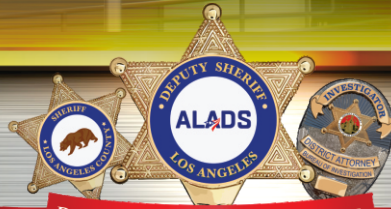


VOLUME XXXVIII ■ ISSUE 01

DEDICATED TO "A STRONGER VOICE"

MARCH 2021



# DISPATCHER

The Official Publication of the Association for Los Angeles Deputy Sheriffs Incorporated (ALADS)

## 2020 Year in Review





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## CONTENTS

- 06 President's Message
- 08 Vice President's Message
- 09 2020 Year in Review
- 28 Legal Defense Plan Update
- 31 Legislative Report
- 32 Budget Summary
- 34 ALADS C.A.R.E.S. Foundation
- 44 Health Beat / COVID-19 Resources
- 45 Holman Group / New Year and the Best You
- 46 Benefits Partner
- 48 ALADS Interview / Margaret Clark
- 54 In Memory of Deputies Timothy Tellez and Santiago Carrillo
- 60 ALADS Advertisers

*Photos by Chris Miller, Lance Troyan, Sarah Evans, LASD*

*Cover photo by Lance Troyan*

*Deputies in the photo:*

*Kyle Fritz Kacie Garcia Corey Gaudet*

*Any photos without masks were taken prior to COVID Directives*



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

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

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

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



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



**Issue #1 Winners:**

**Quinn Fenwick and Arzola Sosa**

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: \_\_\_\_\_

Current Unit of Assignment: \_\_\_\_\_

Marital Status (Circle One):    M    S

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

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

Home Phone: (    ) \_\_\_\_\_

Mobile Phone: (    ) \_\_\_\_\_

Work Phone: (    ) \_\_\_\_\_

Personal Email: \_\_\_\_\_

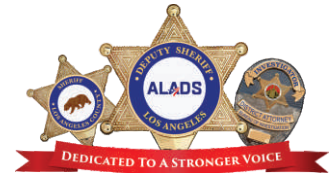
(Non LASD Address)

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

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

## ALADS Dispatcher

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**Monterey Park, CA 91755**

**Tel.: (323) 213-4005**  
**Fax: (323) 724-0140**  
**[www.alads.org](http://www.alads.org)**

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







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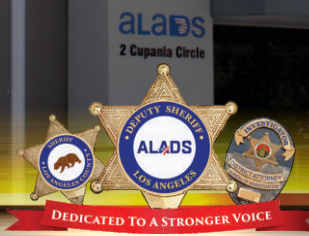
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tferguson@alads.org



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# PRESIDENT'S MESSAGE



ALADS President

**Ronald Hernandez**

rhernandez@alads.org

## A Path to Success?

As many of you may or may not know, I have been a deputy for over 36 years. Please indulge me as I explain my career path. I do this, not as a "look at me" to the many experienced ALADS members, but to paint a picture for others who often challenge our opinions.

My first assignment was Men's Central Jail (MCJ). I was assigned there for two years and eight months. I could probably break it down to days and minutes, if asked. I spent the last year and half of my time at MCJ working in the "High Power Module" (1700/1750).

During that period of time (mid-1985 to late 1987), 1700/1750 housed high-profile violent defendants, prison gang leaders and street gang leaders. Needless to say, I/we learned the behavior and personalities of our "guests" and set rules in order to get along. Early on, I learned that a big part of providing safety for our guests and our deputies was being fair and respectful.

Next, I was assigned to Firestone Sheriff's Station for patrol training. Again, under the tutelage of two experienced training officers, I was taught fair and respectful was the best course of action, at least initially and for as long as possible, when dealing with people while enforcing laws.

For those of you who do not know, the

Florence/Firestone area of Los Angeles County can be a very busy area. You have a blend of opportunistic gang members living amongst many good, hardworking people who often can't afford to live elsewhere. Ultimately, that area was absorbed into the patrol area now known as Century Station. In total, I was assigned to that area for approximately eighteen years (late 1987 to early 2006).

My next assignment was at Altadena Sheriff's Station. This was a big change for me. One part of the area was multi-million-dollar homes with wealthy people living exactly where they wanted to live, while another part of town housed many hardworking people, also living where they wanted to live. However, there were pockets of opportunistic gang members.

So now, the point of my rant. Often, and most recently very often, people want to refer to deputies at various stations as "gangs" and having "gang-like behavior." Seeing as just about everywhere we patrol there is one form or another of actual criminal gangs, calling us gang members is probably one of the most offensive things you could call us. Of course, offending us may well be their point.

By definition, a gang is *an organized group of criminals*. In my 36 plus years and my experience and understanding of gangs, I have

continued on page **07**

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# PRESIDENT'S MESSAGE

never seen our deputies fit that unfair label.

We are at a time in history where a lot of people want to talk about reimagining law enforcement, defunding the police, and paint a picture of law enforcement as the bad guys.

Unqualified people want to propose bills and mandates telling us how to do our job without ever having done our job. We (law enforcement unions) have been jumping up and down waving our hands in the hope of sitting down and listening and talking about desired changes. What we often get is the brush off, followed by a statement that "the time to talk has passed."

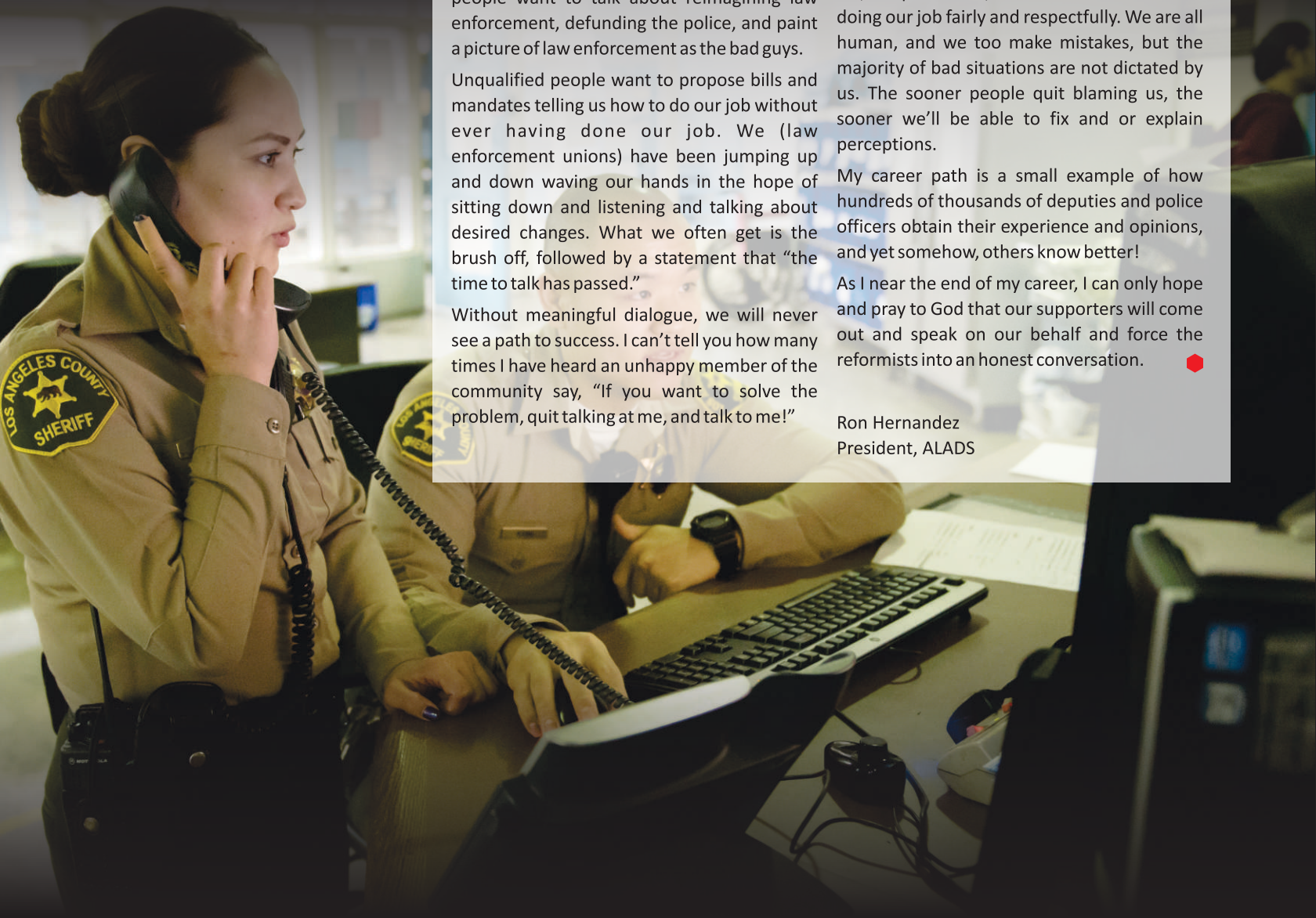
Without meaningful dialogue, we will never see a path to success. I can't tell you how many times I have heard an unhappy member of the community say, "If you want to solve the problem, quit talking at me, and talk to me!"

I can't speak for everyone, but I am comfortable telling anyone who will listen that we, as a profession, have the best intentions of doing our job fairly and respectfully. We are all human, and we too make mistakes, but the majority of bad situations are not dictated by us. The sooner people quit blaming us, the sooner we'll be able to fix and or explain perceptions.

My career path is a small example of how hundreds of thousands of deputies and police officers obtain their experience and opinions, and yet somehow, others know better!

As I near the end of my career, I can only hope and pray to God that our supporters will come out and speak on our behalf and force the reformists into an honest conversation. ◆

Ron Hernandez  
President, ALADS



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# VICE PRESIDENT'S MESSAGE



ALADS Vice President  
**James Wheeler**  
jwheeler@alads.org

## Goodbye 2020, and Good Riddance

2020 was one of the toughest years for America, especially for the law enforcement community. The COVID-19 pandemic claimed many lives, including five of our own. Law enforcement also had to endure the continuance of the well-funded reformatory justice movement filled with anti-police rhetoric, which began with the passages of Propositions 47, 57 along with AB 109. In 2020, California's legislators tried to pass about a dozen anti-police laws without any collaboration with unions, chiefs of police, and sheriffs. Then there was Measure J's passage, the Charter Amendment put on the ballot by the L.A. County Board of Supervisors, potentially cutting the Sheriff's Department's funds by as much as \$300 million in perpetuity. In retrospect, 2020 has possibly been the most challenging year in the history of the Department.

Despite all of the negativity and hardship, the men and women of the Sheriff's Department and the District Attorney Investigators, our ALADS members, did an exemplary job in 2020.

Welcome, 2021! Hopefully, by the end of this year, we will see some daylight. We know we will be facing some of the same difficulties as we did in 2020, such as the pandemic and

justice reforms. Rest assured, ALADS will be out front fighting for the rights of our members. Our Legal Defense Team will be professionally representing members from hearings to the Supreme Court if necessary. Our Negotiations Team, including Negotiator Will Aitchison, will be in salary contract negotiations with the County. In Sacramento, with our legislative advocate's assistance, we will be actively working to stop legislators' "knee-jerk" reactions to craft legislation in response to a single incident and to assist them in crafting laws that make sense. On the home front, the ALADS Insurance Trust will be working to continue to bring better healthcare benefits to our members and their families. Finally, the pandemic will hopefully be in our rearview mirror after the distribution of vaccines and the beginning of herd immunity.

In closing, ALADS will continue the fight representing members on every front. Personally, I am very proud of all the men and women in this Department who go out and do the job every day during these extremely difficult times. You are the frontline defense protecting the public from criminal predators, and ALADS is the frontline defense protecting you and your families. Thank you for your service!

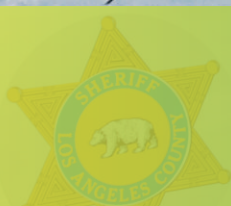


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# ALADS 2020 YEAR IN REVIEW



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# JANUARY

## Los Angeles Times

### The Sheriff Deserves a Voice

On January 4, 2020, ALADS wrote a letter to the *L.A. Times* Editorial Board challenging them to print Sheriff Villanueva's response to an article written about how Sheriff Villanueva has made the Sheriff's Department's disciplinary system worse.

### ALADS Takes on Another Tough Fight – Subpoena Power

On Tuesday, January 28, 2020, the Los Angeles Board of Supervisors took the final step towards expanding subpoena powers. ALADS wrote a demand letter to assert our rights to bargain over the changes and impacts to our members and pointed out problems with how the ordinance was written. In February 2021, ERCOM affirmed ALADS' right to negotiate over subpoena power. The next step in the process will be for ERCOM to appoint a hearing officer to take testimony as to the nature and extent of the OIG's powers. ALADS is eagerly looking forward to such a hearing and shedding light on the often-secretive actions of the OIG.

### Detective Amber Leist

Detective Amber Leist was fatally struck by a vehicle on January 12, 2020, while assisting an elderly couple at the intersection of Whitsett Avenue and Riverside Drive.

She was a 12-year veteran of the Sheriff's Department and leaves behind two sons, Daniel and Ray; her parents, Daniel and Ellen; and her sisters, Savannah, Sumry and Heather. In the weeks following Detective Leist's death, the ALADS C.A.R.E.S. Foundation raised \$22,354 for her family.



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# FEBRUARY

## Enhancements to Your PORF Benefits

In 2020, the Peace Officers Relief Fund (PORF) made enhancements to its Long Term Disability (LTD) and Basic Life Insurance benefits. The PORF LTD benefit now provides up to 60% of your base salary, to a maximum of \$10,000 per month, after 90 consecutive days of injury or sickness. The PORF Basic Life Insurance amount has now increased to \$125,000. With this change, the Accelerated Death Benefit maximum has also increased to \$62,500.

Call the Benefit Services Center today at (800) 842-6635 to ensure your beneficiaries are up to date.

## ALADS Requests for Volunteers to Sit at the Salary MOU Negotiations Table

To prepare for negotiating ALADS' next salary contract with the County, ALADS held a mandatory training session led by ALADS Lead Negotiator Will Aitchison of Labor Relations Information System. Members of the Negotiations Team will be selected from volunteers who completed the training.

## New ALADS C.A.R.E.S. Foundation Payroll Deduction Announced

ALADS proudly announced that deputies and district attorney investigators can now donate directly to the ALADS C.A.R.E.S. Foundation through a payroll deduction.



To set up a payroll deduction, call ALADS at (323) 213-4005 and ask for the payroll deduction form. After filling out the form, you may scan and email the form back to [tlopez@alads.org](mailto:tlopez@alads.org), give it to your field representative, or mail it to ALADS at: 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).

Just \$5 a month will go a long way!



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# MARCH

## COVID-19 Pandemic Begins

Like the rest of the country, Los Angeles County went into uncharted territory due to the COVID-19 pandemic. ALADS members' work has never been more critical. We reminded members that ALADS continues to work for them and will communicate preliminary issues via email blasts.

## ALADS Working with the County Regarding COVID-19

President Ron Hernandez and Executive Director Derek Hsieh participated in a conference call with other County union heads, the County CEO, and key members of County staff to discuss the state of the County amid the COVID-19 emergency. The phone conference discussed how to work together, best practices, resources that are currently available, and those in the queue.

