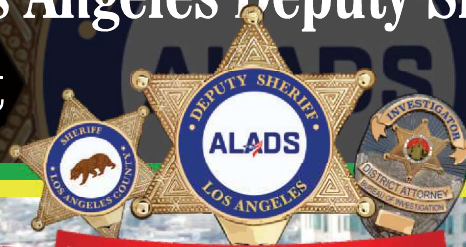


# Association for Los Angeles Deputy Sheriffs 2018 Annual Report



DEDICATED TO A STRONGER VOICE

# DISPATCHER

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



DEDICATED TO "A STRONGER VOICE"



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

## ALADS 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



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**Steven Blagg**  
sblagg@alads.org



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



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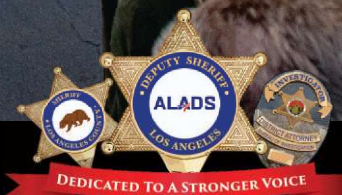


**ALADS provided meals for deputies during the Woolsey Fire.**

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*Photos by Chris Miller*





# PRESIDENT'S MESSAGE



ALADS President

**Ronald Hernandez**

rhernandez@alads.org

## Looking Forward

I hope everyone is doing well at the start of 2019, and that everyone is as excited as we are for some of the much-anticipated changes that we believe will make life a little easier for our members. Unfortunately, along with these hopeful and positive changes comes the possibility of serious negative consequences as a result of poorly crafted legislation put forward by lawmakers. Some of these laws and policies will surely create a spike in allegations of law enforcement misconduct.

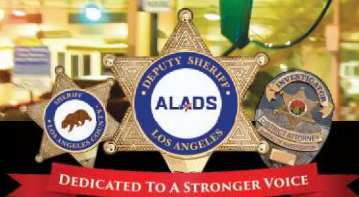
In anticipation of this challenge, ALADS is rolling out one of, if not, THE finest legal defense plans offered by a law enforcement association. You should have received the details of the new plan in the previous month's *Dispatcher*. The information is also in the Member Section of the ALADS website [www.alads.org](http://www.alads.org) and available on the ALADS app. Please contact us if you have any questions about the legal defense plan, its details, or our reasoning behind our expansion of this important program.

We have already begun to have productive conversations with our new administration and hope to have many more in the coming year, especially around wages, hours, and working conditions. One specific concern that has been reported to the County Board of Supervisors is the current LASD budget deficit. We will remain vigilant in working with the department to make sure that funding for recruiting and hiring is prioritized and protected.

ALADS relies on you, our members, to keep us focused on what is most important to you. The best way to do that is to get involved. There are many ways to increase your involvement with ALADS, including becoming a unit representative. You have an open invitation to call us, email us, utilize the member app, and attend our regular meetings. We are in the best position to help fix problems if you tell us what they are.

Many thanks for the support you lent us this past year, and I'm looking forward to a productive and collaborative 2019.

Ron Hernandez



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## VICE PRESIDENT'S MESSAGE



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

### The New ALADS

It's the end of 2018 and I am going on my third year as Vice President of ALADS. It has been a great experience being an integral part of this organization. This past year has been another busy one. So here is a brief snapshot of what we have accomplished together. I will keep my comments short, but please read through the full Annual Report.

#### Sheriff's Election

As you all know, we have a new sheriff. ALADS played a significant role in getting Sheriff Villanueva elected. We threw significant resources and support behind him, enabling him to successfully run a superior campaign. Many of you have told us that morale within the department has begun to turn around – a result we specifically targeted in this effort.

#### ALADS New Legal Defense Plan

We spent the last year and half working on one of the most important benefits that ALADS offers our members: our new Legal Defense Plan, which we included in the previous month's issue of the *Dispatcher*. I hope you removed the plan and gave it a thorough read. The plan explains in detail what type of coverage you are entitled to as a member of ALADS. Just like policy, you should read and understand it before you need it. You will notice that we have added a new benefit which is a reimbursement option for suspensions of five

(5) days or less. Please read the following carefully, so you will be able to make an educated decision if and when the need arises. Although we offer a five-day reimbursement, I would suggest you fight your discipline due to the specifics of the department's system. If you do not fight the discipline, you may be held from a promotion or transfers in the future.

It is important to tell you that ours is the most generous and best legal plan available to law enforcement personnel. We currently spend about 38% of our budget on legal services.

#### ALADS Logo

You may have noticed, we have changed the ALADS logo from lower-case a's to upper case A's. it's a small detail, but we feel the upper-case letters look more uniform and appear stronger. It also falls in line with the many changes we have made and makes it clear this is a new ALADS, represented by a new logo.

As you look through the Annual Report, remember we are always striving to make ALADS better. I am proud to be a part of ALADS and work on your behalf to make the necessary changes to better serve you. As always, I ask for you to get involved in some way with us. We have many different projects, committees and other meetings we could use your help with. If you have any questions, call me at 323-213-4055 or email me rsass@alads.org.

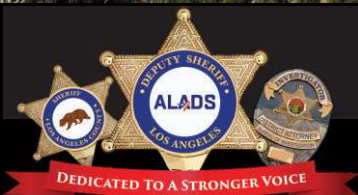
**HAPPY NEW YEAR.**

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# 2018 Highlights



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## **JANUARY:** Collaborating to Address Threats to Public Safety

### **Drive Begins to Halt Early Release of Violent Inmates & Other Public Safety Threats**

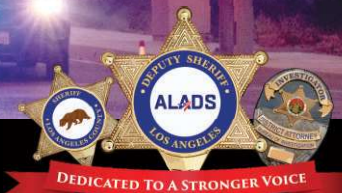
ALADS joins other law enforcement groups to implement a comprehensive effort to prevent the early release of child traffickers, hold serial thieves accountable, reinstate DNA collection for a number of crimes, and hold parole violators accountable.

