



# ALADS DISPATCHER

An Affiliate of the Marine Engineers Beneficial Association AFL-CIO

## "Reducing Crime and Keeping California Safe Act"

### INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE VOTERS

The Attorney General of California has prepared the following circulating title and summary of the chief purpose and points of the proposed measure:

(17-0044.) **RESTRICTS PAROLE FOR NON-VIOLENT OFFENDERS. AUTHORIZES FELONY SENTENCES FOR CERTAIN OFFENSES CURRENTLY TREATED ONLY AS MISDEMEANORS. INITIATIVE STATUTE.** Imposes restrictions on parole program for non-violent offenders who have completed the full term for their primary offense. Expands list of offenses that disqualify an inmate from this parole program. Changes standards and requirements governing parole decisions under this program. Authorizes felony charges for specified theft crimes currently chargeable only as misdemeanors, including some theft crimes where the value is between \$250 and \$950. Requires persons convicted of specified misdemeanors to submit to collection of DNA samples for state database. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local government: Increased state and local correctional costs likely in the tens of millions of dollars annually, primarily related to increases in penalties for certain theft-related crimes and the changes to the nonviolent offender release consideration process. Increased state and local court-related costs of around a few million dollars annually related to processing probation revocations and additional felony theft filings. Increased state and local law enforcement costs not likely to exceed a couple million dollars annually related to collecting and processing DNA samples from additional offenders.

**NOTICE TO THE PUBLIC: THIS PETITION MAY BE CIRCULATED BY A PAID SIGNATURE GATHERER OR A VOLUNTEER. YOU HAVE THE RIGHT TO ASK. THE PROONENTS OF THIS PROPOSED INITIATIVE MEASURE HAVE THE RIGHT TO WITHDRAW THIS PETITION AT ANY TIME BEFORE THE MEASURE QUALIFIES FOR THE BALLOT.**

All signers of this petition must be registered to vote in _____ County.		This column for official use only
<b>T E R S O N L Y</b>	1. Print Your Name: <u>RONALD A. HERNANDEZ</u> Sign As: <u>[Signature]</u> Registered to Vote: _____ Residence Address: _____ City: _____ Zip: _____	<b>WILLIAM MURPHY, JR. ASSAULTED A POLICE OFFICER BY RAMMING HIS PATROL CAR Crime not "violent" under CA law, so eligible for early prison release.</b>
	2. Print Your Name: <u>ROBERT M. SASS</u> Sign As: <u>[Signature]</u> Registered to Vote: _____ Residence Address: _____ City: _____ Zip: _____	
	3. Print Your Name: _____ Sign As: _____ Registered to Vote: _____ Residence Address: _____ City: _____ Zip: _____	<b>JAMES ALLEN WEST KICKED VICTIM UNCONSCIOUS WITH STEEL-TOED BOOTS Crime not "violent" under CA law, so eligible for early prison release.</b>
	<b>PAUL KARL ANDERSON TOOK A HOSTAGE WHILE ROBBING A BANK Crime not "violent" under CA law, so eligible for early prison release.</b>	

**See Page 8**

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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.**

## "Reducing Crime and Keeping California Safe Act"

2018  
FEBRUARY

### BOARD OF DIRECTORS

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#### PRESIDENT'S MESSAGE

Ronald Hernandez

#### SIGNATURES BEING GATHERED FOR THE "REDUCING CRIME AND KEEPING CALIFORNIA SAFE ACT"

The "Reducing Crime and Keeping California Safe Act" needs the support of our members, co-workers, families and anyone who has come to the realization that Propositions 47 and 57 are flawed, as currently written.

10

#### VICE PRESIDENT'S MESSAGE

Robert Sass

#### SLEEP DEPRIVATION: AN EPIDEMIC IN THE DEPARTMENT

Sleep deprivation can cause work-related accidents. A study found that four out of eight officers involved in on-the-job accidents and injuries were impaired because of fatigue.

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#### DIRECTORS' MESSAGE

#### A Joint Message From The Board of Directors

#### WHO IS BEHIND THE CURTAIN AT THE AUDITS AND ACCOUNTABILITY BUREAU?

Shortly after Sheriff McDonnell took office, he formed the Audits and Accountability Bureau, also known as the AAB. The question is, what do they do and what are their responsibilities as it relates to members of the Sheriff's Department?

#### INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE VOTERS

The Attorney General of California has prepared the following circulating title and summary of the chief purpose and points of the proposed measure:  
(17-0984.) RESTRICTS PAROLE FOR NON-VIOLENT OFFENDERS, AUTHORIZES FELONY SENTENCES FOR CERTAIN OFFENSES CURRENTLY TREATED ONLY AS MISDEMEANORS. INITIATIVE STATUTE. Improves restrictions on parole program for non-violent offenders who have completed the full term for their primary offense. Expands list of offenses that disqualify an inmate from this parole program. Changes standards and requirements governing parole decisions under this program. Authorizes felony charges for specified crimes currently chargeable only as misdemeanors, including some theft crimes where the value is between \$250 and \$950. Requires persons convicted of specified misdemeanors to submit to collection of DNA samples for state database. Summary of estimate by Legislative Analyst and Director of Finance of fiscal impact on state and local government: Increased state and local correctional costs likely in the tens of millions of dollars annually, primarily related to increases in penalties for certain theft-related crimes and the changes to the non-violent offender release consideration process. Increased state and local court-related costs of around a few million dollars annually related to processing probation revocations and additional felony theft filings. Increased state and local law enforcement costs not likely to exceed a couple million dollars annually related to collecting and processing DNA samples from additional offenders.

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TERMS ONLY

All signs of this petition must be signed in ink in the County of \_\_\_\_\_.

1. I, Ronald A. Hernandez,  
Age 45  
Residence Malibu

2. I, Robert M. Sass,  
Age 45  
Residence Malibu

3. I, Paul Karl Anderson,  
Age 45  
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4. I, James Allen West,  
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5. I, William Murphy, Jr.,  
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### NEWS & UPDATES

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#### ASSISTANT EXECUTIVE DIRECTOR'S MESSAGE

Jay Trisler

#### THE BENEFITS OF BEING IN A UNION

The main responsibility of a union to its members is to focus on pay, benefits and working conditions. However, most important for a police union is its ability to provide legal representation for situations that may arise on the job for its members.

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#### HEALTH BEAT

Jennifer Lincicum

#### BRAIN AWARENESS: USE IT OR LOSE IT

The brain, like many other organs, ages. The aging brain is responsible for a decline in memory, decision-making abilities, and verbal skills. There are many ways to delay the aging of the brain.

### FEATURES

22

#### THE HOLMAN GROUP

Dr. Ron Holman

#### REKINDLE YOUR RELATIONSHIP

At first, love is easy and effortless. Then, life happens causing you to realize relationships take work and need continuous care. It's important to our emotional well-being to maintain good relationships and a strong support system. Here are some tips to assist in rekindling the excitement and romance into your relationship.



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#### BENEFITS PARTNER

Raquel Magdaleno

#### OVERWHELMED BY HEALTHCARE-RELATED CLAIMS?

If you are dealing with a claim dispute and feel like you are getting nowhere, let ALADS Benefit Service Center take over for you.

### FEATURES

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#### ALADS BLOG

#### SHORT-STAFFING CONTINUES TO PLAGUE SHERIFF'S DEPARTMENT

34-37

#### LAW ENFORCEMENT MEMORIAL SECTION

44-45

#### GET YOUR ADVANCED POST CERTIFICATE

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#### ALADS UNIT REPRESENTATIVE MEETING HIGHLIGHTS

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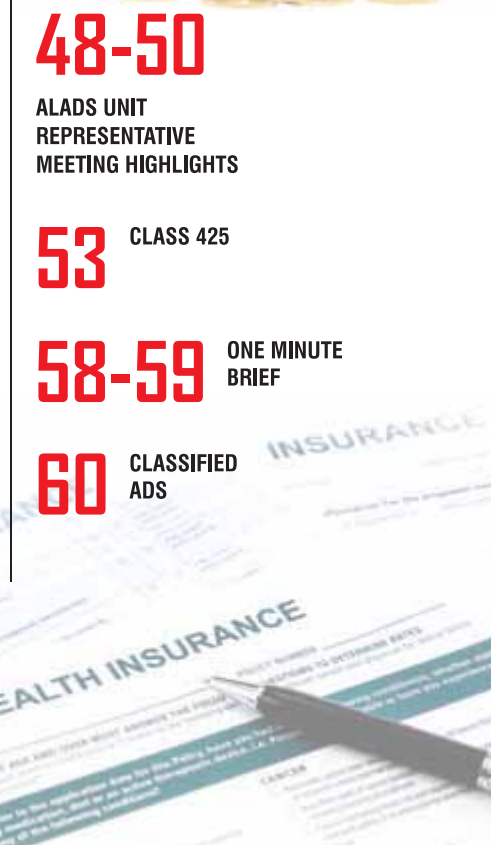
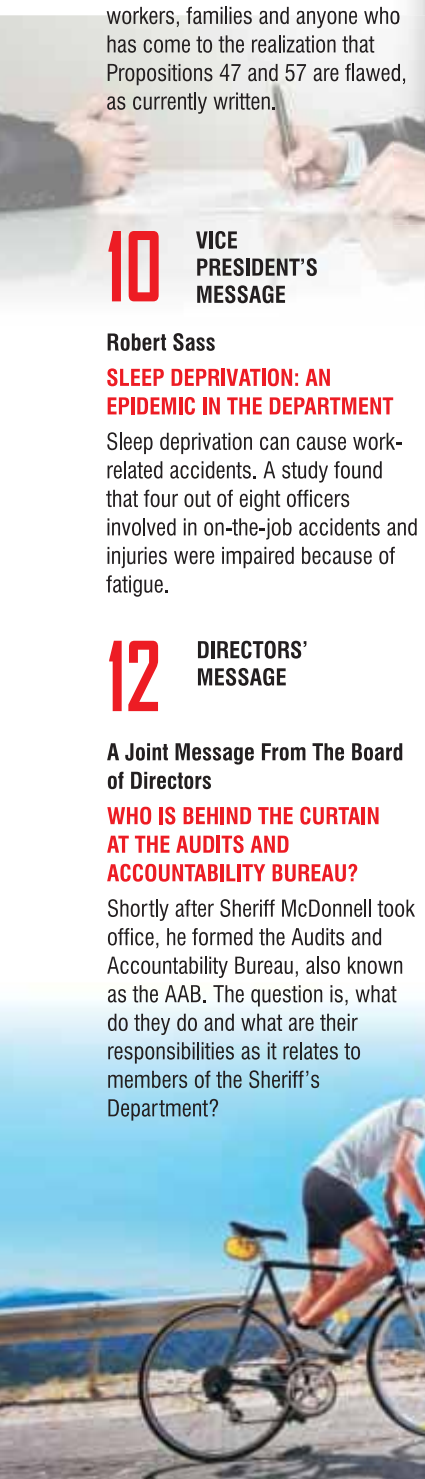
#### CLASS 425

58-59

#### ONE MINUTE BRIEF

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#### 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**



**February 2018 Winners:**



**Gavin Spector and Rena Kambara**

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

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## 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.



## 2018 Board of Directors



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



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



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



**Treasurer**  
**Steven Blagg**  
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**Assistant Treasurer**  
**Troy Jackson**  
tjackson@alads.org



**Director**  
**Mark Claahsen**  
mclaahsen@alads.org



**Director**  
**James Wheeler**  
jwheeler@alads.org

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

**The Law Office of  
Rains Lucia Stern  
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[www.rlslawyers.com/](http://www.rlslawyers.com/)