The County was working on lodging ideas for exposed employees, time coding for quarantined employees, and acquisition and distribution of safety equipment, particularly for first responders. ALADS' goal was to make sure they were aware of other preliminary issues important to our members, including testing in the jails and resupply of essentials for family members if an employee was ordered to work long shifts.

ALADS informed the County it would be seeking a Master Tolling Agreement to preserve time and members' rights for current issues.

## Leave Cancellations

The Department sent out a memo in regards to postponing any leave until April 30, 2020, while California was in a state of emergency. Members expressed their concerns about the Department's leave cancellations policy. ALADS made

requests to the Department for exceptions to the leave cancellations policy, and the Department delivered.

The chain of command delegated to Division Chiefs the authority to grant exceptions through April 30, 2020, only for extenuating circumstances.

ALADS encouraged members to provide a copy of the Department's directive to travel vendors while requesting a full refund. If vendors refused to honor your service at this critical time – members were encouraged to email ALADS with the name and copy of the email exchange to assist with getting full refunds.

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# MARCH

## Master Tolling Agreement

ALADS first issue was to work on obtaining a Master Tolling Agreement, which tolls time on existing and any new employment matters which may arise during the pandemic.

ALADS worked on the Master Tolling Agreement with its external stakeholders, which includes the following:

- L.A. County CEO
- ERCOM
- Civil Service Commission (CSC)
- District Attorney – Bureau of Investigation
- Sheriff's Department

During this crisis, the agreement will allow ALADS and its representatives to continue a path forward on numerous pending employment matters. These matters may include grievances that could be filed under the MOU, appeals with the CSC, and unfair employee relations practices with ERCOM.

Later in the month, ALADS fully executed a Master Tolling Agreement with the County, Employee Relations Commission, Sheriff's Department, and District Attorney's Bureau of Investigation. The Tolling Agreement ensures that time limits and statutes of limitations on Employment Matters such as grievances and Unfair Labor Practice charges are tolled for 90 days. The agreement applies to any new issues that arise during the COVID-19 state of emergency as well as any pending Employment Matters currently going through their respective processes, which have not already established deadlines for briefs to either an arbitrator or hearing officer.

## Housing

ALADS urged the Department to come up with a plan for housing quarantined deputies exposed to COVID-19. To this date, the Department has yet to make a decision on the matter.

## Sick Leave

The Department committed to giving infected full-time personnel up to 80 hours of paid sick leave, specifically for COVID-19. The paid sick leave ends when the employee returns to work, or they have exhausted the 80 hours.



## Hand Sanitizers

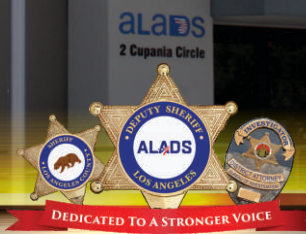
ALADS acquired 20,880 hand sanitizers to distribute to members. ALADS President Ron Hernandez and Vice President James Wheeler delivered hand sanitizer to deputies throughout the County. Deputies also picked up hand sanitizer for their stations at the ALADS Facility.



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# APRIL

## ALADS Continues to Distribute Hand Sanitizer to Members

ALADS supplied approximately 14,500 hand sanitizers to about 110 different facilities. We had approximately 6,300 in stock and ordered 25,000 more hand sanitizers to be delivered around the third week of April.



## Addressing Rumors About Deputy Hiring and Potential Cuts to Pay and Benefits

While on a conference call with other union leaders and Los Angeles County CEO Sachi Hamai, ALADS President Ron Hernandez demanded "evidence" of County budget issues before any further discussion of cuts. ALADS pointed out that our members are being ordered to work and are on the front lines during the COVID-19 pandemic.

ALADS President Hernandez also asked about deputy hiring, in which CEO Hamai was unequivocal and said that hiring would continue but would need to happen at a reduced rate. When asked about promotions, step movements, and contractually mandated increases, CEO Hamai said the County "would make every effort" to meet those commitments and acknowledged the County's obligation to bargain over any changes.

## ALADS Works With McDonald's to Provide Deputies and District Attorney Investigators a Free Breakfast

ALADS contacted fast-food chains to see if they could help our members by providing them with a free breakfast. McDonald's franchisees in Southern California wanted to support first responders and medical professionals who have been on the frontlines of the Coronavirus pandemic.

On April 2, 2020, healthcare workers, police officers and firefighters were eligible to receive a free Egg McMuffin and small coffee at more than 700 participating fast-food restaurant locations throughout Southern California.

The giveaway made the news cycle throughout the state.



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# APRIL

## ALADS COVID-19 Information Team Rollout

ALADS rolled out a specialized team called the ALADS COVID-19 Information Team dedicated to meet all of your coronavirus concerns and is available 24/7 to ALADS members and their families. The specialized ALADS team has a database of COVID-19 frequently asked questions, information, and issues that were developed from membership inquiries. If there is a question that the team cannot answer right away, we're committed to getting back to you within 24 hours or less.

For any coronavirus questions, members can call the new toll-free designated COVID-19 info line at 1-888-228-3450 or email the team at [covid19info@alads.org](mailto:covid19info@alads.org).

## ALADS Phone Hours Expansion

ALADS expanded its phone hours by 40 percent. The ALADS staff is available at (323) 213-4005, from 7 AM to 6 PM Monday through Friday and 8 AM to 12:30 PM on Saturdays.

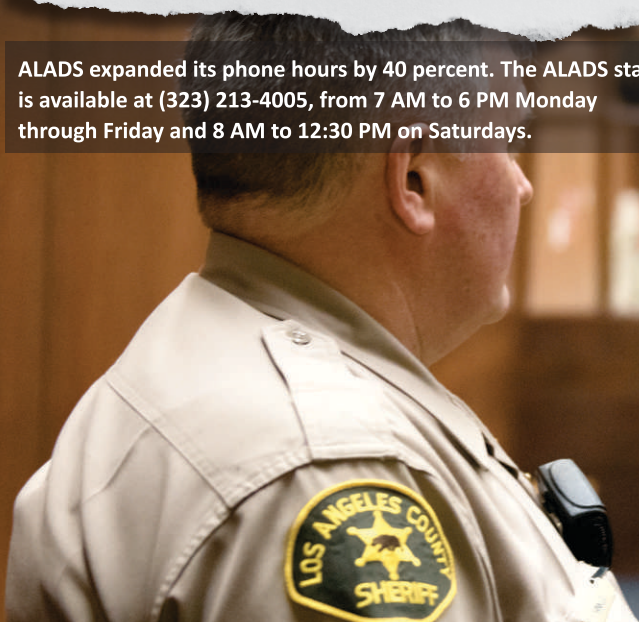
## ALADS Receives Face Masks

ALADS received 10,000 face masks, donated by Condor's business owner Spencer Tien and Assembly Member Phillip Chen. The masks were distributed to the membership.



## ALADS' Regional Campaign with McDonald's Expands Nationwide

The ALADS inspired regional promotion by McDonald's to provide free or discounted meals to ALADS members during the pandemic expanded to first responders nationwide. Thank You Meals were served in the chain's Happy Meal boxes, with a thank you note in place of a toy.



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# MAY

## ALADS Curtailment Committee Named

ALADS created the Curtailment Committee to assist with meet-and-confers on curtailment issues.

Possible curtailments due to COVID-19 included Altadena Station, Marina Del Rey Station, Parks Bureau, OSS Bureau, Major Crimes Bureau, and SVB. The Curtailment Committee also assisted with reaching an agreement with the TORA Job Fair in July.

## ALADS Opposes Sheriff Villanueva Sponsored Bill AB 2655

Sheriff Villanueva sponsored AB 2655, a bill authored by Assembly Member Mike Gipson, which would criminalize sharing photos of a crime scene by first responders for any purpose other than official business.

ALADS strongly opposed the bill as there are already rules for deputies at crime scenes. Although we could not stop AB 2655's passage, ALADS' legislative advocate worked overtime to make the bill fairer for our members.

## Richard Pippin Fills Vacancy Left by Mike Thibodeaux



Detective Richard Pippin was selected to fill the vacant Board of Directors position left by Michael Thibodeaux, who promoted to Sergeant.

Detective Pippin currently serves as a Vice President.



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# JUNE

## Approved FY 2020-2021 County Budget Results in the Elimination and Downsizing of LASD Units

The Board of Supervisors approved a budget for the fiscal year 2020-2021. Defunding the LASD budget by \$145.4 million. The budget cuts represent the unprecedented elimination of 1,392 total positions within the Department. There was a potential for 346 layoffs.

ALADS called on the Department long ago to undertake fiscally prudent measures:

- Stop all new hiring;
- Eliminate all 120-day hire back positions; and
- “Chop from the Top” by eliminating all unnecessary commanded positions.

ALADS worked with elected officials and the Sheriff’s Department to mitigate the impact of defunding the LASD budget.

## ALADS Fights Change to Overtime Pay

ALADS learned that a memo was circulating announcing that the Department was changing how it calculates overtime and constructs schedules.

ALADS filed an immediate Cease and Desist, a demand to meet and confer, and demanded that the changes not be implemented.

## ALADS Responds to Insulting Motion Pending with the Board of Supervisors

ALADS President Ron Hernandez wrote a letter to each member of the Board of Supervisors regarding the June 9th agenda item titled “Responsible Policing and Use of Force Reform.”

After the letter was sent, the Board of Supervisors tabled the motion.



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# JULY

## ALADS Fights an 11th Hour Move to Defund Public Safety With Charter Amendment



Hilda Solis



Sheila Kuehl

Supervisors Hilda Solis and Sheila Kuehl put together a ballot measure to defund the Sheriff's Department, the District Attorney's Office, and the Probation Department.

The measure included a County Charter Amendment to restrict spending on public safety services by ten percent. ALADS promised to challenge this drastic move on behalf of our members and the community.

ALADS launched its "Protect LA Neighborhoods" campaign. The first outreach to residents began on July 23rd on English and Spanish language radio stations throughout the County.

## ALADS Leadership and Supporters Protest the Closure of MCJ

On July 7th, the Board of Supervisors approved a motion to close Men's Central Jail within a year. The virtual Board of Supervisors meeting drew vocal protests from the public who were energized by efforts from ALADS, PPOA and victims' groups. The protests included public statements from ALADS President Ron Hernandez and Vice President James Wheeler.

The pressure from the protests finally prompted the Supervisors to amend the motion to state that the closure would not happen until after detailed reports are made regarding where to place the nearly 5,000 inmates now housed at MCJ.

## Last Minute Deal Reached for TORA Job Fair

After aggressively asserting its bargaining rights, the ALADS Curtailment Committee worked tirelessly to ensure the TORA process was equitable and transparent for our members.

During the process, there were some bumps in the road. After several information requests from ALADS went unanswered, ALADS held the Department to the afternoon of July 13th to ensure all questions were answered before the job fair was allowed to continue. On the afternoon of July 14th, ALADS and the Department met and an agreement was finally reached.

A few highlights of ALADS' wins included:

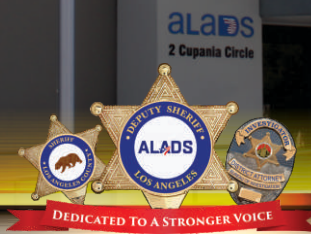
- Displaced bonus deputies would keep bonus pay for a minimum of one year.
- Displaced deputies currently receiving any special skill or other forms of salary enhancement would retain their pay for a minimum of one year.
- All displaced deputies would retain a first right of refusal to return to their positions for three years.

Future issues with CARPing and the other Department budget mitigation efforts would require additional negotiations by the team.



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# JULY

## Supervisors Approve Defunding Public Safety With Charter Amendment

On July 21st, the Los Angeles County Board of Supervisors, by a 4-1 vote, approved the motion to place a Charter Amendment on the November 2020 ballot. The Charter Amendment, later named Measure J, was strongly opposed by ALADS.

As indicated by Supervisor Barger before she voted NO on the motion, the Board of Supervisors already had the authority to direct resources – as much or as little as they want – to community-based programs.

## The Fight Against the Charter Change Continues

On Monday, July 27th, ALADS' attorneys sent a letter to each Supervisor, County Counsel, and CEO Sachi Hamai pointing out the serious defects in their actions that been addressed in previous cases in the California Court of Appeals and their very own employee relations ordinance.

In ALADS' letter written to the Board of Supervisors, it stated, "ALADS does not fear a healthy debate about the proper use of limited County resources, as we believe the general public places public safety as its highest priority. However, the unlawful attempt to place budgetary restrictions in the County Charter must not stand."

The Los Angeles County Division of the League of California Cities also wrote a letter to the Supervisors to see this motion defeated.

## Deputy Dennis Gill

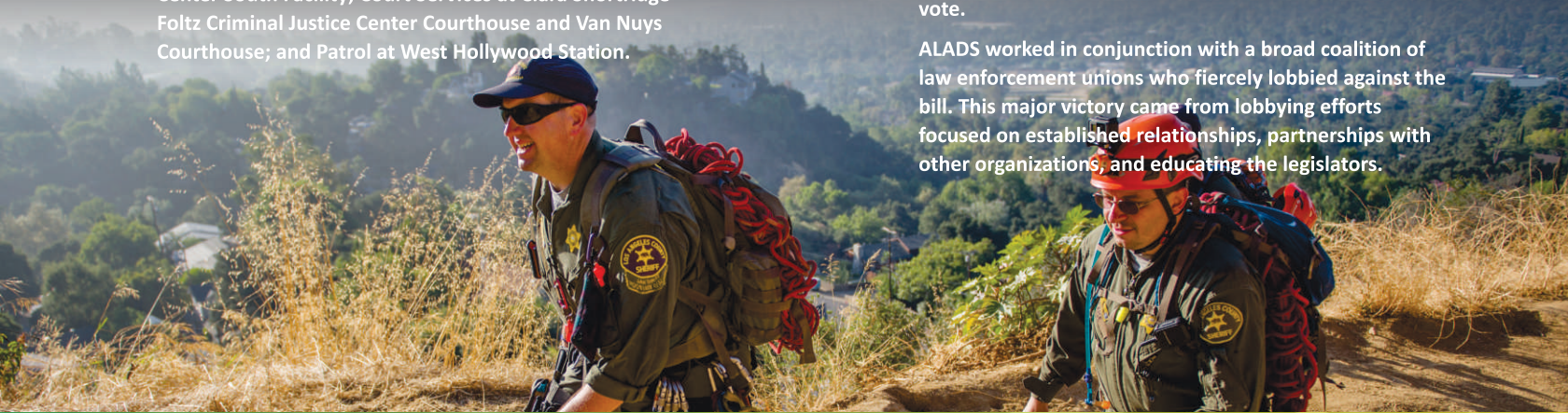


On Sunday, July 25th, Deputy Dennis Gill and his daughter Tiffany tragically lost their lives in a traffic collision while vacationing in Oregon. Dennis worked several assignments including: North County Correctional Facility, Pasadena Court, West Hollywood Station, Crescenta Valley Station and the County Services Bureau.

ALADS created a donation page on its website to help cover the travel and funeral expenses for Deputy Gill's family and promoted it through social media and email blasts requesting donations. Many of you responded, and ALADS C.A.R.E.S. raised more than \$14,000 for Deputy Gill's family.







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# SEPTEMBER

## Deputies Ambushed

September 12th - Two deputies were at the Compton Metro Blue Line Station when they were ambushed by a gunman who walked towards the passenger side of the deputies' vehicle, stopped, and began shooting. The cowardly gunman ran away. Both of the deputies were hit by gunfire. One deputy was a 31-year-old mother of a six-year-old boy, and the other deputy just 24 years old. The deputies were rushed to St. Francis Medical Center in Lynwood. Both deputies were shot multiple times, including being hit in the head.