### **Short-Staffing Continues to Plague Sheriff's Department**

The Sheriff's Department implements the morale-sapping procedure of involuntary "drafting" over the holidays. In response, ALADS and other stakeholders continue to apply pressure on the department to address the long-running, chronic shortage of deputy sheriffs.



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# **FEBRUARY:** Stopping School Shootings & Holding Ground in Negotiations



## **Shooting Plot at El Camino High School Thwarted**

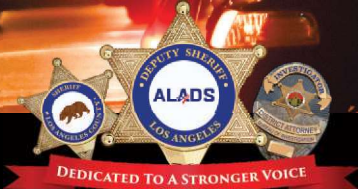
ALADS extended its deep appreciation to the security officer who overheard a student threaten to open fire at El Camino High School in Whittier, and to the deputies from Norwalk Station who worked with school officials to thwart the plot that was made just days after a deadly shooting in Florida.

## **ALADS President and Vice President Meet with the Board of Supervisors' Staff to Discuss Recruiting and Retention**

ALADS President Ron Hernandez and Vice President Robert Sass met with the Board of Supervisors' staff in an effort to provide solutions to the department's recruiting and retention problems.

## **Negotiations Update: Focus on Recruitment, Hiring & Retention**

The county counters the Negotiations Team's economic proposal with one that fails to meet the demands required for the recruitment, hiring and retention of deputies in today's competitive law enforcement job market. As a result, negotiations continue.



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## MARCH: Convening to Discuss Issues & Demanding Greater Jail Safety

### ALADS Meets with the Department Regarding Deputy Safety at TTCF

*A Jail Without Working Locks Just Doesn't Make Sense.*  
ALADS learns of systemic issues with locks at TTCF after an inmate assaulted a member in Tower Two. Upon learning of the incident, ALADS immediately demanded to meet and confer.

### North County Membership Meeting

ALADS members joined leadership to discuss their concerns about the department and the union. Topics included contract negotiations, body cameras and the Sheriff's election. As with any membership meeting, all topics and questions are welcomed.

### 34th Annual Baker to Vegas Relay Race

ALADS sponsored 20 teams and the Homicide Bureau and ALADS Baker to Vegas Barbecue. Teams from Los Angeles County, and others from as far away as New York and Belize, met on the 120-mile course.

#### Sponsored:

- |                                  |                                      |
|----------------------------------|--------------------------------------|
| 1. South Los Angeles Station     | 11. Carson Station                   |
| 2. Training Bureau               | 12. Century Station                  |
| 3. East Los Angeles Station      | 13. LASD Detective Division Team 223 |
| 4. LADA Investigators            | 14. Lost Hills Station               |
| 5. West Hollywood Station        | 15. Twin Towers                      |
| 6. Court Services Division       | 16. Lakewood Station                 |
| 7. Lomita/Marina Del Rey Station | 17. PDC South/North Facility         |
| 8. Temple Station                | 18. Lancaster Station                |
| 9. Industry Station              | 19. TSB                              |
| 10. Norwalk Station              | 20. Women's Running Team             |

### ALADS Executives Met with Sheriff McDonnell to Discuss Recruitment and Retention

ALADS President Ron Hernandez, Vice President Robert Sass and Executive Director Derek Hsieh met with Sheriff McDonnell to discuss improving Recruitment and Retention.

*Approximately 1,500 attendees came out to support the Homicide Bureau and ALADS Baker to Vegas Barbecue.*

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## **APRIL:** Sponsoring Important Events & Maintaining Strength in Negotiations



Photo by Jamie Lopez

### **ALADS Sponsors Tug-Of-War**

ALADS sponsored the first annual Police Officers and Military Personnel Tug-Of-War at Joshua Tree.

### **Bonus II Overpayment Update**

ALADS continues to fight the county's refusal to provide an accounting, its unlawful attempt to recover sums beyond the applicable statute of limitations and its effort to seek recoupment outside of the applicable wage garnishment laws. ALADS has drafted and is prepared to promptly file a lawsuit challenging the county's actions.

### **Negotiations Update: Focus on Deputy Working Conditions**

The ALADS Negotiations Team met with the county for the 14th time, spending a majority of the session discussing two topics related to current working conditions. The two sides were unable to come to an agreement on these two issues.

### **The 18th Annual ALADS Awards Banquet**

*The 18th Annual ALADS Awards Banquet – the premier law enforcement event of the year honoring the heroism of deputy sheriffs and district attorney investigators – was held on April 7, 2018 at the Pacific Palms in the City of Industry.*

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## MAY: Supporting Members with Grievance Filings & Awarding Scholarships

### ALADS Thanks Contract Cities for Acknowledging Deputy Staffing Shortages

Demonstrating impressive leadership and partnership with ALADS, nearly 20 contract city councils lent their names to written support of the most vital issue facing public safety in Los Angeles County: staffing shortages within LASD.

#### Contract Cities Supporting ALADS Included:

Calabasas  
Carson  
Commerce  
Compton  
Cudahy  
Diamond Bar  
Hawaiian Gardens  
La Mirada  
La Puente  
Lakewood

