



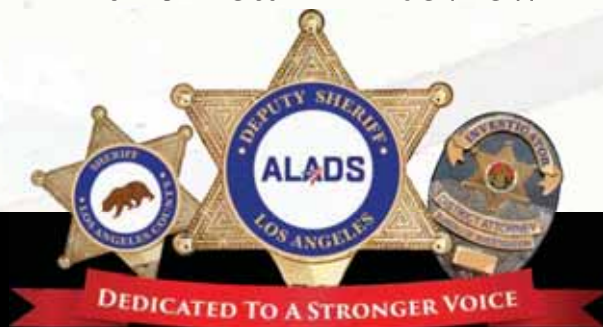
DISPATCHER

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



2019 Year in Review

DEDICATED TO "A STRONGER VOICE"



LEWIS, MARENSTEIN, WICKE, SHERWIN & LEE, LLP

OVER 40 YEARS OF SERVICE TO SAFETY PERSONNEL AND THEIR FAMILIES



Our firm of 16 attorneys and 50 support staff are dedicated to professional, personal service.

WORKERS COMPENSATION

State Bar Certified Specialist

We have successfully represented over 35,000 safety members. Our representation continues long after your case is concluded since your right to lifetime medical care may always be challenged.

DISABILITY RETIREMENT FOR SAFETY MEMBERS

We have a pension department that specializes in this area and have successfully obtained disability pensions for thousands of safety personnel under PERS, County 1937 Retirement Act and other county and city systems.

PERSONAL INJURY

Our personal injury department has successfully litigated or tried over 5000 claims for automobile injuries, products liability, medical malpractice and other negligence areas.

(818) 703-6000

20750 Ventura Boulevard, Suite 400
Woodland Hills, CA 91364

www.lmwsllaw.com

Serving Ventura, Los Angeles and Orange Counties

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

ALADS 2020 Board of Directors



President
Ronald A. Hernandez
rhernandez@alads.org



Vice President
James Wheeler
jwheeler@alads.org



Secretary
Xochilt Rosas
xrosas@alads.org



Treasurer
Steven Blagg
sblagg@alads.org



Assistant Secretary
Michael V. Thibodeaux
mthibodeaux@alads.org



Assistant Treasurer
David Gaisford
dgaisford@alads.org



Director
John Perez
jperez@alads.org



DEDICATED TO A STRONGER VOICE



CONTENTS

- 05 President's Message
- 06 Vice President's Message
- 07 2019 Year in Review
- 20 Legal Defense Plan Update
- 23 Legislative Report
- 24 Budget Summary
- 26 ALADS C.A.R.E.S. Foundation
- 28 In Memory of Detective Amber Leist
- 30 ALADS Reaching Out: Deputy Dakota Palanca
- 31 Health Beat / Holman Group
- 32 Benefits Partner
- 33 ALADS Hosts Contract Cities and Awards Event
- 36 One Minute Briefs
- 40 ALADS Advertisers

Photos by Chris Miller, Lance Troyan, Sarah Evans



PRESIDENT'S MESSAGE



ALADS President

Ronald Hernandez

rhernandez@alads.org

It's been a while since I've been able to write an article worthy of your time. Rather than concentrating on the many hot topics I could write about, I wanted to take the time to share with you a thank you letter sent to us by a member, which I think is just as important as any other "hot topic." Helping our members!

It highlights what we can do with ALADS C.A.R.E.S., and it is timely, considering we are currently rolling out a tax-deductible payroll deduction donation option. Please go to www.alads.org or call us for more information.

Ron Hernandez
President, ALADS

In my 13 years as a deputy sheriff, I've never asked ALADS for help before. I have had close calls (like most patrol deputies) in the field, but I was always able to somehow explain my actions. I didn't understand how important being a member of this massive police union really is, until I reached out for help on behalf of a friend.

What Does It Mean to be an ALADS Member?

Like many of my partners past and present, I've seen my share of violence in the field. As a 15-year veteran of the U.S. Army Special Operations with several deployments, I've witnessed death more times than I care to remember. It is impossible to express in words how difficult the task is of bringing home a fallen soldier, and fellow Green Beret, to his family from the battlefield. I thought that mission would be the hardest mission of my life. I was wrong...

Two weeks ago, I received the worst phone call of my life. In the middle of the night, I was informed that the child of one of my closest friends / partners tragically lost her life in a horrible accident. My partner has been a deputy sheriff for many years, and has proved herself working tough assignments throughout her career. She never once asked me or anyone for help during our time on the department. She is the hardest deputy I know. She never complains, never accepts special treatment, and always handles her business. We went through Force Instructor School together. So far, it was the hardest training I've done in law enforcement. Of course, my partner was the only female. She was fighting men without issue. I view her as this strong, tough, street cop. I was shocked when I received the phone call regarding the loss of her child. My heart sank into my chest and I immediately thought of the pain she must feel.

I drove to the E.R. and spent the night with her and her family. The look in her eyes said it all. I've never seen something so horrible in my life. I witnessed a loving mother lose the most valuable possession she will ever hold in her hands. I felt helpless to console her as she struggled with the loss. As she cried in my arms I kept thinking, "How can I help this situation?" "What can I do to better this situation?"

I walked outside of the ER, called the ALADS main phone line and spoke with Sandra Villagran. I didn't even know what I was asking for. After speaking to her for several seconds, I informed her of the situation. I asked her for any assistance ALADS could provide during this time of emergency. Sandra told me something I will never forget. . . She told me about the ALADS C.A.R.E.S. Program and would forward my request for assistance to Lucy Hayhurst (who also is an ALADS employee). Sandra told me through the program ALADS might be able to cover the cost of the funeral services.

I went back inside the E.R. armed with this newly found knowledge. The timing wasn't right, I decided to wait until the situation calmed down to tell my partner of the possible relief service. After several horrible days of comforting my partner through the darkest days of her life, I received a phone call from Lucy as promised by Sandra. She told me, ALADS approved the funding for the funeral services through the ALADS C.A.R.E.S. Program. I walked back inside my partner's residence and told her ALADS was willing to cover the cost of the funeral. She looked into my eyes, her eyes watering. She simply said, "Thank You." It was the first time I felt I actually helped the situation.

I was relieved she had one less thing to worry about. I was so grateful for the special people at ALADS who worked so quickly to provide relief for such a tragic event. I called Sandra and Lucy back to thank them for their dedication and hard work in providing services to the members of LASD. I realize now what it means to be a member of ALADS. It's much bigger than a police union, it's a family. I will be forever thankful.

Detective Travis Ogle



DEDICATED TO A STRONGER VOICE

VICE PRESIDENT'S MESSAGE



ALADS Vice President
James Wheeler
jwheeler@alads.org

Happy One Year Anniversary ALADS Legal Defense Fund

It's been a year since the ALADS Board of Directors created and adopted the Plan Document for the ALADS Legal Defense Fund (LDF). The plan was created as a collaborative effort from our very well-respected attorney, Russ Richeda, our Executive Director Derek Hsieh and the ALADS Board of Directors to meet the specific legal needs of ALADS members. I would put the ALADS LDF plan up against any legal plan in the country. We have four law firms, Raines Lucia & Stern, Charles Goldwasser & Associates, Stone Busailah, LLP and The Gibbons Law Firm, with access to more than 60 lawyers.

The LDF is **exclusive** to the ALADS membership and is administered by the ALADS Board of Directors. This means that the decisions on all cases **are decided by your fellow deputy sheriffs**, not an outside entity, who may or may not have a law enforcement background or the members' and ALADS' best interests in mind.

The LDF covers administrative, civil and criminal representation for complaints or investigations arising from the course and scope of your duties. The plan also covers civil monitoring when the county is providing a defense for a civil lawsuit. ALADS members also receive a one-hour free consultation for legal issues outside of the scope of the LDF plan.

Last year, the LDF received **more than 800 requests for representation** for administrative and criminal investigations, civil monitoring, and legal consultations. Some of the reasons for the requests were for: uses of force, inmate deaths, deputy involved shootings, policy of equality violations, traffic accidents, alcohol-related incidents, and off-duty incidents.

Additionally, the LDF is used for representation and litigation at civil service hearings, grievances, and arbitrations for members at the Employee Relations Commission (ERCOM). ERCOM is where Los Angeles County employees are required to have their grievances heard

before a panel of three commissioners (The Commission). The commissioners then decide to either deny or recommend the grievance based on preliminary evidence before it goes before a hearing officer. If the Commission sends the grievance before a hearing officer, the hearing officer will listen to the arguments and submit a report back to the Commission. The Commission decides the case based on the hearing officer's report in the affirmative (win) or in the negative (loss). Both sides then have an opportunity to accept or appeal the decision to the Commission. If there is still no remedy, both sides have the option of taking the matter to superior court. ALADS has taken cases to the superior court and all the way up to the California Supreme Court for our members.

Why is the LDF so important to you? Everyday, deputies and district attorney investigators are taking law enforcement actions. Unlike in the movies, enforcing the law in real life, especially if force is used, is never pretty or glamorous. Your actions are scrutinized by the department, the OIR, the Citizen's Commission on Jail Violence, County Board of Supervisors and finally the public. The LDF ensures that if you are involved in an incident that falls under the course and scope of your duties and action is taken against you, you will have excellent legal representation protecting both your career and your finances. **Attorney's fees for cases can range from \$10,000 up to nearly a \$1,000,000. The cost can destroy a deputy's finances and put their family in jeopardy.** The LDF helps to protect every ALADS member against this catastrophe.

Finally, the LDF is a constantly evolving Plan Document created to meet the ever-changing needs of our membership. Rest assured, your Board of Trustees is always looking for ways to improve the LDF for members and will continue to do so into 2020.

ALADS IS HERE FOR YOU!



2019 Highlights



DEDICATED TO A STRONGER VOICE

JANUARY

Join the Dual Track and Coveted Testing Committees

ALADS members had a chance to join the Dual Track and Coveted Testing Committees formed by ALADS and the department to assess the current process, analyze current successes and failures, and make recommendations for change. *ALADS continues to work with the Sheriff's Department regarding Dual Track and Coveted Testing.*

Press Release:

ALADS' Statement on Houston PD Shooting

ALADS extended its full support to the five injured Houston police officers who were injured in the line of duty, their families, the Houston Police Department led by Chief Art Acevedo and the Houston Police Officers' Union led by Joseph Gamaldi.



Bonus Update

ALADS learned there had been some movement on the issue of Station Investigator Bonuses approved in the 2018 MOU. The department provided its payroll staff instruction to allocate the Station Investigator Bonus; however, each unit may interpret the instructions differently. ALADS recommended members to follow their timekeeper's/payroll's instructions to ensure receipt of the bonus and retroactive pay as soon as possible.



ALADS IS HERE FOR YOU!



FEBRUARY

ERCOM Meeting Update

One of the matters discussed at ERCOM's monthly regular session meeting on January 28, 2019 was the remedy ordered by the Hearing Officer in the Guidelines for Discipline UFC, already won by ALADS. The Commission adopted 4 out of 5 of the Hearing Officer's ordered remedies including an order that the department revert to the 2012 Guidelines for Discipline and that the department must meet-and-confer with ALADS on any changes they seek to make to the Guidelines. The sole remedy that had not been adopted yet was for the department to make any member negatively impacted by the unilateral implementation of new discipline guidelines, to be made whole. The reason for the delay was due to the department's claim that it does not keep discipline records and does not know which deputies have been impacted. ALADS took on the task to compile the data from members who received discipline from 2012 to present.

Los Angeles Times

Secret Records of Police Misconduct Must be Released

ALADS strongly opposed SB 1421 and once the bill was passed, we took our fight to the courts to ensure it wouldn't be applied in unlawful, unauthorized ways. The L.A. County Superior Court ruling stated that it is legally acceptable for SB 1421 to be retroactive. ALADS continues to fight and protect its members, especially deputies who were accused of wrongdoing and made career-altering decisions about whether to appeal their discipline based on an understanding that their files would remain confidential. ALADS fought SB 1421 all the way to the California Supreme Court. We were the only Peace Officer Association (POA) to fight it to conclusion.



DEDICATED TO A STRONGER VOICE

MARCH

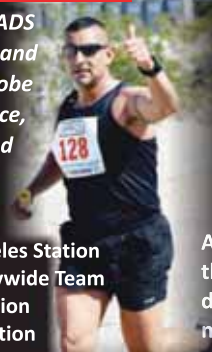
ALADS Safe Rides Program – Baker to Vegas Weekend

ALADS likes to ensure the safety of its members to prevent drunk driving incidents at fun events, such as Baker to Vegas. ALADS offered refunds to members who use Lyft and Uber during Baker to Vegas weekend.

35th Annual Baker to Vegas Relay Race

ALADS sponsored 24 teams and the Homicide Bureau & ALADS Baker to Vegas Barbecue. Teams from Los Angeles County, and others from across the United States and around the globe including: Canada's Calgary Police Service, Edmonton Police, Royal Canadian Mounted Police, Belize's Police Department and Queensland's Police Service, met on the 120-mile course. ALADS proudly sponsored 24 out of the 37 LASD Teams.

- | | |
|---|-------------------------------------|
| 1. Century Station | 13. East Los Angeles Station |
| 2. Norwalk Station | 14. Men's Countywide Team |
| 3. Pico Rivera Station | 15. Lost Hills Station |
| 4. SEB | 16. Lancaster Station |
| 5. South Los Angeles Station | 17. Men's Central Jail Invitational |
| 6. Training Bureau/Academy Staff, Biscailuz | 18. PDC North/South Facility Team |
| 7. Court Services Division | 19. San Dimas/Walnut Station |
| 8. LADA Investigators | 20. Carson Station |
| 9. Temple Station | 21. Industry Station |
| 10. West Hollywood Station | 22. TSB |
| 11. Compton Station | 23. Women's Countywide |
| 12. Detective Division Team | 24. Lakewood Station |



ALADS' Statement to Members Regarding the Media's Coverage of the Department

- *All of us, especially elected officials and members of the media, would do well to remember that peace officers are entitled to certain rights, and that these rights are no less important than that of any individual or group.*
- *We are disappointed by the actions of the L.A. County Board of Supervisors who have engaged in a highly politicized attack on the Sheriff and focused on an individual case at the expense of other important public safety policies and decisions – such as addressing our dangerous deputy shortage.*
- *ALADS will always work to ensure that due process is followed, that deputies are treated fairly in any disciplinary proceedings, and that appropriate processes and confidentiality are in place as cases are resolved.*

ALADS continues to be focused on the big picture, to advance the efforts of Protect California, while working to mitigate the damage caused locally by excessive political battles and unfair media coverage.

