



DISPATCHER

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

Staffing Shortage



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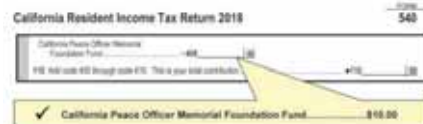
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- 6) If you have any questions . . .

24/7

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Anthony Spatola
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Front Desk: (323) 213-4005

Important Dates and ALADS Sponsored Events

MARCH

ALADS Board of Directors Meeting

Friday, March 1, 2019
11:00 AM
ALADS Facility

ALADS Unit Representative Meeting

Wednesday, March 6, 2019
11 AM & 6 PM
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ALADS Board of Directors Meeting

Friday, March 15, 2019
11:00 AM
ALADS Facility

ALADS Benefits Fair

Wednesday, March 20, 2019
10:00 AM – 4:00 PM
North County Correctional
Facility

Baker to Vegas Challenge Relay Cup

Friday – Monday,
March 22–25, 2019
Las Vegas, NV

Homicide Bureau & ALADS Baker to Vegas Barbecue

Sunday, March 24, 2019
10:00 AM – 4:00 PM
Sunset Parkway Business
Center
Las Vegas, NV

APRIL

Cesar Chavez Day

Monday, April 1, 2019
ALADS Facility Closed

ALADS Unit Representative Meeting

Wednesday, April 3, 2019
11 AM & 6 PM
ALADS Facility

ALADS Board of Directors Meeting

Friday, April 5, 2019
11:00 AM
ALADS Facility

LASD Retiree Round-Up

Sunday – Wednesday,
April 7-10, 2019
Laughlin, NV

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ALADS Board of Directors Meeting

Friday, April 19, 2019
11:00 AM
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MAY

ALADS Unit Representative Meeting

Wednesday, May 1, 2019
11 AM & 6 PM
ALADS Facility

ALADS Board of Directors Meeting

Friday, May 3, 2019
11:00 AM
ALADS Facility

California Peace Officers' Memorial Ceremony

Sunday – Monday,
May 5-6, 2019
Sacramento, CA

Body Scan International House Call

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May 6-10, 2019
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National Peace Officers' Memorial Ceremony

Sunday – Saturday,
May 12-18, 2019
Washington, D.C.

ALADS Board of Directors Meeting

Friday, May 17, 2019
11:00 AM
ALADS Facility

ALADS Benefits Fair

Wednesday, May 22, 2019
10:00 AM – 4:00 PM
Men's Central Jail

Memorial Day

Monday, May 27, 2019
ALADS Facility Closed

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LASD Homicide Investigators Association & Association for Los Angeles Deputy Sheriffs

President's Message

/ by Ronald Hernandez / ALADS President / Board of Directors

STAFFING

Shortage

ALADS President
Ronald Hernandez
rhernandez@alads.org



One of the most pressing issues facing the Los Angeles Sheriff's Department is our staffing shortage. A recent Department report to the County Board of Supervisors addressed these shortages, but we have reason to believe the problem is much bigger than the numbers provided.

First, we need to clarify the depth of the problem as it relates to staffing. Second, we

need to enlist all stakeholders – from current officers to law enforcement leaders, from elected officials to community members – to help us recruit and retain talented deputies.

The Department's recent report stated a shortage of 1,400 positions. This number represents unfilled, authorized sworn positions for deputies through lieutenants. Closing the gap on these roles would simply bring LASD to "authorized" levels, while the "ordinance" level may in fact be several hundred more.

But we must go beyond ordinance levels to address the day-to-day operational demands within the Department, as well as anticipate the new safety challenges we're seeing across the County. Consider these staffing levels, starting with the most minimal commitments we can make to staffing and expanding from there:

1. Filled

2. Budgeted

3. Authorized

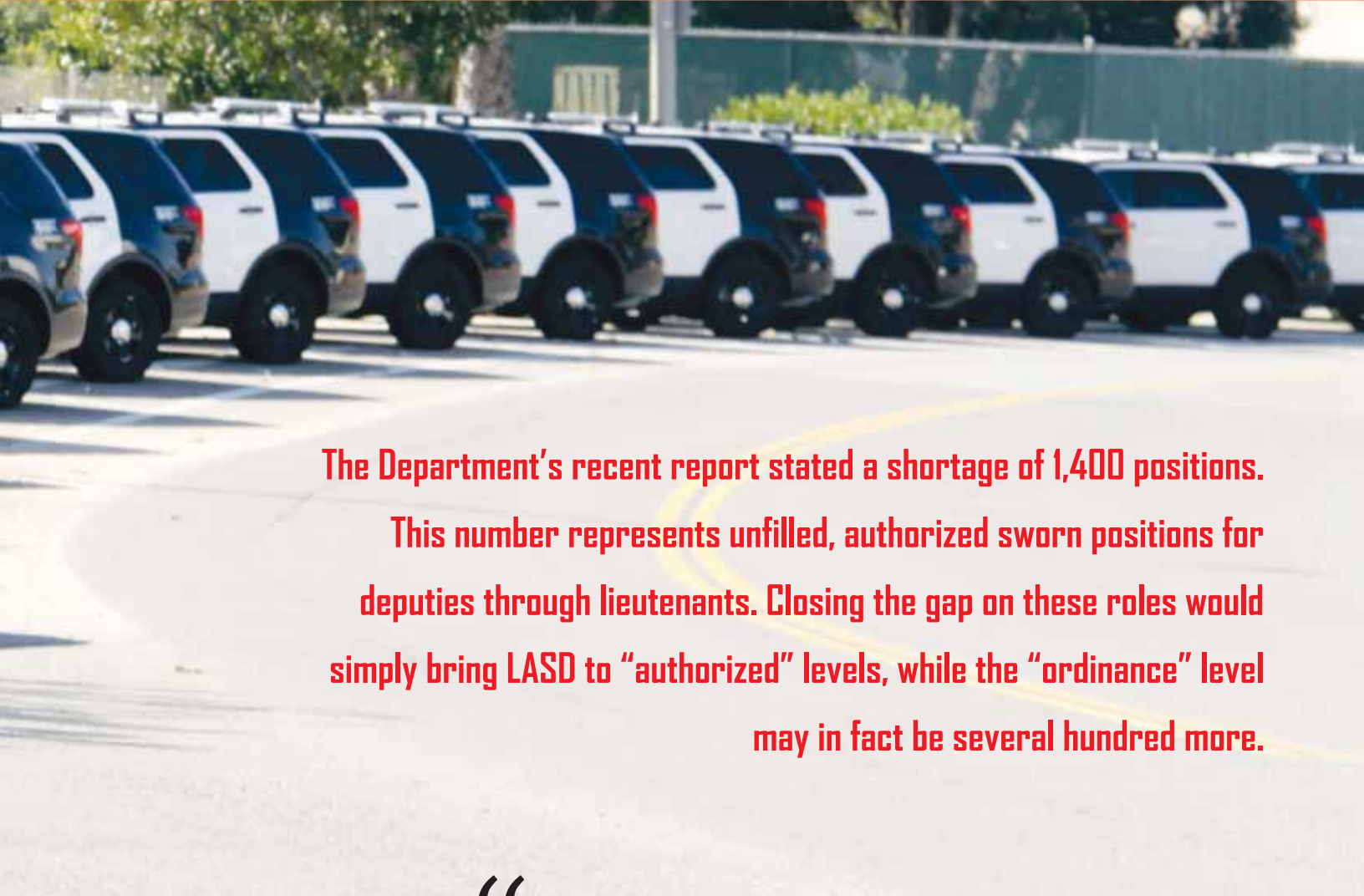
4. Ordinance

5. Need Under Current Operational Demand which allows for earned leave and statutorily-driven training requirements

6. Need Based on Best Practice Models which assumes adequate training and supervision for deputies, as well as greater ability to carry out community-based policing techniques and outreach

7. Need for Future Demands which takes into account the demands that will be created by everything from increases in homelessness and individuals with mental health challenges, the development of new sports stadiums, or the massive crowds that will be attending the 2028 Olympics in Los Angeles

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The Department's recent report stated a shortage of 1,400 positions. This number represents unfilled, authorized sworn positions for deputies through lieutenants. Closing the gap on these roles would simply bring LASD to "authorized" levels, while the "ordinance" level may in fact be several hundred more.

“

To move the needle on this problem, we must have deputies share firsthand why you took this oath, describe the fulfillment you receive from the job, and explain the benefits that allow you to provide for your families.


”

If we are committed to public safety and the health and vibrancy of our communities, we must get serious about these shortages. ALADS will continue to apply pressure on the Department, but all of us need to be invested on this issue.