ALADS President Ron Hernandez, Vice President James Wheeler, and Executive Director Derek Hsieh went to St. Francis Hospital to give ALADS' support to the deputies and their families.



## ALADS President Ron Hernandez is Interviewed by Spectrum News 1

On Monday, September 21st, ALADS President Ron Hernandez was interviewed by Alex Cohen of Inside the Issues on Spectrum News 1 regarding the attempted assassination of the two deputies, the deputies' recovery efforts and concerns about retaliation.

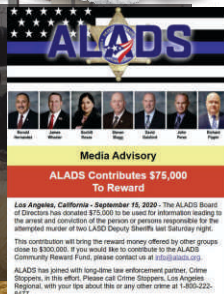
## ALADS President Ron Hernandez Speaks to Members from the Location of the Ambush

ALADS President Ron Hernandez recorded an emotional video from the location of the Compton Station ambush.

In the video, which was sent to members, Hernandez speaks directly to the younger deputies, "I want to encourage you guys to keep your heads up. You know, this too will pass. I don't know how long or when, but it will pass because at some point when the lawlessness gets too much, and it might be right now, people are going to realize that they need us. They need you. A society without law enforcement is a society nobody wants to live in. They may not realize that right now, but they will eventually and all we have to do is keep our head up and do this job to the best of our ability."

## ALADS Contributes \$75,000 to Reward

September 15th - the ALADS Board of Directors announced ALADS is planning on contributing \$75,000 to the reward for information leading to the arrest and conviction of the person or persons responsible for the attempted murder of the two LASD deputies from three days prior.



ALADS President Ron Hernandez interviewed about the ambush shooting of two deputies



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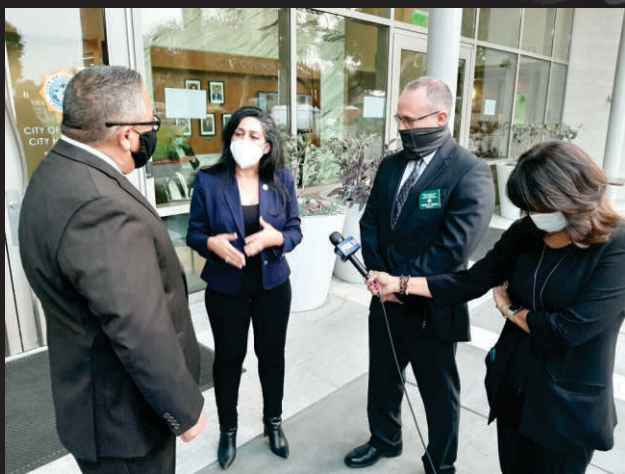


# SEPTEMBER

## Lynwood City Council Meeting

ALADS President Ron Hernandez and Assistant Secretary John Perez attended the Lynwood City Council meeting where City Manager Jose Ometeotl was placed on administrative leave following his Instagram post saying "Chickens come home to roost." His post, which was in response to two TSB deputies being ambushed and shot multiple times, was later removed.

The ALADS Board of Directors thanked Lynwood Councilman Salvador Alatorre who brought the motion and the entire Lynwood City Council for taking action.



ALADS President Ron Hernandez and Assistant Secretary John Perez speak with Lynwood Mayor Aide Castro.

## ALADS and Law Enforcement Supporters Cause Congresswoman Norma Torres to Retract Her Statement

Congresswoman Norma Torres wrote a press release on September 15th about the unprovoked ambush and attempted assassination of two LASD deputy sheriffs which stated that, "The attack did not take place in a vacuum though – the moment of reckoning law enforcement is in right now is long-overdue and well-justified."

After ALADS wrote a critical statement on September 22nd, in addition to pressure from law enforcement in her district and her constituents, Congresswoman Torres issued a new press release the next day titled "Torres Retracts Statement About Law Enforcement."

## Ambushed Deputies Released from the Hospital

September 17, 2020 – The 24-year-old male deputy shot in an ambush at the Compton Transit Station was released from the hospital to long-term care. "He has a long road ahead for recovery. But he's not alone," Sheriff Alex Villanueva said on Twitter. "We, as a community, are in this together."

September 21, 2020 – The 31-year-old female deputy who suffered gunshot wounds after being ambushed at the Compton transit station was released from the hospital.

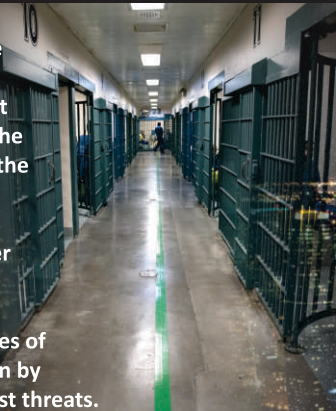




# SEPTEMBER

## Suspect Arrested in Ambush of Two Deputy Sheriffs

After arresting carjacking suspect, 36-year-old Deonte Murray, the Sheriff's Department announced that Murray was the suspect in the ambush of two deputies at the Compton Transit Station. Murray was charged with attempted murder and other charges. Murray has an extensive criminal history, including convictions for sales of narcotics, firearm possession by a felon, burglary and terrorist threats.



## ALADS C.A.R.E.S.

ALADS C.A.R.E.S., including a Go Fund Me Page by Keegan McInnis, raised more than \$1.4 million for the two deputies who were ambushed at the Compton Blue Line Station in September.

Thank you to everyone who showed your support by donating!



## Call to Action: Call Your L.A. County Supervisor Tell Them You Support Prop 20

**Association for Los Angeles Deputy Sheriffs - ALADS**  
Published by Lance Troyan • September 12 •

CALL YOUR L.A. COUNTY SUPERVISOR AND TELL THEM YOU OPPOSE SOLIS' AND KUEHL'S MOTION AGAINST PROP 20  
On Tuesday, Los Angeles County Supervisors are putting forth a motion against Proposition 20, which will be on California's November ballot. ... See More

 <b>Kathryn Barger</b> Supervisor, District 1 Phone: 213-485-1000 Email: kbarger@lancounty.gov	
 <b>Hilda L. Solis</b> Supervisor, District 2 Phone: 213-485-1000 Email: hsolis@lancounty.gov	
 <b>Mark Ridley-Thomas</b> Supervisor, District 3 Phone: 213-485-1000 Email: mrt@lancounty.gov	
 <b>Sheila Kuehl</b> Supervisor, District 4 Phone: 213-485-1000 Email: skuehl@lancounty.gov	
 <b>Janice Hahn</b> Supervisor, District 5 Phone: 213-485-1000 Email: jhahn@lancounty.gov	

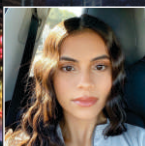
ALADS sent out an email blast and Facebook post asking supporters to call Supervisors Solis and Kuehl and tell them that they **OPPOSE** Sheila Kuehl's motion against Prop 20 prior to the Board of Supervisors meeting on Tuesday, September 15th.

Despite the numerous phone calls and public comment, the motion passed with a 4-1 vote. Supervisor Barger voted against the rest of the Supervisors who voted to oppose Proposition 20.

## ALADS Foundation for the Future Scholarship Program

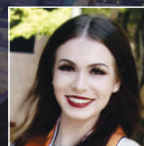
Eight \$2,500 scholarships were awarded to children of ALADS members by the ALADS Foundation for the Future. ALADS members' name appears above photos, student's name below.

Felipe Chavira



Kailyn Chavira

Mark Cruz



Madison Cruz

Mark Cruz



Nicholas Cruz

Daniel Genao



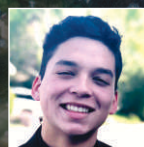
Victoria Genao

Gregory Nakahara



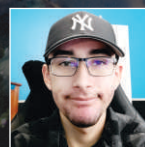
Leah Nakahara

Antonio Perez



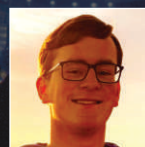
Eduardo Perez

Pedro Magdaleno



Isaiah Reyes

Michael Valento



Matthew Valento



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# OCTOBER

## Open Enrollment for the Choices Health Plans

Every year, Open Enrollment for Los Angeles County Employees happens from October 1st – October 31st. Voting ALADS members can enroll for the best health plans available, the ALADS Anthem Blue Cross Plans which are geared specifically for ALADS members and their families.

The ALADS health plans are managed by the ALADS Insurance Trust. Trustees are ALADS Secretary Xochilt Rosas, ALADS Assistant Secretary John Perez and Vice President James Wheeler.

## 2. ALADS Calls the Department's Announcement a Failure

In response to the curtailment notice regarding Parks Bureau and PDC-South, ALADS issued an email blast titled "Leadership Failure: If the Sheriff Doesn't Resign, His Staff Should."

Changes to wages, hours, and working conditions must be negotiated by the Department with ALADS. ALADS, PPOA and the Department had begun negotiating regarding the curtailment of Parks Bureau and PDC-South. Negotiations had not concluded and an agreement had not been signed.

ALADS REJECTED THE DEPARTMENT'S TIMELINE FOR CURTAILMENT and notified the Department of such.

## 1. Parks Bureau and PDC-South Curtailment

Throughout the month of October, ALADS and PPOA met with the Department to seek their own unique agreements. ALADS addressed the Department regarding the rumors of the Parks Bureau being contracted to the Parks Department head on. Department leadership stated that while they had prepared a staffing model, there has not been any formal discussion between the Department and the County on a potential contract. The ALADS Bargaining Team stayed focused on a process understood by all parties, seniority-based, transparent, consistent, and with time built in for dispute resolution.

On Thursday, October 29th, the ALADS Curtailment Negotiations Team met with Department representatives in a three-plus hour-long meeting. In the meeting, there appeared to be some common ground on issues, including a delay in the transfers to at least the December 6th breakup. The Department shared that they were talking to other stakeholders, such as the Los Angeles County Chief Executive Office and the Board of Supervisors, in an effort to either reduce or eliminate the need to curtail the Parks Bureau or PDC-South.

## 3. In a Quick Turnaround the Department Rescinded Its Curtailment Directives

On Friday, October 16th, the Department sent out a Curtailment Announcement to deputies at Parks Bureau and PDC-South.

After ALADS and PPOA wrote objection emails regarding the Department's announcement, the Department rescinded its curtailment directives the next day. ALADS, PPOA and Department leaders agreed to move forward with the meet-and-confer process.

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# NOVEMBER

## Annual ALADS Board of Directors Election

ALADS was spared the expense of running its annual Board of Directors election as only one candidate (Tom Ferguson) ran for the Board and Board Member Steve Blagg decided to step down as he is nearing retirement.

Thank you, Steve Blagg for all of the time and effort you dedicated to representing ALADS members!



Thomas Ferguson



Steven Blagg

## Parks / PDC-South Curtailment Agreement Put on Hold by the Department

At the November 12th meet-and-confer meeting, the Department relented to a must-have ALADS proposal that would extend any skill/enhancement pay for six months to curtailed DSGs who are unable or unwilling to find an assignment with the same skill pay. Also, ALADS and the Department verbally agreed that Custody Division 2021 annual vacations sign-ups should commence immediately, with potential PDC-South vacation sign-ups protected by the Tentative Agreement. A modified timeline resulting in the physical transfers occurring on December 13, 2020, was confirmed. ALADS and the Department had a verbal Tentative Agreement with final written details to be worked out after the meeting and agreed that neither party would communicate the results until the parties confirmed all the details in writing.

On the morning of Monday, November 16, the Bargaining Team chairperson, ALADS Vice President James Wheeler, signed the agreement, and ALADS presented it to the Department for their signature. The Department informed ALADS that it was hesitant to sign the agreement due to ongoing negotiations regarding Parks Bureau.

## November Elections

### Measure J

ALADS fought a hard battle against Measure J, which was put on Los Angeles County voters' ballots by the LA County Board of Supervisors. Measure J permanently diverts nearly \$500,000,000 away from County essential services, endangering public safety. ALADS campaigned on television and social media in an attempt to sway voters against the measure.



### Prop 20

Statewide Proposition 20 would have fixed many of the problems with Propositions 47, 57 and AB 109. ALADS and other law enforcement associations throughout the state supported and promoted Prop 20. Unfortunately, Californians voted against the proposition.



### Jackey Lacey for District Attorney

ALADS supported Jackie Lacey for District Attorney. Her campaign was hampered by deep pocketed contributors, including George Soros, who, according to news reports, gave more than \$1.5 million and Northern California-based Reid Hastings and spouse Patty Quillin who reportedly dropped \$1.75 million into Gascón's coffers. We wish Jackie Lacey the best in her next endeavor.



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# NOVEMBER

## ALADS and the Department Reach Agreement with Community College Bureau

During the week of November 23rd, the ALADS Community College Bureau Bargaining Team sprang into action with none of the normal lead time available. ALADS Labor Relations Specialist Rebecca Bueno pulled the team together for two pre-meetings before the bargaining session on Wednesday, November 25th along with serving as the chief spokesperson for the group.

Later Wednesday evening, a Community College Bureau Reduction of Services Agreement was signed by ALADS President Hernandez and a Department representative.

The agreement achieves a number of objectives for ALADS members, guaranteeing:

1. A predictive timeline for the entire process;
2. A seniority-based system for open job selection;
3. A job selection process that is transparent, consistent, grievable, with adequate time to make selections;
4. Preservation of pre-approved leave; and
5. The maintenance of bonus and other pays for six months for deputies unable to locate the right job fit during the initial bidding process.

## 7th Annual Food and Turkey Distribution in Maywood

ALADS sponsored the USW Local 675, 7th Annual Food and Turkey Distribution in Maywood. ALADS is proud to be assisting the communities that the Sheriff's Department serves.

ALADS Directors James Wheeler, Xochilt Rosas and John Perez were on hand to help distribute food and other items. ALADS donated 200 pies, 200 bottles of Martinelli's Sparkling Cider and giveaways for the kids. ELA Station Captain Richard Mejia was also present.

*Photo:*  
VP James Wheeler and Secretary Xochilt Rosas distribute Martinelli's Sparkling Cider. Don't worry, it is non-alcoholic and they were social distancing.



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# DECEMBER

## ALADS Safe Rides Program

The ALADS Board of Directors voted to continue the Safe Rides programs for Voting ALADS Members.

The program refunds members who use Uber or Lyft for two one-way or one round trip, within a 30-mile radius of their homes, between Thanksgiving and New Year's (November 25, 2020 – January 2, 2021). ALADS did not endorse large social gatherings during the COVID-19 pandemic.

## ALADS and County Reach One-Year Contract Extension

ALADS and the County reached a one-year contract extension agreement for the MOU set to expire on January 31, 2021. In addition to ALADS, the County of Los Angeles District Attorney's Office and Sheriff's Department are all signatories to the agreement.

The agreement preserves all pay, rights, and other aspects of the original 2018-2021 Bargaining Unit 611 MOU.

In a matter of months, ALADS will initiate the bargaining process for a successor wage MOU again. The ALADS Board of Directors has authorized the same bargaining team and supporting experts. In the meantime, the Coalition of County Unions will begin bargaining for a successor to the 2018-2021 Fringe MOU, which expires in June 2021.

## Department Announces It Is Fighting for the Community College Contract After All

The Department was informed that the Los Angeles Community College District (LACCD) would put a contract on its agenda to continue services with the Department.

