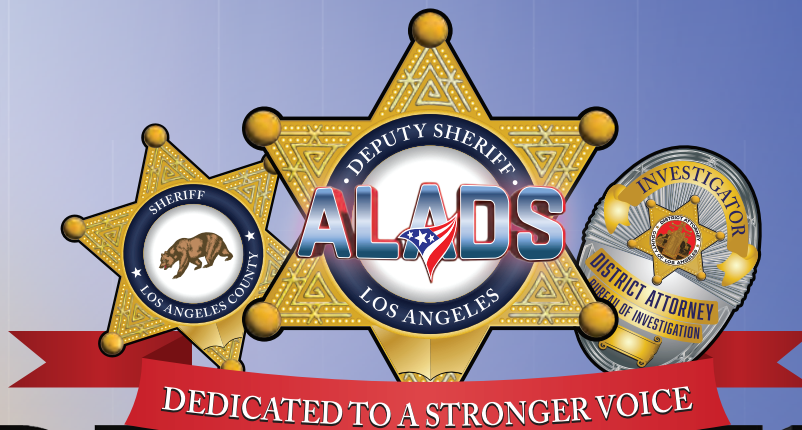


VOL. 41 • ISSUE 1

SUMMER • 2024



# DISPATCHER

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



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# DISPATCHER

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

Two winners will take home \$50 gift cards. 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:  
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- Or update your profile by logging into:  
**[www.alads.org](http://www.alads.org)**
- Or via U.S. Mail by filling-out and mailing-in the form below...

### CONGRATULATIONS TO WINNERS:

**JOSE ALARCON & SHAINÉ TIDWELL**

#### UPDATE YOUR INFORMATION

##### ALADS CHANGE IN PERSONAL INFORMATION

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

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

Marital Status  
(Circle One):

☐ M

☐ S

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

City • State • Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_

Work Phone: \_\_\_\_\_

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

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

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

FOR OFFICE USE ONLY  
DATE ENTERED: \_\_\_\_\_

EMPLOYEE #: \_\_\_\_\_

The ALADS Dispatcher (USPS 0000-961) is published quarterly. The Dispatcher is the official publication of the Association for Los Angeles Deputy Sheriffs, Inc, an affiliate of the Marine Engineers Beneficial Association, AFL-CIO, 2 Cupania Circle, Monterey Park, CA 91755. Periodical Postage paid at Monterey Park, California 91755 and additional mailing office. Articles, letters to the Editor and other submissions may be directed to ALADS, 2 Cupania Circle, Monterey Park, CA 91755, Attn: Editor, (323) 213-4005. No responsibility is assumed by the ALADS Dispatcher or by the Association for Los Angeles Deputy Sheriffs, Inc. Opinions expressed in this publication are not necessarily those of ALADS or the Los Angeles County Sheriff's Department. \$47.56 of each member's annual dues provides a subscription to the publication. POSTMASTER, send address changes to the ALADS Dispatcher, 2 Cupania Circle, Monterey Park, CA 9175

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Monterey Park, CA 91755

#### CONTACT:

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(323) 724-0140...fax  
[www.alads.org](http://www.alads.org)

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





# ALADS Calendar

July - October, 2024

## JULY

- **PAY RAISE!\***  
Mon., July 1, 2024  
ALADS MEMBERS RECEIVE A  
3.25% PAY RAISE
- **Unit Rep Meeting**  
Wed., July 10, 2024 @11 AM  
@ALADS Facility
- **Board Meeting**  
Fri., July 21, 2024 @10 AM  
@ALADS Facility
- **Board Meeting**  
Fri., July 26, 2024 @10 AM  
@ALADS Facility

## SEPTEMBER

- **Unit Rep Meeting**  
Wed., Sept. 4, 2024 @11 AM  
@ALADS Facility
- **Board Meeting**  
Fri., Sept. 6, 2024 @10 AM  
@ALADS Facility
- **Unit Representatives Training Seminar**  
Fri.-Sun., Sept. 13-15, 2024  
@Hyatt, Newport Beach
- **Bob Hermann Memorial Golf Classic**  
Mon., Sept. 16, 2024  
@Huntington Beach Golf Club
- **Board Meeting**  
Fri., Sept. 20, 2024 @10 AM  
@ALADS Facility
- **District Attorney Investigators (DAI's) Benefits Fair**  
Wed., Sept. 25, 2024 9 AM - 3 PM  
@ALADS Facility

