

# DISPATCHER

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



# 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](http://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.**

## BOARD OF DIRECTORS

### 12 PRESIDENT'S MESSAGE

**Ronald Hernandez**

#### HISTORIC WIN

This past election was historic in many ways. Alex Villanueva is the first candidate to unseat an incumbent Los Angeles County Sheriff in over a century. He is the first Democrat to hold the seat in almost a century and a half. He is the first to speak fluent Spanish. But it was a historic election for ALADS, too. Not in a long time – perhaps never before to this degree – have we lent such support to a challenger.

### 14 VICE PRESIDENT'S MESSAGE

**Robert Sass**

#### UNIT REPS NEEDED

ALADS needs your help. We need new unit reps from every work location. ALADS currently has approximately 60 unit reps. If you work at a location that does not have a rep, please step up and join the rep corps.



## NEWS & UPDATES

### 16 STATE LEGISLATIVE CORNER

**Matt Siverling**

#### FINAL RESULTS FROM THE 2018 MIDTERM ELECTION

Voter turnout for the election was massive: More than 47% of the voting-eligible population cast a ballot in the midterm elections on Tuesday.

"Almost 1/2 of possible voters actually voted" might not sound impressive. But for a U.S. midterm election, it's a significant figure. Compare that with just 36.7% in 2014, and 41% in 2010.



### 21 LEGAL UPDATE VIDEOS

## FEATURES

### 22 HEALTH BEAT

**Jennifer Lincicum**

#### THE ACHE OF ARTHRITIS

The pain and stiffness of arthritis keeps many people sitting on the sidelines. Arthritis makes its home in your body's joints – right where two bones meet. It damages cartilage, which normally acts as a shock absorber and helps you bend and move easily.



### 24 THE HOLMAN GROUP

**Dr. Ron Holman**

#### DEALING WITH HOLIDAY BLUES

Many people become depressed during the holiday season. The "holiday / seasonal blues" can be caused by many factors. Let's look at some of the ways to help prevent and cope with the "holiday/seasonal blues".

2018  
OCT. / NOV.

## FEATURES

### 26 BENEFITS PARTNER

**Raquel Magdaleno**

#### IMPORTANT REMINDERS

As the end of 2018 approaches, we want to remind you of a few important benefit-related tasks to help you close out this year and get the new year started right.



### 28 SIGN UP FOR ALADS E-MAIL BLASTS



### 29 CALIFORNIA PEACE OFFICER MEMORIAL FOUNDATION FUND

California Resident Income Tax Return 2018

California Peace Officer Memorial Foundation Fund

119 Add code 601 (Employer code 119). This is your 601 contribution.

California Peace Officer Memorial Foundation Fund \$10.00

### 32 CAREER DEVELOPMENT

### 36 BENEFITS FAIR VENDORS

### 40 CLASSIFIED ADS



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

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

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

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

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



**October 2018 Winners:**



**Luis Herrera and Yesenia Montoya**

Office Use Only  
 Date Entered:

Employee Number:

## Update Your Information

### ALADS Change in Personal Information

To process a change to your personal info, it is necessary that you complete and sign this form and return it to the ALADS office.

**To change your home address with Anthem/Blue Cross Insurance,  
 please contact Sheriff's Personnel Services at (323) 526-5500.**

Name: \_\_\_\_\_

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

Marital Status (Circle One):    M    S

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

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

Home Phone: (    ) \_\_\_\_\_

Mobile Phone: (    ) \_\_\_\_\_

Work Phone: (    ) \_\_\_\_\_

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

(Non LASD Address)

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

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

## ALADS Dispatcher

The ALADS Dispatcher (USPS 0000-961) is published monthly. The Dispatcher is the official publication of the Association for Los Angeles Deputy Sheriffs, Inc, an affiliate of the Marine Engineers Beneficial Association, AFL-CIO, 2 Cupania Circle, Monterey Park, CA 91755. Periodical Postage paid at Monterey Park, California 91755 and additional mailing office. Articles, letters to the Editor and other submissions may be directed to ALADS, 2 Cupania Circle, Monterey Park, CA 91755, Attn: Editor, (323) 213-4005. No responsibility is assumed by the ALADS Dispatcher or by the Association for Los Angeles Deputy Sheriffs, Inc. Opinions expressed in this publication are not necessarily those of ALADS or the Los Angeles County Sheriff's Department. \$39.04 of each member's annual dues provides a subscription to the publication. POSTMASTER, send address changes to the ALADS Dispatcher, 2 Cupania Circle, Monterey Park, CA 91755.



## NOTICE

Unless otherwise specified, advertisements in the *ALADS Dispatcher* are paid advertisements. The products and services advertised in the *ALADS Dispatcher* are not endorsed or guaranteed by ALADS. Submissions to this publication do not necessarily represent the approved views of the union or its directors.

## Contact ALADS

**Address:**

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

**Tel.: (323) 213-4005**

**Fax: (323) 724-0140**

**[www.alads.org](http://www.alads.org)**

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



## 2019 Board of Directors



**President**  
**Ronald A. Hernandez**  
rhernandez@alads.org



**Vice President**  
**Robert M. Sass**  
rsass@alads.org



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



**Secretary**  
**Jennifer S. Martin**  
jmartin@alads.org



**Assistant Secretary**  
**Xochilt Rosas**  
xrosas@alads.org



**Treasurer**  
**Steven Blagg**  
sblagg@alads.org



**Director**  
**Michael V. Thibodeaux**  
mthibodeaux@alads.org

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

**The Law Office of  
Rains Lucia Stern  
St. Phalle & Silver, PC**

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

**The Law Offices of  
Charles Goldwasser**

Website Under Construction

**The Law Office of  
Stone Busailah, LLP**

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

**The Gibbons Law  
Firm, PC**

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

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

*\*Contact ALADS for which coverage applies.*

# Dispatcher Statement of Ownership, Management and Circulation

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

1. Publication Title: **ALADS Dispatcher**

2. Issue Frequency: **Monthly**

3. Publication Number: **00009611**

4. Issue Date: **December 2018**

5. Number of Issues Published Annually: **12**

6. Annual Subscription Price: **\$36.50**

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

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

9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank):  
 Publisher (Name and complete mailing address):  
**Association for Los Angeles Deputy Sheriffs, Inc.**  
**2 Cupania Circle, Monterey Park, CA 91755**  
 Editor (Name and complete mailing address):  
**Ronald Hernandez**  
**2 Cupania Circle, Monterey Park, CA 91755**  
 Managing Editor (Name and complete mailing address):  
**Robert Sess**  
**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 individuals 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 foreign corporation, give its name and address.)  
 Full Name: **Association for Los Angeles Deputy Sheriffs** Complete Mailing Address: **2 Cupania Circle, Monterey Park, CA 91755**

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

12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one):  
☐ The purpose, function, and nonprofit status of the 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 7530-01-000-9001 PRIVACY NOTICE: See our privacy policy on www.usps.com

13. Publication Title: **ALADS Dispatcher**

14. Issue Date for Circulation Data Below: **October / November 2018**

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
<b>a. Total Number of Copies (Net press run)</b>			
		12,000	12,000
<b>b. Paid Distribution</b>			
(1)	Sent Outside-County Paid Subscriptions (Based on PS Form 3841 (Outside paid distribution above nominal rate, advertiser's proof copies, and exchange copies))	3,562	3,624
(2)	Sent to County Paid Subscriptions (Based on PS Form 3841 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies))	6,167	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
<b>c. Total Paid Distribution (Sum of 15b (1), (2), (3), and (4))</b>		9,729	9,784
<b>d. Free or Nominal Rate Distribution</b>			
(1)	Free or Nominal Rate Outside-County Copies (Included on PS Form 3841)	0	0
(2)	Free or Nominal Rate In-County Copies (Included on PS Form 3841)	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
<b>e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3), and (4))</b>		800	800
<b>f. Total Distribution (Sum of 15c and 15e)</b>		10,529	10,584
<b>g. Copies Not Distributed (See Instructions to Publishers #4 page 80)</b>		1,507	1,416
<b>h. Total (Sum of 15f and g)</b>		12,036	12,000
<b>i. Percent Paid (15c divided by 15h times 100)</b>		82.4%	82.44%

\*If you are starting electronic copies, go to line 16 on page 2. If you are not starting electronic copies, skip to line 17 on page 2.