The contract agreement was posted on the LACCD Board agenda Wednesday (12/9) morning and voted on their Board of Trustees on December 12th to renew its contract with the Department for six months starting January 1, 2021.

## First Deputy Succumbs to COVID-19

On December 22, 2020, Deputy Timothy Tellez became the first LASD deputy to succumb to COVID-19.

To learn more about Deputy Tellez, go to the article on page 54.



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# ALADS Legal Defense Plan: ONLY AVAILABLE TO ALADS MEMBERS

Your Dues Provide Legal Protection For You and Your Fellow ALADS Members

## ALADS Legal Defense Plan – Career Insurance

1. ALADS LDF Mission: Provide members with legal protection throughout their career.
  2. Attorneys demonstrate expertise in departmental policy and law enforcement-related issues, provide legal advisement, and **represent members during IA or ICIB interviews, Civil Service Commission Hearings, Trial Court Proceedings\* (Superior Court) and Appellate Court Proceedings\* (Court of Appeals).**
  3. The legal plan provides a range of legal services including representation in:
    - a. Administrative investigations.
    - b. Civil action taken against a Voting Member while on duty and when acting within course and scope of employment.
    - c. Criminal representation where on-duty acts or omissions are within the course and scope of employment and for off-duty acts or omissions within course and scope of employment.
  4. One-hour legal consultations are extended to a member and their spouse for general legal matters (limited to one hour in length per 12-month period).
  5. Reimbursement of up to 5 days discipline-related salary loss in lieu of appeal.
  6. The legal plan can save you money. ALADS legal plan has spent nearly \$1,000,000 representing a single ALADS member. Do you have a \$1,000,000 laying around? Typical attorney fees can run upwards of \$300+/hour. Under the Legal Defense Plan we all contribute through member dues minimizing the personal cost for every deputy and district attorney investigator.
  7. As a member, covered services are paid for in full when using a panel attorney with zero out-of-pocket costs and/or deductibles.
  8. Freedom of choice. You may choose any firm within the ALADS Legal Defense Panel for administrative coverage. ALADS currently has 40+ plus attorneys on its Panel.
  9. ALADS Legal Defense Plan services are easy to access:
    - a. Call ALADS directly and request to speak to a Legal Plan Representative.
    - b. Our representatives will ask you a few questions and submit a legal referral to one of our four panel firms of your choosing: The Law Offices of Charles Goldwasser; The Gibbons Firm, PC; The Law Office of Rains Lucia Stern St. Phalle & Silver, PC; and The Law Offices of Stone Busailah, LLP.
    - c. An ALADS case number will be emailed to you along with a confirmation that your referral was processed.
    - d. You will receive a call from the panel attorney within 1-3 business days depending upon the urgency of the matter.
    - e. You have the option of receiving a consultation by your attorney by phone or in person.
  - 10. ALADS will dispatch an attorney during exigent circumstances such as an officer-involved shooting, death in custody, deadly use of force, etc.**
  11. There is no limitation of how many times per year a member may use ALADS LDF legal services for administrative, civil, and criminal representation\*.
  12. The Legal plan will provide a peace of mind for yourself and your family throughout your career.
- \*Criminal representation will be provided for a participant charged with a criminal offense with respect to on-duty/off-duty acts or omissions within the course and scope of employment.

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# ALADS Legal Defense Plan: ONLY AVAILABLE TO ALADS MEMBERS

Your Dues Provide Legal Protection For You and Your Fellow ALADS Members

## More than 1,900 Active Legal Referrals

ALADS Legal Defense Plan consists of a 4-panel law firm model comprised of 40+ attorneys. ALADS members who used ALADS legal services were surveyed and the results showed that our attorneys' commitment to customer service and quality assurance met the highest standards.

ALADS continues to provide the best legal protection throughout members' careers. Our attorneys demonstrate expertise in departmental policy and law enforcement-related issues, provide legal advisement, and **represent members during IA or ICIB interviews, Civil Service Commission Hearings, Trial Court Proceedings\* (Superior Court) and Appellate Court Proceedings\* (Court of Appeals).**

The ALADS Legal Defense Plan Document is ERISA compliant which ensures the legal rights of participants.

### Features of the ALADS Legal Defense Plan include:

- Organizational capacity to assist ALADS' more than 8,000 Voting Members and Reserve Deputies
- 24/7 coverage available through ALADS' continuously staffed call-in line
- Right to choose from a panel of law firms consisting of 40+ attorneys
- Coverage for administrative legal representation and criminal proceedings related to course and scope of employment

- Monitoring of civil action brought against member
- 1-hour consultation on a general matter (per year, as of the referral date)
- Option for reimbursement of up to five (5) days of discipline-related salary loss in lieu of appeal
- Locally administered and operated plan entirely governed by an elected ALADS Board of Trustees (**comprised of 100% of ALADS members**)

The ALADS Legal Defense Fund is a self-funded plan available only to ALADS Voting Members and Reserve Deputies. ALADS' LDF is designed to cover law enforcement-related exposures and access to additional benefits found in the LDF Plan Document. As allegations arise, both internally and externally against law enforcement, we will continue to work hard to protect ALADS members.

*For a complete list of benefits, please reference the ALADS Legal Defense Fund Plan Document. For representation, call ALADS at (323) 213-4005 and request to speak to a Legal Plan Representative.*

*\*Legal representation after civil service commission proceedings is discretionary and requires LDF Administrator approval.*

## Take Advantage of the Benefits of Your ALADS Membership



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# ALADS DEFENSE REPRESENTATIVES

**24/7**  
**Call ALADS**

- 1) If you are notified that you are a subject of an investigation . . .
- 2) If you are notified that you are a witness in an investigation . . .
- 3) If you are called into a supervisor's office and you feel you may be under investigation . . .
- 4) If you are involved in a significant use of force – There will be an investigation . . .
- 5) If the department looks at you funny . . .
- 6) If you have any questions . . .



**Matthew Cline**  
mccline@alads.org



**Boris Nikolof**  
bnikolof@alads.org



**Mark Sanchez**  
msanchez@alads.org



**Anthony Spatola**  
aspatola@alads.org

**Front Desk: (323) 213-4005**

## ALADS Proudly Offers the Following Law Offices for Defense Representation

**The Law Office of  
Rains Lucia Stern  
St. Phalle & Silver, PC**  
[www.rlslawyers.com/](http://www.rlslawyers.com/)

**The Law Offices of  
Charles Goldwasser**

<http://goldwasser-law.com/>

**The Law Office of  
Stone Busailah, LLP**  
[www.stonebusailah.com/](http://www.stonebusailah.com/)

**The Gibbons Law  
Firm, PC**

[www.thegibbonsfirm.com/](http://www.thegibbonsfirm.com/)

**If You Require Defense Representation, Call ALADS at (323) 213-4005**

*\*Contact ALADS for which coverage applies.*

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# Legislative Threats to Public Safety and Law Enforcement Well-Being Abound, Yet ALADS Remains Vigilant



By Matt Siverling  
Legislative Advocate, ALADS

The Legislature has returned from the Interim Recess and has officially gavelled-in for the 2021-22 Legislative Session. The Senate and Assembly returned for a brief, socially-distanced one-day Organizational Session on December 4, 2020, where they performed swearing-in ceremonies for Members as well as orientation for the newly elected legislators. The Senate, with 39 Members, was able to conduct their business on the Senate Floor; but the Assembly deemed their Chambers not conducive to social distance mandates and held their activities at the Golden 1 Center

stadium several blocks from the State Capitol. After the holidays, the Members returned for more traditional activity on January 11th, after delaying the previously scheduled January 4th start date in light of surging pandemic infections after the holiday gatherings.

Until February 19th, the Senate and Assembly vetted and introduced proposals for consideration in 2021. The key nuance to be aware of this year is a firm Directive from the Speaker and Pro Tem to severely limit the scope and number of bills that are to be introduced and heard this year. For context, the Assembly Rules in a typical year allow each Member to introduce 30 bills (Senate is 40). This year, the Assembly has begun with a strict 12 bill limit per member. Further, they have strongly urged that any bill introduced have an arguable nexus to the COVID-19 pandemic, homelessness/housing, climate change, among a limited list of Caucus priorities, including Police Reform.

During the rollout of the 2021 Session, leadership from both Houses made clear that the work that was unfinished or paused during the end of the Session last year will be prioritized and accomplished, in some form, this year. For example, measures related to establishing a system for licensing and "decertifying" peace officers have already been put into print (Senate Bill 2: Bradford, Assembly Bill 17: Cooper and Assembly Bill 60: Salas). These measures will reignite the discussion that fell short last year in Senate Bill 731 (Bradford), which was the most hostile attack on the profession we experienced in 2020. Bills that attempt to address crowd control issues during demonstrations,

protests, and riots have been relaunched into the debate (Assembly Bill 48: Gonzalez). These measures are introduced in the wake of the holding of Assembly Bill 66 from last Session, which largely sought to prohibit various forms of non-lethal crowd control tools. It was fueled by anecdotal media coverage of injuries sustained by individuals at protests last summer. Efforts to criminalize failure to intercede when able to stop or prevent excessive force have been reintroduced (Assembly Bill 26: Holden). Last year, AB 1022 was killed by the fiscal committee, which we fiercely lobbied to hold the bill. The misguided measure was drafted with high profile "failures to intercede" in mind; but created a simply impossible standard to adhere to in a fast-moving, dynamic reality. Last year, the measure to further open public access to peace officer personnel records ran out of time when the clock expired, but Senator Skinner has already reintroduced the bill this year (Senate Bill 16). Efforts to provide unfettered access during a protest to secure and closed areas by members of the media were held last year when the Governor vetoed Senate Bill 629 (McGuire). Still, the Senator has already brought the issue back for another try (Senate Bill 98). Law enforcement faced all of these issues and more last year and will be thrown immediately back into the fray this year as Committees begin to shape their 2021 agenda. We should anticipate more to come.

It will be critical for rank-and-file peace officers to remain active and vigilant as these debates play out throughout the Legislative Session. Each of these measures has the potential to affect the career and, most importantly, the safety of deputies who are already facing historically hostile working conditions after nearly a year of national public outcry for police reform. Those directly affected by these proposed reforms must be at the table and steadfast in commitment to ensuring that officers' rights and well-being are not lost or compromised in the quest for reform.

As we have been for every other critical legislative issue that affects sheriff deputies, ALADS will proactively maintain a strident and outspoken presence on your behalf at the State Capitol in Sacramento. We are committed to ensuring that, prior to any vote being cast, all decision-makers are fully educated on the impact of ill-advised proposals targeting the profession; and on the safety and well-being of the public.



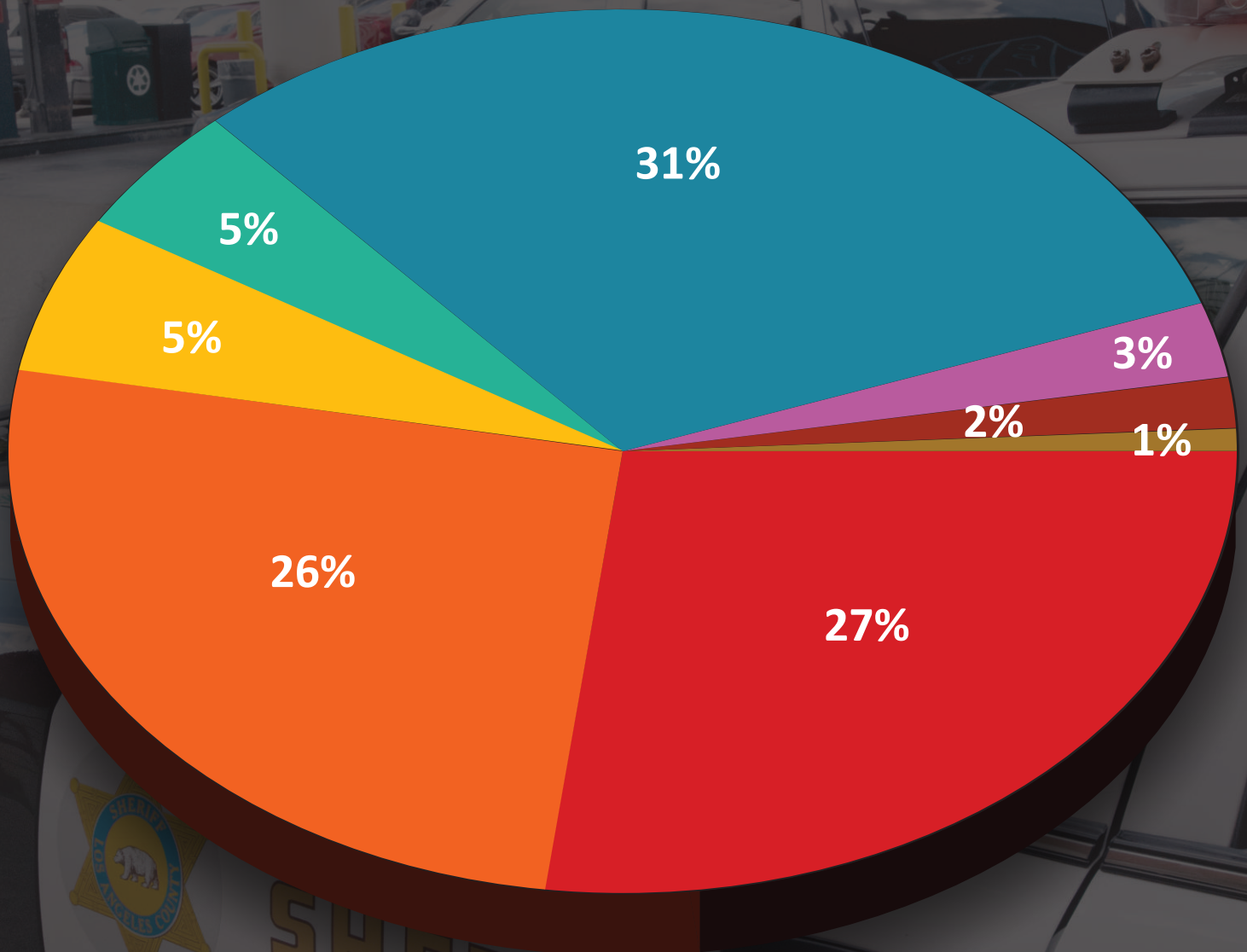
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# BUDGET SUMMARY 2020



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# BUDGET SUMMARY 2020

## ■ Legal Defense Fund

*Legal Services represent legal fees and costs to cover member related law enforcement exposures, promotions, payroll matters, UFC's and other general labor issues. It also covers all administrative, civil, and criminal proceedings against ALADS members as well as ALADS corporate legal matters.*

## ■ Payroll and Related Expenses

*Overall salaries and benefits paid to ALADS employees that conduct day-to-day operations in the office. There are currently 23 employees.*

## ■ Operating Services and Supplies

*Expenses related to regular operation of the association including but not limited to office equipment and supplies, building repairs and maintenance, utilities, printing and meeting expenses. It also includes memberships to L.A. County Federation of Labor(LAFed), Marine Engineers Beneficial Association (MEBA), Coalition of California Law Enforcement Associations (CCLEA), Southern California Association of Law Enforcement (SCALE), California Peace Officers Memorial Fund (CPOMF), Coalition of County Unions (CCU) and California Contract Cities (CCCA).*

## ■ Membership Expenses

*Membership Benefits are expenses related to events/activities (Family night, Baker to Vegas, Awards Banquet, Summer Games and Memorial Events), trainings and seminars, materials (including membership communications like the Dispatcher, newsletter, e-mail blasts, website, social media, and ALADS App), meetings (salary contract negotiations, PEC, unit rep, and facilities), community outreach and retirement plaques.*

## ■ PAC Contribution

*This account is for supporting or opposing candidates in various city, county and state elections.*

## ■ Professional Services

*Professional Services are consulting services related to public relations, accounting and auditing, investment, witnesses, experts and investigations.*

## ■ Goodwill and Welfare

*This expenditure provides funding for sponsorships to support department events, military leave dues, the Sheriff's Relief Fund, scholarships and member activities.*

## ■ Legislation

*Legislation expense is for a lobbyist and travel expenses of ALADS representatives to and from Sacramento in support or opposition of legislation.*

■ Legal Defense Fund	27%
■ Payroll and Related Expenses	26%
■ Operating Services & Supplies	5%
■ Membership Expenses	5%
■ PAC Contribution	31%
■ Professional Services	3%
■ Goodwill and Welfare	2%
■ Legislation	1%



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# ALADS C.A.R.E.S. NEEDS YOUR SUPPORT



The COVID-19 pandemic prevented ALADS from holding its two fundraising events for ALADS C.A.R.E.S., the Annual ALADS Awards Banquet, and ALADS' Bob Hermann Charity Golf Tournament, causing funds to run extremely low and ALADS C.A.R.E.S. to have to limit donations.

