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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.

#### **DISPATCHER**

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

#### **BOARD OF DIRECTORS**

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PRESIDENT'S MESSAGE

#### **Ronald Hernandez**

#### **DEMONIZING THE SHEEPDOG**

Special interest groups have successfully mounted pressure on the California State Legislature and created media campaigns to steer society towards adopting higher and higher tolerances for criminal behavior. Their efforts have given them the ears of our state legislators and voters alike, resulting in serious policy mistakes that will have a devastating effect on public safety.

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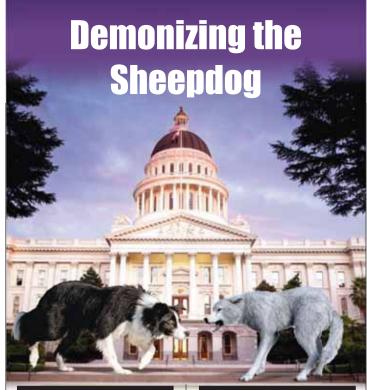
VICE PRESIDENT'S MESSAGE

#### Robert Sass

#### **WE HEAR YOU**

In response to the concerns, comments and inquiries we have received regarding ALADS endorsements of political candidates, I wanted to offer facts related to our decision-making process.





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STATE LEGISLATIVE CORNER

Timothy Yaryan, Matt Siverling and John Lovell

# LAW ENFORCEMENT FACING TREACHEROUS LEGISLATIVE WATERS AHEAD

The first major Legislative deadline date has passed. To no one's surprise, a number of bills of great concern to law enforcement cleared their first committee.



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Jennifer Lincicum

#### WHAT ARE YOU GOING TO EAT: LEARN HOW TO FIND THE RIGHT BALANCE

With different diets becoming popular all the time, it's hard to know what we should really be eating. Here are food tips to help you get the right balance in your diet.

#### **FEATURES**

THE HOLMAN GROUP

Dr. Ron Holman

#### **PURPOSEFUL PARENTING**

What is purposeful parenting? Purposeful parenting starts with listing a specific set of goals and objectives the parent has for their child. Here is a list for parents who want to make parental decisions and choices in a very conscious, deliberate and intentional manner.



28 BENEFITS PARTNER

#### Raquel Magdaleno

#### **NATIONAL SAFETY MONTH**

Did you know that June was
National Safety Month? On a daily
basis, you encounter many
hazards so you need to stay
vigilant and reduce safety risks for
yourself and your loved ones. Here
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# Undate 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

Via Mail: Send in the form printed in the

ALADS Dispatcher



Office Use Only

Date Entered:

**June 2018 Winners:** 



#### Stephen Valenzuela and Leticia Garcia

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: (Neg LASP Address)				
(Non LASD Address) Signature:				
Date:				

#### **ALADS Dispatcher**

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#### **Contact ALADS**

Address: 2 Cupania Circle Monterey Park, CA 91755

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



# **2018 Board of Directors**



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# ALADS Proudly Offers the Following Law Offices for Defense Representation

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**Website Under Construction** 

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www.stonebusailah.com/

The Gibbons Law Firm, PC

www.thegibbonsfirm.com/

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

\*Contact ALADS for which coverage applies.

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

ATTEND THE UNIT REPRESENTATIVE MEETINGS AT THE

ALADS FACILITY ON

WEDNESDAY, SEPTEMBER 5TH,

11:00 AM OR 6:00 PM

# **ALADS Unit Representative List**

**Altadena Station** 

Gaisford, David
Hernandez, Ronald \*

**Century Station** 

Perez, John

**CIB** 

Cabadas, Jesse

**COPS Bureau** 

Ferrell, Robert

**CRDF** 

Barragan, Janet

**Crescenta Valley Station** 

Martin, Jeffrey

CSB (County Services Bureau)

Dinnin Di

Pippin, Richard Tate, Reginald

**CSE - Norwalk** 

Grant, Winston

**CST** 

Krautkramer, Troy Rodd, Joe

**CSW - Van Nuys East** 

Domin, Robert

**East L.A. Station** 

Buckband, Stacey

**Homicide Bureau** 

Blagg, Steven \*

**Industry Station** 

Finn, Michael

**Long Beach Court** 

Erbacker, Mark

**Lost Hills Station** 

Loureiro, Armando White, Tim

**Marina Del Rey Station** 

Scheinfarb, David

MCJ

Carranza, Samuel

**Metro Court** 

Rodriguez, Charles

NCCF

Galarneau, Dean

**Norwalk Station** 

Claahsen, Mark \* Sass, Robert \* Sass, Sarah Parks Bureau - East

Castro, Leonardo

Parks Bureau - North

Hodge, Allen King, Trevor Ortega, Miguel

**PDC - South** 

Tidball, Justin

PLM

Cianciosi, Kenneth

**San Dimas** 

Jensen, Jeffrey

**Santa Monica Court** 

Miller, Craig

SEB

Wheeler, James \*

**Temple Station** 

Johnson, James

**Torrance Court** 

Quick, Johnny

**TPD** 

Thibodeaux, Mike Tineo, Alejandro **West Hollywood** 

Mohr, Todd

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

District Attorney
Investigators

**Auto Insurance Task Force** 

Hernandez, Gregory

**Central Investigation** 

Collins, Richard

**Child Abduction** 

Martin, Jennifer \*

**Public Integrity** 

James, Brian

**Special Operations** 

Utley, Craig

Worker's Comp.

Nguyen, Duke

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

\* ALADS Directors

# **ALADS Field Representatives**

#### **Dana Fackert**



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

Phone: (626) 497-2554 Email: dfackert@alads.org 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)

#### **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

Phone: (310) 351-5065 Email: djoho@alads.org County Courthouse (CCH – Stanley

County Services Bureau Crime Lab – Fire Arms

Criminal Courts Building (CCB – Clara

Criminal Courts Building (CCB – Cla 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.)
Rancho Los Amigos Hospital
Records/Identification Bureau

Redondo Beach Court Scientific Services Bureau Sex Crimes Unit (D.A.)

Sexually Violent Predator Unit (D.A.)

Special Litigation (D.A.) STARS (all)

- Casino Crimes

- Fraud

- Major Crimes Bureau

- Narco Majors - Prison Gangs

- Special Victims Bureau

Torrance (D.A.) Torrance Court

Transit Services Bureau Regional Operations Center (ROC)

TDAD

**USC Medical Center** 

#### **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)

Phone: (818) 461-2300 Email: ksmith@alads.org Corrections Services Transport – Wayside (formerly TST)

Criminal Crimes – Chatsworth Court El Monte Court (Rio Hondo Court)

Glendale Court Hollywood Court Industry Station

Inglewood Court
Inmate Reception Center
Malibu/Lost Hills Station

Men's Central Jail Mental Health Court/Department 95 Metrolink – Chatsworth

Parks Bureau – North (Castaic) Metropolitan Court/Traffic Court

San Fernando (D.A.) San Fernando Court Santa Clarita Court Santa Clarita Station & DB Santa Monica Court

Sylmar Court

Transit Services Bureau – Chatsworth Twin Towers Correctional Facility

Universal Substation

Van Nuys (D.A.)

Van Nuys Court East & West Pitchess Detention Center (Wayside)

- CST

- Laundry

- JIU

- NCCF

- North Facility

- Range

- South Facility - The Ranch

West Hollywood Station

#### **About Your Field Representatives**

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

- 1) If you are notified that you are a subject of an investigation . . .
- 2) If you are notified that you are a witness in an investigation . . .
- 3) If you are called into a supervisor's office and you feel you may be under investigation . . .
- 4) If you are involved in a significant use of force

   There will be an investigation . . .
- 5) If the department looks at you funny . .

6) If you have any questions . . .

#### **Defense Representatives**



Larry Ariaz lariaz@alads.org



Matthew Cline mcline@alads.org



Boris Nikolof bnikolof@alads.org



Anthony Spatola aspatola@alads.org

Front Desk: (323) 213-4005

# Important Dates and ALADS Sponsored Events

#### JULY



**Independence Day** Wednesday, July 4, 2018 ALADS Facility Closed

#### ALADS Board of Directors Meeting

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

#### Body Scan International House Call

Monday – Friday, July 9-13, 2018 ALADS Facility

#### ALADS Unit Representative Meeting

Wednesday, July 11, 2018 11 AM & 6 PM ALADS Facility

## ALADS Board of Directors Meeting

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

#### **ALADS Benefits Fair**

Wednesday, July 25, 2018 10:00 AM to 4:00 PM Century Regional Detention Facility

#### **AUGUST**

#### ALADS Unit Representative Meeting

Wednesday, August 1, 2018 11 AM & 6 PM ALADS Facility

#### ALADS Board of Directors Meeting

Friday, August 3, 2018 9:30 AM ALADS Facility

#### Body Scan International House Call

Monday – Friday, August 6-10, 2018 ALADS Facility

#### **ALADS Benefits Fair**

Tuesday, August 7, 2018 10:00 AM to 4:00 PM North County Correctional Facility

#### Bob Hermann Charity Golf Classic

Monday, August 13, 2018 Black Gold Golf Club Yorba Linda, CA



## ALADS Board of Directors Meeting

Friday, August 17, 2018 9:30 AM ALADS Facility

#### **ALADS Family Day and Picnic**

Friday, August 31, 2018 Universal Studios

#### **SEPTEMBER**

#### Labor Day

Monday, September 3, 2018 ALADS Facility Closed

#### ALADS Unit Representative Meeting

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

#### ALADS Board of Directors Meeting

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

#### Body Scan International House Call

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

#### ALADS Board of Directors Meeting

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

#### **ALADS Benefits Fair**

Wednesday, September 26, 2018 10:00 AM to 4:00 PM Men's Central Jail

#### **OCTOBER**

#### ALADS Unit Representative Meeting

Wednesday, October 3, 2018 11 AM & 6 PM ALADS Facility

## ALADS Board of Directors Meeting

Friday, October 5, 2018 9:30 AM ALADS Facility

#### Columbus Day

Monday, October 8, 2018 ALADS Facility Closed

#### Body Scan International House Call

Monday – Friday, October 8-12, 2018 ALADS Facility

#### **ALADS Retirement Seminar**

Saturday, October 13, 2018 9 AM – 3 PM ALADS Facility Call ALADS to RSVP (323) 213-4005

#### ALADS Board of Directors Meeting

Friday, October 19, 2018 9:30 AM ALADS Facility

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



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



en and woman join the Sheriff's Department to help our fellow citizens in their greatest time of need and on what may be the worst day of their lives. As

soon as we put on the uniform, we put our lives on the line to protect good people from the bad. We are the sheepdogs (protectors) guarding the good people (sheep) from the wolves (bad people).

This reminds me of an analogy about military personnel by Lieutenant Colonel David Grossman in On Combat.

If you have no capacity for violence then you are a healthy productive citizen, a sheep. If you have a capacity for violence and no empathy for your fellow citizens, then you have defined an aggressive sociopath, a wolf. But, what if you have a capacity for violence, and a deep love for your fellow citizens? Then you are a sheepdog! The defender of the sheep, from the

While the context was for military personnel, it is similar for law enforcement. While no law enforcement officer looks forward to the use of force, it is a fact that one must sometimes unfortunately use force to protect the sheep from the wolves.

Special interest groups have successfully mounted pressure on the California State Legislature and created media campaigns to steer society towards adopting higher and higher tolerances for criminal behavior. Their efforts have given them the ears of our state legislators and voters alike, resulting in serious policy mistakes that will have a devastating effect on public safety.

What these special interest groups are doing is: demonizing the sheepdog.

Laws should be written in a way that allows California's law enforcement officers to most fairly, effectively, and safely protect the sheep, not force officers to focus on career survival and self-preservation, making protection of citizens a third or even less of a priority.

Citizens should not stand for legislation that demonizes officers and damages our ability to protect them. This is especially true when we see massive shortages of deputy sheriffs across Los Angeles County – upwards of 1,500 more deputies are needed to fill critical roles. Why would anyone want to sign-up for a career in which their lives are not only at stake, but their jobs are made even more challenging by poorly-crafted policy?

continued on page 👊



#### The following three bills illustrate this problem:



#### **AB** 109

Many lower level criminals who previously would have gone to prison are now serving their time in the local county jail. Very little, if any, financial support has been provided by the state to the jails as promised. This has created three major problems. First, the deterrent or fear of prison is removed (consequences) and a more institutional dangerous mentality of the offenders is brought into the county jail system. Second, it puts a financial burden on the county. Third, jail overpopulation is addressed by limiting the amount of time people are actually jailed.



## # 2

#### **AB 953**

This bill, referred to as *The Racial and Identity Profiling Act*, is geared towards collecting data to prove law enforcement is unfairly targeting / profiling. Just the name sounds appealing to citizens and screams there is a problem. However, there is plenty of documentation in normal everyday police work that can be collected and analyzed to see if a problem exists. That data apparently does not produce the desired results.

AB 953 requires specific agencies to fill out a form documenting the contact of persons through a stop or detention. One of the first questions requires the officer to state what he perceives to be the person's race. Conspicuously, there is no box for unknown. This is important because the legislation is asking the deputy / officer to commit to a perception where there may not have been one. What if the stop or detention was part of a call for service? Or a situation that the officer did not create? How does being called to a location play into what the officer perceives? It wasn't the officer's choice to go and contact that person.

We have to ask, how is that proper data collection? How will the data collected have proper statistical value? If a deputy / officer works in an area that is predominantly a particular race, the forms the officer fills out may lead to a perceived racial issue.

What if a deputy / officer sees a person quickly walk away from a scene and only sees the person from behind, who is covered with clothing from head to toe? This person passes a bush and attempts to toss a gun, unnoticed. Based on the observation, the gun is retrieved and the person is detained. It is at this time the officer sees the person is a male / female Hispanic / African American or whatever their race / gender is now perceived to be. The form, for data collection purposes, asks you to commit to a perception of race or gender, when your first perception was a criminal act!

The result will be law enforcement's unwillingness to contact particular wolves for fear of the accusation of targeting, the wolves will be protected from the sheepdog.

## #3

#### **AB 931**

This Assembly bill is asking to change the standard of force USED from reasonable to necessary. This means that although law enforcement, in the course and exigency of their duties, can articulate that they used reasonable force, someone, from the comfort of their office (who may be anti-law enforcement to begin with and with no law enforcement experience) can claim the force was not necessary, thereby attempting to make law enforcement criminally liable.

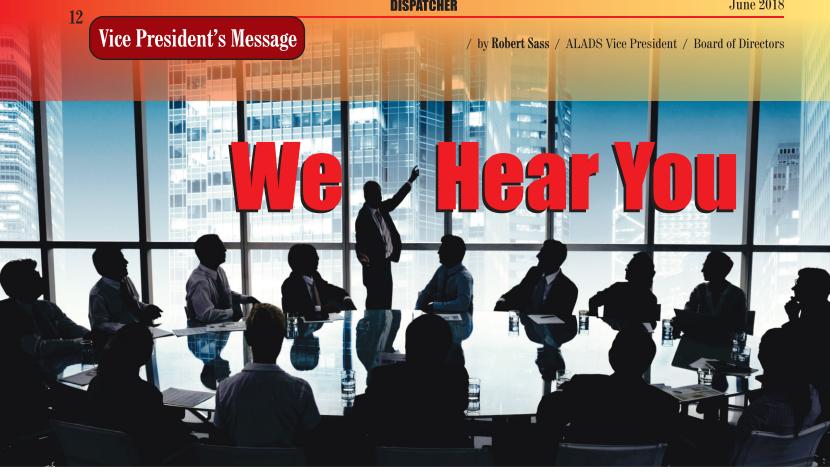
Two major impacts will be that sheepdogs will no longer want to take on this task (career), in the future. Or, more importantly, an officer will be so focused on career survival and self-preservation that there will be an unwillingness or hesitation to act. And once again the wolf wins.



The continued demonization of sheepdogs can only occur if we allow it. It is time for the sheep to unite with the sheepdogs, to save our profession and give the sheep the protection they deserve.

Ron Hernandez

President, ALADS



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



Excerpts of this article were taken from an article written by Hannu "TJ" Tarjamo, Treasurer of the Los Angeles Police Protective League.

> n response to the concerns, comments and inquiries we have received regarding ALADS endorsements of political candidates, I wanted to offer facts related to our decision-making process.