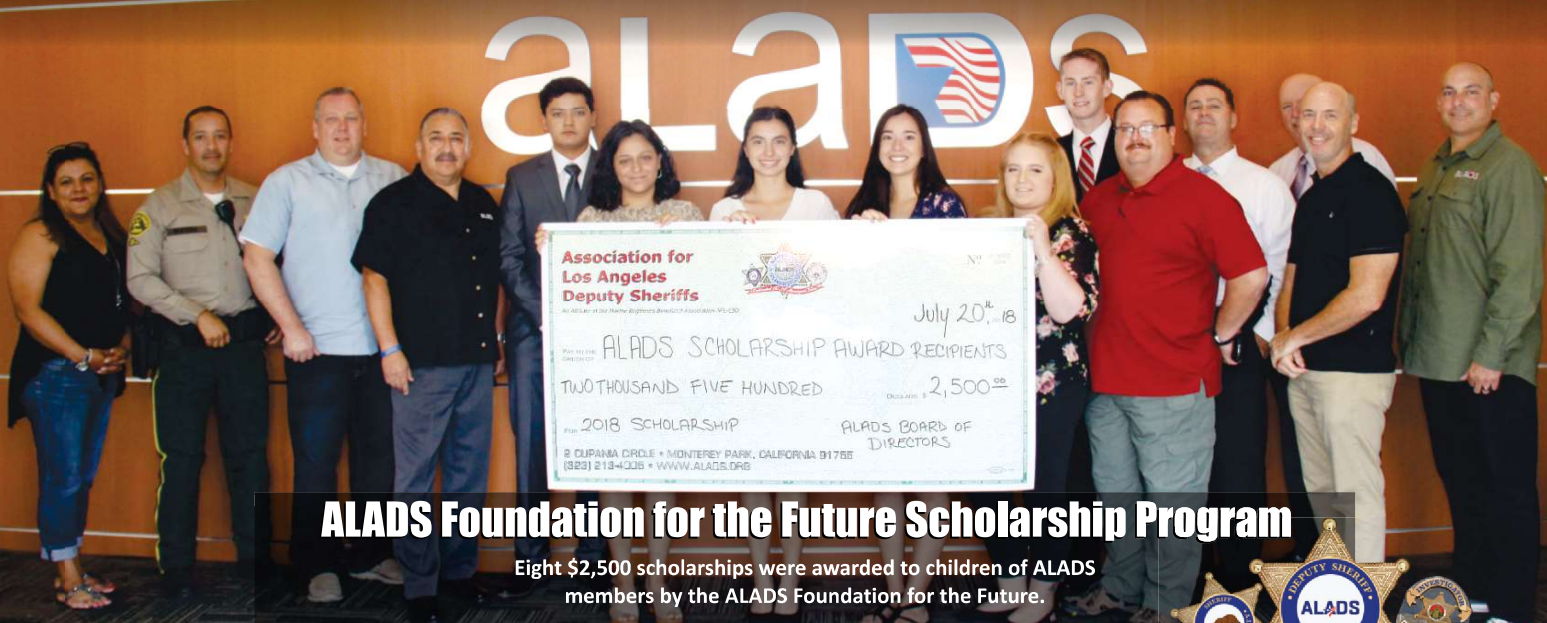
Lawndale  
Lynwood  
Norwalk  
Palmdale  
Paramount  
Pico Rivera  
Rosemead  
South El Monte  
West Hollywood

### ALADS Assists Deputies in Filing Grievances Related to Bonuses

Bonus II deputies who saw a deduction on their paychecks were encouraged to come to ALADS on May 23, 2018 to receive assistance filing their grievances.

### ALADS Sponsored Members who Participated in the CPOMF and NLEOMF

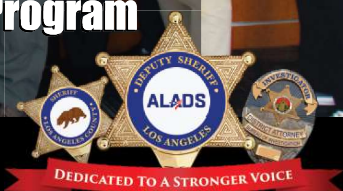
ALADS sponsored deputies and district attorney investigators who wished to participate in the California Police Officers Memorial and the National Police Officers Memorial. We also sponsored riders in the Police Unity Tour.



### ALADS Foundation for the Future Scholarship Program

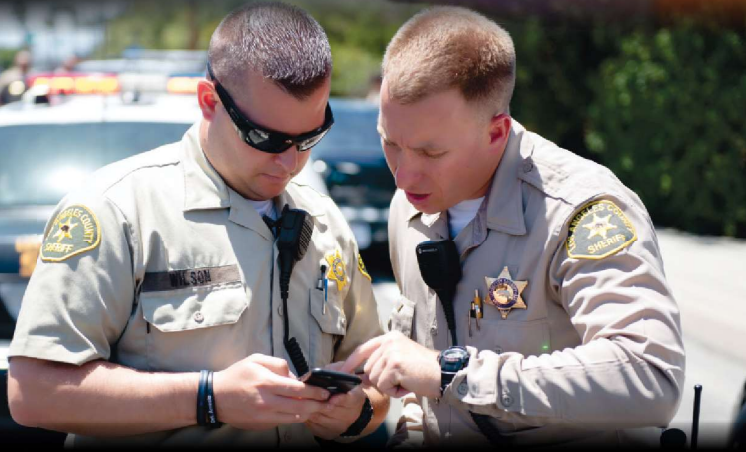
Eight \$2,500 scholarships were awarded to children of ALADS members by the ALADS Foundation for the Future.

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## **JUNE:** Representing Member Interests in Contract Ratification



### **ALADS Sponsored Members Participating in the United States Police & Fire Championship**

ALADS sponsored a portion of members' USPFC registration fees in support of this annual event.

### **ALADS and the County Reach Tentative Agreement on Salary MOU** **The Basics of the TA are:**

- July 1, 2018: +4% across the board, (2% COLA and 2% manpower shortage adjustment)
- July 1, 2019: +2.5% across the board
- July 1, 2020: +2.5% across the board

#### **Other Increases Include:**

- Custody Training Officers: +5.5%
- Countywide MET: +2%
- Station DB, Station Traffic Investigators & Station Court Filing Deputies: +2%
- SEB SED & K9: +11%
- Patrol retention bonus qualification period reduced from 36 to 30 months

### **ALADS Salary Contract Ratification Ballot Count Results**

The Certified Public Accounting Firm completed tallying ballots for salary contract ratification. As a result of a 74.13% yes vote, the salary contract was ratified by the ALADS membership and approved by the ALADS Board of Directors.