**The Law Offices of  
Charles Goldwasser**

Website Under Construction

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

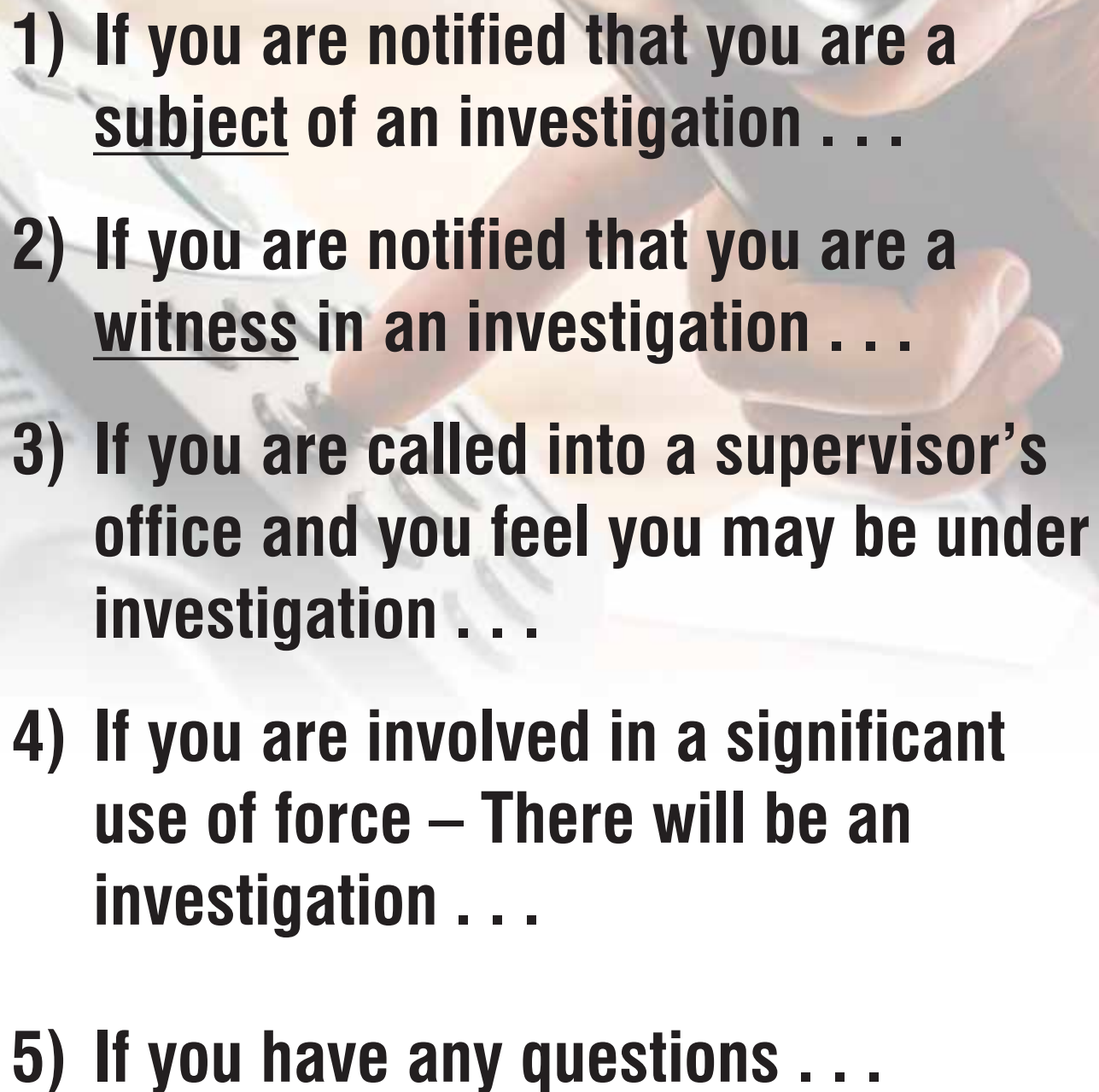
[www.stonebusailah.com/](http://www.stonebusailah.com/)

**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.*

- 
- 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 you have any questions . . .

**Call ALADS**

**Front Desk: (323) 213-4005**

# Important Dates and ALADS Sponsored Events

## FEBRUARY

### ALADS Board of Directors Meeting

Friday, February 2, 2018  
9:30 AM  
ALADS Facility

### ALADS Unit Representative Meeting

Wednesday, February 7, 2018  
11 AM & 6 PM  
ALADS Facility

**ALADS Retirement Seminar**  
Saturday, February 10, 2018  
9 AM – 3 PM  
ALADS Facility  
Call ALADS to RSVP  
(323) 213-4005



### Body Scan International House Call

Monday – Friday,  
February 12–16, 2018  
ALADS Facility

### ALADS Board of Directors Meeting

Friday, February 16, 2018  
9:30 AM  
ALADS Facility

### President's Day

Monday, February 19, 2018  
ALADS Facility Closed

## MARCH

### ALADS Board of Directors Meeting

Friday, March 2, 2018  
9:30 AM  
ALADS Facility

### ALADS Unit Representative Meeting

Wednesday, March 7, 2018  
11 AM & 6 PM  
ALADS Facility

### Body Scan International House Call

Monday – Friday,  
March 12–16, 2018  
ALADS Facility

### ALADS Board of Directors Meeting

Thursday, March 15, 2018  
9:30 AM  
ALADS Facility

### Baker to Vegas Challenge Relay Cup

Friday – Monday,  
March 16–19, 2018  
Las Vegas, NV



### ALADS Sponsored Homicide BBQ

Sunday, March 18, 2018  
11 AM – 3 PM  
3301 W. Martin Ave.  
Las Vegas, NV 89118

### Benefits Fair

Wednesday, March 28, 2018  
11:30 AM – 4:30 PM  
Palmdale Station  
Palmdale, CA

### Cesar Chavez Day

Friday, March 30, 2018  
ALADS Facility Closed

## APRIL

### ALADS Unit Representative Meeting

Wednesday, April 4, 2018  
11 AM & 6 PM  
ALADS Facility

### ALADS Board of Directors Meeting

Friday, April 6, 2018  
9:30 AM  
ALADS Facility

### ALADS Awards Banquet

Saturday, April 7, 2018  
6 PM  
Pacific Palms Resort



**ALADS Awards Banquet After Party**  
Immediately following the Awards Banquet

### LASD Roundup

Sunday – Wednesday,  
April 8 – 11, 2018  
Laughlin, NV

### Body Scan International House Call

Monday – Friday,  
April 9–13, 2018  
ALADS Facility

### ALADS Board of Directors Meeting

Friday, April 20, 2018  
9:30 AM  
ALADS Facility

## MAY

### ALADS Unit Representative Meeting

Wednesday, May 2, 2018  
11 AM & 6 PM  
ALADS Facility

### ALADS Board of Directors Meeting

Friday, May 4, 2018  
9:30 AM  
ALADS Facility

### California Peace Officers' Memorial Ceremony

Sunday – Monday,  
May 6–7, 2018  
Sacramento, CA

### Body Scan International House Call

Monday – Friday,  
May 7–11, 2018  
ALADS Facility

### National Peace Officers' Memorial Ceremony

Tuesday – Monday,  
May 15–21, 2018  
Washington, D.C.

### ALADS Board of Directors Meeting

Thursday, May 17, 2018  
9:30 AM  
ALADS Facility

### Memorial Day

Monday, May 28, 2018  
ALADS Facility Closed

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



# ALADS TAKES A LEADERSHIP ROLE

## Signatures Being Gathered for the "Reducing Crime and Keeping California Safe Act"

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



**T**he "Reducing Crime and Keeping California Safe Act" needs the support of our members, coworkers, families and anyone who has come to the realization that Propositions 47 and 57 are flawed, as currently written.

The charge, so to speak, regarding this Initiative is being led by Assemblymember Jim Cooper (9th District). Mr. Cooper is a retired Sacramento County Deputy Sheriff, of 30 years. He knows law enforcement and can be counted on to back law enforcement, while keeping an eye on what is important to the public, and our collective safety.

The underlying opportunity is a chance to strengthen our bond with other Public Safety Associations, for a bigger voice.

During Baker to Vegas weekend, we will once again be co-sponsoring the Homicide BBQ on Sunday (see ad on page 16). Please come by the ALADS booth, to visit and sign the petition, if you are a California resident and have not already signed.

We have already reached 25% of our signature goal, which is a little better than we thought we would be doing at this time. Help us continue

this great momentum by making sure that you, your friends and family members sign the petition.

Ron Hernandez  
President, ALADS  
rhernandez@alads.org

*On the next page is a joint message written by Michele Hanisee (President, ADDA), with input and the approval of myself (Ron Hernandez) and Craig Lally (President, LAPPL).*

# DRIVE BEGINS TO HALT EARLY RELEASE Of Violent Inmates and Address Public Safety Threats

By **Michele Hanisee**, ADDA

**Craig Lally**, LAPPL

**Ron Hernandez**, ALADS

**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 is under way.

The ADDA, crime victims, law enforcement, business owners and public safety leaders are partnering with the California Public Safety Partnership (CAPSP) to collect 600,000 signatures by April 30, 2018. The initiative, known as the Reducing Crime and Keeping California Safe Act, will need about 366,000 valid signatures to qualify for the November 2018 statewide ballot.

The Proposition was a response to the state legislature's repeated dismissal of common-sense attempts to fix some of the unintended consequences of Propositions 47 and 57 and other recent public safety "reform" measures. Among other things, the Act would:

- Reclassify crimes that under Prop. 57 qualify as "non-violent" – including rape of an unconscious person, sex trafficking of a child under age 14 and domestic violence – to prevent the early release of inmates convicted of those crimes.
- Reverse property crime abuses by closing a loophole created by Prop 47.

- Reinstate DNA collection for certain misdemeanors. DNA collection is an essential investigative tool for solving cold cases including rape and murder. It is also important to exonerate the innocent.
- Reform the parole system to stop the early release of violent felons, expand parolee oversight, and strengthen penalties for parole violations.

You can play a critical role in putting this desperately needed initiative on the November ballot. The ADDA and our partners will soon begin circulating petitions to our membership. We encourage all of our members to sign and to share the petitions as widely as possible with your friends, neighbors, family, and others.

If you would like to receive petitions to help qualify the "Reducing Crime and Keeping California Safe Act of 2018" go to <https://keepcalSAFE.org/petitions.html>. Please be sure to read the rules carefully before gathering signatures.

You can learn more about the Act at [www.keepcaliforniasafe.org](http://www.keepcaliforniasafe.org), and follow our progress on Facebook and Twitter (@KeepCalSafe).

***Michele Hanisee** is President of the Association of Los Angeles Deputy District Attorneys. The Association of Deputy District Attorneys (ADDA) is the collective bargaining agent and represents nearly 1,000 Deputy District Attorneys who work for the County of Los Angeles.*

***Craig Lally** is President of the Los Angeles Police League. The LAPPL has a proud and distinguished history representing over 9,900 dedicated and professional sworn members of the Los Angeles Police Department.*

***Ron Hernandez** is President of the Association for Los Angeles Deputy Sheriffs (ALADS) the collective bargaining agent representing more than 7,900 deputy sheriffs and district attorney investigators working in Los Angeles County.*



## Vice President's Message

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

# SLEEP DEPRIVATION: An Epidemic in the Department



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



Give me just a minute to go off topic from my article and discuss contract negotiations:

Negotiations have been ongoing for months. I am hopeful that by the time you read this article, we will have had our contract ratified. Let's just say that, I'm doubtful, but hopeful. Since negotiations began, Ron and I have fielded numerous calls daily regarding the Negotiations Team's progress. Some of the common complaints we have heard are about the limited amount of information we disseminate to the members. Examples are: "How come we don't get a say in negotiations?", "What are we asking for?", "What is the county offering?" Let me explain. The Negotiations Team is bound by the signed rules of the bargaining process which actually govern how much information we can disseminate during negotiations. Secondly, in March of 2017, ALADS began forming the Negotiations Team with a training and informational meeting. Disappointingly, even though all voting members were invited to

attend, only twenty people (out of 7,900 members) showed up for the meeting. Quite frankly, that is pathetic. I think we need to do better. Anyone from that 20 who expressed interest in participating in the bargaining session was chosen to participate.

Throughout the remainder of 2017, ALADS conducted additional meetings and training open to all members. During the same time period, ALADS conducted a membership survey to find out what areas of our contract are important to members. The results of the survey were analyzed to provide better insight into what the team would ask for during bargaining. Every voting member has been given the opportunity to participate in the bargaining process. After every meeting with the county, we have provided brief statements through our email blasts of what happened during negotiations.

### Now, on to sleep.

**S**ometimes, I feel like I am beating a dead horse when I start writing about overworked sleep deprived deputies. I don't need to tell deputies that are stuck working shift after shift that they are working too much, it's obvious. On the contrary, the latest new trend is to not have any overtime available. These seem like two entirely different subjects, but they are not. Both can be equally exhausting. The following is a closer look.

There are still deputies throughout the department that are being forced to work as many as eight or nine days a month of overtime. Some are working double-double

shifts, while others are working nine or ten-day stretches. There are some deputies that have made the choice to give all of their free time to the department. There is a larger group who have chosen to have a personal life, raise a family, have friends, and do things that do not revolve 24/7 around the department. If you have chosen to give yourself to the department, it is much appreciated. As for the latter group, you know the unwanted overtime mixed with your attempt spending time with your family is taxing on your sleep cycles.

If you're coming to work consistently sleep-deprived, you're basically functioning drunk. After 17 to 19 hours without sleep, performance is equivalent or worse than that of a BAC level of 0.05% percent, after 24 hours without sleep, performance reaches levels equivalent to a BAC of 0.10%, etc...

According to the National Sleep Foundation, the average adult needs between seven to nine hours of good sleep to function at a normal rate. Those who lead "normal" lives rarely get the recommended hours of sleep. Even worse for us in law enforcement, you can bet we are not getting near the recommended hours. On average, I get about five to six hours of sleep a night. I know some of you are getting even less.

Sleep deprivation can cause work-related accidents. A study found that four out of eight officers involved in on-the-job accidents and injuries were impaired because of fatigue. Such accidents include automobile crashes caused by officers' impaired eye-hand coordination and propensity to nod-off behind the wheel. Even worse in my opinion, is the deputy who falls asleep behind the wheel of his own vehicle

continued on page 11



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

## Vice President's Message

on the way home from work. ALADS has received numerous concerning phone calls from deputies regarding just that. The evidence is anecdotal, but I could list more than ten off-duty incidents I have heard about regarding traffic collisions involving fatigued deputies. Some of the collisions resulted in minor injuries. Some resulted in serious injuries requiring hospitalization and time-off work at the cost of the deputy's own sick time.

