



DISPATCHER

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

THE CHANGING OF THE GUARD

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**ALADS Continues
Full Speed Ahead**

UNDER ATTACK:

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**Your Rights to
Collectively Bargain**

CALIFORNIA SB2:

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**Two Major Issues for
Law Enforcement**



Leadership Assessment Edition

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Deputy Yeni Deciga
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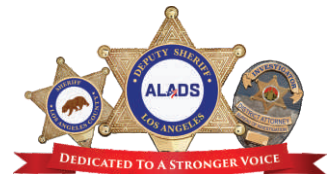
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ALADS Dispatcher

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

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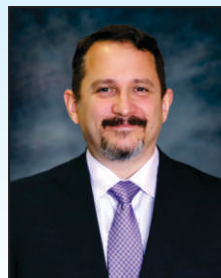
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Chief
Bureau of Investigation

The Los Angeles County District Attorney's Office is seeking experienced, highly qualified, and motivated applicants to fill the district attorney investigator position.

District attorney investigators are full-time sworn peace officers who hold the same statutory authority under Penal Code section 830.1 as police officers and deputy sheriffs. They work in various assignments within the District Attorney's Bureau of Investigation, the fourth largest law enforcement agency in Los Angeles County. Their salary and benefits are competitive.

The Bureau of Investigation provides support to deputy district attorneys in the prosecution of felony cases, including locating and interviewing witnesses and victims, preparing and executing search warrants, and visiting crime scenes.

District attorney investigators also conduct some of the most complex and sensitive investigations in law enforcement today. They assist deputy district attorneys in prosecuting major cases involving human trafficking, cybercrime, and other serious felonies. They may collaborate with other law enforcement agencies and work on federal, state, and local task forces.

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SALARY: \$8,116.41 - \$12,260.95 (w/Advanced P.O.S.T.)

TESTING PROCEDURES

- Application submission
- Written examination
- Oral interview
- Extensive background investigation
- Interview with the Chief of the Bureau of Investigation
- Physical examination
- Psychological examination

SPECIAL OPERATIONS

- LA HIDTA Opioid Task Force
- Innocence Lost Task Force
- Code Enforcement
- JRIC
- LA Human Trafficking & Exploitation
- Los Angeles County Sheriff's Department Criminal Intelligence Task Force (LASD-Intel)
- Major/Organized Crimes
- Parole Revocation
- Family Violence
- Child Abduction
- U.S. Drug Enforcement Administration (DEA) Narcotics Task Force
- Sex Crimes/Sexual Violent Predators (FBI SAFE Task Force)
- Environmental Crimes
- Target Crimes
- Operations
- District Attorney Aides

SPECIALIZED FRAUD

- Major Fraud
- Auto Insurance Fraud
- Workers' Compensation Fraud
- Healthcare Insurance Fraud
- Real Estate Fraud
- Consumer Protection Fraud
- Elder Abuse

FRAUD & CORRUPTION

- Public Integrity Division
- Habeas Corpus Litigation Team
- Conviction Integrity Unit
- Cyber Crimes Investigations
- Justice System Integrity Division
- Computer Forensic Investigation
- U.S. Secret Service High Tech Crimes Task Force



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Contact the District Attorney's Office - Bureau of Investigation: Administration Lieutenant at (213) 257-2509 or email us at BOlrecruitment@da.lacounty.gov or visit our website <http://da.lacounty.gov>.

Important Dates and ALADS Sponsored Events

JULY

ALADS Board of Directors Meeting

(Moved to Thursday due to
Holiday Weekend)

Thursday, July 1, 2021
9:30 AM

ALADS Unit Representative Meeting

Wednesday, July 7, 2021
12 PM

(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.

Body Scan International House Call

Monday – Friday,
July 12-16, 2021

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

ALADS Board of Directors Meeting

Friday, July 16, 2021
9:30 AM

AUGUST

ALADS Board of Directors Election

Candidate Filing Period

Opens August 2, 2021

ALADS Unit Representative Meeting

Wednesday, August 4, 2021
12 PM

(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.

ALADS Board of Directors Meeting

Friday, August 6, 2021
9:30 AM

Body Scan International House Call

Monday – Friday,
August 9-13, 2021

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ALADS Board of Directors Meeting

Friday, August 20, 2021
9:30 AM

SEPTEMBER

ALADS Board of Directors Election

Candidate Filing Period

Closes September 1, 2021 at 5:00 pm

ALADS Unit Representative Meeting

Wednesday, September 1, 2021
12 PM

(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.

ALADS Board of Directors Meeting

Friday, September 3, 2021
9:30 AM

Body Scan International House Call

Monday – Friday,
September 13-17, 2021

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ALADS Board of Directors Meeting

Friday, September 17, 2021
9:30 AM

Go to www.alads.org

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Calendar Information!

Bob Hermann Memorial
Golf Classic
TBD



ALADS Awards Banquet

Saturday, September 25, 2021

6 PM Reception

7 PM Dinner

Pacific Palms Resort

City of Industry, CA

ALADS members receive two
complimentary tickets while
supplies last.

- 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 . . .

24/7

Call ALADS

Defense Representatives



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

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President's Message

/ by James Wheeler / ALADS President / Board of Directors

THE CHANGING OF THE GUARD

ALADS Continues
Full Speed Ahead

ALADS President
James Wheeler
jwheeler@alads.org



I want to take a moment to say, "Thank you," to Ron Hernandez for his service to ALADS. A few years back, Ron and several members, myself included, thought that ALADS needed to be headed in a different direction. We felt ALADS was not living up to its potential as the largest sheriff's department union in the country. We took a chance and went all-in to make changes at ALADS by getting more involved and personally taking

“

ALADS' strength today is a direct result of Ron's leadership. As both a director and president, Ron was dedicated to making ALADS a better union for all of its members. He successfully brought together a cohesive Board of Directors, whose priority was to get the best results for ALADS' membership.

”

action. Although the bylaws at the time made it nearly impossible for a vast majority of us who wanted to run for the Board of Directors to do so, we forged ahead anyway. Our efforts have led us to where we are today, an ALADS that has never been stronger or more unified.

ALADS' strength today is a direct result of Ron's leadership. As both a director and president, Ron was dedicated to making ALADS a better union for all of its members. He successfully brought together a cohesive Board of Directors, whose priority was to get the best results for ALADS' membership. The best example of this is prior to Ron's leadership, ALADS members only had the choice of one law firm for representation. Ron led the charge in the formation and implementation of the ALADS Legal Defense Fund. Today's Legal Defense Plan provides members with a choice of over 50 vetted attorneys from four law firms for legal representation and consultation.

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/ By James Wheeler / ALADS President / Board of Directors

President's Message

As I mentioned in the first paragraph, when we first got involved, ALADS' requirements made it nearly impossible for a member to run for election to the Board of Directors. Under Ron's leadership, we made changes to the bylaws to make ALADS more inclusive. We eased the eligibility requirements allowing for most of the membership to be eligible to run for the Board.

Over the past six years, Ron has made many other contributions on a daily basis to ALADS, too many to count. After working alongside Ron, I know he made the many sacrifices necessary to ensure ALADS members received the type of representation expected from the largest sheriff's department in the country's union. How did he do it? What



arguably was his most important contribution was that he always put the

membership ahead of himself and his moral compass always pointed North.

Finally, when it was time for him to retire, Ron gracefully assisted in a smooth transition into my term as President of ALADS.

I've learned many things working with ALADS' staff under Ron's leadership. As the new president, I will continue to make ALADS even stronger. My goals are simple: to make sure our voice is heard, to provide our members with the best service possible, and to make this union a better place before I leave office. I am humbled and honored to serve and fight for the brave men and women of the Los Angeles County Sheriff's Department.



Congratulations and Thank You Ron!

Vice President's Message

/ by Richard Pippin / ALADS Vice President / Board of Directors

UNDER ATTACK:

Your Rights to
Collectively Bargain

ALADS Vice President
Richard Pippin
rpippin@alads.org



Dwight D. Eisenhower once said, "Only a fool would try to deprive working men and working women of their right to join the union of their choice."

Well, Melina Abdullah and her comrades at Black Lives Matter-L.A. have set out to do just that by launching a new campaign aimed at ending police unions and stripping peace officers of their

“

**John F. Kennedy once said,
“The labor movement is people.
Our unions have brought millions
of men and women together,
made them members one of
another, and given them common
tools for common goals. Their
goals are goals for all America –
and their enemies are the
enemies of progress.”**

”

rights to collectively bargain over their wages, hours, and conditions of employment.

What's their motivation here? I think Abdullah made that clear at their first End Police Associations rally when she said in a video she posted to social media, "That's why we are out here - to say f*ck the police." She was also quoted by the *LA Times* as saying, "Defunding is just shorthand for abolition." Apparently, this group means to one day completely abolish law enforcement in Los Angeles, and as an intermediate step is seeking to have ALADS and the Los Angeles Police Protective League removed from the Los Angeles County Federation of Labor and ultimately to see both unions disbanded entirely.

The position Black Lives Matter-L.A. has taken here is not consistent with liberal

/ By **Richard Pippin** / ALADS Vice President / Board of Directors

Vice President's Message

ideals, which have historically been in support of workers' rights to unionize and collectively bargain. John F. Kennedy once said, "The labor movement is people. Our unions have brought millions of men and women together, made them members one of another, and given them common tools for common goals. Their goals are goals for all America – and their enemies are the enemies of progress."

If this group were to succeed in their current endeavor, it would be disastrous for the people of Los Angeles County. Peace officers need security in order to effectively do their jobs. In order to go out there and protect, they need to know they'll be protected. As California labor mediator Rita Sykes recently pointed out, "Thousands of police officers in the second-largest city in the country not knowing where their jobs stand is not

something you want when emergencies arise."

In response to the anti-police union rallies, Los Angeles County Federation of Labor spokesperson Christian Castro issued a public statement saying, "We stand by our original stance — that every worker in every field should have the right to collectively bargain and build power in the workplace under a union contract." We are grateful for the Federation's support, and we, in turn, will continue to support our brothers and sisters in other labor organizations. Recently, ALADS President Jim Wheeler and I joined leaders from other police associations in taking coffee and donuts to striking Teamsters who were on a picket line in the City of Compton fighting for their rights to belong to a union and collectively bargain their contracts. We recognize that an attack on anyone's right

to belong to a union is an attack on us all and that it has never been more important for us to stand together to protect our rights as workers.

It's unfortunate that anyone would seek to elevate their cause by attacking the rights of working people. At the end of the day, I believe the vast majority of people out there recognize that the blanket of protection you work so hard to provide to the communities you serve is essential, and that in return, you deserve the same basic protections under the law that other workers enjoy. ALADS will continue to remain focused on ensuring you receive those protections and will remain unwavering in supporting the rights of workers in our fellow labor organizations. The radicals can protest against us until the cows come home. We aren't going anywhere.



Photo by Chris Miller



CALIFORNIA SB2:

Two Major Issues for Law Enforcement

By **Matt Siverling**
Legislative Advocate, ALADS



2021 is shaping up to be a replay of 2020 insofar as the California State Legislative Session is anything but traditional or recognizable in format. The State Capitol building has been closed to visitors for over a year. Senators and Assemblymembers have been commuting to and from their Districts to debate and vote on active bills, but are doing so behind plexiglass and in socially distanced hearings. All lobbying and testifying on bills has been done through video conferencing and phone-in options.

While the process has been anything but normal, the subject matter that the Legislature is debating is very familiar. Last year, the bulk of police reform bills failed to clear the Legislature and essentially ran out of time when the clock struck midnight on the last night of Session. The highest priority bills of the year, including a measure to establish

the framework for a licensing and certification program for peace officers was set aside; as well as bills to increase access to disciplinary records, ensure access to secure areas by members of the press, and debates on qualified immunity for civil rights violations for peace officers. Measures have been reintroduced to govern the response of law enforcement at protests and riots and the use of non-lethal uses of force. Bills are in play to require independent investigations of deadly uses of force. All of these issues

have returned, been reintroduced, and are actively being debated in the House of Origin. New bills have sprung up to require more exploration of “hate groups” and “law enforcement cliques” in the profession and a mechanism to root them out.