Speaking from personal experience, law enforcement is one of the most rewarding careers an individual can pursue. As officers, we have the opportunity to save lives, make an impact that we can be proud of, and create deep bonds with our colleagues that will last a lifetime. Our days are rarely monotonous or routine: we constantly face new challenges and dangerous scenarios. We are compensated for our service with strong base salaries, overtime, retirement packages, insurance and other benefits – all of which ALADS regularly fights to ensure are competitive for our members.

But we need you, our members and current deputies, to help us with recruitment efforts. To move the needle on this problem, we must have deputies share firsthand why you took this oath, describe the fulfillment you receive from the job, and explain the benefits that allow you to provide for your families. If you are interested in helping us spread this message and assist with recruitment efforts, please email me at rhernandez@alads.org.

It's inarguable that an insufficient number of officers on our streets and in our jails impacts public safety. We also refuse for it to become the norm to ask stressed and overworked deputies to keep working more than their fair share of shifts.

We must look critically at this issue – and then take it upon ourselves to do something about it – for the public's sake as well in support of our current officers. 

Vice President's Message

/ by Robert Sass / ALADS Vice President / Board of Directors



ALADS Vice President
Robert Sass
rsass@alads.org



was recently speaking with a lieutenant about patrol training issues, everything from how the trainees prepared, how they are doing on training and about off training parties. There was a sore spot

that was mentioned: Purchasing equipment in preparation for patrol training.

Just what type of equipment needs to be purchased by a trainee coming out of custody? Let me preface my comments about how I feel which the lieutenant agreed with. I am sick and tired of deputies trying to make a buck on the backs of other deputies. It just rubs me the wrong way. There are plenty of uniform shops around that already get the best of us because we all like to get the latest cop gadgets and equipment.

For those that have been on patrol, think back to when you were getting ready go out to the field. What was the most ridiculous thing you purchased, a 25' rope, a hack saw, a crow bar, 3'

long bolt cutters, brain book, night vision, etc.? Do you remember the key sets with 14 different vehicle keys, station keys, park keys, river bed keys, and signal box keys for sale? Good grief, go to Home Depot and get some made. While I am at it, the department supplies yellow crime scene tape. Don't subsidize the department by purchasing your own. Some deputies have spent a couple thousand dollars on equipment. A deputy should not have to go and take out a loan just to purchase field training equipment (sorry SRA).

I guess you could rationalize to purchase just about anything you can think of. How about a drone? Think about how wonderful it would be

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/ by Robert Sass / ALADS Vice President / Board of Directors

Vice President's Message

to fly it over a backyard you needed to search, plus you would have a video record. I'm kidding! But, you have seen the lists provided by some highly experienced former street deputy telling deputies to buy the items above and then some. I've been doing this since 1994 and I have never had the need to use a 25' rope (never needed to rappel down a 25' cliff). Before you start screaming, "this one time I had to lasso a charging bull," stop it! I said you could come up with a reason to purchase anything. I've had to leash up a few dogs, but I just used a Hobbie to do that. Okay, as I am writing this, Ron is telling me about the two times, in his 34

years, he used a rope lead to corral a couple horses. But come on now, Ron is a horse guy and knows horses. Do you trust a horse? My point is we do not need every single contraption or tool available to do our job. One especially does not need those things just to get off patrol training.

To current and future patrol trainees: Please study maps of your patrol station's area, practice talking on the radio, learn to write, and for g-d's sake, officer safety is paramount. If you think that when the want arises for night vision and you happen to have some night vision goggles, you will surprise everyone and

then be signed off training, think again. Gadgets will not get you off training, but knowledge of the job and hard work will. It turns out, there is a direct correlation with the number of useless items a trainee purchases and his or her likelihood of completing training. The more frivolous your spending, the less likely you will complete training. Of course, this is anecdotal, but it was apparent enough that a lieutenant recognized it. Finally, for those deputies are that are trying to make a buck, quit it.



Photo by Chris Miller



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AB 392 (WEBER) MAY BE THE GREATEST Threat to Law Enforcement in 2019

By **Matt Siverling**
Legislative Advocate, ALADS



The introduced legislation going into print is trickling in slowly, just as we expected. The halls of the Capitol are jammed with lobbyists, association members conducting lobby days, and constituents peddling proposals for sponsorship in 2019. Each member of the Legislature is being inundated with the priority bills that are seeking Authors and determining whether the efforts rise to the level to earn a place in their respective bill packages.

The Legislative Counsel deadline has passed. As of January 25th, any and all proposed changes to law would have needed to have

been submitted to Counsel for drafting into appropriate bill form. In order to introduce a bill into the process, the proposed changes, additions or deletions to law need to go through the Legislative Counsel process and pass legal and Constitutional muster. In order to access Counsel, a Legislator from the Assembly or Senate must initiate the process and submit the proposal on your behalf.

The next big deadline we are preparing for is February 22nd, the last day for bills to be "put across the Desk" or introduced into the process and put into print. Based on the relatively small amount that we have seen thus far (around 600 bills total) we should brace for upwards of 3,500 total bills by the time the dust settles on the 22nd.

We have already been presented with likely our most contentious and challenging bill of the year in Assembly Bill 392 (Weber). This measure is essentially a reintroduction of

Assembly Bill 931 from 2018, which law enforcement associations and advocates were able to have held in the Senate. The measure would require that a peace officer exhaust all potential alternatives prior to defending their life or the life of another civilian with lethal force. The bill uses the same formula and arguments as last year, including blanket statements about use of deadly force and the notion that each / all could have been avoided with a mandated amendment to the legal standard for use of lethal force.

Concurrently, we have introduced our own bill into the process (Senate Bill 230, Caballero) to proactively address the issue. Rather than increasing the legal standard and arguably risking the lives of officers, we propose a drastic increase to the minimum use of force policies at the local level, amendments to Penal Code 196 (fleeing felon) which has not been amended to reflect Supreme Court case law; and most importantly, concurrent training corresponding with the new policy requirements to improve outcomes and interactions between the public and our peace officers.

This battle has only just begun, and we are hard at work educating the Legislature and the public about the irresponsible dangers of AB 392 and the thoughtful benefits of SB 230. Until next time, stay safe!



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Department Violates Officer's Attorney-Client Privilege

City of San Diego v. Superior Court, 2018 Cal. App. LEXIS 1179

Court of Appeal, Fourth Appellate District, Filed December 19, 2018

By **Robert Rabe, Esq.**
Stone Busailah, LLP

The attorney-client privilege seeks to prevent the disclosure of confidential communications between the lawyer and the client. In the typical situation, where a question request seeks disclosure of arguably privileged information, an objection to the question or request is raised and the trial court rules on the objection based on whether the privilege applies. If the objection is overruled by the court, the party or witness is ordered to answer or respond; if the objection is sustained, the question or request goes unanswered.

In this case, as part of an IA investigation regarding the unauthorized disclosure of a confidential police report, the San Diego Police Department questioned Dana Hoover, a detective for the Department, regarding the content of communications between Hoover and an attorney representing her in an employment-related lawsuit against

the City of San Diego. Although Hoover invoked the attorney-client privilege, the Department directed her to answer the IA questions or face discipline, up to and including termination, for insubordination. At a later hearing, the trial court concluded that the City violated the attorney-client privilege when Department investigators insisted Hoover respond to questions despite her invocation of the privilege. A deputy city attorney attended the interview as an "observer". The trial court also concluded that the deputy city attorney violated the State Bar Rules of Professional Conduct, when she began questioning Hoover about her lawsuit without the permission of her lawyer in the case.

Background

Hoover filed a lawsuit against the City of San Diego, alleging claims of employment-related harassment and retaliation, based on complaints she made about investigative

failures by the Department's homicide unit. Hoover was represented in her lawsuit by attorney Daniel Gilleon.

Gilleon later agreed to represent a different client - the mother of a minor sexual assault victim - in a separate claim against the City. The claim alleged that the Department failed to properly investigate the assault and then covered it up. Media reports about the claim, referenced what appeared to be the contents of a "police report". These reports prompted an investigation by the Department's internal affairs unit seeking to determine if and how the media obtained a confidential police investigative report.

Suspicion focused on Hoover, and investigators scheduled an interview to determine whether she was the source of the leak. Hoover was accompanied by her union representative, another officer, to the interview. Hoover was ordered to respond to the investigator's questions and was told

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that any refusal to answer could be treated as insubordination. Although she had no involvement in the sexual assault case, Hoover admitted during the interview that she accessed and reviewed the report. She denied, however, providing the report to or discussing its contents with anyone. The investigators then began to inquire about communications between Hoover and Gilleon. The union representative objected, based on the attorney-client privilege. Not wanting to be deemed insubordinate, Hoover began answering the questions. The union representative again objected and advised Hoover not to answer any further questions about the content of communications with her lawyer. The investigators took a break, contacted their supervisor and, when questioning resumed, they did not ask further questions about her communications with Gilleon.