Let's talk about the elephant in the room first, the sheriff's election. A "No Endorsement" was a bold step against all three candidates. It sent a clear message that there is not an outstanding option. Without specificity, here

are some reasons none of the candidates received an endorsement from ALADS. One candidate is challenging ALADS, all the way to the California Supreme Court, about a list of deputies. Another candidate supports giving subpoena power to the Civilian Oversight Committee and the third candidate was instrumental in organizing an alternative competitive union rather than attempt to reorganize the ALADS of that time. There are several other issues, such as being in support of AB 931 or SB 54, failing to support the construction of a new jail to replace the deteriorating MCJ, failing to listen to rank-andfile deputies' concerns, and quite frankly explicit pandering. If you have taken the time to listen to or watch the many interviews and debates with the candidates, you are familiar with the above.

Now, after the June primary, there are two candidates competing for Los Angeles County Sheriff. ALADS, so far, has taken the position of not endorsing a candidate for the same reasons above. However, we are still in discussions regarding an endorsement. An endorsement may or may not be coming.

We are very aware that many of our Democratic legislators have let the state slump into one big homeless encampment and many are allowing criminal justice reform to be hijacked by left-wing activists for some sort of social engineering project. Not only are many elected officials to blame for this assault on safe streets, but many of these criminal justice reforms have been perpetrated on us by the voters of California—the folks we work to keep safe. This is a California problem, not a law enforcement problem.

As of February 2017, just 25.9 percent of Californian voters were registered as Republican – the lowest level since the 1980s and nearly 20 points less than the share of California residents registered as Democrats. There are nearly as many Californians who express "no party preference" as there are Republicans. Republicans hold less than onethird of the seats in the state assembly and state senate. They have not won a statewide office since Arnold Schwarzenegger's reelection in 2006. This is the reality of the voter

Our nonpartisan Political Endorsement Committee works to further the mission of the ALADS: "Protecting the wages, benefits, working conditions and legal rights" for the collective good of ALL 7,800 Los Angeles County Deputy Sheriffs and District Attorney Investigators. It is not a Republican PEC or a Democratic PEC. It is a PEC formed to further the ALADS mission stated above. Our endorsement list has both Democrat and Republican candidates. The most notable

Republican candidate being Judge Steven Bailey for California Attorney General. We comb over a tremendous amount of information about candidates and races that includes, but is not limited to: current political climate, history of candidates, voter trends, condition of campaigns, pending legislation, and when candidates choose so, we interview them.

If you have a differing opinion and are a solution-oriented person, you should become a unit representative or serve on the Political Endorsement Committee like many of your peers do. We all have families to care for, people to see, places to go and things to do. Yet some members find time to volunteer as unit representatives, committee members, and negotiating team members with the same set of circumstances, only to benefit the common collective good of all of us.

It is important to also disclose that both Republican John Cox and Democrat Gavin Newsom declined to participate in our endorsement process. They did not fill out our questionnaire asking for positions on issues important to ALADS and law enforcement, and they refused to be interviewed by the ALADS PEC. Republican Travis Allen only appeared in front of the PEC after numerous attempts by ALADS reaching out to him. This was an unprecedented move by ALADS and was done at the coaxing of retirees on social media.

One would think that if you are pro-law enforcement, you would want to get the endorsement of the largest sheriff's union in the state. Maybe they didn't want to be asked about their opposition to labor unions and public employee defined benefit pensions. The pensions that we all count on after decades of service. Both Travis Allen and John Cox support 401(k)s. Meaning, once some of us start opting into a 401(k), the guaranteed pensions you deserve simply just go away. The impact on recruitment of new deputies will be devastating if this were to occur.

As to some of the social media posts and phone calls we have received, be careful who you follow. We see people complaining about endorsements who have already retired and are collecting their 60-90 percent pension with a guaranteed retiree medical benefit getting real tough and principled on social media with nothing to lose (Although 13 states have already taken away retiree COLA, which was found to be constitutional.). Some of the most vocal ones have moved out of state yet want to give you advice on who to vote for in our state. For those who are still active duty, your fight is far from being over. Remember, some of you following the advice of the retired and near

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We all have families to care for, people to see, places to go and things to do. Yet some members find time to volunteer as Unit Representatives . . .

retired still have 20+ years to go. We have also seen rational, factual, sound thinking that is worthy of engaging. Cooler heads will always prevail. The fact is we need both parties and both parties need us.

"Individual principles" are not the basis of labor union endorsements. Protection of your wages, benefits and working conditions are. Democrats have routinely supported and protected labor contracts, pensions, medical benefits, workers' compensation rights and collective bargaining. Without those protections, your pensions would be at risk, our great health insurance plans diminished, and we would let the County determine, without ALADS' input, what your fair wages and benefits ought to be.

# The Democratic Party has Traditionally Backed:

#### **Collective Bargaining:**

It gives the ability for ALADS to represent you for wages, benefits, working conditions and legal rights. The overall theme of Republicans is to diminish the ability of unions to engage in collective bargaining or, in some instances, to outright ban it as was done in many states. Other Republicans want public contract negotiations, such as was done in Austin, Texas. That means that our contract would have to be approved by the public—never mind the County. How supportive do you think the voters would be of your next raise, or extremely low-cost health insurance premiums, or your defined benefit pensions?

#### Fair Wages for the Work You do:

The alternative is to let the free market determine what you should earn in the public sector. In non-collective bargaining states, salaries are depressed by 27 percent.

#### **Peace Officer Bill of Rights:**

(Governor Jerry Brown signed in 1977)

Without this critical law, it would allow management to have unilateral control without checks and balances.

#### **Pensions:**

One of the most socialist ideas to date, which began at 20 percent compensation and was designed as a safety net only. It is now what we all rely upon after decades of service.

As you can see, the road we travel is not simple or easy. But we still must travel it. And we will continue to do so to protect all of our wages, benefits, working conditions, legal rights and pensions.

## ALADS

# 19th Annual Bob Hermann Wemorfal Colf Classic

# Monday, August 13, 2018 Black Gold Golf Club

1 Black Gold Dr. • Yorba Linda, CA 92886 • (714) 961-0060

Registration – 7:30 a.m.
Shotgun Start – 8:30 a.m.
Buffet lunch and awards immediately following the tournament

Proceeds from the 19th Annual Bob Hermann Memorial Golf Classic will go to benefit ALADS C.A.R.E.S. foundation, a non-profit, approved charitable organization. The ALADS C.A.R.E.S. foundation has been established to assist Los Angeles County law enforcement personnel, their relatives and related parties who need immediate financial support.

Each entry includes green fees, cart fees, lunch, and on-course refreshments.

Please register early as entries will be limited to the first 144 golfers.

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NCUA

State Legislative Corner

/ ALADS Legislative Counsel and Advocate

# LAW ENFORCEMENT Legislative Waters Ahear

ALADS' Legislative Advocates Timothy Yaryan, Matt Siverling & John Lovell By Matt Siverling

he first major Legislative deadline date has passed in the week ending April 27 which was the deadline for bills that are required to go to a fiscal committee to clear their policy committee. To no one's surprise, a number of bills of great concern to law enforcement have cleared their first committee. Senate Bill 1421 (Skinner, D, Oakland), which will roll back protections for an officer's personnel information, was approved by the Senate Public Safety Committee on a party line vote. Particularly disturbing about this bill are provisions that provide for the release of an officer's information even when his or her activities have been entirely lawful and entirely within policy. This is a significant erosion of the privacy interests of a peace officer – frankly, it is unheard of for any employee! This bill now goes to the Senate Committee on Appropriations.

Yet to be heard by any committee is Assembly Bill 391 (Weber, D, San Diego), which purports to significantly change the standards for when an officer may use force. This bill was

Particularly disturbing about this bill [SB 1421] are provisions that provide for the release of an officer's information even when his or her activities have been entirely lawful and entirely within policy.

featured in several news conferences before there was even any language in the bill, itself. There are very real concerns that AB 391 could increase the risks that already confront officers. We are working with a broad coalition of law enforcement organizations in the development of an overarching strategy to address this measure.

Other questionable bills that passed their first committee hurdles include Senate Bill 923, which will change the protocols for obtaining eyewitness identification from witnesses; Senate Bill 1186, which will require the approval of most local governing bodies before an agency may acquire surveillance technology; and Assembly Bill 3131, which will require local government approval before an agency can receive federal equipment for their

Another onerous bill waiting hearing in the second house is AB 748 (Ting, D, San Francisco). AB 748 would open up body worn cam video/audio to requests from the public, in contravention of current law exempting investigation records from disclosure under the California Public Records Act.

/ ALADS Legislative Counsel and Advocate

#### **State Legislative Corner**

The bright spot was the passage of Senate Bill 1242, by Senator Josh Newman. This bill is cosponsored by the Los Angeles Police Protective League and is aimed at staunching the flow of bad parole grants that have been given over the last four years. In that period, there have been ten parole grants to cop-killers as well as three parole grants to perpetrators of the most sadistic home invasion/rape/torture/murder in history (in fact when these perpetrators were given parole dates, even defense lawyers were surprised). In each of these bad parole grants, we asked Governor Brown to overturn those grants – and, in each instance, Governor Brown responded affirmatively to our request.

These bad parole grants, however, underscored the urgency of making statutory reforms in the parole process. Senate Bill 1242 provides that no inmate may be paroled unless the parole panel makes the following findings:

- a. The inmate has demonstrated remorse and insight into the nature of the crime of which the inmate has been convicted;
- b. The inmate has not minimized his or her role in the crime, and the panel finds the inmate to be credible about his or her role in the crime;
- c. The inmate demonstrates the changes he/she has made to illustrate his or her departure from prior criminality;
- d. The inmate demonstrates that he/she has been free from disciplinary actions for a reasonable period of time prior to the parole hearing;
- e. The inmate demonstrates positive activities while in custody;
- f. The inmate demonstrates realistic post release plans to avoid relapse or other conduct that contributed to prior criminality.

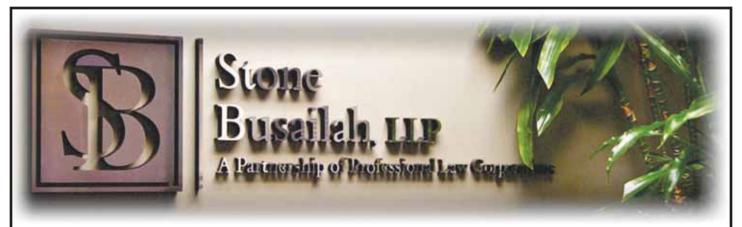
Regrettably, these factors have been distinctly missing in each of the cases where ALADS persuaded the Governor to intervene. Passage of Senate Bill 1242 will change that state of affairs. The approval of this important bill by the Senate Committee on Public Safety is an

Finally, this next month is a busy one with both fiscal committees and budget sub-committees meeting as the Governor prepares to unveil his May Revision to the 2018-19 Budget. We will keep you posted of significant fiscal issues as well as the bills affecting labor and law enforcement.

Until next time, stay safe!

important first step.





**DISPATCHER** 

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# POBRA Violated When Officer Not Provided Full Report

Davis v. County of Fresno, et al.

Court of Appeal, Fifth Appellate District, Filed May 3, 2018

#### By Robert Rabe and Muna Busailah Stone Busailah, LLP

ames Davis was a supervising juvenile correctional officer for the County of Fresno. He was terminated from his employment based on sustained findings of insubordination, discourteous treatment of a subordinate, wrongfully assuming supervisorial duties over his wife, exaggerating hours worked, and other misconduct. The Civil Service Commission denied Davis' appeal of his termination. Davis filed a petition for a writ of administrative mandamus requesting the court to set aside the Commission's decision. The superior court denied the petition.

On appeal, Davis contended the County violated his constitutional due process rights by failing to provide him with a copy of all materials upon which the disciplinary action was based prior to this Skelly hearing. Davis also contended the County's failure to produce complete copies of reports and witness interviews conducted during the IA investigation violated the Public Safety Procedural Bill of Rights Act (POBRA).

Among the many allegations made against Davis was one relating to an internal complaint filed by a juvenile correctional officer. The officer complained that Davis was retaliating against him for a prior incident. The complaint was investigated and a 20-page memorandum (without attachments), addressing the complaint of retaliation (2012 Memo) was completed.

Davis was served with a Notice of Intent to terminate. The County also provided Davis with a packet of information containing the IA Report and the 2012 Memo, without attachments. Following a Skelly hearing, Davis was dismissed from his position with the County, and thereafter filed a timely request for an administrative appeal.

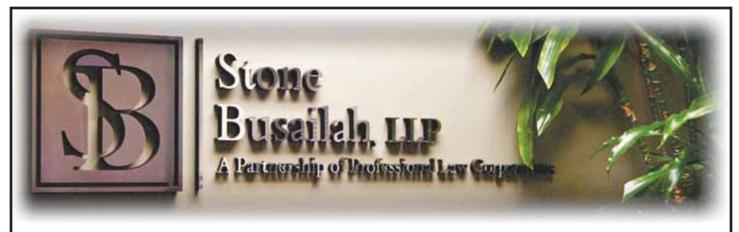
Prior to the administrative hearing, Davis

requested that the Department disclose the materials related to the investigation of the complaints made against him, including the "attachments" to the 2012 Memo. The County refused to provide those documents. After a hearing, the Civil Service Commission issued a notice of decision denying Davis' administrative appeal and confirmed the Department's termination.

Davis filed a petition for writ of mandate and a complaint for damages. Davis alleged the County's failure to produce documents violated the procedural due process rights that apply before a Skelly hearing and, in addition, alleged the failure to produce the requested documents violated §3303(g), which states a peace officer is entitled to "any reports and complaints." The superior court filed an order denying the petition for writ of mandate and issued a statement of decision. The trial court stated Davis' Skelly

continued on page 🔢





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rights had not been violated because *Skelly* does not require extensive pre-discipline disclosure. The court also concluded the terms "reports" and "complaints" in §3303, suggested a more formal presentation than raw or original source materials and, therefore, POBRA did not require disclosure of the attachments to the 2012 Memo.

In Skelly v. State Personnel Bd. (1975) 15 Cal.3d 194 (Skelly), the Court held that civil service employees have a property interest in their continued employment that is protected by the due process clause. The court concluded that, "[a]s a minimum, these preremoval safeguards must include ... a copy of the charges and materials upon which the action is based ...."

In *Gilbert v. City of Sunnyvale* (2005) 130 Cal.App.4th 1264 (*Gilbert*), the Court rejected the contention that the word "materials" as used in *Skelly* means each and every document identified in the internal affairs investigation report was required to be produced prior to the pretermination hearing in order to satisfy due process.

Based on *Gilbert*, the Court in this case concluded that "[t]o satisfy due process, the materials provided to an employee before a *Skelly* hearing must adequately provide an explanation of the employer's evidence and notice of the substance of the evidence, which explanation and notice must be sufficient to enable the employee to adequately respond at the *Skelly* hearing. The Court noted that Davis has the burden of demonstrating the superior court erred, and

stated Davis had not established that he was unable to adequately respond at the *Skelly* hearing to the allegations being made against him. Consequently, the Court held the County did not violate Davis' due process rights when it failed to provide him with copies of the attachments to the 2012 Memo prior to his *Skelly* hearing.

The Court then had to decide if the term "report" used in §3303(g) encompasses materials attached to an internal affairs investigation reports. The Court noted, that while the report contained summaries of the witness statements, the complete transcripts of the interviews were attached. By attaching these transcripts, the author was suggesting that they were useful for a full understanding of the matter. The Court commented that having the transcripts attached, helped to assure the integrity of the report because the officer would be able to check the source documents to determine if they are accurately described in the memorandum. The Court concluded that, under the circumstances presented in this case, the attachments were part of a report. Therefore, the County's failure to produce the attachments violated POBRA.

The parties disputed the appropriate remedy. Davis argued that reinstatement with back-pay was the appropriate remedy, while the County argued that reinstatement would not be appropriate if the employer can show the same result would have occurred in the absence of the statutory violation.

The Court noted that POBRA grants superior courts broad discretion to fashion appropriate equitable remedies to redress violations and to deter future ones. The Court concluded that the trial court will have the relevant information necessary to exercise the broad discretion granted by POBRA and be able to determine what injunctive or other extraordinary relief, if any, is appropriate to remedy the County's POBRA violation and deter future violations. The matter was returned to the trial court to determine the appropriate remedy.

This is another example of where effective representation at or near the start of the disciplinary process reaped later rewards - in this case, the Court of Appeal. Always consult with a knowledgeable attorney before responding to any report, letter, memo and/or questions concerning an investigation which could possibly lead to punitive action and demand production of all materials upon which the disciplinary action is based.

Stay Safe!

**Muna Busailah** has been a partner in the firm for 23 years and representing peace officers in police law and litigation cases, in administrative, state and federal venues for 25 years.