No bill we are focusing on this year is more significant than Senate Bill 2, authored by Steve Bradford (Gardena). SB 2 is a reintroduction of Senate Bill 731, which failed to gain passage in the Assembly last year. The measure is essentially two major issues combined into one bill. It would establish a State-level

continued on page **15**

“
No bill we are focusing on this year is more significant than Senate Bill 2, authored by Steve Bradford (Gardena). SB 2 is a reintroduction of Senate Bill 731, which failed to gain passage in the Assembly last year.
”



State Senator Steve Bradford (Gardena)

board under POST that would be granted investigatory power to oversee local disciplinary decisions on categorical misconduct by peace officers. Under the bill, serious misconduct, as defined, would trigger not only an investigation by the employing agency, but also an investigation by the new Certification Board that would decide whether the offending officer's certificate should be revoked; preventing the officer from securing employment in the profession with any agency. The proposed board composition is heavily stacked with civilian appointees, and even requires two designees who were personal victims of excessive force by law enforcement.

The second portion of the bill attempts to amend the Bane Act, which is a California law that provides civil remedies for those who claim violations of their civil or Constitutional rights. The current law requires that the plaintiff prove that the offending

party not only violated the rights, but also intended to violate the person's inherent rights. SB 2 would remove the requirement that the court prove "intent" in any form, and would simply ask the question whether the right was violated. For example, the measure would apply to any incident where an officer, relying on the information provided to them through third-party sources such as dispatch, victims, witnesses or other officers, makes an active decision based on



that information to detain, arrest, or search a person that matches reported descriptions. Under the proposed language, if an officer stops, searches or arrests a person based on what they are provided who is not the suspect in a reported crime, that person would have a valid claim under SB 2 to sue the officer for violation of their Fourth Amendment rights. The action taken by the officer would be in good faith and within the scope of duties of a peace officer; but the bill would provide a clear path for monetary settlements for each and every similar incident.

ALADS is a constant and active voice advocating on behalf of deputy sheriffs in Sacramento, and we will continue to fight against legislation that seeks to harm the profession.





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Health Beat

/ by Jennifer Lincicum / ALADS Insurance Consultant

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ALADS Insurance Consultant
Jennifer Lincicum



Covered Preventive Care Services

Did you know that the ALADS Anthem Blue Cross medical plans include coverage for preventive care services at no cost to members and their families? Covered preventive care services include things like full physical exams, periodic check-ups, immunizations, and health screenings, as ordered by your doctor or healthcare provider.

With the ongoing COVID-19 pandemic, ALADS understands that members and their families may have postponed some of their preventive care. However, many facilities and provider offices currently have a strict set of precautionary measures in place to help reduce any exposure to COVID-19. Staying up to date on

annual preventive care exams and screenings is important as it allows you to keep tabs on you and your family's overall health and catch any potential medical conditions early.

While everyone should receive an annual exam, there are also several other routine preventive care exams and screenings that should be performed based on your age and gender. For example, women between the ages of 21 and 40 should receive breast exams and cervical cancer screenings every 3 years and cholesterol screenings every 5 years; those over the age of 40 should also receive a mammogram once per year. Men over age 50 should receive both a colorectal exam and prostate cancer exam. Please note, there may be additional preventive care exams that your doctor suggests based on your family history and medical conditions.

The ALADS Body Scan Benefit

In addition to routine preventive care services, the ALADS Anthem Blue Cross medical plans also include no cost Body Scans for enrolled members and one spouse/dependent every 24 months. The Body Scan is a 3-dimensional non-invasive preventive care scan that provides early disease detection and an overall health consultation. A screening through the Body Scan can help detect heart disease, kidney stones and gallstones, osteoporosis, and many other diseases. For more information and to

schedule an appointment, please contact Body Scan International (BSI) at **(877) 274-5577**.

The health and well-being of members and their families is very important to ALADS. Through access to no cost preventive care services, ALADS wants to keep their members happy and healthy!

* * *

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

COVID-19 Fatigue

President of The Holman Group

Dr. Ron Holman

It has been a long year since COVID-19 made its first appearance into the public. It has been frustrating, heartbreaking, and filled with unpredictable events. We were tasked with developing new ways to work, care for and teach our children, while maintaining our health and our jobs. The burden of these responsibilities might have grown heavier each day. The results for some are what we call COVID-19 fatigue. Sometimes, it is helpful to have an independent, therapeutic, and supportive environment to assist you. Therapy is such a place. When you see a counselor you can discuss issues and feelings. The result could be a happier, healthier you!

If you would like to speak with a counselor, remember The Holman Group is here to help. As part of your Anthem Blue Cross benefit, ALADS has contracted with The Holman Group to provide confidential counseling services for you and your family members. Counseling sessions are strictly confidential and are 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, please 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



With medical health being at the forefront of our minds since the beginning of last year, here is your reminder to not forget about your dental health. All of the ALADS Anthem Blue Cross medical plans offer excellent dental benefits for you and your family. Regardless if you choose HMO or PPO medical, all the ALADS "Basic" plans include supplemental PPO dental coverage, while the "Premier" plans include full PPO dental coverage. The supplemental plan is designed to complement other dental coverage you may have because ALADS is committed to providing its members with dental health benefits, even if you're enrolled in a County dental plan.

Under the basic supplemental plan, members

and their covered dependents receive a \$250 individual annual maximum benefit towards out-of-pocket dental expenses. In addition, since the County's plan does not include orthodontia benefits, ALADS has you covered! The supplemental PPO Dental plan includes an orthodontia benefit, which pays 50% of expenses, up to a \$1,750 individual lifetime maximum. Best of all, accessing these benefits is easy! All your dentist needs to do is file a supplemental dental benefit claim directly with Anthem Blue Cross. When visiting your dentist's office, remember to inform them that you have both plans so that they can bill the insurance carriers accordingly. Your County plan will be your primary plan and the ALADS supplemental dental plan will be secondary.

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Remember, taking care of your teeth and gums is essential to your overall health. Regular visits to your dentist are essential so that your dentist can keep a close watch on your mouth's health and inform you if any abnormalities are observed. Early detection can make a big difference on successful treatment plans so schedule an appointment today.



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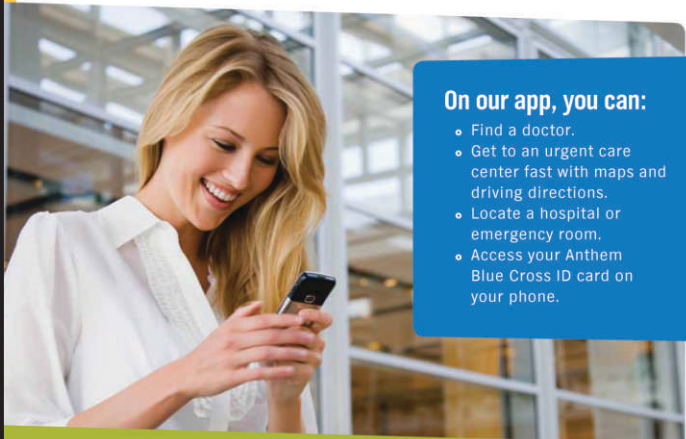
- \$1,750 individual annual maximum towards covered dental expenses
- Orthodontia benefit of 50%, up to \$1,750 individual lifetime maximum

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★ *Announcement* ★

ALADS President Ron Hernandez Retires from the Sheriff's Department



ALADS President Ron Hernandez graduated from the Academy in 1984 with Class #225, beginning his career at MCJ. He then went to Firestone Station, where as a trainee, he was told, "Work hard, be thorough, try to stay out of trouble and you'll pave the road for your career." Hernandez promoted to Detective at Century Station and then worked at Altadena Station. However, like many ALADS members at the time, even though he passed the "coveted tests," he wasn't able to attain his career goals as he never really was one for "the politics" of the Department.



Frustrated, in July of 2013, he became an ALADS unit representative for Altadena Station. During this time, he participated in the ALADS Political Endorsement Committee, Ballot Committee, Governance Committee, and the Contract Negotiations Team. Hernandez and like-minded members felt that what was important to the membership was being ignored by the Board of Directors and they suggested he run for the Board in 2015.

Ron won his election to the Board of Directors. In 2016, he was elected to President by his fellow board members and had been re-elected to serve as President every year since.

Under Ron's steerage, ALADS has continued to advance. As President, he pioneered efforts to improve ALADS' legal defense representation by establishing the ALADS Legal Defense Fund (LDF), which is ERISA compliant, and expanded the available attorneys for ALADS members to choose from. The LDF was adopted in June of 2018 and Hernandez has served as a trustee since its adoption.

Hernandez served as the ALADS C.A.R.E.S. Fund President from 2016 through December 4, 2020 and encouraged more active support and use of the fund through fundraising and providing increased assistance to deputies and district attorney investigators.

He has also served as the primary representative for ALADS at the Southern California Alliance of Law Enforcement (SCALE), California Coalition of Law Enforcement (CCLEA), California Public Safety Partnership Issues Committee, and as the leading representative for ALADS on legislative-related matters.

On the national level, Ron has served as ALADS' and the law enforcement's

representative for the Racial Justice Task Force Subcommittee on Policing since its inception in late 2020.

Most importantly, during the day-to-day operations at ALADS, Ron's list of early mornings and late nights to assist members during a crisis or to ensure members are receiving the best benefits possible has been endless. He has attended meetings throughout the state, been interviewed by the media, spoke out for and against legislation, and rushed to the scene when a member needed assistance due to exigent circumstances. Over the past six years, he has fought hard in support of the membership. The sacrifice of his personal life and time away from his family to benefit ALADS members has been genuine. Ron has always said that were it not for the understanding and support of his wife Ceci, who retired from the Department as a sergeant and his ten-year-old daughter Little Cecy, he would not have been able to accomplish the goals he had for ALADS.

Ron's last official day as president was Friday, March 26, 2021.

We all thank President Hernandez for his service to ALADS members and their families and look forward to seeing him enjoy his retirement.



ALADS Welcomes Tony Meraz to the Board of Directors



At their April 16th Board of Directors meeting, the Board appointed Deputy Tony Meraz to fill the vacancy left by the retirement of former ALADS President Ron Hernandez.

Deputy Meraz is a Master Field Training Officer currently assigned to Century Station, where he has served as a unit representative since 2019. Prior to being appointed, Deputy Meraz participated in the 2020 Contract Negotiations

Team and assisted in labor relations meet-and-confer issues as a subject matter expert.

The ALADS Board of Directors and staff welcome Tony and look forward to working with him to better the lives of his fellow deputy sheriffs and district attorney investigators.



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ALADS Leadership Assessments



ALADS 2021 Leadership Assessments

Top Three Scoring Captains



Joseph Williams
Special Enforcement Bureau



Edward Ramirez
West Hollywood Station



Richard Mejia
East Los Angeles Station

Photo by Chris Miller

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Rankings**
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ALADS Leadership Assessments

ALADS Members Respond to Online Leadership Assessments in 2021

Unit Commanders Commended, Constructively Criticized

The 2021 ALADS Leadership Assessments were conducted entirely online for the first time in the survey's 20-year history. ALADS members responded in overwhelming numbers compared to the paper/mail return surveys of prior years.

Secure survey invitations were sent by email to ALADS members in February. The deadline to participate was March 15, 2021. The results were tabulated and reported by Lavell Communications.

The increase in response rates from ALADS members translated to an increase in the number of unit commanders rated this year. In the pandemic-impacted 2020 assessments, only nine captains were rated. The 2021 results feature twenty assessments.