ALADS' FLSA Lawsuit Update

The lawsuit was assigned to United States District Court Judge Dale Fischer, who has established a pre-trial and a trial schedule for the case. Trial will likely be held in mid-2020.

The County and the Plaintiffs have agreed to settlement talks and have engaged retired federal court judge Dickram Tevrizian as a mediator. If the mediation did not produce a settlement, a notice would be sent to approximately 76,000 overtime-eligible county employees in early May 2019. Once the notice was sent, employees had 120 days to join the lawsuit.



Approximately 1,750 attendees came out to support the Homicide Bureau & ALADS Baker to Vegas Barbecue.

ALADS IS HERE FOR YOU!



APRIL

URGENT! ACLU Use of Force Bill Headed to Committee Hearings

ALADS asked its members to take action to stop the use-of-force bill, AB 392, from passing the State Assembly's Public Safety Committee hearing held on April 9th. AB 392 was initially written to make it easier to criminally prosecute public safety officers who are forced to make split-second decisions during dangerous encounters.

ALADS, Protect California and SB 230 Author Senator Anna Caballero Announce Major Amendments to California Use of Force Bill

ALADS, members of the Protect California coalition and Senator Anna Caballero made amendments to SB 230 with the feedback that they received from the Attorney General, legislators and community leaders throughout the state. With the amendments, SB 230 now:



- Establishes the first statewide guidelines to clearly define when officers are authorized to use force.
- Requires that every California law enforcement officer received the most robust training in the nation strictly designed to minimize the use of force.
- Sets specific policy requirements on de-escalation, rendering medical aid, proportional use of force and more.
- Sets forth detailed, standardized requirements for reporting all instances when force is used in our communities.
- Specifies that use of force policies and training are considered in legal proceedings.
- Strengthens the California Penal Code's definition of justifiable homicide for peace officers.



DEDICATED TO A STRONGER VOICE

MAY

Fringe Benefit Contract: Coalition of County Unions Reaches Tentative Agreement of Fringe Benefit Contract

After more than a year of bargaining, the Coalition of County Unions (CCU), which ALADS is a part of, reached a Tentative Agreement (T/A) with the County of Los Angeles on a successor Fringe Benefit Memorandum of Understanding (MOU). After face-to-face meetings with members of the Board of Supervisors, the Coalition ultimately was able to reach an equitable agreement that included a \$500 bonus, a full paid holiday (8 hours), and an early implementation of the 2nd year increase to health contributions!



Changes to the Choice Plan

7/1/19	+1.5% increase to Choices Contribution
11/1/19	+2.0% increase to Choices Contribution
1/1/20	\$325 cap on cash-in-lieu take home pay
1/1/21	+2.5% increase to Choices Contribution
1/1/21	\$244 cap on cash-in-lieu take home pay

Sustainability Bonus & Step

Within 60 days of Board Approval:

- \$500 one-time bonus
- 8 hours of leave (holiday time) (One time)

(Note: \$500 one-time bonus and one-time 8-hour holiday to be credited within 60 days of contract approval.)

1/1/20 +1% "Sustainability Bonus"

1/1/21 +2.75% "Sustainability ½ Step"

(Note: To be awarded one to top-step employees who have completed 12 or more months in that final step of the salary range. Each bargaining unit has unique requirements, e.g. ALADS top step is defined as steps 6 or 7 for one year prior to 1/1/21.)

Peace Officer Day at the State Capitol

ALADS sponsored 50 deputies and district attorney investigators to fly up to Sacramento for the first-ever "Peace Officer Day" at the Capitol on Tuesday, May 28. ALADS was instrumental in creating Peace Officer Day which allowed peace officers and their families from around California to stand together, meet with legislators, and discuss how AB 392 threatens peace officers' lives and the lives they protect. Thank you to Assemblymember Jim Cooper who spoke to all of the POAs at the first Annual Peace Officer Day at the State Capitol.



ALADS IS HERE FOR YOU!



JUNE

AB 392, What Does it Mean?

ALADS fought a long hard battle against AB 392 and in favor of SB 230. Both bills passed overwhelmingly. ALADS' battle with legislators in Sacramento to defeat AB 392 made them modify the original language and insert language consistent with *Graham v. Conner*. The bill's final language was the product of the work done by ALADS, with the assistance of long-time public safety attorney Will Aitchison, and our partner organizations. Due to ALADS' strong stance and the change to the bill's language, many of the bill's original supporters abandoned it after they felt law enforcement was victorious in defeating it. ALADS President Ron Hernandez was quoted in an *LA Times* article regarding AB 392. "Leaders from our union and decision makers in Sacramento have come to an amenable agreement on AB 392 that prioritizes the safety of our deputies while updating our California laws to reflect our best practices. The dangerous definition of 'necessary' is no longer in the bill and the requirement to exhaust all alternatives has been stricken. Our message and our concerns were heard."

Press Release:

ALADS and L.A. County Board of Supervisors to Match Offer Up to \$100,000 Reward

The ALADS Board of Directors offered up to a \$50,000 reward in addition to the L.A. County Board of Supervisors' \$50,000 reward for a total reward of up to \$100,000 for information leading to the apprehension and/or conviction of the suspect(s) responsible for the shooting of off-duty Sheriff's Deputy Joseph Solano in Alhambra.

ALADS C.A.R.E.S. Collecting Donations for Deputy Solano's family

The ALADS Board of Directors deemed that all monies donated to the ALADS C.A.R.E.S. Foundation from 6/12/2019 through 7/12/2019 would be donated to Deputy Joseph Solano's significant other. The ALADS C.A.R.E.S. Foundation raised more than \$66,000 to give to Deputy Joseph Solano's significant other. We thank everyone for their support during this tragic time.



The 19th Annual ALADS Awards Banquet

The 19th Annual ALADS Awards Banquet – the premier law enforcement event of the year honoring the heroism of deputy sheriffs and district attorney investigators – was held on June 8, 2019 at the Pacific Palms Resort in the City of Industry. All Awards banquet recipients are nominated by fellow deputy sheriffs and district attorney investigators. To make a nomination, email rhernandez@alads.org.

2nd Annual ALADS Family Night

ALADS held its 2nd annual ALADS Family Night at Universal Studios Hollywood on June 14, 2019. Members and their families had a great night going on rides and enjoying the park. ALADS raffled off \$10,000 worth of prizes to members.



JULY



ALADS Supported Shawn R. Kehoe for LACERA Board of Retirement and LACERA Board of Investments. Shawn won!

ALADS Scholarship Winners ALADS Foundation for the Future Scholarship Program

Eight \$2,500 scholarships were awarded to children of ALADS members by the ALADS Foundation for the Future.



Alyssa Aguiwas



Dakota Cohen



Eliana Flores-Barber



Jack Agtural



Julia Jackson



Kailyn Chavira



Nathan Jimenez



Shawn Valento



ALADS Vice President James Wheeler met with members of graduating Class #438 at the North Academy.



ALADS held a benefits fair at CRDF. Members are invited to various benefit fairs throughout the year at different stations. Check your email for future dates and times.



ALADS President Ron Hernandez and Assemblymember Wendy Carrillo toured East Los Angeles Station, met with detectives and Captain Ernie Chavez.

ALADS IS HERE FOR YOU!



AUGUST

Governor Newsom Signs Legislation that Codifies Current Use-of-Force Standards Utilized by Major Law Enforcement Agencies Throughout California

On August 19th, Governor Gavin Newsom signed legislation, AB 392, that mirrors policies and procedures that govern public safety officers' use of force in California. The new state law's standards codify those currently utilized in Los Angeles, San Francisco, San Jose and other major law enforcement agencies throughout our state. These current standards emphasize de-escalation of volatile situations and a reverence for life.

The signing of AB 392 into law reinforces the dire need for the passage and funding of SB 230 (Caballero), which will provide California public safety officers critical mental health, continued de-escalation, and other necessary training on an ongoing basis to improve officer and community outcomes.

20th Annual Bob Hermann Charity Golf Classic

The 20th Annual Bob Hermann Charity Golf Classic was held at the Black Gold Golf Club in Yorba Linda on August 12, 2019. The Golf Classic raised more than \$36,000 for the ALADS C.A.R.E.S. Foundation.

Dave Gaisford Appointed to the ALADS Board of Directors



On Friday, August 16, 2019, the ALADS Board of Directors appointed Dave Gaisford to fill Robert Sass's vacated seat on the Board. His seat will be up for election in November of 2020. The ALADS Board of Directors welcomed Deputy Gaisford back to the Board and looked forward to working with him.



SEPTEMBER

ALADS Annual Unit Rep Training Seminar

Unit Representatives were invited to ALADS' Annual Unit Representative Training Seminar at Pechanga Resort and Casino. Speakers included legal representatives, leaders of other law enforcement associations and insurance representatives. All Voting ALADS Members are invited to become unit representatives and attend the regular unit representative meetings on the first Wednesday of the month.



Electronic Transfer Update

ALADS worked diligently to find a solution for the department's failed electronic transfer system. As of September 24, ALADS has agreed that the department can revert to the paper electronic process it had in place prior to the eTransfer system until the department finds a satisfactory electronic replacement.

ALADS Sponsors Dive Guardians



ALADS sponsored 10 spots with Dive Guardians for Voting ALADS Members. Dive Guardians is a non-profit 501(c)(3) organization of First Responders, dive professionals and volunteers who create an environment that uses SCUBA diving to nurture healing and self-improvement. www.diveguardians.org



ALADS President Ron Hernandez met with supporters of SB 230. Thank you to Senator Anna Caballero who led the charge on SB 230. Governor Newsom signed SB 230 into law. Thank you Senator Caballero and Governor Newsom!

ALADS held a Benefits Fair at Biscailuz Center. Vendors such as Anthem Blue Cross, Bodyscan, POPA FCU, LAPFCU, First City Credit Union were on hand along with ALADS staff to answer members' questions.



ALADS IS HERE FOR YOU!



OCTOBER

ALADS President Hernandez Testified Regarding Sheriff's Budget

ALADS President Ron Hernandez testified before the Board of Supervisors regarding the Sheriff's Department budget which the Board of Supervisors control. "Cutting public safety is dangerous" and forces choices like "who will or will not get service when they call 911, which deputy will or won't get critical training," Hernandez said.



ALADS Anthem BlueCross Open Enrollment

From October 1st – 31st, ALADS members are able to enroll in any ALADS Anthem Blue Cross plan, the best plan in L.A. County. On January 1st, 2020, the ALADS Anthem Blue Cross Basic Plans automatically included a new Supplemental PPO Dental Plan!

ALADS Secures CTO Back Pay & Resolves FTO Pay Disputes

ALADS secured Custody Training Officers back pay and resolved Field Training Officer pay disputes. The department will pay deputies assigned as CTO's as of January 2018, retroactively to July 1, 2018, in three-month increments, including trainees that have worked only one day of each pay period. The department conceded to a resolution of any outstanding disputes for Field Training Officer pay for three-month increments, including Field Training Officers that have worked only one day of each pay period.

A big thank you to Assemblyman Phillip Chen who stopped by the morning meeting to speak to the unit representatives.



ALADS members were deployed to fires throughout LA County.



DEDICATED TO A STRONGER VOICE

NOVEMBER

Settlement Reached in ALADS FLSA Lawsuit Against the County

The FLSA lawsuit against the county has been settled. On Thursday, October 31st, a motion was filed with the federal court seeking approval of the settlement. We anticipate the judge will rule on the motion and the settlement will be finalized before the end of the year. (See update in December)

MCJ Patrol Recruitment Event



ALADS President Ron Hernandez and Vice President James Wheeler were on hand to meet with members at the MCJ Patrol Station Fair Day held on Thursday, November 14, 2019. ALADS also provided tacos and drinks while deputies familiarized themselves with opportunities at the different Sheriff stations.

ALADS Participates in the LA Community Pantry Turkey Giveaway



ALADS is proud to have participated in the LA Community Pantry Turkey Giveaway in Maywood.

Saugus High School Shooting

On November 14th, deputies were called to Saugus High School due to reports of a shooting on campus. Off-duty LASD Detective Daniel Finn along with Inglewood PD Officer Sean Yanez and LAPD Officer Gus Ramirez were first on the scene within seconds of the shooting. School resource Officer James Callahan was on scene in a matter of moments. Uniformed deputies from Santa Clarita Station arrived within a minute. Two students, 15-year-old Gracie Anne Muehlberger and 14-year-old Dominic Blackwell, were killed and three were wounded in the shooting. The shooter, 16-year-old Nathaniel Berhow, took his own life. Of the actions of members of law enforcement, Sheriff Alex Villanueva said, "Off-duty first responders were there and did not hesitate, turned around and went right into the source of the gunfire to attempt to neutralize it, and they rendered first aid immediately," he said. "Their actions definitely saved lives, and my hat's off to them."



ALADS President Ron Hernandez attends the November 19, 2019 Board of Supervisors meeting and calls the Board of Supervisors out on their attempt to give authority to the L.A. County CEO's Office to setup and coordinate emergency operations calling it "another power grab to put the Sheriff in check."

ALADS held its annual Board of Directors Election. Four seats were up for election: James Wheeler, Ron Hernandez, John Perez and Xochilt Rosas were elected to the Board of Directors and will serve a 2-year term.



ALADS IS HERE FOR YOU!

DEDICATED TO A STRONGER VOICE

DECEMBER



ALADS Collects Donations for Injured Deputy

The ALADS C.A.R.E.S. Foundation collected donations for Lakewood Station Deputy Dakota Palanca who was critically injured in the performance of her duties. She remains hospitalized and has a long recovery ahead.



ALADS Safe Rides Program Holiday Season

ALADS likes to ensure the safety of its members to prevent drunk driving incidents at fun events, such as during the holiday season. ALADS offered refunds to members who use Lyft and Uber during the holiday season.



ALADS President Ron Hernandez attended the LASD Motorsports Bus Pull and Toy Drive where he delivered a truckbed full of toys.