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



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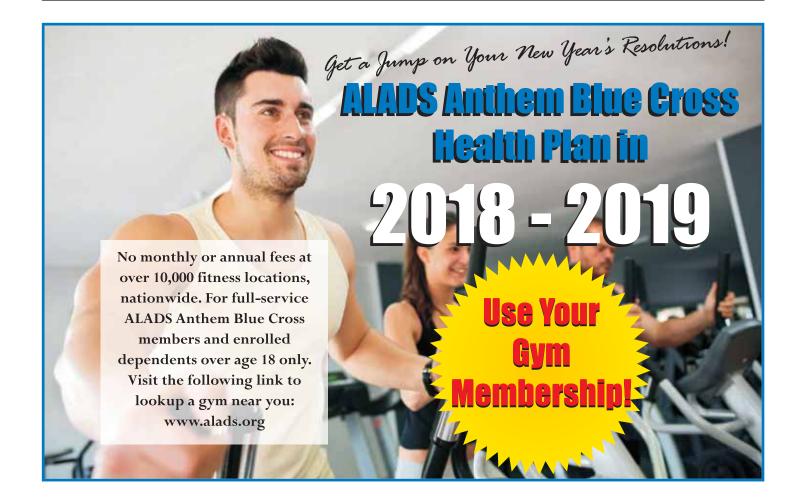


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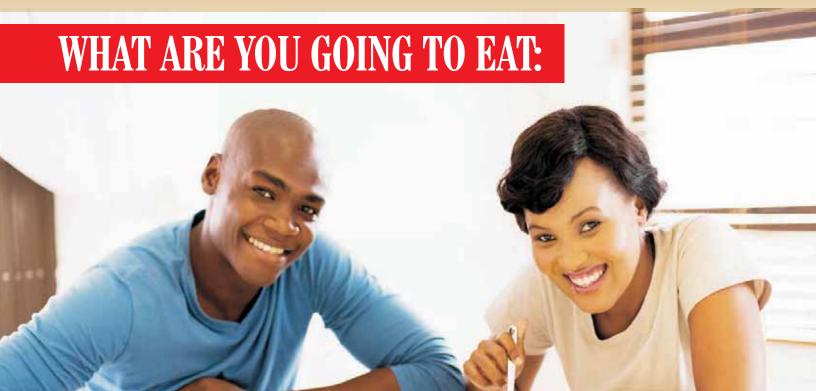
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- Use of Force and a Public Disturbance (Segment Four)
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- Criminal Threats (Segment Two)
- Understanding the Limits of PC § 148 (Segment Three)
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# **Learn How to Find the Right Balance**

ALADS Insurance Consultant Jennifer Lincicum



ccording to the American Cancer
Society, our eating habits, along
with activity levels, affect our
health more than anything else,
besides smoking. However,
when life gets busy, nutrition is
often our last priority; getting a burger from

the drive-thru just seems easier. Generally, the meals we get away from home have less fruit, vegetables, whole grains, and dairy, all of which are important for a healthy diet. While it may take more time, planning ahead and preparing healthy meals and snacks can add years to your life.

#### Food for Thought

With different diets becoming popular all the time, it's hard to know what we should really be eating. Is it healthiest to cut out all breads and rice, and just eat steaks and eggs? Is it better not to eat any meat? A healthy diet isn't as simple as skipping entire food groups. All types of food add different nutrients that our bodies need. The key is to get the right balance of all the food groups, and to choose the best sources for the nutrients you need. The following food group tips can help you get the right balance in your diet:

- Carbs give your body the fuel it needs for physical activity and help your organs work properly. Whole grains, vegetables, fruits, and beans give you the vitamins, minerals, fiber and more nutrients your body needs. Skip things like white bread, white rice, pastries, soda and highly processed foods, like packaged snacks.
- Protein from plant-based foods like beans and nuts is the healthiest option, but fish and poultry are also good sources. If you want to eat red meat, pick the leanest cuts, watch your portion size, and only eat it occasionally.
- Fiber can help protect you against certain health problems. A diet with a lot of whole grains, beans, vegetables and fruits will help you get the fiber your body needs.

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- Vegetables and fruits can also help protect your health. Go for color and variety: dark green, yellow, orange and red.
- Fats are part of a healthy diet so long as they come from sources like plant oils, nuts and fish. Try to limit the amount of foods you eat that have saturated fats such as cheeses and meats and avoid trans fats.
- Calcium is important for healthy bones.
   Milk and other dairy products are good sources for calcium, but they're not the only ones. Non-dairy sources of calcium include collards, bok choy, fortified soy milk, and baked beans.
- Water has no calories, and you can find it anywhere. Skip the sugary drinks and have water instead.
- Salt or sodium can cause health problems if your diet includes too much of it. Choose more fresh foods and cut down on processed foods, which are usually high in salt.
- Alcohol can be healthy in moderation, but not for everyone. Moderate drinking for women is up to one drink a day; for men, it's up to two drinks a day. While there are benefits, such as improved heart health, there are also risks, such as increased risks for certain health problems like breast and colon cancer.
- Daily multivitamins, especially those with vitamin D, can help your health. Don't take more than what's recommended, and make sure your doctor knows about any vitamins you take.



#### Keeping Calories Low When You're on the Go

When eating out, it can be hard to get the nutrients you need. Here are some tips for healthy eating away from home:

- Order water or unsweetened tea instead of drinks with added sugar.
- Start your meal with a salad, with dressing on the side.
- Choose dishes that include vegetables, even if it's only pasta with tomato sauce.
- Order steamed, grilled or broiled foods instead of ones that are fried or sautéed.
- For car trips, pack fresh fruits or vegetables, low-fat string cheese, or a handful of unsalted nuts to snack on.

- Skip the buffets. Order small or halfsized portions, when you can. Or, ask for half of your food to be packaged to go when you order.
- Order fruit for dessert.

Although it may be difficult to change your eating habits, starting with small goals may help with the transition to a balanced diet. Determine what strengths and weaknesses you have in your diet and focus on tackling your weaknesses first. Drinking one extra glass of water a day or adding a serving of vegetables to one of your meals are some small changes that can make a big difference in your overall health.

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



President of The Holman Group Dr. Ron Holman



hat is purposeful parenting? All parents want the best for their child; the best education, the best opportunities, the most success. Purposeful parenting starts with

listing a specific set of goals and objectives the parent has for their child. Using this list, the parent can then make parental decisions and choices in a very conscious. deliberate and intentional manner. This allows for clear expectations, a path to follow during difficult situations, and more mindful decision making.

A key component of successfully executing purposeful parenting is being in tune with your values and beliefs. Begin the process of purposeful parenting by acknowledging the current status of your relationship between you and your child. What do you need and what do they need? How can you show respect and be engaged in their interests? How can you both, as a family, come up with clear boundaries, agreements, and rules? How will you, as a family, be held accountable for these?

Below are a few techniques and tips to help:

#### ■ Write a Household Agreement

Hold a family meeting and discuss expectations, boundaries, and consequences. Agree, as a family, to a set of household rules and hold every member accountable. This will help establish expectations for both you and your children.

#### **■** Strengthen the Word NO

No means no. Do not change your mind once you have said "no" to your child's request. Changing your mind reinforces that no doesn't always mean no, it can sometimes mean maybe. This can lead to arguments and unmet expectations down the road.

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

## Encourage CalmCommunication

If your child begins to whine and cry, do not participate in the conversation. Give them time to calm down. Only engage again once they are able to speak to you calmly. This will encourage them to use their words and will reinforce calm communication during emotionally stressful moments.

#### Only Ask Once

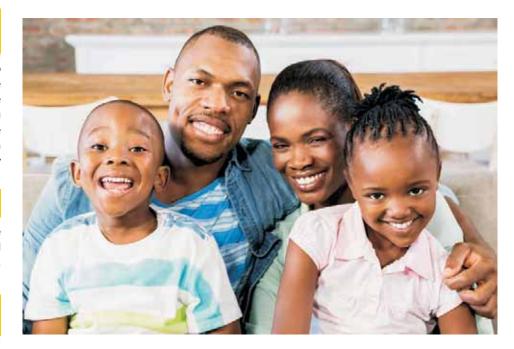
Ask only once and make the consequences for inaction clear and straightforward. If your child ignores you, follow through with the consequences.

#### Spend Quality Time with Your Child

It's important to spend one-on-one time with each child every day. Just 15 minutes of your complete attention directed to your child and only your child is enough to make a difference in your relationship. That means no cell phones, computers, or TV. Instead, spend time talking, reading, and playing games.

#### Exercise as a Family

Go for a bike ride or a hike. Walk around the block. Not only do you get to spend



time as a family, but you are also teaching the kids that physical activity is essential to good health.

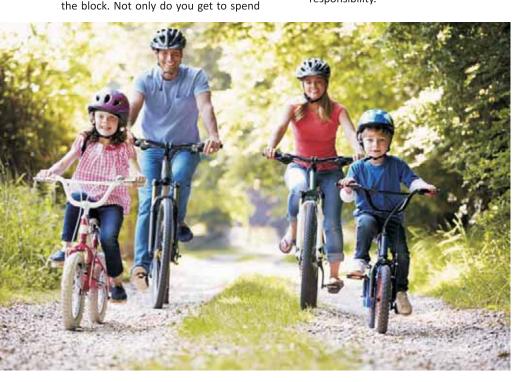
#### ■ Have a Chore Schedule

Household chores are important for each child. They make children feel important and essential to keeping the household going. This boosts a child's self-esteem. Having chores also teaches children responsibility.

Following these tips and actively working towards the goal of purposeful parenting can help a child feel acknowledged and appreciated. It will give the household more stability and each member will benefit from respect and understanding.



As law enforcement professionals, you understand the importance of a good home life. If you or anyone in your family would like to strengthen your familial relationships, and would like to speak with a counselor, remember The Holman Group is here to help. As part of your Anthem Blue Cross benefit, ALADS has contracted with The Holman Group to provide a confidential program and counseling services for you and your family members. Counseling sessions are strictly confidential and provided in a therapeutically supportive environment to help establish peace of mind. Issues are discussed, feelings expressed, and resolutions explored. To schedule an appointment or to talk with a licensed counselor, just call 1-800-321-2843. A Care Access Specialist will help get you into the right hands. Log on to www.holmangroup.com; Enter your user name: ALADS and your password: ALA2569



# BENEFITS PARTNER National Safety Month



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Closed 12:00 pm to 12:45 pm for lunch

ALADS Benefit Service Center Raquel Magdaleno



id you know that June was National Safety Month? On a daily basis, you encounter many hazards so you need to be vigilant and do your part to reduce safety risks to yourself and your loved ones. But what should you do to minimize potential hazards? You can start by evaluating your surroundings, both at home and at work. At home, make sure to perform periodic checks of major appliances, structure, systems and even how your furnishings are set up. In the event of an emergency, would you be blocked from an exit or potentially trip and fall with some of your furnishings? If you're unsure of what to look for, partner with an expert.

At work, you should also evaluate your office space and equipment and report concerns to management. When enjoying your favorite recreational activities, always wear recommended protective gear, including sunscreen. When driving or walking, stay focused. Do not allow yourself to be distracted by your mobile devices or others.

In addition, if you are taking medications, make sure there are no harmful interactions with other medications, foods or beverages. Always review foods, beverages and medicines for expiration dates.

Taking proper precautions will help but if you do experience an illness or injury, and you are enrolled in an ALADS health plan, we've got you covered! If you're unsure if the illness or injury warrants a visit to your doctor, take advantage of the LiveHealth Online tool and speak with a doctor from wherever you are. You can also call the 24-Hour Nurse HelpLine. If you need to see a doctor right away, your ALADS health plans offer you access to

the best physicians and treatment facilities. Remember that how you obtain care is different, depending on whether you are enrolled in the ALADS Anthem CaliforniaCare HMO medical plan or the ALADS Anthem Prudent Buyer PPO medical plan. With your HMO plan, you will need to make an appointment with your Primary Care Physician, unless you are experiencing a medical emergency. In that situation, you would go to your nearest hospital. With the PPO plan, you have the freedom to see any doctor of your choice.

Accessing care is easy but if you need assistance, we're here to help. We can confirm the type of health plan you are enrolled in and guide you so that you maximize your benefits. Feel free to contact us at (818) 678-0040 or toll-free at (800) 842-6635.

Taking proper precautions will help but if you do experience an illness or injury, and you are enrolled in an ALADS health plan, we've got you covered!





#### **May 2018**

Bryant, Dolly M. Kluss, Michael E.

Febles, Fernando Roberson, Lassie M.

Gibson, Derrius O. Schrantz, Robert W.

Huffman, John G. Short, Diane



#### Resolutions 2018:

# LEARN, PLAN, SAVE

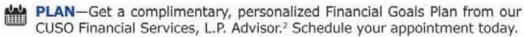
Los Angeles Police Federal Credit Union is here to help you with your New Year's resolution to save more!

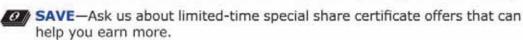




**LEARN**—Learn how to improve and maintain your credit during our free "Improving Your Credit" webinar, 7–8 p.m., February 21.<sup>1</sup>







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







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

1217-0

Non-deposit investment products and services are offered through CUSO Financial Services, L.P. (\*CFS\*\*), a registered brokendealer (Namber FINRA/SIPC) and SEC Registered Investment Advisor Products offered through CFS: are not NCUANCUSSIF ASI or otherwise Federally Insured, are not guarantees or obligations of the Credit Union, and may Involve Investment Representatives are registered through CFS. Los Angoles Policies Federal Credit Union has contracted with CFS to make non-deposit investment products and services available to credit union members.



# Released from Prison, Returning to Crime

By Robert Sass, ALADS Vice President

his past month, the United States Department of Justice released a very robust study regarding recidivism rates for state prisoners. Recidivism is denoted as a return to crime, although it is not a perfect measurement since every crime does not result in arrest. Additionally, an individual may commit multiple crimes at one time, but only one arrest is made. The headline version states that 83% of released inmates had been rearrested at least once in the subsequent nine years after release.

The study tracked prison inmates released in 2005; those inmates were from thirty states and accounted for 77% of all prisoners released that year. The study found 44% were rearrested at least once in their first year of release and 68% rearrested at least once within three years after release. In total, the released inmates accounted for 1,994,000 arrests in the nine-year period or approximately five rearrests per released inmate.

While the DOJ study uses rearrest for the definition of recidivism, California does not. In 2014, the Board of State and Community Corrections adopted a new and controversial definition of recidivism only to include instances where a person is convicted of a new felony or misdemeanor within three years of release from jail/prison or being placed on probation/parole. Thus, arrests that result in other sanctions such as a probation/parole revocation with new



by the California DOJ show a high rate of return to crime by released inmates. 54% of those released in 2011-12 had been convicted of a new crime within three years, while 46.8% of those released in 2012-13 had been convicted of a new crime.

charges dismissed are not counted. As Dan Walters noted at the time, this very narrow definition "would minimize official recidivism rates under realignment and thus, it seems, shield politicians from criticism."

However, even using this more restrictive definition, the latest statistics released by the California DOJ show a high rate of return to crime by released inmates. 54% of those released in 2011-12 had been convicted of a new crime within three years, while 46.8% of those released in 2012-13 had been convicted of a new crime. The California DOJ does track arrests as well as "supplemental" data and using that metric; recidivism rates are even higher: 75.3% of those released in 2011-12 were arrested within three years, and 66.7% released in 2012-13 were arrested within three years.

When you combine the makeup of California's state prison population serving time for a serious, violent or sexual offense – 78% in 2008, 91% in 2016 – it becomes clear that there are a lot of dangerous people in prison. And, when those people get out, they continue

# Association For Los Angeles DEPUTY SHERIFFS Blog 2018

#### continued from page 30

to victimize the community – a fact made clear by statistics from both the United States DOJ and the California DOJ.

The high rate of return to crime by released inmates is not good for those who rely on law enforcement services from the Los Angeles County Sheriff's Department since the department continues to be understaffed.

To properly deal with recidivism, one key component necessary is a fully functioning patrol force. The lack of sufficient patrol deputies in our understaffed department continues to be papered over via a program called Cadre of Administrative Reserve Personnel (CARP). The rise in crime is costly for all Californians as studies have shown. One proven solution to combat the increase in crime is to staff the Sheriff's Department fully. Crime rates go down and recidivism can be addressed when departments are fully staffed, well trained and supported by proper community services for those entering society.

Robert Sass is Vice President of the Association for Los Angeles Deputy Sheriffs. 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

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 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, 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.