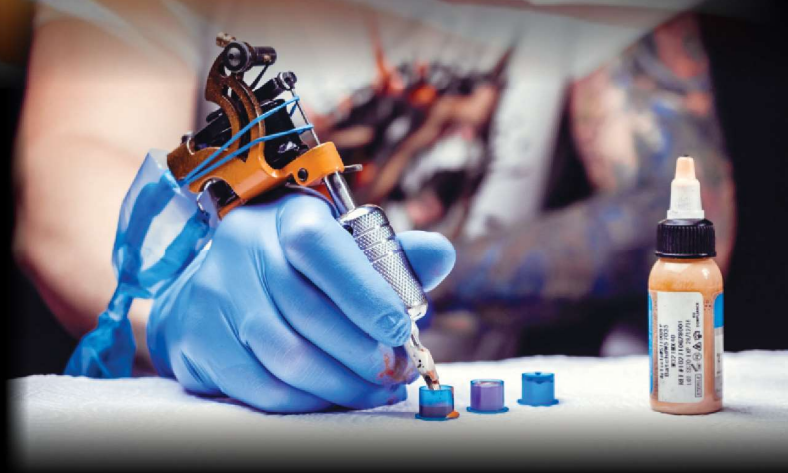
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## **JULY:** Protecting & Educating ALADS Members

### **ALADS Challenges Sheriff McDonnell on Motivations of New “Inquiry”**

ALADS questioned the motives behind Sheriff Jim McDonnell’s “comprehensive inquiry” into subcultures and tattoos within LASD. ALADS expressed discontent that the inquiry was planned and announced without any communication to employees or stakeholders. Moreover, the Sheriff failed to provide a framework or set goals for the inquiry.



### **The Benefit Conversation Mobile Unit Comes to a Facility Near You**

The Benefit Conversation Mobile Unit toured from the end of July through the beginning of September, bringing ALADS Benefit Advisors as well as members of the ALADS Board of Directors to member assignments across the county. The mobile unit’s goal is to educate members and non-members about the benefits of the ALADS Anthem Blue Cross medical plans.



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## **AUGUST:** Growing Paychecks & Endorsing New Leaders

### **Your Paycheck is Getting Bigger**

ALADS helped produce a multi-million-dollar overtime payment to its membership. August, September and October paychecks of most ALADS members contained a special catch-up payment, some of which was set to become a permanent feature of the county's payroll system.

### **ALADS Endorses Alex Villanueva for Los Angeles County Sheriff**

ALADS announced its endorsement of Alex Villanueva in the November 2018 election for Los Angeles County Sheriff. Villanueva shares ALADS' issue priorities, has over 30 years in the department, and has a demonstrated track record of advocating for deputies.

### **Use of Force Legislation is Bad Public Policy**

The passage of AB 931 subjects peace officers to "Monday morning quarterbacking" that will lead to criminal charges for use of deadly force. If it is found during the multiple reviews that different tactics – including retreat – may have changed the outcome, the officer will be subject to criminal prosecution, even if deadly force was reasonable at the time of the incident. ALADS Directors along with leadership from other POAs walked the halls of our state capital to inform legislators that AB 931 was problematic and succeeded in stopping the bill from being passed in its current form. Look for a new version of this bill in 2019.

*The 19th Annual Bob Herman Charity Golf Classic was held at the Black Gold Golf Club in Yorba Linda on August 13, 2018. The Golf Classic raised \$36,000 for the ALADS C.A.R.E.S. Foundation.*

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## SEPTEMBER: Ensuring Strength of Deputy Benefits

### Statement on Deputy Involved Shooting

ALADS extended its full support and wished a swift recovery to the two deputies who sustained gunshot wounds at Ruben F. Salazar Park after responding to an assault on Wednesday evening. Both deputies survived the shooting.

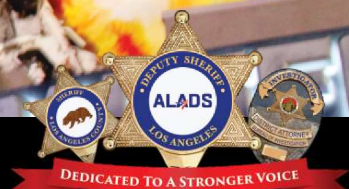
### Coalition of County Unions Rejects County's Offer on Fringe Benefits

After three days of intensive bargaining, the ten unions in the Coalition of County Unions (CCU) rejected the county's offer on benefits because it meant taking more than \$100 million from members' pockets, nearly wiping out negotiated (or proposed) pay rates.

*The first-ever ALADS Family Night, held at Universal Studios Hollywood, was a great success.*



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## OCTOBER: Connecting to Members in New & Improved Ways



### News Release: ALADS Launches New App

A new ALADS app, available on the iOS App and Google Play Stores, launched in October to improve efficient and effective communication with membership. This app allows ALADS to reach its membership with vital announcements and information through push notifications. If you have not downloaded the app, you can do so at the Apple App Store or the Google Play Store.

9% Total Increase

### Board of Supervisors Approves ALADS MOU

After several months of delays, the County Board of Supervisors approved our hard-earned contract – including a 4% pay raise – which will be applied retroactively to July 1, 2018.



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## NOVEMBER: Welcoming New Leaders & Benefits While Dealing with Department Errors

### ALADS Congratulates Sheriff-Elect Alex Villanueva

ALADS congratulates and welcomes Alex Villanueva as the next leader of the Los Angeles County Sheriff's Department. We look forward to collaborating with the new Sheriff and his administration to move our department forward and strengthen relationships with the communities we serve.



### The Hits Just Keep Coming

*More Payroll Problems . . .* This is starting to sound awfully familiar. The Sheriff's Department once again made a massive and system-wide error in overtime calculation. The error will likely have affected all deputies who have worked special events, (i.e. Chargers games or West Hollywood Halloween Carnival) via EOB.

### 250 Chargers vs. Cardinals Tickets Made Available

ALADS received 250 etickets from the Chargers that were given away (two per member/no seating preference) on a first-come, first-served basis.



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## DECEMBER: Supporting and Protecting Members While Rebutting False Reporting

### ALADS SAFE RIDES Program November 22nd - January 2, 2019

In an effort to ensure a safe and happy holiday season, ALADS again offered the "ALADS SAFE RIDES" program. It provides greater public safety and ensures that you get home safely. ALADS' top priority is to protect one of its most important assets – *you*.

