

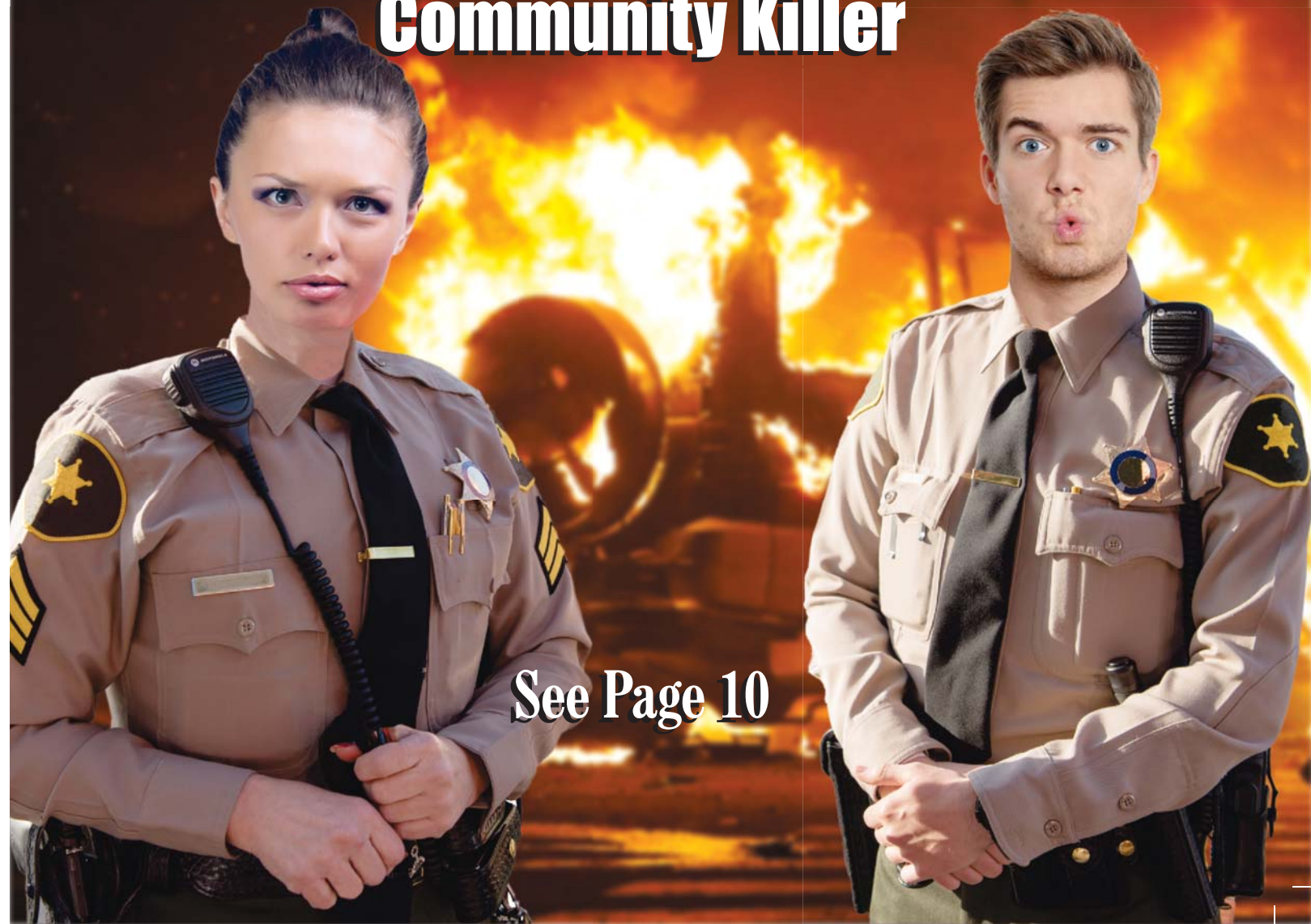
ALADS DISPATCHER

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

AB 931

Leads to Police Paralysis and is a Community Killer

See Page 10



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DISPATCHER

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

BOARD OF DIRECTORS

10 PRESIDENT'S MESSAGE

Ronald Hernandez

AB 931 LEADS TO POLICE PARALYSIS AND IS A COMMUNITY KILLER

AB 931 will get Cops killed, will kill the profession of law enforcement, and just as importantly WILL GET MEMBERS OF OUR COMMUNITIES KILLED. If Cops are forced to make CAREER SURVIVAL their priority, rather than public protection, the results will be chaos. AB 931 is bad public policy and should be defeated.

AB 931 Leads to Police Paralysis and is a Community Killer



NEWS & UPDATES

22 HEALTH BEAT

Jennifer Lincicum

JOIN US FOR THE ALADS BENEFITS CONVERSATION!

ALADS representatives along with their insurance providers and partners have been traveling around Los Angeles County to answer any questions you may have regarding the ALADS Anthem Blue Cross medical plans.



26 THE HOLMAN GROUP

Dr. Ron Holman

STRESS & HIGH BLOOD PRESSURE: DANGEROUS COUPLE

Stress paired with high blood pressure can be a dangerous mixture. If you often find yourself tense and on edge, here are some stress management tips.

FEATURES

28 BENEFITS PARTNER

Raquel Magdaleno

ALADS ANTHEM BLUE CROSS PREMIUM WAIVER

A very important benefit is the ALADS Anthem Blue Cross Premium Waiver to provide you with peace of mind, in the event that you find yourself in need of an extended leave of absence from work. Here are the requirements you must meet to be eligible for this benefit.



2018 03
JULY / AUGUST

FEATURES

32 ALADS BLOG

STATE SENATOR LABELS LAW ENFORCEMENT OFFICERS AS RACISTS IN HIS PUSH FOR LEGISLATION

36-37 DAI SECTION



40-47 ONE MINUTE BRIEFS

50-51 YOUR PORF BENEFIT Q & A

ALADS Remembers

52-53

Fallen Deputies



FALLEN DEPUTIES: STEPHEN BLAIR STEVEN BELANGER

57 CLASS 429

60 CLASSIFIED ADS

Photo by Chris Miller

Robert Sass

A FEW THINGS THAT HAVE BEEN ON MY MIND: JANUS, SEAT BELTS AND MORE

NEWS & UPDATES

16 STATE LEGISLATIVE CORNER

Timothy Yaryan, Matt Siverling
and John Lovell

DAUNTING CHALLENGES DUE TO AN ARRAY OF BILLS HARMFUL TO PUBLIC SAFETY

The Legislature is now on Summer recess. When the Legislature returns in August, we will be actively engaged in combating the array of bills that are harmful to public safety as well as attempting to move those bills we support through the process.



12 VICE PRESIDENT'S MESSAGE



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

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

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

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

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



July 2018 Winners:



Jacquelynn Marentes and Claudia Barajas Nunez

Office Use Only
 Date Entered:

Employee Number:

Update Your Information

ALADS Change in Personal Information

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

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

Name: _____

Current Unit of Assignment: _____

Marital Status (Circle One): M S

Home Address: _____

City / State / Zip: _____

Home Phone: () _____

Mobile Phone: () _____

Work Phone: () _____

Personal Email: _____

(Non LASD Address)

Signature: _____

Date: _____

ALADS Dispatcher

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Contact ALADS

Address:

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

Tel.: (323) 213-4005

Fax: (323) 724-0140

www.alads.org

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



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**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, OCTOBER 3RD,**
11:00 AM OR 6:00 PM

ALADS Unit Representative List

Altadena Station

Gaisford, David
Hernandez, Ronald *

BOLRAC

Xochilt, Rosas

Century Station

Perez, John

CIB

Cabadas, Jesse

COPS Bureau

Ferrell, Robert

CRDF

Barragan, Janet

Crescenta Valley Station

Martin, Jeffrey

CSB (County Services Bureau)

Pippin, Richard
Tate, Reginald

CSE - Norwalk

Grant, Winston

CST

Rodd, Joe

CSW - Van Nuys East

Domin, Robert

East L.A. Station

Buckband, Stacey

Homicide Bureau

Blagg, Steven *

Industry Station

Finn, Michael

Long Beach Court

Erbacker, Mark

Lost Hills Station

Loureiro, Armando
White, Tim

Marina Del Rey Station

Scheinfarb, David

MCJ

Carranza, Samuel

Metro Court

Rodriguez, Charles

NCCF

Galarneau, Dean

Norwalk Station

Claahsen, Mark *
Sass, Robert *
Sass, Sarah

Parks Bureau - East

Castro, Leonardo

Parks Bureau - North

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)

County Services Bureau – Antelope Valley
Court Training Division
Corrective Action Unit
Crescenta Valley Station
Crime Lab - Lancaster
Criminal Intelligence Bureau
Discovery Unit
Duarte Sub-Station
East Los Angeles (D.A.)
East Los Angeles Court
East Los Angeles Station
Edelman Children's Court
Emergency Vehicle Operations Center
Field Operations Support Services Unit
Fleet Management
Homicide Bureau
Human Trafficking Unit

Internal Affairs Bureau
Lancaster Juvenile Court
Lancaster Station
Laser Village
Metrolink – Brackett Field
Mira Loma Detention Facility (Closed)
Palmdale Station
Parks Bureau – East
Parks Bureau – North (Antelope Valley)
Pasadena (D.A.)
Pasadena Court
Pomona (D.A.)
Pomona Court
Pre-Employment Background Unit - North
Recipient Welfare Fraud
Risk Management Bureau

San Dimas Station
Special Enforcement Bureau
Special Victims Bureau - North
Temple Station
Training Bureau
a. Advanced Officer Training
b. Force Training Unit
c. Recruit Training Unit
Traffic Services Detail
Transit Services Bureau – El Monte
Transit Services Bureau – Gateway
TRAP (D.A. - El Monte)
TRAP (Taskforce for Regional Theft Prevention) - North
Walnut Station
West Covina Court (Citrus)

Phone: (626) 497-2554

Email: dfackert@alads.org

Doug Joho



Aero Bureau
Avalon Station
Bellflower Court (Los Cerritos)
Bellflower Substation
Carson Station
Central Investigations (D.A.)
Century Regional Detention Facility
Century Station
Cerritos Station
Child Abduction Unit (D.A.)
Civil Management Bureau
Compton (D.A.)
Compton Court
Compton Station

County Courthouse (CCH – Stanley Mosk)
County Services Bureau
Crime Lab – Fire Arms
Criminal Courts Building (CCB – Clara Shortridge Foltz)
Downey Court
Eastlake Juvenile Court
Elder Abuse Unit (D.A.)
Family Violence Unit (D.A.)
Hall of Administration
Hall of Justice
Hall of Records
High Tech Crimes
Integrity Section (D.A.)
La Mirada Sub-Station
Lakewood Station
Lawndale Substation

South Los Angeles Station
Lomita Station
Long Beach (D.A.)
Long Beach Court
Los Angeles County Medical Center
Los Padrinos Court
Major Crimes Investigations (D.A.)
Marina Del Rey Station
MLK Hospital
Norwalk (D.A.)
Norwalk Court
Norwalk Station
Paramount Substation
Parks Bureau – South
Pico Rivera Station
Public Integrity Unit (D.A.)
Rancho Los Amigos Hospital
Records/Identification Bureau

Redondo Beach Court
Scientific Services Bureau
Sex Crimes Unit (D.A.)
Sexually Violent Predator Unit (D.A.)
SIB
Special Litigation (D.A.)
STARS (all)
- Casino Crimes
- Fraud
- Major Crimes Bureau
- Narco Majors
- Prison Gangs
- Special Victims Bureau
Torrance (D.A.)
Torrance Court
Transit Services Bureau Regional Operations Center (ROC)
TRAP
USC Medical Center

Phone: (310) 351-5065

Email: djoho@alads.org

Katie Smith



Airport Branch (D.A.)
Airport Court
Beverly Hills Court
Burbank Court
Central Arraignment Court (CJAC)
Central Civil West Court
Chatsworth Court
Correctional Services Transportation (formerly TST)

Corrections Services Transport – Wayside (formerly TST)
Criminal Crimes – Chatsworth Court
El Monte Court (Rio Hondo Court)
Glendale Court
Hollywood Court
Industry Station
Inglewood Court
Inmate Reception Center
Malibu/Lost Hills Station
Men's Central Jail
Mental Health Court/Department 95

Metrolink – Chatsworth
Parks Bureau – North (Castaic)
Metropolitan Court/Traffic Court
San Fernando (D.A.)
San Fernando Court
Santa Clarita Court
Santa Clarita Station & DB
Santa Monica Court
Sylmar Court
Transit Services Bureau – Chatsworth
Twin Towers Correctional Facility
Universal Substation

Van Nuys (D.A.)
Van Nuys Court East & West
Pitchess Detention Center (Wayside)
- CST
- Laundry
- JIU
- NCCF
- North Facility
- Range
- South Facility
- The Ranch
West Hollywood Station

Phone: (818) 461-2300

Email: ksmith@alads.org

About Your Field Representatives

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

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

24/7

Call ALADS

Defense Representatives



Larry Ariaz
lariaz@alads.org



Matthew Cline
mccline@alads.org



Boris Nikolof
bnikolof@alads.org



Anthony Spatola
aspatola@alads.org

Front Desk: (323) 213-4005

Important Dates and ALADS Sponsored Events

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 Night

Friday, August 31, 2018
Early Park Entry: 3:00 PM
Event: 7 PM – 12 AM
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

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

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

NOVEMBER

ALADS Board of Directors Meeting

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

ALADS Unit Representative Meeting

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

Veteran's Day

Monday, November 12, 2018
ALADS Facility Closed

Body Scan International House Call

Monday – Friday,
November 12-16, 2018
ALADS Facility

ALADS Board of Directors Meeting

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

Thanksgiving Day

Thursday, November 22, 2018
ALADS Facility Closed

Day After Thanksgiving Day

Friday, November 23, 2018
ALADS Facility Closed



President's Message

/ by Ronald Hernandez / ALADS President / Board of Directors

AB 931**Leads to Police Paralysis
and is a Community Killer**

ALADS President
Ronald Hernandez
 rhernandez@alads.org



AB 931 is a bill which proposes creating a new legal standard for prosecutors to employ in deciding whether to criminally charge a peace officer for the use of deadly force. It is an unworkable standard that will politicize prosecution decisions and endanger the lives of peace officers and the public. It should be defeated.