#### **DAI Section**



# BUREAU OF INVESTIGATION LOS ANGELES COUNTY DISTRICT ATTORNEY'S OFFICE

# Passing of Senior Investigator Michael Downs

By Jackie Lacey, District Attorney of Los Angeles County

t is with a heavy heart that I inform you of the passing of our friend and colleague, Senior Investigator Michael Downs. Mike passed away on Monday, May 21, 2018, while battling cancer. He would have celebrated his 13th year with the Bureau of Investigation on May 30, 2018. Mike will be greatly missed.

After graduating from high school, Mike served in the United States Marine Corps from 1966 to 1968. He received unit citations and was awarded a Purple Heart Medal as a result of wounds he sustained during combat in Vietnam. Mike fought during the Battle of Khe Sanh, when forces from the People's Army of North Vietnam carried out a massive artillery bombardment on the U.S. Marine garrison at Khe Sanh, located in South Vietnam near the

border with Laos. For 77 days, U.S. Marines and their South Vietnamese allies fought off an intense siege of the garrison, one of the longest and bloodiest battles of the Vietnam War.

After his honorable discharge from military service, Mike joined the Long Beach Police Department in 1969. He spent time on patrol, then worked in communications. Mike promoted to Detective in 1979 and worked a variety of assignments, including the Administrative Vice Division, specializing in gambling and bookmaking; and the Information Technology Division, where he was responsible for the department's entire motor vehicle fleet. Thereafter, he returned to patrol and volunteered for a special assignment in Domestic Violence. Mike was also an instructor at the Long Beach Police Academy, where



he taught report writing classes. Mike was highly regarded by supervisors and peers alike. He retired from the Long Beach Police Department in 2004 after a distinguished 35 years.

Early in his law enforcement career, Mike attended Long Beach City College. He graduated in 1974 upon earning an Associate of Arts degree.

Mike had an interest in horses and the rodeo. In his "cowboy days" of the late 1970s and early 1980s, as he liked to describe it, Mike had a passion for rodeo competitions. He purchased and trained with a roping horse; but Mike also competed in roughstock events, such as saddle bronc and bull riding. Former co-workers recalled Mike would return to work after a weekend at the rodeo bruised and sore.

Mike joined the Bureau of Investigation as an Investigator, D.A., in 2005. He promoted to Senior Investigator, D.A. a



#### **DAI Section**



# BUREAU OF INVESTIGATION LOS ANGELES COUNTY DISTRICT ATTORNEY'S OFFICE

# Passing of Senior Investigator Michael Downs

year later. At the Bureau, Mike worked a variety of assignments, including Witness Assistance, Compton Juvenile, Internal Welfare Fraud (IWF), Public Assistance Crimes Enforcement Investigations and the Disability and Healthcare Insurance Fraud Program.

Mike's decades of experience enabled him to navigate and investigate large, complex cases at the Bureau. Two notable cases involved contract provider fraud investigations that he led while assigned to IWF: Peace & Joy and Chicana Service Action Center. These agencies, under contract with the Los Angeles County Department of Public Social Services, received enormous sums of taxpayer money to help some of the county's most disadvantaged

residents, including the homeless, the unemployed, victims of domestic violence and foster youth looking for work. The investigations revealed, however, that the operators of these organizations instead defrauded the county of millions of dollars, which they spent on lavish lifestyles. These investigations involved hundreds of interviews, the service of search warrants on dozens of locations, and the review and organization of thousands of documents, monumental tasks requiring the assistance of large numbers of Bureau investigators.

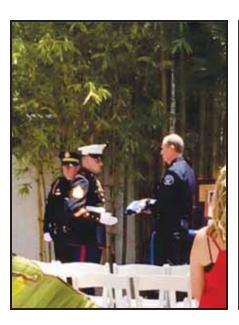
Wherever he worked, Mike became an instant mentor. Less experienced investigators gravitated toward him. Mike was patient, yet passionate, in guiding the growth of others. He was meticulous in all he did. Experience taught him that details mattered, and he continually shared his knowledge and experience with all who worked alongside him to help them learn from his experience and pitfalls.

Mike was caring and compassionate. He fondly and frequently spoke of his mother, whom he visited daily, comforting her and keeping her company until her recent passing.

Mike is survived by his wife Cheryl, son Michael, daughter Catherine, stepdaughter Shelby Griffith; and step-son, Sam Griffith.

The memorial service was held on Sunday, June 3, 2018, at The Grand in Long Beach, California.

We offer our heartfelt condolences to Mike's family and friends.











# 2018 Benefits Fair Unit Visits

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

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

and the second second

Tuesday, August 7, 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









# Benefits Fair Vendors

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



Legal Shield Christa Aufdemberg Phone: (714) 904-6501 christaca@legalshieldassociate.com Sandra Allen

Phone: (562) 858-8227 sandraallen@me.com



#### **Allstate Benefits**

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



#### **Anthem Blue Cross**

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



#### POPA Federal Credit Union

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



#### **Benefit Service Center**

(800) 842-6635



#### Rose Hills Memorial Park & Mortuary

Mark Ortega (562) 760-2695



#### **Body Scan International**

Bill Penzo (888) 724-8439



#### Union Choice

(855) 668-5626 www.UnionChoice.com



#### **Colonial Life**

Rene Castro



First City Credit Union

(818) 291-4925 coloniallife.com

(800) 934-2489 firstcitycu.org

Holman Group

(800) 321-2843 holmangroup.com















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



#### LACERA

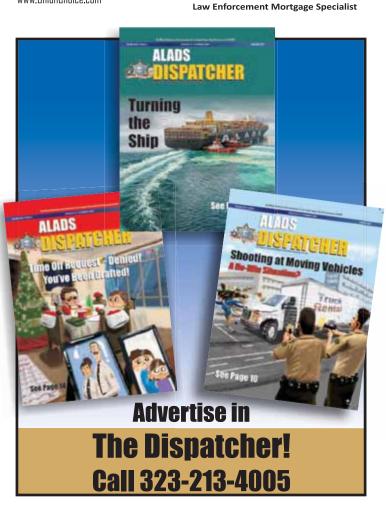
Jaqueline Stewart-Boute Phone: (800) 786-6464 or (626) 564-6132

Fax: (626) 564-6155





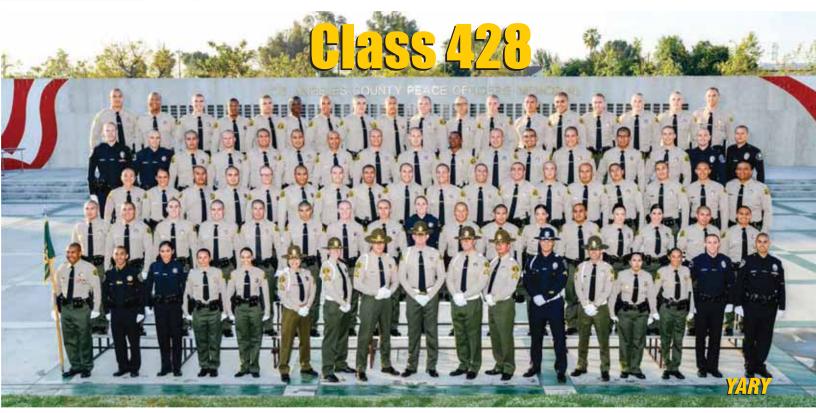




Los Angeles Police Federal Credit Union (877) 695-2732 lapfcu.org

#### SHERIFF'S ACADEMY

## Congratulations!



Aguilar Jr., Larry J. Allison Jr., Terrence L. Alvarado, Roberto Argueta, Omar Blaylock, Zachary N. Bravo, Erick N. Caceres, Patrick D. Campos, Ana M. Campos, Michael A. Carcioppolo, Jenna L. Contreras, Daniel M. Coyle Jr., Robert F. Davidson, Carl O. Davis, Guy C. Davis III, Perry L. Erives, Amanda V. Escobar, Fabio A. Figueroa, Jonathan N. Figueroa Vargas, Omar A. Gaeta Jr., Eduardo Glover, Damian L. Glover III, John D.

Gonzalez, Joseph M.

Hanson, Gregory J. Hatch, David T. Hickman, Garrett S. Hicks, Dylan Z. Huacuja-Urban, Brenden J. Ibarra, Gabriel Kim, Eugene M. La Morte, Kevin A. Locascio, Shawn M. Lopez, Maxcine C. Lugo Rodriguez, Diego R. Magallon-Galvez, Alberto Martinez, Carlos Mata, Jose M. Mercado Cabrera, Juan C. Meredith, Jacob R. Miranda, Nicolas M. Montes, Claudio A. Muniz, Daniel B. Navarrete, Erik Nunez, Daniel G. Nunez, Ryan J.

Guerrero, Yozhet

Ortiz, Solomon Pejic, Danijela Perez, Diego Perez, Luis M. Raygoza, Abel S. Reeder, David B. Sandoval, Abel A. Schlamme, Wilson H. L. Sepulveda, Jose L. Siordia, Marshall T. Smith, Nicholas T. Song, Daniel C. Soto, Edward H. Stelljes, Nicholas A. Valle-De La Cruz, Peter A. Vargas, Johnathan J. Vargas-Lopez, Jennifer Vasquez, Oscar D. Velazquez, Raul Villarreal, Manuel J. Waters, Jeffrey J. Winter, Lia J. Zarate, Juan C.

June 2018 DISPATCHER

### SHERIFF'S ACADEMY

### Congratulations!

# **Class 428**

uesday, May 15, 2018 - ALADS President Ron Hernandez and Director James Wheeler met with Academy Class #428 at Biscailuz Center.

During their presentation, the directors discussed how ALADS was formed in 1970 by ten deputies and in 1976, ALADS was

certified as the official bargaining unit for deputy sheriffs. That change came about after the bargaining unit that represented thousands of deputy sheriffs, and also represented sergeants and lieutenants, struck a deal which gave lieutenants and sergeants a greater increase in compensation than deputy sheriffs. The result: Deputies

overwhelmingly voted to form their own separate bargaining unit. The directors discussed the strength of collective bargaining and the importance of each voting member.

Congratulations to Class #428! We look forward to seeing you at your assignments.









#### CAREER DEVELOPMENT SECTION



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

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

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

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

#### **Selection Requirements:**

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

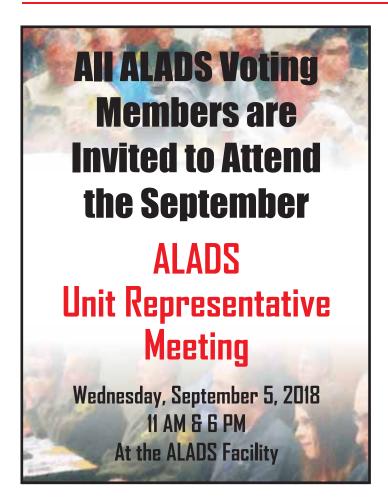
Possession of a valid Basic Peace Officer Standards and Training (POST) Certificate is required.

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

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

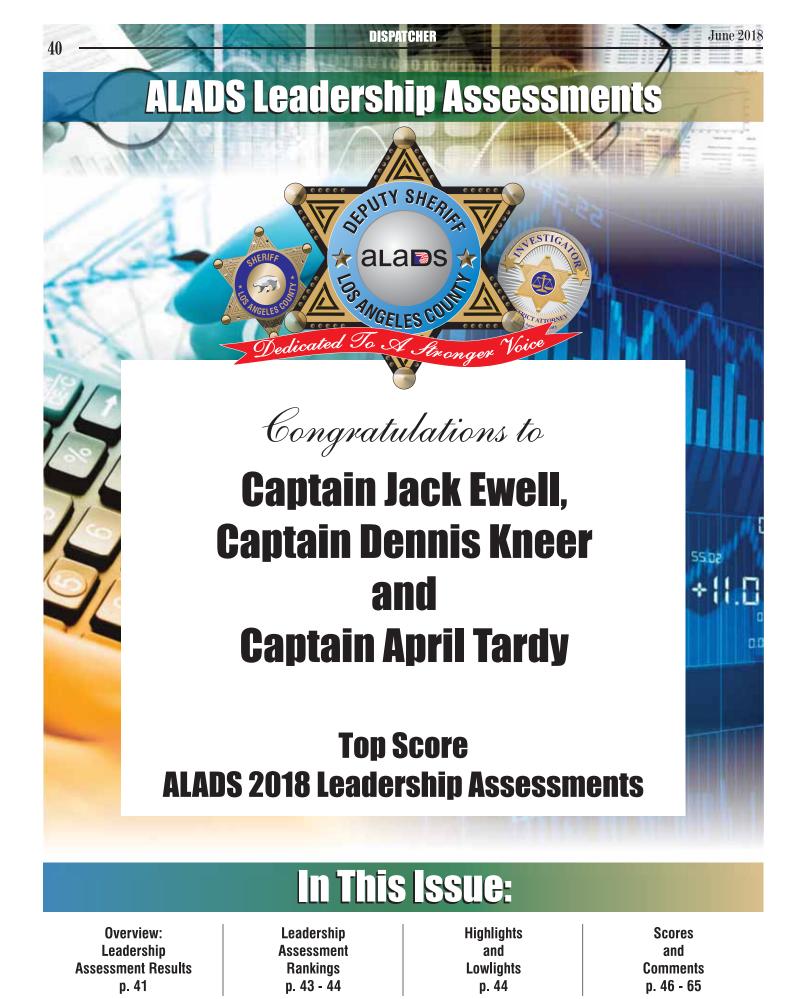
#### **Senior Investigator Salary:**

SENIOR INVESTIGAT D.A 2890	TOR,	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









hank you to all of the deputies and district attorney investigators who took the time to fill out the Leadership Assessments. By taking the time to rate your captain, stakeholders like the LA County Board of Supervisors, contract city councilmembers, members of the state assembly and senate and of course the captains who are rated on the following pages have a peak at what is going on inside the largest Sheriff's Department in the United States.

The leadership at each work assignment sets the morale for each deputy and district attorney working at that assignment. It is the responsibility of leadership to create the best possible work environment for deputies and district attorney investigators in an effort to provide best public safety services for the communities the Sheriff's Department serves. Leaders that fail to provide the best work environments possible, not only fail those below them, but are failing our communities.

This year, deputies and district attorney investigators rated 20 captains. Seven captains scored Outstanding, four captains Very Good, four captains scored Satisfactory, four captains scored Needs Improvement and one captain scored Unsatisfactory.

Captains were rated on: Integrity, Fairness, Crime Fighting, Proactivity, Accessibility, Concern of Deputies, Character, Leadership, Management and Accountability.

#### **Top Three Outstanding Captains**

This year, three captains tied for the highest score of 5.00. Captains Jack Ewell (Special Enforcement Bureau), Dennis Kneer (Palmdale Station) and April Tardy (South LA Station) all scored perfect scores.

Special Enforcement Bureau's Captain Jack Ewell continues to show that he knows what to put in the secret sauce to be a leader on the department.

When it comes to Fairness, a deputy wrote that, "Captain Ewell holds all to the highest standards including his command staff. He holds all accountable, but keeps discipline based in reality, despite many others in leadership positions issuing draconian discipline without vetting objective/subjective evidence."

Of his character, a deputy wrote that Captain Ewell, "Leads by example, I have been at SEB for over twenty years and I have never seen a more respected person at any rank."

Palmdale Station's Dennis Kneer scored improved from a 4.97 in 2017 to a perfect 5.00 in 2018. In the Crime Fighting category, a deputy wrote, "Dennis is highly encouraging and supportive of proactive policing. Deputies are often commended publicly by him for such efforts."

About Captain Kneer's leadership a deputy wrote, "A great inspirational leader, Dennis creates an environment where deputies strive to be their best."

And in Accountability, "In public settings, Dennis always credits deputies with station accomplishments, while assuming sole responsibility for any shortcomings."

South Los Angeles Station's April Tardy hit a home run in her debut in the Leadership Assessments. Saying that Captain Tardy is a "strong pillar of South LA Station," deputies gave Captain Tardy five's across all ten of the categories.

Deputies called her a "superb leader" who "provides good direction and shows strong decision-making skills/history."

Of Captain Tardy, a deputy wrote, "By backing the deputies and being fair, the morale at the station will never be an issue at South LA."

A recommendation a deputy wrote for Captain Jack Ewell best sums up what all three of our highest ranked captains should do, "Write down your recommendations on leadership and distribute them at EPC and to all those considering their next or first promotion."