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

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

16. Electronic Copy Circulation

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

☐ I certify that 85% 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 **October / November 2018** issue of this publication.

18. Signature and Title of Editor, Publisher, Business Manager, or Owner  
 Signature: *[Signature]* Date: **12/7/18**

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

# Stand Out from the Crowd

**EXCLUSIVE**  
VOTING ALADS Member Benefit

## FREE Advertising in the Dispatcher

ALADS Vice President

**Robert Sass**

rsass@alads.org



There are probably hundreds of deputies who currently own businesses or do some sort of contracting work. It would be ideal to have a steady stream of customers who are your co-workers. Likewise, wouldn't it be nice to patronize businesses owned by our partners?

**Here is my offer to voting members of ALADS. If you are a voting member of ALADS and you own a business, we will give you a FREE full-page ad in the *Dispatcher* magazine (a \$2,525.00 value).**

Of course, there are some strict rules to this giveaway. ***It is a monthly drawing of deputy business owners.*** Only businesses owned by an individual deputy who is a voting member may

submit an entry. This opportunity does not extend to businesses owned by family members, immediate or otherwise. Proof of ownership may be required. Please submit an email with a copy of your business card or advertisement to me at rsass@alads.org as soon as possible. Winners will be drawn at random each month. Your ad will run for one month. The *Dispatcher* magazine has a circulation of nearly 10,000. If you are chosen as a winner, you will be notified and must provide ALADS with high quality artwork for the full-page ad to be published. The artwork could consist of text only or photos and text.

On a side note, classified ads in the *Dispatcher* are now free to ALADS members. If you are a deputy selling a boat, motorcycle, renting a house, etc., call Sarah at 323-213-4032. Certain restrictions and limitations will apply to all ads.



# 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)  
County Services 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  
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  
MLK Hospital  
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.)  
SIB  
Special Litigation (D.A.)  
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

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.

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

**24/7**

# Call ALADS

## Defense Representatives



**Matthew Cline**  
mccline@alads.org



**Boris Nikolof**  
bnikolof@alads.org



**Mark Sanchez**  
msanchez@alads.org



**Anthony Spatola**  
aspatola@alads.org

# Front Desk: (323) 213-4005

# Important Dates and ALADS Sponsored Events

## DECEMBER

### **ALADS Unit Representative Meeting**

Wednesday, December 5, 2018  
11 AM & 6 PM  
ALADS Facility

### **ALADS Board of Directors Meeting**

Friday, December 7, 2018  
9:30 AM  
ALADS Facility

### **Body Scan International House Call**

Monday – Friday,  
December 10-14, 2018  
ALADS Facility

### **ALADS Board of Directors Meeting**

Friday, December 21, 2018  
9:30 AM  
ALADS Facility

### **Christmas Day**

Tuesday, December 25, 2018  
ALADS Facility Closed

## JANUARY

### **New Year's Day**

Tuesday, January 1, 2019  
ALADS Facility Closed

### **ALADS Board of Directors Meeting**

Friday, January 4, 2019  
9:30 AM  
ALADS Facility

### **ALADS Unit Representative Meeting**

Wednesday, January 9, 2019  
11 AM & 6 PM  
ALADS Facility

### **ALADS Board of Directors Meeting**

Friday, January 18, 2019  
9:30 AM  
ALADS Facility

### **Martin Luther King Jr. Day**

Monday, January 21, 2019  
ALADS Facility Closed



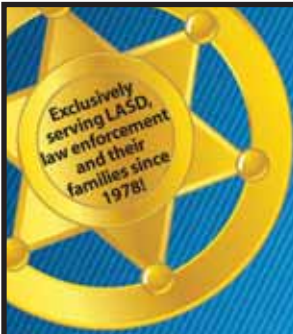
## Download the ALADS App

## See Page 18

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







# INTRODUCING POPA'S CASH REWARDS VISA®

You can earn **1.50%** cash back on every purchase!



Here's how it works:



Pay with your  
POPA Cash Rewards VISA®



Earn cash  
rewards



Cash rewards  
disbursed annually

• APR between  
**8.90% - 18.00%<sup>1</sup>**

• \$0 annual fee

• \$0 cash advance and  
\$0 balance transfer fees

**Apply Today!**

**[www.popafcu.org](http://www.popafcu.org) • 800.369.7672**



Verified by  
**VISA** Federally  
Insured by  
NCUA

APR = Annual Percentage Rate. Your rate may vary, based on your creditworthiness, between the APR range quoted above. Your APR may increase in the future. The APR will vary with the market, based on the prime rate. APR for purchases, cash advances and balance transfers can range from 8.90% to 18.00%. POPA reserves the right to adjust the balance rewards prior to posting to account. The following benefits are included with your Cash Rewards VISA®: auto rental collision damage waiver, roadside dispatch, cardholder inquiry service, emergency cash disbursement, emergency card replacement, lost/stolen card reporting, travel accident insurance \$250,000 and travel emergency assistance. For full details about the card benefits, please refer to the disclosures that will accompany your Consumer Grade Card Agreement.



## President's Message

/ by Ronald Hernandez / ALADS President / Board of Directors



ALADS President  
**Ronald Hernandez**  
rhernandez@alads.org



**T**his past election was historic in many ways. Alex Villanueva is the first candidate to unseat an incumbent Los Angeles County Sheriff in over a century. He is the first Democrat to hold the seat in almost a century and a half. He is the first to speak fluent Spanish.

But it was a historic election for ALADS, too. Not in a long time – perhaps never before to

this degree – have we lent such support to a challenger.

It wasn't that long ago that Sheriff Villanueva came to ALADS to speak with our members before the primary – a candidate with little funding and almost no name recognition. He eagerly answered our questions, spoke in earnest about his experience as a deputy for over three decades, was forthcoming about the moments when he challenged those in power, and laid out his plans to set our department on the right track. He remained professional and honest when we challenged him to prove himself through the primary election.

Unlike his predecessor, he recognized the frustrations of the deputy shortage which has resulted in forced overtime and low morale across the department. He promised to make recruitment, hiring, and improved training a top priority during his tenure.

There's no question ALADS' participation

played a significant role in this election outcome. And we intend to continue to play a significant role in the department's next phase.

The challenges are great. According to a recent report presented to the County Board of Supervisors, LASD faces a potential \$101.8 million deficit in employee pay and benefits for the 2018-19 fiscal year; approximately 12 percent of the department's 18,246 budgeted positions are unfilled; and overtime is outpacing expectations at a rate that could add \$66.4 million to annual expenses.

As if those challenges aren't enough there is still a lot of work to be done to improve morale, build trust, and fight the corruption and damage that still lingers from previous eras.

ALADS is hopeful that we can tackle these challenges in partnership with Sheriff Villanueva, and you, our members. We ask you to join us in this effort and thank you for your continued support as we do our best to represent and serve you.





**Knott's**  
BERRY FARM



**NOVEMBER 26 ~  
DECEMBER 21**

**JANUARY 7 ~  
JANUARY 21**

Active, full-time fire and law enforcement personnel, including EMTs, may receive complimentary admission for themselves and 1 guest (maximum of 2 complimentary admissions will be issued.) Show your specific fire or law enforcement photo I.D. card at the Knott's Berry Farm main gate to redeem this offer.