FLSA Lawsuit Settled

The lawsuit arose of the County's non-compliance with the Ninth Circuit's decision in *Flores v. City of San Gabriel*, where the court held that cash in lieu of health insurance benefits had to be included in the calculation of the FLSA's overtime rate. In July 2018, in an attempt to head off the lawsuit, the County recalculated overtime including the cash-in-lieu and paid employees what should have been paid in the first place, but only back to January 2018. Since the FLSA has a three-year statute of limitations, the County's payments were clearly inadequate and the lawsuit was filed.

In August 2018, after the lawsuit was filed, the County recalculated overtime again and made a second payment, this time going back to August 2015. However, the County's payments did not include double or "liquidated" damages, usually required by the FLSA. And so, the lawsuit continued.

What Does The Settlement Provide?

The County has now agreed to pay liquidated or double damages in an amount equal to the two 2018 payments it made to employees. This means that all Plaintiffs will have received everything they were due under the FLSA, including three full years of damages plus liquidated damages.



ALADS President Ron Hernandez delivered a \$1,000 check to Assemblyman Freddy Rodriguez's Holiday Toy Drive.



DEDICATED TO A STRONGER VOICE

ALADS Legal Defense Plan: ONLY AVAILABLE TO ALADS MEMBERS

ALADS Legal Defense Plan consists of a 4-panel law firm model comprised of 40+ attorneys. In 2019, ALADS members who used ALADS legal services were surveyed and the results showed that our attorneys' commitment to customer service and quality assurance met the highest standards.

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

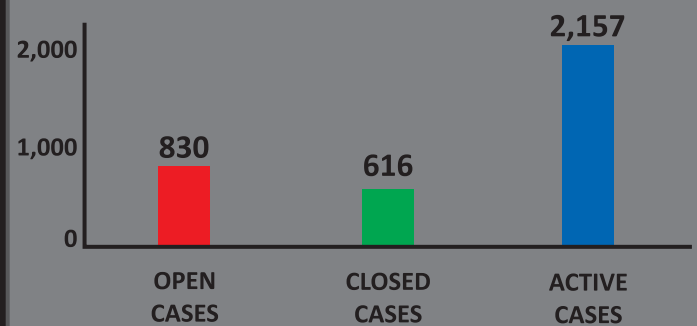
The ALADS Legal Defense Plan Document is ERISA compliant which ensures the legal rights of participants.

Features of the ALADS Legal Defense Plan include:

- Organizational capacity to assist ALADS' more than 8,000 Voting Members and Reserve Deputies
- 24/7 coverage available through ALADS' continuously staffed call-in line
- Right to choose from a panel of law firms consisting of 40+ attorneys
- Coverage for administrative legal representation and criminal proceedings related to course and scope of employment
- Monitoring of civil action brought against member
- 1-hour consultation on a general matter (per year, as of the referral date)
- Option for reimbursement of up to five (5) days of discipline-related salary loss in lieu of appeal

Number of Cases

January 1, 2019 – December 31, 2019



- Locally administered and operated plan entirely governed by an elected ALADS board of trustees (**comprised of 100% of ALADS members**)

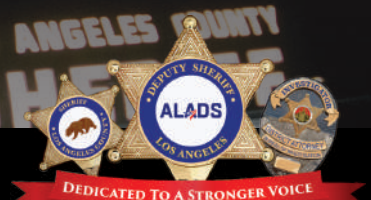
The ALADS Legal Defense Fund is a self-funded plan available only to ALADS Voting Members and Reserve Deputies. ALADS' LDF is designed to cover law enforcement-related exposures and access to additional benefits found in the LDF Plan Document. As allegations arise, both internally and externally against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

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

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

Take Advantage of the Benefits of Your ALADS Membership

ALADS IS HERE FOR YOU!



ALADS Legal Defense Plan: ONLY AVAILABLE TO ALADS MEMBERS

ALADS Legal Defense Plan – Career Insurance

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

*Criminal representation will be provided for a participant charged with a criminal offense with respect to on-duty/off-duty acts or omissions within the course and scope of employment.

DEDICATED TO A STRONGER VOICE



ALADS Defense Representatives

Call ALADS

24/7

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



Matthew Cline
mccline@alads.org



Boris Nikolof
bnikolof@alads.org



Mark Sanchez
msanchez@alads.org



Anthony Spatola
aspatola@alads.org

Front Desk: (323) 213-4005

ALADS Proudly Offers the Following Law Offices for Defense Representation

**The Law Office of
Rains Lucia Stern
St. Phalle & Silver, PC**
www.rlslawyers.com/

**The Law Offices of
Charles Goldwasser**

Website Under Construction

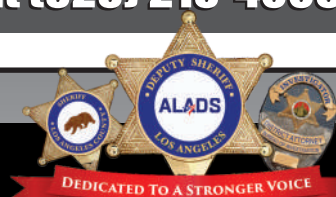
**The Law Office of
Stone Busailah, LLP**
www.stonebusailah.com/

**The Gibbons Law
Firm, PC**
www.thegibbonsfirm.com/

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

*Contact ALADS for which coverage applies.

ALADS IS HERE FOR YOU!



ALADS Continues to Make Certain that Our Voice is Heard and is Making an Impact in Public Policy Decision-Making



By Matt Siverling
Legislative Advocate, ALADS

The Association for Los Angeles Deputy Sheriffs entered the 2019 Legislative Session prepared for a full-frontal attack on the law enforcement profession; and the interest groups pushing the anti-peace officer agenda did not pull any punches. Our typical battles deal with the wages, working conditions, and safety issues for deputies; but one bill in particular directly attacked a peace officer's right to defend their own life and the life of others in danger.

In a fight that carried over from the prior Legislative Session, Assembly Bill 392

(Weber) was a re-introduction of Assembly Bill 931 (Weber). Law enforcement unions came together to grind AB 931 to a halt in the Senate in 2018 through a relentless advocacy effort that consumed the State Capitol in Sacramento while following Legislators home to their Districts through targeted education campaigns and "boots on the ground" visits to Senators and Assemblymembers in their communities. The fight spilled into social media, radio ads, television spots and national publications who were closely tracking the ebb and flow of the fight on "use of deadly force" in the State of California.

While we were successful in stalling the measure in the Senate prior to a Floor vote, effectively killing it for the year; the Author, Legislative leadership in both Houses and the newly elected Governor all made it clear that "something" was going to be adopted to update California's antiquated Codes policing an officer's use of deadly force. Knowing this, law enforcement came together once again to spearhead a proactive measure in Senate Bill 230 (Caballero) to require uniform "best practices" with local policies regarding use of force. The measure also

contained funding and directives for increased and targeted training for peace officers.

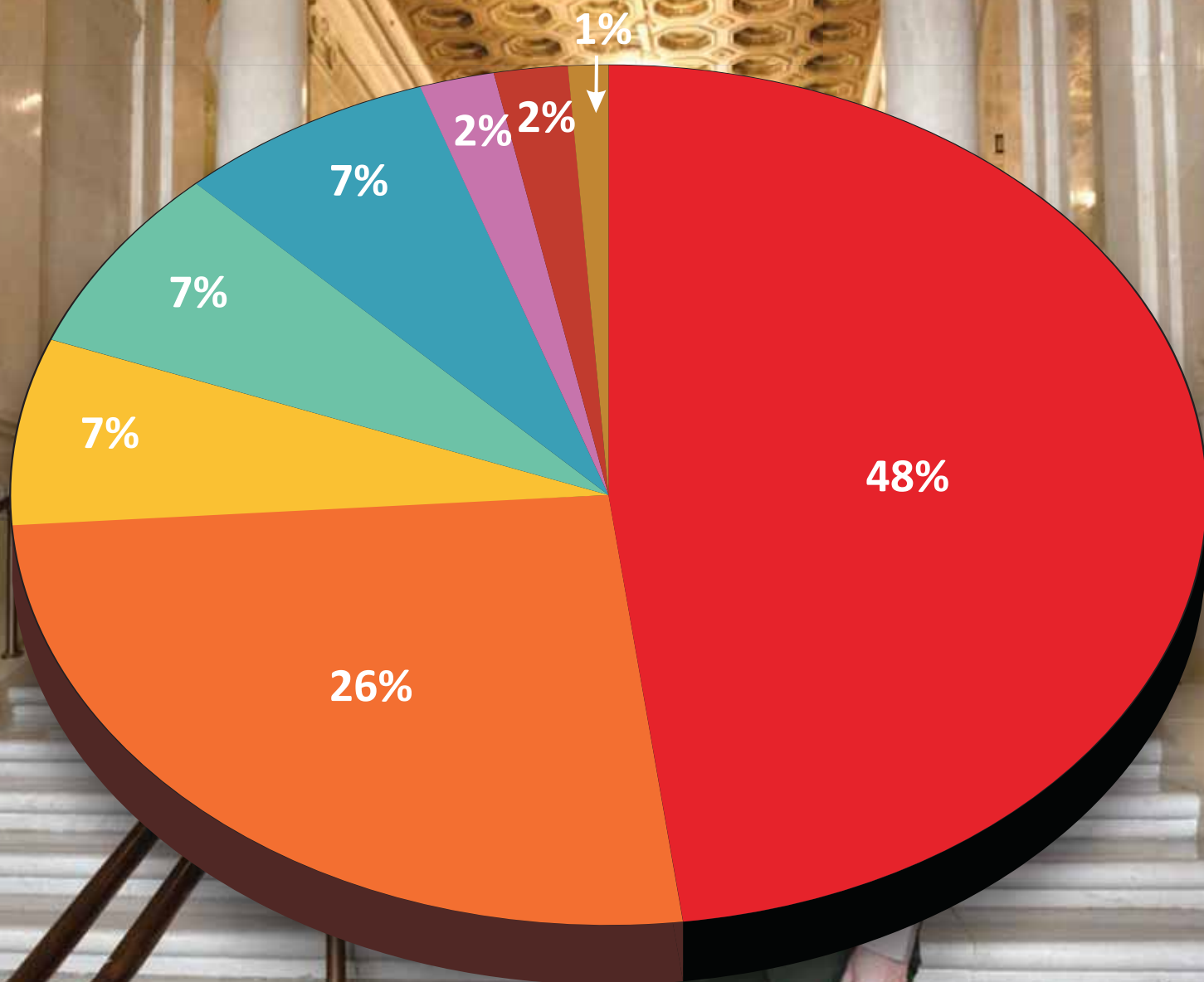
Despite the emotional grind of the battle over AB 392 and SB 230, the end result was productive and favorable to peace officers by updating the Penal Codes to reflect decades of case law and findings related to use of deadly force, fleeing felon laws and others. The measures were enacted into law on January 1st.

While engulfed in the use of force battle, ALADS also engaged in numerous other efforts on behalf of deputies. ALADS was a presence in the debate whether counties should have a third-party Sheriff's Oversight Commission with subpoena power. AB 1899 (McCarthy) was pulled from a vote on the Senate Floor as it fell short on votes. The Association was also active in stalling bills to extend the hours of alcohol sales to 3 am, and measures to allow for the establishment of legal intravenous drug injection sites. We went to battle on bills involving removal of sentence enhancements for repeat offenders; amendments to the Pitchess process; and prohibitions to emerging technologies that law enforcement desperately needs.

With the composition of the Legislature in a historically lop-sided majority; the "super" majority party Democrats will continue to explore pushing the envelope on public safety issues, criminal justice reform, sentencing reductions and alternatives to incarceration in favor of rehabilitation. There have been a steady stream of bills to swing the pendulum further and further in the progressive direction. Your board and advocates will continue to speak on behalf of victims and ensure that our constituents feel safe in their communities and especially in their homes. In the meantime, we will be working to make certain that the voice of ALADS and our members is always at the table and making an impact in the way public policy is shaped in California.



BUDGET SUMMARY: 2019



ALADS BUDGET 2019

ALADS IS HERE FOR YOU!



BUDGET SUMMARY: 2019

Legal Services

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

Payroll and Related Expenses

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

Operating Services and Supplies

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

Membership Expenses

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

PAC Contribution

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

Professional Services

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

Goodwill and Welfare

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

Legislation

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

Legal Services	48%
Payroll and Related Expenses	26%
Operating Services and Supplies	7%
Membership Expenses	7%
PAC Contribution	7%
Professional Services	2%
Goodwill and Welfare	2%
Legislation	1%

ALADS C.A.R.E.S.

Cops and Relatives Emergency Support

More than \$334,000 Given Since 2014

Most of us have had tragedy strike our family at one time or another and have been deeply affected by it. These experiences usually cause us to make donations to charities like the American Cancer Society or the American Red Cross.

When tragedy strikes a deputy sheriff or district attorney investigator whether on- or off-duty it strikes all of us. And when it does, we always come together to help our brother or sister in need. Through the years, we have all participated in fundraisers in support of the families of our injured brethren.

This is why we created the ALADS C.A.R.E.S. Foundation. The ALADS C.A.R.E.S. Foundation is a charity which gives ALADS the ability to lend support to a deputy or district attorney investigator in an emergent situation.

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

ALADS C.A.R.E.S. began with a donation from the ALADS general fund, along with donations from members and friends. Thankfully, fundraising at events, like the Bob Hermann Charity Golf Tournament, have been sufficient to provide support for the families of injured and/or incapacitated officers. Every little bit helps.

Since 2014, the ALADS C.A.R.E.S. Foundation has donated more than \$334,000 to members and their families in need.