Congratulations to our three highest scoring captains. Your leadership is an example to all of the other captains on the department. Keep up the outstanding work!

continued on page 42

### **Captains with Perfect Scores**



Captain Jack Ewell
Special Enforcement Bureau



Captain Dennis Kneer
Palmdale Station



Captain April Tardy
South LA Station

#### Still Doing Very Good

Scoring into Very Good, Industry Station's Timothy Murakami shows consistency as a captain. In 2017, Captain Murakami came in 15th of the captains that were rated. This year, he moved up into ninth position. From the comments it looks like Captain Murakami knows that being a good leader means you have to actually show up to lead. In the Concern for Deputies category, a deputy wrote, "Seen regularly walking the halls of the station talking to deputies on a personal/casual level. Know's most by first name, even [(new guys)]." However, there was some criticism of his leadership, "He conducts Industry Station like a big ship in high seas, waiting for the wind, with no direction or destination."

In the Fairness category, a deputy wrote, "Captain Murakami will defend a deputy only if that deputy is riding the car, otherwise he will feed you to Diana Teran."

If the deputy who wrote in the Recommendation section, "He's in retirement mode. No need to recommend, just saying," is correct, this may be the last time we see Captain Murakami in the Leadership Assessments. If so, bon voyage Captain Murakami.

#### **Doing Satisfactory**

Captain Robert Lewis of Santa Clarita Station scored a 3.06 placing him right in the Satisfactory category. Deputies had a few good things to say about Captain Lewis, "Door is always open and he stops whatever he's doing to talk" and "He 'says' he backs us. Seems to do so." However, despite the captain's Satisfactory rating, deputies were overall critical of Captain Lewis, "Always too busy to talk, usually because he's always running late. Tells deputies to come and talk to him, but doesn't allow them to get a word in. He does all the talking about how good he is." In the Leadership category, a deputy wrote, "He wants the best out of deputies. He lives in a make believe world with unrealistic expectations

based on the state of the department. I don't think many would follow him to the corner." Deputies weren't kind to Captain Lewis when it came to recommendations. "Stop lying, stop micromanaging."

#### **Needs Improvement**

Captain Jennifer Bateman of Transportation Services North took the greatest fall (-1.15) from the Satisfactory category into the Needs Improvement category. Captain Bateman scored Needs Improvement across all categories. In the Integrity Category, a deputy wrote, "I can't rate this one, because I never (I mean never), see the captain to evaluate this category." In the Concern for Deputies category, a deputy wrote, "No concern for the safety of deputies. Just wants to make MTA happy even if it puts deputies at risk."

#### Unsatisfactory

Captain Crystal Miranda of Court Services East Bureau took a huge tumble, falling from being rated Satisfactory into the Unsatisfactory. In 2017, deputies said, "The courts run smoothly, but she should be more visible. Send out more emails, visit courts, etc."

This year, a deputy wrote of Captain Miranda's character, "If there was a box to check for total incompetent I would check it. Absolutely horrible. No respect at all," and in the Fairness category, "Absolutely not fair. The chief had to step in to correct the things she does." A deputy wrote of her leadership, "Can anyone please takeover. No one could do a worse job than her!" Finally, in the Accessibility category, "Rarely shows up for briefings, but we are glad because we do not want her there."

#### 10 Characteristics of Being an Outstanding Leader on the Department

It's easy to see by the comments what it takes to be an outstanding leader on the department

and for that matter just about anywhere:

- 1. Have integrity. Be a role model.
- 2. Hold all accountable. Keep discipline based on reality. Be fair.
- 3. Support your deputies (proactive policing) and maintain professionalism.
- 4. Show up! Be accessible. Open door policy.
- 5. Truly care. Want those below you to succeed professionally and personally.
- 6. Treat others with respect.
- 7. Never complain or blame others.
- 8. Have knowledge, but don't micromanage. Have strong decision making skills.
- Acknowledge when wrong and correct mistakes.
- 10. Credit subordinates for successes and take responsibility for shortcomings.

Thank you to all of the deputies and district attorney investigators who took the time to return your Leadership Assessment evaluations. We look forward to next year's assessment.

Unable to Rate Los Angeles District Attorney Bureau of Investigations Captains

This year's Annual Leadership Assessment results do not include any captains from the Los Angeles District Attorney's Office Bureau of Investigations. Response rates from ALADS' District Attorney Investigators were insufficient to report results.

# **Summary of Assessment Rankings and Scores**

★★★★		0047	0040
OUTSTANDING:	2018	2017	2016
1. Jack Ewell	5.00	5.00	4.99
1. Dennis Kneer	5.00	4.97	N/A
1. April Tardy	5.00	N/A	N/A
4. Anthony Rivera	4.78	N/A	N/A
5. Jason Skeen	4.66	4.30	N/A
6. Joshua Thai	4.61	N/A	N/A
7. Scott Gage	4.52	4.74	4.93

***					
VERY	GOOD:		2018	2017	2016
8.	0	Ernest Chavez	4.14	4.92	5.00
9.		Timothy Murakami	4.13	4.19	4.33
10.	9	James Wolak	4.08	3.89	4.19
11.		Holly Francisco	3.88	N/A	N/A

***				
SATISFACTO	RY:	2018	2017	2016
12.	James Tatreau, Jr.	3.40	N/A	N/A
W. 9	Joseph Stephen	3.35	N/A	2.88
14.	Robert Lewis	3.06	N/A	N/A
15.	Sergio Aloma	2.53	N/A	N/A

### **Summary of Assessment Rankings and Scores**

NEEDS IMPR	★★ OVEMENT:	2018	2017	2016
16.	Andrew Berg	2.22	N/A	N/A
17.	Jennifer Bateman	2.00	3.15	3.25
18.	Dave Flores	1.85	N/A	N/A
19.	Todd Weber	1.65	N/A	N/A
14.5				

	*			
UNSATISFA	CTORY:	2018	2017	2016
20.	Crystal Miranda	1.48	2.59	N/A

Thank you for your participation in the Leadership Assessment program.

Your thorough evaluations help to highlight what the Sheriff's Department is doing right, where improvement is necessary, and helps to improve the level and quality of public safety.

### Highlights and Lowlights of 2018 - Compared to 2017

#### **Greatest Increase / Most Improved**

# 1. Captain Jason Skeen +0.36 2. Captain James Wolak +0.19 3. Captain Dennis Kneer +0.03

#### **Greatest Decrease / Biggest Decline**

1. Captain Jennifer Bateman	-1.15
2. Captain <mark>Crystal Miranda</mark>	-1.11
3. Captain Ernest Chavez	-0.78



OCTOBER 20, 2018 A.M.-4PM

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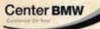


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(5.00 - 4.50)

#### **OUTSTANDING**



# Jack Ewell Special Enforcement Bureau

5.00

Category	Rank	Score
Integrity	Outstanding	5.00
Fairness	Outstanding	5.00
Crime Fighting	Outstanding	5.00
Proactivity	Outstanding	5.00
Accessibility	Outstanding	5.00
Concern for Deputies	Outstanding	5.00
Character	Outstanding	5.00
Leadership	Outstanding	5.00
Management	Outstanding	5.00
Accountability	Outstanding	5.00

#### **Comments**

#### Integrity:

Highest integrity. Has been a role model his entire career.

#### Fairness:

 Capt. Ewell holds all to the highest standards including his command staff. He holds all accountable, but keeps discipline based in reality, despite many others in leadership positions issuing Draconian discipline without vetting objective/subjective evidence.

#### **Crime Fighting:**

Consults with special experts before making any decisions.

#### **Proactivity:**

Always supports deputies and all those that work under and around him. Clearly demonstrates that one can support and encourage deputies while simultaneously maintaining the highest levels of professionalism and focus on providing the citizens of L.A. County protection.

#### **Accessibility:**

Capt. Ewell is always accessible, but empowers all those below him to handle themselves professionally and demand the same of others.

#### **Concern for Deputies:**

 Capt. Ewell wants all those under his command to succeed professionally, personally, and treat all with respect.

#### **Character:**

 Leads by example. I have been at SEB for over twenty years and I have never seen a more respected person at any rank.

#### Leadership:

No matter what decisions or lack of decisions are made above him, you will never hear him complain or blame others. The bureau morale is great and mistakes are limited.

#### Management:

 Capt. Ewell has an unmatched knowledge of the five details at SEB, but he never micromanages.

#### **Accountability:**

■ Not afraid to acknowledge he was wrong. Makes corrections.

#### **Recommendations**

■ Write down your recommendations on leadership and distribute them at EPC and to all those considering their next or first promotion.

(5.00 - 4.50)

#### **OUTSTANDING**



# **Dennis Kneer**Palmdale Station

5.00

Category	Rank	Score
Integrity	Outstanding	5.00
Fairness	Outstanding	5.00
Crime Fighting	Outstanding	5.00
Proactivity	Outstanding	5.00
Accessibility	Outstanding	5.00
Concern for Deputies	Outstanding	5.00
Character	Outstanding	5.00
Leadership	Outstanding	5.00
Management	Outstanding	5.00
Accountability	Outstanding	5.00

#### Comments

#### Integrity:

■ A man of his word! One of the best captains I have worked for.

#### Fairness:

 Dennis is extremely fair and impartial. He often credits deputies with positive achievements.

#### **Crime Fighting:**

Dennis is highly encouraging and supportive of proactive policing.
 Deputies are often commended publicly by him for such efforts.

#### **Proactivity:**

 Open door policy. Can walk right into his office and talk about anything.

#### **Accessibility:**

- His door is always open!
- Truly cares for deputies. Routinely walks station and talks with deputies, to see how they are doing!

#### **Concern for Deputies:**

 Dennis knows every Palmdale deputy by first name, knows what is important in their personal lives, and helps to fulfill their career goals.

#### **Character:**

 Great leader. He frequently attends briefing and encourages and thanks deputies and detectives for their hard work.

#### Leadership:

A great inspirational leader, Dennis creates an environment where deputies strive to be their best.

#### **Management:**

■ No Comments Available.

#### **Accountability:**

In public settings, Dennis always credits deputies with station accomplishments, while assuming sole responsibility for any shortcomings.

#### **Recommendations**

 I recommend Dennis respectfully decline further promotional opportunities in order to maintain such high levels of morale and productivity at Palmdale Station.

(5.00 - 4.50)

#### **OUTSTANDING**



# **April Tardy South LA Station**

5.00

Category	Rank	Score
Integrity	Outstanding	5.00
Fairness	Outstanding	5.00
Crime Fighting	Outstanding	5.00
Proactivity	Outstanding	5.00
Accessibility	Outstanding	5.00
Concern for Deputies	Outstanding	5.00
Character	Outstanding	5.00
Leadership	Outstanding	5.00
Management	Outstanding	5.00
Accountability	Outstanding	5.00

#### **Comments**

#### Integrity:

■ A strong pillar of South L.A. Station.

#### Fairness:

Capt. Tardy has always been a fair leader at South LA station starting when she was the operations lieutenant.

#### **Crime Fighting:**

 Encourages deputies to stay proactive and enables deputies to do their jobs with support, not micromanage.

#### **Proactivity:**

With the new climate of the public and police work, being "proactive" is hard to do. She encourages us to continue to be proactive and fight crime.

#### **Accessibility:**

■ She is easy to speak with and very helpful. She comes to briefings fairly regularly.

#### **Concern for Deputies:**

By backing the deputies and being fair, the morale at the station will never be an issue at South LA.

#### Character:

■ Very well respected.

#### Leadership:

■ A superb leader.

#### **Management:**

 Provides good direction and shows strong decision-making skills/history.

#### **Accountability:**

■ No Comments Available.

#### **Recommendations**

■ We like having her at South L.A. Station, but she's the type of person we need to promote in this department.

(5.00 - 4.50)

#### **OUTSTANDING**



# Anthony Rivera Aero Bureau

4.78

Category	Rank	Score
Integrity	Outstanding	4.80
Fairness	Outstanding	4.80
Crime Fighting	Outstanding	4.60
Proactivity	Outstanding	4.60
Accessibility	Outstanding	5.00
Concern for Deputies	Outstanding	4.80
Character	Outstanding	4.80
Leadership	Outstanding	4.80
Management	Outstanding	4.80
Accountability	Outstanding	4.80

#### **Comments**

#### Integrity:

Anthony is "good people". Although his tenure at Aero Bureau has been short, we already know Anthony is a captain we want on our side.

#### Fairness:

Anthony is not afraid to admit he is wrong. He has changed his stance on issues after obtaining more information on the subject from the experts, the deputies.

#### **Crime Fighting:**

Trying to field additional patrol ships and personnel is his number one priority.

#### **Proactivity:**

Anthony frequently rides in our backseat. He wants to learn as much as he can about our duties, our thoughts on issues, and our ideas to improve the unit.

#### **Accessibility:**

■ Door is always open. Stops and talks to everyone he sees.

#### **Concern for Deputies:**

■ No Comments Available.

#### **Character:**

 Works long hours at his desk, but takes the time to step out of his office to engage professional and sworn staff in conversation.

#### Leadership:

Always thinking of ways to do things that help the deputies perform their duties more efficiently and safer.

#### **Management:**

Adheres to the chain of command and does not micromanage the line crews.

#### **Accountability:**

Holds everyone within the chain of command from top-to-bottom equally accountable.

#### **Recommendations**

■ Keep an eye on a couple of the sergeants who have been at Aero for a long time. Their self-interest is damaging to the unit and deputies.

(5.00 - 4.50)

#### **OUTSTANDING**



# Jason Skeen Carson Station

4.66

Category	Rank	Score
Integrity	Outstanding	4.80
Fairness	Outstanding	5.00
Crime Fighting	Very Good	4.40
Proactivity	Outstanding	4.60
Accessibility	Outstanding	4.60
Concern for Deputies	Outstanding	4.80
Character	Outstanding	4.80
Leadership	Very Good	4.40
Management	Outstanding	4.60
Accountability	Outstanding	4.60

#### **Comments**

#### Integrity:

■ He leads by example.

#### Fairness:

■ No Comments Available.

#### **Crime Fighting:**

■ No Comments Available.

#### **Proactivity:**

■ No Comments Available.

#### **Accessibility:**

■ Open door policy.

#### **Concern for Deputies:**

■ Cares about his deputies.

#### **Character:**

■ No Comments Available.

#### Leadership:

■ No Comments Available.

#### **Management:**

■ No Comments Available.

#### **Accountability:**

No Comments Available.

#### **Recommendations**

- Revamp scheduling/training office in order to lift morale. Deputies with high morale will be more proactive thus providing adequate public safety.
- Keep doing what he is doing.

(5.00 - 4.50)

#### **OUTSTANDING**



# **Joshua Thai Malibu/Lost Hills Station**

4.61

Category	Rank	Score
Integrity	Outstanding	4.71
Fairness	Outstanding	4.57
Crime Fighting	Very Good	4.43
Proactivity	Outstanding	4.57
Accessibility	Outstanding	4.86
Concern for Deputies	Outstanding	4.57
Character	Outstanding	4.86
Leadership	Outstanding	4.57
Management	Very Good	4.43
Accountability	Outstanding	4.57

#### **Comments**

#### Integrity:

■ No Comments Available.

#### Fairness:

■ Puts deputies first.

#### **Crime Fighting:**

■ No Comments Available.

#### **Proactivity:**

- We are blessed to have him as our captain.
- He treats everybody the same whether you're a hard worker or not, makes no difference to him. He does not encourage proactivity.

#### **Accessibility:**

Attends briefings regularly. Walks the halls to say "hi" to everyone. Attends as many station functions as possible.

#### **Concern for Deputies:**

■ Comes to meetings, briefings, sergeants' classes. Tells us information ahead of time before it can become a problem (i.e.: rumor, gossip).

#### **Character:**

■ No Comments Available.

#### Leadership:

■ No Comments Available.

#### **Management:**

 Great management. Should probably be a bit more aware of the abuses of his scheduling sergeant who kills the morale of the work force.

#### **Accountability:**

No Comments Available.

#### **Recommendations**

■ Lost Hills finally struck gold with Capt. Thai. We all feel inspired to work and give him the support he needs.

(5.00 - 4.50)

#### **OUTSTANDING**



# **Scott Gage**Training Academy

4.52

Category	Rank	Score
Integrity	Outstanding	4.80
Fairness	Outstanding	4.80
Crime Fighting	Very Good	4.40
Proactivity	Very Good	4.20
Accessibility	Outstanding	4.80
Concern for Deputies	Outstanding	4.60
Character	Outstanding	4.60
Leadership	Very Good	4.40
Management	Very Good	4.20
Accountability	Very Good	4.40

#### **Comments**

#### Integrity:

Leads by example.