**\*3.25% Pay Increase Reflected in Dues Deduction**

Effective July 1, 2024, the members of Bargaining Unit 611 received a 3.25% salary increase. Consequently, pursuant to Section 4.04 of the Bylaws, effective July 1, 2024, full-service membership dues will also increase from \$126.72 to \$130.86. Dues are set at 1.33% of the salary level of a sixth-step Deputy Generalist with basic POST.

## AUGUST

- **Unit Rep Meeting**  
Wed., Aug. 7, 2024 @11 AM  
@ALADS Facility
- **Board Meeting**  
Fri., Aug. 9, 2024 @10 AM  
@ALADS Facility
- **Board Meeting**  
Fri., Aug. 23, 2024 @10 AM  
@ALADS Facility
- **Century Regional Detention Facility Benefits Fair**  
Wed. Aug. 28, 2024  
@10 AM - 4 PM

## OCTOBER

- **Unit Rep Meeting**  
Wed., Oct. 2, 2024 @11 AM  
@ALADS Facility
- **Board Meeting**  
Friday, Oct. 4, 2024 @10 AM  
@ALADS Facility
- **Retirement Seminar**  
Sat., Oct. 12, 2024  
@8:30 AM - 3:30 PM  
@ALADS Facility
- **Board Meeting**  
Fri., Oct. 18, 2024 @10 AM  
@ALADS Facility
- **Men's Central Jail/Twin Towers Correctional Facility Benefits Fair**  
Wed., Oct. 30, 2024  
10 AM - 3 PM





# PRESIDENT'S MESSAGE

NEED REPRESENTATION? CALL: **ALADS**

YOU'RE NOT SURE YOU NEED REPRESENTATION? CALL:

**ALADS**

I am going to get right to the point here: you should not agree to be interviewed by internal investigators from the Department or the County without representation. They're not going to give you a free set of steak knives at the end of the interview, and it exposes you to all kinds of risk. Just please don't do it. Whether they are from Internal Affairs, ICIB, the Constitutional Policing Advisor's office, the Office of the Inspector General, or a supervisor assigned to conduct the investigation, you should have a representative present to assist you before answering any of their questions.

Investigators from Internal Affairs routinely tell deputies that they are just being interviewed as witnesses and that they aren't entitled to representation. Don't buy it. They don't get to make that determination. If you reasonably believe the interview could lead to some form of discipline, you have the right to representation. By the way, what if you did witness something? There's a strong likelihood that you would be subject to discipline for not having provided the information previously. If you ask the investigators if they are prepared to provide you with a guarantee that nothing you could say during the interview could possibly

lead to discipline, they won't likely provide you with that guarantee. The bottom line here is that, whether they want to call you a witness or a subject, if you believe that you need representation, you are entitled to it.

Recently, a deputy told me that investigators from Internal Affairs told him that Internal Affairs was under a deadline. If the investigators are under pressure to get things done quickly, that's not your problem. ALADS has enough attorneys to represent our members and they can schedule an interview within a reasonable amount of time. What's reasonable? Let your lawyer worry about that.



*Richard Pippin*

You might have an investigator tell you that they're just conducting a "preliminary inquiry" and that you aren't entitled to representation because it's not an official investigation (yet). If they intend to ask you questions and you reasonably believe it could lead to discipline, you are entitled to representation. You aren't stripped of your rights simply because they want to call their investigation something else.

What if, contrary to common sense, you agree to talk to the department's investigators without representation and then realize during the interview that it wasn't a good idea? You can demand representation at any time: stop the interview, tell them you want representation, and don't say another word until you get it.

What if they want a memo? Sure, after you talk to an attorney or a defense rep. Whether they want you to provide the information verbally or in writing, it's a form of interrogation and if you believe you need representation, you're entitled to it. I've spoken with our attorneys in the middle of the night right after they've finished assisting members with writing memos. ALADS is a 24-hour operation. You can always reach someone. If they demand a memo, tell them no problem, and then call us before writing it.