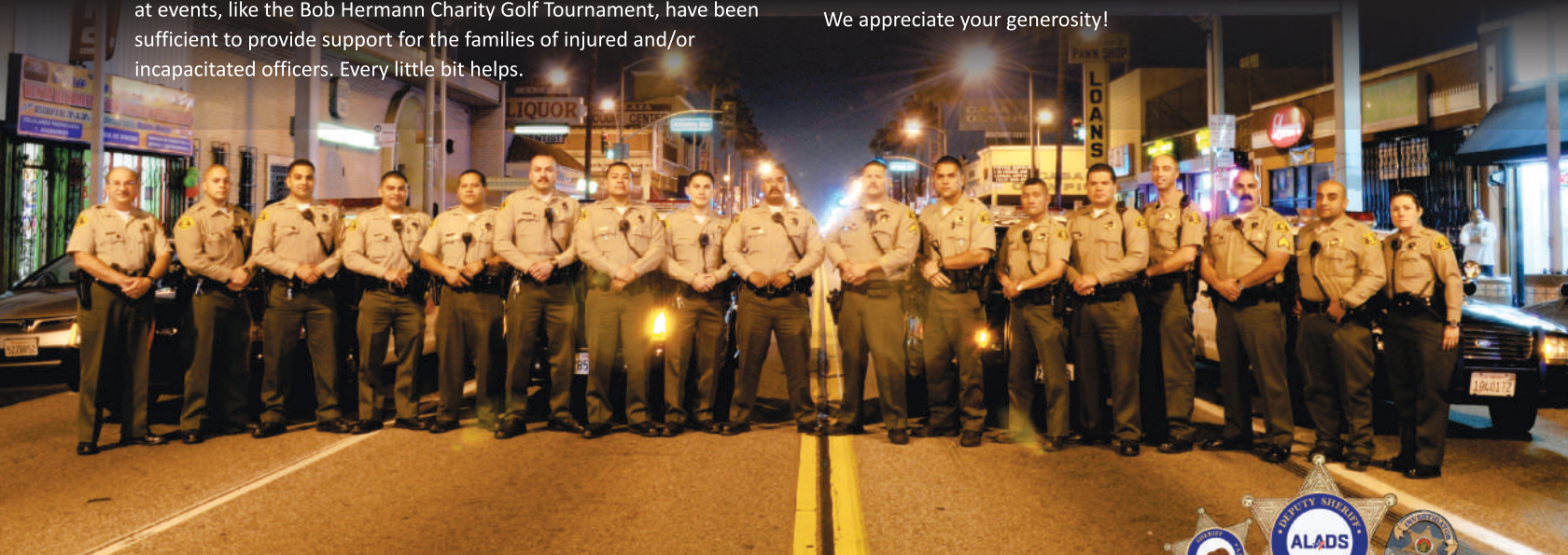
ALADS C.A.R.E.S. welcomes donations from all of our members and the community. One of the most important parts of ALADS C.A.R.E.S. is that supporters of law enforcement will be recognized and credited for their charitable foundation.

Deputies and district attorney investigators are always in the background, very giving, but seldom receive any recognition. Not this time. ALADS, you the membership, will receive the recognition each and every time donations of support are given to a member in need. Community donors are also able to donate to our charity to help members in need. Together with our membership and the community's donations, we will continue to show our members that you, ALADS, C.A.R.E.S.

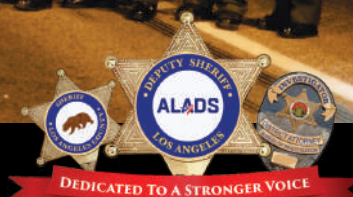
The ALADS C.A.R.E.S. Foundation 501(c)(3) tax ID# is 45-3275658. ALADS members can now make a donation by payroll deduction. Please see the payroll deduction form on the following page or request a form from your field representative. You can also make a donation to the ALADS C.A.R.E.S. Foundation by check payable to:

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

We appreciate your generosity!



ALADS IS HERE FOR YOU!





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

COPS AND RELATIVES EMERGENCY SUPPORT

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

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

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

To make an automatic monthly donation to the ALADS C.A.R.E.S. Foundation through payroll deduction, please complete the section below.

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

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

County Employee Number _____

Deduction Code: EU109

Name (First, Middle, Last) _____

Street Address _____

City _____ State _____ Zip Code _____

Phone _____

Personal E-mail (non-LASD) _____

Preferred Contact Method: ☐ Phone ☐ Email

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

Signature: _____ Date: _____

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

ALADS Remembers



In Memory of Detective Amber Leist

EOW: January 12, 2020

By Sarah Evans

Detective Amber Leist, 41, will be greatly missed by her family, friends and coworkers. On January 12, 2020, Detective Leist tragically lost her life assisting two people in need while they were crossing the street.

Amber was in her vehicle stopped at a stoplight when she witnessed an elderly woman trip and fall inside of the crosswalk. An elderly man was struggling to get his wife up off of the ground. She knew that without her assistance, when the light turned green, the elderly couple could be struck by passing vehicles in the heavy traffic. In a selfless act, Amber got out of her car and went to the aide of the couple attempting to cross the street. Right before entering her vehicle, the traffic light turned green and an oncoming vehicle traveling eastbound on Riverside Drive in Valley Village fatally struck Amber. The driver of the vehicle tried to give Amber aide and cooperated with the authorities in the investigation.

Detective Leist was taken to Cedars-Sinai Medical Center where she succumbed to her injuries a few hours later.

Amber's captain at West Hollywood Station, Edward Ramirez, was not surprised that Amber's final deed was assisting an elderly woman in distress. At the memorial service, he told numerous stories about Amber's selflessness and caring about others. For example, when Detective Leist, Captain Ramirez and a car loaded with her fellow detectives were going to training in an



unmarked vehicle, Amber spotted a stranded motorist in a stalled vehicle. The motorist had the look of serious concern on their face. Detective Leist immediately ordered everyone out of the vehicle to assist the stranded motorist by pushing the vehicle to

the side of the freeway shoulder, out of harm's way.

Detective Leist was a 12-year Sheriff's Department veteran and a Voting ALADS

continued on page **29**

ALADS *Remembers*

Detective Amber Leist

Member. After she graduated from the North Academy Class 362, Detective Leist was assigned to work at the North County Correctional Facility. Sheriff Villanueva said that people began to recognize the type of person that Amber was while she was stationed there. She would take care of her partners, especially when they were drafted for the two or three overtime shifts a week by preparing them meals, such as egg salad sandwiches and gumbo. Amber was a foodie and loved making gumbo. If you did not like gumbo, Amber would try to change your mind by making you try it no matter what.

In April 2012, she was assigned to patrol at Lancaster Station where she went through the field training program. At the memorial service, Sheriff Villanueva shared a story that one of her training officers told him. While learning how to drive Code 3 for the first time, the training officer noticed Detective Leist showed some signs of tunnel vision. To help her pull out of it, he made her belt out "Twinkle, Twinkle Little Star," which worked. After she finished her training, Amber worked in the field and became a school resources officer which allowed her to touch the lives of students and participate in school activities like reading to the children in class.



In 2015, Amber transferred to West Hollywood Station where she would later be promoted to detective. She was very active at her station and received numerous commendations for all her hard work and dedication on the department. Her family, friends and colleagues spoke about her wonderful people skills during the memorial service. Amber was one of those people who could start a conversation with strangers, or even suspects, and make them feel like they were one of her friends. Whenever she was the first person to arrive at a gathering, friends would always see her talking to someone and being in deep conversation. They would ask her who the person was. Amber's response, "I do not know. We just met." Detective Leist could identify a fake person a mile away and if you tried to press her too aggressively, she would let you know in her own way. Each day at West Hollywood Station, Amber would make her rounds throughout the station asking how everyone was, about their weekend, their family and loved ones, old or new love interests or a new restaurant she discovered.

Captain Ramirez stated that Amber had her fair share of male fans. One in particular,

continued to call even after his case was adjudicated more than a year ago. Amber politely declined the person's advances; however, he kept on persisting. After Amber continued not to reply to his messages, he came to the station and asked for her. Captain Ramirez, at the time her watch commander, recalls her coming into his office and said, "Oh my gosh. He's here." He assured her that he would take care of it. So, he and the watch sergeant walked into the lobby and kindly reminded the young man of the California Penal Section in regards to making annoying phone calls and sending annoying text messages coupled with associated penalties. After that encounter, Amber never heard from him again.

There are countless stories of Amber's adventurous self, heroism and dedication to serving others. Detective Leist was one of a kind. Her sister, Heather, said of Amber, "You could be incredibly stubborn and tough as nails but in the same token your heart of compassion was simply too big for your body. The passion that you had, the dedication and loyalty you upheld to the people and things that you loved the most was simply undeniable." Amber's untimely death has left a void at the West Hollywood Station and in those who she had impacted in their lives. Through the memories of her family, friends and coworkers, Detective Amber Joy Leist will never be forgotten.

Detective Leist's memorial service was held at Mosaic Church in Hollywood on January 25th with hundreds of attendees to pay their respects to her and her family. She was laid to rest at Malinow & Silverman Mortuary in Covina. Detective Amber Leist is survived by her parents, Daniel and Ellen; her sisters, Savannah, Sumry and Heather; and her two sons, Daniel and Ray. Ray is currently serving active duty in the U.S. Navy.

In the weeks following Detective Leist's death, the ALADS C.A.R.E.S. Foundation raised \$22,354 for her family. Thank you to everyone who made a contribution.



ALADS Reaching Out

Deputy Dakota Palanca


By Sarah Evans

On November 25, 2019, Deputy Dakota Palanca, 25, responded to a call regarding a man acting erratically in the parking lot of a local shopping center in Paramount. According to authorities, the erratic man ran to Deputy Palanca's patrol car window and immediately started assaulting her before running off. Deputy Palanca was on a foot pursuit after the suspect when she was struck by a suspected drunk driver in a SUV, critically injuring her. Both men were apprehended shortly after this tragic incident took place. As of when this article was written, Deputy Palanca, who was originally taken to Saint Francis Medical Center, continues to recover and is in stable condition.

Deputy Palanca comes from a law enforcement family. Her stepfather, Rick Hayden, recently retired as an Azusa police lieutenant and her mother recently retired as

a corporal of the West Covina Police Department. She graduated from Cal State Fullerton with a degree in Psychology and told her family that she would like to become an officer too. This shocked them because she excelled in a mock trial at her high school and believed that she would become an attorney instead of a law enforcement officer. By the age of 23, she graduated from college, was a second lieutenant in the Army National Guard and a deputy sheriff.

Deputy Morgan Arteaga told the *Press Telegram* that deputies who work with Palanca have come together to assist the family during this time in need. They have brought food for her family and stayed by Palanca's bedside so her family could take breaks and to keep guard of her room so unwanted visitors cannot enter. ALADS and Lakewood Station joined forces and raised more than \$35,000 for Palanca between December 11, 2019 to January 11, 2020 to assist with her family's travel expenses, medical expenses and help take care of several horses she owns while she is in the hospital.

It is going to be a long road ahead for Deputy Palanca. About one and a half months after the incident, Palanca has been making some progress by breathing on her own with little assistance from a ventilator. She has not been quite able to speak but can almost say small words and show her motions through moans. She is also doing physical therapy each day. At a fundraiser held for Palanca in December, her stepfather said as soon as she gets better, "we're going to train her up and get her back to the Lakewood Station so she can continue defending the public." All of us wish Deputy Palanca a full recovery. 



YOUR NEW ALADS ANTHEM BLUE CROSS Basic Supplemental PPO Dental Plan!

ALADS Insurance Consultant
Jennifer Lincicum



Attention all ALADS members enrolled in an ALADS Anthem Blue Cross Basic Medical Plan! Did you know that your ALADS plan also includes additional dental and comprehensive orthodontia coverage? You heard right! As of January 1, 2020, all members and dependents enrolled in an ALADS Anthem Blue Cross Basic Medical Plan have access to the ALADS Anthem Blue Cross Basic Supplemental PPO Dental Plan. Use the New Year as your opportunity to maximize you and your family's dental benefits through ALADS!

ALADS Anthem Blue Cross Dental Plan Overview

The ALADS Anthem Blue Cross Basic Supplemental PPO Dental Plan has been designed to be offered alongside your LA County Choices Dental Plan.

Although the plan does not satisfy your LA County Choices Dental Plan requirement, it includes supplemental coverage in addition to your Choices Dental Plan election. The plan includes an annual maximum benefit of \$250 per individual and a lifetime orthodontia benefit of up to \$1,750 per individual (for both adults and children).

All members enrolled in an ALADS Anthem Blue Cross Premier Medical Plan continue to have access to the best Dental plan available to ALADS members! There have been no changes to ALADS Full Coverage PPO Dental Plan and this coverage continues to satisfy your LA County Choices Dental Plan requirement.

How to Use Your ALADS Dental Plan

Both ALADS dental offerings include PPO coverage for all covered services. PPO coverage provides you and your enrolled dependents with the flexibility to visit in- or out-of-network providers. However, you will maximize your benefits and receive greater discounts if you use an in-network Anthem dentist or orthodontist. To locate an in-network provider, please contact the ALADS Benefit Service Center at (800) 842-6635 or visit www.mybenefitchoices.com/alads and navigate to the Find a Provider tools under Quick Links.

For those enrolled in the Basic Plan, be sure to show your dental provider both your LA County Dental Plan ID card and ALADS Anthem Blue Cross ID card. The Basic Plan will cover an additional \$250 per individual per calendar year annual maximum in addition to your

LA County Dental Plan. For example, if you have enrolled in the LA County Delta Dental PPO plan, you have access to up to \$1,750 annual maximum per individual, when combined with your Basic Dental coverage through ALADS. Orthodontia is not covered under the LA County Delta Dental PPO plan, so if you or your enrolled dependents need orthodontia services, be sure to show your provider your ALADS Anthem Blue Cross ID card.

Members enrolled in an ALADS Anthem Blue Cross Premier Medical Plan should continue to use their Anthem Blue Cross ID card to receive treatment for covered dental and orthodontic services. The ALADS Anthem Blue Cross plans continue to go ABOVE & BEYOND any other plan available in LA County! Use the New Year as your opportunity to maximize your benefits through the best health plans available to you as ALADS members!

* * *

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.

Counseling Resources

President of The Holman Group
Dr. Ron Holman



Men and women in law enforcement have the most stressful jobs in the United States, according to Hans Selye, who did extensive research on stress and its effects on the human body. Your benefits through The Holman Group are a resource to assist you and your family members in managing issues that affect your daily life. Through face-to-face counseling sessions, this benefit can be the first step to regaining control and improving life quality. It is designed to help you address various issues that affect your daily life such as: family or marital conflict, alcohol or drug issues, stress and depression. Calling The Holman Group can often be the first step in resolving your problems, regardless of how big or small. By speaking to a licensed clinician, you will not only gain

the skills to cope with your problems, you will also become more equipped to deal with other issues that may occur in your life.