Other work-related injuries come from accidents that occur when officers have impaired balance and coordination. Research shows that fatigued officers:

- Use more sick leave.
- Practice inappropriate uses of force more frequently.
- Experience more accidental injuries.
- Have more difficulty dealing with community members and other law enforcement agencies.
- Have a higher likelihood of dying in the line of duty.

Additionally, sleep deprivation can contribute to the development of cancer, diabetes, depression, heart disease, and immune system deficiencies. In fact, sleep deprivation has been proven to be fatal. Lab rats denied the chance to rest die within two to three weeks.

Police Officer Stress and Sleep Deprivation Subject Matter Expert Dr. John Violanti suggests the following:

- *The National Institute of Justice recommends 10-hour fixed shifts are best.*
- *Limit second jobs and allow time for physical and mental recovery.*
- *Controlled napping during shifts.*
- *Eat a high protein meal just prior to shift. This energizes hormonal systems.*
- *Exercise prior to shift. This also energizes hormonal systems.*
- *Get quality sleep prior to shift.*
- *Departments need to change the culture and educate on proper sleeping habits.*

We live in a culture where functioning on little sleep seems to be a badge of honor. However,

just like patrol tactics, firearms safety and pursuit driving, sleep and fatigue are basic survival issues. Our sleep or lack of needs to be taken more seriously by ourselves and the department. For example, bars and taverns can be held legally liable for serving too many drinks to people who then drive, have an accident and kill someone. There is recent precedent for trucking companies and other employers being held responsible for drivers who cause accidents after working longer than permitted. It seems very likely that sheriff departments eventually will be held responsible if an officer causes a death because he was too tired to drive home safely. I see inadequate risk management concern for overworked sleep deprived deputies.

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**The National Institute of  
Justice recommends  
10-hour fixed shifts  
are best.**

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I mentioned there are several stations that have taken away all their overtime. If you are working at one of them, you know because you see the in-service that reads “BUST”, “CLOSED”, “DARK” or is simply left blank. All stations do it differently, of course. Aside from the obvious officer safety issue of not having enough field personnel to readily respond to a critical incident, deputies are running ragged trying to keep up with the call volume. The department cannot control call volume during any shift. However, the department can control deployment of personnel. When the department chooses to send out deputies without sufficient resources, they make the decision to put the deputies at risk. Responding from call to call anticipating only the next call coming into your box leads to a sense of urgency that should not exist. It causes undo stress and sets the deputy and the department up for failure.

Again, the evidence is anecdotal as to deputies

simply trying to complete their calls as quickly as possible. For instance, deputies are disciplined for failing to complete their call properly or failing to respond in a timely manner to calls for service. If you are stuck in this position, please make sure you document all of your call activity with proper clearance. If you are being overwhelmed with reports and no time to write, let your sergeant know. If that goes nowhere, call ALADS.

The numerous reports taken during the shift compound the issue. I have mentioned this before. Most reports take time to write. There are always the guys who say that a report should take you five minutes, that a booking should be done in five minutes, or your arrest report should be done in a half hour, whatever. Even if that was the case, where is the time to write when you are going call to call right out of the chute? Did I mention there is no overtime? That means you cannot stay after your shift and write reports. If you pick up three reports a day and you can miraculously finish two each day of your work week, you will still have five at the end of the week. How do you write them? Let me guess, at home. Remember my article on overtime. If not, it was in the October 2017 *Dispatcher* which you can read at [www.alads.org](http://www.alads.org).

Deputies asking to take time off are routinely being turned down because there is no overtime available to fill the vacancy left by someone taking time off. We all need to have that one or two days off for that special event, when requested. It has a negative effect on department morale when someone requests a day for a special event and it is denied due to no overtime. Especially, when a short time ago, everyone was being drafted. Some places still are being drafted. It appears something is awry in time management at a different level. What happens when multiple deputies call in sick?

The department cannot continue to sustain itself on the backs of deputies. Deputies, you cannot continue to allow the department to exploit your inexperience, good nature, selflessness, newness, or whatever it is that allows you to give your time away. Please WAKE UP!

Comments/Suggestions email  
[rsass@alads.org](mailto:rsass@alads.org)



## A Message from Your ALADS Board of Directors



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# WHO IS BEHIND THE CURTAIN At the Audits and Accountability Bureau?

**S**hortly after Sheriff McDonnell took office, he formed the Audits and Accountability Bureau, also known as the AAB. The question is, what do they do and what are their responsibilities as it relates to members of the Sheriff's Department? Per the Manual of Policy and Procedures, which was last updated in regards to this unit on August 11, 2017, "The mission of the AAB is to provide an independent, objective, thorough analysis designed to assess and improve our policies, procedures, and practices." That's easily understandable enough, but it still does not explain the primary functions of this bureau. The policy section goes on to state, "AAB supports the Department in accomplishing its objectives by undertaking systematic disciplined audits and non-audit functions in the effectiveness of the Department's risk management, internal controls, and governing processes. In doing so, AAB assists in bringing transparency and accountability to the Department's operations and management." Under a policy section entitled RESPONSIBILITIES, the duties of the AAB seem harmless enough, such as "conduct law

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Again, all of this sounds all warm

and fuzzy and implies that the

AAB is non-threatening as it

relates to ALADS members, but

the devil is in the details . . .

Let's pull the curtain back and

take a closer look at the AAB.

”

enforcement audits; develop an annual audit plan; conduct non-audit functions, examinations, reviews, and special projects; serve as a resource to other department units in conducting audits; review established systems, policies and procedures to evaluate compliance with laws and regulations; evaluate plans and actions taken to correct reported issues and concerns." Again, all of this sounds all warm and fuzzy and implies that the AAB is non-threatening as it relates to ALADS members, but the devil is in the details. The final bullet point under the RESPONSIBILITIES section states, "Convene Shooting Analysis Committee meetings and assess employee involved shootings and critical incidents when called upon by policy and / or the Critical Incident Review Panel." Let's pull the curtain back and take a closer look at the AAB.

The AAB is comprised of a captain, (5) lieutenants, (21) sergeants, (4) law enforcement auditors, (1) head compliance auditor, along with support and clerical staff. The questions here are: What is a law enforcement auditor and a head compliance auditor? Who are these folks and what are

their qualifications to hold their positions? Isn't the department struggling to fill sergeant and lieutenant positions in both patrol and custody?

Looking deeper into the policy reveals the true intention of the AAB. Under a policy section entitled AUTHORIZATION, it states, "AAB is granted Departmental internal oversight authority by, and reports directly to, the Sheriff. AAB is granted access to all Department records (manual or electronic), physical properties, and personnel relevant to audits and non-audit functions, including but not limited to all search warrants, confidential informant packages, arrest and incident reports, complaint inquiries, criminal investigations, administrative investigations, use of force investigations, electronic communications, personnel records, and any documents deemed necessary." This is the area for concern. Why does the AAB need to have access to search warrants, confidential informant packages, criminal investigations or any of the other things listed in this section? The truth is that they exist to "Monday Morning Quarterback" investigations being conducted by other units.

The policy also states that the captain of AAB reports directly to the sheriff and that all audits and non-audit functions shall be authorized by the sheriff of his designee. Keep this one in mind for later in the article.

Earlier in the article, the Shooting Analysis Committee (SAC) was mentioned. Let's take a look at the SAC and see how this all ties together. In a policy that had been revised on October 17, 2017, "The SAC will be convened at the request of the Critical Incident Review Panel when a Department member is involved in a third or subsequent shooting, or in any shooting incident necessitating an immediate assessment of tactics, training, and / or risk management factors. A SAC may be ordered for

any shooting at the discretion of the Sheriff or his designee." Here again is the designee. Just who is this designee? We have a pretty good idea who it is, but let's look a little deeper. The policy also states, "The purpose of the SAC is to make a thorough, objective, and professional assessment of the most recent shooting as well as the past shootings involving the same employee from a tactical, training, and risk management perspective. The SAC shall not review any incident(s) for the purposes of directing or recommending potential discipline." I think we can all read between the lines on this one. "A partnership between all investigative units shall exist to allow shared access of case information. It will be the responsibility of each investigative unit commander to ensure the SAC has access to all case information." This is perhaps the most troubling area of this section.

In the case of a deputy-involved (hit) shooting, Homicide Bureau investigates the incident along with the District Attorney's Office. It has been reported to ALADS that the AAB has been granted access to open and active investigations where no opinion as to the legality of the incident has been rendered by the District Attorney's Office. The information obtained by the AAB includes reports, interviews of witnesses and involved deputies, videos, and any other information obtained by the investigators. Most times, these items are obtained even prior to an Administrative Investigation being initiated. Wouldn't it make more sense to access the information on a completed investigation when an opinion has been issued by the D.A.?

For the real identification of the aforementioned designee, let's look at the make-up of the SAC: AAB Shooting Review Team lieutenant, chief legal advisor or designee, advisory lieutenant from the following units: Homicide Bureau, Training

Bureau, Risk Management Bureau, Special Enforcement Bureau, Internal Affairs Bureau, and the involved employee's unit of assignment; AND, wait for it, THE CONSTITUTIONAL POLICING ADVISOR (CPA). There it is. The person(s) behind the curtain.

Let's get down in the weeds here. The AAB is obviously the investigative arm of the CPA. They are the minions who gather all the information the CPA needs in order to conduct *their* investigations against department members and render what discipline they see fit. Whether it's "benching" a deputy who the CPA deems has been involved in a questionable shooting, or too many shootings, that is a form of discipline. The thought that the CPA has unfettered access to any and all investigative materials of open and active criminal investigations is disturbing. What safeguards are in place to ensure the investigation being conducted by the CPA or the AAB will not hinder or taint the current and ongoing criminal investigation? Does the CPA and AAB share the information they have gathered during their *investigation*? We would bet the answer is no. Discovery as it pertains to the court process is a two-way street. Any investigative material gathered during the course of an investigation is exculpatory and should be provided to all parties involved in the criminal investigation process. The policy, as it pertains to the AAB, states the unit conducts *audits and analyses* as it pertains to improving department policies, procedures, and practices. It is not mentioned anywhere in the policy that the AAB conducts investigations, but as we have seen in this article obviously they are conducting investigations independent of the units whose responsibility it is to conduct them.

If you feel you have been the target of the AAB or the CPA, please contact any ALADS Board member or Defense Representative.





# THE BENEFITS OF Being in a Union



ALADS Assistant Executive Director

**Jay Trisler**

jtrisler@alads.org



**T**he main responsibility of a union to its members is to focus on pay, benefits and working conditions. A recent article in *The Balance*, <https://www.thebalance.com/>

what-are-police-unions-for-and-should-you-join-one-974885, describes why it is more important than ever for officers to have union representation. Because police officers face unique circumstances and unlike other careers are unable to strike, it is more important than ever for officers to be involved and represented by a union. A union may provide benefits such as life insurance, medical, disability benefits, and counseling services. However, most important for a police union is its ability to provide legal representation for situations that may arise on the job for its members.

Here at ALADS, more than 60% of your union dues are used for legal representation. The ability to utilize legal representation can prove indispensable if you are ever involved in a disciplinary matter. Recently, several members have approached the ALADS Board of Directors to fund a writ for

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**Here at ALADS, more than 60% of your union dues are used for legal representation. The ability to utilize legal representation can prove indispensable if you are ever involved in a disciplinary matter.** ”

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an appeal. Each one of these writs cost between \$10,000 to \$25,000. At today's rate, this would equate to 20 years of your dues for

continued on page **15**

/ by Jay Trisler / ALADS Assistant Executive Director / Board of Directors

that one writ. Your ALADS Legal Plan is your insurance when the chips are down.

I spent my law enforcement career in a Los Angeles area municipality that did not have financial constraints or the heavy discipline-oriented administration that ALADS members face. As a result, our union did not have to direct a major portion of our budget towards the Legal Defense Fund. However, in my short time here at ALADS, I see why the budget for legal defense is 60% of dues. The appalling discipline philosophy within the Sheriff's Department requires ALADS to provide representation 24 / 7 to hundreds of members each year.

I think *The Balance* article gets it right when it states, "In a perfect world, there would be no need for unions. Everyone would be paid well, discipline would be administered rarely but fairly, and no one would dream of falsely

*accusing an officer of wrongdoing.*

*Obviously (and unfortunately) this is not a perfect world.*

*If you are going to work in law enforcement, the fact is that you can very easily find yourself in a situation where you'll want the benefits that a police union can offer. If you can afford the usually relatively small cost of union dues, it's probably a good idea*

*to join one."*

The fact is, the discipline-oriented administration of the Los Angeles County Sheriff's Department dictates that you can very easily find yourself in a situation where you'll want the benefits that ALADS offers.