New names were at the top of the assessment list for the first time in many years. Joseph Williams of the Sheriff's Department's Special Enforcement Bureau received this year's only perfect score. Special recognition also goes to the assessment's top-scoring patrol station unit commanders, Captain Edward Ramirez of West Hollywood Station and Richard Mejia of the Sheriff's

Department's East Los Angeles Station with nearly perfect scores of 4.96 and 4.88, respectively.

Several unit commanders received record low scores. John McBride, of the Sheriff's Department's Personnel/Backgrounds office, received the lowest score in recent memory of 1.08. Multiple narrative accounts of McBride's performance indicate that "he sold his soul for a promotion."

The lowest 2021 score among patrol station unit commanders belongs to

Captain Latonya Clark, with a rating of 1.13. In virtually every one of the large number of responses received from Compton Station, ALADS members rated Captain Clark with a "1" in nearly every category. Narrative accounts indicate that Captain Clark does not have a presence at the station and does not personally know the deputies who work at the station.

This year's top three scoring captains will be invited for recognition at the ALADS Awards Banquet, scheduled for September.

Legend for Leadership Assessments

OUTSTANDING



5.00 – 4.50

VERY GOOD



4.49 – 3.50

SATISFACTORY



3.49 – 2.50

NEEDS IMPROVEMENT



2.49 – 1.50










UNSATISFACTORY



1.49 – 0.00

ALADS Leadership Assessments

Summary of Assessment Rankings and Scores

★★★★★		2021	2020	2019
OUTSTANDING:				
1.	 Joseph Williams	5.00	N/A	N/A
2.	 Edward Ramirez	4.96	N/A	N/A
3.	 Richard Mejia	4.88	N/A	N/A
4.	 James Powers	4.77	N/A	N/A
5.	 Steve Jauch	4.75	N/A	N/A
6.	 John Burcher	4.72	N/A	N/A
7.	 Holly Francisco	4.66	N/A	N/A
8.	 Michael Hannemann	4.65	N/A	N/A
8.	 Tom McNeal	4.65	5.00	N/A







★★★★★		2021	2020	2019
VERY GOOD:				
10.	 Todd Deeds	4.49	4.79	N/A
11.	 Salvador Becerra	4.29	N/A	N/A
12.	 Alfred Reyes	4.21	N/A	3.38
13.	 Eduardo Hernandez	4.20	N/A	N/A



Photo by Chris Miller

ALADS Leadership Assessments

Summary of Assessment Rankings and Scores

★★★★				
SATISFACTORY:		2021	2020	2019
14.	 Justin Diez	3.41	N/A	N/A
15.	 Darren Harris	2.95	N/A	N/A
16.	 Ronald Shaffer	2.84	N/A	N/A
17.	 David Sprengel	2.55	N/A	N/A

★★				
NEEDS IMPROVEMENT:		2021	2020	2019
18.	 Rogelio Maldonado	2.11	N/A	N/A

★				
UNSATISFACTORY:		2021	2020	2019
19.	 Latonya Clark	1.13	N/A	N/A
20.	 John McBride	1.08	N/A	N/A

Thank you for your participation in the Leadership Assessment program. Your thorough evaluations help to highlight what the Sheriff's Department is doing right, where improvement is necessary, and helps to improve the level and quality of public safety.

ALADS Leadership Assessments

(5.00 - 4.50)

OUTSTANDING



Joseph Williams

5.00

Special Enforcement Bureau



Category	Rank	Score
Integrity	Outstanding	5.00
Fairness	Outstanding	5.00
Crime Fighting	Outstanding	5.00
Proactivity	Outstanding	5.00
Accessibility	Outstanding	5.00
Concern for Deputies	Outstanding	5.00
Character	Outstanding	5.00
Leadership	Outstanding	5.00
Management	Outstanding	5.00
Accountability	Outstanding	5.00

Comments

- *Awesome captain!! Only regret is that I didn't get to work for him sooner.*
- *Outstanding leader. The example of how captains should be on the department.*
- *Captain Williams truly cares for the unit which he commands. He is a model for unit commanders.*
- *Backs his deputies and supervisors, understands the job well, and allows everyone to do their job.*

Recommendations

- *Outstanding human being!*
- *Keep charging!*

ALADS Leadership Assessments

(5.00 - 4.50)

OUTSTANDING



Edward Ramirez

4.96

**West Hollywood
Station**



Category	Rank	Score
Integrity	Outstanding	4.63
Fairness	Outstanding	5.00
Crime Fighting	Outstanding	5.00
Proactivity	Outstanding	5.00
Accessibility	Outstanding	5.00
Concern for Dep.	Outstanding	5.00
Character	Outstanding	5.00
Leadership	Outstanding	5.00
Management	Outstanding	5.00
Accountability	Outstanding	5.00

Recommendations

- The city needs to adjust its staffing level to account for an increase in population and weekend visitors.
- Promote to Commander ASAP.
- Take interest in your deputies. Show appreciation for deputies that keep the station floating.

Comments

- Captain Ramirez sets the bar for LASD leadership.
- Best captain I've ever worked for. Thank you for honoring Amber and Harry.
- CAPTAIN RAMIREZ IS THE BEST THING TO HAPPEN TO WHD STATION IN DECADES!
- A genuine guy who supports his troops. What more could you ask for? I'm sure the city is happy too.
- I respect Captain Ramirez. He always stops to talk with the troops and share a laugh.
- Great captain!
- Political speeches, all smiles, no change. Supports and promotes lazy deputies. Wool over eyes.

Richard Mejia

4.88

**East Los Angeles
Station**



Category	Rank	Score
Integrity	Outstanding	4.92
Fairness	Outstanding	5.00
Crime Fighting	Outstanding	5.00
Proactivity	Outstanding	4.92
Accessibility	Outstanding	5.00
Concern for Dep.	Outstanding	4.83
Character	Outstanding	4.83
Leadership	Outstanding	4.92
Management	Outstanding	4.58
Accountability	Outstanding	4.83

Recommendations

- Keep up the great work.
- Ensure supervisors are on the same page in order to maintain consistency throughout the station.
- Fix the problems that have continued for years... Problems still exist.

Comments

- Captain Mejia is a great mentor, supervisor and a true leader.
- Best captain we've had in a long time.
- Truly cares about all employees. Empathetic. Always reminds us to take care of each other.
- Great captain. Promotes proactivity. Leads by example.
- Has brought back great morale to the station and stands up for his deputies.
- Captain Mejia is one of the best captains ELA has had in a long time. He cares about his deputies.
- Claims to be unaware of station issues like favoritism/training/FTOs not being held accountable.

ALADS Leadership Assessments

(5.00 - 4.50)

OUTSTANDING



James Powers

4.77

Lomita Station


Category	Rank	Score
Integrity	Outstanding	4.83
Fairness	Outstanding	4.57
Crime Fighting	Outstanding	4.67
Proactivity	Outstanding	5.00
Accessibility	Outstanding	4.67
Concern for Dep.	Outstanding	4.83
Character	Outstanding	4.83
Leadership	Outstanding	4.83
Management	Outstanding	4.67
Accountability	Outstanding	4.80

Recommendations

- So far, he has been a pleasure to work for.
- Stop deputies covering civilian employees who constantly call in. We lose field units because of this.
- Move him out of patrol or promote him into an obscure admin command.

Comments

- Always around the station from day shift to night asking how the station as a unit can improve.
- Overall, no issues. He appears to care for the station and line deputies.
- Zero improvement from last year. His idea of leadership is asking patrol to write more cites.
- Captain Powers is a strong leader. He is ever present at the station and frequently attends briefing.

Steve Jauch

4.75

Aero Bureau


Category	Rank	Score
Integrity	Outstanding	4.67
Fairness	Outstanding	5.00
Crime Fighting	Outstanding	5.00
Proactivity	Outstanding	5.00
Accessibility	Outstanding	5.00
Concern for Dep.	Very Good	4.33
Character	Outstanding	4.67
Leadership	Outstanding	4.50
Management	Outstanding	4.67
Accountability	Outstanding	4.67

Recommendations

- Captain Jauch, keep fighting the fight. Your people appreciate you more than you know.
- We all respect and appreciate your true leadership, Steve. Wish we had you years ago.
- Stop listening to the CFIs and sergeants so much. Pay attention to your line guys. They're the backbone.

Comments

- Devoted to his deputies and concerned about the mission. One of the best I've ever worked for.
- Not looking forward to the day he leaves us, whenever that may be.
- Far cry from that previous Captain Dewey Loran character.
- Pushes sergeants through pilot training over deputies, then complains nobody wants to work Air5.
- Pleasure to have as our unit commander.
- Tries to understand the needs of his subordinates despite pressure from higher-ups.

ALADS Leadership Assessments

(5.00 - 4.50)

OUTSTANDING



John Burcher

4.72

**Transit Service Bureau -
North Operations**



Category	Rank	Score
Integrity	Outstanding	4.72
Fairness	Outstanding	4.78
Crime Fighting	Outstanding	4.83
Proactivity	Outstanding	4.50
Accessibility	Outstanding	4.82
Concern for Dep.	Outstanding	5.00
Character	Outstanding	4.61
Leadership	Outstanding	4.78
Management	Outstanding	4.56
Accountability	Outstanding	4.56

Recommendations

- Demand deputies innovate, get back to core values and develop a streamlined operations process.
- Get a captain in there that really wants to do their job and not think of themselves first.

Comments

- Captain Burcher is a well-rounded leader and goes above and beyond for his line deputies.
- Captain John Burcher is an amazing asset to Transit Services Bureau. The morale is up again!
- Only cares about not losing the contract. Did nothing to address the virus crisis and still kept us going.
- We loved what he did the first time he was here but haven't seen him as involved this time around.
- Fantastic captain.
- Captain Burcher is reasonable and open for suggestions.
- It has been such an amazing environment since Captain Burcher came back to TSB.

Holly Francisco

4.66

Narcotics Bureau



Category	Rank	Score
Integrity	Outstanding	4.69
Fairness	Outstanding	4.69
Crime Fighting	Outstanding	4.62
Proactivity	Outstanding	4.69
Accessibility	Outstanding	4.77
Concern for Dep.	Outstanding	4.77
Character	Outstanding	4.69
Leadership	Outstanding	4.62
Management	Outstanding	4.54
Accountability	Outstanding	4.54

Recommendations

- She's genuinely a good person and I will hate to see her leave. But definitely deserves a promotion.
- Captain Francisco needs to get promoted! Never mind, congrats Commander Francisco!
- Keep up the good work captain. You will be missed when you get promoted.
- Never wanted to jeopardize being promoted. Getting promoted to commander. Good riddance, good luck.

Comments

- Captain Holly Francisco truly cares about her employees and wants the best for us.
- An outstanding captain who takes pride in the Bureau and truly cares about her troops.
- Best captain I have ever worked for.
- Her office is always open, takes care of her detectives!
- Captain Francisco is an outstanding leader and cares about her subordinates.
- Nice person, caring and levelheaded. Horrible judge of character and rewarded laziness.
- Great captain! But fairness isn't given across the board to all teams. She has favorites.
- She is the best captain I have ever had. Captain Holly is an outstanding leader.

ALADS Leadership Assessments

(5.00 - 4.50)

OUTSTANDING



Michael Hannemann

4.65

**Special Victims
Bureau**



Category	Rank	Score
Integrity	Outstanding	4.75
Fairness	Outstanding	4.75
Crime Fighting	Outstanding	4.75
Proactivity	Outstanding	4.75
Accessibility	Outstanding	4.63
Concern for Dep.	Very Good	4.38
Character	Outstanding	4.63
Leadership	Outstanding	4.75
Management	Outstanding	4.50
Accountability	Outstanding	4.63

Recommendations

- Nothing! You are a great Marine & person.
- People seem to feel he is not approachable. Interact on a day-to-day basis more.
- Retire. This isn't the unit for someone who isn't "all in."