In 2020, we created the ability for all Los Angeles County employees to donate to the ALADS C.A.R.E.S. Foundation via payroll deduction. We ask that ALADS members donate \$2.50 per paycheck. **That would be just \$5 a month to support your fellow deputy sheriffs and district attorney investigators in their time of need.** If you are not a deputy sheriff or district attorney investigator but are a Los Angeles County employee, we would appreciate your support too. You can also make donations via payroll deduction. Donations to ALADS C.A.R.E.S. are tax-deductible, so let your tax professional know that you donated. Of course, ALADS will always accept one-time donations on our website [www.alads.org](http://www.alads.org) through Paypal or a written check mailed to the ALADS Facility.

The ALADS C.A.R.E.S. Foundation is about taking care of emergent situations. If the request meets our criteria of support for an injured deputy sheriff or district attorney investigator in the greater Los Angeles County, our foundation will consider support based on need and the availability of funds. If we make the days following an accident a little easier for peace officers' families, then we have achieved our goal.

Since its inception in 2014, **the ALADS C.A.R.E.S. Foundation has donated nearly \$1.8 million to members and their families in need.**

The payroll deduction form is on the next page or you may contact your Field Representative or the ALADS Facility at (323) 213-4005 to request a payroll deduction form. Checks for one-time donations can be sent to:

ALADS C.A.R.E.S. Foundation  
2 Cupania Circle  
Monterey Park, CA 91755

Remember to let your tax professional know you donated. We appreciate your generosity! The ALADS C.A.R.E.S. Foundation 501(c)(3) tax ID# is 45-3275658.



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# REQUEST FOR CONTRIBUTION TO THE ALADS C.A.R.E.S. FOUNDATION

## COPS AND RELATIVES EMERGENCY SUPPORT

When tragedy strikes a deputy sheriff or district attorney investigator – whether on- or off-duty – it affects all of us. Unfailingly, we come together to the aid of our brothers and sisters in need. To assist with this worthy endeavor, we at ALADS created the ALADS C.A.R.E.S. (Cops and Relatives Emergency Support) Foundation – a 501(c)(3) non-profit corporation that is funded by donations from deputy sheriffs, district attorney investigators, ALADS, and other fund-raising efforts. The ALADS C.A.R.E.S. Foundation gives us the ability to lend prompt support to a deputy or district attorney investigator in an emergency situation. However, the support provided by the ALADS C.A.R.E.S. Foundation does not stop there – it allows us to assist all members of law enforcement in the greater Los Angeles area, as well as their families.

If you are aware of such a situation, we would urge you to report it to the ALADS C.A.R.E.S. Foundation at 323-213-4005. If the request meets certain criteria, the ALADS C.A.R.E.S. Foundation can provide much needed support and funds to an injured law enforcement officer or their family. While we can't prevent every tragedy, the ALADS C.A.R.E.S. Foundation can help to ease the burden on law enforcement and their families when dealing with such tragic situations.

For more information about the ALADS C.A.R.E.S. Foundation, please go to: <http://www.alads.org/Home/Cares>

**To make an automatic monthly donation to the ALADS C.A.R.E.S. Foundation through payroll deduction, please complete the section below and mail to: ALADS | 2 Cupania Circle | Monterey Park, CA 9175 or email the signed form to [cares@alads.org](mailto:cares@alads.org)**

☐ **Yes! I want to support my fellow Deputy Sheriffs and District Attorney Investigators through the ALADS C.A.R.E.S. Foundation.**

By checking the above box, I hereby authorize the auditor of the county of Los Angeles or his agents to deduct monthly from salary earned by me in any department or district of the County of Los Angeles the amount shown hereon and to pay same to the Association for Los Angeles Deputy Sheriffs. I expressly understand and agree that the auditor, his agents, or the county acting under this authorization shall not be liable in any manner for failure or delay in making the deduction or payments here authorized.

County Employee Number \_\_\_\_\_

Deduction Code: **EU109**

Name (First, Middle, Last) \_\_\_\_\_

☐ **My contact information matches what is on file with ALADS.**

By checking this box, I hereby expressly authorize ALADS to release my contact information to ALADS C.A.R.E.S. Foundation for the handling of all aspects of this charitable donation.

If you believe that your contact information might be out of date, please fill out the following:

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Personal E-mail (non-LASD) \_\_\_\_\_

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Preferred Contact Method: ☐ Phone ☐ Email

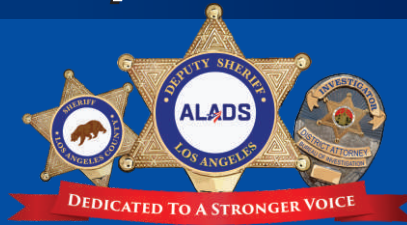
Monthly Payroll deduction amount (please check one): ☐ \$5 ☐ \$10 ☐ \$20 ☐ Other amount \$ \_\_\_\_\_

Signature\*: \_\_\_\_\_ Date\*: \_\_\_\_\_

*Your donation is tax deductible to the extent allowable by law. The ALADS C.A.R.E.S. Foundation 501(c)(3) organization. Tax ID# is 45-3275658*



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- ALADS Quarterly Magazine, *Dispatcher*
- PDRF information
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- and many more!



# Important Dates and ALADS Sponsored Events

## MARCH

### ALADS Unit Representative Meeting

Wednesday, March 3, 2021  
12 PM

Virtual Meeting

(Unit Representatives Only)

If you have any questions or concerns that you would like to be addressed at the meeting, please contact your unit representative or email us at [info@alads.org](mailto:info@alads.org).

### ALADS Board of Directors Meeting

Friday, March 5, 2021  
11 AM

Virtual Meeting

### Body Scan International House Call

Monday – Friday,  
March 8-12, 2021

Truck behind ALADS Facility  
Call (877) 274-5577 to make an appointment today!

### ALADS Board of Directors Meeting

Friday, March 19, 2021  
11 AM

Virtual Meeting

### Cesar Chavez Day

Wednesday, March 31, 2021  
ALADS Facility Closed

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

## APRIL

### ALADS Board of Directors Meeting

Friday, April 2, 2021  
11 AM

Virtual Meeting

### ALADS Unit Representative Meeting

Wednesday, April 7, 2021  
12 PM

Virtual Meeting

(Unit Representatives Only)

If you have any questions or concerns that you would like to be addressed at the meeting, please contact your unit representative or email us at [info@alads.org](mailto:info@alads.org).

### LASD Round-Up

Sunday – Wednesday  
April 11-14, 2021  
Laughlin, NV



### Body Scan International House Call

Monday – Friday,  
April 12-16, 2021

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### ALADS Board of Directors Meeting

Friday, April 16, 2021  
11 AM

Virtual Meeting

## MAY

### California Peace Officers' Memorial Ceremony

Sunday – Monday,  
May 2-3, 2021  
Sacramento, CA

### ALADS Unit Representative Meeting

Wednesday, May 5, 2021  
12 PM

Virtual Meeting

(Unit Representatives Only)

If you have any questions or concerns that you would like to be addressed at the meeting, please contact your unit representative or email us at [info@alads.org](mailto:info@alads.org).

### ALADS Board of Directors Meeting

Friday, May 7, 2021  
11 AM

Virtual Meeting

### Body Scan International House Call

Monday – Friday,  
May 10-14, 2021

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Call (877) 274-5577 to make an appointment today!

### National Peace Officers' Memorial Week

Monday – Sunday,  
May 10-16, 2021  
Washington, D.C.

### ALADS Board of Directors Meeting

Friday, May 21, 2021  
11 AM

Virtual Meeting

### Memorial Day

Monday, May 31, 2021  
ALADS Facility Closed



# Dispatcher Statement of Ownership, Management and Circulation

**UNITED STATES POSTAL SERVICE® (All Periodicals Publications Except Requester Publications)**

1. Publication Title: **ALADS Dispatcher**

2. Publication Number: **0 0 0 0 - 9 6 1**

3. Filing Date: **January 2021**

4. Issue Frequency: **Quarterly**

5. Number of Issues Published Annually: **4**

6. Annual Subscription Price: **\$35.08**

7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4®):  
**2 Cupania Circle, Monterey Park, CA 91755**

8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer):  
**2 Cupania Circle, Monterey Park, CA 91755**

9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank):  
Publisher (Name and complete mailing address):  
**Association for Los Angeles Deputy Sheriffs, Inc.  
2 Cupania Circle, Monterey Park, CA 91755**  
Editor (Name and complete mailing address):  
**Ronald Hernandez  
2 Cupania Circle, Monterey Park, CA 91755**  
Managing Editor (Name and complete mailing address):  
**James Wheeler  
2 Cupania Circle, Monterey Park, CA 91755**

10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)  
Full Name: **Association for Los Angeles Deputy Sheriffs**  
Complete Mailing Address: **2 Cupania Circle, Monterey Park, CA 91755**

11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box: ☒ None

12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)  
The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes:  
☒ Has Not Changed During Preceding 12 Months  
☐ Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)

PS Form 3526, July 2014 (Page 1 of 4 (see instructions page 4)) PSN: 7530-01-000-9031 PRIVACY NOTICE: See our privacy policy on www.usps.com.

13. Publication Title: **ALADS Dispatcher**

14. Issue Date for Circulation Data Below: **January 2021**

15. Extent and Nature of Circulation

		Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)		12,000	12,000
b. Paid Circulation (By Mail and Outside the Mail)	(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	6,859	10,012
	(2) Mailed In-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	3,213	0
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c. Total Paid Distribution (Sum of 15b (1), (2), (3), and (4))		10,072	10,012
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)	(1) Free or Nominal Rate Outside-County Copies included on PS Form 3541	0	0
	(2) Free or Nominal Rate In-County Copies included on PS Form 3541	0	0
	(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g., First-Class Mail)	0	0
	(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	800	800
e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3) and (4))		800	800
f. Total Distribution (Sum of 15c and 15e)		10,872	10,812
g. Copies not Distributed (See Instructions to Publishers #4 (page #3))		1,128	1,188
h. Total (Sum of 15f and g)		12,000	12,000
i. Percent Paid (15c divided by 15f times 100)		92.64%	92.60%

\* 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.

PS Form 3526, July 2014 (Page 2 of 4)

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**MANAGING EDITOR**

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c. Total Print Distribution (Line 15f) + Paid Electronic Copies (Line 16a)		
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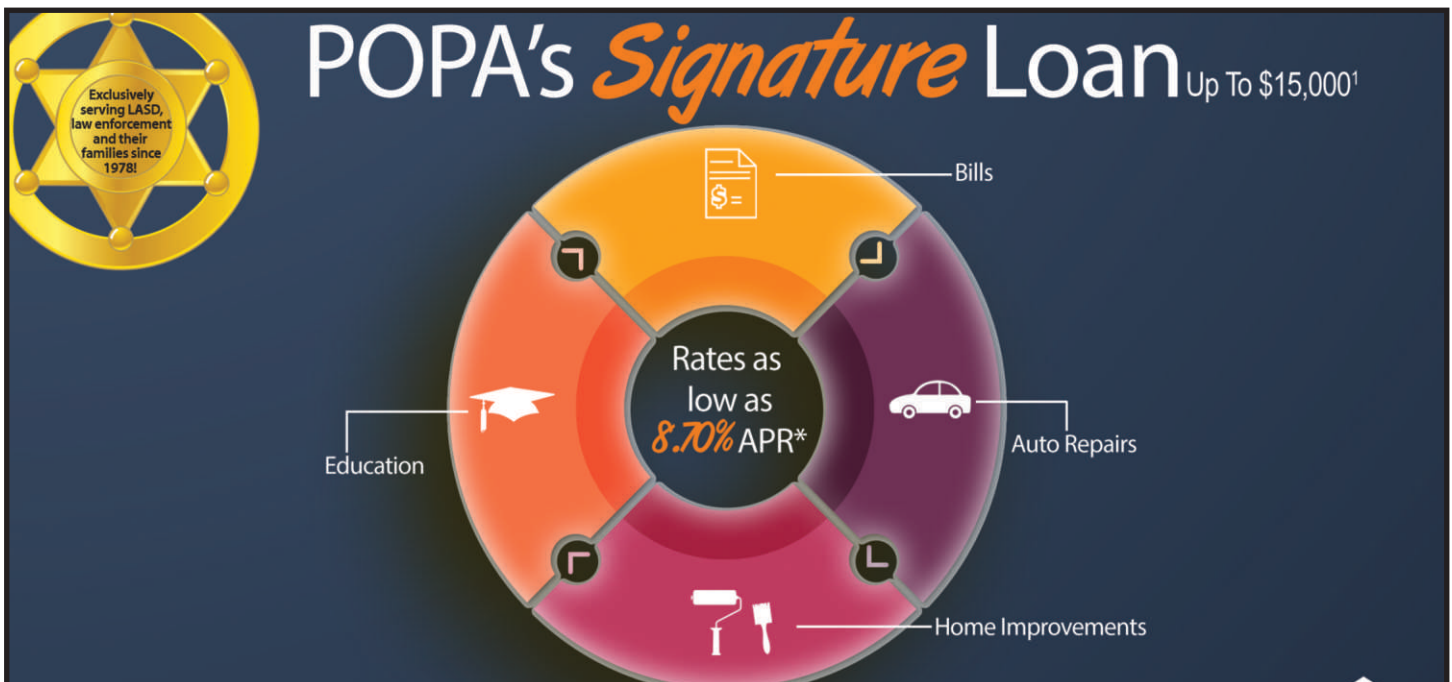
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## Farewell 2020... Final Tally of New California Laws for 2021

**Author: Maurice Sinsley, Esq.**  
Stone Busailah, LLP

**A**s 2020, undoubtedly, a year to remember comes to an end, new laws regarding police use of force, investigations, bias screening, and demilitarization will take effect.