“

**[AB 931] is an unworkable
 standard that will politicize
 prosecution decisions and
 endanger the lives of peace
 officers and the public. It
 should be defeated.**

”

The current standard prosecutors use for evaluating a peace officer's use of deadly force is “objective reasonableness,” a standard that judges whether the use of deadly force was objectively reasonable under the totality of the facts and circumstances known to the officer at the moment force was used.

AB 931 replaces “objective reasonableness” with a new standard criminalizing a peace officer's use of deadly force unless the use of force was “necessary.” “Necessary” is defined as “no reasonable alternative to the use of deadly force,” with “reasonable alternative” in turn defined as “tactics and methods” other than deadly force including “verbal communications, warnings, de-escalation and tactical repositioning.”

In the seminal case of *Graham v. Connor*, a unanimous United States Supreme Court wrote “The calculus of reasonableness [allows] for the fact that police officers are

continued on page 11

/ by **Ronald Hernandez** / ALADS President / Board of Directors**President's Message**

often forced to make split-second judgments — in circumstances that are tense, uncertain, and rapidly evolving — about the amount of force that is necessary in a particular situation.” The court admonished that “reasonableness of the particular force used must be judged from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight.”

AB 931 turns the admonition in *Graham* on its head. Instead, by its terms it encourages prosecutors to second guess the split-second actions of a peace officer in the calm of their office, using the “benefit of hindsight, months of analysis, incident reconstruction — all without facing imminent danger.”

In the wake of virtually every police shooting, a public clamor follows where the family of the deceased and others insist the police should have done something different and criminal charges should be filed. There are always “experts” who will echo those claims; they can be found testifying for the plaintiff in subsequent civil actions against the officer. Those claims now gain currency under AB 931, and prosecutors will have to engage in a public debate as to why the opinion of that expert was rejected should charges not be filed.

While prosecutors in California have a demonstrated history of independence from community pressure when evaluating criminal charges, the politicization of District Attorney

races evidenced in the June 2018 primary suggest that may not always hold true. Notably, several of the well-financed but defeated candidates made the issue of police shootings a central platform of their campaigns. These candidates stated they did not believe enough peace officers were criminally charged for use of deadly force and pledged to revisit past decisions to not file charges and to prosecute police officers for shootings. The wide latitude granted by AB 931 would grant cover to fulfill those campaign pledges.

In addition, deputies will hesitate to become involved in any incident which could turn into a violent encounter and escalate to the need for deadly force. Similarly, proactive policing would come to a halt. The result will be a decrease in public safety and an increase in crime, a result tragically seen in both Chicago and Baltimore where officers have pulled back from proactive policing. As the 9th Circuit accurately wrote years ago, requiring an officer to “find and choose the least intrusive alternative,” and only that alternative while lives hang in the balance, will “inevitably induce tentativeness by officers, and thus deter police from protecting the public and themselves.”

Finally, in recent days, the proponents of AB 931 have resorted to arguing that the bill’s language is not at all different from use of force policies in agencies such as the

LAPD. While at first glance superficially appealing, it crumbles under analysis as the purposes of an administrative policy and a criminal statute are very different. An agency use of force policy seeks uniformity in the exercise of discretion, but administrative flexibility is built into those policies. Thus, a violation of internal policy may result in sanctions ranging from re-training to verbal / written reprimands, days off, suspension or termination, and those sanctions are often influenced by prior disciplinary history.

In contrast, a violation of a criminal statute has only one outcome — filing of criminal charges. Were the purpose of an agency policy that equivalent to criminal law, only one outcome would be available; job termination of the offending officer. Thus, the attempt to conflate the purposes of an administrative policy with that of criminal statutes as justification for the criminal statute fails.

This bill will get Cops killed, will kill the profession of law enforcement, and just as importantly WILL GET MEMBERS OF OUR COMMUNITIES KILLED. If Cops are forced to make CAREER SURVIVAL their priority, rather than public protection, the results will be chaos.

AB 931 is bad public policy and should be defeated.

Ron Hernandez
President, ALADS




AB 931 is Bad Public Policy and Should Be Defeated

Vice President's Message

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



A FEW THINGS THAT HAVE BEEN ON MY MIND: Janus, Seatbelts & More...

ALADS Vice President

Robert Sass
rsass@alads.org



Janus Decision

The U.S. Supreme Court recently issued an adverse ruling in the case of *Janus v. AFSCME* deciding that "fair share fees" (fees paid to unions to reimburse for collective bargaining) were unconstitutional, overruling over 40 years of settled case law. I disagree with the decision by the Supreme Court for many reasons. I feel that this decision is damaging to the power of unions. Proponents of the ruling will claim it as a major victory for First

Amendment rights. Jacob Huebert, Janus' attorney from the Liberty Justice Center, responded to the ruling: *"This is the biggest victory for workers' rights in a generation..."* Certainly this is not a victory for workers' rights. It is odd that labor unions, the organizations that fight for the rights of workers, suffer from this decision. Whenever a union loses anything, the employer gains additional power over the union which is power over the workers. ALADS will survive this decision. ALADS was started at a time when there was no fair share.

“

Certainly this [the Janus Decision] is not a victory for workers' rights ... ALADS will survive this decision. ALADS was started at a time when there was no fair share.

”

Seatbelts

I started my law enforcement career in 1994. It was common to not wear your seatbelt when driving in a patrol car. Whether it was because we thought we might get ambushed in our vehicles, seatbelts were just too cumbersome, or they just weren't cool, I can't recall. I remember my training officers specifically telling me and other trainees not to wear them. Then again, we also had patrol cars without airbags or ABS. I'm glad we have airbags and ABS in all our patrol vehicles now. I guess vehicle safety technology was unavailable and wearing seatbelts was less of a concern. It is now. The "Below 100" initiative, started in 2010 with this simple statement made by Major Travis Yates of the Tulsa Police Department, *"If we would just slow down, wear our seatbelts and clear intersections, we could get our line of duty deaths to below 100 a year."* They identified five key tenets by which officer safety can be improved. The number one tenet is "wear your belt." Here are the five tenets from their webpage:

continued on page 13

/ by **Robert Sass** / ALADS Vice President / Board of Directors**Vice President's Message**

- *Wear Your Belt.*
- *Wear Your Vest.*
- *Watch Your Speed.*
- *WIN—What's Important Now?*
- *Remember: Complacency Kills!*

WEAR YOUR BELT

Notice "WEAR YOUR BELT" because it must be important.

I recently, spoke with a few station captains that expressed their concerns over deputies not wearing their seatbelts. They all said they have deputies involved in traffic collisions who are not wearing their seatbelts at the time of the collision. In some cases, deputies have been involved in multiple collisions without wearing seatbelts. These are not cases of deputies pulling off their seatbelts while getting ready to exit the vehicle. They are all

over the spectrum, responding Code 3, driving in traffic, etc. Luckily, many have been minor collisions and deputies have received minor injuries. Conversely, there have been numerous deputies that have had their lives saved by having worn seatbelts during collisions. Please WEAR YOUR SEATBELT! It is not only policy, it may save your life. There is absolutely no reason to not wear it.


Alcohol

Alcohol-related incidents are still occurring at high rates and it is clear the department wants to stop them. I would also like to see a decrease in alcohol-related incidents. Too many deputies are getting in trouble. When going out for drinks be sure to use Uber or Lyft and properly store your weapon prior to leaving. Please think before you find yourself in an alcohol-related incident.

We are Not Going to Raging Waters This Year

Many people keep asking me why we are not having the ALADS picnic at Raging Waters. There are quite a few liability issues with the Raging Waters event. We have had some injuries, thefts, and unruly behavior in the past. These things, tied in with the serving of beer and margaritas has caused us to look at a different option. As you all know, we are going to go to Universal Studios Hollywood. The event has gained a lot of interest and ticket sales are amazing. Adult beverages will still be available for purchase at the Universal event. I hope to see you there.

L.A. County Sheriff's Election

In case you have not heard, there is a Sheriff's election coming up soon. If you live in L.A. County, make sure you get out there and vote for the candidate of your choice. If you're like me and live outside the county (I'll be voting in Riverside County), get behind and support your candidate of choice. There are still many things you can do to influence the race. The important thing is that you get involved. If you don't, you have no right to complain about outcomes. 

FREE Advertising in the Dispatcher

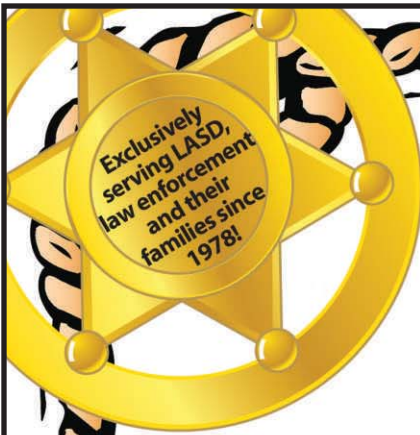
There are probably hundreds of deputies that currently own businesses or do some sort of contracting work. It would be ideal to have a steady stream of customers who are your co-workers. Likewise, wouldn't it be nice to patronize businesses owned by our partners? Here is my offer to Full Voting ALADS Members. If you are a Full Voting Member of ALADS and you own a business, your business may be entered into a monthly drawing for a full-page ad in the *Dispatcher* (a \$1,858.00 value). Of course, there are some strict rules to this giveaway. If you win the drawing, your business' ad will

run for one month. Only businesses owned by an individual deputy or district attorney investigator who is a Full Voting ALADS Member may submit an entry. This opportunity does not extend to businesses owned by family members, immediate or otherwise. Proof of business ownership may be required. To have your business entered, please submit an email with a copy of your business card or advertisement to info@alads.org as soon as possible. Winners will be drawn at random each month. The *Dispatcher* has a circulation of nearly 10,000. If you are chosen as a winner, you will be notified and must provide ALADS with high quality artwork

(300 dpi pdf) for the full page ad to be published. The artwork may consist of text, images and photos.

On a side note, classified ads in the *Dispatcher* are now free to Full Voting ALADS members. If you are a deputy or district attorney investigator selling a boat, motorcycle, renting a house, etc., call Sarah Evans at (323) 213-4005. Certain restrictions and limitations will apply to all ads.

We reserve the right to refuse to run a full page ad or a classified ad.



POPA Peace Officers Professional Associations
Federal Credit Union

2018 Refi Roundup

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2. Motorcycle
3. Boats
4. Recreational Vehicles (RVs)
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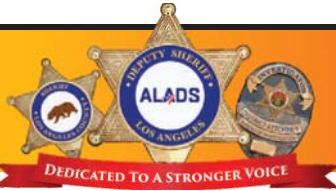
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ALADS' Overtime Lawsuit

The overtime lawsuit supported by ALADS is moving forward. ALADS encourages all of its members to join the lawsuit in order to protect their overtime rights. Here's the information you need about the lawsuit and how to join.

What is the Lawsuit About?

ALADS believes the County has been underpaying deputies' overtime. In its *Flores* decision two years ago, the Ninth Circuit held that "cashback" payments from health care plans had to be included in the overtime rate under the Fair Labor Standards Act. The County has failed to comply with *Flores*. In addition, ALADS has reason to believe that the County's basic overtime calculations have been wrong.

Are Deputies Automatically Part of the Lawsuit?

NO. TO BE COVERED BY THE LAWSUIT,

DEPUTIES HAVE TO SIGN A DOCUMENT KNOWN AS A CONSENT TO JOIN THAT WILL BE FILED WITH THE COURT.

Who is Eligible to Join the Lawsuit?

Any deputy who has worked any overtime hours for Los Angeles County at any time since August 9, 2015 is eligible to join the lawsuit. This includes retirees, provided they worked overtime in the last three years.

How Does the Lawsuit Relate to the Extra Overtime Payments the County Will be Making?

Clearly spurred by ALADS' preparations to file a lawsuit, the County has announced that it will now be paying employees extra overtime retroactive over the last three years. However, the County will not be paying employees the "liquidated damages" the lawsuit is seeking. "Liquidated damages" are an amount equivalent to back pay, which is

why the FLSA is known as a double-damages law. The lawsuit will also examine whether the County's payments are accurate.

How to Join the Lawsuit.

Deputies must complete two forms to join the lawsuit: (1) A consent to join the lawsuit; and (2) An attorney-client agreement. Deputies can either download the two forms at <https://www.laovertimelawsuit.com/>, or pick them up from the ALADS facility. The signed forms can either be returned to the ALADS facility at 2 Cupania Circle in Monterey Park or to Nicole Castronovo, Attorney, 1428 2nd Street, Suite 200, Santa Monica, CA 90401.

Who are the Attorneys and How are They being Paid?

The team of attorneys handling the case include attorneys from the Rains Lucia Stern St. Phalle and Silver law firm and the Public

continued on page 20



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DAUNTING CHALLENGES DUE TO An Array of Bills Harmful to Public Safety

ALADS' Legislative Advocates

Timothy Yaryan, Matt Siverling & John Lovell

The Legislature is now on Summer Recess, having shut down on July 6. They will return on August 6 for the final sprint that will continue until August 31. The Governor will then have thirty days to sign or veto the bills that are before him when the Legislature adjourns. The new Legislature will convene in December 2018 for swearing in and leadership elections. No major leadership changes are expected at this time.