Jay Trisler

Asst. Executive Director



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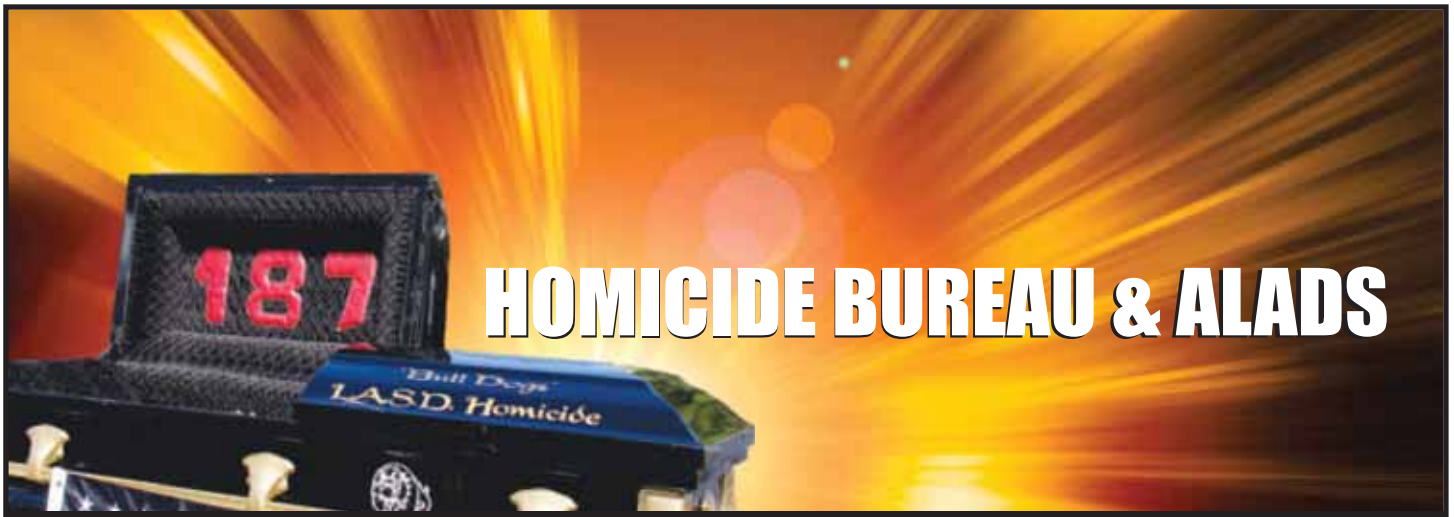
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## *2018 ALADS Awards Banquet Honoree List*

### *Exemplary Performance*

*District Attorney Investigator David Jones  
District Attorney Investigator Quinn Fenwick*

### *Commendable Restraint*

*Deputy Luis Pacheco*

### *Medal for Bravery*

*Retired Deputy Warren Fairbanks*

*Retired Deputy Larry Steward  
Retired Deputy Maclorio Rojo*

*Retired Deputy Steven Gibbs  
Retired Deputy Gloria Gressman*

*Sergeant Fray Lupian  
Deputy Keegan Lynn  
Deputy Francisco Espinoza*

### *Life Saving Award*

*Retired Deputy Albert Bresnick  
Retired Deputy James D. Shuler  
Retired Deputy Gary W. Farrell  
Retired Deputy Cedric Schieber  
Retired Deputy David J. Rathbun  
Retired Deputy James T. Seulke  
Retired Deputy William H. Benton  
Retired Deputy Thomas G. Hitchcock*

*Sergeant Richard Canfield*

*Deputy Steven Miller  
Deputy Jessica Santos*

*Deputy Art Gonzales  
Deputy Brian Reza  
Deputy Sergio Jimenez*

*Deputy Emma Vides  
Deputy Christopher Blomquist*

*Retired Deputy Michael Koch*

**RLS** RAINS LUCIA STERN  
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## County Employees Pension Rights Protected in Significant Appellate Court Victory

**L**egacy members of the County retirement systems in Alameda, Contra Costa and Merced counties obtained a tremendous victory from California's First Appellate District in a closely watched case challenging certain provisions of the Public Employees' Pension Reform Act of 2013 ("PEPRA"). Rains Lucia Stern St. Phalle & Silver Partner Timothy Talbot successfully argued the case before the Court of Appeal on behalf of labor associations and employee members of the three County pension systems. The Court of Appeal's decision in *Alameda County Deputy Sheriffs' Association, et al. v. Alameda County Employees' Retirement Association, et al.* (2018) A141913 acknowledges the importance of promised pension benefits to legacy employees.

PEPRA imposed significant changes to public employee pension benefits. While most of the changes applied only to new employees hired on or after January 1, 2013, the three County retirement systems in the case claimed the changes also applied to legacy employees who were hired before PEPRA became operative. The PEPRA provisions at issue excluded certain items of compensation from being included in the calculation of a retiring employee's pension benefit, including "on-call" or "standby" pay and "terminal pay." "On-call" or "standby" pay is compensation provided to employees who are required to remain ready to work at a moment's notice.

"Terminal pay" refers to the cash-out of an employee's unused leave at the time of retirement.

Following the California Supreme Court's 1997 decision in *Ventura County Deputy Sheriffs Assn. v. Board of Retirement*, a number of lawsuits were filed challenging the calculation of pension benefits. The parties, including the retirement systems, entered into court-approved settlement agreements that resolved the disputes as to what pay items were included or excluded from the calculation of pension benefits. Those settlement

the calculation of pension benefits and added the cost to the required employer and employee contributions. For more than a decade after entering into the settlement agreements, the retirement systems published information on how these pay items would enhance pension benefits and paid pension benefits to retirees based on the inclusion of the pay items.

When PEPRA was subsequently enacted, the three County retirement systems implemented PEPRA's exclusion of these pay items for all members – including legacy employees who were promised pension benefits based on the inclusion of the pay items identified in the settlement agreements. The Contra Costa Deputy Sheriffs' Association ("CCDSA") filed a lawsuit seeking to prevent the exclusion of these pay items from the calculation of pension benefits for legacy employees. The CCDSA argued that legacy employees acquired a constitutionally protected right to pension benefits calculated on the inclusion of the pay items that were subsequently excluded by PEPRA. While the exclusions could be applied to new employees, PEPRA could not impair the pension benefits promised to legacy employees under the "California Rule" unless the impairment related to the material operation of a pension system and was accompanied by a comparable new advantage. Other public employee associations later filed suit in other jurisdictions. Cases filed in Alameda and

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**The Court of Appeal's decision in Alameda County Deputy Sheriffs' Association, et al. v. Alameda County Employees' Retirement Association, et al. (2018) A141913 acknowledges the importance of promised pension benefits to legacy employees.**  
**”**

agreements generally included on-call pay, standby pay and terminal pay as items to be included in the calculation of pension benefits. The three pension systems determined the actuarial cost of including the pay items in

## RLS RAINS LUCIA STERN ST. PHALLE & SILVER, PC

Merced counties were consolidated into Contra Costa County Superior Court under the lawsuit initiated by CCDSA.

The trial court ruled that the County pension systems could not include the disputed pay items in the calculation of pension benefits prior to PEPRRA and therefore legacy employees never had a “vested” right to the inclusion of those pay items in the calculation of their pension benefits prior to PEPRRA. According to the trial court, PEPRRA did not “change” the law in this regard and did not impair a constitutionally protected pension benefit. The trial court ruled that the disputed pay items were lawfully excluded by the various retirement systems. The trial court also ruled that the inclusion of these items by way of settlement agreements between the retirement systems and various public employee associations were invalid, in that these agreements were contrary to the law.

The Court of Appeal overruled the trial court on various points and remanded the case for further proceedings. The Court of Appeal found that “on-call” and “standby” pay were lawfully included in pension calculations prior to PEPRRA and that legacy employees acquired a vested constitutional right to pension benefits based on those pay items. The Court of Appeal also determined that PEPRRA’s exclusion of those pay items impaired the vested benefit. However, because the trial court did not undertake the required vested rights analysis to determine if the impairment was reasonable, the Court of Appeal directed the trial court to conduct a systematic vested rights analysis with respect to on-call and standby pay and provided specific guidance on how to do so. In discussing what it considers to be the proper constitutional analysis, the Court of Appeal declined to follow


the controversial appellate decision in *Marin Assn. of Public Employees v. Marin County Employees Retirement Assn.*, which is pending review by the California Supreme Court. The *Alameda* Court of Appeal was critical of the *Marin* court’s failure to weigh the justification for the impairment against the actual disadvantage to legacy employees. According to the *Alameda* Court of Appeal, because no corresponding new advantages were provided to legacy employees, “the detrimental changes can only be justified by *compelling* evidence establishing that the required changes ‘bear a material relation to the theory . . . of a pension system,’ and its successful operation.” (Original emphasis.) The *Alameda* Court also stated that the analysis must focus on the impacts of the identified disadvantages on the specific legacy members. Mere speculation is insufficient.

With respect to “terminal pay,” the Court of Appeal agreed with the trial court that County retirement systems could not include “terminal pay” in the calculation of pension benefits prior to PEPRRA. However, recognizing the moral significance of the promises made to legacy employees, the *Alameda* Court of Appeal held that all existing legacy employees who were promised the inclusion of terminal pay in the calculation of their pension benefits pursuant to court-approved settlement agreements had a valid “estoppel” claim for their continued inclusion. As the *Alameda* Court of Appeal stated: “all legacy members should be entitled to include terminal pay in compensation earnable to the limited extent such pay was designated as pensionable by their relevant *Post-Ventura* Settlement Agreement.” “[T]he equities in this case tip

decidedly in favor of allowing an estoppel claim to proceed.”

For the legacy employees in the three County retirement systems, the *Alameda* decision establishes that on-call and standby pay could be included in the calculation of pension benefits prior to PEPRRA and that PEPRRA’s elimination of those pay items for legacy employees may be constitutionally impermissible. The trial court will need to conduct a vested rights analysis and perhaps take additional evidence to resolve the question.

As for terminal pay, the *Alameda* decision indicates that all employees who were told by their County retirement systems that terminal pay would be included in the calculation of their pension benefits as a consequence of the court-approved settlement agreements are entitled to those benefits as promised.

Finally, with respect to the *Marin* decision, the *Alameda* decision rejects the assertion that the focus should be on whether the pension benefit, itself, is “reasonable” in the abstract. Rather, the *Alameda* holding places proper emphasis on whether the challenged modification to vested pension benefits is reasonable. While the *Alameda* Court of Appeal decision does not completely reject the *Marin* decision, the *Alameda* case affirms the requirement that the detrimental impact on employee pension benefits must be considered as part of the vested rights analysis. While the *Alameda* decision provides relief and peace of mind to the impacted employees, the California Supreme Court will have to decide the proper application of the California Rule as framed by the *Marin* decision. The outcome of *Marin* could have a dramatic impact on pension rights for ALL California public employees. 



## MANAGE YOUR HEALTH

# Brain Awareness: Use It or Lose It

ALADS Insurance Consultant  
**Jennifer Lincicum**



**R**esearch suggests that eating a healthful diet, rich in whole grains, fruits and vegetables, not only helps you stay slim and lowers your risk for heart disease, it also preserves memory, boosts alertness, and may even prevent Alzheimer's disease.

### Brain Awareness

The brain's capacity is enormous, yet many scientists suggest that we only use a small percentage of it. What are you doing to maximize your brain's potential?

### Brain Functions

Your brain helps you analyze sensory data, remember information, learn new information, create thoughts, and make decisions.

The brain contains two halves called cerebral hemispheres. These hemispheres consist of four lobes known as the frontal, parietal, temporal and occipital lobes. Each lobe has its own responsibilities. The frontal lobe is responsible for cognition and memory. The parietal lobe processes sensations related to

touch. The occipital lobe controls visual perception. The temporal lobe is responsible for auditory senses.

The brain, like many other organs, ages. The aging brain is responsible for a decline in memory, decision-making abilities, and verbal skills.

### Exercise Your Brain

There are many ways to delay the aging of your brain:

### Exercise Your Mind

Challenge your brain daily by recollecting last week's activities, working on crossword puzzles, trying new hobbies, or reading more books.

*continued on page 21*

## Exercise Your Body

Physical exercise reduces depression and other cardiovascular risks. It also produces a euphoric state by releasing endorphins. Enjoy physical activity daily; take the stairs rather than the elevator at work, park in the back of the parking lot, or take a brisk 10-minute walk during lunch.

## Eat Healthy

Just like your body, your brain has certain dietary requirements. Proteins and foods high in unsaturated fats help with brain development. Eating foods low in cholesterol and saturated fats, in addition to eating breakfast daily, can jump-start your brain. Also, vitamins E and C that are full of antioxidants can help protect your brain.

## Focus on Safety

Wear protective headgear when enjoying physical activities like riding a bike or snowboarding. Wear a seat belt to protect your head from trauma in case of a car accident.

## Get Plenty of Sleep

Lack of sleep leads to mental fatigue and loss of memory. Try to get seven to nine hours of sleep



each night. During sleep, the brain repairs itself, collects the day's events, and files everything into memory.

## Reduce Stress

Stress can lead to memory loss. High stress releases cortisol in the brain, which absorbs the brain's primary food source, glucose. Reduce stress with exercise, meditation, or a quiet activity you enjoy.