After the interview, an investigator contacted Hoover, explaining to her that the City Attorney's office had concluded that the attorney-client privilege did not preclude questions about her conversations with Gilleon, as they related to the sexual assault investigation and the leaked police report and ordered her to submit to a follow-up interview. When Gilleon learned of the internal affairs investigation, he sent an email to the City Attorney's office complaining about the alleged violation of the attorney-client privilege, and warned that if the City continued to question Hoover about conversations she had with Gilleon, he would, among other things, take legal action to "disqualify" the City Attorney from

representing the City in Hoover's lawsuit.

At the re-interview, Hoover was again asked, over objections by her attorney, (not Gilleon), about conversations she had with Gilleon. Specifically, the investigators inquired about the content of the phone conversation she had with Gilleon that proceeded Hoover accessing the sexual assault case report. Hoover summarized what she recalled Gilleon telling her, included details of the sexual assault investigation. Later, Hoover decided to look at the police report concerning the sexual assault incident out of "professional curiosity." She printed a copy, read the report, then immediately placed it in a "secured shred bin." She specifically denied giving a copy of the report to anyone or discussing its contents with anyone, including any member of the press.

Hoover filed a motion to disqualify the entire City Attorney's office in the harassment and retaliation action for the violation of the attorney-client privilege. The trial court granted the motion, finding that the City Attorney's office had forced Hoover to reveal confidential attorney-client communications. The trial court stated that disqualification was warranted "to preserve the public's trust in the integrity of the judicial process and to prevent future prejudice to the plaintiff."

Court of Appeal Decision

The Court stated that there was no dispute whether "Gilleon had an attorney-client relationship with Hoover" and that the "trial court correctly concluded that when []

internal affairs division questioned Hoover over her objection about the content of her phone conversation with Gilleon, they invaded the attorney-client privilege."

The Court noted that sometimes the only available remedy for a violation of the attorney-client privilege is to disqualify counsel for the inquiring party, in conjunction with ordering return of privileged documents and/or sealing of transcripts. The Court then questioned whether disqualification of counsel was necessarily the remedy, if the violation of the attorney-client privilege resulted in no actual disclosure of relevant information. The Court noted, that disqualifying a lawyer from representing a client is not done to punish the lawyer's mistakes or even bad behavior. Rather, disqualification is designed to mitigate the unfair advantage a party might otherwise obtain if the lawyer were allowed to continue representing the client. Disqualification should occur when counsel has obtained information the court believes would likely be used advantageously against an adverse party during the course of the litigation.

In this case, the Court knew exactly what was and was not disclosed when the City elected to question Hoover regarding her communication with attorney Gilleon. Since Hoover told the investigators she gave Gilleon no information about the sexual assault case, the Court concluded there would be no "substantial continuing effect on future judicial proceedings", and directed

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the trial court to vacate its order disqualifying the San Diego City Attorney.

Conclusion

We may never know if Hoover was, or will be, successful in her lawsuit against the City of San Diego. It is also likely that we will never find out if Hoover was disciplined for accessing the sexual assault case report.


However, the takeaway from this case is that

it was not for the Department or the City Attorney to determine unilaterally whether the attorney-client privilege applies. That is a task for a court to perform. When the attorney-client privilege was raised, the internal affairs investigators questioning on the specific topic should have been stopped until the matter could be raised with the court.

When an officer is being questioned during

an IA investigation, it is important to be represented by an experienced attorney who will know how to respond when such a situation might arise.

Stay safe!

Robert Rabe is Stone Busailah, LLP's writs and appeals specialist. His 40 years practicing law include 16 years as a Barrister, Supreme Court of England and Wales, practicing in London, England. 

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WRITS AND APPEALS

FAMILY LAW

Michael P. Stone, Esq.

Muna Busailah, Esq.



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Riverside, CA
951.653.0130 • fax 951.656.0854



U.S. Army Reserve Criminal Investigation Command *"Do What has to be Done"*



Attention ALADS members, put your LASD and prior military experience to good use by joining the U.S. Army Reserve, Criminal Investigation Command, and become a CID Special Agent. Continue to enhance your patrol and investigative skills with CID training in the field of Child Abuse Prevention and Investigative Techniques, Crisis/Hostage Negotiations, Protective Service Training, Advanced Crime Scene Investigation Techniques, and Special Victim Unit Investigator Course.

You may apply to attend the FBI Academy, Canadian Police College, Scotland Yard, Federal Law Enforcement Training Center, and the Defense Cyber Investigations Training Academy.

If your goal is to become a Commissioned Officer, CID has a Warrant Officer program available to qualified Agents after two years.

Supplement your LASD retirement with a military pension after 20 years of service.



This opportunity is open to all prior service members or Peace Officers with a minimum of two years of civilian law enforcement experience (requirement for Reserve Soldiers only). Applicants interested in becoming CID Special Agents, please visit the CID website for additional requirements at www.cid.army.mil/reserve-agents.html.



CID Special Agent
CW2 Danny Batanero
Retired LASD Sergeant
316th MP Det (CID)
5340 Bandini Blvd
Bell, CA 90201
Cell / Text: (626) 234-4474
danny.batanero.mil@mail.mil



CID Special Agent
CW4 Cruz Garcia
393rd MP Bn (CID)
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Army Reserve
Career Counselor
E-7/SFC Anthony R. Abeyta
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anthony.r.abeyta3.mil@mail.mil

Sleep Apnea



ALADS Insurance Consultant
Jennifer Lincicum



According to the Mayo Clinic, more than 12 million Americans suffer from obstructive sleep apnea (OSA). Those who suffer from the condition, start and stop breathing several times a night when their throat muscles relax and block their airway. OSA is the most frequently occurring form of sleep apnea compared to the far less common central sleep apnea, a condition in which the brain actually fails to signal muscles to breathe as a result of instability in the respiratory control center.

Symptoms of OSA

Some of the most common symptoms of OSA include:

- Excessive sleepiness during the daytime (known as hypersomnia)
- Loud snoring
- Observed episodes of stopped breathing during sleep
- Abrupt awakenings while sleeping accompanied by a shortness of breath
- Waking with a sore throat and/or dry mouth
- Morning headaches
- Trouble staying asleep (also known as insomnia)

Causes of OSA

OSA occurs when the muscles that support soft tissue in the throat relax. This causes the airway to narrow and close, and breathing is then momentarily restricted for approximately 10 to 20 seconds. This can lower the level of oxygen in the blood.

When the brain senses an inability to breathe, it briefly rouses you from your sleep, so your airway can reopen. Often, this episode is not memorable because it only lasts for a brief moment.

Risks for Developing OSA

While anyone can develop OSA, there are certain individuals who may be at a higher risk, such as:

- Overweight individuals – Fat deposits around the upper airway can obstruct breathing.
- Those with a thick neck circumference – A neck greater than 17 inches may narrow the airway in the throat.
- Those with high blood pressure
- Those with narrow airways or enlarged tonsils or adenoids
- Sufferers of chronic nasal congestion
- Diabetics
- Males
- African Americans, Hispanics, and Pacific Islanders
- Individuals older than age 65
- Women who are menopausal or postmenopausal
- Those with a family history of sleep apnea
- Those using alcohol, sedatives or tranquilizers
- Smokers

continued on page 23

When to Contact a Doctor

If you experience any or several of the following symptoms or your partner notices any of the following behaviors, consult your physician:

- Snoring that is disturbing and loud
- Shortness of breath that disturbs your sleep
- Intermittent pauses in breath patterns during sleep
- Excessive drowsiness during waking hours
- Snoring that is intermittent with periods of silence
- Snoring that is loudest when sleeping on your back and decreases when you roll to your side

Diagnosing OSA

After contacting your doctor about your sleep problems, he/she may make an evaluation based on your symptoms and will likely refer you to a sleep clinic. Once admitted to a clinic, a sleep specialist will determine the next course of action, such as overnight monitoring. Your doctor may also refer you to an ear, nose, and throat specialist (also known as an otolaryngologist) who can check for any blockages in the nose and throat, as these can also cause sleep apnea.

Complications

OSA is not an isolated condition and can lead to the far more serious health problems including:

- *Cardiovascular problems* – Sudden drops in oxygen in the blood cells increase blood pressure, which puts a strain on the cardiovascular system. This heightens the risk of heart failure and stroke. If the sufferers already have heart disease, frequent low blood oxygen levels can lead to sudden death from a heart attack.