The biggest news this past week was the failure of The Reducing Crime and Keeping California Safe Act of 2018 to qualify for the November ballot. No, not because insufficient signatures were obtained – in fact 570,000 raw signatures were turned in. Instead, the measure will not be on the ballot because thirteen county registrars did not bother to conduct the required random sample validation in a timely fashion. The other counties who did their job reported a 75% validation rate of the signatures they received. The thirteen counties who failed to do their job had over 100,000 signatures in their respective pockets that were not counted. Based on the statewide validation rate, if these counties had done their job, the measure would have easily qualified.

Instead, voters will have to wait until 2020 to rectify the harm caused to public safety by Propositions 47 and 57, as well as correcting harm caused by other criminal justice “reforms”. ALADS actively supported this initiative and the important criminal justice reforms therein.

“

The biggest news . . . was the failure of The Reducing Crime and Keeping California Safe Act of 2018 to qualify for the November ballot . . . because thirteen county registrars did not bother to conduct the required random sample validation in a timely fashion.

”

Over on the Legislative front, we have some daunting challenges in front of us.

Assembly Bill 931, by Assembly Member Shirley Weber, which will undo decades of settled law concerning the ability of officers to use force in necessary situations, was approved by the Senate Public Safety Committee on a party-line vote: The five Democrats voting for the bill and the two Republicans voting against the bill. ALADS was among the entire phalanx of the law enforcement community in opposing this bill. AB 931 will subject an officer to 20-20 second-guessing as to whether their conduct leading up to the use of force was somehow “negligent” in determining whether or not to criminally prosecute that officer. The bill now goes to the Senate Appropriations Committee. Due to the costs of the bill, we are attempting to persuade that Committee to hold the bill and kill it there.

Senate Bill 1421, by Senator Nancy Skinner, was approved by the Assembly Public Safety Committee on a five to two party line vote, as well. This bill will, among other things, compel the release of an officer’s personnel information where the officer has used his or her firearm, taser, or impact device, even where the officer has been found to be totally within policy in connection with that use. The prejudicial impact of officers will be severe.

continued on page 17

We have been engaged in discussions with Senator Skinner in order to seek amendments to this bill which will reduce its impact. SB 1421 now goes to the Assembly Committee on Appropriations, where it will be heard after the July recess.

The Senate Appropriations Committee will also be the location for two bills by Senator Scott Wiener. Senate Bill 905 will permit some bars to remain open until 4:00 AM and Senate Bill 923 will make serious changes in the ability to use eyewitness testimony in criminal cases. We are strongly opposing both bills and we are cautiously optimistic that we can secure adjustments in these bills or get them held in committee.

We are actively supporting Senate Bill 1242, which passed the Senate and is now in the Assembly. This bill was originally authored by Senator Josh Newman, who has since been recalled from office. Senator Cathleen Galgiani has agreed to assume authorship of the bill, which will make needed reforms to California's parole laws. As this goes to press, Legislative

leadership is playing games with the bill in order to prevent it from being heard by the Assembly. We will be working over the Summer Recess in an effort to get this bill heard by the Assembly.

Senate Bill 1392, by Senator Holly Mitchell, has been killed on the Senate floor. The League made a major effort to prevent Senate approval of this bill, which would have eliminated sentence enhancements for repeat violent felons. This measure would have been retroactive which, to make matters worse, would have resulted in early release of inmates currently serving time for violent felonies.

Last week, as expected, the Supreme Court decided *Janus v. AFSCME* in a non-union friendly way. We met last Friday with the leadership of major state unions and the news was very encouraging. There were only a few drops and very little activity in the wake of *Janus*, perhaps signaling that the media's coverage that *Janus* was a union train wreck was a bit overblown.

Finally, on the pension front, we learned that the Legislative Analyst's Office (LAO) will be doing a report on the financial impact of public employee pensions on cities and counties. In an effort to influence this report in a positive way, ALADS will be working with other unions to ensure LAO has the most accurate information. This LAO report will be important, especially if we see an anti-public employee pension initiative on the 2020 ballot.

When the Legislature returns in August, we will be actively engaged in combating the array of bills that are harmful to public safety as well as attempting to move those bills we support through the process. Until next time, stay safe!



Get a Jump on Your New Year's Resolutions!

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2018 - 2019

No monthly or annual fees at over 10,000 fitness locations, nationwide. For full-service ALADS Anthem Blue Cross members and enrolled dependents over age 18 only. Visit the following link to lookup a gym near you: www.alads.org

Use Your Gym Membership!

RLS RAINS LUCIA STERN
ST. PHALLE & SILVER, PC

Prohibited Associations Can Lead to Discharge

By **Amanda Waters-Luttrell**
Rains Lucia Stern St. Phalle & Silver, PC

The Sheriff's Department's Manual of Policies and Procedures (MPP) is hundreds of pages long, with the Policy and Ethics Chapter alone covering 130 pages. Most deputy sheriffs are familiar with the policies that are regularly discussed, on which they receive training, or that are utilized frequently. The Department, however, has a number of policies contained within its MPP with which many deputies do not seem to be familiar. One such policy is the Department's prohibited association policy. Although many deputies are aware that they cannot associate with inmates, individuals released from custody within the previous thirty days, or anyone on parole, the prohibited association policy is actually much broader and more encompassing than that.

The potential career-ending discipline for violation of the policy and the Department's common practice of relieving deputies from duty during the pendency of the investigation into an alleged violation is particularly harsh. The Guidelines for Discipline states that the recommended discipline for a first violation of this policy is discharge, with no lesser range of discipline recommended.

What Does the Prohibited Association Policy Actually Prohibit?

This policy is extremely broad, leaving the Department with seemingly undiscernible discretion regarding what constitutes a prohibited association. It states, "[e]xcept in the performance of one's official duties, members shall not knowingly maintain a business or personal relationship or have a direct or indirect association which would be detrimental to the image of the Department."

The policy then lists examples of prohibited associations, although the list is not all-encompassing. It states that if a deputy sheriff "should know" that any associate possesses any of following characteristics, this could be considered a prohibited association:

- Have an open and notorious reputation for criminal activity or enterprise; and/or
- Are under criminal investigation or indictment; and/or
- Have pending criminal charges filed against them; and/or
- Have been convicted of a felony crime.

The policy states that if you "should have been aware of a prior criminal history of an associate," you could also be engaging in a prohibited association. The policy seems to expect that you should be able to know the criminal history of people with whom you associate, yet, other policies prohibit members from running the criminal histories of people for personal reasons.

The types of violations that could occur include a family member – even a distant cousin – with whom you associate at holidays or family functions, who has an old felony conviction or a neighbor with whom you routinely interact that has a prior felony conviction that he hasn't disclosed to you.

The policy also broadly prohibits you from having an association with any individual who is either under criminal investigation or who has pending criminal charges and does not limit this to felony charges. Thus, deputies are seemingly prohibited from associating with co-workers facing, for example, misdemeanor DUI charges, even though such employees facing non-serious misdemeanor charges continue to work in modified duty assignments until their cases are resolved. Would the Department consider this a policy violation? What about a deputy who associated with another deputy who was involved in an on-duty shooting and is awaiting the result of the

RLS RAINS LUCIA STERN ST. PHALLE & SILVER, PC

criminal investigation? Under the plain language of the policy, the Department could assert a violation of the prohibited association policy. The scenarios in which an employee could unintentionally violate this policy are endless.

What You Can Do

If you have a friend, relative, or acquaintance that you are aware has a felony conviction or who may otherwise fall within the scope of this policy, the policy allows for an exception to the mandate that you not associate with

this individual. To obtain such an exception, the deputy must request a written exception from the unit commander. This typically requires preparing a memorandum requesting an exception to the policy. The policy also includes a presumption that the authorization will be granted for immediate family members.

You should contact an ALADS representative or attorney to assist you in drafting this memo to avoid potential pitfalls that could lead to an investigation, or in the event you are not sure if the policy as presently worded prohibits a specific association.

ED. NOTE: ALADS has been made aware of the potentially over-broad application of this policy and of its ambiguous provisions and is seeking to work with the Sheriff's Department to clarify its terms and more acutely focus its application.

* * *

Amanda Waters-Luttrell is an attorney in the Rains Lucia Stern St. Phalle & Silver Legal Defense Group. Amanda represents peace officers in administrative and criminal investigations, disciplinary appeals, and following critical incidents.



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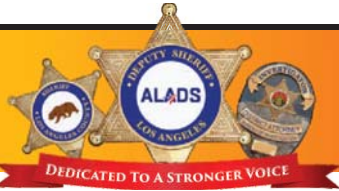
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ALADS' Overtime Lawsuit

Safety Labor Group. The attorneys are handling the case on a 25% contingent fee basis, meaning that the attorneys only get paid if they make a recovery. The attorneys' fees will only be charged on the additional amounts they recover beyond what the

County will be paying employees in the extra overtime payments.

Who Should Deputies Call if They Have Questions?

If you have any questions, call attorney

Elizabeth Silver or Nicole Castronovo at 310.393.1486 or ALADS, Evel Zamudio 323.213.4005, ezamudio@alads.org

Overtime Lawsuit Against the County FAQs

Am I eligible to join if I don't receive cashback?

Yes, you are. One of the things the lawsuit will examine is whether the County is correctly paying the basic overtime rate. If you've received any overtime over the last three years, you're eligible to join.

What if I took my overtime as Save Time?

You are eligible – Save Time (Comp Time) and pay are the same in this circumstance. Additionally, comp-time cash-outs at retirement may be impacted.

Are retirees, non-sworn employees, DAIs, and other county employees eligible to join the lawsuit?

Yes, any current or former County employee who has worked overtime in the last three years is eligible to join.

Do I have to mail in the paperwork?

You either need to mail the completed paperwork to the attorneys or stop by the ALADS office to drop off the paperwork.

What's the deadline for joining the lawsuit?

There's no deadline set yet, though it's likely the Court will establish one. However, it's best to join the lawsuit as soon as possible, as every day that goes by without you joining is another day of damages you've lost on the

"tail" end of the statute of limitations. Joining the lawsuit "freezes" your statute of limitations as of the date you join.

What if I was involved in a previous FLSA lawsuit against the County? Am I eligible to join this lawsuit?

Yes, you are eligible, provided you've worked overtime in the last three years.

How much can I expect to recover?

It's too early to answer. Each member's recovery will depend upon how much overtime they worked and how much cashback they received from the health insurance plan.

Will the attorneys be accepting the County's calculations of how much I am owed?

The attorneys have retained an expert economist who has worked on numerous FLSA cases. The electronic payroll files for each employee joining the lawsuit will be obtained from the County and forwarded to the expert, who will do an independent calculation of how much each employee is owed.

Will I have to pay taxes on the extra overtime the County pays me or anything I recover in the lawsuit?

Yes, both types of payments are taxable income under IRS rules. There's a rumor that either the extra overtime or a lawsuit

settlement will flag members for an IRS audit. That rumor is incorrect.


Will the 25% attorney fees be taken on the amounts the County is already paying?

No. The attorney fees will be calculated only on the additional amounts the attorneys are able to recover. Any incidental costs will be covered by ALADS for ALADS members only.

If the County has already agreed to pay what it owes, why the lawsuit?

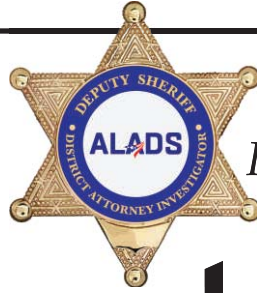
To begin with, the County has yet to produce the formulas it used to calculate what it thinks it owes, and there's good reason to think the County's formula for calculating basic overtime may be wrong. More importantly, the FLSA entitles employees to liquidated (or double) damages when the employer violates the law. The County's payments don't include liquidated damages.

What was that website where I can find the forms?

It's <https://www.laovertimelawsuit.com/>. 

Please Note: There are two signature locations and three printed name locations on the forms. Please complete all forms to be properly opted-in.

This information was sent to ALADS members via email. If you are not receiving ALADS' emails, please register on the ALADS website www.alads.org or call (323)213-4005.



Attention ALADS Members

Please join us for an important

Retirement Seminar

Saturday, October 13, 2018

9:00 AM - 3:00 PM



ALADS • 2 Cupania Circle • Monterey Park, CA 91755

- FEATURING:**
- Deferred Compensation and Thrift Plan
 - Disability Retirement
 - Los Angeles County Employees Retirement Association

**Seating is Limited and Reservations are Required Please call (323) 213-4005 to reserve space
Lunch Will Be Provided**

JOIN US FOR THE

ALADS Benefits Conversation!



ALADS Insurance Consultant
Jennifer Lincicum



The ALADS Insurance Trust has been hitting the road for another benefits conversation! ALADS representatives along with their insurance providers and partners traveled to stations, courthouses, and other Los Angeles County facilities all throughout the month of August.

Representatives have been available to answer any questions you may have regarding the union-sponsored benefits, only available through the ALADS Anthem Blue Cross medical plans.

ALADS is proud to continue to offer some of the most exclusive and comprehensive health packages in the county.