Comments

- Down to earth, approachable, and really cares about his people.
- The captain trusts his detectives and supervisors to do their job. He does not micromanage.
- He cares about his troops & helped me when everyone wasn't.
- Hands on and willing to assist with operations. Will even assist with arrests.
- Never see him, never hear from him.
- Just a really good captain.
- Captain Hannemann is very supportive, receptive, involved, and proactive.

Tom McNeal

4.65

**Training Bureau /
EVOC**



Category	Rank	Score
Integrity	Outstanding	4.75
Fairness	Outstanding	4.75
Crime Fighting	Outstanding	4.75
Proactivity	Outstanding	4.50
Accessibility	Outstanding	4.63
Concern for Dep.	Outstanding	4.63
Character	Outstanding	4.63
Leadership	Outstanding	4.50
Management	Outstanding	4.63
Accountability	Outstanding	4.75

Recommendations

- Get out and talk to the troops.
- Fix issues with career deadbeat staff.
- He would make a great commander.
- An example for other captains to emulate.
- Talk more with your line staff individually about each facility.

Comments

- Genuinely cares for his employees, leads by example, and inspires those around him.
- Consistently shows up to training and thanks us. Supportive of deputies and family first.
- Rarely see him, hasn't spent much time since coming to unit, while getting to know the different units.
- He is a great captain who leads by example. He supports the deputies and allows us to do our job.
- A combination of leadership, integrity, proactivity, and due regard for those he leads.
- Better vetting of sergeants and communicate more with line staff on supervisors' job performances.

ALADS Leadership Assessments

(4.49 - 3.50)

VERY GOOD



Todd Deeds

4.49

**Crescenta Valley
Station**



Category	Rank	Score
Integrity	Very Good	4.45
Fairness	Very Good	4.40
Crime Fighting	Outstanding	4.50
Proactivity	Very Good	4.30
Accessibility	Outstanding	5.00
Concern for Deputies	Very Good	4.45
Character	Very Good	4.36
Leadership	Outstanding	4.78
Management	Very Good	4.44
Accountability	Very Good	4.22

Comments

- *The best captain I ever had. Great guy, very approachable and very trustworthy. Cares about his deputies.*
- *Deeds cares about his sworn and civilian staff as well as the communities he works for.*
- *Outstanding captain!*
- *Very outgoing, knows everyone at the station. Too beholden to the contract city. Doesn't really run the station.*
- *Firm and fair leadership. Leads by example and honestly puts deputies first.*
- *Solid man.*
- *Captain Deeds is the model of leadership.*

Recommendations

- *Would not change a thing.*
- *Listen to the line and pay attention to the poor morale. Lead from the top not the middle levels.*
- *Pay attention to your scheduling/training office. The scheduling sergeant really runs the station.*
- *Hard decisions will always have to be made. Keep putting deputies first, and we will keep handling.*
- *I hope LASD continues to promote quality leaders like Captain Deeds.*



ALADS Leadership Assessments

(4.49 - 3.50)

VERY GOOD



Salvador Becerra

4.29

Lost Hills Station



Category	Rank	Score
Integrity	Very Good	3.92
Fairness	Very Good	4.00
Crime Fighting	Very Good	4.25
Proactivity	Very Good	4.08
Accessibility	Outstanding	4.55
Concern for Dep.	Outstanding	4.55
Character	Very Good	4.36
Leadership	Very Good	4.36
Management	Very Good	4.40
Accountability	Very Good	4.40

Recommendations

- Keep it up. Proud to say you're my captain, my captain!!

Comments

- Great captain, the department needs more pro-deputy brass like him.
- Best captain I have ever worked for.
- LHS has changed dramatically for the better ever since Captain Becerra took command of LHS. Blessed.
- Loves his civilian employees, couldn't care less about deputies. Good thing he's got solid lieutenants.
- Doesn't lock himself down in the office. Checks in on all his deputies. Always approachable.
- Takes his marching orders from a civilian "reporter" from Malibu.
- Best captain I have worked for. Not political. Always on the floor speaking with us.
- Captain Becerra is a strong leader who supports his personnel.
- Very approachable. Puts his deputies first.
- Best captain I have had the opportunity to work for.

Alfred Reyes

4.21

Walnut Station



Category	Rank	Score
Integrity	Very Good	4.08
Fairness	Very Good	4.25
Crime Fighting	Very Good	3.67
Proactivity	Outstanding	4.56
Accessibility	Outstanding	4.73
Concern for Dep.	Very Good	4.30
Character	Very Good	4.00
Leadership	Very Good	3.91
Management	Very Good	4.44
Accountability	Very Good	4.20

Recommendations

- Reward deputies for proactive work. Move the lazy ones out of special spots.
- Time for him to move on.
- Keep doing what you do and stand behind your line deputies.

Comments

- SAO spots have been stagnant for years, deputies lack productivity in those spots.
- Really nice guy, doesn't know what's going on. Ops. staff runs everything.
- Captain Reyes has been a good captain. He is in touch with his deputies without being intrusive.
- Always checking up on deputies to make sure they are good to go.

ALADS Leadership Assessments

(4.49 - 3.50)

VERY GOOD



Eduardo Hernandez

4.20

**Major Crimes
Bureau**



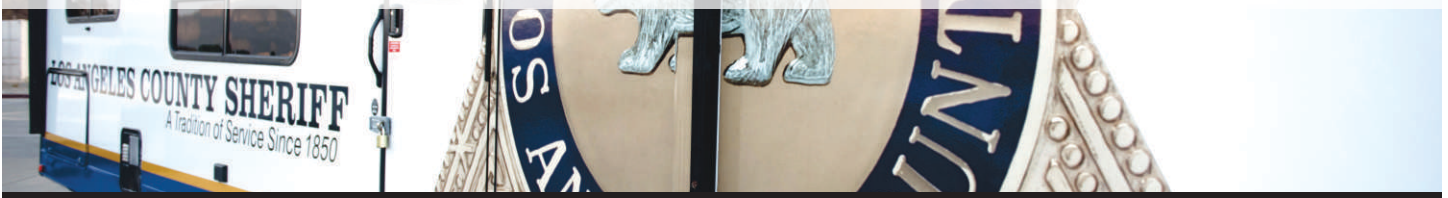
Category	Rank	Score
Integrity	Very Good	4.00
Fairness	Very Good	4.31
Crime Fighting	Very Good	4.33
Proactivity	Very Good	4.25
Accessibility	Very Good	3.85
Concern for Deputies	Very Good	4.27
Character	Very Good	4.20
Leadership	Very Good	4.27
Management	Very Good	4.27
Accountability	Very Good	4.27

Comments

- Needs to be seen more often or at least send an email out to troops and update his personnel.
- Outstanding leadership and support for deputies. Truly and genuinely cares about his personnel.
- Not involved, troops unaware of what's going on in the Bureau.
- Great captain, but he hasn't been around much lately.
- Captain Hernandez stays in his office and never comes out to say hello or good job!!
- Have not seen the captain at MCB in 18 months. Did not realize we still had one.
- This captain has not had one Bureau meeting in his years at the Bureau. He's never around.
- If policy allowed it, I'd totally have a beer with the guy.
- Captain Absentee should be his name. Has his Ops. Lt. who doesn't know the needs of the Bureau run it.

Recommendations

- Keep troops informed on what the latest information is regarding the Bureau.
- Have a Bureau meeting.
- Keep up the good work!
- Please come out and show your people that you care about them. MCB detectives need cars!!!
- Don't leave everything to the Ops. Lt. He has no clue about police work or detective investigations.
- Be more involved in what's going on and get supervisors with experience in what we do.
- Growing a Tombstone mustache would make him unstoppable.
- Get rid of your "if you don't like it then leave" mentality that your Ops. Lt. has been saying.



ALADS Leadership Assessments

(3.49 - 2.50)

SATISFACTORY



Justin Diez

3.41

**Santa Clarita
Valley Station**



Category	Rank	Score
Integrity	Satisfactory	2.82
Fairness	Satisfactory	3.19
Crime Fighting	Very Good	3.81
Proactivity	Very Good	3.65
Accessibility	Very Good	4.12
Concern for Deputies	Satisfactory	3.36
Character	Very Good	3.50
Leadership	Satisfactory	3.14
Management	Satisfactory	3.29
Accountability	Satisfactory	3.19

Comments

- Very easy to talk to. Not pretentious. Supports proactively.
- Does not know how to talk to people as a leader. Talks down to deputies. Does not know how to lead.
- Captain Diez is just plain OUTSTANDING! In every one of these categories, he is actually a 5+.
- Cares about his deputies and always wants better for all.
- Does not listen to his support staff and micromanages everyone around him. He doesn't trust anyone.
- Has no empathy for personnel who have lost family members. Cares about his reputation only.
- Great leader. He is the epitome of a deputy's captain. Really supports the line. Very open with info.
- He is very inexperienced, but thinks he knows everything. Very rude and a backstabber.
- Needs improvement. Needs to trust his staff and people who have been at the station for a long time.
- Captain Diez does not do a good job in allowing his mid-level supervisors to manage their personnel.
- Self-centered trying to push his own career. Lacks true care for the personnel below him.

Recommendations

- Learn how to treat people. Stop being fake. Doesn't care about families. Just making himself look good.
- Trust your people are doing the right thing and listen to what others have to say. We want the best too.
- Need to consider deputy morale and remember deputies need to have a personal life.
- Should have done more patrol time as a deputy. He would know how to do his job as a captain fairly.
- I just hope he does not promote soon for our sake.
- Worry more about your personnel and less about stats. Morale is dropping.
- Spend more time truly understating those he is there to lead.

ALADS Leadership Assessments

(3.49 - 2.50)

SATISFACTORY

Darren Harris

2.95

**Court Services
Transportation Bureau**



Category	Rank	Score
Integrity	Satisfactory	3.14
Fairness	Satisfactory	2.75
Crime Fighting	Needs Improvement	2.33
Proactivity	Needs Improvement	2.43
Accessibility	Satisfactory	3.20
Concern for Deputies	Satisfactory	3.40
Character	Satisfactory	3.00
Leadership	Satisfactory	3.17
Management	Satisfactory	3.17
Accountability	Satisfactory	2.86

Comments

- He only cares about himself. He doesn't care about his employees nor what they have to say.
- Zero visibility, not comfortable walking into that office. Seen once a week if that.
- Captain Harris fails in leadership. Knows nothing about the daily operations nor concerns at TST.
- We don't have proper PPE's like gloves and masks. He doesn't make an effort to provide them.
- It appears the captain is only seen when there is a problem that reflects badly on him.
- Things for the unit only seem to get done if it directly affects how he appears to superiors.

Recommendations

- He needs to retire or get removed. We need a team leader, someone that cares about his employees.
- Stop using line deputies in administration.
- Talk to the sergeants and have them start treating line staff with a little respect.
- Cares more about himself than his deputies.
- Be more aware of the line unit's needs - directly and through supervisors.
- Occasionally attend a briefing, ask sergeants what deputies are reporting needs fixing.