- *Daytime fatigue* – Sufferers may experience extreme fatigue during waking hours. This can lead to concentration problems while at work, driving, or while taking care of children.
- *Complications during surgery and while taking some medications* – Sufferers are more likely to have complications during surgery because they already have breathing difficulties, especially while lying on their backs.
- *Memory problems*
- *Extreme headaches*
- *Feelings of depression*
- *Needing to urinate frequently during the evening*

Treatment Options

For those who suffer from moderate to severe OSA, doctors may recommend wearing a nasal

continuous positive airway pressure (CPAP) device. These machines are placed over the nose and deliver just enough air pressure to keep the upper airway passage open, which prevents apnea and snoring.

For mild OSA sufferers, doctors may recommend simple lifestyle changes, such as:

- Losing weight
- Avoiding alcohol and medications (tranquilizers and sleeping pills)
- Sleeping on your side or stomach rather than your back
- Using a nasal spray to keep your nasal passages open

If symptoms worsen, surgery may be necessary to correct the problem. Lifestyle changes that promote a healthy body weight can reduce the incidence of sleep apnea. Reducing your weight relieves the pressure on your airway and allows your body to breathe a bit easier.

* * *

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.





Keep Your Heart Healthy

President of The Holman Group
Dr. Ron Holman



We often think that heart health can only be obtained through maintaining our physical health. Harvard Medical School shares

studies that provide evidence that psychological factors can contribute to cardiac risk. Challenging events or situations can play a significant role in heart health and heart attack risk. Depression, anxiety, anger, social isolation and hostility impact our hearts and raise your chances of developing heart problems. Good mental health can improve our overall health and can be especially important for our hearts. Below are a few tips to keep your heart and mind healthy.

Manage your blood cholesterol

Cholesterol is a fatty substance carried in your blood. Your body needs cholesterol to be healthy, but an imbalance of cholesterol in your blood can lead to a heart attack or stroke. When individuals are stressed, often they may reach

for “comfort” foods. Frequently, these foods are not the best choice for your cholesterol. It is important to watch what you eat especially when you are stressed.

Manage your blood pressure

Blood pressure isn’t usually something you can feel. It is often called the “Silent Killer” as high blood pressure is a risk factor for heart attacks. When we are dealing with stressful events or issues in our lives, frequently, we plug away and we are unaware of the dangerous toll it can take on our heart. If our blood pressure is too high, it needs to be treated. Medication management is important. However, it is also imperative to learn and practice stress management. These

skills can help us deal with the demands of work and family which can lead to improved heart health.

Be physically active

Regular, moderate physical activity is great for your heart health. It's never too late to start and get the benefits. Physical activity also reduces stress and reduces your risk of becoming depressed. Researchers at Duke University studied people suffering from depression for four months and found that 60% of the participants who exercised for 30 minutes three times a week overcame their depression without using antidepressant medication. Regular exercise provided the double bonus of good heart health and good mental health. Be sure to schedule exercise in your life.

Maintain a healthy weight

Maintaining a healthy weight can reduce the risk of heart disease and other health problems. Research has shown that individuals who struggle with their weight many also have issues with depression and poor self-image. Being at a healthy weight minimizes the stress to the heart, body and mind.

Eat nutritious foods

Eating a varied diet of healthy foods can help with your weight, blood pressure, cholesterol and mental health. When you get hungry, you can also start to feel irritable and get stressed faster. Adding more fruits and vegetables to your diet can keep you feel full longer, which



improves your mood and is good for your heart. Many people underestimate the impact of an extra serving of veggies.

Look after your mental health

Research has shown that those with depression, are socially isolated, or do not have good social support, are at greater risk for heart disease. Having a good social life with family and friends can help. If you are experiencing symptoms associated with depression, speak with a professional.



As law enforcement personnel, it is important that you keep healthy, especially your heart. If you or anyone in your family needs help with depression and isolation, and would like to speak with a counselor, remember The Holman Group is here to help. As part of your Anthem Blue Cross benefit, ALADS has contracted with The Holman Group to provide a confidential program and counseling services for you and your family members. Counseling sessions are strictly confidential and provided in a therapeutically supportive environment to help establish peace of mind. Issues are discussed, feelings expressed, and resolutions explored. To schedule an appointment or to talk with a licensed counselor, just call 1-800-321-2843. A Care Access Specialist will help get you into the right hands.

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



BENEFITS PARTNER

ALADS Anthem Blue Cross Premier Dental Benefits

ALADS Benefit Service Center

Raquel Magdaleno



When was your last visit to the dentist? If you don't recall, it's definitely time to schedule an appointment.

When you think of your health, you may not be thinking of your teeth and gums, until you experience a problem, but taking care of your teeth and gums is essential to your overall health. By taking advantage of your **FREE** preventive care exam, you and your dentist can monitor your oral health and this can help with early diagnosis of issues so that they don't become major problems for you.

Did you know that some studies have linked poor oral health to other health problems, such as heart disease and strokes? Your diet and lifestyle can also affect you. Eating foods that are high in sugar can cause tooth decay and smoking has been associated to gum disease

and throat cancer. Your dentist can keep a close watch on the health of your mouth and inform you if any abnormalities are observed. Early detection can make a difference on the successful treatment. In between visits, your dentist can recommend tips that will help you maintain good oral health.

If you are enrolled in the ALADS Anthem Blue Cross Premier Plan, dental coverage is included. Best of all, ALADS offers you a generous annual benefit of \$1,750. If you're new to the plan or just haven't used the benefit for some time, the ALADS Anthem Blue Cross Medical Premier Plan



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

offers you a PPO Dental plan through Prudent Buyer, which means you have the flexibility to go to any licensed dentist of your choice. However, we encourage you to visit a PPO Dental network provider to make the most of your benefits. When you obtain treatment from a network provider, you are receiving care under negotiated discounted rates so you will pay less on out-of-pocket expenses. The Prudent Buyer PPO Dental network includes nearly 13,000 participating dentists which makes finding a provider easy.

If you need assistance finding a dental provider, have questions on your dental benefits or on any other of the benefits offered through ALADS, give us a call at (818) 678-0040 or toll-free at (800) 842-6635.

A few helpful tips:

- Brush your teeth at least twice a day
- Floss your teeth daily
- Use antiseptic mouthwash
- Eat healthy. Avoid high sugar snacks and food
- Visit your dentist regularly

By taking advantage of your **FREE** preventive care exam, you and your dentist can monitor your oral health and this can help with early diagnosis of issues so that they don't become major problems for you.





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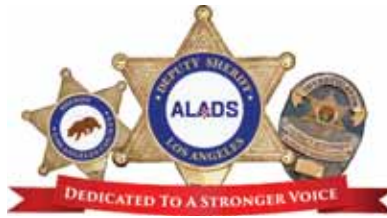
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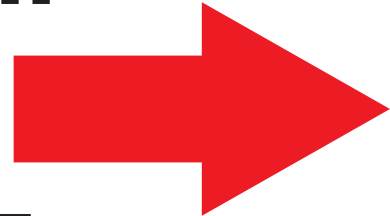
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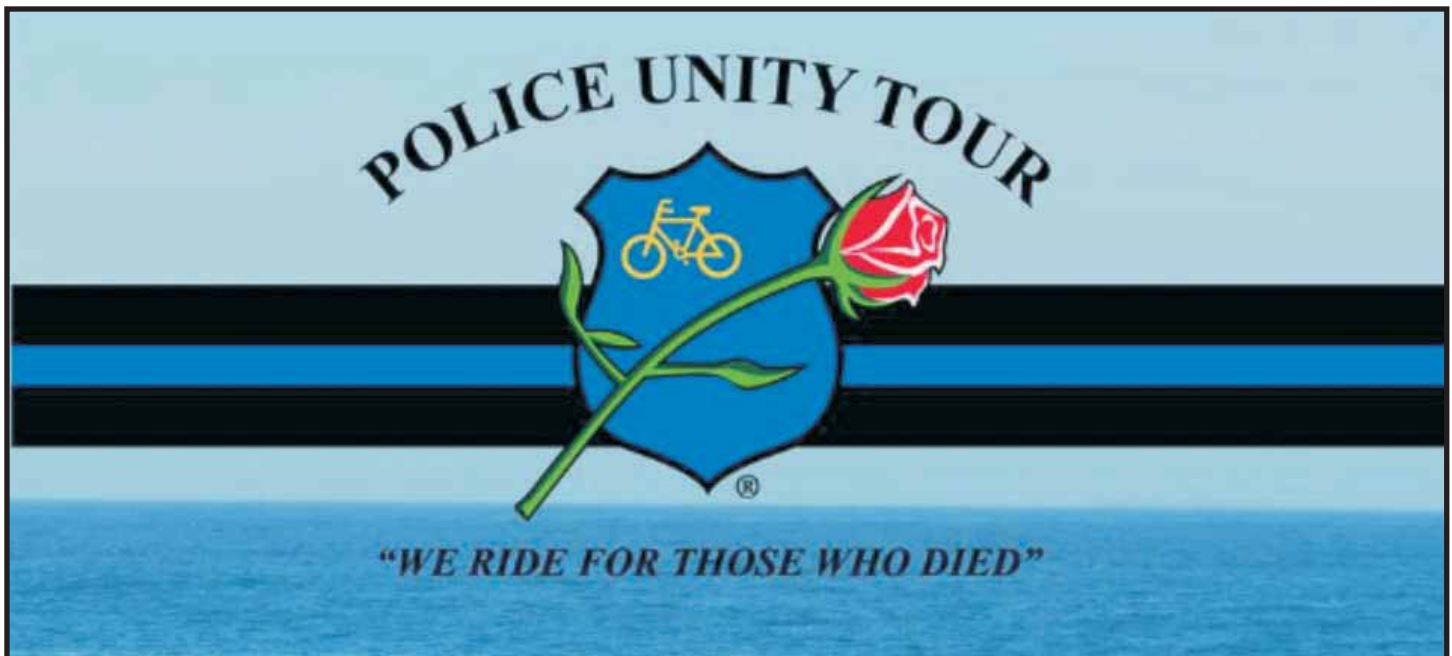