**Senate Bill 230 POST Standards et al.** As you may recall, SB 230 (Caballero D-Salinas) received wide law enforcement support and became law on January 1, 2020. SB 230 added new requirements for all law enforcement agency use of force policies, established minimum standards and reporting procedures effective January 1, 2021. SB 230 also tasked POST, to develop uniform minimum guidelines for law enforcement agency adoption of use of force and its reporting.

On November 4, 2020, the revised "POST Use of Force Standards and Guidelines" established 21 standards for agencies to

incorporate into their use of force policies. Although some agencies have already implemented their own use of force reporting requirements, the new standards include guidelines on when an officer *can or cannot* point a firearm at an individual, as well as internal reporting requirements whenever such an incident occurs.

**Assembly Bill 846** (Burke D-Inglewood, & Irwin D-Thousand Oaks) adds *Government Code* §1031.3, requiring POST to include explicit and implicit bias screening in the minimum standards of peace officers. AB 846 also adds *Penal Code* §13651, which requires law enforcement agencies to update their peace officer job descriptions to emphasize community-based policing and collaborative problem solving while de-emphasizing the job's paramilitary aspects.

**Assembly Bill 1185** (McCarty D-Sacramento) adds a new *Government Code* §25303.7,

which allows a county to establish civilian oversight boards with subpoena power to oversee a local sheriff's department *management of public funds*. Neither new §25303.7 nor existing §25303 authorize oversight of a sheriff's *investigative* functions. Nonetheless, in light of the increased scrutiny of law enforcement, we can expect new civilian oversight boards to challenge such limitations.

**Assembly Bill 1506** (McCarty D-Sacramento) adds *Government Code* §12525.3, which requires a state prosecutor, or California Attorney General, to conduct investigations into officer-involved shootings that result in the death of an unarmed civilian or anyone not in possession of a deadly weapon. If criminal charges are found to be warranted, the state prosecutor is authorized, but not required, to prosecute a criminal action against the officer.

continued on page **41**

*"Defending Those Who Protect Others"*





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**Assembly Bill 1196** (Gipson D-Carson) adds *Government Code* § 7286.5, which prohibits law enforcement agencies from authorizing the use of the carotid restraint or chokehold.

**Senate Bill 480** (Archuleta D-Pico Rivera) adds *Penal Code* §13655, prohibiting law enforcement agencies from authorizing their employees to wear military-style camouflage uniforms for patrol and crowd control situations. Exceptions apply to SWAT members and others wearing prominent “police” or “sheriff” patches on what might

otherwise be perceived as a military uniform.

This new law followed claims that civilians could confuse local law enforcement uniforms with that of the National Guard deployed during the recent civil unrest. The legislature was influenced by a belief that officers dressed like soldiers may change their perception of physical threats and increase their likelihood of reacting to those threats with violence.<sup>1</sup>

Even though 2020 is behind us, we can

expect continued legislative pressure on even the most common and routine local law enforcement procedures.

In the meantime,

**Stay Safe – Stay Healthy in 2021!** 

**MAURICE SINSLEY** is an associate attorney with Stone Busailah, LLP, who has 30 years of fire service experience in Southern California.

<sup>1</sup> See Assembly Committee on Public Safety Hearing Analysis August 5, 2020.

*“Defending Those Who Protect Others”*



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# New POST Standards for 2021

**Author: Maurice Sinsley, Esq.**  
Stone Busailah, LLP

**A**s you may recall from our previous bulletins, **Senate Bill 230** (Caballero D-Salinas) became law on January 1, 2020, requiring all law enforcement agencies to implement comprehensive use-of-force policies according to *Government Code* §7286. Under SB230, effective January 1, 2021, all law enforcement agencies must maintain use-of-force policies that include requirements for de-escalation and crisis intervention techniques, the use of lethal and non-lethal force, and reporting procedures.

An essential requirement of SB 230 was for POST, the Commission on Peace Officer Standards and Training, to develop uniform guidelines on the use of force and reporting. On November 4, 2020, the revised "POST Use of Force Standards and Guidelines" established 21 standards and 84 guidelines for agencies to incorporate into their use-of-force policies. Although many of the guidelines are already followed by most agencies, some create confusion about what is *required* vs. what is *recommended*.

## **POST Standard #6**

**Standard #6** recommends that agencies provide clear rules regarding *when* an officer *may or may not* (1) draw a firearm, (2) point a gun at an individual, and (3) that any intentional pointing of a gun at an individual should be reported internally.

The rationale for these new standards come from a line of cases from the 9th Circuit Court of Appeals that has held the pointing of a gun at someone may constitute excessive force, even if it does not cause physical injury.<sup>1</sup> In high crime areas where officers routinely draw their weapons, confusion about whether such incidents must be reported as a use-of-force may increase the risk to officers.

To be clear, **Standard #6** requires an agency to have a policy on *when* an officer may or may not draw a firearm. It does not require a policy to internally report every incident where an officer merely draws a weapon, in the low ready or other position, and not pointed at an individual. While **Standard #6** requires that any intentional pointing of a firearm at an individual **be reported internally**, it does not require that such

incidents be reported **externally**.

## **POST Standard #12**

Under existing law,<sup>2</sup> all law enforcement agencies must report use-of-force data to the Department of Justice (CalDOJ). **Standard #12** restates the CalDOJ reporting requirements and requires agencies to require prompt internal reporting of a use-of-force incident.

**Standard #12** does not change what data must be reported and, like **Standard #6**, does not require agencies to report incidents where an officer draws a firearm or points a firearm at an individual.

It is crucial to keep in mind that while transparency is essential to increasing public trust in law enforcement, agency policies should always balance what is required by law and what is imperative to officer safety. *Anything less is unacceptable.*

In the meantime,

**Stay Safe and Healthy!**



<sup>1</sup> *Robinson v. Solano County*, 278 F.3d1007, 1013-14 (9th Cir. 2002).

<sup>2</sup> *Government Code* §12525.2. and §12525.5.

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## Health Beat

/ by Jennifer Lincicum / ALADS Insurance Consultant

## ALADS ANTHEM BLUE CROSS

COVID-19  
Resources

## ALADS Health Plans

With growing concerns regarding the Coronavirus (COVID-19), we wanted to be sure our members have peace of mind with access to available resources, just in case you or your loved ones start feeling sick. If you are enrolled in an ALADS Anthem Blue Cross medical plan, you can always contact your Anthem Blue Cross provider, but please know that you and your enrolled dependents also have access to the following resources:

- **COVID-19 Testing and Antibody Testing is Covered**
- **COVID-19 Treatment is Covered**

ALADS Insurance Consultant  
**Jennifer Lincicum**



**W**ith the New Year and ongoing pandemic, ALADS wants to be sure their members are aware of the COVID-19 resources that are available. For members and dependents enrolled in an ALADS Anthem Blue Cross medical plan, please be advised that you have access to coverage for COVID-19 testing at no out-of-pocket cost. Anthem Blue Cross is continuing to waive copays, coinsurance, deductibles, and prior authorization/referrals for in-network FDA-approved COVID-19 testing. This cost-share waiver also extends to in-network FDA-approved COVID-19 antibody (serology) tests and is effective throughout the duration of the public emergency.

To locate an in-network COVID-19 testing facility, Anthem Blue Cross members can visit

<https://www.anthem.com/ca/coronavirus/> and select Find a Testing Center. Alternatively, you may use the testing site locator tool on the Sydney Care app or call Anthem Blue Cross Customer Service at the number on the back of your ID card at **(800) 227-3771**.

Please be advised that Anthem Blue Cross members and dependents also have access to the following resources:

- No cost COVID-19 treatment from in-network doctors and hospitals
  - Treatment must be medically necessary and received from an FDA/CDC-approved facility
  - Treatment is fully covered through **January 31, 2021**, until further notice
- 24/7 NurseLine – Registered nurses are available to answer your COVID-19 related questions, simply call **(800) 977-0027**
- Sydney Care – Anthem's mobile app that includes a no-cost COVID-19 risk assessment tool
- LiveHealth Online – 24/7 digital access to board-certified doctors via your computer or mobile device
  - COVID-19 related visits are covered at no member cost share until **March 31, 2021**
- IngenioRx Early Prescription Refill Limits – Early refills for maintenance medications and home delivery services available, simply call **(833) 261-2466**

- The Holman Group – Confidential, specialized behavioral health services available to you and your family, simply call **(800) 321-2843**
- Remote Gym Membership Services – For a list of in-network gyms offering remote services during COVID-19, navigate to <https://www.promotehealthyhabits.com/sharecare/Prime/ALADS-gyms.pdf> or simply call **(877) 302-5237**

Please note, this is only a summary of the COVID-19 resources available to members and dependents enrolled in an ALADS Anthem Blue Cross medical plan. To stay up to date on the COVID-19 services and resources available to you through the ALADS Anthem Blue Cross medical plans, please refer to the COVID-19 benefit resources flyer in the following link: <http://mybenefitsbrochure.com/alads/ALADS-COVID-19BenefitResourcesFlyer.pdf>.

\* \* \*

*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**

# New Year and the Best You

President of The Holman Group  
**Dr. Ron Holman**



It is hard to imagine that we are approaching a year of living with COVID-19. The pandemic has been taxing on all of us. However, law enforcement and their families have had a front row seat. Chronic concerns of exposure to COVID-19, isolation and loneliness can impact mental health. In the New Year, it is even more important to address stress, depression and anxiety. Begin the year strong by using the resources and tools available to you. If you've had a hard day, or you are struggling at home, or you simply woke up feeling blue, the Holman Group is here to help. We have counselors available who understand and utilize the safest methods of service delivery, which is currently Telehealth.

*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.*

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ALADS Benefit Service Center  
**Scott Freeman**



- LASIK
- LASEK
- LTK
- PRK
- PARK or PRK-A

This Anthem Blue Cross benefit provides lifetime reimbursement of up to \$1,500 per eye. No referrals are necessary for this enhanced benefit. Anthem Blue Cross HMO and PPO members can use either an in-network or out-of-network provider.



However, to maximize savings, Members should use an Anthem Blue Cross in-network HMO or PPO provider. To search for providers, please visit the ALADS benefit resource page at [www.mybenefitchoices.com/alads](http://www.mybenefitchoices.com/alads). Click the “Find a Provider” link and

enter your zip code. In the search bar, enter “Ophthalmologist”. You will see a wide range of qualified providers who can perform the Lasik procedure for you and your family.

When going to your appointment, you must pay out of pocket for services. Anthem Blue Cross will then reimburse you by submitting these three documents to the ALADS Benefit Service Center:

- An itemized paid invoice from your provider
- Anthem Claim Form
- HIPAA Authorization Form

The claim and HIPAA authorization forms are be found online at [www.mybenefitchoices.com/alads](http://www.mybenefitchoices.com/alads). For the quickest turnaround time, send them via email to [alads@mybenefitchoices.com](mailto:alads@mybenefitchoices.com) or transmit them through the U.S. Mail to the address listed above. The ALADS Benefit Service Center is here to act as your liaison with Anthem Blue Cross and provide you with a seamless and effective communication conduit while always keeping you in the loop.

**T**he ALADS Anthem Blue Cross Plans offer excellent health benefits, including many perks such as the Lasik Reimbursement Program. Lasik is a specialized eye surgery performed with lasers. This procedure can correct sight problems such as nearsightedness, farsightedness, and astigmatism. Each enrolled ALADS Anthem Blue Cross member, spouse, domestic partner, and dependents over 18 years old are eligible for this benefit. Covered eye surgeries include:







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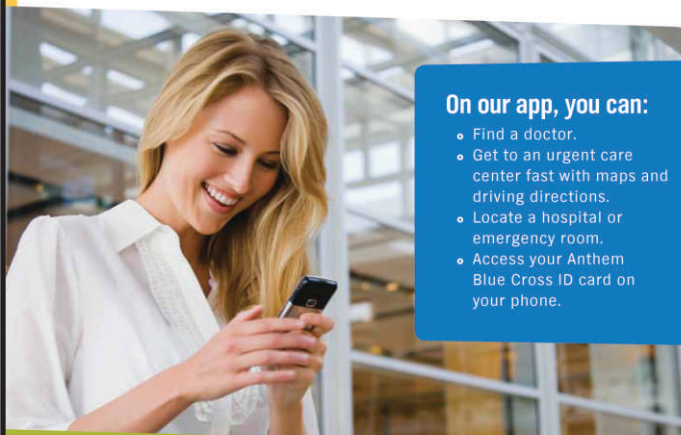
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## ALADS Interview of Rosemead City Council Member Margaret Clark

# Three Decades of Leadership



**D**uring these uncertain times there has been one constant voice of leadership upon which the residents of the city of Rosemead have been able to depend for 30 years. Elected in March of 1991, Margaret Clark has served as the Mayor of Rosemead seven times.

Over the years, Margaret Clark has witnessed the role of a City Council Member evolve. In the past, City Council Members only focused on local issues within their cities. Now City Council Members must focus on federal, state, county, and local issues.

"One of my passions is common sense environmental. God gave us this planet and we need to take care of it. I have seen over the years how environmental regulations can actually hurt the environment. Like when the California Air Resources Board wanted to mandate a gasoline additive to clean up the air, that additive got into polluting the ground water."

Margaret Clark is recognized by City Council Members from 88 cities in and around Los Angeles County as an active national, state, and regional leader on water quality and environmental issues.

Over the years, the role our deputies play in



our community has also changed. "We really love and appreciate our deputies. Our deputies are very engaged in our community. The deputies come out and meet with the community, attend watch meetings, and explain to the residents how to prepare and protect their house and themselves from scams."

The COVID-19 pandemic has also changed our deputy's jobs adding more health risk as well as a need for additional human interaction due to isolation and unemployment. "Our deputies are interacting with our residents even more." COVID-19 has changed how we go about

our lives especially for children and seniors who must isolate themselves from others. "Our deputies are trying hard to be on top of everything. A dad called and said it was his son's sixth birthday and we couldn't celebrate it because of the COVID orders. So, our deputies went out to visit the boy and wish him a happy birthday. It was so cute. It just shows how they care."

"I have always been a strong supporter of public safety and our deputies."

It is easy for individuals to second-guess and criticize deputy sheriffs. "I have been a big advocate for a long time of the Sheriff's Department conducting an elected official Academy. When I first got on the City Council, I attended an Academy. They put us through different situations. There was a mock course, it felt real and you had to decide what to do and you did not know somebody behind the counter had a gun and what he was going to do with it. I didn't sleep that night. It showed me how difficult and dangerous the job of a deputy sheriff is and that Monday morning quarterbacking is easy when you don't have to make life and death decisions in seconds."

Margaret Clark is most fond of her efforts to bring back civility, honesty and integrity to the Rosemead City Council.







Dear  
ALADS



ALADS Defense Representative  
Boris Nikolof

Dear ALADS,

I wanted to express my sincere gratitude regarding my experience with my grievance.

I have never used my member benefits for anything more than basic discounted tickets or reading the *Dispatcher* that comes in the mail. Being on this Department for 11 years, I had no clue how hard this union will fight for us.

I filed a grievance against Aero Bureau in regards to my training failure back in November. I was very disappointed and disheartened to find out that I was failing the training program for no apparent reason besides "lack of experience," which was never elaborated on. Many trainees before me had been removed from Tactical Flight Deputy Training for the same unexplainable reason.

Boris Nikolof was assigned as my representative for my grievance. Boris did a fantastic job at explaining things and showing sincere dedication to this case from day one.

Boris put together an unbelievable PowerPoint presentation for my Captain's level hearing. I had handed him 26 pages of notes that I had written. Boris went over my notes and combed through the few evaluations we were provided (Boris had to make numerous attempts to get a hold of the evaluations).