### KPCC Gets It All Wrong

Sheriff Villanueva's decision to revert to 2012 Disciplinary Guidelines wasn't a voluntary change. He was required by law to do so. KPCC's implication that the Sheriff was fulfilling some sort of campaign promise to ALADS wasn't just snide, it was flatly wrong.

### ALADS Supporting Deputy Luke Liu

ALADS is committed to supporting our members in as many ways as possible, including family, health, wellness, recreation and legal matters. Our membership demonstrated a show of support for Deputy Luke Liu. Based on information available to us, his actions on February 24, 2016, were justifiable after he encountered an uncooperative and violent suspect who was under the influence of methamphetamines.

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## ALADS Announced New Legal Defense Plan: ONLY AVAILABLE TO ALADS MEMBERS

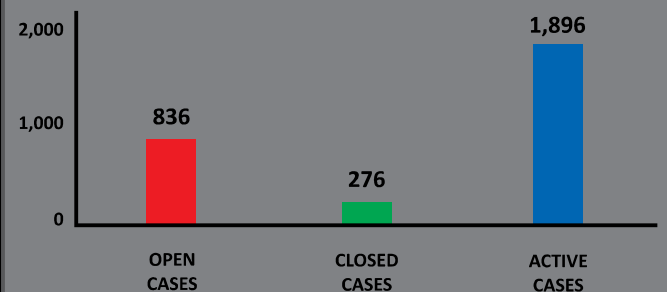
The Association for Los Angeles Deputy Sheriffs (ALADS) Legal Defense Plan has been restructured to improve the operation and benefits to its members. The updated ALADS Legal Defense Plan Document is ERISA compliant.

Features of the ALADS Legal Plan include:

- 24/7 coverage available through ALADS' continuously staffed call-in line
- Option for reimbursement of up to five (5) days of discipline (New Benefit)
- Right to choose from panel of firms consisting of more than 25 attorneys
- Representation in proceedings involving domestic violence restraining order
- Monitoring civil action brought against participant
- Locally administered and operated plan entirely governed by an elected ALADS board of trustees comprised 100% of ALADS members
- Highly skilled attorneys experienced in law enforcement related issues
- One-hour of consultation on general legal matters
- Quality staff members to assist plan participants with their case

### Number of Cases

January 1, 2018 – December 31, 2018



As you well know, circumstances have made legal coverage for law enforcement personnel as vital as body armor. Allegations, both internally and externally against law enforcement, are on the rise. The Legal Defense Plan is here to protect you during those times.

The ALADS Legal Defense Fund is a self-funded plan that is available only to ALADS members. The new ALADS Legal Defense Fund (LDF) is designed to assist ALADS members to cover law enforcement related exposures and expands those benefits previously offered by ALADS. The ALADS Legal Defense Plan covers all administrative as well as course and scope, civil, and criminal proceedings against ALADS members.

We will continue to work hard to protect our members in a legal environment that continues to become more complicated.

*L.A. Sheriff's Deputies responding to the Woolsey Fire.*

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## ALADS Defense Representatives

# Call ALADS

24/7

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



**Matthew Cline**  
mccline@alads.org



**Boris Nikolof**  
bnikolof@alads.org



**Mark Sanchez**  
msanchez@alads.org



**Anthony Spatola**  
aspatola@alads.org

## Front Desk: (323) 213-4005

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

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

**The Law Offices of  
Charles Goldwasser**

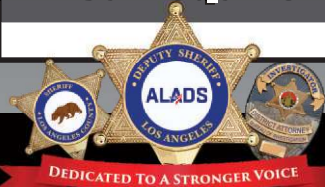
Website Under Construction

**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.



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# From Hostile Legislation to a New Legislature Composition, 2018 Was One of the Most Challenging for Law Enforcement

As the calendar rolls into 2019 and the California Legislature returns to Sacramento to begin the new Session, we take a look back at some major issues from 2018 and prepare for what is coming next.

Last year was undoubtedly one of the most challenging in the history of the peace officer profession. Hostile legislation introduced to diminish the safety and wellbeing of law enforcement officers raised the temperature of the Capitol for much of the year. These polarizing proposals forced legislators, public officials and other interest groups to unveil their public stance on fundamental officer safety issues and criminal justice reform.

Despite the lopsided progressive majority in both Houses of the Legislature and the high likelihood of passage of most of the troubling bills, ALADS rose to the challenge. ALADS hammered the problematic bills at every opportunity and at every level of government, against all odds. ALADS works with a full-time legislative advocate to ensure that the Association is a critical factor at all key meetings, aware of all introduced, amended or proposed bills that affect the profession, and is a constant presence in the State Capitol to build invaluable relationships with our allies in the Legislature.

Last year, ALADS was instrumental in the eventual outcome of a number of high profile bills. Whether it was stopping a bill in its tracks, negotiating amendments to soften or narrow the impacts of a detrimental bill heading for passage or lending the Association clout to support friendly measures, 2018 was a busy year.

## Assembly Bill 931 (Weber) Officer Use of Force

Without question, the top priority of the last Session was Assembly Bill 931 (Weber), which would have statutorily required officers to consider all available alternatives prior to taking action to defend their own lives or the life of a bystander. The measure would have exceeded the current longstanding standard that was established by the Supreme Court in *Graham v. Conner*; which clearly allows for the use of lethal force if the officer deems it “reasonably necessary”.

Our leadership at ALADS did not mince words on their analysis of this bill, and appropriately labeled it the “Cop Killer Bill”. We communicated early and often to the Legislature that the measure presented officers with an impossible task that ignores years of training on how to identify risks as well as a lifetime of instincts that guide the officer on how to react in a split second when their life is potentially in danger.