Association for Los Angeles Deputy Sheriffs

2 Cupania Circle Monterey Park, CA 91755-7406 • Office: (323) 213-4005 • Fax: (323) 724-0140 • www.alads.org

**PLEASE REMOVE INSERT
AND ADD IT TO YOUR
LEGAL PLAN DOCUMENT**





WHAT: A REALLY COOL FUNDRAISING EVENT!!!

WHERE: RUDY'S BAJA GRILL AT 5226 POMONA BLVD IN ELA!

WHEN: MARCH 14TH AT 4:00 to 9:00 PM

WHY: This event will support some riders from the SoCal chapter for the Police Unity Tour!

On May 10, 2019, we will join nearly 2500 law enforcement officers from throughout the county who will bicycle along varying routes, each nearly 300 miles, to the National Law Enforcement Officers Memorial in Washington DC.

In order to participate, each rider must raise a \$1900 donation for the NLEOM and the support teams. This fundraising event will help us raise our funds needed to participate in the ride.

*** Donations are a minimum of \$20.00 for a nice buffet dinner by Rudy, comradery and well wishes ***
Libations are not included

HOPE TO SEE YOU ALL THERE... WE APPRECIATE YOUR SUPPORT



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ALADS to Sponsor Up to 50 Voting Members Who Wish to Attend the 2019 California Peace Officers' Memorial Ceremony

On May 5th and 6th, the California Peace Officers' Memorial will be honoring eight officers who lost their lives in the line of duty in 2018 including LASD Deputy Steven E. Belanger.

ALADS SPONSORSHIP

ALADS will sponsor up to 50 voting members to help mitigate the cost of attending the ceremony by reimbursing up to \$100.00 per member, double occupancy required.

ALADS members requesting sponsorship must contact Gail Webb at (323) 213-4005 or gwebb@alads.org by May 1, 2019.

Upon returning from the ceremony, voting members must submit a copy of their hotel bill including the name and Employee ID Number of both occupants to Gail Webb via U.S. mail to 2 Cupania Circle, Monterey Park, CA 91755 or by email: gwebb@alads.org.

**Only Voting ALADS members are eligible for reimbursement.*

Call ALADS at (323) 213-4005 by May 1st to Request Sponsorship

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**** IMPORTANT TAX INFORMATION ****

California's Professional Peace Officers

WE TAKE CARE OF OUR OWN

Always Have. Always Will.

The beautiful bronze and granite California Peace Officers' Memorial located on State Capitol grounds in Sacramento contains the names of more than 1,500 courageous peace officers who have laid down their lives in the line of duty protecting and serving their fellow Californians. Tragically, every year more names are added.

You can help the CPOMF in our mission to underwrite the annual California Peace Officers' Memorial Ceremony, maintain the memorial monument, subsidize survivor support groups, and support the families of our fallen heroes through our educational grant and financial assistance programs.

California law allows taxpayers to make voluntary tax-free contributions on their personal state income tax returns to the "California Peace Officers' Memorial Foundation Fund". Simply indicate the amount to be donated where instructed on the tax return form. Importantly, the law requires that all contributions be used to maintain the California Peace Officers' Memorial and for activities in support of the surviving families of our brave men and women peace officers who have made the ultimate sacrifice. We urge the more than 100,000 peace officers serving California to help us **Take Care of Our Own.**

California Resident Income Tax Return 2018

FORM

540

California Peace Officer Memorial Foundation Fund.....	• 408	00
110 Add code 400 through code 419. This is your total contribution		• 110 00



California Peace Officer Memorial Foundation Fund.....\$10.00

California Peace Officers' Memorial Ceremonies – May 5 & 6, 2019

*CPOMF is a 501(c)(3) non-profit charitable organization, Federal Tax ID #95- 4350983
For more information please visit our website at **www.camemorial.org***



SUPPORT OUR FALLEN OFFICERS GET YOUR SPECIALTY LICENSE PLATE!



www.DriveToRemember.org

The **California Peace Officers' Memorial Foundation (CPOMF)** is proud to announce The California Peace Officers Specialty License Plate. Our specialty plate in conjunction with the California Department of Motor Vehicles helps support the CPOMF mission of honoring California's peace officers who gave their lives 'In The Line of Duty' and providing support to the family members left behind.



1

SIGN UP!

Join our pre-sale list to let us know you are in and support honoring our fallen heroes.

Sign-up online at www.DriveToRemember.org

2

TELL YOUR FRIENDS!

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3

RECEIVE YOUR PLATE!

Once the production is approved, we will email you a link to purchase your specialty license plate.

That's it!

Together we are supporting the families of our Fallen Heroes. Please help us to ensure we can honor our Fallen Officers with a specialty plate by joining our list today!

SHERIFF'S ACADEMY

Congratulations!**Classes 433
and 434-COC**

ALADS Vice President James Wheeler led presentations given to both graduating Academy Classes #433 and #434-COC. At the end of the presentations, Wheeler held opportunity drawings for the classes. Congratulations to the members of Classes #433 and #434-COC! We look forward to seeing you at your assignments. ●



SHERIFF'S ACADEMY

Congratulations!

Class 433



Aldrete, Jose A.
 Amado, Kevin A.
 Aragonese, Michael Joseph I.
 Arnold, Michael C.
 Barba, Anthony C.
 Baudino, Nicholas R.
 Benavides, Josue S.
 Bermudez, Jorge
 Brito, Eliseo J.
 Brown, Avery R.
 Castillo, Jon C.
 Castillo, Jonathan M.
 Chevalier, Amanda R.
 Connor, Nicholas R.
 Cook, Macullum T.
 Cruz, Joey A.
 Dare, Trey A.
 De Castro, Ransom T.
 Delizo, Johnson T.
 Doherty, Hodaya H.
 Dovolis Jr., Derek S.
 D'Souza, Gabriel T.
 Escalante, Wendy
 Escobar, Adrian J.
 Escobar, George A.

Firman, Kimberly
 Fuentes, Eduardo A.
 Garcia Jr., Marco A.
 Garcia, Rebecca S.
 Garlits, Kenneth W.
 Gomez, Oscar
 Gonzalez, Paulin
 Gore Jr., Ronald J.
 Ham, Allison L.
 Hay, Kyle W.
 Hernandez, Cesar V.
 Herrera Jr., Louie A.
 Higgins IV, Maurice
 Hugo, Anthony R.
 Hussainian, Parwaiz H.
 Jensen, Robert T.
 Kladifko, Kyle L.
 Lemus, Fernando A.
 Lopez-Beltran, Darlene M.
 Marsik II, Joseph M.
 Martinez, Derik J.
 Martinez, Michael A.
 Muratalla, Francisco J.
 Murray, Breana D.
 Nam, Joy S.