During the Captain's level presentation, Boris brought up excellent points on how I was hazed, mistreated, unfairly scrutinized, and most importantly, set up for failure.

Boris kept me informed throughout the process and was very timely with his responses. He let me know right away that the grievance was denied at the Captain level, and it progressed to the Chief.

While preparing for the Chief's presentation, Boris followed up with me on additional details, which I had asked him to do. Boris went above and beyond. He also followed up with another trainee who I suggested he contact.

While speaking to the Chief, Boris was very ready to argue our case. The presentation he put together was above and beyond what I expected. He hit key points and managed to utilize his time wisely to give me a chance to speak to the Chief. He argued in a very tactful manner and ultimately brought us to success.

We won the grievance. I attribute the success to Boris' hard work. I cannot thank him enough for the work he did here for me. This case is ultimately a landmark victory for deputies aspiring to come to Aero Bureau.

I would like to formally commend Boris on his duties as a union representative. When he said to call him anytime, he literally answered the phone or responded within seconds. I am very grateful for Boris and ALADS.

Thank you,

John Rogart

February 7, 2021



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### Legal Shield

Christa Aufdemberg  
Phone: (714) 904-6501  
christaca@legalshiellassociate.com  
Sandra Allen  
Phone: (562) 858-8227  
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Dear Partners in Law Enforcement,

The Board of Directors and I want to express our sincere thanks for the 17-year relationship, partnership, and support of Crime Survivors by ALADS and the Los Angeles County Sheriff's Department. Crime victims have benefitted every year from our joint efforts. Crime Survivors provides hope and healing for victims of violent crime, victims often referred by law enforcement personnel. Together, we have accomplished so much.

- **ELECTIONS:** During the recent election season, Crime Survivors proved their loud and consistent advocacy and support of law enforcement and ballot issues that affect crime and criminal behavior. We spoke up to the Board of Supervisors, city council, elected officials, and the community. While others have remained silent, Crime Survivors has issued media releases, press conferences, PSAs, videos, graphics, social media posts, and a voice for law enforcement support.
- **LAW ENFORCEMENT:** Our organization continues to work with law enforcement to provide training and support to police and sheriff agencies and departments, as needed, while our past and future efforts continue to focus on providing on-call assistance to victims referred by peace officers.
- **COOPERATIVE EFFORT:** Thousands of our resource guides are distributed directly to local agencies and peace officers, to be provided directly to victims, families, and community members. Direct support is provided to victims and families in need of additional resources. The cooperative effort between law enforcement and Crime Survivors helps build trust and confidence in local police by those who receive help through our coordinated efforts.
- **WEB SUPPORT & SERVICES:** In 2020, we launched our new or updated websites: [www.crimesurvivors.org](http://www.crimesurvivors.org); campus website: [www.crimesurvivorsoncampus.org](http://www.crimesurvivorsoncampus.org); resource guide website: [www.crimesurvivorsresourceguides.org](http://www.crimesurvivorsresourceguides.org).
- **PANDEMIC:** During the pandemic, we have helped hundreds with food, clothing, gas/travel, essential items, and legal support; 1,300 children and 330 families at Christmas, plus 250 families at Thanksgiving; dozens of iPads and school supplies for students that would not have any access during the pandemic; facilitated online Zoom training, service provider roundtables, and weekly support groups, art, and peer-to-peer classes, along with many other online platforms virtually; partnered to facilitate and host suicide training virtually; outreach to schools and universities to share our mission, programs, and partnerships; worked with students, interns, and volunteers; and continued to offer day-to-day operations without any fundraising events.
- **PARTNERS:** We value the long-time relationship between Crime Survivors, ALADS, and the Los Angeles County Sheriff's Department, constantly seeking ways to improve, expand, and work more closely to benefit the crime victims who need help. Thank you for your part in making this partnership work so well.

Questions may be directed to (844) 853-HOPE or by email to [info@crimesurvivors.org](mailto:info@crimesurvivors.org), Tax ID #30-0229425.

Sincerely,

Patricia Wenskunas  
Founder CEO



## SHERIFF'S ACADEMY

# Congratulations!

## Class 454



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Steve Torres  
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Adam Lopez  
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Zackary Welch  
Jose Zambrana



## ALADS Remembers



Deputy Timothy Tellez



Deputy Santiago Carrillo

# In Memory of Deputy Timothy Tellez and Deputy Santiago Carrillo

ALADS Communications Aide  
**Sarah Evans**

**C** OVID-19 collided with the world in 2020 and is not going to go away any time soon. The Los Angeles County Sheriff's Department is among the first responders suffering from the COVID-19 pandemic. According to the Los Angeles County Public Health Department, 36,162 healthcare workers and first responders have been confirmed with COVID-19, and there have been a total of 191 COVID-19 related deaths as of February 4, 2021. In the past few months, five Department personnel have succumbed to COVID-19, including Deputy Timothy Tellez and Deputy Santiago Carrillo. (After writing this article, we learned that 25-year veteran Deputy Pedro Romo of Santa Clarita Valley Sheriff's Station also succumbed to COVID-19 on 2/14/21).

On December 22, 2020, **Timothy Tellez** became the first Los Angeles Sheriff's



Department deputy to succumb to his battle with COVID-19. Deputy Tellez was a 20-year veteran on the Department assigned to Parks Bureau.

Deputy Timothy Tellez was born on July 27, 1973, and grew up in West Covina. His brother, Detective Joseph Tellez, stated that Timothy always wanted to be a deputy while growing up. "As kids, we used to play cops and robbers, making guns out of sticks wrapped in black electrical tape." He went to West Covina High School and attended Mt. SAC. Deputy Tellez subsequently went into the Marine Corps, then the Army Reserves, before becoming a Los Angeles County Sheriff's Department

deputy. His previous units of assignment included East Facility, Criminal Courts Building (CCB), and then Compton Station for about five years before transferring to the Parks Bureau. Deputy Tellez was one of the first deputies assigned to the Parks Bureau after the Sheriff's Department took it over in 2010, where he worked ever since.

According to Tim's partners, Sergeant Casey Dowling and Deputy Rigoberto Munoz, "Tim was dedicated to whatever he was involved in. While at work, he was completely immersed. When we worked on a team together, he was our 'go-to guy' for safety and tactics, always looking out for everyone. Tim was quiet in large groups but very outgoing in one-on-one situations." Tim would refer to the people he

continued on page **55**





## ALADS Remembers



Deputy Timothy Tellez



Deputy Santiago Carrillo

# In Memory of Deputy Timothy Tellez and Deputy Santiago Carrillo

worked with as “extended family.” He always talked about his children and enjoyed being able to spend time with them. His brother, Detective Joseph Tellez, stated that he was very loving and caring, and would always find stray dogs and cats. He would take them home to care for them and find them a good home. All of the animals he saved on duty always ended up at family members’ houses whether you wanted the animal or not.

Deputy Timothy Tellez’s public service was held at Calvary Chapel Golden Springs in Diamond Bar on Wednesday, February 17, 2021. Interment followed at Forest Lawn Covina Hills in Covina. He is survived by his three children and his wife, Vanessa.

**Deputy Santiago Carrillo** became the second deputy to succumb to COVID-19 on January 26, 2021. He was a 14-year veteran on the Department and assigned to Twin Towers Correctional Facility. Everyone in his unit was devastated by the news of his passing. According to Captain Joel Barnett and Deputy Sean Allenson, Twin Towers Correctional Facility was the first and only assignment Deputy Carrillo was assigned to in his career. He worked at the CTC hospital and assisted with transporting severely ill inmates. Deputy Carrillo was a good guy and a great team player. All of his partners were happy whenever they were paired up with him during their shifts. When it came to his job, he

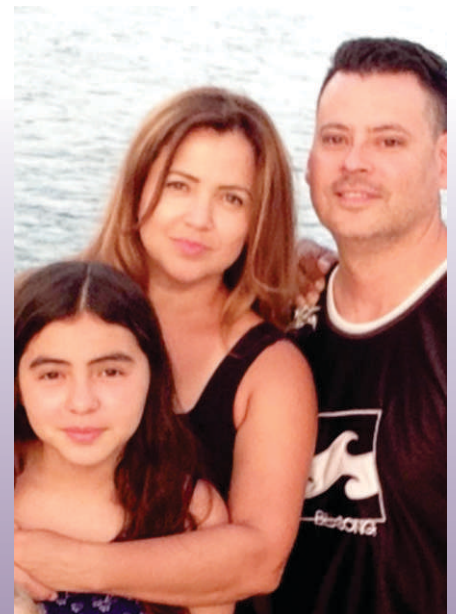


was characterized as friendly and fair to the inmates he was in charge of.

Deputy Carrillo was very family-oriented. On his days off, Santiago would visit his ailing mother during the week and on weekends, along with spending time with his girlfriend, Irene, and her 17-year-old daughter. Carrillo has been a father figure to his girlfriend’s daughter, whom they have raised since she was three. Irene stated to Captain Barnett, “He molded her into the beautiful and intelligent young lady she is today.” He enjoyed going shooting and going on

vacations with his family to places like Palm Springs, Lake Isabel, and the River. In the past four to five years, Deputy Allenson, a close friend and colleague of Carrillo, and Deputy Carrillo’s families also vacationed together to different locations, including Laughlin, Nevada, and Cancun. Deputy Carrillo is survived by his domestic partner, Irene, and her 17-year-old daughter.

ALADS sends its condolences to the families of Deputy Tellez and Deputy Carrillo during this difficult time.







# E-Mail Addresses for ALADS Officers, Staff and Defense Reps

## Officers

<b>Ronald Hernandez</b> <i>President</i>		rhernandez@alads.org
<b>James Wheeler</b> <i>Vice President</i>		jwheeler@alads.org
<b>Richard Pippin</b> <i>Vice President</i>		rpippin@alads.org
<b>Xochilt Rosas</b> <i>Secretary</i>		xrosas@alads.org
<b>John Perez</b> <i>Assistant Secretary</i>		jperez@alads.org
<b>David Gaisford</b> <i>CFO / Treasurer</i>		dgaisford@alads.org
<b>Thomas Ferguson</b> <i>Assistant Treasurer</i>		tferguson@alads.org

## Staff

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<b>Rebecca Bueno</b> <i>Labor Relations Specialist</i>		rbueno@alads.org

## Defense Reps

<b>Matthew Cline</b>		mcline@alads.org
<b>Boris Nikolof</b>		bnikolof@alads.org
<b>Mark Sanchez</b>		msanchez@alads.org
<b>Anthony Spatola</b>		aspatola@alads.org

# ALADS Unit Representative List

\* ALADS Directors

<b>Aero Bureau</b> Graneck, Michael	<b>CSB (County Services Bureau)</b> Pippin, Richard *	<b>Major Crimes</b> Cabadas, Jesse	<b>Santa Monica Court</b> Miller, Craig
<b>Airport Court</b> Russell-Saenz, Robin	<b>CSE - Norwalk</b> Grant, Winston	<b>Men's Central Jail</b> Stern, Julian	<b>Temple Station</b> Barrios, Jaime
<b>ALADS</b> Hernandez, Ronald *	<b>CSW - Van Nuys East</b> Domin, Robert	<b>Metrolink Bureau</b> Perez, Oscar	<b>Torrance Court</b> Quick, Johnny
<b>Altadena Station</b> Gaisford, David *	<b>Homicide Bureau</b> Blagg, Steven	<b>NCCF</b> Galarneau, Dean	<b>TSB</b> Tineo, Alejandro
<b>BOLRAC</b> Rosas, Xochilt *	<b>Industry Station</b> Finn, Michael	<b>Norwalk Station</b> Sass, Sarah	<b>Walnut Station</b> Fark, Benjamin
<b>Century Station</b> Meraz, Henry	<b>Inglewood Court</b> Moody, Kelvin	<b>Palmdale Station</b> Cianciosi, Kenneth	<b>West Hollywood Station</b> Chung, Christopher
<b>Cerritos Station</b> Klock, Daniel	<b>Lakewood Station</b> Brannigan, Taylor	<b>Parks Bureau - East</b> Castro, Leonardo	<div> Barragan, Janet - At Large  Buckband, Stacey - At Large  Ferguson, Thomas * - At Large  Ortega, Flor - At Large  Sass, Robert - At Large </div>
<b>Children's Court</b> Xie, Aily	<b>Lancaster Station</b> Jordan, Lance	<b>Parks Bureau - North</b> King, Trevor	
<b>College Bureau</b> Elias, Elizabeth	<b>LCMC</b> Sandoval, Robert	<b>PDC - South</b> Tidball, Justin	
<b>COPS Bureau</b> Ferrell, Robert	<b>Long Beach Court</b> Erbacker, Mark	<b>Pico Rivera Station</b> Longoria, Brandon	
<b>Court Services Transportation</b> Peña, Enrique	<b>Lost Hills/Malibu Station</b> Lave, Louis	<b>San Dimas Station</b> Portillo, Arturo	<div> District Attorney Investigators  Central Investigation  Martin, Jennifer  Public Integrity  James, Brian </div>
<b>CPB/IDT/STARS Center</b> Salazar, Virginia	<b>Loureiro, Armando</b> Martin, Jeffrey	<b>Santa Clarita Station</b> Rathbun, Michael	

Call ALADS at (323) 213-4005 to find out how to become a unit representative.