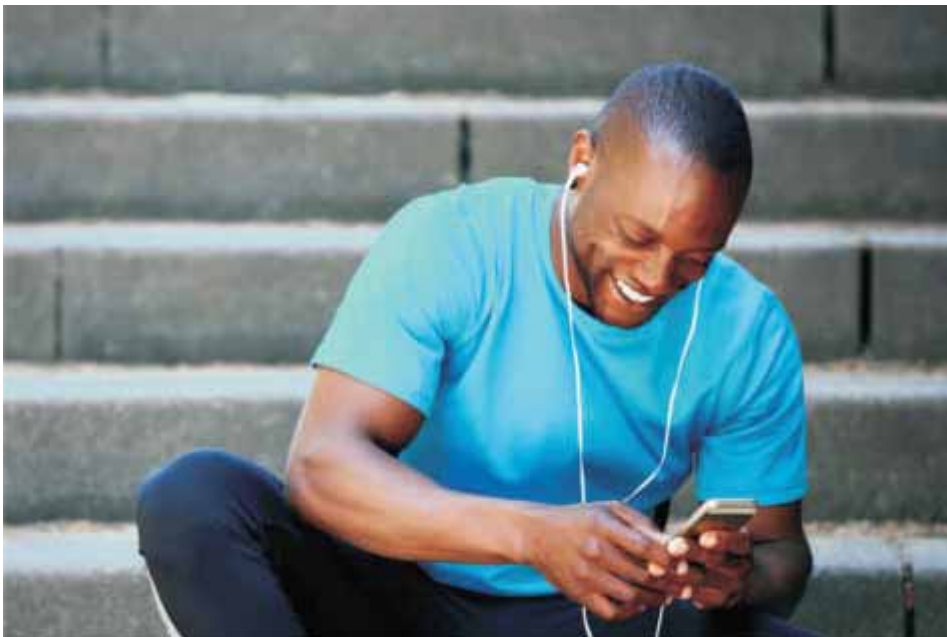
## Quit Smoking and Refrain From Illegal Drug Use

Research shows that smoking can lead to mental decline; drugs, such as ecstasy and marijuana, can also result in mental deterioration.

## Listen to Music

Research shows that music is good for the brain, specifically baroque music, which can reduce stress.

\* \* \*



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## The Holman Group

/ by Dr. Ron Holman / President of The Holman Group: Managed Behavioral Health Care Services

# REKINDLE Your Relationship

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



**A**t first, love is easy and effortless. Your partner is the apple of your eye and you see the world through rose-colored lenses. Then, life happens causing you to realize relationships take work and need continuous care. Sometimes we can become complacent and take our partners for granted when we are

overwhelmed with the day to day stress of life. It's important to our emotional well-being to maintain good relationships and a strong support system. So, put in the work to rekindle the excitement and romance using some of the tips below:

### 1. Schedule a Date Night

When you first started dating, you and your partner planned dates ahead of time. Dates were fun and inventive. Embrace that philosophy again. Think of new and creative ways to connect; explore a new restaurant, try a new activity, or see if there is an event happening locally. Put away the cell phones and focus on each other. Be cute, playful, and flirtatious. Even if you're tired, make an effort to rekindle your romance.

### 2. Talk to Each Other

We all want to know that we are important to our partners. The best way to do that is to take the time to talk. Ask questions; ask about their day, their job, their hobbies, or their friends. Be present. Make eye contact. Listen to what they say. A face-to-face conversation can be extremely intimate. You'll be surprised to see how connected you feel after a good heart to heart.

### 3. Put Your Ego Aside

Not everything is about you. It's easy to get wrapped up in our own worlds, where our worries and anxieties seem more pressing than those around us. But when it becomes about you, there is no room for anyone else. Be





conscious of how often you talk about yourself. Remember that your relationship is a partnership where the other person needs to feel included. If you want to be loved, you have to be lovable.

#### 4. Stay Positive

It's easy to get irritated with your partner, but if you want to rekindle your romance, forget your list of negative complaints. Negativity is a toxic dump that grows in your mind. It starts with the smallest thought and grows until it's so big it's the only thing you see when you look at the other person. Let it go. The person you adored is still there. Focus on the positive traits; those quirks you love. Give each other compliments.

#### 5. Choose Your Battles

You don't have to make everything an argument. Often, couples argue about everyday small things. Most of these battles are not worth fighting over. Small arguments can lead to big resentment over time. Remember that you don't have to prove you are right every time. Your relationship is more

important than your ego. Know when to let things go.

#### 6. Be Compassionate

Try to see things from your partner's perspective. Try to understand what they are feeling. Empathize. Work is stressful. Life is full of conflict. Having a person on your side, without judgment or criticism is a comforting stress reliever.



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

*Log on to [www.holmangroup.com](http://www.holmangroup.com); Enter your user name: ALADS and your password: ALA2569*



# BENEFITS PARTNER

## Overwhelmed by Healthcare- Related Claims?

ALADS Benefit Service Center  
**Raquel Magdaleno**



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

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

Reviewing the EOB is important as it contains

the details of how a claim for benefits was processed and whether or not you have some financial responsibility in the matter. If after reviewing the EOB, you believe it was not processed correctly, you may be right. Several things could be affecting the claim processing result, such as the provider needing to submit further information or the carrier could be waiting for a reply to correspondence sent to you. Periodically, the insurance carrier will mail you requests to update your insurance status with them. This is done to see if a coordination of benefits applies in your situation.

Other times, procedure codes used by your doctor trigger the carrier to question if the treatment sought by you was due to an accident where another could be financially responsible for the treatment. To avoid claim processing delays, be sure to open all correspondence from the carrier and respond timely to any requests for information.

If you are dealing with a claim dispute and feel like you are getting nowhere, let us take over

for you. We have years of experience in managing claims disputes and understand the insurance procedures well. Call us at (818) 678-0040 or (800) 842-6635 for help.

### Helpful Tips:

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



### ALADS 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





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## ALADS' POLITICAL ENDORSEMENTS

# 2018 Elections

## Vote with Your Union!



### Governor

John Chiang



### Board of Equalization

Seat #2 Cathleen Galgiani

Seat #3 Scott Svonkin



### State Senate

SD-2 Mike McGuire

SD-4 Jim Nielsen

SD-6 Richard Pan

SD-20 Connie Leyva

SD-22 Mike Eng

SD-24 Maria Elena Durazo

SD-28 Jeff Stone

SD-36 Patricia Bates



### Los Angeles County Assessor

Jeffrey Prang



### State Assembly

AD-1 Brian Dahle

AD-3 James Gallagher

AD-5 Frank Bigelow

AD-8 Ken Cooley

AD-9 Jim Cooper

AD-11 Jim Frazier

AD-12 Heath Flora

AD-14 Tim Grayson

AD-32 Rudy Salas

AD-33 Jay Obernolte

AD-36 Thomas Lackey

AD-43 Laura Friedman

AD-44 Jacqui Irwin

AD-50 Richard Bloom

AD-52 Freddie Rodriguez

AD-53 Miguel Santiago

AD-57 Ian Calderon

AD-62 Autumn Burke

AD-63 Anthony Rendon

AD-64 Mike Gipson

AD-65 Sharon Quirk-Silva

AD-66 Al Muratsuchi

AD-67 Melissa Melendez

AD-69 Tom Daly

AD-70 Patrick O'Donnell

AD-75 Marie Waldron

AD-80 Lorena Gonzalez Fletcher

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\*APR - ANNUAL PERCENTAGE RATE. THE RATES SHOWN REFLECT A RELATIONSHIP BENEFITS DISCOUNT OF 0.75%. PLEASE CONTACT THE CREDIT UNION FOR DETAILS. THE APR IS THE ADVERTISED RATE AND CAN VARY BASED ON CREDIT WORTHINESS, AGE OF VEHICLE, AND TERMS OF LOAN. SOME RESTRICTIONS MAY APPLY. FINANCING UP TO 125% OF THE VEHICLE IS AVAILABLE. RATES AND TERMS ARE SUBJECT TO CHANGE WITHOUT NOTICE. OFFER APPLIES TO NEW, USED, OR REFINANCED VEHICLES ONLY. OFFER CANNOT BE USED TO REFINANCE EXISTING POPA FCU AUTO LOANS. OFFER DOES NOT APPLY TO RECREATIONAL VEHICLES. MODEL YEARS 2016-2017 WITH LESS THAN 7,500 MILES ARE CONSIDERED NEW. THE ADVERTISED RATE IS FOR A LOAN TERM OF UP TO 60 MONTHS. LONGER TERMS ARE AVAILABLE (UP TO 84 MONTHS) AT HIGHER RATES. PAYMENT EXAMPLE: FOR EVERY \$1,000 BORROWED FOR A TERM OF 60 MONTHS WITH A 2.24% APR, THE MONTHLY PAYMENT WILL BE \$17.64.

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## Association For Los Angeles DEPUTY SHERIFFS Blog 2018



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Director  
James Wheeler  
jwheeler@alads.org

# Short-Staffing Continues to Plague Sheriff's Department

By ALADS Board of Directors

**H**ighlighting the urgent need for the Sheriff's Department and the county to address the long-running, chronic shortage of deputy sheriffs, the department implemented the morale-sapping procedure of involuntary hiring "drafting" over the holidays. Proving once again, that Sheriff McDonnell was spot-on when he called the department's shortage of deputies a "crisis."

"Drafting" is a term the department uses to force a deputy to work overtime after their scheduled shift or on their day off to fill-in for a vacancy. The lead time given to a deputy being held over can be days in advance, or as little as hours or minutes before their shift ends. Drafting occurs far

**"... fatigue becomes a real problem when officers are forced to work 15-16 hour or longer shifts. It tends to undermine a person's ability to make sound decisions, control his or her emotions and perform complex motor tasks such as driving a vehicle."**

too often because many shifts are already staffed at or below minimums, leaving no margin for filling a vacant position due to illness, injury or operational need. The

problem is compounded because the department lacks a predictable and transparent system for selecting deputies to be drafted.

All deputies knew that when they pinned their badge on they would have to work some weekends, nights or holidays and the occasional extra shift to keep the community and their co-workers safe. However, fatigue becomes a real problem when officers are forced to work 15-16 hour or longer shifts. It tends to undermine a person's ability to make sound decisions, control his or her emotions and perform complex motor tasks such as driving a vehicle. Similarly to when you are tired, fatigued officers are at a much higher risk of making mistakes. Mistakes that can not only

*continued on page 29*





## Association For Los Angeles DEPUTY SHERIFFS Blog 2018

*continued from page 28*

hurt the officers, but members of the public as well.

The saying, "A lack of planning on your part does not constitute an emergency on my part," is the way many deputies wish to respond to drafting and other attempts to cover the deputy shortage. However, they don't. Their duty to public service makes deputies suppress their response and instead silently bear the brunt of the department's planning / hiring failures that have led to short-staffing at a time when violent crime is rising.

ALADS believes the Sheriff's Department will only begin taking the staffing shortage seriously when it stops playing the ON-LOAN game and fully staff the recruitment and backgrounds units. To drive staffing, the department should incentivize the recruitment and backgrounds units which will attract experienced deputies who will want to transfer to those units and stay.

Both deputy fatigue and the increase in violent crime show, it is well past the time for the Sheriff's Department to

make a serious effort to fully staff its deputy positions.

\* \* \* \* \*

*The Association for Los Angeles Deputy Sheriffs (ALADS) is the collective bargaining agent representing more than 7,900 deputy sheriffs and district attorney investigators working in Los Angeles County. Like our Facebook page [www.facebook.com/aladsonline](http://www.facebook.com/aladsonline).*




## Association For Los Angeles DEPUTY SHERIFFS Blog 2018

# Sign-Up to Receive ALADS' BLOG POSTS

It has never been more important to be informed about the activities of the Sheriff's Department, county and local government and ALADS. To help you stay current, we have recently launched a free blog. Our goal is to ensure a steady flow of critical information to peace officers, government officials and residents.

The official ALADS Blog draws on expertise from a host of experienced police officers and experts in law, politics and police procedures. Our goal is to analyze the latest news and commentaries from a law enforcement perspective and present it to our members in a continuously updated, easy-to-read format.

**ALADS members who are not currently receiving the ALADS Blog should go to our website [www.alads.org](http://www.alads.org) and register.** If you are not an ALADS member and would like to receive the ALADS Blog post in your email, go to [www.alads.org](http://www.alads.org), click on the blog icon and click on the link to sign-up.

If you are already receiving it, please forward the latest edition to a friend or colleague and urge them to sign-up for their own subscription. You do not have to be a member of ALADS to obtain this free service; it is available to everyone.

# LASD Round-Up 2018

**Sunday, April 8 through  
Wednesday, April 11, 2018**



## Laughlin, Nevada

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Cocktail Parties**

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and the LASD Round-Up**



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# ALADS

## Foundation for the Future 2018 Scholarship Program

**Eight \$2,500.00 Scholarships Will Be Awarded**

It's time for the 17th Annual ALADS Foundation for the Future college scholarship competition for the dependent children of ALADS members. Eight \$2,500.00 scholarships will be awarded.