ALADS Anthem Blue Cross Medical Plans

ALADS offers a variety of exclusive benefit enhancements to members enrolled in either of their Anthem Blue Cross medical plans. The following benefit enhancements are only available on the ALADS Anthem Blue Cross CaliforniaCare HMO and Anthem Blue Cross PPO plans:

- **Body Scan** – A comprehensive preventive scan for you and your spouse
- **LiveHealth Online** – Virtual visits to a doctor available 24/7/365
- **VSP** – Comprehensive vision coverage for you and your family
- **The Holman Group** – Specialized behavioral health coverage for law enforcement families
- **Benefit Service Center** – Dedicated benefit support and member advocacy
- **ALADS Mobile Health App** – Access all your plan information in one place
- **ALADS Gym Memberships** – Access to over 10,000 fitness centers nationwide
- **LASIK Coverage** – Up to \$1,500 per eye lifetime coverage

continued on page 23

/ by Jennifer Lincicum / ALADS Insurance Consultant

Health Beat

Standard Progressive Lenses Now Covered Through VSP Vision

The VSP vision benefit is included in both ALADS-sponsored Anthem Blue Cross medical plans. The plan includes a fully-covered annual WellVision exam and offers a wide selection of covered lenses from VSP providers every 24 months. The VSP vision benefits are available to you and any of your dependents enrolled in an ALADS Anthem Blue Cross medical plan.

As of July 1st, 2018, the plan also covers in-network standard progressive lenses at no copay. Prior to July 1st, 2018 covered in-network standard progressive lenses were subject to a \$50 copay. Progressive lenses provide continuous scaling of lens powers between multifocal lenses, resulting in many lens powers which allows multiple viewing distances without the visible line of bifocal or trifocal lenses. Standard progressive lenses provide a fairly wide reading area; however, they require a certain sized frame to allow enough vertical height to give a smooth transition from distance vision down to reading. *Please note that coverage for in-network progressive lenses is subject to the same 24-month lens frequency.*

* * *

Through your Anthem Blue Cross CaliforniaCare HMO plan and Anthem Blue Cross PPO plan, you and your family have access to the finest doctors and one of the most extensive networks in the state. With CaliforniaCare, you can build a relationship with your own network doctor with

almost all benefits including doctor visits, hospitalization, well baby care, surgery, eye and hearing exams, for little or no out-of-pocket cost. With the Anthem Blue Cross PPO plan, you have the freedom to choose medical services from within Anthem Blue Cross' expansive PPO provider network, or from a non-PPO provider.



Member Benefit

ALADS

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Kids Going Off to College? Let Anthem Go Too

Have dependents living outside California? They may be eligible for coverage under your HMO or Point-of-Service (POS) plan.

Find Out How!

Call the Anthem Blue Cross Guest Membership Program at 800-827-6422. They have everything you need to get started:

- Verify provider availability in the area where your dependent lives.
- Request a Guest Membership application.
- Get help in submitting your Guest Membership application and answers to any questions you have along the way.



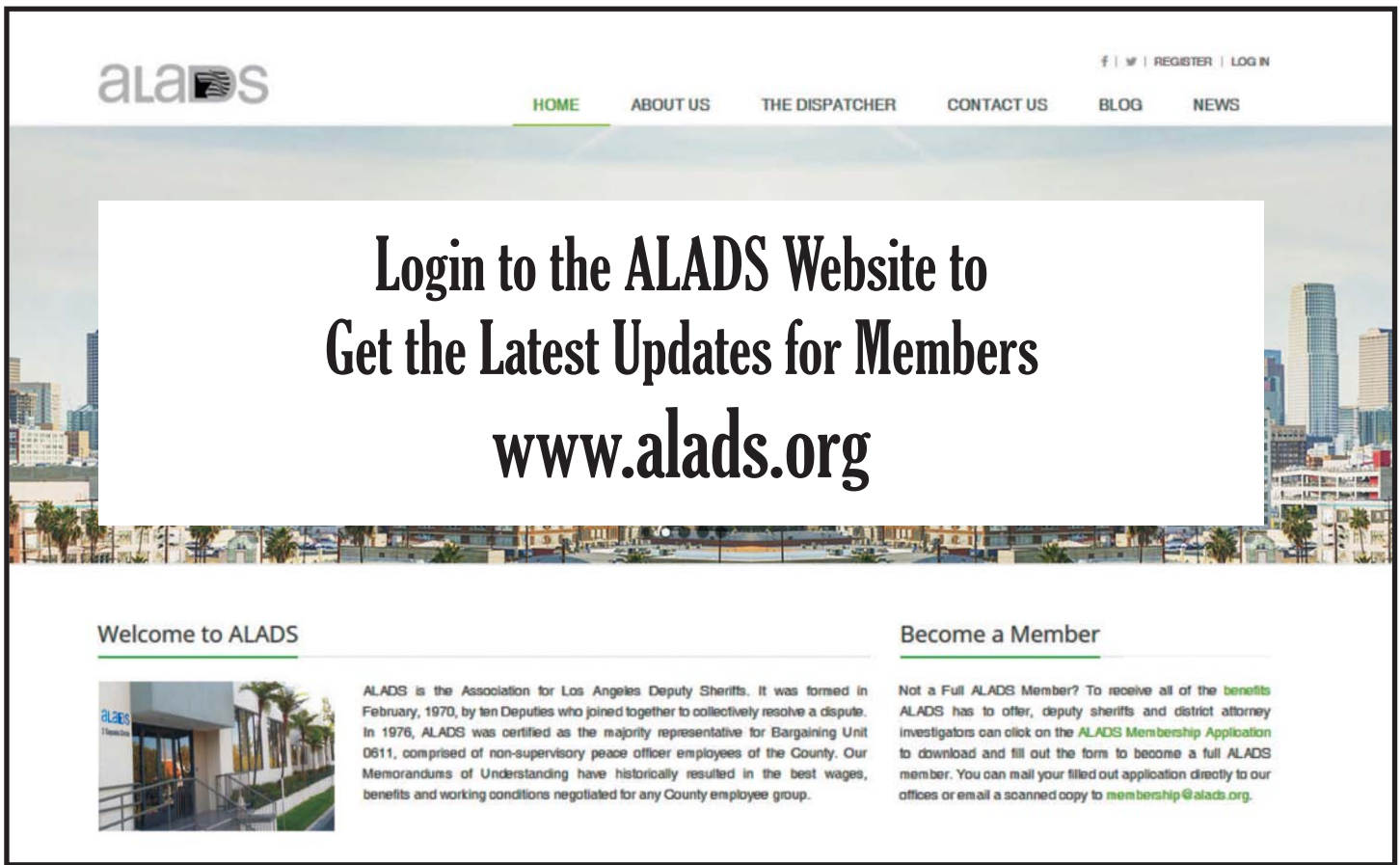
Across the Country

You and your dependents living outside California may be able to enroll in HMO coverage with a partner Blue Cross and Blue Shield plan under our Guest Membership Program. The Guest Membership Program is for members who will be temporarily residing outside their home state for a minimum of 90 days. The following states participate in the Anthem Blue Cross Guest Membership Program.*

Arizona	Georgia	Maine	Nevada	Ohio
Arkansas	Hawaii	Maryland	New Hampshire	Oklahoma
Colorado	Illinois	Massachusetts	New Jersey	Pennsylvania
Connecticut	Indiana	Michigan	New Mexico	Texas
Delaware	Kentucky	Minnesota	New York	Virginia
Florida	Louisiana	Missouri	North Carolina	Wisconsin

*These states may have regions that are not covered. Therefore, applicants can still be denied coverage if the region within the guest state does not have Away From Home Care (AFHC) providers

Thank you for choosing Anthem Blue Cross as your health plan



The screenshot shows the ALADS website with a navigation bar at the top containing links for HOME, ABOUT US, THE DISPATCHER, CONTACT US, BLOG, and NEWS. The main header features the ALADS logo and social media icons. A large white box in the center contains the text: "Login to the ALADS Website to Get the Latest Updates for Members www.alads.org". Below this, there are two sections: "Welcome to ALADS" with a photo of the ALADS building and a paragraph about the organization's history, and "Become a Member" with a paragraph about membership benefits and application process.

ALADS

HOME ABOUT US THE DISPATCHER CONTACT US BLOG NEWS

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

www.alads.org

Welcome to ALADS

ALADS is the Association for Los Angeles Deputy Sheriffs. It was formed in February, 1970, by ten Deputies who joined together to collectively resolve a dispute. In 1976, ALADS was certified as the majority representative for Bargaining Unit 0611, comprised of non-supervisory peace officer employees of the County. Our Memorandums of Understanding have historically resulted in the best wages, benefits and working conditions negotiated for any County employee group.

Become a Member

Not a Full ALADS Member? To receive all of the **benefits** ALADS has to offer, deputy sheriffs and district attorney investigators can click on the **ALADS Membership Application** to download and fill out the form to become a full ALADS member. You can mail your filled out application directly to our offices or email a scanned copy to membership@alads.org.




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 **must be submitted no later than December 1, 2018**.

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






Stress & High Blood Pressure: Dangerous Couple

President of The Holman Group
Dr. Ron Holman



Stress paired with high blood pressure can be a dangerous mixture. High blood pressure, also known as hypertension, occurs when your blood pressure rises to unhealthy levels. A blood

pressure measurement gauges how much blood is passing through your body. It also shows the amount of resistance the blood meets while the heart is pumping. Over time, increased pressure can cause health issues, including heart disease. Heart disease can lead to a heart attack or stroke. Stress is a known contributor to high blood pressure and stress management can be a good way to help manage hypertension. If you often find yourself tense and on edge, try some of the stress management tips below.

- **Get Enough Sleep**

Poor sleep or not sleeping enough can be harmful to your mental and physical health. Sleep allows your body to relax and recover from the day. Keeping your body from that needed rest can lead to negative side effects.

Those side effects may include mood swings, decreased coordination and creativity, difficulty concentrating, and poor decision-making. These side effects can lead to increased stress.

- **Workout Regularly and Eat Healthy**

Diet and exercise play a big role on how your body handles stress. Exercise lowers levels of the body's stress hormones. It also fuels the production of endorphins, which are the body's natural painkillers and mood elevators. High-fat foods are bad for stress management because they can make you feel tired and less able to deal with stress. Low-fat, high-fiber, carbohydrate-rich meals with plenty of fruits and vegetables are the best.

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

- **Learn Relaxation Techniques**

Meditation, deep breathing exercises, and yoga are great ways to relax and de-stress.

- **Strengthen Your Support System**

Connect with others by taking a class, joining an organization, or participating in a support group. Make time for friends and family. Having a support system can be valuable during stressful life events.

- **Manage Your Time Efficiently**

The more you are able to juggle work and family demands, the lower your stress level. Research time management techniques and pick one that works best for you. Having a system that is flexible but organized will help you adjust to whatever life throws at you.

- **Resolve Stressful Situations if Possible**

Don't let stressful situations sit untouched. Hold family meetings to discuss any current issues. Use communication skills at home and at work

- **Treat Yourself**

It's important to take care of yourself and your needs. Treat yourself to a massage. Take a walk or a nap, or listen to your favorite music.



- **Ask for Help**

Don't be afraid to ask for help from your spouse, family, friends, and neighbors. If stress and anxiety persist, talk to a doctor.

Along with these ways to reduce stress, add in a healthy lifestyle, which includes maintaining a healthy weight, exercising regularly, and eating a diet full of fruits, vegetables, whole grains, lean protein, and healthy fats, and high blood pressure could become a thing of the past.

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

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



BENEFITS PARTNER

ALADS Anthem Blue Cross Premium Waiver



ALADS Benefit Service Center

9500 Topanga Canyon Boulevard

Chatsworth, CA 91311

(800) 842-6635 or (818) 678-0040

Monday-Friday from 8:30 am to 5:00 pm

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

ALADS Benefit Service Center
Raquel Magdaleno



As an ALADS member, you have access to numerous benefits. One very important benefit is the ALADS Anthem Blue Cross Premium Waiver. This benefit was put into effect to provide you with peace of mind, in the event that you find yourself in need of an extended leave of absence from work. When you are not well, your health should be your primary focus and this benefit will allow you to keep the focus on your recovery instead of worrying about how you will continue to pay for your health coverage, when unable to work. ALADS understands the predicament and is here to help.

To be eligible for this benefit,

you must meet the following requirements:

- ✓ Be an ALADS member
- ✓ Be enrolled in an ALADS sponsored Anthem Blue Cross medical plan
- ✓ Lost your Choices contribution as a result of being away from work without pay
- ✓ Have an approved PORF LTD claim
- ✓ Be receiving LTD benefits through PORF
- ✓ The disability event occurred on or after January 1, 2003

If approved for the premium waiver benefit, your Anthem Blue Cross medical plan premiums may be paid for up to 24 months at the level you had in place prior to losing your Choices contribution. This means that if you were enrolled in family coverage, this benefit may entitle you to up to 24 months of coverage for you and your covered dependents.

This exceptional benefit offers you substantial savings and is available because ALADS cares about your well-being and values your service and membership.

If you have any questions regarding this benefit program or

any other benefit plans offered to you through ALADS, please give us a call at (818) 678-0040 or toll-free at (800) 842-6635.

The ALADS Benefit Service Center is committed to providing ALADS members with the highest level of service.

This exceptional benefit offers you substantial savings and is available because ALADS cares about your well-being and values your service and membership.



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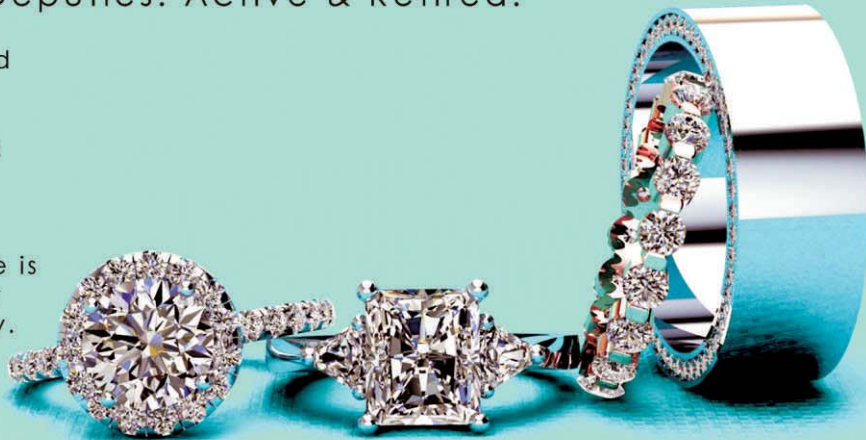
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State Senator Labels Law Enforcement Officers as Racists in His Push for Legislation

By ALADS Board of Directors

We have previously outlined our objections to AB 931, which has as its goal prosecution of law enforcement officers for using deadly force, even if the use of force was “reasonable.” The bill seeks to replace the 146-year-old “reasonable” standard for judging use of force with a new standard that requires a determination if the force was “necessary.” This newly invented standard allows prosecutors to second guess the actions of a law enforcement officer and file charges if they decide the officer should have taken a different course of action.