As part of your Anthem Blue Cross benefit, ALADS has contracted with The Holman Group to provide a confidential program and counseling services for you and your family members. Counseling sessions are strictly confidential and provided in a therapeutically supportive environment to help establish peace of mind. Issues are discussed, feelings expressed, and resolutions explored. To schedule an appointment or to talk with a licensed counselor, just call 1-800-321-2843. A Care Access Specialist will help get you into the right hands.

Log on to www.holmangroup.com; Enter your user name: ALADS and your password: ALA2569

The Holman Group

BENEFITS PARTNER

Overwhelmed by Healthcare Related Claims?

ALADS Benefit Service Center
Raquel Magdaleno




Dealing with an unresolved healthcare claim can be one of the most stressful and frustrating situations you will experience in your lifetime. There are steps you can take to limit your exposure to this aggravation but sometimes you can try to do everything right and still experience a denial of a claim for benefits or end up with unexpected out-of-pocket expenses.

There are numerous reasons that can cause a denial or reduction of benefits. Some can be easily cleared up, while others can require more work to get resolved. For every visit to your healthcare provider, a claim for benefits is filed with your health insurance carrier. After the claim is filed, the carrier determines what benefits are due and produces an Explanation of

Benefits (EOB) that is mailed to your home.

Reviewing the EOB is important as it contains the details of how a claim for benefits was processed and whether or not you have some financial responsibility in the matter. If after reviewing the EOB, you believe it was not processed correctly, you may be right. Several things could be affecting the claim processing result, such as the provider needing to submit further information or the carrier could be waiting for a reply to correspondence sent to you. Periodically, the insurance carrier will mail you requests to update your insurance status with them. This is done to see if a coordination of benefits applies in your situation. Other times, procedure codes used by your doctor trigger the carrier to question if the treatment sought by you was due to an accident where another could be financially responsible for the treatment. To avoid claim processing delays, be sure to open all correspondence from the carrier and respond timely to any requests for information.

If you are dealing with a claim dispute and feel like you are getting no where, let us take over for you. We have years of experience in managing claims disputes and understand the insurance procedures well. Call us at (818) 678-0040 or (800) 842-6635 for help. 



ALADS Benefit Service Center

9500 Topanga Canyon Boulevard
Chatsworth, CA 91311
(800) 842-6635 or (818) 678-0040
Monday-Friday from 8:30 am to 5:00 pm
Closed 12:00 pm to 12:45 pm for lunch

HELPFUL TIPS:

- **Review your healthcare plan summaries and Evidence of Coverage documents to gain a better understanding of the covered benefits**
- **Stay within your network of healthcare providers**
- **Review your Explanation of Benefits carefully for accuracy and to see if you have any financial responsibility**
- **Open all mail from the health insurance carrier. Respond timely to any requests for information**
- **Contact the Benefit Service Center with any questions related to your ALADS healthcare coverages**



ALADS Hosts the First Event for the Department's Contract Cities and First Good Samaritan Awards

By Luz Villarreal

Two firsts were celebrated at an ALADS event on Nov. 7. A first ever dinner gathering was hosted for the department's contract cities, and three private citizens were recognized with the first ever Good Samaritan award.

Mayors, city council members and other officials from 22 cities stretching from Palmdale to Rancho Palos attended the dinner and heard remarks from Los Angeles Sheriff Alex Villanueva.

The attendees also applauded the men who came to the aid of Deputy Gerardo Alcaraz who was fighting for his life during a scuffle with a man who was trying to grab his gun.

It happened in South Whittier last August when one of the good Samaritans, 51-year-old Paul Landino, was in his car with his family and saw the fight unfold.

"My wife said someone is going to get shot. If you are going to do something, do it now. So I acted. I felt I had to," he said. "It opened my eyes to the hate people have for police officers. But people don't understand what they go through on a daily basis. People don't understand the level of stress they are under every day."

Paul Landino, Jose Pineda and Brian Whitney helped detain the suspect before backup support arrived on the scene.

Two of the three men who attended the ALADS dinner received a folded American flag with a plaque.

Paul Landino's award sits on a mantel at his home.

"The award means a lot," he added. "Would I do it again? Absolutely."

In addition to these two events, the dinner audience also got a snapshot of what's to come in next year's ballot box. Officials from



Sacramento talked about a proposition called "Keep California Safe Act of 2020". The measure is an effort to expand the list of violent crimes in our state and to allow the collection of DNA for certain misdemeanor crimes. Currently, rape of an unconscious person, trafficking a child for sex, assault of a peace officer and other crimes are not listed as violent felonies. That makes criminals

eligible for early release.

"The evening was a huge success for us," said ALADS President Ron Hernandez. "We created this opportunity for us to host this event on neutral ground, based on our agenda, so that the Sheriff, his command staff and contract city officials could talk in a relaxed setting about what is important to all ALADS members, public safety."





Thank You!

As this 2019 year in review is published, we must acknowledge the greatest threat to public safety in 2020. The novel Coronavirus, known as COVID-19, made its way into California after first appearing in China and spreading into Europe and the rest of our global community. After reaching the U.S., thousands of hotels, restaurants, and businesses across the country have closed. Millions of people have already lost their jobs. Citizens have been ordered to stay home -- except our deputies! They don't have the luxury of staying home. Nor do they have the luxury of keeping a social distance when fighting crime. Instead, the brave men and women of the Los Angeles County Sheriff's Department have postponed their vacations, will likely see their shifts extended and continue to respond to calls, all the while potentially exposing themselves to the threat of COVID-19. These are uncharted times with no end in sight. State officials project that as many as 25 million Californians may be infected with COVID-19 without aggressive measures to limit the spread of the virus. Yet, still, our deputies will be there to protect public safety and for that, we want to say thank you for their bravery and to their families for their understanding and sacrifice. We are truly grateful to all our Los Angeles County Sheriff deputies.



The Staff at ALADS Thanks You!

Dispatcher Statement of Ownership, Management and Circulation

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

Statement of Ownership, Management, and Circulation

1. Publication Title: **ALADS Dispatcher**

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

3. Filing Date: **January 2020**

4. Issue Frequency: **Quarterly**

5. Number of Issues Published Annually: **3**

6. Annual Subscription Price: **\$38.60**

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

Contact Person: **Lance Troyan**
Telephone (include area code): **(323) 213-4005**

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

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

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

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

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

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

13. Publication Title: **ALADS Dispatcher**

14. Issue Date for Circulation Data Below: **December 2019**

15. Extent and Nature of Circulation

		Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)		12,000	12,000
b. Paid Circulation (By Mail and Outside the Mail)	(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	3,591	3,624
	(2) Mailed In-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	6,110	6,160
	(3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®	0	0
	(4) Paid Distribution by Other Classes of Mail Through the USPS (e.g., First-Class Mail®)	0	0
c. Total Paid Distribution (Sum of 15b (1), (2), (3), and (4))		9,701	9,784
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)	(1) Free or Nominal Rate Outside-County Copies Included on PS Form 3541	0	0
	(2) Free or Nominal Rate In-County Copies Included on PS Form 3541	0	0
	(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g., First-Class Mail)	0	0
	(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	800	800
e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3) and (4))		800	800
f. Total Distribution (Sum of 15c and 15e)		10,501	10,584
g. Copies not Distributed (See Instructions to Publishers #4 (page #3))		1,499	1,416
h. Total (Sum of 15f and g)		12,000	12,000
i. Percent Paid (15c divided by 15f times 100)		92.38%	92.44%

* If you are claiming electronic copies, go to line 16 on page 3. If you are not claiming electronic copies, skip to line 17 on page 3.

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

**EDITOR**

Ron Hernandez

MANAGING EDITOR

James Wheeler

STAFF WRITERS:

- Luz Villarreal
- Lance Troyan
- Sarah Evans

ALADS BOARD OF DIRECTORS:

PRESIDENT: Ron Hernandez
VICE PRESIDENT: James Wheeler
SECRETARY: Xochilt Rosas
TREASURER: Steven Blagg
ASSISTANT SECRETARY: Michael V. Thibodeaux
ASSISTANT TREASURER: David Gaisford
DIRECTOR: John Perez

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

Statement of Ownership, Management, and Circulation

16. Electronic Copy Circulation

	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Paid Electronic Copies		
b. Total Paid Print Copies (Line 15c) + Paid Electronic Copies (Line 16a)		
c. Total Print Distribution (Line 15f) + Paid Electronic Copies (Line 16a)		
d. Percent Paid (Both Print & Electronic Copies) (16b divided by 15f x 100)		

☐ I certify that 50% of all my distributed copies (electronic and print) are paid above a nominal price.

17. Publication of Statement of Ownership
☒ If the publication is a general publication, publication of this statement is required. Will be printed ☐ Publication not required.
 in the **2019 Annual Report** issue of this publication.

18. Signature and Title of Editor, Publisher, Business Manager, or Owner
 Signature: *[Signature]* Date: **3/6/2020**

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

PS Form 3526, July 2014 (Page 3 of 4)

PRIVACY NOTICE: See our privacy policy on www.usps.com.



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

COPYRIGHT © 2019 LOS ANGELES COUNTY DISTRICT ATTORNEY'S OFFICE. ALL RIGHTS RESERVED. MAY BE REPRODUCED FOR NON-COMMERCIAL PROSECUTORIAL, LAW ENFORCEMENT AND EDUCATIONAL PURPOSES ONLY. 1MB@da.lacounty.gov

JACKIE LACEY
DISTRICT ATTORNEY

ONE MINUTE BRIEF

NUMBER: 2019-17 **DATE:** 08-12-19 **BY:** Devallis Rutledge **TOPIC:** No “Community Caretaking” Entry

MODIFIES 1MBs 2018-02 AND 2018-16

ISSUE: Is there a “community caretaking” exception to the warrant requirement for police entry into a private home?

There are **four** lawful ways for police to enter private homes (search or arrest **warrant**, valid **consent**, residential search term of **probation/parole/PRCS/supervised release**, or one of the recognized categories of **exigency**. (See 1MB 2018-16.)

As indicated in 1MB 2018-02, “there is **considerable confusion** as to when the ‘community caretaking’ doctrine applies, and as to its proper application” (citing as one example the three varying opinions in *People v. Ray* (1999) 21 Cal.4th 464).

The California Supreme Court has now declared that while “community caretaking” may justify certain **vehicle** searches, it is **not an exigency** that justifies warrantless **home entry**:

“We conclude that an entry for reasons short of a perceived emergency, or similar exigency, fails to satisfy the relevant constitutional standard. We disapprove the lead opinion in People v. Ray, to the extent it conflicts with the views expressed here.” People v. Ovieda (2019) ___ Cal.5th ___, No. S247235, Slip opn. at p. 1.

- Police were called to the home of Willie Ovieda, where he was reportedly suicidal, with access to firearms. After their arrival, Ovieda and two friends came outside. Officers searched and cuffed Ovieda. The friends told officers they had collected the firearms and put them in the garage, and no one else was present inside. Officers entered “to do a protective sweep” and to be sure there was no one else inside who might be armed, injured or in need of aid. Drugs and illegal weapons seen in plain view were seized, and Ovieda moved to suppress all evidence resulting from the warrantless entry.

Both the trial court and the Court of Appeal denied suppression, finding that entry was justified by the “community caretaking” exception. The California Supreme Court has reversed, ruling that **as to residential entries**, “No such exception exists, and the Ray lead opinion was wrong to create one.” *Id.*, Slip opn. at p. 10.

- If entry into Ovieda’s home could not be justified by “community caretaking,” how about the “**emergency aid**” exigency? The unanimous opinion in *Ovieda* does acknowledge that “police do not need ironclad proof of a likely serious, life-threatening injury to invoke the emergency aid exception” to justify immediate entry, but “officers must possess an objectively-

continued on page 37



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

reasonable basis for believing that an occupant was seriously injured or threatened with such injury" before making entry. *Id.*, Slip opn. at p.18.

Because the officers in this case had no reason to disbelieve defendant's friends' assurances that no one else was inside and that the firearms had been removed to the garage (and because Ovieda could have been lodged 5150 and a warrant sought for his guns), the court found that any emergency-aid rationale could be based only on speculation — not on any objective facts. "[T]he objective facts that elevate speculation to reasonable suspicion were not present or were not articulated at the suppression hearing." *Ibid.*

BOTTOM LINE: *"In sum, the community caretaking exception asserted in the absence of exigency is not one of the carefully delineated exceptions to the residential warrant requirement recognized by the United States Supreme Court."* *Id.*, Slip opn. at p. 24.

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

ONE MINUTE BRIEF

NUMBER: 2019-18 **DATE:** 08-23-19 **BY:** Devallis Rutledge **TOPIC:** Unconditional *Miranda* Waivers

ISSUE: What are the ramifications if law enforcement officers impose *conditions* when seeking a *Miranda* waiver from a suspect?

Three principles of interrogation case law may be implicated by the manner in which a suspect waives *Miranda* prior to custodial police interrogation.

(1) Valid waivers may be *express* or *implied*.

Miranda waivers are *express* when, after a full warning and the suspect's acknowledgement of understanding, the suspect is pointedly asked if s/he wants to talk, and s/he makes some affirmative response. Waivers are *implied* if, e.g., after warning and acknowledgment, the suspect answers an engaging, non-threatening question and continues to answer questions. *Implied* waivers have the **advantage** of being less likely to provoke an invocation, and they are legally acceptable to satisfy *Miranda*. *Berghuis v. Thompkins* (2010) 560 US 370, 384. (See 1MBs 2008-18, 2010-09.)

Attempts to obtain *express* waivers, on the other hand, have the **disadvantage** of being more likely to prompt a suspect to invoke, thereby **inhibiting** the truth-seeking purpose of an investigation. *Oregon v. Elstad* (1985) 470 US 298, 309. Questions designed to obtain *express* waivers also run the risk of being inartfully phrased in such a way as to **create conditions** that may limit subsequent interrogation.

continued on page 38



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

(2) Waivers may be conditional.

If a suspect's waiver is **conditional**, the admissibility of subsequent statements depends on whether interrogating officers honored any condition. *Connecticut v. Barrett* (1987) 479 US 523, 529 (where suspect **conditionally waived** by agreeing to talk, but not to put anything in writing until he had an attorney, his oral statements to police were admissible).

(3) Unconditional waivers permit renewed, contemporaneous interrogation on any case, by any officer, without new warnings or waivers.