Additional admission tickets may be purchased at the ticket booths by the valid I.D. holder at a discounted rate.



## Vice President's Message

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

# Unit Reps Needed

**The Next Unit Rep Meeting is:  
Wednesday, January 9, 2019  
11 AM and 6 PM**

ALADS Vice President

**Robert Sass**

rsass@alads.org



**A**LADS needs your help. We need new unit reps from every work location. ALADS currently has approximately 60 unit reps. If you work at a location that does not have a rep, please step up and join the rep corps. If you work at a location that already has a unit rep, please join us as another rep for that location. Quite often, members think that if their station has a rep already, there cannot be another one. Of course, that is not true. ALADS can have an unlimited amount of reps from each location. Ideally, it would be nice to have a rep from each shift and/or assignment in a station. It would be great to have four or five reps from each station.

Long before I joined the Board, when I was an ALADS unit rep, I constantly tried to get others to participate in the union. Getting

participation has been very difficult. I have heard every reason why someone cannot make the commitment to help, too busy, I must work overtime, I have to go home, etc. It is definitely a commitment, but something that can be done.

As a rep, we ask you to attend a meeting on the first Wednesday of each month. There are two meetings each day, one at 1100 hrs and the other at 1800 hrs. Lunch and dinner is provided at the respective meetings. We also conduct a training getaway once a year at an offsite facility. Those are the only events we need you to attend regularly. Currently, unit reps receive \$25 per rep meeting attended.

As a conduit between ALADS and your units, reps provide a vital flow of information between the two. In addition, reps support and encourage participation by getting involved in other events and meetings. Often, when we meet and confer with the department, we

need to have subject matter experts (SME) to assist at the meeting. As a unit rep, you could act as the SME or you could suggest someone from your station.

The median salary of our members is \$90,675, with most of you making well over \$100,000 a year without considering overtime. This high level of pay is directly attributed to ALADS. For those of you who take your union membership for granted and feel you do not need to be involved, as well as those that feel the *Janus* decision is more beneficial to yourself, here is a list of yearly wages for 10 other states. These states average the lowest wages in the nation. Coincidentally, they are all "right-to-work states", which means they have been operating under the rules the *Janus* decision just set down.

### Top 10 Worst Paying Police Jobs by State

1. Mississippi:	\$33,350
2. Arkansas:	\$37,330
3. Louisiana:	\$38,100
4. Georgia:	\$39,510
5. South Carolina:	\$40,340
6. West Virginia:	\$41,020
7. Kentucky:	\$42,030
8. Alabama:	\$42,400
9. North Carolina:	\$42,980
10. Tennessee:	\$43,090

Do yourself, your family, and your fellow deputy sheriffs and district attorney investigators a favor and become an ALADS unit representative.

**Lunch and Dinner  
Provided**

**Unit Reps Receive  
\$25 Per Meeting  
Attended**

# DON'T SEE A UNIT REPRESENTATIVE AT YOUR ASSIGNMENT?

ATTEND THE UNIT REPRESENTATIVE MEETINGS AT THE  
ALADS FACILITY ON **WEDNESDAY, JANUARY 9TH,**  
11:00 AM OR 6:00 PM

## 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

Claahsen, Mark  
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





# ELECTIONS

## FINAL RESULTS FROM THE 2018 Midterm Election

By **Matt Siverling**  
Legislative Advocate, ALADS

**A**fter months of campaigning and millions of dollars spent on both sides of the issues, the 2018 midterm election has now largely been settled. At the time this article is being drafted, the precincts are closed, the votes have been counted, and many races have been called. However, several high-profile races are still “too close to call” and will be decided by mail-in ballots and by voters who registered on Election Day.

Voter turnout on Tuesday was massive: More than 47% of the voting-eligible population cast a ballot in the midterm elections on Tuesday.

“Almost ½ of possible voters actually voted” might not sound impressive. But for a U.S. midterm election, it’s a significant figure. Compare that with just 36.7% in 2014, and 41% in 2010.

A quick recap of the races we were watching:

### Governor

For the first time in modern California history, a Democrat will succeed a Democrat in the governor’s mansion. This election highlights the state’s political shift of recent years. California has not voted a Republican into statewide office since 2006, when Arnold Schwarzenegger was elected governor. Newsom defeated businessman John Cox (R) by roughly 20 points.

**Lieutenant Governor Newsom** (D) was sworn-in as Governor on December 3rd. He has already gone on record supporting several pieces of legislation that were widely opposed by law enforcement and public safety groups and vetoed by Governor Brown, including Assembly Bill 186 (Eggman), which would allow “legal injection sites” for intravenous drug use; and Senate Bill 905 (Wiener) which would allow local municipalities to extend alcohol sales until 4 a.m.

### United States Senate

Democrat **Dianne Feinstein** won her bid for a fifth term representing California in the U.S. Senate, extending a career in politics that began in 1969.

In early returns, Feinstein, 85, led fellow Democrat Kevin de León, a state senator and former leader of the State Senate, 52% to 48%,

in a race that highlighted experience versus ideology, with de León arguing she had lost touch with the state’s increasingly liberal Democratic base.

De León, who is leaving the Legislature due to term limits, tried to present himself as part of a new, more progressive generation willing to fight for liberal values. He had a good showing, but was nevertheless defeated.

### Attorney General

Incumbent AG Xavier Becerra easily defeated Steven Bailey, a former Superior Court Judge, 61% to 39%. Becerra won the election after promising voters he will keep fighting Trump administration policies.

In fact, he cited the wide margin of victory as a “clear mandate from the voters” to continue on the path that he has been forging to continue engaging in legal clashes with the Administration. We should expect this trend to continue, if not accelerate over the next year.

### State Legislature

The Democrats in the Senate and Assembly were largely able to hold their seats in their incumbent races for reelection and were successful in seizing seats in historically conservative Districts.



It appears that the majority party has once again, secured a “supermajority” in both Houses of the State Legislature. This 2/3 “magic number” allows for immediate passage of “urgency” bills, approval of taxes and augmentations, and placement of issues directly to the State ballot for voter consideration. In past years, the Democrats have attempted to use their “supermajority” to pass transportation taxes, climate and greenhouse gas policy among other partisan issues. However, the “moderate” Democrats who reside in more competitive Districts have historically been hesitant to cast the deciding votes on these issues, tax increases in particular; and forced leadership to curry votes from a handful of Republicans who have been able to exchange key votes for deals that benefit their districts. Last year, a Democrat who opted to cast a “deciding” vote in favor of the “Gasoline Tax” ended up in the cross-hairs of a recall election that subsequently cost him his seat in the Senate.

It remains to be seen if the Democrats will find

a way to wield their “supermajority” power without costly consequences. The power and influence of the “moderate” Democrats has never been more apparent.

### **Ballot Initiatives**

The two most controversial statewide ballot initiatives were voted down by voters. Proposition 6, which would have repealed a year-old gas tax increase and Proposition 10, to allow cities and counties to expand rent control; failed to sway the electorate.

The defeat of Proposition 6, which would have repealed a 12-cent-per-gallon tax increase that legislators passed in 2017, was the more surprising loss. The measure had served as a tangible symbol of high-tax California and was framed as a “line in the sand” to energize a state Republican Party. The proposition was rejected by 55 percent of voters.

The proponents of the Gas Tax Repeal are the same that have been at the forefront of the pension reform battle.

### **Closing and Looking Ahead**

Now that the dust has largely settled on the 2018 election, we now look forward to 2019 and the kick-off of the Legislative Session on December 3rd. We already know that the social justice groups and the proponents of criminal justice reform are

emboldened by the outcome of the election and plan to continue in their efforts to reduce penalties for crimes, shorten prison sentences, and increase accountability and transparency for public safety professionals.