What was very illuminating and

disappointing was the open contempt several California state senators expressed for law enforcement officers during debate on the bill, including their belief that deputies and police officers are “racists.” From a *Sacramento Bee* article regarding a committee vote on the bill: “Several lawmakers expressed that the bill was necessary to address a deeper problem of racism in policing. ‘It always blows me away when law enforcement fear for their life only when they’re facing black and brown people,’” Sen. Steve Bradford, D-Gardena.

Actually, Senator Bradford, the reality is otherwise! Just this past month, Harvard Professor Roland G. Fryer, Jr. published a short preview of his upcoming critique of other datasets on

police shootings, which he concluded had used faulty regression equations to suggest racial bias in officer-involved shootings. Instead, wrote the professor, “after controlling for suspect demographics, officer demographics, encounter characteristics, suspect weapon and year fixed effects, that blacks are 27.4% percent less likely to be shot at by police relative to non-black, non-Hispanics. Investigating the intensive margin – who shoots first in an encounter with police or how many bullets were discharged in the endeavor – there are no detectable racial differences.”

These facts will not matter to Senator Bradford, who in his diatribe also made the nonsensical statement that

continued on page 33



Association For Los Angeles DEPUTY SHERIFFS Blog 2018

continued from page 32

the “reasonableness” standard for evaluating the use of deadly force was only enacted after slavery “as another way of suppressing black people in this country.” Never mind this standard was articulated as the bedrock for evaluating use of force in 1989 by a unanimous United States Supreme Court in *Graham v. Connor*. Nor will facts and reason matter to the activists who want this radical change in law so they can successfully demand prosecution of every police officer who

uses deadly force – this was vividly exemplified by their screaming disruption of an event featuring the bill’s author and panelists who supported the legislation early this month in San Francisco.

As consideration of this bill moves forward, the myriad policy reasons regarding why “reasonableness” is the appropriate standard and should remain will be presented to legislators. Personal antipathy towards law enforcement, as expressed by those

such as Senator Bradford, has no place in these discussions.

* * * * *

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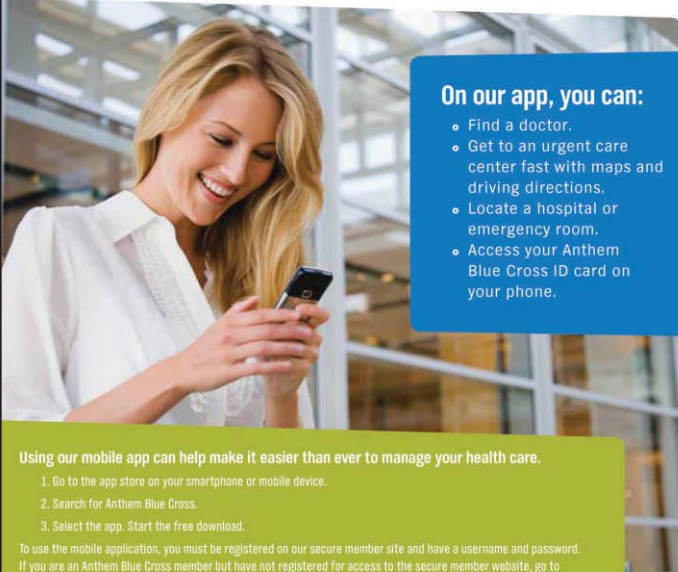
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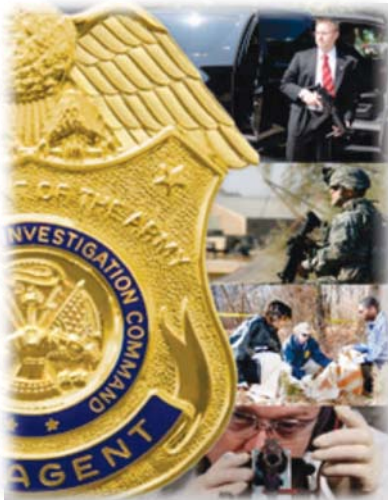
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On July 18, 2018, Senior Investigator Jennelle Meier and three co-workers traveled to Guatemala to provide a computer assisted learning center for children in need. They went to two different villages in

Guatemala and provided food, blankets, hygiene items and a computer learning center for them.

Ministerios DAR is the organization they worked with to accomplish this goal. They took two weeks of their own personal time as well as their own money to serve

these children in need. They also received many generous donations from other co-workers to accomplish this mission. Great job Jennelle! We are proud to have ALADS members who not only serve the Los Angeles County community, but open their hearts worldwide to help others in need.



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Thank You Letter to ALADS from Michael Koch, Retired Los Angeles County Deputy Sheriff

07-03-2018

To: ALADS - Ronald Hernandez, Robert Sass, Jeffrey Monical, Vanessa Ruiz

I just wanted to thank the above ALADS staff in what was a special night my family and I will never forget on April 7, 2018 during the awards ceremony. It had been 36 years since the 14 of us retired department members were involved in our particular separate incidents and feel grateful ALADS acknowledged our actions that the department back then was going to acknowledge but due to a change in department leadership at that time, these incidents and actions were forgotten.

I will never forget all the hard work ALADS put into this top rate special event and will always be humbled that the ALADS staff felt we deserved the Medal for Bravery and Life Saving Awards for the 14 of us.

I will always treasure my Medal for Bravery and it is proudly displayed in my office and will be passed on to my daughter when that time arrives.

Mr. Sass, thank you for taking your time with your family to hear the story of the "forgotten 14" at the Round Up back in April 2017 and forwarding it to your staff getting the ball rolling.

Mr. Monical, thank you for the year of communicating with me and putting this spectacular event together and all your hard work.

Mr. Hernandez, thank you for agreeing with the 14 members assessments in Bravery and putting this event together. Also, thank you for taking your time to introduce yourself along with your wife and young daughter to my family and spend a couple of minutes with us personally.

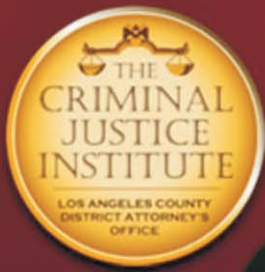
Vanessa, thank you for helping with the coordination of this event and finalizing the attendance while staying in touch with all recipients.

If there is anyone I missed from behind the scenes, please express my gratitude for all the hard work. I know this was the first time any retired members were honored, so again I appreciate all that was done for us and will always be humbled.

Thank you,
Respectfully,

Michael Koch - Retired Los Angeles County Deputy Sheriff





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JACKIE LACEY
DISTRICT ATTORNEY

ONE MINUTE BRIEF

NUMBER: 2018-10 **DATE:** 06-20-18 **BY:** Devallis Rutledge **TOPIC:** Help Serving a Search Warrant

ISSUE: Who can assist peace officers in serving a search warrant?

Search warrants are directed to **peace officers** for service. PC §§ 1523, 1528(a), 1530. “[T]he reasons for requiring a search warrant only be served by a peace officer are obvious....” *People v. Bell* (1996) 45 Cal.App.4th 1030, 1055. However, when the help of non-peace officers is needed, serving officers can employ assistance from others “**in aid of the officer**” in conducting the search. PC § 1530.

“[I]t is generally left to the **discretion of the executing officers** to determine the details of **how** to proceed with the performance of a search authorized by warrant—subject of course to the general Fourth Amendment protection against unreasonable searches and seizures.” *Dalia v. US* (1979) 441 US 238, 257.

Examples:

- *Wilson v. Layne* (1999) 526 US 603, 611-12: “Where the police enter a home under the authority of a warrant to search for **stolen property**, the presence of third parties for the purpose of **identifying the stolen property** has long been approved by this Court and our common-law tradition.” Accord, *People v. Superior Court (Meyers)* (1979) 25 Cal.3d 67, 70 (OK for a burglary **victim** to accompany officers with valid warrant to identify stolen property).

However, if an *invalid* warrant does not describe the sought evidence with sufficient **particularity**, a victim or other third-party may **not** be relied on to “fill in the blanks” as the search progresses. *People v. Tockgo* (1983) 145 Cal.App.3d 635, 645 (the theft victim cannot cure an *inadequate* description of “stolen property” in the warrant by pointing to items).

- *People v. Superior Court (Moore)* (1980) 104 Cal.App.3d 1001, 1008 (OK for a **technical expert** to accompany officers to identify proprietary data-base tapes for semiconductors).

- *People v. Russell* (1987) 195 Cal.App.3d 186, 190 (OK to bring a **narcotics-detection K-9** when serving a warrant to search for narcotics).

- *People v. Carrington* (2009) 47 Cal.4th 145, 167: “**Officers from another jurisdiction** may accompany officers conducting a search pursuant to a warrant ... even when the officers lack probable cause to support issuance

continued on page 41



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of their own search warrant" (upholding **plain-view** seizures of evidence not listed in the warrant but connected to other crimes). See 1MB 2009-12.

- When the property to be seized consists of records maintained by a lawyer, doctor, psychotherapist or member of the clergy, the search **must** be conducted by a court-appointed **special master**, **except** where the listed professional is a **target** of the investigation. PC § 1524(c); *Brillantes v. Superior Court* (1996) 51 Cal.App.4th 323, 330.

- Police may make themselves subject to potential **civil liability** by allowing media representatives, civilian "ride-alongs" or other third parties to enter the premises (including the curtilage) during service of the warrant. "We hold that it is a violation of the Fourth Amendment for police to bring **members of the media** or **other third parties** into a home during the execution of a warrant when the presence of the third parties in the home was **not in aid of the execution of the warrant**." *Wilson v. Layne* (1999) 526 US 603, 614; accord, *Hanlon v. Berger* (1999) 526 US 808, 809.

However, the exclusionary rule **does not require suppression of evidence** properly seized by officers within the scope of the warrant, merely because unauthorized third parties were present. *Wilson v. Layne* (1999) 526 US 603, 614, fn. 2; *US v. Duenas* (9th Cir. 2012) 691 F.3d 1070, 1083.

BOTTOM LINE: Search warrants must be served by peace officers, who may enlist the necessary assistance of others (including victims, experts and "special masters") in aid of execution of the warrant, but may not admit third-party "lookie-loos."

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

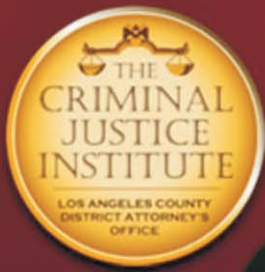
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JACKIE LACEY
DISTRICT ATTORNEY

ONE MINUTE BRIEF

NUMBER: 2018-11 **DATE:** 06-22-18 **BY:** Devallis Rutledge **TOPIC:** Cell-site Surveillance

ISSUE: Does law enforcement access to historical data from cell-phone sites constitute a Fourth Amendment “search,” requiring a warrant or recognized exception?

Whether in use or not, cell phones continually scan (“ping”) for the nearest cell tower, and as the phone moves with its user, connectivity is relayed from tower to tower. A record of the dates, times and locations of cell-phone pinging allows law enforcement officers to derive the past movements of individuals, thereby placing them in the vicinity of a crime, or not. Records produced by this constant tracking process are sometimes called “cell-site location information,” or CSLI. Are such records subject to Fourth Amendment protection, requiring a warrant or recognized exception for investigative access?

- Timothy Ivory Carpenter was part of a criminal gang that robbed nine stores in Michigan and Ohio. The FBI learned Carpenter’s name and cell-phone number from an accomplice, obtained his CSLI for the dates of the robberies, and established his location in the vicinity of six of the robberies. After Carpenter’s motion to suppress the evidence resulting from the warrantless access to his historical CSLI was denied, he was convicted, and he appealed.

Lower courts held that suppression was not required, on the grounds that Carpenter voluntarily revealed his cell activity to the service provider and therefore lost any legitimate expectation of privacy, and that agents had obtained a court order for the CSLI under the Stored Communications Act, 18 USC § 2703(d). On certiorari, the US Supreme Court has now reversed (5-4):

“[W]e hold that an individual maintains a legitimate expectation of privacy in the record of his physical movements as captured through CSLI. The location information obtained from Carpenter’s wireless carriers was the product of a search.” *Carpenter v. US* (2018) 585 US ___, Slip opn. at 11.

The court also held that the court order, not satisfying the requirements of sworn probable cause necessary for a search warrant, could not be relied on to justify the search: *“Before compelling a wireless carrier to turn over a subscriber’s CSLI, the Government’s obligation is a familiar one—get a warrant.”* *Id.*, Slip opn. at 19.

- Calling its decision *“a narrow one”* (Slip opn. at 17), the court said that its ruling **did not affect** real-time “tower dumps” (which reveal information on **all** the devices pinging on a certain site at a particular time), nor

continued on page 43



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security-camera evidence. The court also reaffirmed that **exceptions** to the warrant requirement could permit access, suggesting warrantless access could be justified where information was needed immediately in such cases as bomb threats, active-shooter situations, child abductions, pursuit of dangerous suspects, preventing imminent danger, or preventing the imminent destruction of evidence. Slip opn. at 21-22.