"A Miranda warning is not required before each custodial interrogation; one warning, if adequately and reasonably contemporaneously given, is sufficient." *People v. Braeseke* (1979) 25 Cal.3d 691, 701-02. Gratuitous repetition of warnings could prompt an invocation.

- A warning and waiver within at least the past **24 hours** before renewed interrogation is "contemporaneous." See *People v. Williams* (2010) 49 Cal.4th 405, 434-35 (40-hours OK); *People v. Mickle* (1991) 54 Cal.3d 140, 171 (36 hours OK); and cases cited in 1MB 2005-03. **But if a waiver were conditioned on talking "now," new warnings would be required before any later resumption of questioning.**

- Contemporaneous interrogation about a **different crime** does not require a new warning or waiver. *Colorado v. Spring* (1987) 479 US 564, 576-77. **But if a waiver were conditioned on talking "about this" or "about the charges against you" or "about the robbery," etc., new warnings would be required before questioning about other crimes.**

- A **change in interrogating officers** does not necessitate a new warning or waiver. *People v. Lewis* (2001) 26 Cal.4th 334, 386-87. Also, **changes in location or jurisdiction** do not require a new warning or waiver. *US v. Baron* (9th Cir. 1996) 94 F.3d 1312, 1320 (OK for DEA to question under contemporaneous waiver taken by state police). **But if a waiver were conditioned on talking "to me" or "to us," a different officer would have to re-warn.**

- These principles show the advantages of seeking *implied* waivers, which do not risk the inadvertent creation of a limiting condition. (*Exception*: if the suspect **invokes** and later re-initiates discussions, officers should take an *express* waiver of the right previously asserted, before resuming interrogation. *Oregon v. Bradshaw* (1983) 462 US 1039, 1045-46.)

- If an *express* waiver is sought following an admonition and acknowledgment of understanding, these principles support the advisability of simply asking: "*Do you want to talk about what happened?*" (Not "*now*." Not "*about these charges*." Not "*to me*" or "*to us*.")

BOTTOM LINE: The prospect of obtaining maximum admissible statements from a custodial suspect is not generally enhanced by seeking an *express* waiver, nor by inserting qualifiers that may result only in a *conditional* waiver.

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



ALADS Legal Defense Fund

The Board of Trustees of the ALADS Legal Defense Fund wish to notify you that the LDF plan document has been amended as follows:

ALADS LEGAL DEFENSE FUND AMENDMENT NUMBER TWO TO THE PLAN DOCUMENT (effective May 24, 2019)

Pursuant to, the Board of Trustees hereby amend the LDF plan document as follows:

1. Section 3.3.1.1 of the LDF plan document is amended to read: Representation in proceedings at the trial court level involving a domestic relation restraining order, including opposing its issuance and including seeking a firearm exemption under Family Law Code section 6389(h), but only to the extent that the proceedings impact the Participant's ability to perform the essential functions of the job.
2. Section 3.3.2 of the LDF plan document is amended by deleting "the following" from the first sentence.
3. The following is added as section 3.3.2.3 of the LDF plan document: "Upon a showing of good cause and subject to limitations imposed by the Administrator, representation in a civil or criminal matter in which the Participant is involuntarily called as a witness for trial or deposition, including representation to quash a subpoena or to negotiate with opposing counsel".
4. Current section 3.3.2.3 of the LDF plan document is renumbered as section 3.3.2.4.
5. The following is added as section 3.3.2.5 of the LDF plan document: "Upon a showing of good cause and subject to limitations imposed by the Administrator, representation in matters in which a Participant is objecting to placement by the Los Angeles District Attorney's Office in a disclosure system such as the Officer and Recurrent Witness Information Tracking System".
6. Section 4.6.2 of the LDF plan document is amended by deleting "Trustees" and inserting "Administrator".
7. The effective date of this amendment is May 24, 2019.

This amendment was adopted at a regular meeting of the Board of Trustees on May 24, 2019.

ALADS LEGAL DEFENSE FUND AMENDMENT NUMBER THREE TO THE PLAN DOCUMENT (effective December 8, 2019)

Pursuant to article IX, section 1(B) of the LDF trust agreement and to section 7.1 of the LDF plan document, the Board of Trustees hereby amends the LDF plan document as follows:

1. Section 3.3.1.1 of the LDF plan document is amended to read as follows:
Representation in proceedings in which a restraining order, an emergency protection order, a protection order, or similar order based on allegations of domestic violence (collectively the "Orders") is sought against a Participant, including opposing its issuance and including seeking a firearm exemption under Family Law Code section 6389(h), but only to the extent that the proceedings potentially impact the Participant's ability to perform the essential functions of the job.
2. This plan amendment is effective thirty days after written notice has been given to the Board of Directors.

This amendment was adopted at a regular meeting of the Board of Trustees on September 20, 2019.

POPA Peace Officers Professional Associations
Federal Credit Union



Renovate.
Restore.
Revamp.



HELOC Rates
As Low As **3.25%** APR*

Call us today for more details! 800.369.7672 • www.popafcu.org

*APR = Annual Percentage Rate. The advertised rate is our lowest rate available, effective as of 03/16/2020, this rate is subject to change without notice. HELOC features a variable rate based on the Prime Rate as published in *The Wall Street Journal* plus a margin. The APR is subject to change and may increase after consummation. The maximum APR is 18%. Minimum credit limit is \$10,000; Maximum credit limit is \$250,000. Maximum combined loan to value (CLTV) of up to 80%.

Closing costs range from \$200 to \$1200 to open a HELOC. Call us for details on how POPA FCU can pay all closing costs. Property insurance is required, and flood insurance is required where necessary. Consult a tax advisor regarding the deductibility of interest and charges. Rates, program terms and conditions are subject to change without notice. Other restrictions and limitations may apply. NMLS # 852741.

Federally
Insured by
NCUA



Get A Head Start...

On Your 2020 Taxes

Ease the burden this tax season with a POPA Signature Loan. Signature Loan amounts up to \$15,000 with rates as low as **8.45%** APR*.

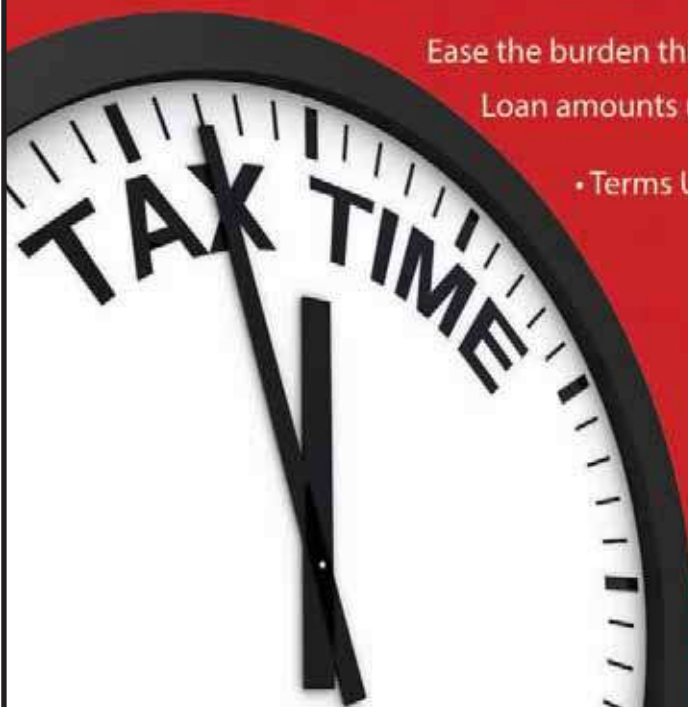
• Terms Up To 60 Months • Competitive Rates

Apply Online Now,
Visit Your Local POPA Branch Or,
Give Us A Call At 800.369.7672

POPA Federal Credit Union

*APR=Annual Percentage Rate. Rates effective as of 3/1/2020 and are subject to change without notice. The rate shown reflects our lowest Annual Percentage Rates (APR), available on terms up to 60 months and include Relationship Benefit discounts of 0.75%. Please contact the Credit Union for details on our Relationship Benefit discounts. All loans are subject to approval. Rates vary based on approved credit. Some restrictions may apply. Payment example: For every \$1,000 borrowed for a term of 60 months with a 8.45% APR, the monthly payment will be \$20.49. Minimum loan amount is \$500. The maximum loan amount is \$15,000. The maximum combined loan balance for Signature Loans is \$15,000 total per member.

Federally
Insured by
NCUA





**RAINS LUCIA STERN
ST. PHALLE & SILVER, PC**
THE ULTIMATE BACKUP

24 HOURS / 7 DAYS:

310.393.1486

SIGN UP FOR NEWS ALERTS:
www.RLSlawyers.com

**Serious Lawyers
for Serious Cases**

**PROTECTING YOU
AND YOUR CAREER**

- Internal Affairs
- Peace Officer Rights
- Critical Incidents
- Personal Injury
- Criminal Defense
- Labor Representation

**SERVING SOUTHERN CALIFORNIA WITH OFFICES IN
LOS ANGELES ■ ONTARIO ■ SANTA MONICA**

INDUSTRY SHERIFF STATION GOLF FUNDRAISER

Benefiting our Wellness Programs and Baker to Vegas Team

This year's event will be held on Monday, May 11, 2020 at the Industry Hills Golf Club at the Pacific Palms Resort in the City of Industry, CA.

COST/REGISTRATION:

Registration begins at 6:15 AM, with a putting contest at 7:15 AM and Tee-off at 8:00 AM. Your tournament fee includes a Continental Breakfast, 18 holes of golf, cart, lunch and drinks on the course. Numerous awards and raffle prizes will be given out immediately following the golf tournament.

\$ 100.00 Individual Golfer

\$ 600.00 Gold Sponsor

Gold Sponsor: 1 Foursome, Tee Box Sign, space on tee box if desired, and recognition at awards ceremony.

To request a registration form please contact:

Officer Peter Ramirez paramire@lasd.org or Deputy Dave Dinwiddie at the

INDUSTRY SHERIFF STATION
150 N. HUDSON AVE.
CITY OF INDUSTRY, CA 91744
626-330-3322



ALADS Field Representatives

Dana Fackert



Advocacy Unit
Alhambra (D.A.)
Alhambra Court
Altadena Station
Antelope Valley (D.A.)
Antelope Valley Court (Michael
Antonovich Courthouse)
Arson & Explosives Unit
Auto Insurance Fraud (D.A.)
Biscailuz Range
Civil Litigation Unit
Civilian Pre-Employment Unit
College of the Canyons Training Center
Community Partnerships Bureau -
Headquarters (Formerly COPS)

County Services Bureau – Antelope
Valley
Court Training Division
Corrective Action Unit
Crescenta Valley Station
Crime Lab - Lancaster
Criminal Intelligence Bureau
Discovery Unit
Duarte Sub-Station
East Los Angeles (D.A.)
East Los Angeles Court
East Los Angeles Station
Edelman Children's Court
Emergency Vehicle Operations Center
Field Operations Support Services Unit
Fleet Management
Homicide Bureau
Human Trafficking Unit

Internal Affairs Bureau
Lancaster Juvenile Court
Lancaster Station
Laser Village
Metrolink – Brackett Field
Mira Loma Detention Facility (Closed)
Palmdale Station
Parks Bureau – East
Parks Bureau – North (Antelope
Valley)
Pasadena (D.A.)
Pasadena Court
Pomona (D.A.)
Pomona Court
Pre-Employment Background Unit -
North
Recipient Welfare Fraud
Risk Management Bureau

San Dimas Station
Special Enforcement Bureau
Special Victims Bureau - North
Temple Station
Training Bureau
a. Advanced Officer Training
b. Force Training Unit
c. Recruit Training Unit
Traffic Services Detail
Transit Services Bureau – El Monte
Transit Services Bureau – Gateway
TRAP (D.A. - El Monte)
TRAP (Taskforce for Regional Theft
Prevention) - North
Walnut Station
West Covina Court (Citrus)

Phone: (626) 497-2554

Email: dfackert@alads.org

Doug Joho



Aero Bureau
Avalon Station
Bellflower Court (Los Cerritos)
Bellflower Substation
Carson Station
Central Investigations (D.A.)
Century Regional Detention Facility
Century Station
Cerritos Station
Child Abduction Unit (D.A.)
Civil Management Bureau
Compton (D.A.)
Compton Court
Compton Station
County Courthouse (CCH – Stanley
Mosk)

Countywide Services Bureau
- MLK Hospital
- Harbor UCLA Hospital
- Detective Bureau
Crime Lab – Fire Arms
Criminal Courts Building (CCB – Clara
Shortridge Foltz)
Downey Court
Eastlake Juvenile Court
Elder Abuse Unit (D.A.)
Family Violence Unit (D.A.)
Hall of Administration
Hall of Justice
- DA Investigators
- SIB
- Court Service Training
- Back Ground Investigators
Hall of Records
High Tech Crimes
Integrity Section (D.A.)
La Mirada Sub-Station

Lakewood Station
Lawndale Substation
South Los Angeles Station
Lomita Station
Long Beach (D.A.)
Long Beach Court
Los Angeles County Medical Center
Los Padriños Court
Major Crimes Investigations (D.A.)
Marina Del Rey Station
Norwalk (D.A.)
Norwalk Court
Norwalk Station
Paramount Substation
Parks Bureau – South
Pico Rivera Station
Public Integrity Unit (D.A.)
Rancho Los Amigos Hospital
Records/Identification Bureau

Redondo Beach Court
Scientific Services Bureau
Sex Crimes Unit (D.A.)
Sexually Violent Predator Unit (D.A.)
Special Litigation (D.A.)
Special Ops Detail
STARS (all)
- Casino Crimes
- Fraud
- Major Crimes Bureau
- Narco Majors
- Prison Gangs
- Special Victims Bureau
Torrance (D.A.)
Torrance Court
Transit Services Bureau Regional
Operations Center (ROC)
TRAP
USC Medical Center
Whittier Court

Phone: (310) 351-5065

Email: djoho@alads.org

Dana Fackert and Doug Joho



Airport Branch (D.A.)
Airport Court
Beverly Hills Court
Burbank Court
Central Arraignment Court (CJAC)
Central Civil West Court
Chatsworth Court
Correctional Services
Transportation (formerly TST)
Corrections Services Transport –
Wayside (formerly TST)
Criminal Crimes – Chatsworth

Court
El Monte Court (Rio Hondo Court)
Glendale Court
Hollywood Court
Industry Station
Inglewood Court
Inmate Reception Center
Malibu/Lost Hills Station
Men's Central Jail
Mental Health Court/Department 95
Metrolink – Chatsworth
Parks Bureau – North (Castaic)

Metropolitan Court/Traffic Court
San Fernando (D.A.)
San Fernando Court
Santa Clarita Court
Santa Clarita Station & DB
Santa Monica Court
Sylmar Court
Transit Services Bureau –
Chatsworth
Twin Towers Correctional Facility
Universal Substation
Van Nuys (D.A.)