With a 2/3 “supermajority” in both Houses and an outspoken, progressive new Governor taking the reigns in 2019; the voice and message of law enforcement will need to be creative, proactive and omnipresent. The communities that officers have sworn to protect and serve deserve to feel safe, and we will continue to battle for this fundamental right above all else.





## Stay Connected!

# Download the ALADS App

Available in the Apple App Store and Google Play Store



## Members Can Access:

- *Member documents including the MOU and Salary Schedule*
- *Calendar Events*
- *Member Discounts*
- *ERCOM/UFC's information*
- *ALADS Monthly Magazine, ALADS Dispatcher*
- *PORF information*
- *Directory to contact the Board and ALADS representatives*



alads

HOME ABOUT US THE DISPATCHER CONTACT US BLOG NEWS

REGISTER | LOG IN

**Login to the  
ALADS Website to  
Get the Latest  
Updates for Members**

**www.alads.org**

SHERIFF  
*Tradition Of Service  
Since 1851*



**Baida Jewelry.com**  
The ORIGINAL Jeweler to Law Enforcement

Special Discount Offer for A.L.A.D.S. Members.  
Up to 70% OFF Retail Price!

1JC 550 South Hill St, Suite 830 Los Angeles, CA 90013 (213) 623 - 3780 www.baidajewelry.com  
100% Natural, Non-enhanced & Non-treated Diamonds. USA Certified Diamonds Only. Lifetime Diamond Upgrade Policy

Diamond Importers Jewelry Manufacturers Custom Designers





# SUPPORT OUR FALLEN OFFICERS GET YOUR SPECIALTY LICENSE PLATE!



**[www.DriveToRemember.org](http://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](http://www.DriveToRemember.org)*

# 2

## **TELL YOUR FRIENDS!**

Tell your friends! Help us get the word out by sharing this news on social media and email.