- Law enforcement officers in California already routinely apply for search warrants to obtain CSLI, as generally required by the California Electronic Communications Privacy Act. PC §§ 1546-1546.4. See 1MB *Extra* 2016-X1.

- In a series of cases, the Supreme Court has ruled that other kinds of businesses may voluntarily share with law enforcement officers their business records and other information about customers, subscribers, depositors, etc., on the ground that an individual may no longer maintain a legitimate expectation of privacy after voluntarily disclosing information to a third party, knowing that the third party may reveal that information to police. *US v. Miller* (1976) 425 US 435, 443 (bank records); *Smith v. Maryland* (1979) 442 US 735, 741 (phone company call records); *US v. Jacobsen* (1984) 466 US 109, 121 (open FedEx package). **These authorities remain valid:** “We do not disturb the application of *Smith* and *Miller*....” Slip opn. at 18.

BOTTOM LINE: Accessing historical cell-site location information is a Fourth Amendment “search,” requiring a warrant or recognized exception.

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.

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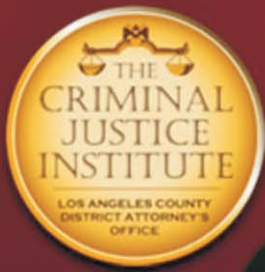


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JACKIE LACEY
DISTRICT ATTORNEY

ONE MINUTE BRIEF

NUMBER: 2018-13 **DATE:** 07-09-18 **BY:** Devallis Rutledge **TOPIC:** Auto Exception: Where and When?

ISSUE: Where and when may police make a warrantless search of a vehicle on the basis of *probable cause* and *lawful access*?

Each standard exception to the warrant requirement for searches and seizures has its own conditions. Analyzing warrantless search-and-seizure issues requires identifying all recognized exceptions that may apply, and evaluating official conduct under the particular principles applicable to each exception.

The "fleeting targets," or "automobile exception," has two—**and only two**—conditions: (1) police must have **probable cause** to believe the vehicle contains something seizable (contraband or the fruits, instrumentalities or evidence of a crime), *US v. Ross* (1982) 456 US 798, 824; and officers must have **lawful access** to the vehicle (no unlawful entry into a garage or area of the curtilage would be necessary to get to the vehicle), *Collins v. Virginia* (2018) 138 S.Ct. 1663, 1672. **As long as these two conditions are present, police may search any parts of the vehicle and its containers that might conceal the objects of the search.** *Ross, supra*, at 824.

- Defendants routinely object to proper searches on improper grounds, such as delay before searching, removal of the vehicle to the police station or impound lot under exclusive police custody, lack of exigency, opportunity to obtain a warrant, previous search, *etc.* The courts have repeatedly declined to add any of these considerations as relevant to the validity of a warrantless search supported by probable cause and lawful access.

Examples:

- *Chambers v. Maroney* (1970) 399 US 42, 52 (after arrest and impound of vehicle at the station, police with PC could search it).
- *Texas v. White* (1975) 423 US 67, 68 (following 45 minutes of questioning at the station, police with PC could lawfully search the arrestee's impounded vehicle).
- *Michigan v. Thomas* (1982) 458 US 259, 261 (**after impound inventory** had been completed, officers with PC could return and **search again** for overlooked evidence).
- *Florida v. Meyers* (1984) 466 US 380, 382 (**eight hours after impound inventory**, officers with PC could search the vehicle for additional evidence at the impound lot).

continued on page 45



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- *US v. Johns* (1985) 469 US 478, 484 (**three days** after impounding a truck and storing closed containers taken from it, officers with PC could search the containers, and no exigency was required).
- *People v. Superior Court (Overland)* (1988) 203 Cal.App.3d 1114, 1119-20 (despite the fact that police had ample time to get a warrant to search a vehicle in their exclusive custody and control, a warrantless search based on PC and lawful access was reasonable).
- *Pennsylvania v. Labron and Pennsylvania v. Kilgore* (1996) 518 US 938, 939 (delayed warrantless searches were lawful under *Ross*, despite ample time to get warrants).
- *Maryland v. Dyson* (1999) 527 US 465, 467 (warrantless search with PC was OK, because “the automobile exception does not have a separate exigency requirement.”).
- *People v. Panah* (2005) 35 Cal.4th 395, 469 (**after cursory search at the scene, a further search** at the impound lot was permissible, because “The probable cause to search had not dissipated, even after the vehicle had been impounded.”).
- Cases such as these may be useful in opposing motions to suppress evidence brought **after** a warrantless search has occurred, but they are **not** always sensible justification for dispensing with search warrants in situations where warrants could be obtained. See 1MB 2013-24, listing **eight significant advantages** of searches conducted under judicial warrant.

BOTTOM LINE: Under the “automobile exception,” police may make a warrantless search of a vehicle whenever and wherever they have (1) *probable cause* to suspect the presence of seizable material and (2) *lawful access* to the vehicle.

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 UNIT REPRESENTATIVE MEETINGS

Upcoming Unit Rep Meetings

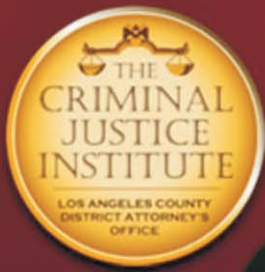
Wednesday, October 3, 2018

11 AM & 6 PM • ALADS Facility

Wednesday, November 7, 2018

11 AM & 6 PM • ALADS Facility

All ALADS Voting members are invited to attend



The Los Angeles County District Attorney's
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JACKIE LACEY
DISTRICT ATTORNEY

ONE MINUTE BRIEF

NUMBER: 2018-14 **DATE:** 07-20-18 **BY:** Devallis Rutledge **TOPIC:** No Sixth Amendment “Spillover”

ISSUE: If a defendant has an attorney on pending charges, may police still question him about other, uncharged crimes?

After adversary **judicial** proceedings begin on a case and the defendant requests, retains or is appointed counsel, statements deliberately elicited by police or their agents about **that** case, **without a waiver of counsel**, are inadmissible in the prosecution case-in-chief. This rule protects the Sixth Amendment right to counsel. *Massiah v. US* (1964) 377 US 201, 206 (rule); *Montejo v. Louisiana* (2009) 556 US 778, 789 (waiver). See 1MB 2009-10.

But what if police are investigating a **separate, uncharged** crime? **Assuming no separate *Miranda* issues** (see final paragraph and 1MB 2017-20), may police take an admissible statement on the uncharged case?

- The US Supreme Court has described the Sixth Amendment right to counsel as being “**offense-specific**,” meaning that it only applies to the specific offenses (and lesser-included offenses) as to which adversary judicial proceedings have commenced (typically, by arraignment). *McNeil v. Wisconsin* (1991) 501 US 171, 175. This is true, **even if** the uncharged offenses still under investigation are “**closely-related**” or “**inextricably intertwined**” with the charged offenses. *Texas v. Cobb* (2001) 532 US 162, 172 (OK to question represented defendant charged with burglary about uncharged murders of burglary victims). California cases include these:

- *People v. Clair* (1992) 2 Cal.4th 629, 657-58 (OK to question about uncharged burglary and murder, even though defendant had counsel on an earlier charged burglary).

- *People v. Bradford* (1997) 15 Cal.4th 1229, 1312-13 (OK to question about uncharged murders, even though defendant had counsel on a charged rape).

- *People v. Webb* (1993) 6 Cal.4th 494, 527-28 (OK to question about uncharged murders, despite counsel on narcotics and PV, and **even if police deliberately delayed arresting** for the murders to allow an opportunity for questioning).

- *In re Robert E.* (2000) 77 Cal.App.4th 557, 562-63 (OK to question convicted minor about **perjury at his trial**, even though trial attorney was handling appeal).

continued on page 47



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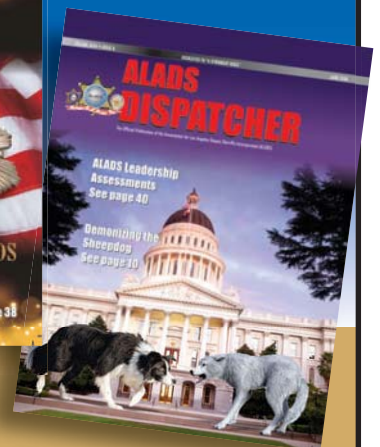
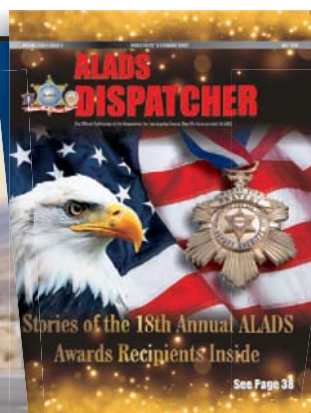
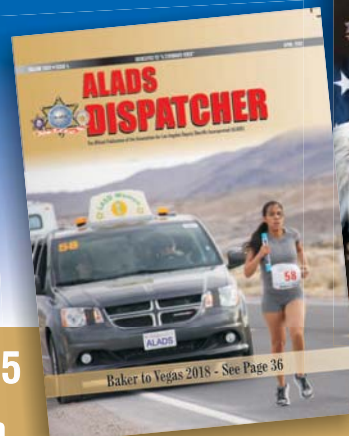
- *People v. Slayton* (2001) 26 Cal.4th 1076, 1080, 1085 (OK to question on new burglary case, even though defendant had counsel on a charged 10851, and **even though both cases were later consolidated for trial**).
 - *People v. Martin* (2002) 98 Cal.App.4th 408, 424 (OK to question defendant about **witness intimidation**, while he was **in trial and represented by counsel** on murder charges).
 - *People v. DePriest* (2007) 42 Cal.4th 1, 33-34 (OK to question suspect about uncharged murder while he was represented by counsel in Missouri on charges in that state).
 - *People v. Gonzales and Soliz* (2011) 52 Cal.4th 254, 284-85 (OK to question about uncharged murders despite representation on pending drug charges, and such questioning **does not violate Rules of Professional Conduct**, Rule 2-100 [renumbered Rule 4.2, effective November 1, 2018]).
 - *People v. Cunningham* (2015) 61 Cal.4th 609, 647 (OK to question about uncharged murders while represented on pending PV, **even during a delay in arraignment**).
 - *People v. Gallardo* (2017) 18 Cal.App.5th 51, 77-79 (**PC § 4001.1(b)**), prohibiting police and in-custody informants from eliciting incriminating remarks from a jailed suspect, **does not apply to uncharged crimes**).
- Statements **must comply with both** *Miranda* and *Massiah* to be admissible in court. No admissible statement can be obtained **on any case** by police-initiated interrogation of a custodial suspect who has invoked his ***Miranda* right to counsel**, without at least a 14-day break in custody. *Maryland v. Shatzer* (2010) 559 US 98, 111. See 1MBs 2010-05, 2016-01.

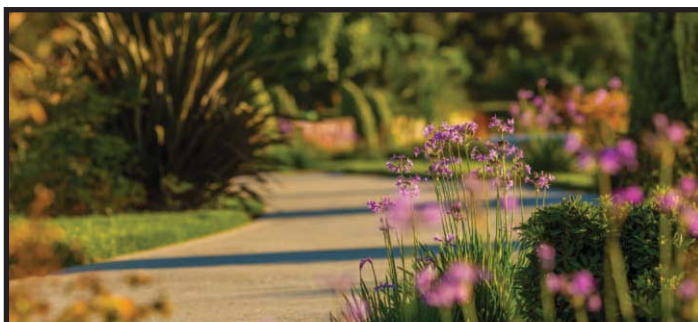
BOTTOM LINE: Police questioning of a person about a non-included offense, when s/he has been arraigned and has an attorney on a charged offense, does not violate the “offense-specific” Sixth Amendment right to counsel.

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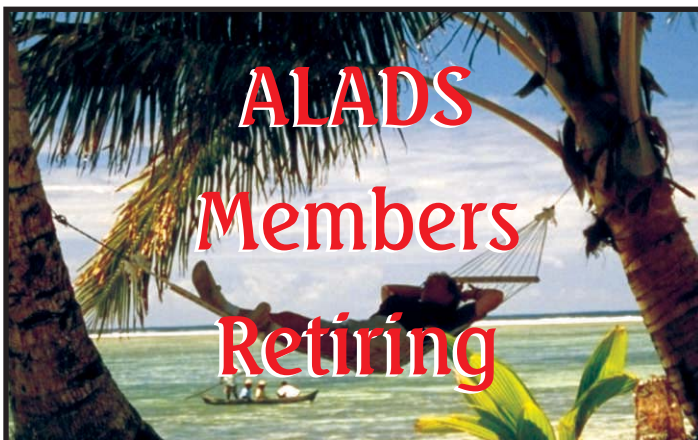
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Bohnert, Patrick F.	Stoker, Joey E.
Gazeley, Grant R.	Williams III, James E.
Lee, Wilson T.	Cook, Phillip
Quirol Jr., Larry	Fellers, Kimberly

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Your PORF Benefit Q & A:

Be Sure to Update Your Beneficiaries



In January 1990, as a part of negotiations for a new Salary MOU for Units 611 & 612, ALADS and PPOA established the Peace Officers' Relief Fund (PORF). The purpose of PORF is to provide peace of mind by knowing that income will continue in the event of an injury or illness, while on or off-duty. PORF is a benefit that you receive at no cost to you.

PORF is entirely funded by the County as a result of salary negotiations with your Bargaining Team.

Specifically, PORF Provides These Two Important Benefits:

Long-Term Disability (LTD):

This benefit pays up to 60% of your pre-disability base salary, a minimum benefit of \$100 per month. The monthly benefit amount may be reduced by any other income you receive for the disabling condition.