Our strong presence on this measure in the halls of the State Capitol, as well as on the airwaves and in the print media was enough to bring this fight to a screeching halt last year. When this measure was introduced, we were told privately by several legislators that this measure would be next to impossible to stop. What politician would vote against the argument that a cop shouldn’t kill if they have other options? Despite this, we were able to cut through the rhetoric and misinformation and educate legislators in a relatively short amount of time.

We are currently, and have been since AB 931 died, continuing to work with the proponents of this bill, as well as our like-minded allies, in anticipation of another attempt to legislate “use of force” in 2019.

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## Senate Bill 1421 (Skinner) and Assembly Bill 748 (Ting): Records

Two related measures were introduced last Session that were aimed at increasing “transparency, accountability and public trust” in law enforcement by allowing the public to have access to previously confidential department records.

In the case of SB 1421, the bill was heavily amended to lessen the impact on peace officers by limiting the release to “critical incidents”. ALADS was successful in significantly narrowing the scope of the disclosure to discharge of a firearm at a person and incidents involving great bodily injury. Further, the measure was also amended to allow for redacting the identity of the peace officer involved in these incidents through the use of a balancing test.

The measure requires the release of the investigatory files and disciplinary action for any sustained complaint of sexual misconduct or dishonesty that rises to the level of affecting a criminal matter. ALADS argued, and we still believe, that this policy will be abused to harm innocent peace officers for personal, political or emotional reasons.

Governor Brown opted to sign this measure into law during the final hours of the last day to sign bills. ALADS made every possible attempt to dissuade him from enacting this measure into law. Although the bill is very narrow in scope and is argued to only expose “bad” officers; we anticipate the policy discussion to push forward and expand as the information rolls out.

As for AB 748, this measure will require, by July 1, 2019, every public agency that uses body cameras to release footage of critical incidents within 45 days, as long as the release does not compromise the integrity of an ongoing criminal court case. We opposed the measure

both for policy reasons and for local control concerns. ALADS argued that local agencies should be permitted to determine the rules and guidelines that best fit the needs of their jurisdiction and their constituents. AB 748 posits a “one size fits all” model that certainly will not apply appropriately across the State.

ALADS urged the Governor to veto this measure in favor of a “local control” model for body camera footage release. However, he opted to sign the bill “as is”.

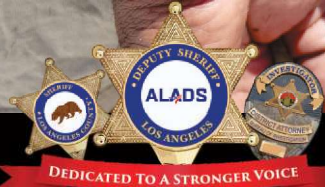
The bill contains some protective language to prohibit and delay the release of footage during an active criminal investigation, but it remains to be seen how smoothly this process will play out.

## Senate Bill 1279 (Bradford) Double the Base Term

ALADS actively opposed this bill, which would have dramatically reduced the sentences for criminals with multiple victims. As drafted, the bill would have given what amounts to a bulk discount in any criminal case with multiple victims.

For example, someone convicted of sexually assaulting more than three children would have had a sentence of only eight years. We educated legislators about the fact that this measure would have denied justice to crime victims.

Shockingly, this measure was able to navigate the Senate process as well as the Assembly Public Safety Committee. During the last weeks of Session, ALADS dialed up the opposition effort to get the attention of the Assembly Floor to demonstrate the injustice created by this change to law. We successfully killed this bill on the Assembly floor in one of the most lopsided vote counts in recent memory. The bill was only able to muster 10 votes with 50 legislators voting “no”!





## This Year

As detailed several months ago, the Legislature that reported for duty in 2019 has swung even further to the left than their 2018 iteration. The Assembly is now comprised of 60 Democrats to 20 Republicans; and the Senate is made up of 29 Democrats and 11 Republicans. A lopsided disparity to this level has not existed in California for either party since the mid 1800's. Our new Governor, Gavin Newsom, is a former Mayor of San Francisco.

That being said, ALADS will continue to fight the good fight not only on behalf of deputy sheriffs and district attorney investigators, but also for the public that peace officers are sworn to serve and protect. ALADS will continue to be front and center at every hearing, vote and debate that affects public safety. For legislators that have questions or concerns, ALADS will and should be a constant presence in their offices and in their districts to make sure that they are casting votes and

making decisions only after hearing our perspective and tapping into our expertise on law enforcement matters. If the bill has an effect on what you do, ALADS needs to be at the table.

There are three types of people: those who make things happen, those who watch things happen, and those who wonder "what happened?"

I look forward to working with you next year and fighting the good fight on your behalf to make things happen.



Matt Siverling

**ALADS IS HERE FOR YOU!**





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

### Cops and Relatives Emergency Support

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

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

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

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

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



**Since 2014, the ALADS C.A.R.E.S. Foundation has donated more than \$190,000 to members and their families in need.**

ALADS C.A.R.E.S. welcomes donations from all of our members. The most important part of ALADS C.A.R.E.S. is that you, the member, will be recognized and credited for your charitable foundation that cares about your partners serving the communities in L.A. County.

Deputies and district attorney investigators are always in the background, very giving, but seldom receive any recognition. Not this time. ALADS, you the membership will receive the recognition each and every time donations of support are given to a member in need. But, what is even more important is that community donors will be able to donate to you, the member, the L.A. County deputy sheriff and district attorney investigator. Together with our membership and the community's donations we will continue to show our members that you, ALADS C.A.R.E.S.

The ALADS C.A.R.E.S. Foundation 501(c)(3) tax ID# is 45-3275658. To make a donation to the ALADS C.A.R.E.S. Foundation, please write a check payable to:

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

We appreciate your generosity!