ALADS Leadership Assessments

(3.49 - 2.50)

SATISFACTORY

Ronald Shaffer

2.84

Palmdale Station



Category	Rank	Score
Integrity	Needs Improvement	2.15
Fairness	Satisfactory	2.71
Crime Fighting	Satisfactory	2.80
Proactivity	Satisfactory	2.71
Accessibility	Satisfactory	3.38
Concern for Deputies	Satisfactory	2.91
Character	Satisfactory	2.91
Leadership	Satisfactory	3.33
Management	Satisfactory	2.82
Accountability	Satisfactory	2.69

Comments

- Does not support or protect those who work under him. Very hypocritical.
- Pleasure to work for.
- Worst captain I've ever worked for. Has no problem throwing deputies under the bus for self-gain.
- Does not care about patrol deputies. Is strongly against proactive policing. Lowered morale.
- The absolute worst captain on the department. Will not back the line deputies to save his own life!
- He is only a politician trying to promote. Lacks key leadership skills like communication with frontline personnel.
- Seems to care more about the COPS model vs. proactive policing. Is available to talk when needed.
- Civil unrest '20 displayed the worst leadership possible. Scared to make a decision. Kneeled in fear.
- He's a politician. Lost the station when he took a knee. Doesn't care about proactive police work.
- Hurts to say, but I feel like he cares more about the politics than deputies.
- He knelt and ordered his deputies to kneel in front of a cop-hating crowd.
- He should retire. He lost his station, and nobody wants to work for him.
- Ordering a line of deputies to kneel during a protest is just not right!
- Captain Shaffer supports the deputies at the station. Very easy to talk with.
- Captain Shaffer is the perfect representation of progressive policing. A pleasure to work under.

Recommendations

- Be a captain somewhere else. Not at a patrol station.
- Learn to lead by example, learn troop welfare, learn how to make a decision and stand by your word!
- Keep doing what you're doing, and more people are going to put in their transfer slips.
- Please transfer/retire.
- Leave Palmdale Station.
- Palmdale needs a new captain who will uphold the morals and values of what Palmdale once was.
- Stop caring about politics within the department and protect his deputies at "his" station.
- Dennis Kneer is severely missed.
- He needs to work on/genuinely worry about the morale of his deputies and take the time to listen.



ALADS Leadership Assessments

(3.49 - 2.50)

SATISFACTORY
David Sprengel
2.55
Lakewood Station


Category	Rank	Score
Integrity	Needs Improvement	2.00
Fairness	Satisfactory	2.75
Crime Fighting	Satisfactory	3.40
Proactivity	Satisfactory	3.13
Accessibility	Needs Improvement	2.13
Concern for Deputies	Needs Improvement	2.00
Character	Needs Improvement	2.33
Leadership	Needs Improvement	2.33
Management	Satisfactory	2.57
Accountability	Satisfactory	2.83

Comments

- *Very vindictive. Two-faced. Talks about you behind your back and then acts like your best friend.*
- *Allows his people to get loan items and positions without merit.*
- *Broken record. Comes to briefings and says the same five sentences to line staff for last two years.*
- *Does not inspire you to do your best.*
- *No leadership or concern during the tragic loss of one of our own or to provide PPE during the pandemic.*

Recommendations

- *Retire. You didn't get the bump. Worst captain I have ever worked for.*
- *Treat people fairly and be genuine.*
- *Focus on your current rank instead of chasing the next one.*
- *Go 10-8 once in a while. Remember what we have to do on a day-to-day basis for real solutions.*
- *It's too late. He missed an opportunity to be a true leader through this historic and trying time.*



ALADS Leadership Assessments

District Attorney's Office, Bureau of Investigations

(2.49 - 1.50)

NEEDS IMPROVEMENT



Rogelio Maldonado

2.11

**Fraud and Corruption
Division (LADA)**



Category	Rank	Score
Integrity	Needs Improvement	2.00
Fairness	Satisfactory	2.60
Crime Fighting	Needs Improvement	2.25
Proactivity	Needs Improvement	2.00
Accessibility	Needs Improvement	2.00
Concern for DAIs	Needs Improvement	2.25
Character	Needs Improvement	2.00
Leadership	Needs Improvement	2.00
Management	Needs Improvement	2.00
Accountability	Needs Improvement	2.00

Comments

- Most self-absorbed human around and offers no insight that is useful in modern policing.
- If I could give negative points, I would. Doesn't care about fighting crime at all.
- All he really cares about is himself, his career, and how he appears to those above him. Narcissist.
- Thinks passing out handouts makes him a good leader. Only interested if it benefits him.
- Self-serving, out of touch, morale killer and no real world LE experience, Napoleon complex.
- Inexperienced, indecisive, vindictive, bully, rude, untrustworthy, negative, self-pity, and cruel.

Recommendations

- Retire and just go away. Never offers solutions or assists in creating an environment of success.
- Either support us in going after criminals or retire. You "made captain" but no one respects you.
- Stop micromanaging the unimportant details, do something that helps us, not you. Just retire already.
- Put your people ahead of your own self-interest.
- He needs to actively listen to his people and at least attempt to provide us with what we need.



ALADS Leadership Assessments

(1.49 - 0.00)

UNSATISFACTORY



Latonya Clark

1.13

Compton Station



Category	Rank	Score
Integrity	Unsatisfactory	1.07
Fairness	Unsatisfactory	1.00
Crime Fighting	Unsatisfactory	1.10
Proactivity	Unsatisfactory	1.36
Accessibility	Unsatisfactory	1.33
Concern for Deputies	Unsatisfactory	1.00
Character	Unsatisfactory	1.00
Leadership	Unsatisfactory	1.00
Management	Unsatisfactory	1.00
Accountability	Unsatisfactory	1.44

Comments

- Zero leadership skills. Never see or hear from her unless it's negative.
- Never around. Is reactive and seems inconsistent with discipline. Has a tendency to overreact.
- Only time she is seen is if you happen to be at the station when she's getting in her car to leave.
- Super low morale as soon as she stepped in. Not willing to back up her deputies.
- We have a captain at the station? During the protest, she was never present or when TSB deputies were shot.
- Didn't bother showing up to the command post during TSB's 998!
- Rules with an iron fist. Has no backbone when it comes to defending the deputies against the mayor.
- Hands down the worst captain I have ever worked for. Works off emotion and is a terrible leader.
- We need a new captain who supports proactive policing which will better the community we serve.
- This captain lacks the fundamental characteristics of a leader, created a hostile work environment.

Recommendations

- She needs to retire or transfer to a different assignment.
- Do not be so quick to judge and wait until you have all the evidence in front of you.
- Find somewhere else to be a captain.
- Recommend an early retirement so we can get a new start.
- We need a captain that cares about the deputies at the station, we need a NEW CAPTAIN!
- Needs to be at the station and take time to know deputies.
- Retire or impersonate the position of captain at a different station.
- Take a basic course to get refreshed on policing in the field and leadership. Learn to be a deputy.
- How about showing that you actually give a damn for your troops, the station morale is beyond low.



ALADS Leadership Assessments

(1.49 - 0.00)

UNSATISFACTORY

LOWEST SCORE

**John McBride****1.08**

Personnel / Backgrounds



Category	Rank	Score
Integrity	Unsatisfactory	1.33
Fairness	Unsatisfactory	1.00
Crime Fighting	Needs Improvement	1.50
Proactivity	Unsatisfactory	1.00
Accessibility	Unsatisfactory	1.00
Concern for Deputies	Unsatisfactory	1.00
Character	Unsatisfactory	1.00
Leadership	Unsatisfactory	1.00
Management	Unsatisfactory	1.00
Accountability	Unsatisfactory	1.00

Comments

- Worst captain I have ever worked for. All he cares about is himself. He is a weasel.
- Captain McBride is by far the WORST captain I have ever had in my 15 years on the department.
- McBride sold his soul to be promoted.

Recommendations

- Retire.
- Don't sell your soul to get promoted.



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Rice v. Morehouse, et al

United States Court of Appeals for the 9th Cir

No. 18-35459, Filed March 8, 2021

“Non-Trivial” Force Found Unlawful Against Person Engaged in Passive Resistance

Author: Robert Rabe, Esq.
Stone Busailah, LLP

In the early morning of December 26, 2011, Lee Rice, while traveling with his family, was stopped by Officer Murakami for failing to signal for a full five seconds before changing lanes. Because he believed that there was no basis for the stop, Rice showed Murakami his license through the car window, but refused to give her the license and car registration. The officer then called for “Code 3” backup. While assistance was on the way, Murakami opened the driver’s side car door, instructed Rice to exit, and announced that he was under arrest for “obstruction and delay”. Rice refused to get out of the car. Murakami returned to her vehicle and, hearing sirens coming from everywhere, radioed a “Code 4” update that she was not in danger and only needed 2-3 units. The responding officers were on a different frequency and didn’t hear the update. Ultimately, 17 officers responded to the scene. Murakami spoke to the arriving officers, including Dale Morehouse and Nick Shaffer, and explained the driver was not cooperating with instructions, was advised he was under arrest and that she needed somebody to help get him out of the car.

The Removal

Murakami approached the driver’s side of the car,

with Morehouse directly behind her. Murakami repeatedly instructed Rice to get out of the car and threatened to break his window if he did not. Rice refused, asked to speak to a supervisor, but did roll down his window and unlock the car door. Murakami opened the door, and together with Morehouse, pulled Rice out of the car.

The Take-Down

After Murakami and Morehouse pulled Rice from the car, they attempted to hold Rice in a “police lead” position, grabbing his wrist with one hand and triceps with the other. Morehouse grabbed the right arm, while Murakami grabbed his left. Murakami was soon replaced by Shaffer. As they approached the rear of the car, Shaffer and Morehouse tripped Rice and forcibly threw him to the ground using a “take-down” maneuver. Rice landed face-first on the pavement.

The Scrum¹

While Rice was on the ground, a number of officers struck and kneed him, wrenched his arms and shoulders, and twisted his fingers. Eventually, Rice was placed in handcuffs, picked up off the pavement, and placed in a patrol unit. Rice claimed to have suffered long-term physical injuries and emotional distress as a result of the encounter.

Criminal misdemeanor charges were filed against Rice but were dismissed after the state court concluded Murakami lacked reasonable suspicion or probable cause to stop the car Rice was driving. Rice sued the officers involved in the arrest in federal court for excessive force. The court denied Morehouse and Shaffer qualified immunity for their involvement in the scrum but granted qualified immunity as to the takedown. The case proceeded to trial against the officers for their alleged use of excessive force. The result was in favor of the defense and Rice appealed.

Grant of Qualified Immunity Reversed

In excessive force claims, the Court evaluates whether the officers’ actions are “objectively reasonable” in light of the “facts and circumstances confronting them” and judges the reasonableness of the force “from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight.” (*Graham v. Connor*.)

Morehouse and Shaffer’s take-down maneuver while holding Rice in a “police lead” position

¹ A “scrum” is a “chaotic struggle or tussle”. (See Oxford English Dictionary (3rd ed. 2018))

involved a “substantial” use of force because it resulted in forcibly throwing Rice face-first to the pavement. A takedown, like any other use of force, “must be justified by the need for the specific level of force employed.” The most important factor to consider is whether the suspect posed an immediate threat to others. When Rice rolled down his window and repeatedly asked to speak to Murakami’s supervisor, he made his requests calmly, without raising his voice and using the words “please” and “ma’am”. Although Rice was not cooperating, he did not yell or use profanity, attempt to flee or to harm the officers, or reach for any sort of weapon.

The Court noted that cases had long distinguished between a suspect’s passive and active resistance. Here, the Court likened Rice’s refusals to exit his car to “the purely passive protestor who simply refused to stand”, as opposed to “minor” or even “truly active” forms of resistance.

On appeal, the Court had to determine if the law in this area was sufficiently clear, so that a reasonable officer could understand what he is doing would violate that right.

Long before Rice’s arrest, the Ninth Circuit “clearly established one’s right to be free from the application of non-trivial force for engaging in mere passive resistance.” Cases dating back to

2001 established that failing to fully or immediately comply with an officer’s orders neither rises to the level of active resistance, nor justifies the application of a non-trivial force. In one case, the Ninth Circuit held an officer’s tasing of a bystander to an arrest, who did not retreat despite the officer’s orders, violated clearly established law. The court in that case stated that because the individual did not make any threats or resist the officer, “the use of non-trivial force of any kind was unreasonable.” In another case, the Ninth Circuit denied qualified immunity to an officer who physically struck and pepper sprayed an arrestee who refused to get back in his car, finding that the law involving the *use of significant force against a suspect who was suspected of a minor crime, posed no apparent threat to officer safety, and could not be found to have resisted arrest, was well established*. The Court remarked that Rice was “perfectly passive” and “engaged in no resistance”. The Court decided that these cases formed a body of law that together placed the officers’ use of substantial force against a passively resisting person “beyond debate.” Accordingly, qualified immunity was denied.