# 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!

# Legal Update Videos Now Available in the Member Area of the ALADS Website

## www.alads.org

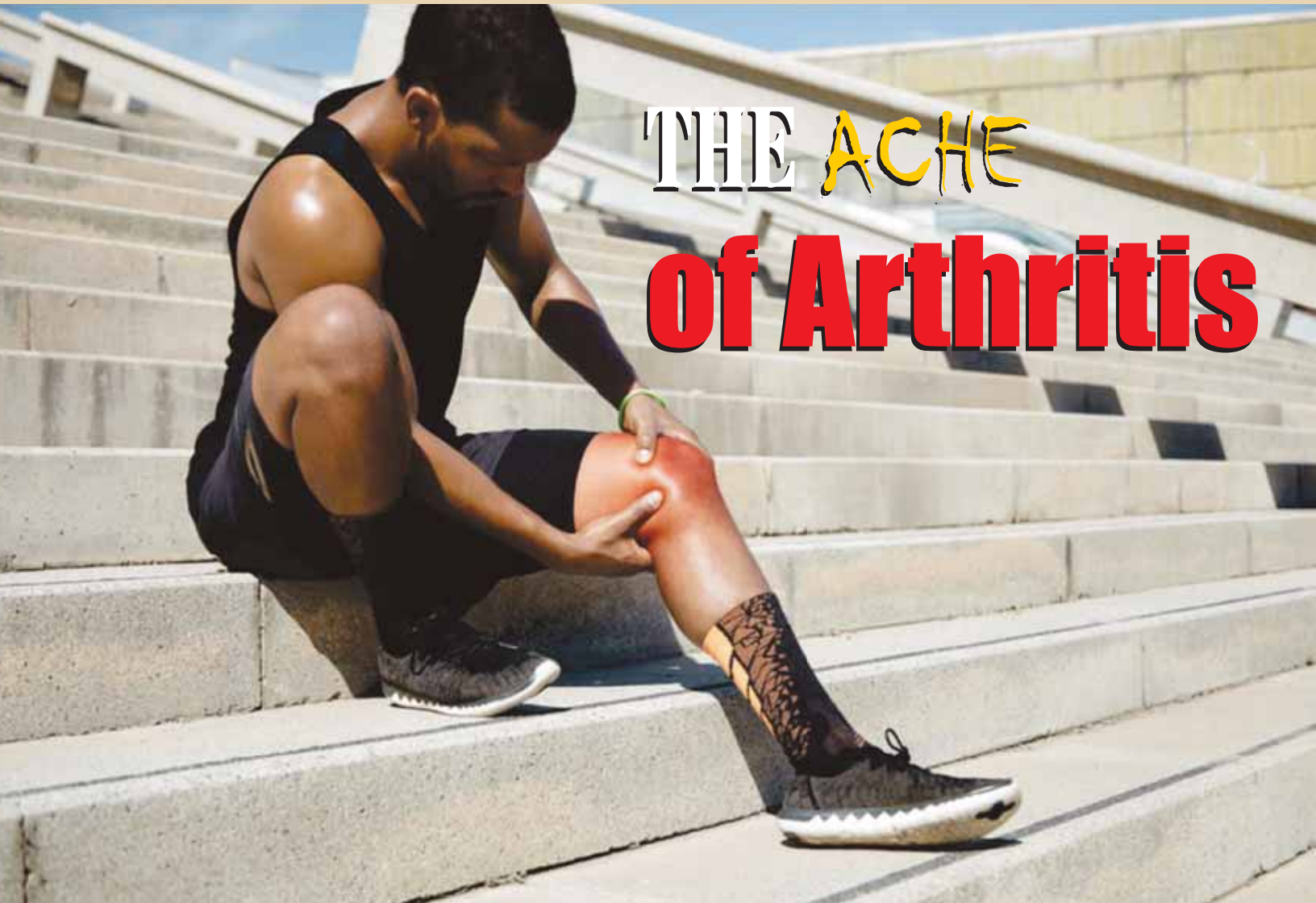
**NEW  
VIDEOS  
ADDED!**

- Waiving Right to Counsel
- Public Urination – Public Nuisance
- Felony Arrestee DNA
- Mental Illness and Proper Protocol
- More on Deadly Force and Qualified Immunity (Segment One)
- Interrogation Blunders (Segment Two)
- DUI's and Consent (Segment Three)
- ATM Robbery (Segment Four)
- Promises of Leniency (Segment One)
- Little Case, Big Problem (Segment Two)
- DUI Refusal Admonition (Segment Three)
- Standards for Pat Down Searches (Segment Four)
- Weapons Search at School (Segment One)
- Detention and Pat Down (Segment Two)
- The Fence, the Knife and the Gun (Segment Three)
- Automobile Exception to Warrantless Searches (Segment Four)
- Taser Use and Firearms Compliance (Segment One)
- Case Analysis of Excessive Use of Force (Segment Two)
- Burglary of Storage Unit (Segment Three)
- Use of Force and a Public Disturbance (Segment Four)
- Valuation of Stolen Property Includes Sales Tax (Segment One)
- Criminal Threats (Segment Two)
- Understanding the Limits of PC § 148 (Segment Three)
- Trespass by Obstructing Business (Segment Four)
- Warrantless Searches – Regarding Probationers (Segment One)
- Consensual Encounter – Detention and Pat Down (Segment Two)
- Assess... Reassess – Multiple Applications of Force (Segment Three)
- Search Warrant to Serve an Arrest Warrant (Segment Four)
- Search Warrants: Avoid Two-Step Pitfalls (Segment One)
- Carjacking (Segment Two)
- Excessive Force, Part One – The Mendez Case (Segment Three)
- Permissible Inventory Searches – Automobile Exception (Segment Four)
- New Laws, 2018 – Part One (Segment One)
- New Laws, 2018 – Part Two (Segment Two)
- Emergency Aid Entry (Segment Three)
- Tactically Smart: Legally Smarter (Segment Four)
- Juvenile Interrogation (Segment One)
- The 4th Amendment & Qualified Immunity (Segment Two)
- Felony Evading – VC 2800.2 (Segment Three)
- Oh, What A Tangled Web... (Segment Four)
- Searches – Include the Details (Segment One)
- 1085I: Taking or Driving (Segment Two)
- Domestic Violence Entries (Segment Three)
- Qualification of Mandatory Supervision (Segment Four)
- PRCS Searches: One Year & Thirty Days (Segment One)
- Escape from Home Detention (Segment Two)
- Minimize the Threat (Segment Three)
- Threatening an Officer – PC § 69 (Segment Four)
- Starstruck Custodial Interrogation (Segment One)
- Drunk in Public Options (Segment Two)
- Residential Burglary: Interrogation (Segment Three)
- Officer Safety Vehicle Stop (Segment Four)
- Searching Locked Vehicles (Segment One)
- Accommodations for Employees who are Caretakers of a Person with Disabilities (Segment Two)
- Was It A Detention? (Segment Three)
- Cell Phone Tower Evidence (Segment Four)
- Am I "Qualified" for Qualified Immunity? (Segment One)
- VC § 31 – False Statements (Segment Two)
- False Imprisonment During a Robbery (Segment Three)
- Mental Health Issues Specific to Veterans (Segment Four)
- Burglary of Inhabited RV (Segment One)
- Veteran Benefits (Segment Two)
- Attempt – Gang Enhancement – Evading (Segment Three)
- Interview Techniques: Avoiding Coercion (Segment Four)
- Slow Down (Segment One)
- Proof of Insurance (Segment Two)
- Veteran Treatment Courts (Segment Three)
- Crimes Against Peace Officers (Segment Four)
- Secret Filming: Invasion of Privacy (Segment One)
- Qualified Immunity for Bailiffs and Marshals (Segment Two)
- Infraction Arrest and Search (Segment Three)
- DUI Arrests: Warrantless Blood Draws (Segment Four)
- Vehicle Pursuit – Civil Liability (Segment One)
- Marijuana Search (Segment Two)
- Traffic Stops and Dog Sniffs (Segment Three)
- Taser Usage on Domestic Violence Calls (Segment Four)
- Probation "Stay Away" Condition (Segment One)
- Detentions People v. Linn (Segment Two)
- Laser Crimes Double Jeopardy (Segment Three)
- Search and Seizure Related to Cell Phones (Segment Four)
- New Laws Part 1 (Segment One)
- New Laws Part 2 (Segment Two)
- Consensual Encounters (Segment Three)
- Arrest Warrants, Attenuation Doctrine (Segment Four)
- Unlawful Detention: Lawful Search Incident to Arrest on Warrant (Segment One)
- Search and Seizure: Let's Review (Segment Two)
- Fools Carrying Gun Cases in Public (Segment Three)
- In Field ID: How to Properly "Show-Up" (Segment Four)
- Is a Pocketknife a Dirk or Dagger (Segment One)
- Criminal Trespass: Landlord/Tenant (Segment Two)
- Stalking (Segment Three)
- Promises, Confessions, and Admissibility (Segment Four)
- Burglary of an "Inhabited" Dwelling (Segment One)
- Public Nuisance (Segment Two)
- Dealing with Intermeddlers (Segment Three)
- Pitchess Motions: Compliance Versus Confidentiality (Segment Four)

**and more!**

**See the full list of videos  
on the ALADS website.  
www.alads.org**





# THE ACHE of Arthritis

ALADS Insurance Consultant  
**Jennifer Lincicum**



**T**he pain and stiffness of arthritis keeps many people sitting on the sidelines. Arthritis makes its home in your body's joints – right where two bones meet. It damages cartilage, which normally acts as a

shock absorber and helps you bend and move easily. Cartilage is one of your bones' and joints' best friends, arthritis, however, is not. Arthritis keeps your cartilage from giving you that cushion and support in your joints.

## Common Types of Arthritis

Arthritis is the swelling that occurs around the joints and cartilage (where two bones meet in your body). According to the U.S. National Library of Medicine, there are more than 100 different types of arthritis; however, some of the more common types include:

### Osteoarthritis

Can happen at any age but is most common in people over age 65. Osteoarthritis is brought on by overuse of your joints or getting older,

causing your cartilage to break down or wear away. It can affect just one joint or several, often in the lower back, knees, hips, feet, fingers and hands.



*continued on page 23*

### Gout

The first signs of gout may be a sudden redness, swelling, and pain in your big toe in the middle of the night. It may also cause pain in your feet, ankles or knees.

### Fibromyalgia

Flu-like tiredness, deep muscle pain and body aches are three common symptoms of this disease. The difference between this and other forms of arthritis is that it's more widespread through your entire body.

### Rheumatoid arthritis

Occurs when your immune system, whose job it is to destroy viruses and bacteria, gets confused and attacks cartilage instead. Symptoms usually include swelling, pain, and warmth around the joint. You may have trouble moving the joint or feel tired, lose your appetite, or even have a fever.

### Lupus

This is another case of your immune system attacking your body's organs instead of diseases. Along with the pain, you may feel constantly tired or have a rash, fever, mouth sores, or hair loss. Over time, it may cause problems with your heart, lungs, kidneys, or nervous system.

## Treating Arthritis

The most common signs of arthritis are stiffness and pain in the joints, mostly felt in the morning. The skin around the joint might even be red and warm to the touch and you might not be able to move the joint as much as you used to. If you have some or all of these symptoms, consider visiting your doctor. Your doctor may perform a physical exam, ask about your medical background, and may do the following:

- Perform a blood test to look for potential infection
- Get X-rays of the joint
- Take some of the fluid out of your joint (with a needle) to send to a lab

Treatment typically depends on the type of arthritis you have, but in general, treatment can help you manage your symptoms, so you can

have better quality of life. Because arthritis can cause chronic pain, people who have it can be depressed as well. The best way to combat both of these is to take care of yourself and do the following:

- Talk with your doctor so all areas of your health can be treated (physical, emotional and mental).
- Consider over-the-counter and prescription drugs that can ease the pain.
- Engage in low-impact aerobic exercise, strength training and stretching which can help manage the condition.
- Physical therapy may also help. This includes heat or ice, splints to support the joints (for rheumatoid arthritis) and massage.

## Health Tips for Living with Arthritis

If you currently live with arthritis, according to WebMD and the U.S. National Library of Medicine websites, there are some changes you can make to your daily life to improve your overall health and prevent your condition from getting worse.

- Sleep 8-10 hours a day. Take naps if you can too.
- Move and change your position often.
- Avoid positions that cause pain or strain.
- Find ways to make everyday actions easy (clothes with Velcro or zipper

pulls, electronic can openers and toothbrushes, or safety rails for the tub and toilet).

- Lower your stress. Try yoga, tai chi, or meditation.
- Lose weight if you need to.
- Eat a healthy diet full of fruits and veggies, as well as omega-3 fatty acids.
- Get your vitamins and minerals. Make sure you get enough vitamin E.
- Apply capsaicin cream to painful joints

Unfortunately, arthritis can't be cured. Some people have good days and bad days. Some people have issues every day. But you can help keep it from getting worse and increase your flexibility by talking with your doctor about a treatment plan that's right for you.

\* \* \*

*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.*





# Dealing with Holiday Blues



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



**T**he holidays are typically a time full of joy and good cheer for the New Year; however, many people experience seasonal “blues”. While the holiday season is often filled with parties and family

gatherings, it can also be a time of self-evaluation, loneliness and anxiety. In law enforcement, you may encounter individuals dealing with these issues whether at home or at work.

The “holiday blues” can be caused by many factors. These factors include increased stress, fatigue, unrealistic expectations, and isolation. The increased demands of shopping, parties, family reunions and house guests also contribute to feelings of tension. Even people who rarely become depressed can develop other stress reactions during the holiday season. Some of the reactions may include an increase in headaches, excessive drinking, over-eating, and difficulty sleeping.