Benefits begin after 90 consecutive days of disability, and are payable for the duration of your approved disability up to Social Security retirement age. Benefits are payable for both on and off the job disabilities.

Group Term Life Insurance (GTL):

This benefit pays a \$100,000 death benefit.

Is your beneficiary of record up to date? To make a change, simply call the number below and a beneficiary designation form will be mailed to you.

- ALADS members may call (800) 842-6635

Who is eligible for PORF?

All active full-time, sworn peace officers belonging to Bargaining Units 611 and 612: Deputies, Sergeants, Lieutenants and District Attorney Investigators.

What are the provisions of the LTD Benefit?

- Waiting Period = 90 consecutive days of Total Disability
- Approved benefit begins on the 91st day
- Covers injury/illness on or off-duty
- Maximum monthly benefit = up to 60% of gross monthly salary (at time of disability) to a maximum of \$7,000
- Minimum monthly benefit = \$100

Will the LTD benefit be offset by other income?

Yes. Eligible and ineligible offsets are listed below:

■ Eligible Offsets:

- Workers Comp (a.k.a. 4850 time or IOD)
- Sick Pay
- Retirement income

■ Ineligible Non-Offsets:

- Vacation time
- Overtime
- Holidays

The PORF Administrator will request your current payroll information from the respective department and provide that information to the insurance carrier.

How do I file a claim?

A claim packet will be sent to you via email or U.S. postal service mail, your choice. For a claim packet:

- ALADS members may call (800) 842-6635

What will be my monthly LTD benefit?

The insurance carrier will review the claim along with payroll information and if approved, they will determine the monthly benefit.

If I am on 50% Sick time, will I get the other 50% from PORF?

No. The PORF disability benefit is not a part of your regular salary/income. The plan pays up to a maximum of 60% of your gross monthly salary, "income before taxes" less 4850/work comp time, sick time, or retirement money earned for the month, for each month you are approved to receive the PORF benefit.

continued on page 51

Your PORF Benefit Q & A:

Did You Forget About Your **\$100,000** PORF Insurance?

Is the LTD benefit taxable income?

Yes.

When does the LTD benefit terminate?

When claimant returns to work (no longer disabled) or Social Security retirement age.

Will the LTD benefit be deducted from my paycheck?

No. The PORF disability benefit is not a part of your regular salary/income.

Will the LTD benefit affect my retirement or workers compensation settlement with the County?

No.

Is there a waiting period for the GTL benefit?

No.

Does the GTL have an Accelerated Benefit Option?

Yes. If an insured is Certified as Terminally Ill, the Living Benefit will be an amount equal to 50% of the Death Benefit applicable to the Insured under the Policy on the date of the Certification of Terminal Illness, subject to a maximum benefit of \$50,000. The Living Benefit is payable one time only for any insured.

Can I continue the GTL benefit during an absence?

Yes. The policyholder may continue the life insurance benefit during the following absences:

1. Injury/Sickness: 24 months following date active work ceased.
2. Temp Layoff/Approved Leave of Absence: 12 months following date active work ceased.

DO YOU KNOW WHO YOUR BENEFICIARIES ARE?

3. Labor Dispute: For the absence up to the earliest of the following:

- The expiration of 6 months from the date you ceased active work because of a Labor Dispute with your employer; or
- The date you accept active employment with another employer; or
- The date timely payments of premium are not made; or
- The date the Labor Dispute ends.

To obtain the PORF benefit information booklet, go to the following website: www.mybenefitchoices.com/PORF and click on the Resources link to view the PORF Evidence of Coverage (EOC) Booklet and other information.

PORF Trust
9500 Topanga Canyon Blvd.
Chatsworth, CA 91311
Phone: (800) 842-6635
Fax: (818) 477-1474

Be Sure to Update Your Beneficiaries!

Deputies and district attorney investigators that have recently been married, divorced or have had a child, should call the Benefit Service Center at (800) 842-6635 to confirm that their beneficiaries are up to date.

ALADS does not share information with the county, so you must call the Benefits Service Center to update your beneficiary list. If you haven't updated your beneficiary list, it is more than likely your current beneficiary is whoever you listed when you were in the Academy. Haven't things changed since then?

Should something happen to you, don't leave your family to legally battle it out with someone you knew 20 years ago. It's a legal battle they will lose.

**Call Benefit Service Center at
(800) 842-6635 today!**

ALADS *Remembers*

Fallen Deputies

In Memory of Stephen Blair

EOW: May 12, 1995

Pico Rivera Station ran the 2018 Memorial Torch Relay Run in Memory of Deputy Stephen Blair. The run was special because Deputy Blair's son Joseph, who was in Class 429, was among the runners. Joseph Blair called his father his "first hero."

During the run, participants stopped at Deputy Blair's gravesite at Rose Hills Memorial Park in Whittier to pay their respects. Pico Rivera Captain Patrick Valdez spoke of Deputy Blair's life and sacrifice.

Stephen Blair was raised in Pico Rivera where he attended St. John Basco High School and joined the Explorers Scout before joining the department in 1985.

After the obligatory new deputy's stint working in a jail, Deputy Blair's first field assignment was in Lynwood. Stephen loved being in the community working as a deputy sheriff.

Seven years later, after earning the trust and respect of community members, he was the contact person for neighborhood watch groups. A little more than a week before his death, he was assigned to the Gang Enforcement team operating out of the Lakewood Station. On May 12, 1995,



Academy Graduation Photo


Deputy Blair was fatally shot after he and his partner got out of their patrol car at a park in Lynwood to question suspected gang members. One of the gang members was seen tossing away what later was found to be a loaded pistol. Deputy Blair was only 31 years old at the time.

The shooter was found guilty of first-degree murder in July 1996 and later sentenced to death. He is imprisoned at San Quentin prison where he awaits execution.

Over 4,500 relatives, friends, law enforcement officers and government officials attended the Deputy Blair's funeral at Calvary Chapel in Downey. Among those who attended the service were then Los Angeles County Sheriff Sherman Block, District Attorney Gil Garcetti, at least 30 chiefs of police from throughout California and members of the Los Angeles County Board of Supervisors and the Lynwood City Council.

After the service, Deputy Blair's body was escorted to Rose Hills Memorial Park in Whittier by a motorcade of 300 law enforcement motorcycles and 500 patrol cars. At the request of Blair's fellow officers at the Los Angeles County Sheriff's Department's Century Station, thousands of Southern California motorists drove with their headlights on all day May 18th to show support for law enforcement.

The men and women who worked with Deputy Blair at the Century Sheriff's Station in Lynwood remember him for his steadiness, his sensitivity and the rapport he established with almost everyone in the community.

Deputy Blair is survived by his wife and three sons from a previous marriage. 

ALADS *Remembers**Fallen Deputies***Remembering Deputy Steven Belanger****EOW: February 6, 2018**

In March, 1988, Steven Belanger took a solemn oath of office to faithfully discharge his duties as a freshly-graduated peace officer. Born in Claremont, he was a second-generation Los Angeles County deputy sheriff following in his father Deputy Edward Belanger's footsteps. He was an athlete and avid baseball fan who met his wife when he was just a teenager.

On Saturday afternoon, December 10, 1994, while in the course of his duties, Deputy Belanger was critically injured while on patrol in Roland Heights at a traffic stop. During the stop, a 20-year-old male approached on a skateboard and shot Deputy Belanger.

At the time of the shooting, the then 29-year-old Deputy Belanger was a married father of a fifteen-month-old girl named Nicole and a seven-year LASD veteran.

Deputy Belanger sustained wounds to his head and foot. Doctors were



able to remove bone fragments from Deputy Belanger's head, however, they were unable to remove the bullet. In an instant, Deputy Belanger's life, career and his family's life were forever changed.

Despite his injuries, Deputy Belanger returned to light duty in 2000 before retiring in 2001.

On Tuesday, February 6, 2018, Retired Deputy Belanger succumbed

to the wounds he received on December 10, 1994.

At his funeral, Retired Deputy Belanger was honored with a 21-gun salute and a flyover by Sheriff's Department helicopters. His now adult daughter Nicole said that her father had a knack for playing pranks on fellow deputies and that his affinity for mischief carried over to his time at home with his family. "He lived a long, happy life after retirement," she said.

During the funeral ceremony, Deputy Belanger's widow was presented with a folded American flag by Sheriff McDonnell.

Of Deputy Belanger, ALADS President Ron Hernandez said, "While he was shot in the line of duty over two decades ago, Steve and his family bravely faced the challenges of his injuries up until his passing. Steve's death is a tragic loss that reminds us of the risks that law enforcement officers take every day to keep us safe. His service and sacrifice will never be forgotten."

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Charity Begins at Home

We deputies are a generous group. We give to our churches, our charities, and our partners' children's teams and clubs.

When one of our own is in need, we have barbeques, raffles, and fundraisers.

To help us take better care of our own, in 2011 ALADS created the ALADS CARES Foundation. ALADS never envisioned the Foundation being funded by deputy contributions, but instead from donations from businesses and other friends of the Department. However, deputies and district attorney investigators have made donations to help their partners in the time of need.

ALADS created the ALADS CARES Foundation as a way to provide for our deputies during their time of need. And because the Foundation is a 501(c)(3)

charity, members can give 37% more to our partners instead of the Federal and State Governments.

As our Foundation grows, we will be able to aid our deputies and their families in ways we not yet envisioned.

Since the creation of the ALADS CARES Foundation, funds have been used to fly family members of injured deputies to Los Angeles so they may support the deputies while they are recovering in the hospital.

We have used it to help pay medical bills of members' children, when the costs of care have skyrocketed past what any parent would be able to pay.

Today, we are striving for the ALADS CARES Foundation to continue to grow so that it may be there for all of the deputies and district attorney investigators who experience a truly tragic event. Because it is when we are at our toughest

times that we need to pull together as a family and take care of one another.

We hold fundraisers throughout the year in support of the ALADS CARES Foundation. Funds from the Bob Hermann Charity Golf Tournament and the bids for the cabanas at the ALADS Family Day and Picnic go to the ALADS CARES Foundation.

We hope that you will take a moment to donate a couple of dollars to the charity. Your donation is tax deductible. The ALADS CARES Foundation Tax I.D. #45-3275658.



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- Trespass by Obstructing Business (Segment Four)
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- Consensual Encounter – Detention and Pat Down (Segment Two)
- Assess... Reassess – Multiple Applications of Force (Segment Three)
- Search Warrant to Serve an Arrest Warrant (Segment Four)
- Search Warrants: Avoid Two-Step Pitfalls (Segment One)
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- Excessive Force, Part One – The Mendez Case (Segment Three)
- Permissible Inventory Searches – Automobile Exception (Segment Four)
- New Laws, 2018 – Part One (Segment One)
- New Laws, 2018 – Part Two (Segment Two)
- Emergency Aid Entry (Segment Three)
- Tactically Smart: Legally Smarter (Segment Four)
- Juvenile Interrogation (Segment One)
- The 4th Amendment & Qualified Immunity (Segment Two)
- Felony Evading – VC 2800.2 (Segment Three)
- Oh, What A Tangled Web... (Segment Four)
- Searches – Include the Details (Segment One)
- 1085I: Taking or Driving (Segment Two)
- Domestic Violence Entries (Segment Three)
- Qualification of Mandatory Supervision (Segment Four)
- PRCSS Searches: One Year & Thirty Days (Segment One)
- Escape from Home Detention (Segment Two)
- Minimize the Threat (Segment Three)
- Threatening an Officer – PC § 69 (Segment Four)
- Starstruck Custodial Interrogation (Segment One)
- Drunk in Public Options (Segment Two)
- Residential Burglary: Interrogation (Segment Three)
- Officer Safety Vehicle Stop (Segment Four)
- Searching Locked Vehicles (Segment One)
- Accommodations for Employees who are Caretakers of a Person with Disabilities (Segment Two)
- Was It A Detention? (Segment Three)
- Cell Phone Tower Evidence (Segment Four)
- Am I "Qualified" for Qualified Immunity? (Segment One)
- VC § 31 – False Statements (Segment Two)
- False Imprisonment During a Robbery (Segment Three)
- Mental Health Issues Specific to Veterans (Segment Four)
- Burglary of Inhabited RV (Segment One)
- Veteran Benefits (Segment Two)
- Attempt – Gang Enhancement – Evading (Segment Three)
- Interview Techniques: Avoiding Coercion (Segment Four)
- Slow Down (Segment One)
- Proof of Insurance (Segment Two)
- Veteran Treatment Courts (Segment Three)
- Crimes Against Peace Officers (Segment Four)
- Secret Filming: Invasion of Privacy (Segment One)
- Qualified Immunity for Bailiffs and Marshals (Segment Two)
- Infraction Arrest and Search (Segment Three)
- DUI Arrests: Warrantless Blood Draws (Segment Four)
- Vehicle Pursuit – Civil Liability (Segment One)
- Marijuana Search (Segment Two)
- Traffic Stops and Dog Sniffs (Segment Three)
- Taser Usage on Domestic Violence Calls (Segment Four)
- Probation "Stay Away" Condition (Segment One)
- Detentions People v. Linn (Segment Two)
- Laser Crimes Double Jeopardy (Segment Three)
- Search and Seizure Related to Cell Phones (Segment Four)
- New Laws Part 1 (Segment One)
- New Laws Part 2 (Segment Two)
- Consensual Encounters (Segment Three)
- Arrest Warrants, Attenuation Doctrine (Segment Four)
- Unlawful Detention: Lawful Search Incident to Arrest on Warrant (Segment One)
- Search and Seizure: Let's Review (Segment Two)
- Fools Carrying Gun Cases in Public (Segment Three)
- In Field ID: How to Properly "Show-Up" (Segment Four)
- Is a Pocketknife a Dirk or Dagger (Segment One)
- Criminal Trespass: Landlord/Tenant (Segment Two)
- Stalking (Segment Three)
- Promises, Confessions, and Admissibility (Segment Four)
- Burglary of an "Inhabited" Dwelling (Segment One)
- Public Nuisance (Segment Two)
- Dealing with Intermeddlers (Segment Three)
- Pitchess Motions: Compliance Versus Confidentiality (Segment Four)
- Making a Wall Stop (Segment One)
- Searches of Vehicles Incident to the... Arrest (Segment Two)
- State Created Danger Doctrine (Segment Three)
- Exigency and Warrantless Searches (Segment Four)
- Robbing Spouse of Community Property (Segment One)
- Threatening a Crime Victim or witness (Segment Two)
- Close, But No Coercion (Segment Three)
- Conduct Unbecoming a Police Officer (Segment Four)
- Tell Me Everything (Segment One)
- Use of Internet Evidence at Trial... (Segment Two)
- Let's NOT Make a Deal (Segment Three)
- Vehicle Pursuit and Deadly Force (Segment Four)

and more!