Take Away

While the circumstances involved a traffic stop in this case, the same analysis applies to protests.

Protesters often engage in passive resistance. One can assume, because of body-cams and cell phone videos, that any action an officer takes against a “passive” protester will be recorded, posted on the internet and subject to review and possible criticism. Some of these videos become “viral” on the internet. As the Court stated in this case, when evaluating an incident under *Graham*, a court must examine the totality of the circumstances. In a case where an individual or group is engaged in passive resistance, these considerations will include whether proper warnings were given, and if less intrusive alternatives to the force employed were available, or even considered. Always, but especially in a case involving passive resistance, be sure to justify the need for the specific level of force employed. Remember, officers who become a meme or a “star” in a viral video frequently suffer administrative, civil or even criminal consequences.

Stay Safe and Healthy!

Robert Rabe is Stone Busailah, LLP’s writs and appeals specialist. His 41 years practicing law include 16 years as a Barrister, Supreme Court of England and Wales, practicing in London, England.



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ALADS Interview of Diamond Bar Mayor Pro Tem Ruth Low

Moving Forward Together

"Moving Forward Together" is an ethos Ruth Low demonstrates both in her personal and professional life.

Ruth Low leads through her optimism, integrity, experience, and education all qualities you want in a City Council Member. She has worked diligently to make the community safe and to provide resources so others can follow their dreams.

Ruth Low was first elected to the Diamond Bar City Council in 2015. Prior to her election to the City Council, Ruth Low volunteered for eight years on various city commissions and sixteen years as a member of the Diamond Bar Friends of the Library. It is not unusual to see Ruth Low and her husband, Rick Rogers, volunteering and participating in various philanthropic and community activities.

Working as a Deputy District Attorney with the Los Angeles County District Attorney's office for over 20 years, Ruth Low was recognized in 2011 as an Outstanding Prosecutor by the FBI for successfully prosecuting complex cases involving state and federal laws. Ruth Low dedicated herself to making our community safe for others. She has prosecuted serious and violent crimes such as murder, vehicular manslaughter, robbery, home invasion, burglary, rape, and child sexual abuse and regularly appears in the Los Angeles County Superior Court and the California Court of Appeals representing the People of the State of California.

Ruth Low understands the challenges deputy sheriffs' face today and, in the future, while working patrol. "We, as a society, are asking



our law enforcement personnel to do more, to respond to more, to handle more diverse situations that arise, but at the same time, we are limiting the tools that law enforcement has access to. There needs to be a meeting of the minds about how to achieve that balance of solving issues and making tools available. Also, from a deputy's standpoint, there must be concern about personal safety, morale, and support and training about the changing roles of law enforcement."

"Our deputies have been doing a great job here in Diamond Bar. The Team is responsive to the changing needs of the community, flexible and creative in meeting new challenges, and most of all, they are community-minded. I would like to see continued engagement of the Neighborhood Watch Program and to see expansion of the Business Watch Program. I would also like our

deputies to return to the classrooms in our schools to engage with our youth".

"We are so proud of the men and women that serve our City, every day and in whatever capacity and circumstances that arise. Our deputies are so awesome and appreciated. Our law enforcement team has my full support."

Ruth Low's optimism and outlook on life is reassuring when she reflects on the work accomplished over the past six on the Diamond Bar City Council. "As a public servant, I take the long view. In the life of every City, as in our personal life, we have ups and downs. We have exciting moments of great achievements like when we preserved and protected the Tres Hermanos Ranch as open space into perpetuity, when we built parks and hiking trails, and we have issues that seem to linger forever. As leaders, we have urgent duties to respond to problems as they occur, but we also have the important responsibility to set the course for our City that will last for decades, long after our terms are over. Setting the City on a positive course is working on the long view and I am happy to say that I work on that. Creating stability is very important to the long-term success of a City. Stability gives residents confidence and pride in our City. That in turn, stabilizes our business community, our schools, our real estate outlook, and our City's finances. Stability also has the collateral effect of reducing social problems and crime and creates community and all the positive benefits that go with that, such as good health, environment, recreation, and so much more. Setting the City's course is what I am most proud of."



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IN MEMORIAL

In Memory of Deputy Thomas Albanese

Sarah Evans

ALADS Communications Aide



On February 25, 2021, just before 9 AM, Deputy Thomas Albanese was attempting to pull over a black sedan when he was killed in a traffic collision at the intersection of Paramount and Del Amo boulevards. Deputy Albanese was northbound on Paramount Boulevard when a silver Mercedes-Benz heading westbound on Del Amo Boulevard struck him at the intersection. He was thrown off his motorcycle and tragically died at the scene.

Pastor Lincoln Dial of Calvary Baptist Church of La Verne gave a wonderful eulogy about Tom's life at the memorial service. Deputy Thomas Albanese was born on December 20, 1979, to Constance and David Albanese in New Hampshire. He had two older brothers, David and Steven, and a younger sister Angela, along with four stepbrothers, Miguel, Javier, Josh, Little John, and a half-brother named Jack.

After high school, Tom worked numerous

small jobs until 2001, when following in his father's footsteps, he decided to enlist in the United States Marine Corps. He served one tour in Saudi Arabia and three tours in Iraq. While Tom was stationed at Camp Pendleton in Oceanside, California, in 2005, he met his future bride, Erica Paren. In 2008, Tom proposed to her before leaving for his last deployment, and they married that November. The following November, Tom and Erica welcomed their first son, Landon. After much thought and consideration, Tom left the

Marines in March of 2010 to spend more time with his family. Three years later, in May 2013, their second son, Nolan, was born. His sons were Tom's pride and joy. Tom loved being with his family and taking them on hikes, camping, and bike rides. He would take the boys out to the driving range and let them hit golf balls. Tom also enjoyed watching Landon's basketball games.

After leaving the Marines, Deputy Albanese was hired by LASD as a security assistant for the Pasadena Courthouse and was later promoted to a security officer for Aero Bureau. He obtained his bachelor's degree in Organizational Leadership from Azusa Pacific University in 2017 and was encouraged to join the Academy while working in security. After graduating from the Academy, Deputy Albanese worked at Men's Central Jail and TSB before transferring to Lakewood Station,

continued on page **49**

“

Tom's dream was to become a motorcycle deputy, which became a reality when he got hired at Pico Rivera Station. He loved his job and was gifted in doing traffic stops . . . He had the sixth sense to locate the traffic violators to make the streets safer and put his life on the line on a daily basis.

”

MARCH 6, 2021 FLAG RUN



IN MEMORIAL

In Memory of Deputy Thomas Albanese

where he patrolled and became a training officer. Tom's dream was to become a motorcycle deputy, which became a reality when he got hired at Pico Rivera Station. He loved his job and was gifted in doing traffic stops. His partner and friend, Deputy Tyler Steinriede, stated that he was active and a hard worker. If people were doing burnouts in the street or speeding, Deputy Albanese would always find them. He had the sixth

sense to locate the traffic violators to make the streets safer and put his life on the line on a daily basis. Deputy Albanese always treated people with respect and left a lasting positive impression on people during traffic stops. Captain Phillip Marquez of Pico Rivera Station told a story of when Deputy Albanese conducted a traffic stop on an executive within the department. During the traffic stop, greetings and positive words were

exchanged before both parties went on their way. The executive was so impressed with Deputy Albanese's professional and polite behavior during the traffic stop that he contacted Captain Marquez to commend Tom.

Deputy Thomas Albanese is survived by his wife, Erica, and two young sons, Landon and Nolan.



Deputy Christina Smith, Deputy Thomas Albanese
and Deputy Yesenia Holwager



IN MEMORIAL

In Memory of Deputy Pedro "Pete" Romo

Sarah Evans

ALADS Communications Aide

In December 2020, Deputy Pedro "Pete" Romo was hospitalized after being diagnosed with the coronavirus. After approximately two months in the hospital, on February 14, 2021, he tragically lost his battle to COVID-19 related medical complications. Deputy Romo was a 25-year veteran of the Sheriff's Department and was assigned to the Santa Clarita Valley Sheriff's Station.

Pete was born in Artesia, California, on December 23, 1971, and was the youngest of nine siblings. In 1989, he graduated from Cerritos High School. Before becoming a deputy sheriff, Pete taught English at an adult

school in Cerritos. He applied to the Sheriff's Academy and graduated from Academy Class 290. While Pete worked in custody, he met his wife Natalie, and they married in 1996. After working in custody, Pete worked at Lakewood Station and then transferred to Santa Clarita Valley Sheriff's Station in 2004, where he became a beloved deputy within the community. He also worked as a school

resource deputy at Valencia High School for the past 13 years. The staff always praised Deputy Romo with the interaction with the students, where he had an open-door policy for any student who needed help or advice. Deputy Mike Perry, who was Romo's partner and friend of 14 years, stated that recently, one of the student's parents commented on

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Deputy Yesenia Holwager and
Deputy Pete Romo



Santa Clarita deputies with Deputy Pete Romo's assigned off-road motorcycle

IN MEMORIAL

In Memory of Deputy Pedro "Pete" Romo



From left to right: Romo, Pernas, Perry, Guzman and Callahan

what her son told her about Deputy Romo. Her son said that no matter how often he got in trouble, Deputy Romo always treated him with respect and listened to him. Many other students said that they always felt safe whenever they saw Deputy Romo on campus and knew he was there for them.

According to Deputy Perry, "Pete was passionate about his family. He always talked about his children Sean, Natalia and Mark. He said he was fortunate to work as the School Resource Deputy at the schools they attended. He was able to watch his children grow up and experience sports, ASB activities and become adults." Pete enjoyed camping and off-road motorcycle riding with his family. At home, he enjoyed working on his house, such as installing solar panels and completely re-landscaping the backyard with his wife, Natalie.

Pete had the perfect personality for a peace officer. Whenever someone met Deputy

Romo, they saw him as a friendly, respectful, and a caring person. He was a person who

would never hesitate to help a friend or a stranger out. Deputy Romo was a very humble person who never boasted about himself and always thought about others. Pete would be the first person to give a compliment or praise others. He always made everyone feel like they had a friend and a partner in him that they could rely on. Deputy Perry and countless others have become better people with having had Pete in their lives.

On Tuesday, April 20, 2021, Deputy Romo's funeral services to honor his life and paying respects to his family were held at Forest Lawn Memorial Park in Los Angeles. The first portion of the service was held at the church on the property, followed by a short procession to the gravesite where Deputy Romo was put to rest.

Deputy Pedro "Pete" Romo is survived by his wife, Natalie, and his three children, Sean, Natalia, and Mark.



Deputy Pete Romo's Family, from left to right: Sean, Pete, Natalia, Natalie and Mark

IN MEMORIAL

In Memory of Deputy Michael Treinen

Sarah Evans

ALADS Communications Aide

On April 6, Deputy Michael Treinen, who faithfully served the citizens of L.A. County for 30+ years, unexpectedly passed away. Deputy Treinen quietly retired in 2020 and spent the majority of his career at Malibu/Lost Hills Station working in and around Malibu. While working at Lost Hills Station, Treinen served as Malibu's official homeless liaison and trained many deputies who still work at the station today.

Within LASD, Deputy Treinen was well-known



for being a training officer who helped show the ropes to the new deputies entering the department. In Malibu, he was best known as the local homeless outreach coordinator, which he held for several years. Deputy Treinen provided dignity to Malibu's homeless community while he assisted with securing housing for them. According to Lieutenant John Lecrivain, "Mike was passionate about the people who lived on the fringe of society.