Many people become depressed during the holiday season; however, more people have reactions once the holidays have passed. Post-

holiday let downs can be the result of disappointments experienced during the preceding months, as well as physical reactions caused by late nights and early mornings that accompanied all of the holiday season activities.

Listed below are several ways to help prevent and cope with the “seasonal blues”:

- Set realistic expectations for the holiday season. Avoid trying to make this holiday season “the best ever”. Set goals that can be accomplished in the time you have available. Pace yourself and organize your time so you get the most out of your activities.
- Limit your alcohol intake as excessive drinking can increase depression.

- Let go of the past! Each holiday season is different. Focus on making this holiday unique! Celebrate the holidays in a novel manner!
- Do something for someone else. It is an age old remedy; however, when we put others first, we often see the world with new eyes.
- Enjoy holiday activities that cost little to nothing! It is good for your wallet and can prevent the credit cards blues that often appear after the holidays.
- Spend time with people who are supportive. When we are constantly with negativity, we need to balance our lives with people who are upbeat and can see things differently.
- Make time for yourself! Sometimes, we spend too much time implementing activities for friends and family that we forget about our own needs. It is important to have down time. Relaxing the mind and body is essential for us to reboot. You are important!



Remember, the holiday season will not automatically eliminate reasons for feeling sad or lonely. There is room for these feelings to be present, even if the feelings are not expressed.

Be aware of how you or a family member may be feeling. Awareness gives us the power to take action and be realistic about the season.



*If you or a family member is dealing with the "holiday blues", 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 are 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](http://www.holmangroup.com); Enter your user name: ALADS and your password: ALA2569*





## BENEFITS PARTNER

# Important Reminders

ALADS Benefit Service Center

**Raquel Magdaleno**



**A**s the end of 2018 approaches, we want to remind you of a few important benefit-related tasks to help you close out this year and get the new year started right.

### ✓ **Flexible Spending Accounts**

If you are currently enrolled in a Healthcare Flexible Spending Account and/or a Dependent Care Spending Account, the end of the plan year for these accounts is December 31, 2018. These plans have a "Use it or Lose it Rule" governed by the IRS, which means that any unused funds contributed for the plan year are forfeited, with the exception of a \$500 carryover balance into the next plan year that is allowed under the Healthcare Flexible Spending Account.

Now is a good time to review your account balances because it's the last month in which you and your eligible dependents can incur expenses to request reimbursement for the

2018 plan year. Remember that there are several eligible expenses you can claim under both accounts. For a complete list of eligible expenses, contact us at (800) 842-6635 or (818) 678-0040.

### ✓ **Review Your 2019 Confirmation Statement**

If you haven't already done so, review your 2019 Confirmation Statement to ensure there are no errors. Confirm that you and your eligible dependents are enrolled in the plans you elected. If you find any inconsistencies, please contact us as soon as possible and we will help you get things straightened out.

### ✓ **Explanation of Benefits**

Have you received all the Explanation of Benefits (EOB) you were expecting for 2018? If you visited your PPO medical or dental provider, you should have received an EOB for the visit, detailing all charges, including whether or not you had any out-of-pocket expenses related to the visits. Healthcare providers have specific deadlines to submit their claims and failure to comply with the deadlines will result in not getting paid by the carriers. Adhering to a submission deadline is especially crucial if you have seen an out-of-network provider because they are not contracted and can request full payment from you, if they are not paid by the carrier. If you have any outstanding EOBs, contact your providers and ask them to submit their claims. If you run into any issues, call us.



### **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

### ✓ **Review Your First 2019 Payroll Check**

Carefully review your first payroll check of 2019 to ensure you are paying the correct premiums, as you expected. If you see any discrepancies, let us know right away.

### **Other Important Things to Keep in Mind:**

- Keep your personal information current
- Report dependent updates timely
- Update beneficiary information when appropriate

We, at your ALADS Benefit Service Center, want to thank you for allowing us to be of service to you and we look forward to our continued partnership in 2019.

May you have a happy and safe Holiday Season and may 2019 bring you and your loved ones much prosperity.





# 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

## Keep up with ALADS, Be Sure to Follow Us!



[www.facebook.com/aladsonline](http://www.facebook.com/aladsonline)



[www.twitter.com/aladsonline](http://www.twitter.com/aladsonline)



[www.instagram.com/aladsonline](http://www.instagram.com/aladsonline)

social media





# Voting ALADS Members

# Don't Miss Out!

Voting ALADS Members, if you haven't signed up to receive ALADS email blasts, you have missed out on:

- *Free Chargers Tickets*
- *ALADS Safe Rides Program (Lyft and Uber Rides)*
- *Overtime Paycheck Information*
- *Negotiations Updates*
- *Scheduling Updates*
- *Sheriff Election Updates*

Don't miss out on even more. Call the ALADS Facility at (323) 213-4005 and tell the receptionist you want to receive ALADS' email blasts.



## \*\* 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](http://www.camemorial.org)





## 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](http://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](mailto:danny.batanero.mil@mail.mil)



CID Special Agent  
CW4 Cruz Garcia  
393rd MP Bn (CID)  
5340 Bandini Blvd  
Bell, CA 90201  
Cell: (410) 508-5664  
[cruz.m.garcia.mil@mail.mil](mailto:cruz.m.garcia.mil@mail.mil)

Army Reserve  
Career Counselor  
E-7/SFC Anthony R. Abeyta  
5340 Bandini Blvd  
Bell, CA 90201  
Cell / Text: (562) 986-0388  
[anthony.r.abeyta3.mil@mail.mil](mailto:anthony.r.abeyta3.mil@mail.mil)

Attention: L.A. County L.E.O.s

**EARN UP TO \$500**

This holiday season, refer people from L.A. County law enforcement agencies, and when they join LAPFCU, you could earn up to \$500 in Visa® Rewards Cards per calendar year.<sup>2</sup>

**LAPFCU**

You can earn a \$50 Visa Reward Card and those you refer can also earn a \$100 Visa Reward Card when they:

1. **Register** for our ReferLive program at [referlive.com/lapfcu](http://referlive.com/lapfcu)
2. **Establish** a new membership with LAPFCU
3. **Open** a new 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
  - Enroll in e-Statements and e-Disclosures



\*Membership restrictions apply. Referrer and referee must be 18 years or older. For complete details, see our membership eligibility requirements by visiting [lapfcu.org/home/membership/lapfcu-membershipbenefits-and-eligibility](http://lapfcu.org/home/membership/lapfcu-membershipbenefits-and-eligibility). Please allow 4-6 weeks for delivery of your Reward Card after completing all requirements of this offer. Please refer to [referlive.com/lapfcu](http://referlive.com/lapfcu) for complete details.