Navarrete, Edwin N.
 Olmos, Ernesto L.
 Paz, Jonathan G.
 Pullen, Yvonne E.
 Reyes Maldonado, Jaime A.
 Reyes, James N.
 Reynoso, Ricardo
 Rodriguez, Daniel J.
 Rodriguez, Oscar G.
 Rosales, Kevin R.
 Ruvalcaba, Arturo
 Simpson, Brandy R.
 Solano, Matthew V.
 Storm, Kai F.
 Tafolla, Eliseo
 Thomas, Spencer M.
 Thompson, Kevin M.
 Tickel, Travis N.
 Valenciano, Francisco K.
 Vargas Jr., Andres V.
 Viramontes, Alfredo
 Zaharopoulos, Bill
 Zuniga Jr., Ernesto

SHERIFF'S ACADEMY

Congratulations! Class 434 - COC



Acosta Calvillo, Juan M.
Alvarado, Keven M.
Alvarez, Jeffrey A.
Arroyo Jr., Hector A.
Arzate Jr., Jose M.
Austin, Randy B.
Barraza, Eric J.
Barriga, Marcos A.
Battles, David W.
Becerra, Alberto
Bernardi, Anthony G.
Caballero, Antonio D.
Calkins, Tristin S.
Carbajal Gomez, Cintia
Castrejon, Zachary
Chavez, Charlie J.
Coats, Terrie L.
Davis, Kori A.
Demello, Andrew W.
Dyer, Nicholas J.
Enoch, Melissa S.
Farmer, Evan B.

Garibay, Marquis A.
Gutierrez Lopez, Janneth
Gutierrez, David J.
Gutierrez, Jose A.
Hermosillo Gonzalez, Jocelin
Hernandez, Ezequiel J.
Hernandez, Michelle
Hernandez, Tyler D.
Herrera Moreno, Israel
Hill Jr., Kenneth P.
Jauregui, Francisco
Jauregui-Munoz, Eduardo
Jennings, Collin D.
Loaiza, Timothy J.
Lopez, Arnoldo
Lopez-Posada, Oscar
Luis, Alexandria A.
Marroquin, Sasha G.
McCormick, Madison N.
Medin, Eric J.
Medina-Jimenez, Erick
Melgar, Liza K.

Mendez, Andrew H.
Meza, James M.
Mirabal, Kylie T.
Miranda-Amaya, Oscar A.
Montoya, Emmanuel
Morales, Josiah I.
Napoleon, Zachary D.
Nurse, Jeremiah D.
Ortiz, George S.
Perez, Emilio M.
Prince, Adam M.
Rahimi, Imran K.
Ramirez, Christian A.
Ramirez, Stephanie M.
Segovia, Jesus
Torres, Daniel R.
Vega, Angelica C.
Venegas, Austin T.
Verduzco, Ricardo C.
White, David E.
Wilkins, Christopher A.
Zeller, Bryant S.

Retired Female Deputies
Social Club

You are invited to attend our

RFD SOCIAL CLUB

Bi-Annual May Luncheon & Meeting

Our group is open to all sworn and professional staff ladies, retired or active
(with a hire date 20 years prior to current date).

SATURDAY, MAY 4, 2019

11:15 AM - Social Hour • 12:00 PM - 2:15 PM - Luncheon and Meeting

THE "M" RESORT

12300 S. Las Vegas Blvd. • Henderson, NV 89044



STUDIO B BUFFET:

All varieties from seafood, prime rib, Mexican, Italian, Chinese, soups, salads, desserts, etc.
Buffet includes wine, beer, and mimosas. COST: \$51.75 PER PERSON

FRIDAY NIGHT COCKTAIL PARTY, MAY 3, 2019, 6PM – 9PM

Home of Patty Young – Cinco de Mayo theme. COST: \$15 PER PERSON

HOTEL: THE "M" RESORT - Online: themresort.com

Room Rates: \$155. Everyone is on their own for the room rates. Residents from the States of California and Arizona get 30% off, with proof of residence.

For further info, please contact:

Hostess: Patty Young, Ph: 702-260-7143, Email: payoung9@aol.com

President: Rosie Bañuelos, Ph: 562-713-2668, Email: handisita@verizon.net

Treasurer: Rose Marie Johnson, Ph: 775-751-8451, Email: nvwren@aol.com

To RSVP, Email Rose Marie Johnson: nvwren@aol.com

FINAL RESERVATION DATE: APRIL 30, 2019



Written by Randy Lung
Executive Director, Dive Guardians

SCUBA diving, why are we talking about SCUBA diving in the *ALADS Dispatcher*? Because SCUBA diving and the therapeutic effects of water has been proven to help with many injuries, both physical and psychological.

Johns Hopkins University Study:

In 2011, John Kaplan and Daniel Becker took a small group of veterans with spinal cord injuries to the Cayman Islands to undergo a four-day SCUBA diving certification. The purpose of the study was to research the effects of water in muscle movement, sensitivity to light touch, pinprick on the legs, and effects on PTSD. There were 19 subjects in all, consisting of ten wheel chair dependent participants and nine able bodied subjects who were used as a control group. The wheel chair dependent participants did nine dives in four days but only eight completed all the dives.

The researchers saw an average 15 percent reduction in muscle spasticity in those disabled veterans who went diving, an average 10 percent increase in sensitivity to light touch, and five percent to pinprick. In some individuals the improvement in tone, sensation, or motor function was between 20 and 30 percent. The healthy controls experienced no neurologic changes. However, the most striking psychological impact was seen in PTSD symptoms, which decreased, on average, by 80 percent in those veterans who went diving.

PTSD and First Responders:

As a profession, first responders are already at an increased risk of (PTSD), Traumatic Brain Injury (TBI), General Anxiety disorder (GAd), and an array of physical injuries.

This is based on their physically demanding jobs and the increased chances of being



exposed to a variety of traumatic events. First responders go into situations that often can't be described with words and come out able to function with their families, and still be able to function in society. However, the human mind is not designed to take that day in and day out for a 30-year career often resulting in the development of cumulative PTSD.

Cumulative PTSD can be even more dangerous than PTSD caused from a single traumatic event, largely because cumulative PTSD is more likely to go unnoticed and untreated. When a traumatic event occurs, such as an officer-involved shooting, most departments have some sort of procedure in place to help the employee address and deal with the aftermath of the event.

However, the build-up of events that arise throughout a first responder's career often go unnoticed and, as a result, the employees with cumulative PTSD are less likely to receive the help they may need because there are no procedures or programs in place. Additionally, the employees often do not come forward and ask for help.

My Friend Rick:

In addition to being a military veteran, I am

also a retired Sergeant from the Riverside County Sheriff's Department. For years, I had been using SCUBA diving to help fellow veterans with PTSD, so I thought, why not use the same techniques to help first responders? The truth is, most organizations out there that use alternative methods to help with PTSD, such as SCUBA diving, focus primarily on military veterans. Helping our veterans is a necessity and, luckily, there are many organizations out there that cater to this specific mission. Unfortunately, there are very few organizations out there designed to help first responders who are experiencing the same struggles.

During my career as a first responder, I witnessed the negative effects that experiencing repeated traumatic events over a career has on a person. I have seen some of my brothers and sisters develop drug and alcohol problems, become both suspects and victims of domestic violence, and suffer from depression. I also know first responders who have chosen to take their life due to depression and PTSD.

One such incident was when, in 2016, a fellow first responder and good friend, Rick Runstrom took his life leaving behind a wife, three children, and a grandchild.

After Rick died, I thought about him a lot and tried to make sense of what he did and wished there was some way I could have maybe intervened and helped him before he chose to take his life. The problem was I had no idea Rick was going through this because he did what most first responders do, he kept it to himself.

You see Rick thought like most of us do in this line of work, that "We are the Guardians!" We are the people who are not supposed to hurt, feel pain, or be affected by the things we see and experience! So, in March, 2018, Dive Guardians was born.



Helping Those Who Serve Us
WWW.DIVEGUARDIANS.ORG

TO APPLY FOR OUR PROGRAM

Go to our website, create an account then click APPLY OR CALL 833 DIVE-911



WHO WE ARE

Dive Guardians, Inc. is a 501(c)(3) organization comprised of First Responders, dive professionals, and volunteers. We use SCUBA diving, the therapeutic effects of water, and science to nurture healing and self-improvement. Our program is designed to be FREE to those who qualify.

TO DONATE

Go to our website and click the donate button. Just \$5 a month helps us keep our program free to our participants

What Our Department Leaders Need to Understand:

First thing leadership needs to understand is if an employee is showing signs and symptoms of having PTSD, it does not mean they are broken, or a liability. Post-Traumatic Stress is not really a "Disorder." More accurately, it is a "normal response to an abnormal situation." It is similar to getting any physical injury, whether a broken leg, sprained ankle, or hurt shoulder. The employee may have to take some time to deal with the issue, but once the problem is identified and treated, the employee can usually return to work and have a successful career.

In order for leaders and the employees themselves to identify PTSD symptoms and receive treatment, departments must focus on improving the mental fitness of their employees through not only physical conditioning, but resilience training for the mind as well.