He devoted the majority of his working career while at Lost Hills to make personal contact with the people experiencing homelessness. He knew each one of them by sight and name. He took the time to learn about them and help keep them from coming into conflict with the property owners in the beach communities." According to *The Malibu Times*, Mike was known as the local homeless outreach coordinator and would try everything that he could to help them out. Mike was the representative at the Malibu City Council meetings, who would offer updates on the department and its outreach efforts to aid the members of the local homeless community. He also represented the department at all kinds of events in Malibu.

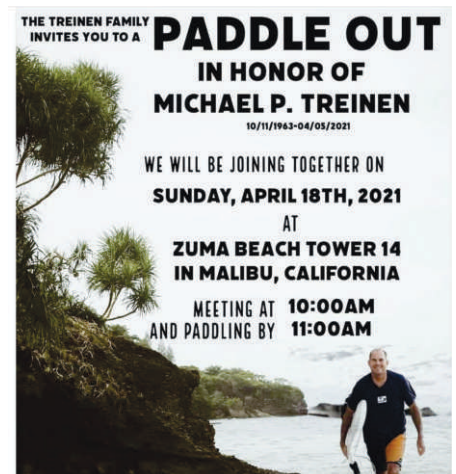
Deputy Treinen helped train many deputies who worked at the Malibu/Lost Hills Station. Deputy Michael Cerveny stated that he remembered Michael as one of the deputies he looked up to during his time in the field. He was always approachable, knowledgeable, willing to help and back any of his partners at any time. As a new field deputy, Cerveny would always have a question or two or three, and he could always count on Deputy Treinen to answer and explain his answers. He always looked out for his partners, including Deputy Cerveny, who sometimes would be the sole radio car in Malibu. Whenever Deputy Treinen was on duty on his flex schedule, he would always roll to Deputy Cerveny's calls to back him up without being asked.

Deputy Treinen loved his wife and kids so much that he worked some of the worst hours/shifts so that it would mesh with his wife and they could provide full-time parenting for their children. Lieutenant

Lecrivain recalled when Mike's children were little; he would often drag himself into work after caring for them all day.

Along with loving his family and work, Michael was passionate about surfing. He surfed many beaches around the Lost Hills Station area for years. Several times when he was in the field with Cerveny, other surfers would come up to him and start up a conversation not just because he was a deputy but because they knew him as one of the local surfers. One of his aspirations was to surf all of the classic breaks.

Deputy Michael Treinen has been mourned by many and will be truly be missed. He is survived by his wife and children. 



Sunday, April 18, 2021 - The Treinen Family held a paddle-out at Zuma Beach, where members of the community and his fellow surfers honored Mike's life.

IN MEMORIAL

In Memory of Deputy Michael Treinen

Zuma Beach Paddle Out



IN MEMORIAL

In Memory of Deputy Michael Treinen



Malibu Surfrider Beach



Zuma Beach Paddle Out



IN MEMORIAL

In Memory of Deputy Jeffrey McKee

Sarah Evans

ALADS Communications Aide

On Sunday, March 28, 2021, at approximately 5:30 AM, Deputy Jeffrey McKee, a 15-year veteran of the Sheriff's Department, tragically passed away in a fatal traffic accident on Interstate 5. The accident caused a separate incident that severely injured a second deputy, Norman Anpre. A tire reportedly came off a Toyota Tundra traveling in the opposite direction bouncing into Deputy McKee's lane before hitting the windshield and roof of his vehicle. Deputy McKee reportedly suffered head injuries and passed away at the scene. At the time, Deputy McKee was traveling to Inmate Reception Center for his shift, where he worked as a scheduling deputy.

Deputy McKee joined LASD in November 2006 as a part of Academy Class #357. In April of 2007, he graduated from the Academy and began his career at Inmate Reception Center, where he excelled and stayed for the rest of his career.

Deputy McKee was born and raised in Chino. In 2009, McKee married his high school sweetheart, Randi, and settled in the city to raise a family. They had two children together,




Hunter, 8, and Remilyn, 5. Fellow deputies stated that McKee was passionate about spending and dedicating his time with his family. He always prioritized his family and faith over everything else. Jeff enjoyed going camping and spending time at their property in Missouri. Deputy McKee's goal was to move to Missouri permanently and raise his family there.

Jeff's fellow deputies describe him as being a straight-forward person, who did not sugar

coat the truth about anything. Deputy McKee would try to make the best out of every situation. He was dependable and would help out with everything that he could. Jeff enjoyed listening to country music, tending to their animals (donkey/goats/chickens), hunting, fishing, and playing various musical instruments. He committed his professional life to serving his community and had also worked as an EMT.

On Saturday, April 17, 2021, his funeral procession arrived in Norco at approximately 9 AM and entered into the city of Eastvale for church services. The procession consisted of approximately 15 LASD units and 20 private vehicles. The McKee family asked for the public to pay their respects and join in the procession before the private ceremony.

ALADS C.A.R.E.S. Foundation's Go Fund Me page raised \$10,564 for Deputies McKee and Anpre. Inmate Reception Center, Operations' Go Fund Me page raised \$61,260 to assist the family during this time of need and to establish a scholarship fund for his two children.

Deputy Jeff McKee is survived by his parents, Bob and Linda McKee; his wife, Randi; and his two children, Hunter and Remilyn. 



IN MEMORIAL

In Memory of Reserve Deputy Michael Churney

Sarah Evans

ALADS Communications Aide

On March 17, 2021, Reserve Deputy Michael (Mike) Churney, 44, was off duty when he collapsed at home and was rushed to the hospital, where he tragically passed away from a brain aneurysm. Mike grew up in the Ventura County area, where he chose a career in law enforcement at a young age. He started off as a Ventura County cadet before becoming a LASD reserve deputy for Lost Hills Station in 1996. Churney went to Cal Lutheran, where he met his wife, Shannon. After a few years, he became a full-time deputy where he worked at Men's Central Jail and Court Services West. In 2008, Deputy Churney returned to Lost Hills Station as a part of the Motor Unit. At the end of his career, he became a reserve deputy again while working as a real estate agent on the civilian side to take care of his mother, according to his good friend Deputy Paul Ferreira.

Mike was passionate about his family and his little boy, Hunter, his #1 everything. Churney would send his friends and colleagues texts and pictures about his little boy's escapades and shenanigans. He was also very passionate about his work in law

enforcement and beloved by all around his work assignment at Lost Hills Station. Reserve Deputy Churney had a great sense of humor and was a jokester. In a memorable story shared by Deputy Ferreira, "Mike had his father-in-law, a retired Ventura County Fire Chief, write me a spoof commendation letter for the firefighting efforts during Woosley. It read, 'I have never seen a motor take such a perfect firefighting stance.'" Along with his fun personality, Reserve Deputy Churney had a pilot's license and raced motorcycles for the sheriff's racing team.

Sergeant Ray Armstrong said that Reserve Deputy Churney received multiple awards and commendations while working at Lost Hills Station. In January 2013, Reserve Deputy Churney received an American Legion Award for being a Team Leader for the Reserve Arrest Warrant Team, Reserve Surveillance Team, Reserve Greats Team, and Reserve Recruitment Team. He received a commendation in August 2015 for Outstanding

Performance during a search warrant recovering stolen burglary property and the arrest of two suspects. Deputy Churney received an Application to Duties commendation from a citizen who was cited



Photo by Victory John

by Churney. The citizen commented on his professionalism during the stop. Lastly, Churney received a commendation from the Sheriff in December 2018 for providing assistance during President Trump's visit to Los Angeles.

On Tuesday, April 6, 2021, a memorial for Reserve Deputy Michael Churney was held at Real Life Church in Valencia, where friends, colleagues, and family members gave him a beautiful eulogy.

Reserve Deputy Mike Churney is survived by his wife, Shannon, and five-year-old son, Hunter.

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- ▶ Passport/visa requirements
- ▶ Currency exchange rates
- ▶ Consulate/embassy referral
- ▶ Health hazard advisory
- ▶ Weather information

Emergency Medical Transportation*

- ▶ Emergency evacuation
- ▶ Medically necessary repatriation
- ▶ Visit by family member or friend
- ▶ Return of traveling companion
- ▶ Return of dependent children
- ▶ Return of vehicle
- ▶ Return of mortal remains

Emergency Personal Assistance Services

- ▶ Urgent message relay
- ▶ Interpretation/translation services
- ▶ Emergency travel arrangements
- ▶ Recovery of lost or stolen luggage/personal possessions
- ▶ Legal assistance and/or bail bond

Medical Assistance Services Include

- ▶ Medical referrals for local physicians/dentists
- ▶ Medical case monitoring
- ▶ Prescription assistance and eyeglasses replacement
- ▶ Convalescence arrangements

* The services listed above are subject to a maximum combined single limit of \$250,000. Return of vehicle is subject to \$2,500 maximum.

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RS-2110 (4/17)

ALADS Members Retiring

A couple is walking away from the camera on a sandy beach towards the ocean. The man is on the left, wearing a light-colored short-sleeved shirt and shorts. The woman is on the right, wearing a white long-sleeved top, light-colored pants, and a large wide-brimmed hat. They are holding hands. The background shows the ocean with gentle waves and a bright, hazy sunset sky. The entire scene is framed within a black border.

Eduardo Aguirre	Jeffrey Heier	Ronald Ocello
Herbert Aguirre III	Ronald Hernandez	Charles Oeland
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Jason Ames	John Hocking	Terri Osburn
Andrew Berg	George Hofstetter	Rafer Owens
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Sukarno Brown	Melvin Johnican	Jeffrey Perry
Steven Bullard	Daniel Jorgensen	Michael Popken
Enrique Carrillo	William Kennedy	John Prentice
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Kwan Chow	Derek Kruzner	Angela Riggs
Robin De Lima	Dean Lachasse	Marcus Ruhnke
Oliver Donan	Mark Landrum	Marcelo Sampedro
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William Fabian	Gilbert Martinez	Thomas Spiegle
G. Russell Ferris	Eric Matejka	Paul Stainthorpe
Thomas Filpi	Patrick Mathers	Diane Suzuki
Christian Fisher	Eduardo Medina	Bradford Szarkowski
David Flores	Michael Melikidse	Darryl Tadlock
Jeffrey Flotree	Charles Miranda	Celina Taliento
Angel Fonseca	Brian Mitchell	Jawanna Thompson
Joseph Frey	Pamela Moore	Sergio Tiscareno
Charles Garcia	Gabriel Morales	Richard Tomlin
Michael Garfin	Paul Morales	Valerie Vallejo
Andrew Gill	Robert Morris	Clifton Williams
Catarino Gonzales	John Mundell	Patrick Winningham
William Gonzales	Adam Navarrette	John Yateem
Juan Gonzalez-Valencia	Kevin Nelson	Walter Young
Marco Green	Patrick Nelson	Charles Youngstrom
George Griffith	James Noble	
Amylynn Hanson	Steven Nobles	

Robert Ferrell



Robert Ferrell who was a Unit Rep for Community Policing Bureau displays his ALADS retirement plaque. Robert began as an LASD CSO in 1987. He graduated from Academy Class 251 in 1989. He was assigned to IRC and worked patrol at Lomita Station, as a Motor Deputy at TSB, Marina Del Rey Station and then COPS Bureau where he retired from this year. Congratulations on your retirement, Robert!

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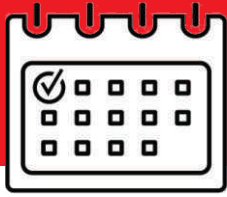
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Law Enforcement Serra Retreat

October 1-3, 2021

The weekend of October 1-3, 2021, marks the 75th Anniversary of the Sheriff's Department Law Enforcement Retreat at the Serra Retreat House in Malibu. Retired Commander Tom Vetter took great pride in organizing and mentoring the Law Enforcement Serra Retreat Group for over 60 years. On January 16, 2021, sadly, Tom passed away from COVID-19. Tom was excited about planning the big 75th Anniversary of our group's attendance at the Retreat House. The planning committee is planning a special weekend to honor Tom, a life well lived, both personally and professionally; as well as celebrating all of his contributions to the Serra Retreat, and our special group.