1018-32

**Visit ALADS.org to Get Your Discount Tickets to Southern California's Best Attractions!**



**Please Visit ALADS.org for the Latest Pricing Info**



## 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



**Advertise in  
The Dispatcher!  
Call 323-213-4005**



**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 FD 970 CA Ins Lic 0D04129



**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](http://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**



## WE MAKE HOUSE CALLS!



Harvey Eisenberg, M.D.  
Photographer Jennifer Jones

**PROTECT YOURSELF  
&  
SIGN UP FOR A  
BODYSCAN!**

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:**

**DECEMBER 10TH – 14TH**

ALADS Headquarters  
2 Cupania Circle • Monterey Park

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**



1. Register on the ALADS Website  
to Receive ALADS Email Blasts
2. Update Your Beneficiaries  
(800) 842-6635
3. Follow ALADS on Facebook  
[www.facebook.com/aladsonline](http://www.facebook.com/aladsonline)
4. Attend ALADS Unit  
Representative Meetings

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

**[www.alads.org](http://www.alads.org)**

## 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](http://www.rancholasik.com)**

**1-888-514-2020**

Locations in Rancho Cucamonga, Burbank and Beverly Hills

# CALIFORNIA ROBBERY INVESTIGATORS ASSOCIATION

47TH ANNUAL CRIA CONFERENCE

FEBRUARY 5-7, 2019

WWW.ROBBERYCRIA.COM

**REGISTRATION \$295.00****LATE REGISTRATION \$320.00  
(STARTS JANUARY 1, 2019)**

## Registration Includes:

- Welcome Package and Gifts
- Welcome Reception
- Two full days of training & Networking
- 16 hours of California POST Credits (Daily sign-in required)
- Officer of Year Awards Banquet
- Meet various sponsors and vendors
- Entry into Grand Prize drawing (drawn at the close of the conference)

**\$20,000 IN RAFFLE  
PRIZES (RAFFLE TICKETS  
SOLD SEPARATELY)**



Like us on Facebook  
@RobberyCRIA

## CASE STUDIES AND TRAINING TOPICS INCLUDE:

1. "AK-47 BANDIT" ROBBERY/ SHOOTING CASE DEBRIEF  
CHINO POLICE DEPARTMENT
2. THE NEWPORT BEACH "LYING IN WAIT" HOME INVASION  
MARIJUANA ROBBERY TO INTERNATIONAL MANHUNT:  
DEBRIEF BY ORANGE COUNTY SENIOR DEPUTY DISTRICT  
ATTORNEY MATT MURPHY
3. "BEST PRACTICES FOR ASSESSING EYEWITNESS  
IDENTIFICATION: DOING IT RIGHT."  
DR. KATHY PEZDEK, CLAREMONT GRADUATE SCHOOL
4. LEGAL/CASE LAW UPDATE -  
MR. KRAIG ST. PIERRE, LOS ANGELES COUNTY DEPUTY  
DISTRICT ATTORNEY
5. HIDING FROM THE INTERNET & PROTECTING YOUR IDENTITY  
ANONYMOUS PRESENTER
6. INTERVIEW AND INTERROGATION TECHNIQUES  
THE BEHAVIORAL SCIENCE BEHIND IT.  
(MORAL AND ETHICAL ISSUES)  
PRESENTERS: U.S. AIR FORCE (RETIRED) COL. STEVEN M.  
KLEINMAN AND DR. CHRISTIAN MEISSNER, IOWA STATE  
UNIVERSITY, PSYCHOLOGY PROFESSOR.



## Hotel Information:

Flamingo Las Vegas Hotel and Casino  
3555 S Las Vegas Blvd, Las Vegas, NV 89109

Starts: 02/05/2019 12:00 PM-Ends: 02/07/2019 5:00 PM

Special Block rate of rooms \$79.00 a night + taxes and fees

<https://aws.passkey.com/go/SFCRI9>

(Reservation Center at (888) 373-9855 to secure a reservation advise of  
the CRIA Conference, **Group Code # SFCRI9**)

REGISTER TODAY @ [WWW.ROBBERYCRIA.COM](http://WWW.ROBBERYCRIA.COM)

SPACE IS LIMITED - DON'T DELAY



## Benefits Fair Vendors

### Aflac

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



### Legal Shield

Christa Aufdemberg  
Phone: (714) 904-6501  
christaca@legalsshieldassociate.com  
Sandra Allen  
Phone: (562) 858-8227  
[sandraallen@me.com](mailto: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](http://www.UnionChoice.com)



### Colonial Life

Rene Castro  
(818) 291-4925  
[coloniallife.com](http://coloniallife.com)



### First City Credit Union

(800) 934-2489  
[firstcitycu.org](http://firstcitycu.org)



### Holman Group

(800) 321-2843  
[holmangroup.com](http://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](http://lapfcu.org)



## Your Building Blocks to Success

## Advertise in the Dispatcher!

**Call (323) 213-4005  
for pricing.**

## Visit ALADS on Facebook



[www.facebook.com/aladsonline](http://www.facebook.com/aladsonline)

**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

**amc**  
THEATRES®

## Discount Movie Tickets

**REGAL**  
ENTERTAINMENT  
GROUP®

### 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**

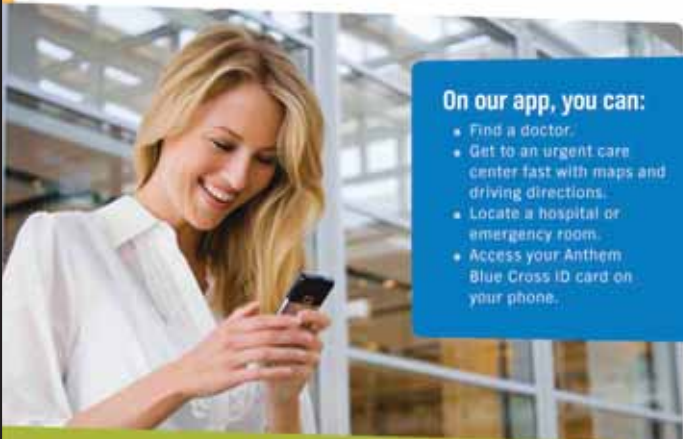


**ALADS Members Only**



**Anthem Blue Cross**

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 website device.
2. Search for Anthem Blue Cross.
3. Select the app. Start the free download.

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

Anthem Blue Cross is the trade name of Anthem Blue Cross of Indiana. Anthem Blue Cross of Indiana and Anthem Blue Cross of Michigan are member companies of The Anthem Blue Cross Companies. \*Anthem is a registered trademark of Anthem Blue Cross Companies, Inc. The Anthem Blue Cross logo and Anthem Blue Cross are registered marks of The Anthem Blue Cross Companies.

## E-Mail Addresses for ALADS Officers, Staff and MOCs

### Officers

Ronald Hernandez



[rhernandez@alads.org](mailto:rhernandez@alads.org)

Robert Sass



[rsass@alads.org](mailto:rsass@alads.org)

James Wheeler



[jwheeler@alads.org](mailto:jwheeler@alads.org)

Jennifer Martin



[jmartin@alads.org](mailto:jmartin@alads.org)

Xochilt Rosas



[xrosas@alads.org](mailto:xrosas@alads.org)

Steven Blagg



[sblagg@alads.org](mailto:sblagg@alads.org)

Michael V. Thibodeaux



[mthibodeaux@alads.org](mailto:mthibodeaux@alads.org)

Derek Hsieh  
*Executive Director*



[dhsieh@alads.org](mailto:dhsieh@alads.org)

Jay Trisler  
*Assistant Executive Director*



[jtrisler@alads.org](mailto:jtrisler@alads.org)

Rebecca Bueno  
*Labor Relations Specialist*



[rbueno@alads.org](mailto:rbueno@alads.org)

### Defense Reps

Matthew Cline



[mcline@alads.org](mailto:mcline@alads.org)

Boris Nikolof



[bnikolof@alads.org](mailto:bnikolof@alads.org)

Mark Sanchez



[msanchez@alads.org](mailto:msanchez@alads.org)

Anthony Spatola



[aspatola@alads.org](mailto:aspatola@alads.org)

### Field Representatives

Dana Fackert



[dfackert@alads.org](mailto:dfackert@alads.org)

Doug Joho



[djoho@alads.org](mailto:djoho@alads.org)

Katie Smith



[ksmith@alads.org](mailto:ksmith@alads.org)

## All ALADS Voting Members are Invited to Attend the January ALADS Unit Representative Meeting

Wednesday, January 9, 2019  
11 AM & 6 PM  
At the ALADS Facility



# LIMITED TIME OFFER

## 27-MONTH TERM 2.70%<sup>APY\*</sup>

### \$1,000 MINIMUM DEPOSIT NEW FUNDS ONLY

APY = Annual Percentage Yield. Penalty for early withdrawal. New money deposit only. Minimum deposit \$1,000. 27-month certificate will convert to a 24-month yield/term at maturity at the rate in effect at that time. Limited time offer, rate subject to change.