#### Fairness:

Most honest and fair executive I've ever met. He needs to skip commander and go straight to chief!

#### **Crime Fighting:**

■ No Comments Available.

#### **Proactivity:**

Encourages us to seek training and make department training better.

#### **Accessibility:**

Always available, easily approached.

#### **Concern for Deputies:**

■ No Comments Available.

#### Character:

■ No Comments Available.

#### Leadership:

If the department had more captains like Scott Gage, it would be in much better shape.

#### **Management:**

■ No Comments Available.

#### **Accountability:**

No Comments Available.

#### **Recommendations**

■ I recommend Capt. Gage teach a course to all department executives on how to treat personnel with respect, honesty, and integrity. They could all learn from him.

(4.49 - 3.50)

#### **VERY GOOD**



# **Ernest Chavez**Parks Bureau

4.14

Category	Rank	Score
Integrity	Very Good	4.11
Fairness	Very Good	4.11
Crime Fighting	Very Good	4.33
Proactivity	Very Good	4.11
Accessibility	Very Good	4.22
Concern for Deputies	Very Good	4.11
Character	Very Good	4.11
Leadership	Very Good	4.11
Management	Very Good	4.11
Accountability	Very Good	4.11

#### **Comments**

#### Integrity:

■ Highest.

#### Fairness:

■ If you do your basic job, he will have your back!

#### **Crime Fighting:**

■ No Comments Available.

#### **Proactivity:**

■ No support for working deputies. A deputy made a good hook and was assaulted, resulting in a broken bone. The deputy was written up nine months later for "tactics".

#### **Accessibility:**

■ Capt. Chavez "shows up" even though we are a county-wide bureau.

#### **Concern for Deputies:**

Has a genuine concern for his deputies.

#### **Character:**

■ No Comments Available.

#### Leadership:

■ The best I've served under in twenty-four years.

#### **Management:**

No Comments Available.

#### **Accountability:**

■ No Comments Available.

#### **Comments**

■ Great supervisor, easy to talk to.

(4.49 - 3.50)

#### **VERY GOOD**



### Timothy Murakami Industry Station

4.13

Category	Rank	Score
Integrity	Very Good	4.00
Fairness	Very Good	4.00
Crime Fighting	Very Good	4.25
Proactivity	Very Good	4.25
Accessibility	Very Good	4.25
Concern for Deputies	Very Good	4.25
Character	Very Good	4.25
Leadership	Very Good	4.00
Management	Very Good	4.00
Accountability	Very Good	4.00

#### **Comments**

#### Integrity:

■ No Comments Available.

#### Fairness:

 Capt. Murakami will defend a deputy only if that deputy is riding the car, otherwise he will feed you to Diana Teran.

#### **Crime Fighting:**

■ No Comments Available.

#### **Proactivity:**

■ No Comments Available.

#### **Accessibility:**

 Capt. Murakami is very good at listening to his personnel. He is always available to mentor and guide his deputies.

#### **Concern for Deputies:**

 Seen regularly walking the halls of the station talking to deputies on a personal/casual level. Knows most by first name, even [(new guys)].

#### **Character:**

■ No Comments Available.

#### Leadership:

 He conducts Industry Station like a big ship in high seas, waiting for the wind, with no direction or destination.

#### **Management:**

No Comments Available.

#### **Accountability:**

No Comments Available.

#### **Recommendations**

■ He's in retirement mode. No need to recommend, just saying.

(4.49 - 3.50)

#### **VERY GOOD**



# James Wolak Lakewood Station

4.08

Category	Rank	Score
Integrity	Very Good	4.20
Fairness	Very Good	4.20
Crime Fighting	Very Good	4.20
Proactivity	Very Good	4.20
Accessibility	Very Good	4.20
Concern for Deputies	Very Good	4.00
Character	Very Good	4.20
Leadership	Very Good	4.20
Management	Very Good	3.80
Accountability	Very Good	3.60

#### **Comments**

#### Integrity:

■ Strong integrity.

#### Fairness:

■ Tough, but fair.

#### **Crime Fighting:**

■ No Comments Available.

#### **Proactivity:**

■ No Comments Available.

#### **Accessibility:**

Very kind and approachable! Comes in on holidays to work so his sergeants and lieutenants can be at home with their families.

#### **Concern for Deputies:**

■ No Comments Available.

#### **Character:**

Never met a more respected captain, everyone trusts that he's behind us.

#### Leadership:

■ No Comments Available.

#### Management:

■ Open to ideas and values others' opinions.

#### **Accountability:**

■ No Comments Available.

#### **Recommendations**

■ Stop letting your ELA homeboy run amok at Paramount.

(4.49 - 3.50)

#### **VERY GOOD**



# Holly Francisco Narcotics Bureau

3.88

Category	Rank	Score
Integrity	Very Good	4.25
Fairness	Very Good	4.00
Crime Fighting	Very Good	4.00
Proactivity	Very Good	4.25
Accessibility	Very Good	3.75
Concern for Deputies	Outstanding	4.50
Character	Very Good	4.00
Leadership	Very Good	3.50
Management	Satisfactory	3.25
Accountability	Satisfactory	3.25

#### **Comments**

#### Integrity:

■ No Comments Available.

#### Fairness:

■ No Comments Available.

#### **Crime Fighting:**

■ No Comments Available.

#### **Proactivity:**

■ Doesn't collaborate with detectives on anything.

#### **Accessibility:**

 Never met her. Does not take the time to visit her personnel. Never encourages input from her detectives and only listens to her operations lieutenant who has no experience with narcotics or being an investigator.

#### **Concern for Deputies:**

■ Came to a meeting we requested with our lieutenant, she and the lieutenant were very supportive of our concerns and requests.

#### **Character:**

■ Can't respect someone who is never around their line personnel.

#### Leadership:

■ No Comments Available.

#### Management:

■ No Comments Available.

#### **Accountability:**

No Comments Available.

#### **Recommendations**

■ Fight for full staffing in our bureau, be vocal against ridiculous narcotic violation laws...

(3.49 - 2.50)

#### **SATISFACTORY**



# James Tatreau, Jr. Norwalk Station

3.40

Category	Rank	Score
Integrity	Satisfactory	3.40
Fairness	Very Good	3.60
Crime Fighting	Very Good	4.00
Proactivity	Satisfactory	3.40
Accessibility	Very Good	3.60
Concern for Deputies	Satisfactory	3.20
Character	Satisfactory	3.40
Leadership	Satisfactory	3.40
Management	Satisfactory	3.00
Accountability	Satisfactory	3.00

#### **Comments**

#### Integrity:

■ Not action driven, more of a salesman.

#### Fairness:

 Capt. Tatreau has demonstrated he still remembers how difficult it can be to be a patrol deputy.

#### **Crime Fighting:**

The captain continually commends deputies and staff for their work which encourages deputies to continue working hard.

#### **Proactivity:**

■ No support due to unfilled units.

#### **Accessibility:**

■ The captain is very approachable and sincerely listens to any concerns.

#### **Concern for Deputies:**

 Concern for himself. Morale at station is at its lowest. Does not care for personal lives.

#### **Character:**

■ No Comments Available.

#### Leadership:

No Comments Available.

#### Management:

■ Decisions appear to be influenced for the few.

#### **Accountability:**

■ No Comments Available.

#### **Recommendations**

■ The morale at the station is low. Deputies are exhausted. Needs to bring morale up. No purpose on having open door policy and does nothing when an issue or conflict arises.

(3.49 - 2.50)

#### SATISFACTORY



# Joseph Stephen Marina Del Rey Station

3.35

Category	Rank	Score
Integrity	Very Good	3.75
Fairness	Satisfactory	3.00
Crime Fighting	Very Good	3.75
Proactivity	Very Good	3.50
Accessibility	Satisfactory	3.00
Concern for Deputies	Very Good	3.50
Character	Very Good	3.50
Leadership	Satisfactory	3.00
Management	Satisfactory	3.00
Accountability	Very Good	3.50

#### **Comments**

#### Integrity:

■ No Comments Available.

#### Fairness:

■ Makes exceptions for deputies he likes.

#### **Crime Fighting:**

■ No Comments Available.

#### **Proactivity:**

■ No Comments Available.

#### **Accessibility:**

■ No Comments Available.

#### **Concern for Deputies:**

■ I have no idea. Nobody hears from him any longer.

#### **Character:**

■ No Comments Available.

#### Leadership:

■ Failed leader! Leads from behind.

#### **Management:**

■ No Comments Available.

#### **Accountability:**

■ No Comments Available.

#### **Comments**

■ Capt. Stephens has already checked out for retirement.

(3.49 - 2.50)

#### **SATISFACTORY**



# **Robert Lewis**Santa Clarita Valley Station

3.06

Category	Rank	Score
outogory	nank	36016
Integrity	Satisfactory	2.92
Fairness	Satisfactory	3.00
Crime Fighting	Very Good	3.83
Proactivity	Satisfactory	3.42
Accessibility	Satisfactory	3.08
Concern for Deputies	Satisfactory	2.75
Character	Satisfactory	2.92
Leadership	Satisfactory	2.92
Management	Satisfactory	2.83
Accountability	Satisfactory	2.92

#### **Comments**

#### Integrity:

Tells us one thing and does something else. Makes promises he has no intent of keeping.

#### Fairness:

Only thing consistent is him sticking his nose into everything.
 Outsiders are filling in-house spots.

#### **Crime Fighting:**

- Totally misinformed about what crimes are plaguing our city. Thinks he knows everything, but is totally clueless. Pushes crime suppression details, but usually targeting the wrong types of crimes
- His answer to everything is we will just pay overtime to do an operation. He cares about reducing crime. Just doesn't know how to go about doing it.

#### **Proactivity:**

■ He "says" he backs us. Seems to do so.

#### **Accessibility:**

- Door is always open and he stops whatever he's doing to talk.
- Always too busy to talk, usually because he's always running late. Tells deputies to come talk to him, but doesn't allow them to get a word in. He does all the talking about how good he is.

#### **Concern for Deputies:**

We are very short staffed. He has kept worthless teams (CPU) who don't do much. They should be disbanded and put back on the line. Deputies are getting hurt.

#### **Character:**

He puts in a lot of hours and will show up morning, noon, or night. Lots of decisions are questionable, which impacts his level of respect.

#### Leadership:

He wants the best out of deputies. He lives in a make believe world with unrealistic expectations based on the state of the department. I don't think many would follow him to the corner.

#### **Management:**

Micromanager. Gets his hands in everything. Stirs it all up and then delegates the pieces. Questionable decisions about staffing and creating more overtime.

#### **Accountability:**

- He is never wrong. Just ask him.
- No one is held accountable, except the patrol deputies. He would never admit wrongdoing.

#### **Recommendations**

■ Stop lying, stop micromanaging. Treat people nicely, not bullying them or being bossy. Stop forcing everyone to work a million hours of crime suppression so you look good to the city. Stop being a media [expletive], you love to hear yourself talk.

(3.49 - 2.50)

#### **SATISFACTORY**



# **Sergio Aloma**West Hollywood Station

2.53

Category	Rank	Score
Integrity	Satisfactory	3.00
Fairness	Satisfactory	2.67
Crime Fighting	Satisfactory	2.67
Proactivity	Satisfactory	2.67
Accessibility	Satisfactory	2.50
Concern for Deputies	Needs Improvement	2.33
Character	Satisfactory	2.50
Leadership	Needs Improvement	2.33
Management	Needs Improvement	2.33
Accountability	Needs Improvement	2.33

#### **Comments**

#### Integrity:

■ Leads by example.

#### Fairness:

■ Everyone's fault but his. Doesn't care about anyone but himself.

#### **Crime Fighting:**

Want you to make arrest, fight crime, but he is the first to burn you if you get a complaint.

#### **Proactivity:**

■ The best arrest of the decade will be analyzed for policy violations.

#### **Accessibility:**

■ The door is open, but either nobody is there, or if you go in you better pray not coming out without your badge or an IA case.

#### **Concern for Deputies:**

■ The term "commendation" does not exist in his vocabulary. The transfer-out list is longer than the transfer-in list.

#### Character:

■ Used car salesman with no charisma.

#### Leadership:

■ I am afraid if I follow him I am going to end up in IA, or ICIB office.

#### Management:

■ No Comments Available.

#### **Accountability:**

■ No Comments Available.

#### **Recommendations**

■ Can't he just go away! Show some concern about deputies.

(2.49 - 1.50)

#### NEEDS IMPROVEMENT



# **Andrew Berg**San Dimas Station

2.22

Category	Rank	Score
Integrity	Needs Improvement	2.00
Fairness	Satisfactory	2.60
Crime Fighting	Satisfactory	3.40
Proactivity	Needs Improvement	2.20
Accessibility	Needs Improvement	2.40
Concern for Deputies	Needs Improvement	2.00
Character	Needs Improvement	1.80
Leadership	Needs Improvement	1.60
Management	Needs Improvement	2.20
Accountability	Needs Improvement	2.00

#### **Comments**

#### Integrity:

He has moments where he seems to care about his troops, but the majority of the time he cares more about city or public approval than doing what is right.

#### Fairness:

■ No Comments Available.

#### **Crime Fighting:**

You want deputies to rise above the average. Do more to earn their respect and "trust".

#### **Proactivity:**

■ No Comments Available.

#### **Accessibility:**

■ No Comments Available.

#### **Concern for Deputies:**

We don't trust him or his staff, we pick and choose who to go to, based on trust, their experience and knowledge.

#### **Character:**

■ With prior captains I would go above and beyond, sacrifice myself to do the job. Now I can't wait to go home.

#### Leadership:

■ No Comments Available.

#### **Management:**

■ He delegates really well. I am surprised he doesn't have someone saying 'hello' for him.

#### **Accountability:**

His command staff, with the exception of a few, is clueless about how to do their jobs. Learn your trade people or at least try!

#### **Recommendations**

■ Transfer Capt. Berg.

(2.49 - 1.50)

#### NEEDS IMPROVEMENT



# **Jennifer Bateman**Transportation Services North

2.00

Category	Rank	Score
Integrity	Needs Improvement	2.22
Fairness	Needs Improvement	1.89
Crime Fighting	Needs Improvement	1.89
Proactivity	Needs Improvement	1.78
Accessibility	Needs Improvement	1.78
Concern for Deputies	Needs Improvement	2.33
Character	Needs Improvement	2.00
Leadership	Needs Improvement	1.67
Management	Needs Improvement	2.22
Accountability	Needs Improvement	2.22

#### **Comments**

#### Integrity:

■ I can't rate this one, because I never, (I mean never), seen the captain to evaluate this category.

#### Fairness:

 Tries to please everyone, which leaves no decision made and not everyone pleased. Make a command decision and stick with it.

#### **Crime Fighting:**

■ No emphasis on crime fighting. Only presence is required.

#### **Proactivity:**

Only cares about how MTA will see it. Allows deadweight to promote.

#### **Accessibility:**

■ Never seen unless there is a special event.

#### **Concern for Deputies:**

 No concern for the safety of deputies. Just wants to make MTA happy even if it puts deputies at risk.

#### **Character:**

■ I would never want her in my car; again Metro first, deputies last.

#### Leadership:

 No leadership skills when it comes to promoting a positive work environment.

#### **Management:**

- Staffing issues allows no consistent rhythm. Her emails speak volumes about misplaced direction, no vision, and confusion we have in the unit.
- Has no idea what's going on at her unit.

#### **Accountability:**

■ Fails to hold her supervisors accountable, ruining the division.

#### **Recommendations**

Make fighting crime a priority; establish training and incentives for those that fight crime. Organize unit to provide stability with clear direction and goals. Delegate issues to appropriate levels and hold them accountable. Example: The captain assigns "Locker" issues to the lieutenant, the lieutenant assigns it to a sergeant while captain fixes MTA issue.

(2.49 - 1.50)

#### **NEEDS IMPROVEMENT**



# Dave Flores Temple Station

1.85

Category	Rank	Score
Integrity	Needs Improvement	1.75
Fairness	Needs Improvement	1.75
Crime Fighting	Needs Improvement	1.75
Proactivity	Needs Improvement	1.75
Accessibility	Needs Improvement	2.00
Concern for Deputies	Needs Improvement	2.25
Character	Needs Improvement	1.75
Leadership	Needs Improvement	2.00
Management	Needs Improvement	1.75
Accountability	Needs Improvement	1.75

#### **Comments**

#### Integrity:

■ Not trustworthy at all. He does not hesitate to discipline deputies. Personally, I don't consider him as a role model, he is nowhere like our previous captain (Jacob).