Guardian Resiliency:

Guardian Resiliency is your ability to recover from and to continually condition your mind and body to withstand the stresses of your chosen profession. It is your ability to maintain

healthy emotional and physical functioning after being exposed to highly stressful events, such as the violent, hazardous, and life-threatening situations encountered as a first responder.

Who We Are:

Dive Guardians is a non-profit organization as described in Section 501(c)(3) of the Internal Revenue Code. We are an organization of first responders, dive professionals, and volunteers who creates an environment that uses SCUBA diving to nurture healing and self-improvement.

What We Do:

We take each participant from classroom to open water dives where they experience the many benefits to SCUBA and ultimately receive a PADI Basic Open Water Diver certification. Our program is designed to be absolutely FREE to the participant.

To Apply for Our Program:

Go to our website, www.diveguardians.org, create an account, click the APPLY tab, then complete the "Apply to DGI" application.

To DONATE:

The success of our program is dependent

upon donations and grants. For a small **donation of \$5.00 a month, (\$60 a year)**, you can help keep the program free to our participants. You can even donate to us through the United Way campaign if it is offered by your agency.

To Volunteer:

Because we are a non-profit, all of us at Dive Guardians are volunteers at this time. If you wish to become a volunteer please go to our website, click the APPLY tab, then complete a volunteer form. We often need volunteers to help us at various events such as standing at a display booth or at our Discover SCUBA classes handing out gear and helping to keep things organized. In addition, we are always on the lookout for people who possess skills in the area of fundraising and grant writing.

To Learn More:

If you would like to learn more about Guardian Resiliency or more about the proven therapeutic effects of SCUBA diving, please contact us at info@diveguardians.org or call (833) DIVE-911. We would be happy to discuss scheduling a presentation for your station or agency.



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



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



ALADS Members Retiring

2018

Guzman, Philip A.

Mays, James J.

Pender, Gary T.

Sarpy, Allen C.

Dall, John

Schneider, Stephan H.

Matsumoto, Mickey

Sivard, David J.

Mayagoitia, Sergio J.

Toy, Rhonda L.



EXCLUSIVE
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The New ALADS Legal Defense Plan

NEW BENEFIT

Discipline Reimbursement Option

**The ALADS Legal Defense Plan Now Offers a
NEW BENEFIT: An Option for reimbursement
of up to five (5) days of discipline**

*** Restrictions Apply ***

Call ALADS at (323) 213-4005 for More Information



Legal Update Video

POBRA Statute of Limitations Accrual Date Applicability

Daugherty v. City and County of San Francisco (2018) 24 Cal. App. 5th 928

Is the person who has the authority to initiate an investigation and does an ongoing criminal investigation toll the statute of limitations under POBRA?

NEW
VIDEOS
ADDED!

Go to www.alads.org to watch this video and many others



**NBA PLAYER
CHRIS PAUL**
says LASIK
with Dr. Kerry Assil
gave him an edge
on 3-point shots!

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Medical Director
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Director of Glaucoma Service
and Cataract Surgeon

DR. RAFI ISRAEL
Oculoplastics
Specialist

855.979.8857
corporateadvantage@assileye.com
www.assileye.com

450 N. Roxbury Dr. 3rd Fl Beverly Hills, CA 90210 | 2222 Santa Monica Blvd. #107 Santa Monica, CA 90404

Savings applies to standard list price and cannot be combined with other discount or program offers. Interest free financing available.

All ALADS Voting Members are Invited to Attend the April

ALADS Unit Representative Meeting

Wednesday, April 3, 2019

11 AM & 6 PM ■ At the ALADS Facility

**Unit Reps Receive \$25 / Meeting
Lunch and Dinner Provided**



DEVILPUPS[®]

YOUTH PROGRAM FOR AMERICA

TESTING: Sunday, April 28, 2019, 0800-1300 Hours

LOCATION: Biscailuz Regional Training Campus
1060 North Eastern Avenue
Los Angeles, CA 90063

CAMP DATES: Tentative Dates:
First Increment - July 11-July 20, 2019
Second Increment - July 25-August 3, 2019

**Mark Your
Calendars**

Our department will again be able to send exemplary boys and girls, 14-17 years of age, to a 10-day citizenship/leadership program at Marine Corps base, Camp Pendleton, California. We hope our boys and girls will be prepared physically and academically for the testing and the camp. Good grades are a necessity. This program normally runs at the same time that summer school is in

session. If your boy or girl needs to attend summer school to graduate, then attending this camp will be a conflict.

As part of the Devil Pups Good Citizenship training, boys and girls will learn the importance of these virtues: honor, courage, and commitment.

Honor – to be respectful to your family, country, and each other

Courage – to set and pursue personal goals

Commitment – a promise of resolve to recognize the value of completing your education

The United States Marine Corps was given the name “Devil Dogs” in World War I, by enemy troops they were fighting due to their accomplishments on the battlefield and “never give up” spirit. The devil pups name is derived from the Marine Corps history.

continued on page **45**





DEVILPUPS

YOUTH PROGRAM FOR AMERICA

The camp has been in existence since 1954. Our department has been able to send exemplary boys and girls, 14-17 years of age, to this 10-day citizenship / leadership program at Marine Corps base, Camp Pendleton, California, because of the generous support from:

- Association for Los Angeles Deputy Sheriffs
- Peace Officers Professional Association
- Sheriff's Boxing Team
- First City Federal Credit Union
- Sheriff's Relief Association
- POPA Federal Credit Union

The orientation and physical qualifications testing will be conducted on Sunday, April 28, 2019, from 0800-1300 hours, at the Biscailuz Regional Training campus, 1060 North Eastern Avenue, Los Angeles, CA 90063. The campus is located on Sheriff's Road, just off North Eastern. Proceed east on Sheriff Road to the public parking lots on the left. Park and proceed to the outdoor amphitheater. We will conduct the orientation in the gym.

The orientation will answer many of the commonly asked questions. All interested applicants will take a physical agility test, which will include sit-ups, push-ups, pull-

ups, and a one-mile run. Participants are reminded that they should eat at least one hour prior to arriving. Gym clothes and running shoes are required for the physical agility testing. All applicants must also bring a container of water and/or sports drink. Parents are encouraged to also bring bottled water, two pencils, a clipboard, and a blanket if they wish to sit down on the grass while their child participates in the physical agility testing on the field.

Boys and girls must not only be in good health, but also be physically able to participate in the strenuous physical requirement of the camp. Asthma or other respiratory illnesses will preclude participation in this camp.

It is mandatory that all boys and girls bring their parents or guardian on April 28, 2019. Sponsors should also attend if they are sponsoring a close friend and/or parents who are not on the department. In cases of split families, the custodial parent will have to sign the agreement paperwork. It is important that parents, guardians, and sponsors all be at orientation and testing to see firsthand what is involved. Also, our boys and girls need the support of their loved ones on testing day.

At this time, it will not be necessary to schedule boys and girls prior to this testing date. Boys and girls, parents, guardians, and sponsors only need to be prepared for the testing. Please arrive early.

The program continues to be free to boys and girls that are sponsored by department members. Our department members are encouraged to sponsor their relatives and close friends. Due to very limited allotments, we will not be able to select boys and girls who are not sponsored by a relative or close friend on the department. All department members: professional staff, sworn, active, and retired department members may be sponsors.

If you have any questions, the following individuals have firsthand experience with the actual strenuous physical requirement. Please feel free to contact any of the individuals listed below:

Tom Vetter (949) 456-0908
 Chuck Norris (RETIRED) (818) 381-7649
 Patty Norris (818) 381-7698
 Michelle Emeneger (323) 307-8603
 Andy Thompson (213) 229-3140
 Dean Gialamas (562) 345-4301
 Joe Walker (626) 975-3724
 Al Fraijo (562) 522-5309
 Dorothy Howard (909) 518-0805
 Eddie Rivero (951) 215-9719
 John Rueff (562) 217-1280
 Jodi Wiles (714) 497-5079
 John Wolak (909) 263-3068
 Terence Johnson (951) 533-4494
 Roberto Causey (909) 595-2264
 Kenneth Fitch (909) 964-6156
 Byron Woods (562) 860-0044
 John Cook (323) 881-7800
 Lisa Norris (818) 398-1738
 Delwin Lampkin (323) 229-6064
 Mike Schaap (562) 686-8141
 Paulette Cain (323) 264-4151
 Reggie Ducree (323) 241-5311
 Rich Marascola (213) 974-4564
 Bob Wiard (626) 622-8671
 Paul Hardy (818) 522-2786