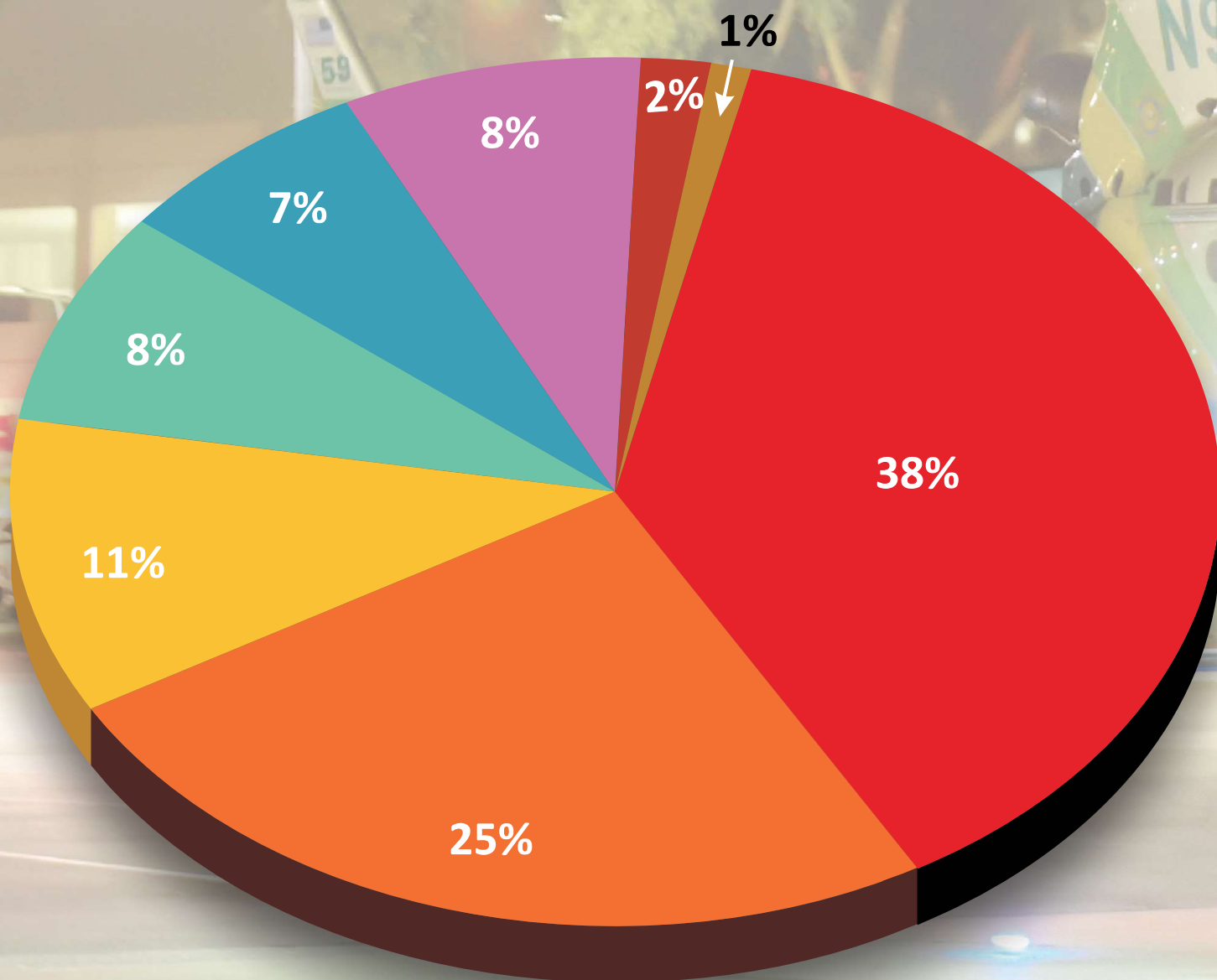


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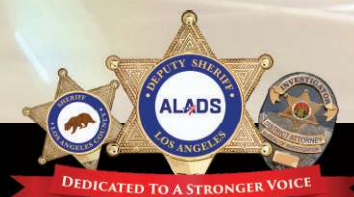


## BUDGET SUMMARY: 2018



## ALADS BUDGET 2018

ALADS IS HERE FOR YOU!





# BUDGET SUMMARY: 2018

## Legal Services for Members

Legal services involve legal or law-related matters like issuance of legal opinions, filing, pleadings and defending of lawsuits, personnel matters and administrative hearings, etc., by an attorney on behalf of members. See our legal plan for attorneys that are involved in this service. This is not associated with criminal matters.

## Staffing

Salaries and benefits paid to ALADS employees that conduct day-to-day operations in the office. There are currently 25 employees.

## Membership Benefits

Membership Benefits are expenses incurred for events / activities (Family Night, Baker to Vegas, Awards Banquet and Memorial Events), training, materials (including membership communication like the Dispatcher, newsletters, website and Facebook), meetings (salary contract negotiations, Unit Rep, Benefits Fairs, county and other law enforcement associations, and others) and other related items.

## Operating Services and Supplies

Operating Services and Supplies are expenses related to the day-to-day operation of the association including but not limited to: office equipment and supplies, building repairs and maintenance, utilities and internal printing. It also includes memberships to the L.A. County Federation of Labor (LAFED), Marine Engineers Beneficial Association (MEBA), Coalition of California Law Enforcement Associations (CCLEA), Southern California Association of Law Enforcement (SCALE), Coalition of County Unions (CCU) and California Contract Cities Association (CCCA).

## PAC Contribution

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

## Professional Services

Professional Services are consultant services related to public relations, accounting and auditing, general and labor issues, and other related costs.

## Goodwill and Welfare

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

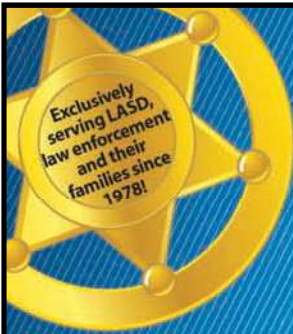
## Legislation

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

Legal Services for Members	38%
Staffing	25%
Membership Benefits	11%
Operating Services and Supplies	8%
PAC Contribution	7%
Professional Services	8%
Goodwill and Welfare	2%
Legislation	1%







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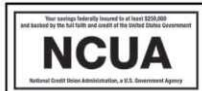
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**LAPFCU**

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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



<sup>1</sup>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). <sup>2</sup>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.