#### Fairness:

■ The only thing consistent about this captain is he is not looking out for his deputies. You better not make any mistakes or he will waste no time to fang you.

#### **Crime Fighting:**

He wants to reduce the crime and yet we are constantly short staffed, especially during the weekends. No special operations or deployments or details to increase number of arrests.

#### **Proactivity:**

This guy says he appreciates the work the deputies do. But he shows no actions about his appreciation of our hard work, very fake individual.

#### Accessibility:

No "open door policy" and when you do get to speak to him; the captain is very condescending.

#### **Concern for Deputies:**

Morale of the station is way down since this captain arrived. Many deputies already transferred out. He only cares about himself and his career. Deputies are just numbers to him.

#### Character:

■ No Comments Available.

#### Leadership:

- Micromanager, way too involved. Let deputies work and do their job.
- A true leader "empowers" his/her subordinates. This captain is a supervisor. He micromanages from his office through his lieutenants and sergeants, he is not a leader.

#### **Management:**

■ No Comments Available.

#### **Accountability:**

No Comments Available.

#### **Comments**

Capt. Flores is the exact opposite of our previous captain. Our station's morale went straight down the toilet after his arrival. Many seasoned
deputies and field training officers are or have transferred out.

(2.49 - 1.50)

#### **NEEDS IMPROVEMENT**



# **Todd Weber**Lancaster Station

1.65

Category	Rank	Score
Integrity	Needs Improvement	1.83
Fairness	Needs Improvement	1.83
Crime Fighting	Needs Improvement	1.67
Proactivity	Needs Improvement	1.67
Accessibility	Needs Improvement	2.00
Concern for Deputies	Unsatisfactory	1.17
Character	Needs Improvement	1.50
Leadership	Unsatisfactory	1.33
Management	Needs Improvement	1.83
Accountability	Needs Improvement	1.67

#### **Comments**

#### Integrity:

I believe he will not stand up for the people under his command. I would never want to lead anyone like he does.

#### Fairness:

I have never seen him exhibit any form of personal responsibility or consistency.

#### **Crime Fighting:**

■ Concerned more about response times and getting to calls.

#### **Proactivity:**

■ No Comments Available.

#### **Accessibility:**

Appears at some briefings, not approachable. Personnel don't feel comfortable bringing problems to him.

#### **Concern for Deputies:**

Is a politician at heart. He appears to be concerned with his own career and image than those he supervises.

#### **Character:**

■ Capt. Weber surrounds himself with a bunch of "yes" men. No support of deputies.

#### Leadership:

■ Does not lead by example. Do as I say, not as I did person. Lets his operations lieutenant run rough shod on line deputies. Operations lieutenant is a dilettante. No integrity or honor like the captain!

#### **Management:**

■ No Comments Available.

#### **Accountability:**

 Untrustworthy in all areas. Everybody wants out of the station or retire sooner.

#### **Recommendations**

■ The captain needs to introduce himself to the line staff. He showed up one day but never introduced himself to any regular deputy or CA. Needs to work on being an authentic leader.

(1.49 - 0.00)

#### **UNSATISFACTORY**



# Crystal Miranda Court Services East Bureau

1.48

Category	Rank	Score
Integrity	Needs Improvement	1.60
Fairness	Unsatisfactory	1.20
Crime Fighting	Needs Improvement	1.60
Proactivity	Unsatisfactory	1.40
Accessibility	Needs Improvement	1.60
Concern for Deputies	Needs Improvement	1.60
Character	Needs Improvement	1.60
Leadership	Unsatisfactory	1.40
Management	Needs Improvement	1.60
Accountability	Unsatisfactory	1.20

#### **Comments**

#### Integrity:

■ (Integrity) Won't even waste my time with this.

#### Fairness:

Absolutely not fair. The chief has to step in to correct the things she does.

#### **Crime Fighting:**

■ No Comments Available.

#### **Proactivity:**

 Does not support deputies. Leaves certain courts vastly understaffed.

#### **Accessibility:**

Rarely shows up for briefings, but we are glad because we do not want her there.

#### **Concern for Deputies:**

■ No Comments Available.

#### **Character:**

If there was a box to check for totally incompetent I would check it. Absolutely horrible. No respect at all.

#### Leadership:

■ Can anyone please takeover. No one could do a worse job than her!

#### Management:

■ No Comments Available.

#### **Accountability:**

■ Does not admit she is wrong. Chief has to correct her all the time.

#### **Recommendations**

■ Please don't promote! Somebody help us all.

Meeting Highlights / Unit Representatives / Other News

### **ALADS UNIT REPRESENTATIVE**

# Meeting Highlights

### California Coalition of Law Enforcement Associations (CCLEA) Meeting

On May 5th, ALADS representatives attended the CCLEA meeting in Sacramento. The meeting took place prior to the California Peace Officers' Memorial Ceremony which began the next day. Participants discussed the Keeping California Safe Act and the importance for unions to stand side by side during this crucial time, in wake of the *Janus* decision. CCLEA meetings are the perfect time for ALADS to reach out to different POAs and create allies.

### California Peace Officers' Memorial

ALADS representatives attended the California Peace Officers' Memorial from May 6th – May 7th. Representatives of ALADS were able to meet with statewide leaders to bring awareness of the issues on the department and pay their respects to California law enforcement's fallen men and women.

The California Peace Officers' Memorial honored six officers who lost their lives in the line of duty in 2017 including Whittier Police Officer Keith Boyer. Two LASD Officers, Murray F. Olsen E.O.W. March 9, 1975 and Louis Allinson E.O.W. March 27, 1915 will also be enrolled.

ALADS sponsors up to 50 members to help mitigate the cost of attending the ceremony by reimbursing up to \$100.00 per hotel room, double occupancy required. Call ALADS for details at (323) 213-4005.

#### **June 6, 2018**

ALADS held its monthly unit representative meetings on Wednesday, June 6, 2018.

Attend the September unit representative meetings scheduled for Wednesday, September 5, 2018 at 11 AM and 6 PM.
All Voting ALADS members are welcome to attend.

### Reducing Crime and Keeping California Safe Act of 2018

Keeping California Safe Act of 2018 did not qualify for the state ballot in November. It will be on the ballot in 2020.

#### The Act will:

- Reclassify currently "non-violent" crimes like rape of an unconscious person, sex trafficking of a child and 14 other serious crimes as "violent" — to prevent the early release of inmates convicted of these crimes
- Reform the parole system to stop the early release of violent felons, expand parolee oversight, and strengthen penalties for parole violations
- Reform theft laws to restore accountability for serial thieves and organized theft gangs
- Expand DNA collection to include those convicted of drug, theft, domestic violence and other serious crimes to help solve rape, murder and other violent crimes — and to exonerate those wrongly accused

BE SURE TO VOTE YES ON THE REDUCING CRIME AND KEEPING CALIFORNIA SAFE ACT IN 2020.



### **ALADS UNIT REPRESENTATIVE**

# Be sure to update your personal email address with ALADS. Log on to www.alads.org. Receive ALADS news in your inbox.

# Benefits Fair at ALADS Facility

On May 23rd, ALADS used its back patio to host a well-attended benefits fair. We are considering holding another benefits fair at our facility later in the evening so even more deputies and district attorney investigators will have the opportunity to attend.

#### **ALADS Back Patio**

The ALADS directors believe the back patio should be used more often for membership outreach and a community area for deputies. If you have any ideas on how to better use the back patio, please contact Ron Hernandez at rhernandez@alads.org or Robert Sass at rsass@alads.org. If you have never been to the ALADS facility, please be sure to come to one of our unit representative meetings and we will give you a tour.

### Palmdale City Management Luncheon

On June 4th, ALADS representatives attended the Palmdale City Management Luncheon to thank the city manager and other city personnel for speaking and testifying in front of the Board of Supervisors regarding Sheriff's Department's deputy staffing shortage.

# Meeting Highlights

### California Contract Cities Association (CCCA) Annual Golf Tournament

On May 17th, Vice President Sass, Assistant Executive Director Jay Trisler and ALADS Political Consultant Jeff Monical attended the CCCA Annual Golf Tournament held at the Indian Wells Golf Resort. The golf tournament was a perfect opportunity to meet with contract city leaders to talk about different issues within the department. ALADS thanked the contract city leaders who wrote letters to the Board of Supervisors regarding their concern for the deputy staffing shortage. After the event, mayors from the Cities of Avalon and Bradbury wrote letters to the Board of Supervisors to express their concerns about the deputy staffing shortage.

Higher ranked personnel from Sheriff's brass down to lieutenants attended the event. ALADS spoke to three captains who are thinking about creating 4/10 schedules at their respective stations. At the luncheon, Vice President Sass spoke about contract negotiations and staffing issues.

### National Peace Officers' Memorial

ALADS Secretary Jennifer Martin and Director Mark Claahsen attended the National Peace Officers' Memorial the week of May 13th. Martin participated in the Police Unity Tour. Each year, ALADS puts up memorial signs to remember each of the fallen deputies on the memorial walls. This year, ALADS assisted the Whittier Police Department in honoring Officer Keith Boyer.



### **ALADS UNIT REPRESENTATIVE**

# Meeting Highlights

# **Los Angeles County Peace Officers' Memorial**

ALADS representatives attended the Los Angeles County Peace Officers' Memorial at the Biscailuz Center on May 23rd. During the ceremony, one of the officers performed an eerie, beautiful rendition of Hallelujah (Hallelujah Police Tribute). There was an awesome flyover



by the LASD helicopter and releasing of the doves for each of the fallen officers. There are currently more than 500 names on the wall.

### **Blue Ribbon Commission**

ALADS Vice President Sass attended the Blue Ribbon Commission on May 23rd. The opposing side prepared a presentation where 35 victims spoke about their horrible experiences with law enforcement officers. Some of the victims were people who just were released from prison.

There are six law enforcement personnel on the commission, but only four are open to law enforcement's arguments. Sass has requested retailers to do a presentation before the commission regarding store thefts; however, the retailers he has spoken to wish to remain anonymous.

#### **June 6, 2018**

ALADS held its monthly unit representative meetings on Wednesday, June 6, 2018.

Attend the September unit representative meetings scheduled for Wednesday, September 5, 2018 at 11 AM and 6 PM.
All Voting ALADS members are welcome to attend.

### **Communications**

ALADS is consulting with a company called Strategies 360 to create a better communications strategy with ALADS members. Consultants interviewed ALADS personnel, including legal plan representatives, defense representatives, executives and communications, to make assessments of what is working and what can be done better within the organization. Strategies 360 will present before the board their findings and suggestions in an upcoming board meeting.

# **United States Police Fire Championships (USPFC)**

From now until December 1, 2018, ALADS is reimbursing a portion of members' USPFC registration fees, in the amount of \$60.00 (not including event sport fees). To receive a reimbursement, members must include their USPFC registration cards, proof of attendance (i.e. event name badge, event lanyard or event participation roster), and reimbursement form which can be located on the ALADS website and email blast. Please contact Selya Arvizu at (323) 213-4005 if you have any questions.



### **ALADS UNIT REPRESENTATIVE**

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Receive ALADS news in your inbox.

# **Political Endorsement Committee (PEC)**

May 9th was the last PEC meeting before the primary elections on June 5th. ALADS endorsement committee did fairly well with the primary elections with a couple of surprise winners. During the November elections, there will be a runoff between the current sheriff Jim McDonnell (47% of L.A. County voters) and Alex Villanueva (33% of L.A. County voters).



# AB 953: The Racial and Identity Profiling Act of 2015

On July 1st, AB 953 will be implemented statewide making all law enforcement officers fill out a racial profiling form. At the moment, only eleven agencies have implemented the form. The state wants to collect racial profile data on traffic stops and emergency calls. Each form takes roughly 8-10 minutes to complete. Please plan accordingly.

# Meeting Highlights

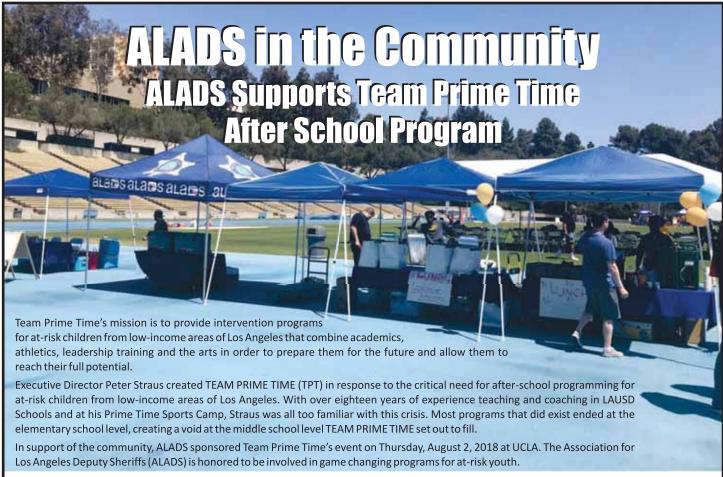
# **Attend a Unit Representative Meeting**

All voting ALADS members are invited to attend unit representative meetings. The September unit representative meetings are scheduled for Wednesday, September 5, 2018 at 11 AM and 6 PM.

### Follow ALADS on Facebook, Twitter and Instagram

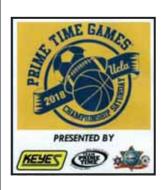


www.instagram.com/aladsonline















#### **Defense Representative I & II**

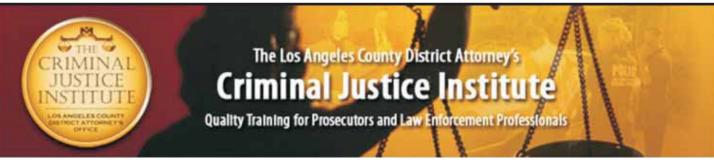
Salary: Available on ALADS' website www.alads.org

**POSITION OVERVIEW:** The Association for Los Angeles Deputy Sheriffs (ALADS) seeks an energetic, service-oriented, professional, team player with: outstanding written and oral communication skills and extensive knowledge of labor relations laws, issues, and practices. Successful candidates must have the ability to effectively represent members in grievance hearings and analyze and recommend solutions to various work problems. Position requires frequent travel within L.A. County and periodic attendance at evening and/or weekend meetings.

**DESIRABLE EMPLOYMENT STANDARDS:** Graduation from an accredited college or university with a Bachelor's degree in public administration, business administration or closely related discipline and at least one (1) year of full-time experience in a related professional capacity. Specific job related experience may be considered as a substitute for education.

**APPLY IMMEDIATELY:** To view the full job description, go to the ALADS website www.alads.org, and click on Career Opportunities near the bottom of the page. Application packets will be accepted until the position is filled.

For more information, go to the ALADS website www.alads.org and click on Career Opportunities.



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### JACKIE LACEY DISTRICT ATTORNEY

# ONE OMINUTE BRIEF

NUMBER: 2018-07 DATE: 5-04-18 BY: Devallis Rutledge TOPIC: Arrestee Phone Calls

**ISSUE**: What are the rights of a person to make phone calls after arrest or booking?

"There is a **well-established tradition** against holding prisoners incommunicado in the United States. It would be hard to find an American who thought people could be picked up by a policeman and held incommunicado, without the opportunity to let anyone know where they were, and without the opportunity for anyone on the outside looking for them to confirm where they were." Halvorsen v. Baird (9th Cir. 1998) 146 F.3d 680, 688-89. California has **statutory mandates** to protect against protracted custody without access to communication.

- PC § 851.5 provides that **immediately upon booking** an **adult**, or except where physically impossible **within 3 hours of arrest** (whichever occurs first), officers must **advise** the person of the right to make **3 calls**, and must then accommodate the calls if requested. Officers must also **inquire** as to whether the person is the **custodial parent** of any minor children, and must permit **2 additional calls** if needed to make child-care arrangements. **Signs** containing this information must be conspicuously posted. Any violation of this section is a **misdemeanor**.
- W&I § 627(b) mandates that **immediately upon lodging a minor**, or except where physically impossible **within 1 hour after taking custody** (whichever occurs first), the minor must be advised of and afforded the right to make **2 phone calls**. Violation is a **misdemeanor**.
- Failure to comply with mandatory statutes governing the right to make phone calls after arrest may result in **federal civil liability** against officers and agencies. *Carlo v. Chino* (9th Cir. 1997) 105 F.3d 493 (damages and attorney's fees assessed against city and officers who failed to allow calls until 14 hours after DUI arrest); *Henry v. Shasta County* (9th Cir. 1997) 132 F.3d 512 (denying qualified immunity and holding officers subject to suit for allegedly violating PC § 851.5).
- One appellate opinion held that a suspect's **admission** to attempted murder should have been **suppressed** where the suspect invoked her right to counsel and was not then promptly advised of her rights under PC § 851.5, despite the passage of more than 3 hours from arrest. *People v. Locke* (1984) 152 Cal.App.3d 1130, 1133 (basing suppression *not* on the statutory violation, but upon the effect this violation had in undermining efficacy of the *Miranda* warning).

