo ■ Gladiator Arena ■ Sumo Wrestling ■ Bounce House ■ Cotton Candy | <ul style="list-style-type: none"> ■ Gift Card Raffle ■ Popcorn ■ Snow Cones ■ Child Goodie Bags ■ SEB and CRDG Training Displays ■ Photo Booth |
|--|---|---|

Entertainment

Provided by DJ Latin Lunatic

CRDF Jail Tour

Times: 12:00 pm,
1:00 pm and 3:00 pm

ATTENTION!

Prizes for the Top 3 Superhero Costumes

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Visit us online at
www.alads.org



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The Association for Los Angeles Deputy Sheriff Members**

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- ◆ Free credit check & appraisal (worth \$500)

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Association for Los Angeles Deputy Sheriffs

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(323) 213-4005 • www.alads.org
Publication Number 0000-961

www.alads.org

October 2015



**ALADS
Board of Directors
Election Ballots
to be Mailed
October 23, 2015**

**Be Sure
to Return
Your Ballot by
5:00 pm
November 9, 2015**