### Eligibility Requirements:

- The applicant must be a child or dependent of a full ALADS member.
- The applicant must be a graduating high school senior, or currently attending college or university.

### Submission Requirements:

- The applicant must list the name and employee number of their member parent.
- The applicant must include their name, address, phone number, date of birth, and date or anticipated date of their high school graduation.
- The applicant must submit a 750-word essay in Microsoft Word on the topic: "Law Enforcement Personnel Confronting People With Mental Health issues: What are the legal requirements, challenges, best practices and how does the public's perception differ from reality?"
- The applicant must include a copy of the last report card or transcripts earned.
- Children who have lost a parent must also include the date of passing of their member parent.

If requirements are not met, candidates will be disqualified.

### Scholarship Winners:

- Upon receipt of the award, the applicant must also agree to perform 20 hours of community service. The scholarship check will be presented once the name and contact information of the community service supervisor is received.

The scholarship submission deadline is 5:00 p.m. Thursday, May 31, 2018.

No submissions will be accepted after the deadline.

E-Mail your application packet to [scholarship@alads.org](mailto:scholarship@alads.org)



*Law Enforcement Memorial Section**42nd Annual***CALIFORNIA PEACE OFFICERS'  
MEMORIAL CEREMONIES****ALADS to Sponsor Up to 50 Members  
Who Wish to Attend the 2018  
California Peace Officers' Memorial Ceremony**

**O**n May 6th and 7th, Californians will be honoring six officers who lost their lives in the line of duty in 2017 at the California Peace Officers' Memorial in Sacramento.

ALADS wants to encourage as many of our members to attend as possible. To do so, ALADS will sponsor members to help mitigate the cost of attending. ALADS will reimburse up to \$100.00 per hotel stay, double occupancy required (maximum of 50 members). ALADS members interested in the reimbursement should submit a copy

of their hotel bill including the name and Employee ID Number of both occupants. Members may submit their request to the ALADS Facility via U.S. mail or by email to Gail Webb at [gwebb@alads.org](mailto:gwebb@alads.org). Only voting ALADS members are eligible for reimbursement.

All deputy sheriffs and district attorney investigators should take the time to attend the memorial ceremony at least once in their career. We sincerely hope that fifty ALADS members will step forward to take advantage of this offer and attend this year's memorial.



# *Law Enforcement Memorial Section*

*42nd Annual*

## **CALIFORNIA PEACE OFFICERS' MEMORIAL CEREMONIES**

### **2018 HONORED OFFICERS**



**Officer Keith W. Boyer**  
Whittier Police Dept.  
EOW: February 20, 2017



**Officer Lucas F. Chellew**  
CHP – South Sacramento  
EOW: February 22, 2017



**Deputy Jason A. Garner**  
Stanislaus Co. Sheriff's Dept.  
EOW: May 13, 2017



**Deputy Robert P. Rumfelt**  
Lake Co. Sheriff's Dept.  
EOW: August 22, 2017



**Deputy Robert A. French**  
Sacramento Co. Sheriff's Dept.  
EOW: August 30, 2017



**Officer Andrew J. Camilleri, Sr.**  
CHP – Hayward  
EOW: December 24, 2017

### **ENROLLED FROM PRIOR YEARS**



**Officer Murray F. Olsen**  
Los Angeles Co. Sheriff's Dept.  
EOW: March 9, 1975

**Officer Louis Allinson**  
Los Angeles Co. Sheriff's Dept.  
EOW: March 27, 1915



## Law Enforcement Memorial Section



**CPOMF**  
cpomf@camemorial.org  
www.camemorial.org

### SCHEDULE OF EVENTS

#### HOST HOTEL

Hyatt Regency  
1209 L Street  
Sacramento CA 95814  
916.443.1234

## 42<sup>nd</sup> Annual CALIFORNIA PEACE OFFICERS' MEMORIAL CEREMONIES

### SUNDAY MAY 6, 2018

- ▶ **CPOMF LOGISTICS MEETING** 8:00 – 10:00 A.M.  
HYATT REGENCY – *Capitol View 15<sup>th</sup> Floor*  
Final briefing prior to ceremony activities for CPOMF board members, key logistic personnel, the escort officers of honored families, and participating officers who wish to attend.
- ▶ **SURVIVORS' RECEPTION** 3:00 – 4:30 P.M.  
HYATT REGENCY – *Capitol View 15<sup>th</sup> Floor*  
This time is provided for honored families, past-year survivors, and co-workers to interact with each other as well as members from Concerns of Police Survivors. A wonderful opportunity to extend encouragement and support to one another.
- ▶ **CEREMONY REHEARSAL FOR PARTICIPATING OFFICERS** 2:00 – 5:00 P.M.  
MEMORIAL MONUMENT – *10th Street & Capitol Mall*  
Mandatory participation required for all officers representing honored officers/agencies.
- ▶ **BUFFET DINNER** 6:00 – 7:30 P.M.  
HYATT REGENCY – *Ballroom*  
Invitation-only ticketed event for honored families, participating officers, and past survivors.
- ▶ **CANDLELIGHT VIGIL** 8:30 – 9:30 P.M.  
MEMORIAL MONUMENT – *10th Street & Capitol Mall*  
With welcoming comments from the CPOMF President, remarks from departmental and past survivor representatives, a Roll Call of Heroes, as well as music and prayer. Open to the public.

### MONDAY MAY 7, 2018

- ▶ **BUFFET BREAKFAST** 7:00 – 8:30 A.M.  
HYATT REGENCY – *Ballroom*  
A buffet breakfast is provided for honored families, past survivors, and participating officers.
- ▶ **LAW ENFORCEMENT CARAVAN** 7:30 A.M.  
CHP ACADEMY – *West Sacramento*  
Staging for the Memorial Academy begins at 0730 hours at the CHP Academy, 3500 Reed Avenue West Sacramento, departing the Academy at 0900 hours sharp. The procession travels through West Sacramento, concluding on 10th Street, at the Memorial Monument.
- ▶ **HONORED FAMILIES PRIVATE CEREMONY** 9:00 – 10:30 A.M.  
STATE CAPITOL – *Senate Hearing Room 4203*  
Private ceremony with state representatives for honored families, their agency escort officers, and department heads.
- ▶ **ENROLLMENT CEREMONY** 10:30 A.M. – 12:00 P.M.  
MEMORIAL MONUMENT – *10th Street & Capitol Mall*  
Formal ceremony begins with the 'Walk of Honor' from the State Capitol to the Memorial Monument. Presentations by state representatives, CPOMF's president, and a departmental keynote speaker. Ceremony concludes with a 21-gun salute, taps, and retiring of the colors.
- ▶ **LUNCHEON** 12:00 – 3:00 P.M.  
Immediately following the Enrollment Ceremony, lunch is provided for honored families, all attending officers, and past survivors. Please join us directly across from the memorial monument on the West Capitol Lawn.



**\*\* 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 2017**

FORM

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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 6 & 7, 2018**

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For more information please visit our website at **[www.camemorial.org](http://www.camemorial.org)**



## NATIONAL PEACE OFFICERS MEMORIAL CEREMONY

Tuesday-Monday, May 15-21, 2018

Washington DC



## 49th Annual Los Angeles County Memorial Ceremony

Wednesday, May 23, 2018

10:00 AM



## 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)**

## CAREER DEVELOPMENT SECTION



**POSITION: Los Angeles County District Attorney's Office - Investigator, DA**

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

# L.A. GRIZZLIES OPPORTUNITY DRAWING

## Winner's Choice

Smith & Wesson M&P Shield 9mm + Fees  
OR  
\$500 Cash

## DRAWING HELD AT

Home Game vs. OC Lawmen  
April 7th, 2018  
Halftime

## LOCATION

Walnut High School  
Stadium  
400 Pierre Road

**WWW.LAGRIZZLIES.ORG** FOR TIMES AND GAME SCHEDULE



## TICKETS

\$10 for 1

\$40 for 5

Cash, Check OR

PayPal via website

Winner will be notified

Via Telephone

Any questions please

Contact James Furtsch

(714)334-3677

OR

JPFURTSCH@GMAIL.COM

## BENEFITING

L.A Grizzlies football team

AND

999 for KIDS





The Desert Refuge for Peace Officers & Military Personnel  
is Hosting the First Annual

# TUG – OF – WAR COMPETITION



## WINNER TAKES ALL!!!

Come and witness a true competition between the

**USMC** vs. **LAPD** vs. **LASD** vs. **SBSD**

Please join us for friendly competition, BBQ meal, "Live"  
Music, Lots of Fun and an Inter-Faith Prayer service.

**Saturday, April 14<sup>th</sup> / 10:30 a.m. – 3:00 p.m.**

**The Desert Refuge** 3961 Avenida del Sol, Joshua Tree, CA. 92252

For more information contact Ray Gallego [raygallego@mac.com](mailto:raygallego@mac.com) or Garrett Zimmon [gzimmon@aol.com](mailto:gzimmon@aol.com)

Los Angeles County  
**5k Run/Walk**  
 Health & Safety Expo

Saturday, April 28, 2018

**FRANK G. BONELLI**  
 REGIONAL PARK  
 COUNTY OF LOS ANGELES DEPARTMENT OF PARKS AND RECREATION

**WELCOME TO**

**SURVIVE & THRIVE**  
**5K RUN WALK**  
 HEALTH & SAFETY EXPO  
 AWARDS CEREMONY • VENUE • SURVIVORS

Live Entertainment  
 Shirts & Medals  
 Vendors with Free Samples  
 Free Food & Drink  
 Health Screening  
 Survivors Dove Release

## HOPEFUL HEALING FOR SURVIVORS

FRANK G. BONELLI PARK - 120 VIA VERDE PARK ROAD, SAN DIMAS, CA 91773

**7:00 am - 12 noon Health & Safety Expo**

**SATURDAY, APRIL 28, 2018**

**WWW.SURVIVEANDTHERIVERUNWALK.ORG**

INFO@SURVIVEANDTHRIVERUNWALK.ORG / (844) 853-HOPE / (949) 872-7895

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



**SURVIVE & THRIVE**

## 5K RUN / WALK

**HEALTH & SAFETY EXPO**  
AWARENESS • PREVENTION • SURVIVAL

**EVENT FEES (CHECK ONE)**  
**\$30 PRE-REGISTRATION | \$40 DAY OF**

\$\_\_\_\_\_ Enclosed is additional monies raised

\$\_\_\_\_\_ I cannot attend  
but please accept my donation

Mail Form: Crime Survivors  
PO Box 54552, Irvine, CA 92619

## SURVIVE & THRIVE

## 5k Run/Walk Registration Form

Register online at [www.SurviveAndThriveRunWalk.org](http://www.SurviveAndThriveRunWalk.org). Register day of event for additional cost (Rain or Shine).

[illegible]

**Crime Survivors**  
PO Box 54552  
Irvine, Ca. 92619

VISA • MASTER CARD • AMERICAN EXPRESS

EXP DATE

CODE

AUTHORIZATION SIGNATURE

**WAIVER & RELEASE:** I recognize and hereby expressly assume the risks and injury inherent in any exercise program, and I am participating in this event upon the express and understanding that I am hereby waiving and releasing Crime Survivors and any and all of their affiliated corporations and/or associations (collectively Crime Survivors Organizations) as well as Crime Survivors Organizations' agents and representatives, from any and all claims, damages, losses, or liabilities including but limited to illness or assignees, including attorneys's fees and court costs, arising out of, in any way related to, my participation in Crime Survivors. I hereby give the right and permission to Crime Survivors to use my recorded voice and photographic images through any medium. I waive any right to inspect or improve the finished copy, images or printed matter that may be created in conjunction with the eventual use for any Crime Survivors program.



## Visit ALADS on Facebook



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

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 Los Angeles, California 90010  
 Facsimile: 213-386-2750  
 GSSCOMPLAW.COM

*Resolutions 2018:*

# LEARN, PLAN, SAVE

**Los Angeles Police Federal Credit Union** is here to help you with your New Year's resolution to save more!



**LEARN**—Learn how to improve and maintain your credit during our free "Improving Your Credit" webinar, 7–8 p.m., February 21.<sup>1</sup>



**PLAN**—Get a complimentary, personalized Financial Goals Plan from our CUSO Financial Services, L.P. Advisor.<sup>2</sup> Schedule your appointment today.



**SAVE**—Ask us about limited-time special share certificate offers that can help you earn more.

**LAPFCU**

**CUSO FINANCIAL SERVICES L.P.**

Call **877-MY-LAPFCU** (877-695-2732) to open a share certificate or to make an appointment with a CFS Advisor. Visit [lapfcu.org](http://lapfcu.org) to learn more and to register for our free webinar.

**ASI** American State Insurance  
 Your deposits are privately insured up to an additional \$250,000.



**NCUA**  
 National Credit Union Administration

All workshop dates, times, and locations subject to change or cancellation without notice.

1217-03

\*Non-deposit investment products and services are offered through CUSO Financial Services, L.P. ("CFS"), a registered broker-dealer (Member FINRA/SIPC) and SEC Registered Investment Advisor. Products offered through CFS are not NCUA/NCUSIF/ASI or otherwise federally insured, are not guarantees or obligations of the Credit Union, and may involve investment risk including possible loss of principal. Investment Representatives are registered through CFS. Los Angeles Police Federal Credit Union has contracted with CFS to make non-deposit investment products and services available to credit union members.