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The Los Angeles County District Attorney's

### **Criminal Justice Institute**

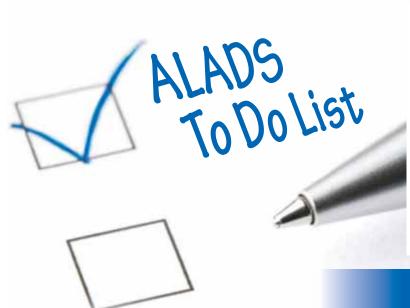
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- Although **officers may not eavesdrop upon or record** communications between a prisoner and a doctor, lawyer or spiritual advisor (PC § 636), "police may require a defendant first to disclose the telephone number of the person to whom the call is being placed, and then may place the call and ... overtly listen to the **defendant's side** of any **[non-privileged]** conversation...." People v. Siripongs (1988) 45 Cal.3d 548, 566.
- A prisoner who has **escaped** from sentenced confinement remains in *custodia legis* and so is not "arrested" when recaptured; therefore, there is **no right to new phone calls** under § 851.5. *People v. Robinson* (1968) 266 Cal.App.2d 261, 265-66; *People v. Moreland* (1971) 15 Cal.App.3d 269, 273.
- Where an **emergency** or the suspect's **medical condition** or other factors make compliance with the statutory time limits impractical, "an accused is not guaranteed the Absolute right to timely use of a telephone." People v. Moreland (1971) 15 Cal.App.3d 269, 275 (search-and-rescue activities during a flood prevented timely compliance).

<u>BOTTOM LINE</u>: Arrestees must be timely notified of their rights to phone calls (3-5 for adults within 3 hours or at booking; 2 for minors within 1 hour or at lodging), and calls then requested must be promptly accommodated. Violations may be punished as misdemeanors, may engender civil liability, and may affect admissibility of evidence.

(Bold emphases added and citations omitted from quoted material.)

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

For the most up-to-date information, visit: www.alads.org



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## JACKIE LACEY DISTRICT ATTORNEY

# ONE OMINUTE BRIEF

NUMBER: 2018-08 DATE: 5-22-18 BY: Devallis Rutledge TOPIC: Rental Car "Standing"

<u>ISSUE</u>: Can a person driving a vehicle rented by someone else claim that a search of that vehicle infringes his legitimate expectation of privacy?

Crooks who transport drugs don't like to use their own vehicles. A plate check on their own car may let officers know **the vehicle has been associated with narcotics**, and an arrest while they're transporting drugs in their own cars may result in the loss of their vehicle by **asset forfeiture**. So, they routinely use rented cars.

However, their own criminal records may disqualify them from being able to rent a car, or may provide police with investigative leads. So, they have a friend rent the car, and they "borrow" it from the friend. If things go south, the absentee friend is "Shocked! Shocked, mind you," to find out that the car was being used to transport drugs.

But since the driver isn't listed on the rental agreement as an authorized driver, can he challenge a search of the rented car by asserting a legitimate expectation of privacy based on the fact that he has the **permission** of the actual renter to be using the car?

• Terrence Byrd waited in his own car outside the rental agency while his girlfriend went inside and rented a car, the rental agreement listing her as the only authorized driver. When she came out, she handed the keys to Byrd, and she drove off in his car. He took the rental car home, loaded it with 49 bricks of heroin, and headed for his delivery destination. At a traffic stop enroute, a search of the car revealed the drugs.

Byrd moved to suppress. The government argued lack of "standing," and both the trial court and the Third Circuit denied suppression on this ground. The US Supreme Court has unanimously reversed.

The court pointed out that for Fourth Amendment purposes, the issue is not whether a person is a party to a car-rental contract, but whether the person is a **permissive user** of the car. Since Byrd's friend had voluntarily permitted him to use the car she had rented, he was a permissive user and could therefore claim a privacy interest.

"The Court now holds that, as a general rule, someone in lawful possession and control of a rental car has a reasonable expectation of privacy in it, even if the rental agreement does not list him or her as an authorized driver."

Byrd v. US (2018) 584 US \_\_\_\_\_, WL 2186175, slip opn. at 2.

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- This ruling means that neither police nor prosecutors should rely on a permissive driver's lack of "standing" to contest a search of a rented car, but should develop and argue as many independent grounds for justifying a search as the circumstances support. (The Byrd case was remanded to the lower courts to consider two alternative grounds for upholding the search.)
- The Supreme Court reaffirmed that "No matter the degree of possession and control, the car thief would not have a reasonable expectation of privacy in a stolen car." Id., slip opn. at 12; accord, People v. Carter (2005) 36 Cal.4th 1114, 1141.

BOTTOM LINE: "[T]he mere fact that a driver in lawful possession or control of a rental car is not listed on the rental agreement will not defeat his or her reasonable expectation of privacy." Byrd v. US, supra, slip opn. at 15.

(Bold emphases added in quoted material.)

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### Our mission is:

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





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## JACKIE LACEY DISTRICT ATTORNEY

# ONE OMINUTE BRIEF

NUMBER: 2018-09 DATE: 5-29-18 BY: Devallis Rutledge TOPIC: Vehicle Search in the Driveway

<u>ISSUE</u>: Does the "fleeting targets" exception for warrantless search of vehicles allow entry onto a residential driveway to make the search?

Under the "fleeting targets" doctrine (also called the "automobile exception"—although it also applies to RVs, motorcycles, boats, trains, planes and other inherently-mobile conveyances), officers may make a warrantless search of a "fleeting target" if they have (1) **probable cause** to believe something seizable is inside and (2) **lawful access** to the vehicle. *US v. Ross* (1982) 456 US 798, 824. See 1MB 2006-30.

Because the "curtilage" of a residence is entitled to the same degree of Fourth Amendment protection as the residence, (1) entry onto the curtilage (2) in order to seek evidence requires one of the same four justifications as entry into the residence itself. Florida v. Jardines (2013) 569 US 1, 7. See 1MB 2014-15.

How do these principles apply to the warrantless entry onto a residential **driveway** in order to make a warrantless search of a vehicle parked there?

• Ryan Austin Collins parked a stolen motorcycle in the driveway of his girlfriend's house where, as an **overnight guest**, he shared her Fourth Amendment protection of the home and curtilage. *Minnesota v. Olson* (1990) 495 US 91, 98-100. See 1MB 2014-21. Police officers walked up the driveway and pulled back a tarp concealing the motorcycle, so they could see the VIN and confirm that the bike was stolen. Collins moved to suppress their observations as the fruit of illegal entry. His motion was denied by the Virginia courts, on the basis of the "fleeting targets" exception. The US Supreme Court has reversed (8-1).

Finding that the part of the driveway where the motorcycle was parked was "properly considered curtilage," the court said this:

"[T]he Court considers curtilage—the area immediately surrounding and associated with the home, to be part of the home itself for Fourth Amendment purposes. ... When a law enforcement officer physically intrudes on the curtilage to gather evidence, a search within the meaning of the Fourth Amendment has occurred. ... "[A]n officer must have a lawful right of access to a vehicle in order to search it pursuant to the automobile exception. ... [S]earching a vehicle parked in the curtilage involves not only the invasion of the Fourth Amendment interest in the vehicle but also an invasion of the sanctity of the curtilage. ...

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"[N]othing in our case law, however, suggests that the automobile exception gives an officer the right to enter a home or its curtilage to access a vehicle without a warrant. ... The question before the Court is whether the automobile exception justifies the invasion of the curtilage. The answer is no."

Collins v. Virginia (2018) 584 US \_\_\_\_\_, WL 2402551, slip opn. at 5, 6, 7, 9.

• If warrantless entry onto the curtilage can be justified by **consent, exigency** or **probation/parole/PRCS search terms**, warrantless search of a vehicle could then be justified by the "fleeting targets" exception (see *id.*, slip opn. at 12). (The *Collins* case was remanded for consideration of whether entry was justified by exigent circumstances.)

<u>BOTTOM LINE</u>: "[T]he automobile exception does not permit an officer without a warrant to enter a home or its curtilage in order to search a vehicle therein." Id., slip opn. at 14.

(Emphases added and citations and punctuation omitted from 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 Reimburse a Portion of Members' United States Police & Fire Championships (USPFC) Registration Fees

ALADS is proud to announce that it will reimburse a portion of members' USPFC registration fees, in the amount of \$60.00 (not including event sport fees).

To be eligible for the reimbursement, you must be an ALADS Member.

Reimbursement will be awarded after the event. Proof of payment and proof of attendance will be requested for processing.

To receive reimbursement members must include their WPFC registration cards, proof of attendance (i.e. event name badge, event lanyard or event participation roster), name, employee number, and current address.



Reimbursement request <u>must be submitted no later than December 1, 2018</u>.

Please contact Selya Arvizu at (323) 213-4005 if you have any questions.

# Pico Rivera Memorial Torch Relay Run and the Los Angeles County Police Officers Memorial

**Relay Run Honors Deputy Steven Belanger** 

LADS assisted Pico Rivera Station with their portion of the 41st Annual Memorial Torch Relay Run. ALADS President Ron Hernandez and Field Representative Doug Joho went to support the station bringing an ALADS EZ-UP, swag and drinks for participants. ALADS sponsored the station for the event.

This year's 300-mile Memorial Torch Relay Run honored the memory of Deputy Steven Belanger who was shot in the head in 1994 while questioning a subject he had pulled over. The bullet remained lodge in Deputy Belanger's skull the rest of his life. Deputy Belanger died due to complications from the bullet at the age of 52.

STEVEN E. BELANGER
DEPUTY SHERIFF
LOS ANGELES SHERIFF'S DEPARTMENT
FEBRUARY 6, 2018









# Pico Rivera Memorial Torch Relay Run and the Los Angeles County Police Officers Memorial













# Pico Rivera Memorial Torch Relay Run and the Los Angeles County Police Officers Memorial

# Deputy Steven Belanger Los Angeles County Sheriff's Department EOW 02/06/2018

On December 10, 1994, around 5:45 in the evening, Walnut Station Deputy Steven Belanger observed a wanted assault suspect driving in the unincorporated area of Rowland Heights. He stopped and detained the suspect and his fifteen-year-old female companion on La Guardia Street. During the detention, a friend and accomplice of the assault suspect approached Deputy Belanger on a skateboard and a struggle ensued, resulting in a shooting. Deputy Belanger received gunshot wounds to the head and foot.

All the suspects fled. The suspect who shot Deputy Belanger killed himself in the parking lot of a church in Paramount hours after the shooting. The initial assault suspect and girl turned themselves in a short time later.

Doctors were unable to remove a bullet from Deputy Belanger's head. He briefly returned to work on light duty status, but Los Angeles County medically retired him in August of 2001. His condition continued to deteriorate over the years until he succumbed to his wounds on February 6, 2018.



## **Fallen in The Past**

# Officer Murray E. Olsen Los Angeles Department of Hospitals EOW: 3/9/1975

On March 9, 1975, Office of Public Safety Officer Murray E. Olsen was working at the Olive View Medical Center. He saw a man in a two-ton truck drive his vehicle into a parked car and crash through a closed gate on the hospital grounds. Officer Olsen gave chase in his marked black and white patrol car. The suspect stopped, but when Officer Olsen confronted him a fight ensued. The man stabbed the 64-year-old officer several times, disarmed him and shot him with his duty weapon.

Two responding LAPD officers arrived as this confrontation ended and saw Office Olsen lying next to his patrol car. They engaged the suspect in a gun battle, firing nearly a dozen rounds at his truck forcing him to flee on foot. He ran across the Foothill Freeway where two other responding LAPD officers found him and another gunfight erupted. The suspect was struck twice in the chest and abdomen and died later at a hospital.

Los Angeles County Security Officers received peace officer powers in 1970 under Penal Code Section 830.4. This section gave them "On-Duty" peace officer powers only. Officers of the Los Angeles County Office of Public Safety enjoyed limited peace officer powers under 830.4 PC until January 1, 1990. When Senate Bill 353 took effect, they were granted both "On-Duty and Off-Duty" peace officer powers under Section 830.31 PC.



# Pico Rivera Memorial Torch Relay Run and the Los Angeles County Police Officers Memorial Fallen in The Past

### Policeman Frank L. Coe Los Angeles Police Department EOW 02/11/1921

On November 19, 1910, Policeman Frank Coe and another motor officer were conducting speed enforcement on Pico Boulevard, near Hobart Boulevard, when a vehicle speed past them travelling over 60 mph. Both officers attempted to catch the speeding vehicle. As they travelled down Pico Boulevard between Hobart Boulevard and Harvard Boulevard, a vehicle began to back out of the driveway in front of them.

Policeman Coe attempted to avoid colliding with the vehicle by laying his motorcycle down. The motorcycle struck a curb and threw Policeman Coe into a telephone pole approximately ten feet away, fracturing his skull. He never fully recovered from the injuries suffered that day in 1910 and died on February 11, 1921.

### Motorcycle Officer Louis Allinson Los Angeles County Sheriff's Department EOW 3/27/1915

In the early morning hours of March 27, 1915, Motorcycle Officer Louis "Joco" Allinson was patrolling along a newly constructed stretch of Wilshire Boulevard near the Soldiers' Home and Santa Monica. As he traveled at approximately 50 miles per hour chasing a speeding motorist, his bike struck a rock. The impact launched him over the handlebars and he struck his head.

Motorcycle Officer Allinson, suffered life threatening head trauma. He was taken to nearby St. Catherine's Hospital where he died three hours later.

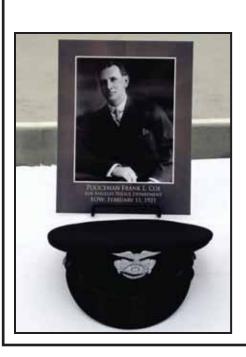
Motorcycle Officer Allinson, a lieutenant in the D troop of the first Cavalry Squadron during the Spanish American War, wore Officer badge number one and is likely the first motorcycle officer hired by Los Angeles County to work in its fledgling traffic enforcement unit.

### Deputy City Marshal Maurice W. Halleran EOW 11/15/1913

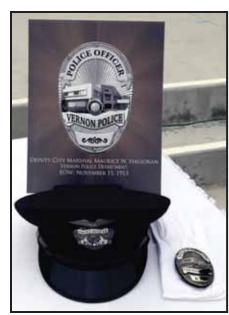
On the evening of November 15, 1913, Vernon Deputy City Marshal Maurice W. Halleran sat inside the Slawoszewski Wholesale Liquor Store when two male subjects (Anderson Miller and John Walker) entered to purchase liquor. As Miller went to the counter to purchase three bottles of alcohol from the bartender, Walker used his pen knife to vandalize the wooden counter. Marshall Halleran witnessed Walker's actions and told him to stop. Walker complied, but audibly questioned what authority Halleran had to give him this order. Marshal Halleran got up and followed the men to show Walker his badge confirming his authority as a lawman.

As Marshal Halleran walked outside, he opened the coat, apparently to show the men his badge. Instead of recognizing Halloran's badge and status as a peace officer, Walker drew a handgun and fired at him striking him several times. Marshal Halloran died hours later at a hospital.

Both Anderson and Walker fled, but were later arrested. They were convicted for Marshal Halloran's murder and sentenced to life in prison.







# Pico Rivera Memorial Torch Relay Run nd the Los Angeles County Police Officers Memorial

The Memorial Torch Relay Run ended at the 49th Annual Los Angeles Peace Officers Memorial where the names of five officers were added to the memorial wall.

Photos by Jaime Lopez













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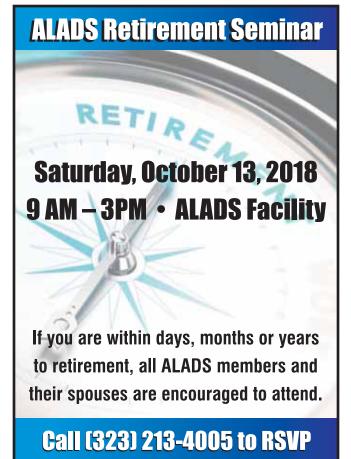
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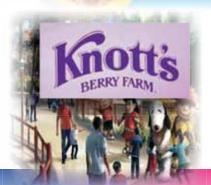












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