Van Nuys Court East & West
Pitchess Detention Center
(Wayside)
- CST
- Laundry
- JIU
- NCCF
- North Facility
- Range
- South Facility
- The Ranch
West Hollywood Station



About Your Field Representatives

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



*Law Enforcement's Premier
Credit Union Since 1936* | lapfcu.org

Get a **\$100 Visa® Reward Card¹** and Join the Credit Union Now!

- Superior financial services
- Competitive loan rates
- Personalized member service
- Complimentary financial planning workshops and webinars

**CONTACT DANIEL
TODAY!**

DANIEL SAENZ
Senior Business
Development Officer
dsaenz@lapfcu.org
(818) 779-3303



*To qualify for the \$100 offer, register at referlive.com/lapfcuchecking100, open a new LAPFCU checking account, and complete these requirements within 90 days of account opening: complete one (1) or more direct deposits or ACH credits of \$250 or more per month, and enroll in e-Statements and e-Disclosures. Please allow 4-6 weeks for delivery of your Reward Card after completing all requirements of this offer. Please refer to referlive.com/lapfcuchecking100 for complete details. Offer applies only to members who do not have an existing LAPFCU checking account. 04/19-4/3

RESPECT | OWNERSHIP | INTEGRITY

LASER VISION CORRECTION

INCLUDED IN ALADS ANTHEM BLUE CROSS HMO AND PPO NETWORKS
BENEFIT UP TO \$1500 PER EYE/LIFETIME*



RANCHO LASER VISION CENTER

Personalized Care, State of the Art Technology. Providers of laser eye surgery for the local community since 2003, Dr. Vishteh is a diplomate of the American Board of Ophthalmology and has performed over 25,000 LASIK/FRK procedures. *Please check your insurance or call us for eligibility status. Now included in ALADS Anthem Blue Cross HMO and PPO networks.

www.rancholasik.com

1-888-514-2020

Locations in Rancho Cucamonga, Burbank and Santa Monica



IN RECOGNITION OF *courage and selfless service.*

Like you, Rose Hills is dedicated to our community and the families we serve. Planning ahead allows you to protect your loved ones, make your wishes known and lock in today's pricing.

An exclusive offer for Los Angeles County Sheriffs and their families:

Double-depth burial for two in Tierra del Cielo: **\$1,000* savings**
or 10% savings on pre-need cemetery property and funerals. Financing options are available to fit your budget.

FOR A 30-MINUTE, NO OBLIGATION APPOINTMENT, CALL
MARK ORTEGA, PRE-PLANNING ADVISOR • 888-818-8664

ROSE HILLS
MEMORIAL PARK & MORTUARY
A member of the Dignity Memorial® network

*Price includes double depth concrete vault and interment rights for two. Original list price: \$9,600, plus endowment care fee. Additional services and merchandise required. 10% savings not applicable to cash advance items. Offers may not be combined. • Whittier PD-970 CA Ins Lic 0004129

WE MAKE HOUSE CALLS!



Harvey Eisenberg, M.D.
Photographer Jennifer Jones

BSI brings their **HIGH TECH HOUSE CALL™** directly to you, the body scan and interactive video tour of your body, guided by your personal BSI physician.

OUR NEXT HOUSE CALL:

APRIL 6TH – 10TH

MAY 11TH – 15TH

JUNE 8TH – 12TH

ALADS Headquarters
2 Cupania Circle • Monterey Park

PROTECT YOURSELF
&
SIGN UP FOR A
BODYSCAN!

BSI's Full Body Scan is the foremost preventive health benefit & complete examination, detecting early disease at a time when we can give you the tools to stop or even reverse the process.

FREE BENEFIT TO QUALIFIED MEMBERS AND DEPENDENTS

BODY SCAN INTERNATIONAL

888-724-VIEW



STONE BUSAILAH, LLP

A Partnership of Professional Law Corporations

POLICE DEFENSE LITIGATION

ADMINISTRATIVE LAW

CRIMINAL DEFENSE

WRITS AND APPEALS

FAMILY LAW

Michael P. Stone, Esq.

Muna Busailah, Esq.



1055 East Colorado Blvd., Suite 320
Pasadena, CA
626.683.5600 • fax 626.683.5656

21800 Cactus Ave.
Riverside, CA
951.653.0130 • fax 951.656.0854



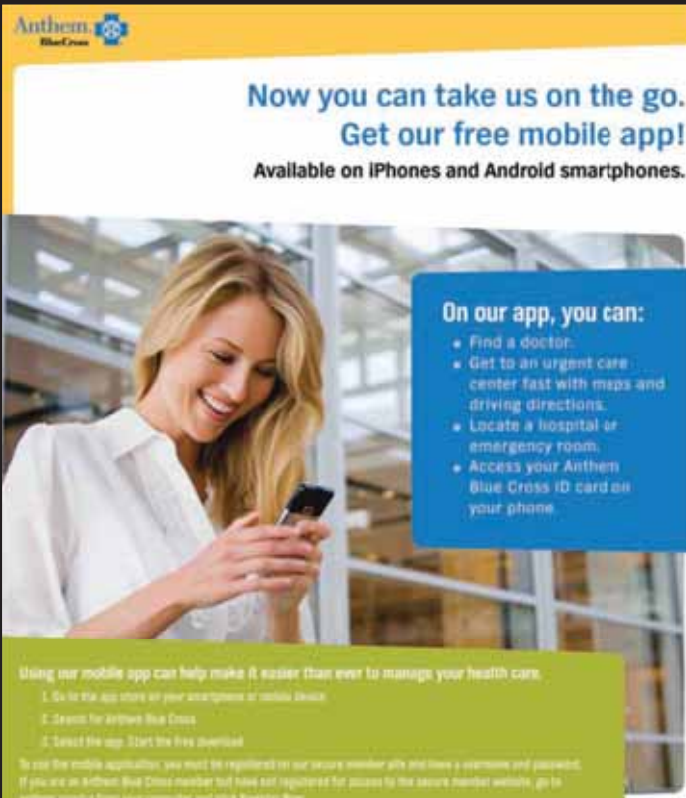
GSS Goldschmid, Silver & Spindel

Offering 200 Years of Combined Experience

Los Angeles Workers' Compensation Attorneys
State Bar Certified Specialists Since 1979
Representing Los Angeles County Deputy Sheriff's Since 1990

CALL 213-251-5900

4221 Wilshire Boulevard, Suite 460
 Los Angeles, California 90010
 Facsimile: 213-386-2750
 GSSCOMPLAW.COM



**Now you can take us on the go.
 Get our free mobile app!**

Available on iPhones and Android smartphones.

On our app, you can:

- Find a doctor.
- Get to an urgent care center fast with maps and driving directions.
- Locate a hospital or emergency room.
- Access your Anthem Blue Cross ID card on your phone.

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

1. Go to the app store on your smartphone or tablet device.
2. Search for Anthem Blue Cross.
3. Select the app. Start the free download.

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



SPECIAL CERTIFICATE RATE!

3

- ▶ Percent APY*
- ▶ Thousand Dollar Minimum Deposit
- ▶ Year Term
- ▶ Months to Sign Up

LIMITED TIME OFFER

JOIN NOW
WWW.FIRSTCITYCU.ORG
800-944-2200

FirstCity CREDIT UNION
www.firstcitycu.org

**THE OFFICIAL
 LASD
 CREDIT UNION
 SINCE 1978**

Savings Federally Insured by the NCUA

*APY = Annual Percentage Yield. Penalty for early withdrawal. New money deposit only. Minimum deposit \$3,000. Federally insured to \$250,000 by the NCUA. 3 year certificate will convert to a 3 year term at maturity at the rate in effect at that time. Sign-up period from March 2, 2020 to May 30, 2020, rates and terms subject to change without notice, limited time offer.

Benefits Fair Vendors

Aflac

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



Legal Shield

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



Allstate Benefits

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



POPA Federal Credit Union

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



Anthem Blue Cross

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



Benefit Service Center

(800) 842-6635



Rose Hills Memorial Park & Mortuary

Mark Ortega
(562) 760-2695



Body Scan International

Bill Penzo
(888) 724-8439



Union Choice

(855) 668-5626
www.UnionChoice.com



Colonial Life

Rene Castro
(818) 291-4925
coloniallife.com



First City Credit Union

(800) 934-2489
firstcitycu.org



Holman Group

(800) 321-2843
holmangroup.com



Horizons

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

Your Retirement Simplified | **Horizons**

LACERA

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



Los Angeles Police Federal Credit Union

(877) 695-2732
lapfcu.org



Baida Jewelry.com
The ORIGINAL Jeweler to Law Enforcement

Special Discount Offer for ALADS Members
Up to 70% OFF Retail Price!



100% Natural, Non-enhanced & Non-treated Diamonds.
USA Certified Diamonds Only. Lifetime Diamond Upgrade Policy

1100 South Hill St., Suite 830, Los Angeles, CA 90013 (213) 623-3780
www.baidajewelry.com

Important Dates and ALADS Sponsored Events

MARCH

ALADS Board of Directors Meeting

Friday, March 20, 2020
11:00 AM
Virtual

ALADS Benefits Fair

Wednesday, March 23, 2020
10:00 AM to 4:00 PM
North County Correctional Facility

Cesar Chavez Day

Tuesday, March 31, 2020
ALADS Facility Closed

APRIL

ALADS Unit Representative Meeting

Wednesday, April 1, 2020
11 AM & 6 PM
ALADS Facility

ALADS Board of Directors Meeting

Thursday, April 2, 2020
11:00 AM
Virtual

Baker to Vegas Challenge Cup Relay

Saturday & Sunday,
April 4-5, 2020
Las Vegas, NV

LASD Roundup

Sunday – Wednesday,
April 5-8, 2020
Laughlin, NV

Body Scan International House Call

Monday – Friday,
April 6-10, 2020
Truck located behind the
ALADS Facility

ALADS Board of Directors Meeting

Friday, April 17, 2020
11:00 AM
Virtual

ALADS Benefits Fair

Wednesday, April 19, 2020
10:00 AM to 4:00 PM
Century Regional Detention Facility

MAY

ALADS Board of Directors Meeting

Friday, May 1, 2020
11:00 AM
ALADS Facility

California Peace Officer Memorial Ceremony

Sunday – Monday,
May 3-4, 2020
Sacramento, CA

ALADS Unit Representative Meeting

Wednesday, May 6, 2020
11 AM & 6 PM
ALADS Facility

ALADS Board of Directors Meeting

Friday, May 15, 2020
11:00 AM
ALADS Facility

Body Scan International House Call

Monday – Friday,
May 11-15, 2020
Truck located behind the
ALADS Facility

National Peace Officers Memorial Ceremony

Monday – Sunday,
May 11-17, 2020
Washington, D.C.

Memorial Day

Monday, May 25, 2020
ALADS Facility Closed

JUNE

ALADS Unit Representative Meeting

Wednesday, June 3, 2020
11 AM & 6 PM
ALADS Facility

ALADS Board of Directors Meeting

Friday, June 5, 2020
11:00 AM
ALADS Facility

Body Scan International House Call

Monday – Friday,
June 8-12, 2020
Truck located behind the
ALADS Facility

ALADS Awards Banquet

Saturday, June 13, 2020
6 PM
Pacific Palms Resort
City of Industry

ALADS Awards Banquet After Party

Saturday, June 13, 2020
Immediately following the
awards banquet
Pacific Palms Resort

United States Police & Fire Championships

Saturday – Sunday,
June 13-20, 2020
San Diego, CA

ALADS Board of Directors Meeting

Friday, June 19, 2020
11:00 AM
ALADS Facility

ALADS Benefits Fair

Wednesday, June 24, 2020
10:00 AM to 4:00 PM
Men's Central Jail/Twin
Towers/Transit Services (TST)



Photo by Chris Miller

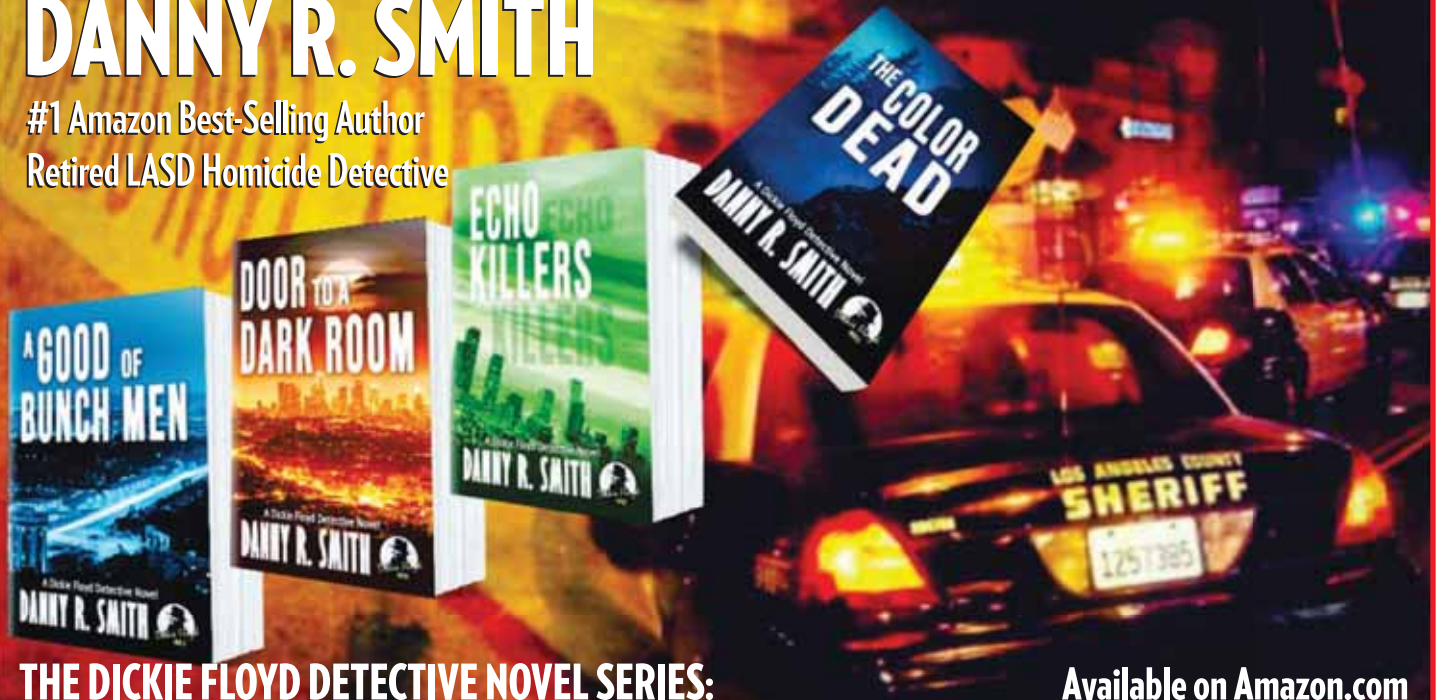
Go to www.alads.org
for more ALADS
Calendar Information!