# Make Up to 2.5% More A Year:

## Get Your Advanced POST Certificate

### How to Maximize Your Benefits

**Y**ou became a deputy sheriff because you want to give back to the community. You want to do good work and help people who otherwise would be injured or killed.

You want to make sure your children and your grandchildren have the same opportunities you have had, and you want the less fortunate to have an opportunity to be safe and do better.

However, don't forget to take care of yourself and your family by taking advantage of the POST Certificate process.

Just as you keep an eye on your retirement, your personal investments and your

checking and credit card accounts, you should be monitoring your advancement towards your Intermediate and Advanced POST Certificates.

Upon qualifying for your Intermediate POST Certificate, you will receive a 2.5% increase in pay. Upon qualifying for your Advanced POST Certificate, you will receive a second 2.5% increase in pay. That means that some of you may currently be eligible for a 5% increase in pay.

If you have not begun to do so, start working towards receiving your Intermediate or Advanced POST Certificate. POST Certificates are awarded to deputy sheriffs who achieve increasingly higher



*continued on page 45*

#### INTERMEDIATE Post Certificate

Years of experience	8 or more	6 or more	4 or more	4 or more	2 or more
Education points	15	30	45	AA / AS	BA / BS
Training points	15	30	45	Basic POST	Basic POST

#### ADVANCED Post Certificate

Years of experience	12 or more	9 or more	9 or more	6 or more	4 or more
Education points	30	45	AA / AS	BA / BS	MASTERS
Training points	30	45	Basic POST	Basic POST	Basic POST

levels of education, training and experience.

As you can see in the charts on page 44, if you have a B.A. or B.S., you only need to have two years of experience to receive an Intermediate POST Certificate. You can also see that the more years you work as a deputy sheriff, the less education or training points you need to qualify for the certificate. For example, if you have eight or more years on the department, you only need 15 education and 15 training points. Be smart, don't wait years to maximize your pay, start working immediately on obtaining your Intermediate and Advanced POST Certificates.

When planning how to accumulate POST credits, you should first contact the training staff at your station/unit. They should have access to the department's Training Record System (TRS) and be able to provide you with a copy of your training record. Your training record will consist of three sections: TRS, WQS, and CTS. Total the number of hours, of two hours or more, in the sections, and then divide by 20 to determine your "training points."

After you have done this, it would be a good idea to call the Education and Training Unit at (562) 347-1230 to check your math, send you the necessary paperwork and help you plan the best way to accumulate more points as quickly as possible.

## Taking advantage of this program:

Accumulating points is easy. To accumulate **education points** towards a POST Certificate, you can begin taking classes at any accredited college and may include those units obtained through college-affiliated training or in-service training.

To accumulate **training points**, you can include hours in Basic Academy courses, in-service training, and may include outside training. College-affiliated training can be counted as education OR training points, BUT NOT BOTH. 20 hours of training = 1 training point and you CANNOT substitute training points for college units.

**"Accumulating points is easy ... Basically, you need to accumulate both education points and training points to receive your certificate."**

Basically, you need to accumulate both education points and training points to receive your certificate. For example, for six to seven years of service on the department you need to have 30 education points and 30 training points to receive your Intermediate POST Certificate. If you are not planning to take advantage of the POST Certificate Program, you should consider that the

opportunity cost of whatever it is that you are doing instead is 2.5% or 5% of your salary year after year. It better be worth it.

Two frequently asked questions that the POST Coordinator receives are: If you have more than 12 years of experience, do you still need any education points or training points? The answer is that both Intermediate and Advanced POST Certificates have minimum requirements regardless of how many years of experience you have (see the charts). The second question is: Do you have to submit sealed official transcripts? The answer to this question is no. You can submit copies of official transcripts or your degree if you have been awarded one. However, they do not accept "unofficial transcripts." For example, you could not submit transcripts that say "unofficial" on them.

If you are a veteran on the department and have not taken advantage of this program, know that your pay is not retroactive to the time you first had enough points to be eligible for a POST Certificate. Assuming all eligibility requirements are met, retroactive pay is authorized from the date the POST Coordinator receives the applicant's completed POST application, including all supporting documentation. Don't be one of the people that walk in there to find out you could have received a 5% pay increase ten years ago!

We would like to once again recognize Operations Assistant Three Unit Supervisor Marie Chin Chiu and POST Certificate Coordinator Karla De La Torre for going the extra mile in helping our members obtain their POST Certificates and their help in putting together this article which contains some of the information you will receive upon requesting your POST packet.

Do yourself, and your family a favor. Invest in yourself and get your POST Certificates ASAP.





# THE LOS ANGELES COUNTY SHERIFF'S DEPARTMENT IS PROUD TO ANNOUNCE A RETIREMENT CELEBRATION HONORING...

*Sergeant*  
**BURTON BRINK**  
N6US0

## Burton's Rap Sheet

Deputy  
1989 Academy Class 252  
1989-1990 Court Services West Bureau Pasadena Court  
1990-1991 Sybil Brand Institute (SBI)  
1991-2009 Temple Station/T.O./Motors  
Sergeant  
2009-2011 East Facility (Wayside)  
2011-2015 Cresenta Valley Station  
2015-2016 Altadena Station  
2016-2017 Sheriff's Information Bureau (SIB)  
October 31, 2017 Retired

*Sergeant*  
**KIM (SHELTON) BRINK**  
N60SS

## Kim's Rap Sheet

Deputy  
1989 Academy Class 254  
1989-1991 Mira Loma Facility  
1991-1995 Lennox Station  
1995-2006 Personnel Admin (Backgrounds)  
2006-2008 Lancaster Station Detective/OSS  
2008-2010 Headquarters Detective Bureau (Fraud)  
Sergeant  
2010-2014 Palmdale Station  
2014-2018 Audit and Accountability Bureau (AAB)  
March 31, 2018 Retired

**Mt. Lowe Brewing Company**  
150 E St Joseph St.  
Arcadia, CA 91006

**Saturday April 21, 2018**  
**11:00am - 3:00pm**  
**\$30 per person**

The Lunch is being catered and your ticket includes your meal and a beer or a glass of wine on us.  
Meal and Drink tickets will be given at the door when you check in.  
(There are no physical Tickets for this event.)  
This is a CASUAL event, with no program. Please come and celebrate with us and our friends!

## Contact:

Sgt. Anthony (Tony) Rodriguez, AAB (323) 307-8319  
Sgt. Don McMinn, AAB (323) 307-8317  
Capt Chris Blasnek, CV (818) 236-4001  
Kitty Corrales, SIB (213) 229-1672  
Burton Brink, (909) 495-4108  
Kim (Shelton) Brink (661) 733-6277

Please make checks out to: Burton Brink

**ELECT**  
**BURTON BRINK**  
ASSEMBLY 49TH DISTRICT

*Timothy Douglas*  
562-708-8833



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

### Officers

Ronald Hernandez



rhernandez@alads.org

Robert Sass



rsass@alads.org

Jennifer Martin



jmartin@alads.org

Steven Blagg



sblagg@alads.org

Troy Jackson



tjackson@alads.org

Mark Claahsen



mclaahsen@alads.org

James Wheeler



jwheeler@alads.org

Derek Hsieh  
Executive Director



dhsieh@alads.org

Jay Trisler  
Assistant Executive Director



jtrisler@alads.org

Rebecca Bueno  
Labor Relations Specialist



rbueno@alads.org

### Defense Reps

Julie Petrelli



jpetrelli@alads.org

Anthony Spatola



aspatola@alads.org

Boris Nikilof



bnikilof@alads.org

### Field Representatives

Dana Fackert



dfackert@alads.org

Doug Joho



djoho@alads.org

Katie Smith



ksmith@alads.org

## Retired Female Deputies Social Club

You are invited to attend our RFD SOCIAL CLUB Annual May Luncheon & Meeting. Our group is open to all sworn and professional staff ladies, retired or active (with a hire date 20 years prior to current date).

**SATURDAY, MAY 5, 2018**

11:00 AM - Social Hour, 12:00 PM - LUNCHEON AND MEETING  
ROBERTA ABNER'S HOME - SIMI VALLEY

BBQ Buffet: Tri-tip, Chicken, Ribs; Salads, Baked and Chili Beans, Garlic Bread; Desserts and Beverages. COST: \$40 PER PERSON

**\*FRIDAY NIGHT, MAY 4, 2018\***

5 PM - ??? "FIESTA NIGHT AT ROBERTA'S OUTDOOR CANTINA" -  
Taco Dinner, Dessert; including Margaritas, Wine, and Soft Drinks.  
Mariachis will add to your pleasure. COST: \$15 PER PERSON

**FINAL RESERVATION DATE: MAY 1, 2018**



benefits of *making pre-arrangements*

1. Avoid making decisions at a difficult time
2. Buy what you want, not what survivors feel you deserve (emotional overspending)
3. Secure today's preferred pricing, not tomorrow's rate
4. Rose Hills' convenient payment plans

exclusively for LA Sheriffs and their families:

*Double depth burial for two: \$5,625\**

or 10% discount for pre-need cemetery property or funeral services

Call for a free 30-minute, no obligation appointment  
**Mark Ortega, Community Service Counselor • 888-818-8664**

\*plus endowment care fee. Excludes sections 1 & 3 of  
Garden of the Passage. Original list price: \$11,300  
License #0D04129 • Rose Hills Mortuary, Whittier #FD970

**INSURANCE**

1407

## ALADS UNIT REPRESENTATIVE

# Meeting Highlights

### Contract Negotiations

Members have been asking unit representatives the status of contract negotiations, what ALADS has asked for and what the county is offering.

There are a number of ways to increase pay and benefits, and ALADS is negotiating with the county on a number of different fronts. For example, the county can increase pay through skill or longevity bonuses.

One of the items ALADS is asking for, is a department-wide seniority provision so that no matter where you transfer, you will know where you stand when it comes to seniority. This will affect vacation and overtime. There is currently no seniority provision in the MOU.

So far, we have held eight negotiations meetings, the county is aware of what we need to come to terms.

Our contract ended January 31, 2018.

**January 3, 2018**

*ALADS held its monthly unit representative meeting on Wednesday, January 3, 2018.*

*The next unit representative meeting is scheduled for Wednesday, March 7, 2018 at 11 AM and 6 PM. All ALADS members are welcome to attend.*

### Meeting with Deputies who were Included in L.A. Times' Brady List Article

ALADS held a meeting between attorneys and the deputies that were mentioned in the *L.A. Times'* Brady List article. Nine deputies attended the meeting. Most of the deputies did not hold any animosity towards the *L.A. Times*, rather they were angry at the department.

ALADS sent a letter to California Attorney General Xavier Becerra describing the leak of personnel information. The leak of names and private personnel information from the department should be investigated.

### Sheriff's Election

ALADS has not made an endorsement in the Sheriff's race. Candidate filing is open February 12 to March 9, 2018. After the filing period ends, a survey will be sent to members regarding an endorsement.



President Ron Hernandez

## ALADS UNIT REPRESENTATIVE

# Meeting Highlights

**Be sure to update your personal email address with ALADS.  
Log on to [www.alads.org](http://www.alads.org).  
Receive ALADS news in your inbox.**

## Recruitment and Retention Meeting

The Sheriff's Department's early disqualification of candidates after their initial polygraph exams is an unusual practice. Most departments polygraph later in the hiring process and then conduct investigations into polygraph discrepancies. Polygraphers are trained in criminal polygraphs not pre-employment. It is questionable why the Sheriff's Department would disqualify candidates before it really knows anything about them.

The department is very short on background investigators. Fifty or more Training Bonus One background investigators are needed for a department this size.

Any practical ideas from ALADS members regarding recruitment and retention are welcome. Contact ALADS at (323) 213-4005.

## Blue Ribbon Commission on Public Safety

At the December 20th Blue Ribbon Commission on Public Safety meeting, members discussed the commission's bylaws and definition of recidivism. The meeting was not well attended due to the holidays.

## ALADS Willing to go to Battle for Members

Prior to coming into office, members of the current Board of Directors felt that ALADS did not fight hard enough for its members. The current Board of Directors is trying to change that by fighting harder and more often for our members. We may not be able to control the outcome of every fight, but we can control being in the fight.





## ALADS UNIT REPRESENTATIVE

# Meeting Highlights

### Attend the Next ALADS Unit Representative Meeting

ALADS members are invited to attend the next ALADS unit representative meeting. The morning meeting will be at 11 AM on Wednesday, March 7, 2018. The evening meeting will be at 6 PM. Come and take part in the discussion and learn more about your union.

### Follow ALADS on Facebook and Twitter

ALADS members can receive information quickly by visiting ALADS' Facebook page ([www.facebook.com/aladsonline](http://www.facebook.com/aladsonline)) and Twitter account ([www.twitter.com/aladsonline](http://www.twitter.com/aladsonline)).