To open your account, visit our website, a First City branch, or call 1-877-OPEN-TO-U (1-877-673-6868).

Savings  
Federally  
insured by  
the NCUA

Claremont • Lakewood • Los Angeles • Antelope Valley • Pasadena • West Covina • LA County/USC Medical Center

# HELPING HEROES WHEN THEY NEED IT MOST

## STRENGTH IN NUMBERS

**MENTORING • COUNSELING • MORALE BOOSTING**

Our mission is:

To provide mentoring, counseling and morale boosting to first responders. Please join us as we strive to increase the quality of life for all members of the Law Enforcement, Fire, and EMT community and their families.



@**HelpForHeroes.us**



www.helpforheroes.us



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

**YOUR  
CLASSIFIED AD  
HERE!**

**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

**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.

**Deadline for inclusion  
in the January 2019  
ALADS Dispatcher  
is Wednesday,  
December 19, 2018**

**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**

# Stay Up-to-Date with ALADS News In the Members' Area of the ALADS Website:

- Sign-Up for ALADS' E-Mail Blasts
- Get Discounted Theme Park Tickets
- See Law Enforcement-Related Videos & Hear Podcasts
- Read the Library of One Minute Briefs
- See Salary Information

**Register on the ALADS Website at [www.alads.org](http://www.alads.org)**

## 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 January 2019 issue, ads must be received by Wednesday, December 19, 2018).

☐ **Voting ALADS Member Ad - FREE**

Includes up to 3 lines of text.

☐ **All Others - \$15 / issue**

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

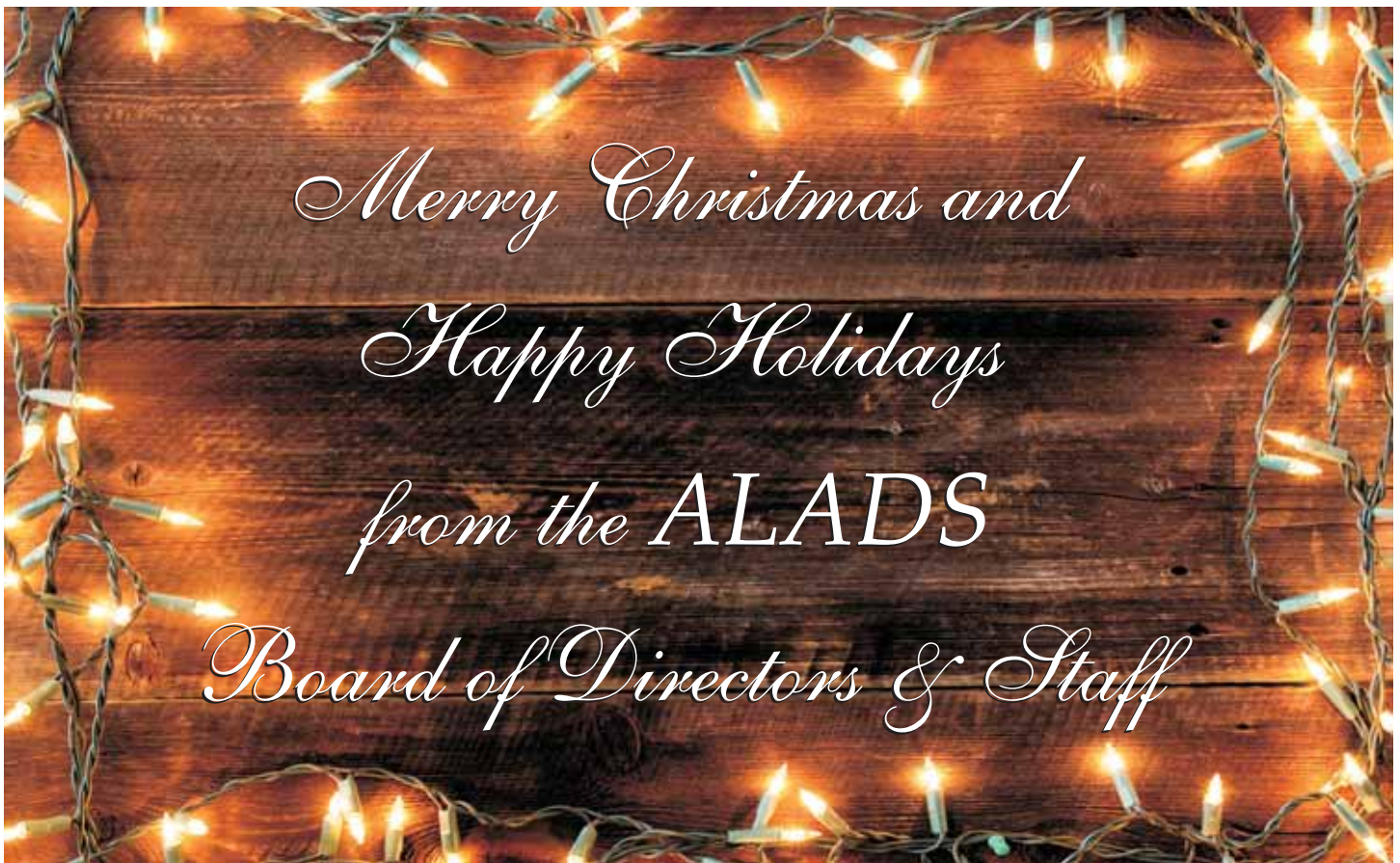


Cedric R. Clayton

### % Pay Increase Reflected in Dues Deduction

Effective July 1, 2018, the members of Bargaining Unit 611 received a 4% salary increase. Consequently, pursuant to Section 4.04 of the Bylaws, effective December 1, 2018, full service membership dues will also increase from \$102.42 to \$106.54. Dues are set at 1.33% of the salary level of a sixth step Deputy Generalist with basic POST.





## Advertising Index

### BANKING & FINANCE

First City Credit Union	39
L. A. Police Federal Credit Union	31
P.O.P.A. Federal Credit Union	11

### FUNERAL & MORTUARY SERVICES

Rose Hills Mortuary	33
---------------------	----

### HEALTH

Anthem Blue Cross	38
Body Scan International	34
Rancho Laser Vision Center	34

Page:

### JEWELRY

Baida Jewelry	19
---------------	----

### LAW FIRM

Goldschmid, Silver & Spindel	37
Lewis, Marenstein, Wicke, Sherwin & Lee, LLP	2
Straussner ♦ Sherman	44

### MORTGAGES & LOANS

Union Choice	43
--------------	----

Page:



**Visit us online at  
[www.alads.org](http://www.alads.org)**

# Happy Holidays from Union Choice

## White Glove Service



All Law Enforcement Personnel Eligible

# 855-668-5626

- Eliminate High Interest Debts
- Cash Out for Home Improvements
- Consolidate HELOC or 2nd Mortgage
- First Time Homebuyer Programs
- Buy After Bankruptcy Specialists

**Union Choice Pays Your**  
**Appraisal Fee**  
**Lending Fee**  
**Credit Report**

**Apply Online 24/7 - [UnionChoice.com](http://UnionChoice.com)**



Donald Peart NMLS ID: 308153 | UC NMLS ID: 995880 | CA BRE: 01926720 | Laguna Niguel CA 92677





**Association for Los Angeles Deputy Sheriffs**

2 Cupania Circle • Monterey Park, CA, 91755  
 (323) 213-4005 • [www.alads.org](http://www.alads.org)  
 Publication Number 0000-961

[www.alads.org](http://www.alads.org)

October / November 2018



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.*