List of Cancellations Due to COVID-19

- The CRDF Benefits Fair for April 29, 2020 - **CANCELLED**
- National Peace Officers' Memorial Ceremony - **CANCELLED**
- Police Unity Tour - **CANCELLED**
- Devil Pups Youth Program For America - **CANCELLED**
- California Peace Officers' Memorial - **CANCELLED**
- ALADS Baker to Vegas Reception(s) at the Rio Las Vegas Resort - **CANCELLED**
- ALADS / Homicide Bureau Baker to Vegas Barbecue - **CANCELLED**
- Baker to Vegas - **CANCELLED**
- Retiree Roundup - **CANCELLED**
- ALADS NCCF Benefits Fair - **CANCELLED**
- Unit Representative Meeting(s) Wednesday, April 1, 2020 - **CANCELLED**
- Gym Inside ALADS Facility **Closed Until Further Notice**

DANNY R. SMITH

#1 Amazon Best-Selling Author
Retired LASD Homicide Detective



THE DICKIE FLOYD DETECTIVE NOVEL SERIES:

Available on Amazon.com

"Dickie Floyd belongs on the bookshelf of every Joseph Wambaugh and Michael Connelly fan. Wambaugh and Connelly write about LAPD. The author has written the quintessential LA County Sheriff's Department novel."

- Phil



ALADS Thanks **Jennifer Martin** for Her Years of Service



ALADS thanks Jennifer Martin, whose term ended on November 15, 2019, for her many years of service. Ms. Martin did not run for the 2020 Board of Directors.

District Attorney Investigator Martin was elected to the ALADS Board of Directors in 2014 and served for a brief period as an ALADS Director before taking on the role of Secretary where she completed her position on the Board. She donated her time to ALADS board meetings, unit representative meetings, the Homicide Bureau / ALADS Baker to Vegas BBQ, river trips, the Police Unity Tour, ALADS Family Day & Picnic, and ALADS Family Night. She served as ALADS' chair for Baker to Vegas in 2015, 2016, 2017 and 2019 along with chairing ALADS role in

the National Peace Officers' Memorial, Unity Tour and California Peace Officers' Memorial in 2019. Jennifer also served as co-chair for Baker to Vegas in 2018 and the National Peace Officers' Memorial and Unity Tour in 2017 and 2018. In addition to her other activities and duties, Martin served on numerous labor-related committees including the BOI – DAI Manual of Policies Committee from 2013-2019 and three Salary MOU Contract Negotiations Teams.

The Board of Directors thanks Jennifer for her commitment to ALADS, her devotion to its members and the staff she worked so diligently with to make ALADS a better union for all of its members.

Thank You Jennifer!





BONELLI REGIONAL PARK - 120 E VIA VERDE DR, SAN DIMAS, CA 91773

SWITCHING EVENTS TO "VIRTUAL" SUPERHERO

APRIL 4TH & APRIL 25TH

SEE ANNOUNCEMENT LETTER

AWARENESS. PREVENTION. ADVOCACY. HEALING.

JOIN THE
VIRTUAL RUN/WALK
& SUPPORT VICTIMS OF CRIME

WWW.SUPERHERORUNWALK.ORG
WWW.CRIMESURVIVORS.ORG

5K Run/Walk Virtual

Run

\$30

9:00AM PDT

11:00AM PDT

Registration ends April 25, 2020 at
11:59PM PDT

Virtual Run

\$30

Registration ends April 25, 2020 at
11:59PM PDT



<https://runsignup.com/Race/CA/SanDimas/LosAngelesSuperhero5KRunWalk>

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

Officers

Ronald Hernandez <i>President</i>		rhernandez@alads.org
James Wheeler <i>Vice President</i>		jwheeler@alads.org
Xochilt Rosas <i>Secretary</i>		xrosas@alads.org
Steven Blagg <i>Treasurer</i>		sblagg@alads.org
Michael V. Thibodeaux <i>Assistant Secretary</i>		mthibodeaux@alads.org
David Gaisford <i>Assistant Treasurer</i>		dgaisford@alads.org
John Perez <i>Director</i>		jperez@alads.org

Staff

Derek Hsieh <i>Executive Director</i>		dhsieh@alads.org
Rebecca Bueno <i>Labor Relations Specialist</i>		rbueno@alads.org

Defense Reps

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

ALADS Unit Representative List

* ALADS Directors

Airport Court

Russell-Saenz, Robin

Altadena Station

Gaisford, David *
Hernandez, Ronald *

BOLRAC

Rosas, Xochilt *

Century Station

Meraz, Anthony
Perez, John *

Children's Court

Xie, Aily

CIB

Cabadas, Jesse

College Bureau

Elias, Elizabeth

COPS Bureau

Ferrell, Robert

Court Services Bureau

Peña, Enrique

CRDF

Ortega, Flor

Crescenta Valley Station

Martin, Jeffrey

CSB (County Services Bureau)

Pippin, Richard
Tate, Reginald

CSE - Norwalk

Grant, Winston

CSW - Van Nuys East

Domin, Robert

Homicide Bureau

Blagg, Steven *

Industry Station

Finn, Michael

LCMC

Sandoval, Robert

Long Beach Court

Erbacker, Mark

Lost Hills Station

Loureiro, Armando
White, Tim

Metrolink Bureau

Perez, Oscar

NCCF

Galarneau, Dean

Norwalk Station

Sass, Sarah

Parks Bureau - East

Castro, Leonardo

Parks Bureau - North

King, Trevor
Ortega, Miguel

PDC - South

Tidball, Justin

Pico Rivera Station

Longoria, Brandon

PLM

Cianciosi, Kenneth
Cronin, Andrew

Santa Clarita Station

Granek, Michael
Rathbun, Michael

San Dimas Station

Jensen, Jeffrey
Portillo, Arturo

Santa Monica Court

Miller, Craig

SEB

Wheeler, James *

STARS Center

Salazar, Virginia

Temple Station

Johnson, James

Torrance Court

Quick, Johnny

TPD

Thibodeaux, Mike *
Tineo, Alejandro

West Hollywood

Chung, Christopher

Barragan, Janet - At Large
Buckband, Stacey - At Large
Ferguson, Thomas - At Large
Magdaleno, Pedro - At Large
Sass, Robert - At Large

District Attorney Investigators

Child Abduction

Martin, Jennifer

Public Integrity

James, Brian

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

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.

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.

**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.

**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

**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

**SELLING A BOAT**

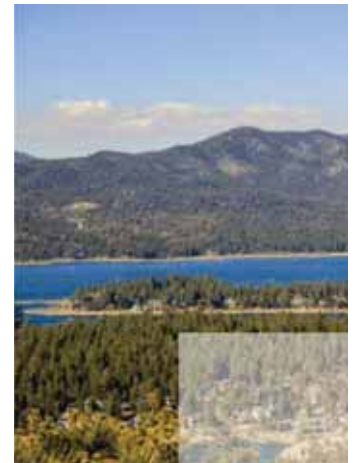
1988 Carver dual gas engine cruiser must see to believe, in Channel Islands marina, Oxnard. Must sell due to health reasons. LE only call my son Todd for appointments 45,000K (805) 320-1650

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 \$425.00. 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.

Classified Ads

Voting ALADS Members:
FREE

All Others: \$15/month

For Advertising Information

Call 323-213-4005

ALADS Members Retiring

Deputy Alicia Williams	Deputy Randy Niles
Deputy Michael Berk	Deputy Leopold Noyola
Deputy Charles Harvey	Deputy Alan Soohoo
Deputy Stephen Herrel	Sgt. Kevin Unland
Deputy John Peck III	DAI Wayne Hasegawa
Deputy Esperanza Harper	Captain Rodrick J Armalin
Deputy Deborah Trejo	Lt. Arturo Chavez
Deputy David Peterson	Deputy Victor J Follen
Deputy Billy Lovell Jr.	Deputy Anthony J Sims
Deputy Sarah C. Gillis	Deputy Christopher Henning
Captain Valentine Rosario III	Deputy Erick Jeter
Deputy Ruben Arrieta	Deputy Glenn James Jorian
Deputy Rich Allen	Deputy Mark Yriarte
Deputy Darryl Lee Stone	Deputy Raye D Morales
Lt. Christopher Brackpool	Deputy Michael John Carnakis
Deputy Kirk Halladay	Deputy John Chun
Deputy Yolanda Pollard-Bowie	Deputy James M Velasquez
Deputy Michael Ascolese	Deputy Darryl Stone
Deputy Aaron Bartsch	Deputy Jeffrey Jackson
Lt. Wayne Bilowit	Deputy James Atkinson
Deputy Sean Gibson	Deputy Randy Fruto
Deputy Wayne Hogue	Deputy Larry Sanders
Deputy Aaron King	Deputy Louie Marquez
Deputy Andrew Negrete	

Dispatcher Classified Listing Form

Instructions:

Type or print clearly your ad on the form below and fax it to the Dispatcher Classified Listing Fax Line at 323-724-0140. The Classified Ad may be up to 25 words. The Classified Ad rate is FREE per issue for Voting ALADS Members and \$15.00 per issue for all others. Multiply the one-time rate by the number of issues in which you want your ad to appear (for example, 3 issues is \$15.00 x (3), or \$45.00). **All ads are payable in advance by check or money order. Please make check payable to ALADS.** Deadline for inclusion is noon the third Wednesday of the preceding month (for example, for inclusion in the April 2020 issue, ads must be received by Wednesday, March 18, 2020).

- ☐ **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

Live Where Others Vacation!

Call me when you're ready to move

- Father-in-Law of LASD Deputy
- Retired Sacramento PD Homicide Detective
- North Idaho Real Estate Specialist
- Member of a Nationwide Referral Network

John Thurston
 ☎ 208-660-3582
 🌐 www.northernidaholiving.com
 ✉ johnthurston@windermere.com

John Thurston Real Estate
 Windermere
 REALTOR



Discount Movie Tickets



Get Your Movie Tickets at ALADS



\$10.50

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

Cut down on the cost of going to the movies by buying your AMC Black and Regal passes at ALADS. You can pick up the passes at the ALADS facility. Limit 10 per member per visit.



\$9.25



ALADS Members Only

Advertising Index

BANKING & FINANCE

First City Credit Union	45
L. A. Police Federal Credit Union	43
P.O.P.A. Federal Credit Union	40

FUNERAL & MORTUARY SERVICES

Rose Hills Mortuary	44
---------------------	----

HEALTH

Anthem Blue Cross	45
Body Scan International	44
Rancho Laser Vision Center	43

JEWELRY

Baida Jewelry	46
---------------	----

LAW FIRM

Goldschmid, Silver & Spindel	45
Lewis, Marenstein, Wicke, Sherwin & Lee, LLP	2
Rains Lucia Stern St. Phalle & Silver, PC	41
Stone Busailah, LLP	44
Straussner ♦ Sherman	56

MORTGAGES & LOANS

Union Choice	55
--------------	----

REALTOR

John Thurston	53
---------------	----



Visit us online at
www.alads.org



THE BEST MORTGAGE EXPERIENCE A FIRST RESPONDER WILL EVER ENCOUNTER, PERIOD.

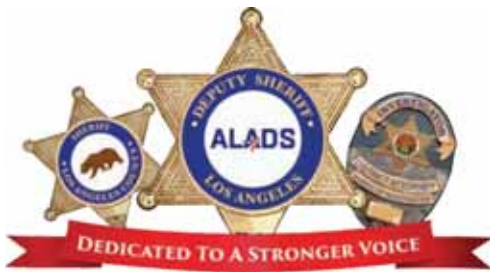
- EQUIPPED WITH INDUSTRY-LEADING COMMON SENSE UNDERWRITING
- EXPERTS IN FIRST RESPONDER PAY

SPECIALIZING IN FIRST-TIME HOMEBUYER / DEBT CONSOLIDATION / FHA LOANS
YOUR NEXT MOVE VA LOANS / JUMBO HOME LOANS / NEW PURCHASE / REFINANCES

855.668.5626
UNIONCHOICE.COM

GET APPROVED TO HAVE
YOUR RATE LOCKED QUICKLY
CALL OR VISIT OUR WEBSITE

944.3 4 348/33 944.3 4 147947 | Union Choice | 34800 Arroyo Viejo Place, Suite 300 Arroyo Viejo, CA 94001 | Licensed by the Department of Business Oversight under the California Department of Mortgage Lending Act, License Number #1080-44077
California Residential Mortgage Lending Act 550 452 94371 The Consumer Financial Protection Bureau advises: Borrowers must use approved rates directly associated to each loan. Excludes Purchase Money.



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

2019 Year in Review

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



STRAUSSNER

SHERMAN

www.InjuredOnDuty.com

Workers' Compensation
Employment Litigation
Personal Injury
LACERA Retirements

Located in the Van Nuys
Historic Library Building
14555 Sylvan Street
Van Nuys, California 91411



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.