The Retreat House is open for Retreats and following the State and CDC guidelines regarding cleaning protocols, social distancing, and mask wearing. All home cooked meals and voluntary presentations will be conducted in the open air. The Retreat House is a 38-acre Franciscan facility located on a hilltop in Malibu. Keep in mind, outside patios are surrounded by immaculately maintained gardens, pathways, and trails throughout the property with breathtaking views overlooking the hills and the beautiful Pacific Ocean.

The Retreat staff has made adjustments to the room assignments in order to meet standards set by the State and CDC. Each couple or individual will have a private bedroom and bathroom. Because of safe distancing, there will be fewer rooms available. Attendance will be based on confirmed commitments.

When attending you have opportunities to go on quiet walks and enjoy the beautiful scenery in Malibu Hills. You may also choose to quietly reflect and enjoy the beautiful setting by relaxing in the informal environment, or you may just need sleep and great home cooked meals. Positive, uplifting presentations are also offered to everyone on a voluntary basis. Many Retreatants enjoy walking or running down to the beach.

Those of you who are attending the Retreat will begin your experience by checking in any time after 1500 hours on Friday, October 1, 2021. Try to avoid traffic by leaving early. Friday's dinner will be served from 1700 to 1900 hours to accommodate late arrivals. Check out time will be approximately 1200 hours on Sunday, October 3, 2021.

Serra Retreat House

3401 Serra Road • Malibu, CA 90265

Serra Road is located between Sweetwater Canyon Road and Cross Creek Road, directly off the Pacific Coast Highway. It is south of the Old Malibu Sheriff's Station and across from Malibu Lagoon State Park.

All religious denominations are invited. This retreat is open to all members, both sworn and professional staff, active and retired, from all Los Angeles County Law Enforcement agencies. Spouses, relatives, and friends are also welcome to attend.

For further information regarding the cost and reservations, please contact any of the following:

Patty Norris (818) 381-7698

Chuck Norris (818) 381-7649

Michelle Emeneger (714) 293-3891

Jay Sevoian (661) 992-4369

Andy Thompson (714) 293-5898

Chickee & Norm Nelson (562) 760-0875

John Valencia (951) 316-3633

Leo Bauer (661) 388-9650

Ingrid Jefferys (909) 234-8151

Gino Reale (661) 425-1219

Tony & Shiela Martins (562) 753-1963

SHERIFF'S ACADEMY

Congratulations! **Class 455**



Armen Abedi	Shant Honarchian	Anthony M. Parisi
Eduard K. Acquilano	Thiem C. Hong	Stephanie N. Pineda
Ani Aghakhanian	Zachary L. Jackson	Bradley J. Quintana
Jefferson K. Barstad	Christopher G. Magana	Karen L. Ramirez Albano
Patrick K. Cabrera	Caden A. Maher	Joshua A. Sandoval
Jeremy Carranza	Nathaniel T. Marino	Jaquelyn D. Sartorelli
Edward Garcia	Long D. Ngo	Jocelin Torres
Julian R. Garcia	Zuri D. Nunez	Karla Torres
Melissa Garcia	Alexander Ornelas	Bradley I. Wittenberg
Jonah R. Hellmond	Sergio M. Palacios Jr.	



ALADS Sponsors Police Unity Tour Riders

Police Unity Tour, Southern California Chapter VII

Friday, May 14, 2021 - ALADS sponsored a dinner for riders participating in the Police Unity Tour 25th Anniversary Ride. President James Wheeler, Vice President Richard Pippin and Secretary Xochilt Rosas were on hand to show their support for the riders who raise funds for the National Police Officers Memorial in Washington, D.C.



2021 Police Unity Tour participants and families.



Southern California Chapter VII Coordinator Joseph Rosalez speaks about the upcoming bike ride to participants.



ALADS President James Wheeler thanks Unity Tour participants.



After the dinner, the directors handed out backpacks sponsored by ALADS and PPOA with goodies for the riders. Riders would normally ride from Florham Park, NJ to the National Law Enforcement Officers Memorial in Washington, D.C. However, due to COVID-19 restrictions, the ride was canceled. Instead, members of Southern California Chapter VII rode 70 miles on Saturday, May 15th from Ventura to Santa Barbara and back.

Congratulations to all of the riders who participated in this year's ride.



ALADS Sponsors Police Unity Tour Riders

Police Unity Tour, Southern California Chapter VII



"As our motto says 'We Ride For Those Who Died.' This past year was a challenge but our mission of honoring the fallen and raising funds for the National Law Enforcement Memorial continues. Thank you to all who participated in this year's ride from Ventura to Santa Barbara and back. Thank you to all those who donated! See you in May of 2022 this time riding into DC and the Memorial."

- Police Unity Tour, Southern California Chapter, VII Facebook Page



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

Officers

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

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

Defense Reps

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Boris Nikolof		bnikolof@alads.org
Mark Sanchez		msanchez@alads.org
Anthony Spatola		aspatola@alads.org

ALADS Unit Representative List

* ALADS Directors

Aero Bureau
Granek, Michael

Airport Court
Russell-Saenz, Robin

ALADS
Pippin, Richard *
Wheeler, James *

Altadena Station
Gaisford, David *

BOLRAC
Rosas, Xochilt *

Century Station
Meraz, Henry
Perez, John *

Cerritos Station
Klock, Daniel

Children's Court
Baldwin, Aily

College Bureau
Elias, Elizabeth

Court Services Transportation
Peña, Enrique

CPB/IDT/STARS Center
Salazar, Virginia

CSB (County Services Bureau)
Tate, Reginald

CSE - Norwalk
Grant, Winston

CSW - Van Nuys East
Domin, Robert

Homicide Bureau
Blagg, Steven

Industry Station
Finn, Michael

Inglewood Court
Moody, Kelvin

Lakewood Station
Brannigan, Taylor

Lancaster Station
Jordan, Lance
Sullivan, Melissa

LCMC
Sandoval, Robert

Long Beach Court
Erbacker, Mark

Lost Hills/Malibu Station
Loureiro, Armando

Martin, Jeffrey

Major Crimes
Cabadas, Jesse

Men's Central Jail
Stern, Julian

Metrolink Bureau
Perez, Oscar

NCCF
Galarneau, Dean

Norwalk Station
Sass, Sarah

Palmdale Station
Cianciosi, Kenneth
Cronin, Andrew

Parks Bureau - East
Castro, Leonardo

Parks Bureau - North
King, Trevor
Montesdeoca, Michael
Ortega, Miguel

PDC - South
Tidball, Justin

Pico Rivera Station
Longoria, Brandon

San Dimas Station
Portillo, Arturo

Santa Clarita Station
Rathbun, Michael

Santa Monica Court
Miller, Craig

Temple Station

Barrios, Jaime
Johnson, James

Torrance Court
Quick, Johnny

TSB
Tineo, Alejandro

Walnut Station
Fark, Benjamin

West Hollywood Station
Chung, Christopher

Barragan, Janet - At Large
Buckband, Stacey - At Large
Ferguson, Thomas * - At Large
Lave, Louis - At Large
Ortega, Flor - At Large
Sass, Robert - At Large

District Attorney Investigators
Central Investigation
Martin, Jennifer
Public Integrity
James, Brian

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.djdiond.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

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.

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.

Classified Ads

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

For Advertising Information

Call 323-213-4005

REAL ESTATE

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

Contact the best Coldwell Banker team in SoCal to handle your Real Estate needs - Jordan Kennedy (Active LASD) 714.312.6454

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 \$350.00. Call for longer stays and holiday rates. 626-646-3972. RETIRED DEPUTY

WINDOW COVERINGS

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



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.

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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 second Wednesday of the preceding month (for example, for inclusion in the September 2021 issue, ads must be received by Wednesday, August 11, 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 of print clearly here.

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

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

ALADS Board of Directors Election Scheduled

Members interested in volunteering their time to serve on the ALADS Board of Directors and who want to run for one of the four seats up for election this year, are advised that the candidate filing period opens on August 2, 2021 and closes at 5:00 p.m. on September 1, 2021. Candidate filing information may be obtained by contacting the ALADS office.

The filing information includes a ballot statement, a maximum 300-word candidate statement, and a passport sized photo. Filing materials must be submitted to the firm conducting the election by 5:00 p.m. on September 1, 2021.

Candidate information will be published in Issue #3 of the Dispatcher. The candidate statements will be distributed to voting members with official ballots, which will be mailed October 22, 2021. ALADS will begin its transition to electronic voting this year, and members will have the option to return their ballots in the mail or vote online.

The deadline for voting is 5:00 p.m. on November 8, 2021. Ballots from voting members will be counted on November 9, 2021, the next business day following the deadline for voting.



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.

FIRSTRESPONDER@MYCCMORTGAGE.COM

855.847.0975

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-
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 - › FHA/VA/USDA/Conventional/Jumbo Financing.

As a member of the **Association for Los Angeles Deputy Sheriffs**, you can enjoy substantial savings when you purchase or refinance a home. Active, retired, and family members are eligible.

CONTACT US FOR EXCLUSIVE SAVINGS.

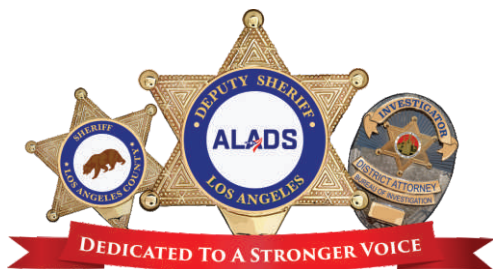
call 855.847.0975

email FIRSTRESPONDER@MYCCMORTGAGE.COM



Curt Conkling, Branch Manager NMLS237743 CrossCountry Mortgage, LLC 171 Saxony Road, Suite 102-D, Encinitas, CA 92024 NMLS3029 NMLS 1820222 All loans subject to underwriting approval. Certain restrictions apply. Call for details. CrossCountry Mortgage, LLC. NMLS3029 (www.nmlsconsumeraccess.org) CrossCountry Mortgage, LLC is an FHA Approved Lending Institution and is not acting on behalf of or at the direction of HUD/FHA or the Federal government. Subject property and borrower income and credit must qualify to USDA guidelines. Licensed by the Department of Financial Protection and Innovation under the California Residential Mortgage Lending Act. **Terms and conditions:** This is not a commitment to lend. All loans subject to program guidelines and underwriting approval. Loan program terms and conditions are subject to change without notice. Available for first lien mortgage purchase money loans or refinance loans only, subject to certain minimum loan amounts. Discounts will be applied at closing as a lender credit up to a maximum of \$2,198, limitations may apply. Borrower cannot receive cash at closing. Only one offer per loan transaction will be accepted. No cash value. Available only on loans originated by CrossCountry Mortgage, LLC. Borrower must mention the program at the time of application. CrossCountry Mortgage, LLC has the right to accept, decline, or limit the use of any discount or offer. Copyright© 2020 CrossCountry Mortgage, LLC.





Association for Los Angeles Deputy Sheriffs

2 Cupania Circle • Monterey Park, CA, 91755

(323) 213-4005 • www.alads.org

Publication Number 0000-961

www.alads.org

JUNE 2021

We have devoted ourselves
and our staff to providing
the highest level of personal
services to our clients

Please contact our firm for
a free consultation
Phone (818) 788 1700
Fax (818) 788 1705



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Making a false or fraudulent workers' compensation claim is a felony subject to up to five years in prison or a fine up to \$50,000 or double the value of the fraud, whichever is greater, or both imprisonment and fine