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

CAREER DEVELOPMENT SECTION



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

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

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

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

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

Selection Requirements:

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

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

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

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

Senior Investigator Salary:

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

**ALADS****DISPATCHER****CLASSIFIED ADS****DJ SERVICES**

Active deputy with several years of DJ experience. Specialize in birthdays (adult & children), weddings, retirements, reunions, company events, holiday parties, block parties...etc. Have most popular generations of music and lights. Tel: 323.600.3847 Email: dj.dion.d@aol.com. Go to www.djdiond.djintelligence.com for availability, booking, planning and many more options.

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Retire in Prescott Az, start living the Good Life, voted best place in the West to retire to, contact Henry Reyes (retired LASD) at RE/MAX Mountain Properties 909-618-3252 or 928-642-4376



**Deadline for inclusion
in the October 2018
ALADS Dispatcher
is Friday,
September 21, 2018**

TACTICS TRAINING

Off-duty survival training for you and your family. \$75 for officers \$25 each for family. Courses are available online. www.highthreatsolutionsworldwide.com High Threat Solutions (213) 503-3971.

**VACATION RENTAL**

ARROWBEAR – S.B. log home 3 bed / 2 bath, 2000 sq. ft. Great views. Between Big Bear and Lake Arrowhead. Hiking, swimming, fishing. 3 days & 2 nights for \$325 plus refundable security deposit. 626-646-3972

**WINDOW COVERINGS**

Window Coverings at wholesale prices. No middle man. Mini blinds, plantation shutters, honeycomb shades, bamboo & Roman. Serving Inland Empire, Los Angeles, Orange County Areas. Call LASD Sgt. Jensen, 909-238-5557.

Classified Ads

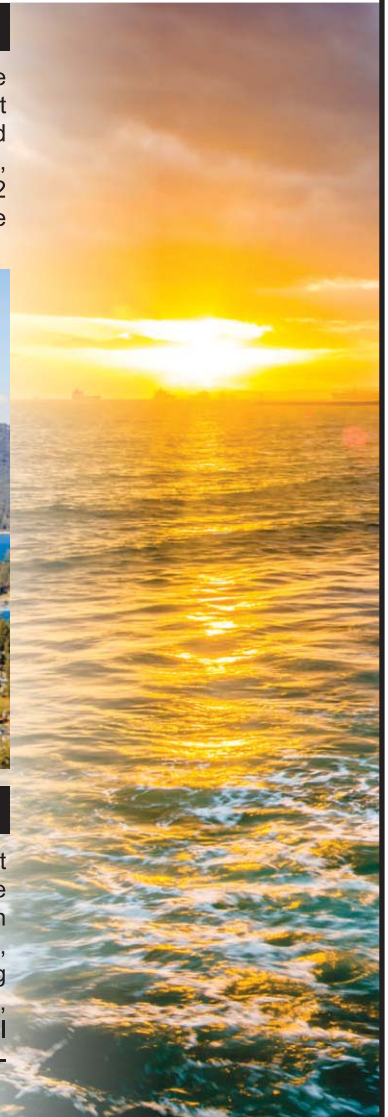
**Voting ALADS Members:
FREE
All Others: \$15/month**

**For Advertising
Information**

Call 323-213-4005

PLEASE NOTE:

It is impossible to verify all advertisements received by *The Dispatcher*. We cannot be held responsible for their accuracy, veracity or reliability. The fact that an ad is listed here should not be viewed as an endorsement or recommendation by the Association for Los Angeles Deputy Sheriffs.



All ALADS Voting Members are Invited to Attend the October

ALADS Unit Representative Meeting

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

Get ALADS News in Your Inbox!

Update Your **Profile** on the
ALADS Website:
www.alads.org

Dispatcher Classified Listing Form

Instructions:

Type or print clearly your ad on the form below and fax it to the Dispatcher Classified Listing Fax Line at 323-724-0140. The Classified Ad may be up to 25 words. The Classified Ad rate is FREE per issue for Voting ALADS Members and \$15.00 per issue for all others. Multiply the one-time rate by the number of issues in which you want your ad to appear (for example, 3 issues is \$15.00 x (3), or \$45.00). **All ads are payable in advance by check or money order. Please make check payable to ALADS.** Deadline for inclusion is noon the third Friday of the preceding month (for example, for inclusion in the October 2018 issue, ads must be received by Friday, September 21, 2018).

☐ **Voting ALADS Member Ad - FREE**

☐ **All Others - \$15 / issue**

Includes up to 3 lines of text.

Name _____ Phone _____

Street Address _____

City _____ State _____ Zip _____

Ad Copy: Type of print clearly here.

Number of Run Dates _____ x price for each run date = \$ _____

Please make check or money order payable to:
"ALADS" and mail to: **ALADS (re: Dispatcher Classifieds)**
2 Cupania Circle • Monterey Park, California 91755

Election for ALADS Board Slated

Members interested in volunteering their time to serve on the ALADS Board of Directors and who want to run for one of the three seats up for election this year, are advised that the candidate filing period opens on August 1, 2018 and closes at 5:00 p.m. on September 4, 2018. Candidate filing information may be obtained by contacting the ALADS office.

The filing information includes a ballot statement, a maximum 300 word candidate statement, and a passport sized photo. Filing materials must be submitted to the firm conducting the election by 5:00 p.m. on September 4, 2018.

Candidate information will be published in the October edition of the Dispatcher. The candidate statements will be distributed to voting members with official ballots, which will be mailed October 26, 2018.

The deadline for voting is 5:00 p.m. on November 13, 2018. Ballots from voting members will be counted on November 14, 2018, the next business day following the deadline for voting.



HELPING HEROES WHEN THEY NEED IT MOST

STRENGTH IN NUMBERS

MENTORING • COUNSELING • MORALE BOOSTING

Our mission is:

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



@HelpForHeroes.us



www.helpforheroes.us

Advertising Index

BANKING & FINANCE

First City Credit Union	54
L. A. Police Federal Credit Union	30
P.O.P.A. Federal Credit Union	14

FUNERAL & MORTUARY SERVICES

Rose Hills Mortuary	48
---------------------	----

HEALTH

Anthem Blue Cross	34
Body Scan International	54
Rancho Laser Vision Center	34

Page:

JEWELRY

Baida Jewelry	29
---------------	----

LAW FIRM

Goldschmid, Silver & Spindel	30
Lewis, Marenstein, Wicke, Sherwin & Lee, LLP	2
Straussner ♦ Sherman	64

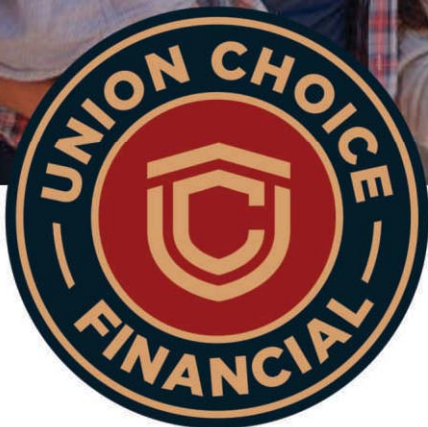
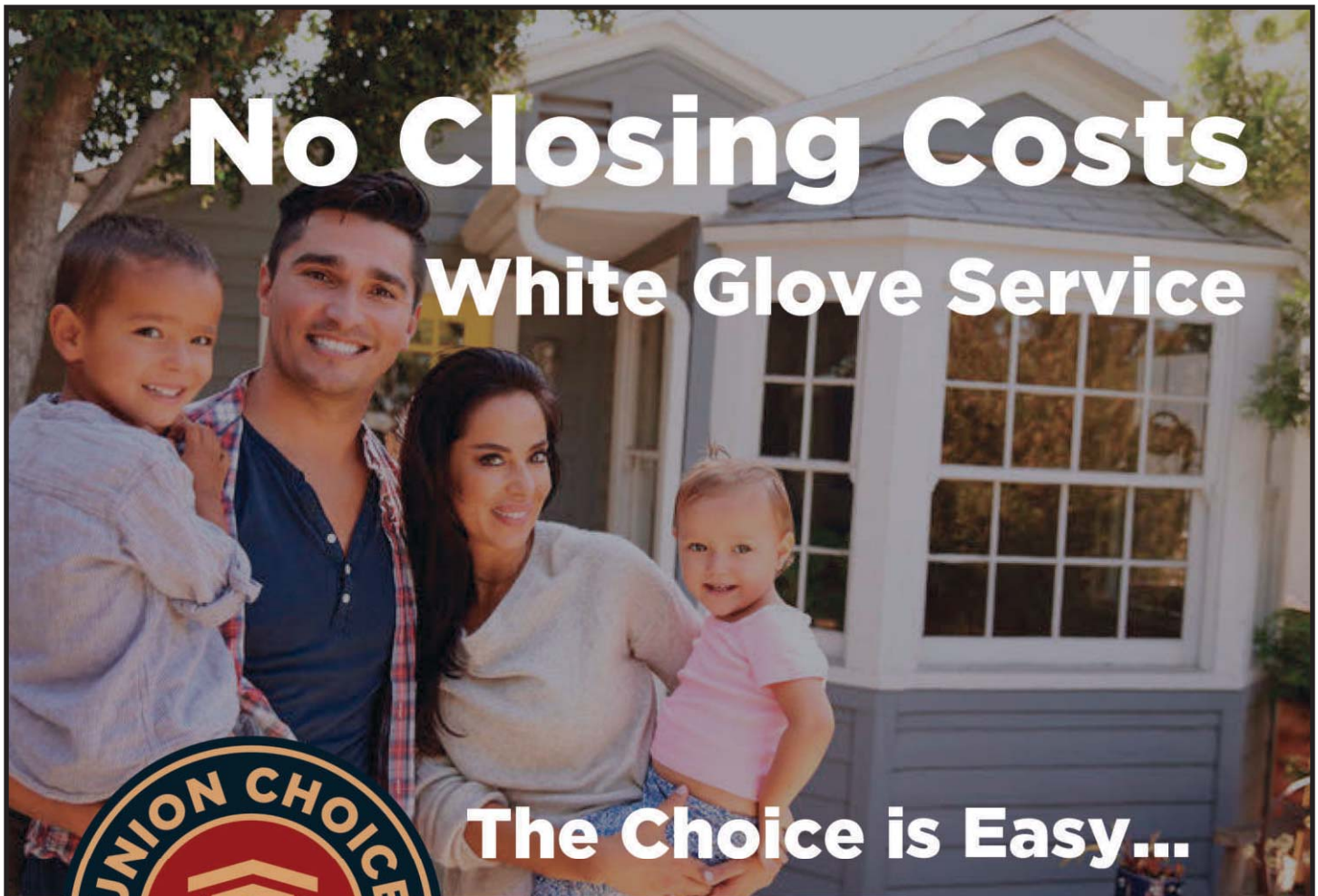
MORTGAGES & LOANS

Union Choice	63
--------------	----

Page:



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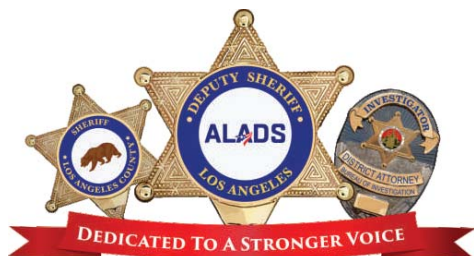
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Association for Los Angeles Deputy Sheriffs

2 Cupania Circle • Monterey Park, CA, 91755

(323) 213-4005 • www.alads.org

Publication Number 0000-961

www.alads.org

July / August 2018



Dear Members,

In recent months, the public and the media have continued their attacks on public safety members, accusing them of fraud, abuse in the workers' compensation system, and general misconduct. These often unsubstantiated and uninformed stories have a limited basis in reality. The questionable actions of a few should not discount the inherently dangerous and arduous duties endured by public safety members every day. What gets lost in all the misinformation is the physical, mental, and emotional toll that the job takes on first responders while they perform their duties for our protection.

The Straussner Sherman team would like to take this opportunity to let you know that we stand with you. When you are left without treatment or salary after an injury on duty, we will be there to help you. When the media makes false or misleading accusations, we will be there as your advocate to set the record straight. When the public looks at you with suspicion rather than admiration, we will work to secure you the same rights and freedom that your service brings to the public. When your department turns their back, we will take your call.

We understand your sacrifice to keep the public safe and we will stay vigilant to ensure that if anything happens to you, you will be taken care of -- no matter what the underinformed media portrays or the public perpetuates, we stand with you.

Your friends at Straussner Sherman

Making a false or fraudulent workers' compensation claim is a felony subject to up to five years in prison or a fine up to \$50,000 or double the value of the fraud, whichever is greater, or both imprisonment and fine.