# ALADS Field Representatives

## Dana Fackert



Advocacy Unit  
Alhambra Court  
Altadena Station  
Antelope Valley (DAI)  
Antelope Valley Court (Michael Antonovich)  
Antelope Valley Juvenile Court  
Arson & Explosives Unit  
Auto Insurance Fraud (DAI)  
Biscailuz Center  
Biscailuz Range (Closed)  
Civil Litigation Unit  
Civilian Pre-employment Unit  
Community College Bureau - ELA College

County Services Bureau - North (Antelope Valley)  
Crescenta Valley Station  
Crime Lab - Lancaster  
Criminal Intelligence Bureau  
Duarte Sub-Station  
East Los Angeles Court  
East Los Angeles Station  
Edelman Court  
El Monte Court  
Emergency Operations Bureau  
Emergency Vehicle Operations Center  
Field Operations Training Unit  
Fleet Management  
FOSS  
Homicide Bureau  
Homicide Bureau - AV  
Homicide Gang Taskforce  
Human Trafficking Unit

Intake Specialist Unit  
Lancaster Court Annex  
Lancaster Juvenile Court  
Lancaster Station  
Major Crimes - North (Antelope Valley)  
MET - East  
MET - North (Antelope Valley)  
Metrolink - Brackett Field  
Mira Loma Detention Facility (Closed)  
Motorcycle Training Unit  
OSS - ELA/Temple  
OSS - Lancaster/Palmdale  
Palmdale Station  
Parks Bureau - East (Bonelli & Whittier Narrows)  
Parks Bureau - North (Antelope Valley)  
Pasadena Court  
Pomona Court  
Recipient Welfare Fraud (DAI)

Risk Management Bureau  
San Dimas Station  
Special Enforcement Bureau  
Sherman Block Building  
Special Victims Bureau - North (Antelope Valley)  
Temple Station  
Tactics & Survival Training Unit (TAS)  
Training Bureau  
- Recruit Training Unit  
- Force Training Unit  
- Advanced Officer Training  
Transit Services Bureau - El Monte  
Transit Services Bureau - Irwindale  
TRAP - North (Antelope Valley)  
TRAP - East  
Walnut Station  
Weapons Training Unit  
West Covina Court (Citrus Court)

Phone: (626) 497-2554

Email: dfackert@alads.org

## Doug Joho



Aero Bureau  
Airport Court  
Avalon Station  
Bellflower Court (Los Cerritos)  
Bellflower Substation  
Carson Station  
Century Regional Detention Facility  
Century Station  
Cerritos Station  
Compton Court  
Compton Station  
County Courthouse (CCH - Stanley Mosk)  
CSB - Detective Bureau (Hall Admin)

CSB - MLK Hospital  
CSB - Harbor UCLA Hospital  
CSB - Rancho Los Amigos Hospital  
Crime Lab - Fire Arms  
Criminal Courts Building (Clara Shortridge Foltz)  
Downey Court  
Eastlake Juvenile Court  
Hall of Administration  
Hall of Justice  
Hall of Records  
High Tech Crimes  
Industry Station  
La Mirada Sub-station  
Lakewood Station  
Lawndale Substation  
Lomita Station

Long Beach Court  
LCMC  
Los Padrinos Court (closed)  
Major Crimes  
- BRTF  
- CCATS  
- FTF  
- HALT  
- METRO  
- OC  
- PGU  
- SAT  
- VICE  
Marina Del Rey Station  
Norwalk Court  
Norwalk Station  
Parks Bureau - South  
Pico Rivera Station

Pre-Employment Backgrounds Unit - STARS  
Records/Identification Bureau  
Paramount Substation  
Sheriff Information Bureau (S.I.B.)  
South LA Station  
STARS CENTER  
- Coveted Testing Unit  
- Pre-employment Backgrounds Unit  
- Recruit Training Unit  
- Star Unit  
Technical Operations Detail  
Torrance Court  
Transit Services Bureau - Compton  
Transit Services Bureau - Downey  
Transit Services Bureau - ROC  
TRAP - South  
Whittier Court

Phone: (310) 351-5065

Email: djoho@alads.org

## Mike Prince



Beverly Hills Court  
Burbank Court  
Central Arraignment Court (CJAC)  
Central Civil West Court  
Chatsworth Court  
College of the Canyons Training Center

Custody Training Standards Bureau  
Court Services Transportation Bureau - Bauchet St. (Formerly TST)  
Dept. 95/Mental Health Ct. (closed)  
Glendale Court  
Hollywood Court (Closed)  
Inglewood Court  
Inmate Reception Center  
Lost Hills Station

Men's Central Jail  
Metropolitan Ct. (& Dept. 95)  
Parks Bureau - North (Castaic)  
Pitchess Detention Center  
- Court Services Transportation  
- East Facility  
- North County Corrections Facility  
- North Facility  
- South Facility  
Santa Clarita Court

Santa Clarita Station  
San Fernando Court  
Santa Monica Court  
Sylmar Court  
Twin Towers Correctional Facility  
Universal Sub-St.  
Van Nuys Court  
West Hollywood Station

Phone: (661) 755-8776

Email: mprince@alads.org

## Dana Fackert, Doug Joho and Mike Prince



Community College Bureau  
Community Partnerships Bureau  
DAI



MET  
Metrolink Bureau  
OSS



## About Your Field Representatives

Check the list of assignments next to the field representative's photo to see who is covering your assignment. The field representatives distribute ALADS Information, 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.



**ALADS****DISPATCHER****CLASSIFIED ADS****BOOKS**

**The Toe Tag Society** Stories about life in prison from those who survived, and some who didn't. Available on-line from Amazon, Barnes & Noble Kindle & Nook. Check it out.

**BURIAL PLOTS**

FOR SALE.....COMPANION MAUSOLEUM CRYPT at San Fernando Mission Cemetery. Companion crypt holds two caskets or two urns. Included is one crypt plate, one insert and one vase. Prime location height, about five feet from ground, asking market price \$20,000. Laura 626.222.3040

**CUTLERY**

Cutco Cutlery, Authorized sales Rep. Free in home presentation/demonstration. Best deals and discounts available given to Department Members. 562-879-7918

**DJ SERVICES**

Active deputy with several years of DJ experience. Specialize in birthdays (adult & children), weddings, retirements, reunions, company events, holiday parties, block parties...etc. Have most popular generations of music and lights. Tel: 323.600.3847 Email: dj.dion.d@aol.com. Go to www.djdion.djintelligence.com for availability, booking, planning and many more options.

**DUPLEX FOR RENT**

Newly Renovated Hancock Park Duplex for rent. Large private patio. Owner lives downstairs. Walking distance to Larchmont village and in the award-winning Third Street School District. SSA Armed Patrol and Response provided by owner. Please call for pictures and pricing 213-247-4834.

**HEALTH AND WELLNESS**

Beauty Expert Paulette Halthon is the wife of an active deputy. She is a licensed and experienced Master Medical Aesthetician. She will work closely with you to obtain your skincare dreams and goals. She specializes in Custom Facials, Diamond Glow, Microneedling PRP, Chemical Peels and Acne. Both Male and Female clients leave satisfied, nurtured and with a renewed sense of confidence.

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Contact Paulette @ 310.922.1048, Email: healthyskinbypaulette@gmail.com, IG: healthyskinbypaulette

Lose Weight and Enjoy Your Life to the Fullest! Ask us how you can improve your health, increase your energy, control your weight and increase your muscle at a 20-minute consultation. Boost Your Energy, Joe Rodd, (562) 708-0650.

**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.

**HEALTH AND WELLNESS**

Rehab Wellness in West Hollywood and Thousand Oaks is offering all ALADS members and their immediate family B12 injections and Immunity injections for \$20.00 (regular \$35). Also IV PUSH for 50% off. Check on Rehabwellnessla.com for address or call 310-289-4939 or 805-379-9911.

**REAL ESTATE**

Buying? Selling? Market timing? Can Real Estate investments beat Horizons?

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**RETIRE IN PRESCOTT, ARIZONA**

Retire in Prescott Az, start living the Good Life, voted best place in the West to retire to, contact Henry Reyes (retired LASD) at My Home Group 909-618-3252 or 928-499-4546

**ROOM FOR RENT**

X-Lg room w/walk in closet, furnished, pool, gym, near trails, w/utilities included 2 mi from Pitchess in Castaic \$800 mo. Photos/tour upon request. Female preferred no smoking, no pets. Call Cindy 818-455-1190 or Chris 661-755-4348.

**SCHOOL**

Santa Fe Springs Christian School is offering a **20% discount** on tuition, exclusively for the children of **First Responders**. Extended daycare (0630 – 1800). Contact Principal Mrs. Cindy Jarvis at (562) 868-2263 x3927. www.sfscs.org

**TOUR COMPANY**

The Number 1 Tour Company in Cody, WY of Yellowstone is up for sale. Call 307-527-6789 to inquire.

**VACATION RENTAL**

CABIN RENTAL IN ARROWBEAR - Come get away for some winter fun in this 3 bedroom / 2 bath log home in the Mtns. GREAT VIEW, 90 minutes from L.A. 3 days & 2 nights for \$450.00. Call for longer stays and holiday rates. 626-646-3972. RETIRED DEPUTY

**WINDOW COVERINGS**

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**Classified Ads**

**Voting ALADS Members:**  
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**All Others: \$15/issue**

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**Call 323-213-4005**



## ALADS Members Retiring

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David R. Gunner	Timothy C. Holt
Eldon L. Hale	Mark A. Lovitch
Isaac U. Hill	Delfina M. Cooper
Michael J. Schaap	Renaye D. Harrison
Leonard McCray	James Dondis
Javier F. Murillo	Richard Kent
Amy D. Julian	Mark Ballin
Kenneth R. Fontanilla	Randall Rue-Las
Enrico Dinapoli Jr.	Michael Coleman
Gregory S. Moore	Tyrone Berry
Anthony W. Culotta	Ivan Chavez
Christopher J. Waladis	David Wendlandt

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## Dispatcher Classified Listing Form

### Instructions:

Type or print clearly your ad on the form below and fax it to the Dispatcher Classified Listing Fax Line at 323-724-0140. The Classified Ad may be up to 25 words. The Classified Ad rate is FREE per issue for Voting ALADS Members and \$15.00 per issue for all others. Multiply the one-time rate by the number of issues in which you want your ad to appear (for example, 3 issues is \$15.00 x (3), or \$45.00). **All ads are payable in advance by check or money order. Please make check payable to ALADS.** Deadline for inclusion is noon the third Wednesday of the preceding month (for example, for inclusion in the May 2021 issue, ads must be received by Wednesday, April 21, 2021).

☐ **Voting ALADS Member Ad - FREE**

Includes up to 3 lines of text.

☐ **All Others - \$15 / issue**

Employee # \_\_\_\_\_

Name \_\_\_\_\_ Phone \_\_\_\_\_

Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Ad Copy: Type or 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

## 2.75% Pay Increase Reflected in Dues Deduction

Effective January 1, 2021, the members of Bargaining Unit 611 who have been at Step 6 or higher for one year, received a 2.75% salary increase. Consequently, pursuant to Section 4.04 of the Bylaws, effective January 1, 2021, full-service membership dues are also increasing from \$113.02 to \$116.26. Dues are set at 1.33% of the salary level of a sixth-step Deputy Generalist with basic POST.

## Become a Unit Representative!



Contact ALADS for more information

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## Advertising Index

### BANKING & FINANCE

First City Credit Union	60
L. A. Police Federal Credit Union	47
P.O.P.A. Federal Credit Union	39

### FUNERAL & MORTUARY SERVICES

Rose Hills Mortuary	47
---------------------	----

### HEALTH

Anthem Blue Cross	47
Body Scan International	50
Rancho Laser Vision Center	50
Thrive	59

### JEWELRY

Baida Jewelry	43
---------------	----

### LAW FIRM

Goldschmid, Silver & Spindel	51
Lewis, Marenstein, Wicke, Sherwin & Lee, LLP	2
Rains Lucia Stern St. Phalle & Silver, PC	45
Stone Busailah, LLP	41
Straussner ♦ Sherman	64

### MORTGAGE

Cross Country Mortgage, LLC	63
Wembley's Inc.	43

### REALTOR

John Thurston	50
Vince Martinez	43

Page:



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The Los Angeles County District Attorney's  
**Criminal Justice Institute**  
Quality Training for Prosecutors and Law Enforcement Professionals

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**JACKIE LACEY**  
**DISTRICT ATTORNEY**

# **ONE MINUTE BRIEF**

**NUMBER:** 2020-40   **DATE:** 12-03-20   **BY:** Devallis Rutledge   **TOPIC:** End of Publication

## **To readers of the One-Minute Briefs:**

I created the 1MB in 2005, as a legal update and training bulletin for prosecutors and peace officers. Since then, I've written 397 of these bulletins, on such topics as crime elements, search and seizure, confessions, eyewitness ID, trial practice and sentencing issues.

Although 1MBs have never been marketed or promoted, our Office has received requests for them over the years from some 4500 prosecutors and law enforcement agencies and officers throughout California, who regularly receive them by email to post or share with colleagues. It has been our hope that the information has been helpful in your important work, and I'm personally gratified by the uniformly-positive feedback we've received.

As a result of the recent county election, the leadership and administration of the Los Angeles County District Attorney's Office are changing hands, and changing direction. In consequence, I am retiring from the Office. This is my final 1MB.

Since prosecutors and peace officers have other resources for legal updates and training on criminal justice topics, the discontinuation of this one modest publication will undoubtedly have little effect. As a country song title once put it, "One Monkey Don't Stop No Show." But rather than leaving readers to wonder why 1MBs inexplicably stopped arriving in their email in-boxes or being posted on their Intranet, it seemed best to provide this notice and explanation.

**BOTTOM LINE:** Adios.

*Devallis Rutledge*

[devallis@devallis.com](mailto:devallis@devallis.com)





171 Saxony Road, Suite 102 Room D, Encinitas, CA 92024  
NMLS3029

### ***A Message from CrossCountry Mortgage***

2020 was a year filled with hardship, suffering, and loss for many. Congress was forced to enact a stimulus package to repurchase mortgage-backed securities. This made for a shift in bond markets which led to historical low interest rates. The goal was to make financing more affordable and stimulate more purchase/refinance transactions.

The big question for 2021 is, what will happen after record breaking mortgage rates? Predicting the impact on home values and mortgage rates can only be done by looking at the past. History does repeat itself and mortgage rates along with property values are cyclical. History will always be the best reference for what is to come.

Rates and property values have close ties, and most often take opposite direction from each other. When interest rates are low, property values rise as home buyers spend more due to affordable financing. As mortgage rates rise home buyers on the fence shy away and demand slows. Demand is always the determining factor for value. Another factor in 2021, and the road ahead for home values is foreclosures. It is estimated that there are 225,000 to 500,000 homeowners in danger of losing their home to foreclosure. Court proceedings were limited due to the pandemic which delayed the number of foreclosure proceedings/completion. Without a stimulus package for homeowners in delinquency, many of the foreclosures currently in hang time will be finalized. Foreclosure inventory will rise, and this will add to the negative impact on home values.

Our advice to any homeowner that has not already refinanced to lower rates is to do so ASAP! The end of low rates is near, and home values will decrease. If you have considered lowering your monthly payment, lowering your loan term (30 year to a 25/20/15), renovations, debt consolidation, or investing, the time to act on it is now. Your ability to act on any of these mentioned benefits of refinancing is greatly limited by your home value. A lower home value will leave you with less opportunity. It really is the time to plan and act in preparation for higher rates and lower home value.

For all those who have already acted on their plans while rates were low, or those looking to invest, there is great opportunity ahead.

Foreclosure properties offer a unique opportunity to those with foresight and resources. They are priced according to the amount of improvement needed to make them marketable. The ideal opportunity is buying a home that needs the most work, in the most expensive neighborhood you can afford to invest in. The reason for this is the ability to improve and gain equity.

If you were to purchase a \$100,000 home that needs \$100,000 of renovations to look like the rest of the neighbors, and the neighborhood has a median price of \$300,000, you have an opportunity to build equity of \$100,000. This may be difficult in a market with less demand, which makes research/knowledge necessary. Investing in a State/County that has tenant laws favoring the landlord would make it so you can rent the property with reduced risk of loss while you hold the asset until demand for sales increases.

CrossCountry Mortgage offers home financing for investment properties that includes financing for improvements. It is on one fixed loan with reduced rates and costs for First Responders and Union Members. If you have secured your primary residence financing, and are considering investing in real estate, this may be what you are looking for.


If you have not yet considering refinancing and taking advantage of current rates and home values, it is important that you give us a call. As a First Responder/Union Member all bank fees are waived, savings thousands of dollars in junk fees. Rates are also significantly reduced when compared to other lenders.

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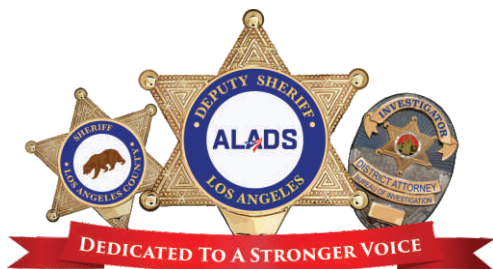
**email [FIRSTRESPONDER@MYCCMORTGAGE.COM](mailto:FIRSTRESPONDER@MYCCMORTGAGE.COM)**



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**Association for Los Angeles Deputy Sheriffs**

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**MARCH 2021**

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