**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)

social media

**January 3, 2018**

*ALADS held its monthly unit representative meeting on Wednesday, January 3, 2018.*

*The next unit representative meeting is scheduled for Wednesday, March 7, 2018 at 11 AM and 6 PM. All ALADS members are welcome to attend.*

ALADS  
Executive Director  
Derek Hsieh



*ALADS Opportunity Drawing Winner Richard Collins took home a Starbucks gift card.*

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

ATTEND THE UNIT REPRESENTATIVE MEETINGS AT THE  
ALADS FACILITY ON **WEDNESDAY, MARCH 7TH,**  
**1 1:00 AM OR 6:00 PM**

## ALADS Unit Representative List

### Altadena Station

Gaisford, David  
Hernandez, Ronald \*

### Century Station

Perez, John

### CIB

Cabadas, Jesse

### Compton Station

Fernandez Jr., Jesus

### COPS Bureau

Ferrell, Robert

### CRDF

Barragan, Janet  
Serrata, Andrew

### Crescenta Valley Station

Martin, Jeffrey

### CSB (County Services Bureau)

Pippin, Richard  
Tate, Reginald

### CSC - CSF

Jimenez, Bryant

### CSE - Norwalk

Grant, Winston

### CST

Krautkramer, Troy  
Rodd, Joe  
Sullivan, Kevin

### CSW - Van Nuys East

Domin, Robert

### East L.A. Station

Aragon, Thomas  
Buckband, Stacey  
Sanchez, Jacob

### Homicide Bureau

Blagg, Steven \*

### Industry Station

Finn, Michael

### IRC

Walker, James

### 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

### Palmdale Station

Schneider, Stephan

### Parks Bureau - East

Castro, Leonardo

### Parks Bureau - North

Hodge, Allen  
King, Trevor  
Ortega, Miguel

### PDC - South

Tidball, Justin

### Pico Rivera Station

Hofstetter, George

### Santa Monica Court

Miller, Craig

### SEB

Wheeler, James \*

### Special Victims Bureau

Vallozzi, Cecilia

### Temple Station

Johnson, James

### Torrance Court

Quick, Johnny

### TPD

Cianciosi, Kenneth  
Thibodeaux, Mike  
Tineo, Alejandro

### Twin Towers

Jensen, Jeffrey

### West Hollywood

Mohr, Todd

Briggs, Timothy - At Large  
Ferguson, Thomas - At Large  
Van Leeuwen, Sean - At Large

### District Attorney Investigators

**Auto Insurance Task Force**  
Hernandez, Gregory

**Central Investigation**  
Collins, Richard

**Child Abduction**  
Martin, Jennifer \*

**Special Operations**  
Utley, Craig

**Worker's Comp.**  
Nguyen, Duke

\* ALADS Directors




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- Access your Anthem Blue Cross ID card on your phone.

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

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**18th Annual  
ALADS**



*Awards  
Banquet*

**SAVE THE  
DATE!**

**Saturday, April 7, 2018  
Pacific Palms**

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



# SHERIFF'S ACADEMY

## Congratulations!

# Class 425


**YARY**

Aguilar, Mayra Y.  
 Alvarez, Jonathan  
 Arias-Ramirez, Omar G.  
 Arreguin, Xavier  
 Asencio Martinez, Jesus  
 Avila, Jose  
 Boccanedes, Joel A.  
 Calderon III, Raymond J.  
 Calvillo, Ruben  
 Cano, Anahi A.  
 Cardenas, Christian O.  
 Chavez Jr., Valente  
 Chen, Aaron  
 Convento, Ryker J.  
 Crespín, Armando A.  
 Ekizian, Jeremy C.  
 Fernandez, Nathan J.  
 Gomez, Ana K.  
 Gonzalez Negrete, Jaime D.  
 Hellewell, Mariela C.  
 Hernandez, Brandon R.

Hernandez, Lupita  
 Hernandez Jr., Manuel  
 Hoffman, Connor G.  
 Iniguez, Ricardo S.  
 Jamir III, Alberto Miguel V.  
 Jimenez, Alejandra  
 Linares, Steven E.  
 Lovercio, Scott J.  
 Lozano Ortega, Carlos  
 Luna, Bryan  
 Maier III, Richard A.  
 Marquez, Jacqueline  
 Martinez, Adriana E.  
 Martinez II, Carlos  
 Matkin, Christopher D.  
 Medina, Richard M.  
 Mimms, Michael A.  
 Murcia, Jose E.  
 Obilana, Andrew B.  
 Ok, Adrian B.  
 Ortiz, Dennis F.

Parker, Jerry A.  
 Piltch, Joel M.  
 Quiblat, Ruel Jay M.  
 Ramirez Jr., Eleazar  
 Robles, Bianca L.  
 Rodriguez, Regina  
 Romo, Vanessa A.  
 Ruvalcaba, Estevan  
 Saiz, Anthony M.  
 Sanchez, Joseph A.  
 Scanlan, James E.  
 Shelton, Ty A.  
 Solano Jr., Alfonso  
 Suarez, Marco A.  
 Telemaque, Meshawn R.  
 Thomas Manley, Nina E.  
 Tyler, Joniescia M.  
 Valencia Silva, Edgar F.  
 Yajimovich, Denise

# 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 Padrinos 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.)  
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)  
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- 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

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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.



# Legal Update Videos Now Available in the Member Area of the ALADS Website [www.alads.org](http://www.alads.org)

**NEW  
VIDEOS  
ADDED!**

- 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)
- IOB5I: 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)
- Making a Wall Stop (Segment One)
- Searches of Vehicles Incident to the...Arrest (Segment Two)
- State Created Danger Doctrine (Segment Three)
- Exigency and Warrantless Searches (Segment Four)
- Robbing Spouse of Community Property (Segment One)
- Threatening a Crime Victim or witness (Segment Two)
- Close, But No Coercion (Segment Three)
- Conduct Unbecoming a Police Officer (Segment Four)
- Tell Me Everything (Segment One)
- Use of Internet Evidence at Trial... (Segment Two)
- Let's NOT Make a Deal (Segment Three)
- Vehicle Pursuit and Deadly Force (Segment Four)
- Carried on the Person (Segment One)
- Resisting Arrest Resisting Detention (Segment Two)
- No Burglary at Every Entry (Segment Three)
- Warrantless Entry: Being Reasonable vs. Being Right (Segment Four)
- Battery by Contact (Segment One)
- The Terry Case: Stop and Frisk (Segment Two)
- No “Standing?” Double-Disclaimer Required (Segment Three)
- Use of Force: Resourceful Tactics (Segment Four)
- Voluntaryness of Juve's Waiver and Confession (Segment One)
- Miranda: Invocation MUST be Unequivocal (Segment Two)
- Criminal Interrogation of Suspected Officer (Segment Three)
- Deadly Force and Proper Tactics (Segment Four)
- Patience and the Kitchen Sink (Segment One)
- Hesterberg: Do You Know the Law on Use of Force? (Segment Two)
- Social Media Postings Admissible in Court (Segment Three)
- Deadly Force and Preventing Escape (Segment Four)
- Interrogating Juveniles (Segment One)
- Use of TASER in Prove Mode Constitutes Intermediate Force (Segment Two)
- Hearsay Evidence (Segment Three)
- Totality if Circumstances Versus Hindsight (Segment Four)
- New Laws for 2016 Part 1 (Segment One)
- New Laws for 2016 Part 2 (Segment Two)
- Refusal to ID (Segment Three)
- Using Force to Detain (Segment Four)

# 2018 Benefits Fair Unit Visits

The following is the Benefits Fairs scheduled for 2018. Please make sure to mark your calendars!

Wednesday, March 28, 2018	11:30 a.m. – 4:30 p.m.	Palmdale Station Lunch Provided	750 East Ave. Q Palmdale, CA 93550 (661) 272-2400
Wednesday, July 25, 2018	10:00 a.m. – 4:00 p.m.	Century Regional Detention Facility Lunch Provided	11705 South Alameda Street Lynwood, CA 90262 (323) 568-4601
Wednesday, August 8, 2018	10:00 a.m. – 4:00 p.m.	North County Correctional Facility Lunch Provided	29340 The Old Road Castaic, CA 91384 (661) 295-7810
Wednesday, September 26, 2018	10:00 a.m. – 4:00 p.m.	Men's Central Jail Lunch Provided	441 Bauchet Street Los Angeles, CA 90012 (213) 974-5058



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christaca@legalsieldassociate.com  
Sandra Allen  
Phone: (562) 858-8227  
[sandraallen@me.com](mailto:sandraallen@me.com)



## Allstate Benefits

Arlene Montano  
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Cell: (310) 871-1190



## POPA Federal Credit Union

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## Anthem Blue Cross

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## Benefit Service Center

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## Rose Hills Memorial Park & Mortuary

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Fax: (818) 547-3315



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Jaqueline Stewart-Boute  
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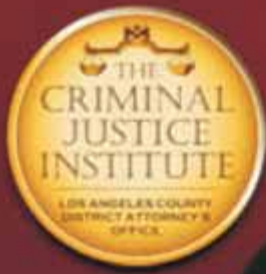
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**JACKIE LACEY**  
**DISTRICT ATTORNEY**

# ONE MINUTE BRIEF

**NUMBER:** 2018-01    **DATE:** 1-22-18    **BY:** Devallis Rutledge    **TOPIC:** Arrest on Disputed Facts

**ISSUE:** If police confront two versions of events, one suspicious and one pointing to innocence, may they base a lawful arrest on the suspicious facts?

It's often the case that victims and witnesses give police one version of what happened, while suspects and their witnesses tell a different, exculpatory story. Is the mere fact that suspects advance an innocent explanation for their actions enough to defeat a finding of probable cause for arrest?

- DC police were called to a late-night, noisy party at a residence. Inside what appeared to be a vacant house, 21 partygoers were playing loud music, drinking, smoking marijuana, having lap dances, and apparently engaging in group sex. Some ran and hid when police entered. They gave varying and implausible explanations for being there, but some of them asserted they had been invited by a woman who claimed to be renting the house, but who wasn't there at the time.

On the other hand, neighbors said the house was vacant, and the owner, reached by phone, said no one had a right to be inside. The 21 were arrested for "unlawful entry" and charged with "disorderly conduct," but the charges were dismissed.

Sixteen of the arrestees sued the 5 officers for false arrest. The officers' motions for summary judgment based on qualified immunity were denied, and a subsequent jury award and attorney's fees against the officers amounted to almost \$1 million. The DC Circuit Court of Appeals affirmed, on the basis that each of the suspicious factors could have had an innocent explanation, and the officers had no basis for believing the property owner over the partygoers, negating any "intent to enter against the will of the lawful owner," an element of the DC offense of unlawful entry. The US Supreme Court has unanimously reversed.

- First, the court pointed out that although the Court of Appeals focused only on the *arrest* offense, PC to arrest may be based on **any offense** supported by the evidence—even if there was no PC to arrest for the crime police identified. *"Because probable cause is an objective standard, an arrest is lawful if the officer had probable*

*continued on page 59*





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cause to arrest for **any offense**, not just the offense cited at the time of arrest or booking.” *District of Columbia v. Wesby* (2018) 583 US \_\_\_, No. 15-1485, slip opn. at 4, fn. 2. (See 1MBs 2005-04 and 2013-08, citing multiple cases to this effect.)

- Next, the court held that the DC police **did have** PC to arrest for unlawful entry, because as the court has said many times, “probable cause does not require officers to rule out a suspect’s innocent explanation for suspicious facts. ... And here, the totality of the circumstances gave the officers plenty of reasons to doubt the partygoers’ protestations of innocence.” *Id.*, slip opn. at 12. (See 1MB 2010-11, citing multiple cases.)

- Finally, the court ruled that even if there had been no PC to arrest, the officers would still have been entitled to qualified immunity from suit, because there is no “body of relevant case law” clearly establishing that an arrest under these circumstances would have been unlawful.

**BOTTOM LINE:** Where one account of events establishes probable cause to arrest, the fact that suspects and their supporters offer innocent explanations does not necessarily negate PC to arrest.

(Emphases added in quoted material.)

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

## ALADS To Do List

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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

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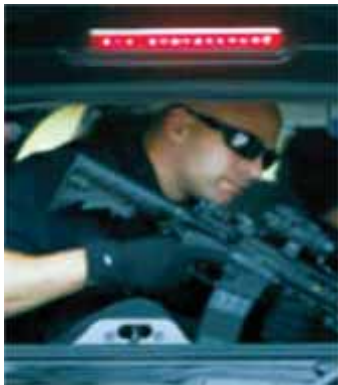
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Type or print clearly your ad on the form below and fax it to the Dispatcher Classified Listing Fax Line at 323-724-0140. The Classified Ad may be up to 25 words. The Classified Ad rate is \$10.00 per issue for ALADS Members and \$15.00 per issue for non-ALADS Members. Multiply the one-time rate by the number of issues in which you want your ad to appear (for example, 3 issues is \$10.00 x (3), or \$30.00). **All ads are payable in advance by check or money order. Please make check payable to ALADS.** Deadline for inclusion is noon the third Friday of the preceding month (for example, for inclusion in the March 2018 issue, ads must be received by Friday, February 16, 2018).

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February 2018

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