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## ALADS Awards Banquet Nominations are Now Open!

# Nominate Your Fellow Deputies and District Attorney Investigators

The nomination period is now open for the 2019 ALADS Awards Banquet. Categories include Medal for Bravery, Exemplary Performance and Lifesaving Awards. Nominations should be submitted to ALADS President Ron Hernandez by email at [rhernandez@alads.org](mailto:rhernandez@alads.org) or by mail to 2 Cupania Circle, Monterey Park, CA 91755.

The deadline for nominations for the 2019 ALADS Awards Banquet is Friday, March 1, 2019.

For more information about nominations and for sponsorship details, contact ALADS Awards Banquet coordinator Vanessa Ruiz at (626) 284-2400 or [vanessa@lavell.net](mailto:vanessa@lavell.net).

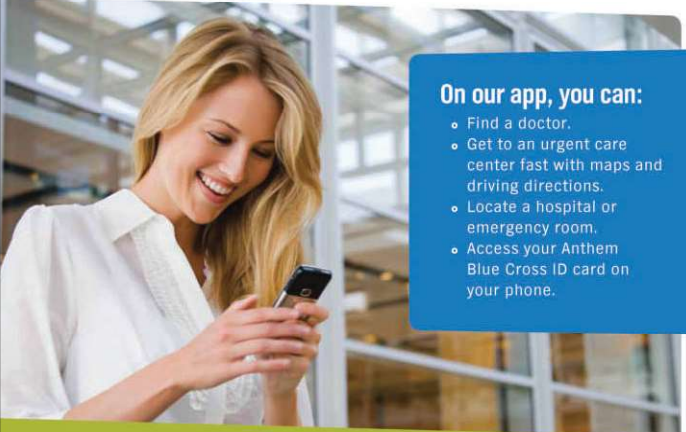
Complimentary ticket reservations for ALADS members and a guest will be available after January 15, 2019.





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# All ALADS Voting Members are Invited to Attend the March

## ALADS Unit Representative Meeting

**Wednesday, March 6, 2019**

**11 AM & 6 PM ■ At the ALADS Facility**

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



# BAKER To VEGAS Weekend

## POLICE AND FIRE APPRECIATION

March 21st - 25th 2019

**6 EVENTS - 1 PRICE**

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Hakkasan

**FRIDAY 3/22**  
10pm-4am

LIQUID  
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**SATURDAY 3/23**  
11am-6pm

OMNIA

**SATURDAY 3/23**  
10pm-4am

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SUNDAY MARCH 24, 2019

10pm-4am

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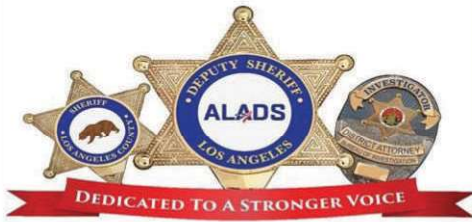
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# Happy New Year from your ALADS Board of Directors!

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Saturday, March 9, 2019 • Registration Open 7:00 AM  
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### REGISTRATION FEES

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The ride will consist of a poker run, followed by lunch and a raffle. The course for the poker run is approximately 35 miles in length and is mostly fire roads, with areas of sand and rocks. The poker run will start and finish at the campsite. Lunch and the raffle begin after the last rider has finished the course. The Advanced Ride is led by local riders and is approximately 70 miles. The Advanced Ride is run at a fast pace and is recommended for Advanced/Experienced Riders Only.

This ride is open to motorcycles, quads, side by sides, buggies, trucks and any other type of off-road vehicle.

Please download the registration form at:

**[thecodywatersfoundation.com](http://thecodywatersfoundation.com)**

**THE CODY WATERS FOUNDATION**

P.O. BOX 5115 • GARDEN GROVE, CA 92846

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## *Retired Female Deputies*

# *Social Club*

**SATURDAY, MAY 4, 2019**

You are invited to attend our  
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May Luncheon & Meeting. Our  
group is open to all sworn and  
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11:15 AM - Social Hour

12:00 PM - 2:15 PM:

Luncheon and Meeting

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**\*FRIDAY NIGHT COCKTAIL PARTY, MAY 3, 2019, 6PM - 9PM\***

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For further info, please contact:

Hostess: Patty Young, Ph: 702-260-7143, Email: [payoung9@aol.com](mailto:payoung9@aol.com)

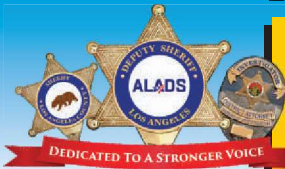
President: Rosie Bañuelos, Ph: 562-713-2668, Email: [handisita@verizon.net](mailto:handisita@verizon.net)

Treasurer: Rose Marie Johnson, Ph: 775-751-8451, Email: [nvwren@aol.com](mailto:nvwren@aol.com)

To RSVP, Email Rose Marie Johnson: [nvwren@aol.com](mailto:nvwren@aol.com)

**FINAL RESERVATION DATE: APRIL 30, 2019**



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**Deadline for inclusion in the February 2019 ALADS Dispatcher is Wednesday, January 16, 2019**

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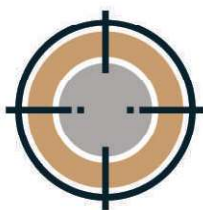
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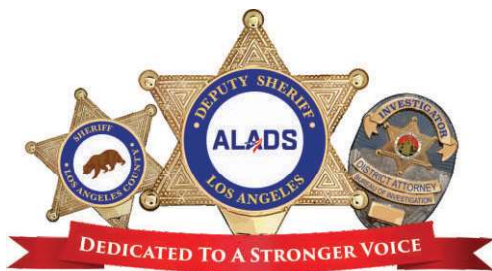
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