LASD Round-Up 2019

**Sunday, April 7 through
Wednesday, April 10, 2019**



Laughlin, Nevada

**Socializing
Golf
Bowling
Luncheons
Cocktail Parties**

**Breakfasts
Dinners
Arts & Crafts Fair
Texas Hold'em
Slot Tournament**

**ALADS Sponsors HR 218 Qualifications
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Harvey Eisenberg, M.D.
Photographer Jennifer Jones

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CAREER DEVELOPMENT SECTION



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

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

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

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

Selection Requirements:

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

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

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

INVESTIGATOR, D.A. - 2889		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Base Schedule Eff. 1/1/18	95A	5,506.00	5,813.00	6,137.00	6,479.00	6,840.00	7,221.00
BASIC	216	5,875.30	6,202.89	6,548.62	6,913.56	7,298.77	7,705.33
INTERMEDIATE	217	6,054.00	6,391.56	6,747.80	7,123.84	7,520.77	7,939.69
ADVANCED	215	6,238.14	6,585.97	6,953.05	7,340.53	7,749.53	8,181.19

Senior Investigator Salary:

SENIOR INVESTIGATOR, D.A. - 2890		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Base Schedule Eff. 1/1/18	103D	6,891.27	7,275.27	7,681.27	8,109.27	8,560.82	9,038.36	9,541.91
BASIC	216	7,353.48	7,763.24	8,196.47	8,653.17	9,135.01	9,644.58	10,181.90
INTERMEDIATE	217	7,577.14	7,999.36	8,445.77	8,916.37	9,412.86	9,937.93	10,491.60
ADVANCED	215	7,807.62	8,242.68	8,702.66	9,187.58	9,699.17	10,240.21	10,810.72



ORANGE COUNTY SUPERHERO

5K Run/Walk • Health & Safety Expo

SATURDAY APRIL 13, 2019

WWW.SUPERHERORUNWALK.ORG

INFO@SUPERHERORUNWALK.ORG | 844-853-HOPE | 949-872-7895



MASON REGIONAL PARK

18712 UNIVERSITY DRIVE, IRVINE, CA 92612

7:00 am - 11 am Health & Safety Expo

7:00 am	Registration	
8:15 am	Warm Up	
8:30 am	Special Guest Presentations	
8:45 am	Survivors Dove Release	
9:00 am	Run/Walk	



LOS ANGELES SUPERHERO

5K Run/Walk • Health & Safety Expo

SATURDAY APRIL 27, 2019

WWW.SUPERHERORUNWALK.ORG

INFO@SUPERHERORUNWALK.ORG | 844-853-HOPE | 949-872-7895



BONELLI REGIONAL PARK

120 VIA VERDE PARK ROAD, SAN DIMAS, CA 91773

7:00 am - 11 am Health & Safety Expo



7:00 am	Registration	
8:15 am	Warm Up	
8:30 am	Special Guest Presentations	
8:45 am	Survivors Dove Release	
9:00 am	Run/Walk	

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

Officers

Ronald Hernandez <i>President</i>		rhernandez@alads.org
Robert Sass <i>Vice President</i>		rsass@alads.org
James Wheeler <i>Vice President</i>		jwheeler@alads.org
Jennifer Martin <i>Secretary</i>		jmartin@alads.org
Xochilt Rosas <i>Assistant Secretary</i>		xrosas@alads.org
Steven Blagg <i>Treasurer</i>		sblagg@alads.org
Michael V. Thibodeaux <i>Director</i>		mthibodeaux@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

Altadena Station

Gaisford, David
Hernandez, Ronald *

BOLRAC

Rosas, Xochilt *

Century Station

Perez, John

Cerritos Station

Magdaleno, Pedro

CIB

Cabadas, Jesse

College Bureau

Elias, Elizabeth

COPS Bureau

Ferrell, Robert

CRDF

Barragan, Janet

Ortega, Flor

Crescenta Valley Station

Martin, Jeffrey

CSB (County Services Bureau)

Pippin, Richard

Tate, Reginald

CSE - Norwalk

Grant, Winston

CST

Rodd, Joe

CSW - Van Nuys East

Domin, Robert

East L.A. Station

Buckband, Stacey

Homicide Bureau

Blagg, Steven *

Industry Station

Finn, Michael

Long Beach Court

Erbacker, Mark

Lost Hills Station

Loureiro, Armando

White, Tim

Marina Del Rey Station

Scheinfarb, David

MCJ

Carranza, Samuel

Metro Court

Rodriguez, Charles

NCCF

Galarneau, Dean

Norwalk Station

Sass, Robert *

Sass, Sarah

Parks Bureau - East

Castro, Leonardo

Parks Bureau - North

King, Trevor

Ortega, Miguel

PDC - South

Tidball, Justin

PLM

Cianciosi, Kenneth

Santa Clarita Station

Rathbun, Michael

San Dimas

Jensen, Jeffrey

Santa Monica Court

Miller, Craig

SEB

Wheeler, James *

Temple Station

Johnson, James

Torrance Court

Quick, Johnny

TPD

Thibodeaux, Mike *

Tineo, Alejandro

West Hollywood

Mohr, Todd

Briggs, Timothy - At Large
Ferguson, Thomas - At Large

District Attorney Investigators

Auto Insurance Task Force

Hernandez, Gregory

Central Investigation

Collins, Richard

Child Abduction

Martin, Jennifer *

Public Integrity

James, Brian

Special Operations

Utley, Craig

Worker's Comp.

Nguyen, Duke

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

* ALADS Directors

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

Katie Smith



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

Phone: (818) 461-2300

Email: ksmith@alads.org

About Your Field Representatives

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

ALADS**DISPATCHER****CLASSIFIED ADS****COLT COLLECTORS**

Colt .32 Pocket Pistol; Browning Design; Very Good Cond.; Pre-1907 Serial # Adds 40% Value; \$700; Call John 562-400-7412

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.

**RECREATIONAL VEHICLE**

FOR SALE: 2007 Winnebago/Itasca MH 34H. 350 Caterpillar, MH Allison 3000 6 speed on a Freightliner chassis. One owner, non-smoker, 77,500 miles, transferrable extended warranty. Full body paint, always covered. New cover included. Many extras, 2, 130-watt solar panels, 2 TV's, Direct TV auto satellite locator. All service records along with oil sample records every year since new. \$78,500 OBO. Located in La Habra, CA. Must sell do to medical reasons. Roy Francis 562-505-1413 email royfrancis73@yahoo.com

**Deadline for inclusion
in the April 2019
ALADS Dispatcher
is Wednesday,
March 20, 2019**

**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 RE/MAX Mountain Properties 909-618-3252 or 928-642-4376

**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

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

**VEHICLE FOR SALE**

1965 Cadillac Convertible, 24K original miles, original Cali car, over \$35K into it, nearly complete and I have all parts. \$25K. Sergeant Michael Verlich (714) 699-6567

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



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

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 2019 issue, ads must be received by Wednesday, March 20, 2019).

☐ **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

19th Annual
ALADS



*Awards
 Banquet*

**SAVE THE
 DATE!**

Saturday, June 8, 2019
Pacific Palms Resort

**ALADS Members, call ALADS (323) 213-4005 to
 reserve your two free tickets while supplies last.**

2019 Benefits Fair Unit Visits

The following is the Benefits Fairs scheduled for 2019.
Please make sure to mark your calendars!

Wednesday, March 20, 2019

10:00 a.m. – 4:00 p.m.

North County Correctional Facility
Lunch Provided

29340 The Old Road
Castaic, CA 91384
(661) 295-7810

Wednesday, May 22, 2019

10:00 a.m. – 4:00 p.m.

Men's Central Jail
Lunch Provided

441 Bauchet Street
Los Angeles, CA 90012
(213) 974-5058



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Visit us online at
www.alads.org

**ANNOUNCEMENT!**

California markets are growing at a rapid pace, the FED is holding rate hikes to trigger homeownership. Buying in or refinancing before rates go up early this year!

*** MORTGAGES AT NO COST DONE RIGHT FOR YOU!

We Proudly Pay For Your...
Closing Costs, and Title & Escrow Fees!



Working with Union Choice was an absolute game changer.

The entire transaction was an absolute breeze.

The refinance 18 months later was even easier.

- SUBSCRIBER, OFFICER, ANTHONY R.



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CONSOLIDATION
REFINANCE**



**FHA, VA,
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**THE REAL ESTATE
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REALS # 008189 / SAC Dia W 00704720 / Union Choice / 26800 Arroyo Viejo, Suite 200 Arroyo Viejo, CA 94034 / 848.0 4 187887 - Licensed by the Department of Business Oversight under the California Residential Mortgage Lending Act, License Number 410883-04011 California Residential Mortgage Lending Act 0001 0019 4207 - *Per Consumer Financial Protection Bureau guidelines, Borrower must pay approval costs 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



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



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