Your rights to representation are often referred to as "Weingarten rights," referring to a U.S. Supreme Court case, *NLRB v. J. Weingarten Inc.* This case actually had nothing to do with police work. It involved a department store employee who was repeatedly denied representation while being questioned regarding a box of chicken she had purchased from the store's food lobby. The whole thing wound up being a big mess in which the employee ended up in tears and the company's headquarters said they weren't certain of their own policies regarding the food lobby. Fortunately for all of us, when the Supreme Court cleared up the mess, they found that employ-

ees represented by a union have the right to refuse to submit to an interview without representation if they reasonably fear it might result in discipline.

While you have the right to representation during an administrative investigation as described above, you should be aware that you must assert that right. The department is under no obligation to advise you of that right, and no one else can assert it for you. Sometimes folks seem uncomfortable asserting their rights for one reason or another. The investigators are used to it, and you'll be glad to have skilled representation at your side when answering their questions.

As I wrap up here, I'll say something I've said many times before: ALADS doesn't defend misconduct; we defend people who are accused of misconduct. Providing our members with representation isn't about trying to help people get away with bad behavior. It's about defending our members' rights and ensuring they aren't mistreated or inappropriately punished. Due process isn't just something we strongly believe in at ALADS; it's a fundamental principle upon which our country was founded.

If you find yourself in a situation in which you aren't sure whether you need or are entitled to representation, what would you risk by taking a few minutes to call ALADS and speak with an attorney? Trust me—the only real risk is in not making that phone call.



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# 10<sup>th</sup> Year Anniversary



In the spirit of commitment to law enforcement and the community, the ALADS C.A.R.E.S. Foundation was created. Proceeds are used to help law enforcement personnel, their children, and families in need of financial support due to a fatality, near fatal accident, physical incapacitation or other medical incidents that would demonstrate that assistance would be prudent.

**2024 is the 10<sup>th</sup> Anniversary of the ALADS C.A.R.E.S. Foundation.** In the 10 years since it was founded, ALADS C.A.R.E.S. Foundation has helped hundreds of law enforcement families in their time of need with over \$2.1 million in donations.

When tragedy strikes a deputy sheriff, district attorney investigator, or local law enforcement – whether on or off duty – it affects all of us. Unfailingly, we come together to the aid of our brothers and sisters in need.

ALADS C.A.R.E.S. Foundation is funded by the generous donations from deputy sheriffs, district attorney investigators, donations from the public, and support from generous corporate sponsors through our fundraising events. In 2020, we created the ability for all Los Angeles County employees to donate to the ALADS C.A.R.E.S. Foundation via payroll deduction. A simple \$2.50 donation

per paycheck or \$5.00 a month to support our fellow law enforcement community in their time of need. ALADS C.A.R.E.S. Foundation will always accept one-time donations via the ALADS website [www.alads.org](http://www.alads.org) through PayPal. Donations to ALADS C.A.R.E.S. Foundation are tax-deductible.

In my recent time at ALADS and being honored to serve on the ALADS C.A.R.E.S. Foundation board, I have been able to facilitate support for our deputy and district attorney investigator partners in their time of need. Often, the help starts with the deputies or district attorney investigators who work with those in need and request assistance to help their partners. This year, ALADS and ALADS C.A.R.E.S. Foundation, will be working with our partners at 7-Eleven to provide refreshments to all members at stations, courts, custody, and specialized assignments on all shifts. Additionally, we have partnered with Chef Jet Tila, who is a longtime supporter of Law Enforcement, and has agreed to work with the ALADS C.A.R.E.S. Foundation by doing what he can to spread the word and support our efforts. Thank you, Chef!



*Thomas Ferguson*

The ALADS C.A.R.E.S. Foundation also appreciates any suggestions of items or events that we can put together, within reason and scope, to assist members and families in their times of need.





# ALADS C.A.R.E.S. NEEDS YOUR CONTINUING SUPPORT!

**ALADS C.A.R.E.S. FOUNDATION HAS DONATED MORE THAN \$2 MILLION TO MEMBERS AND THEIR FAMILIES.**

Donations to ALADS C.A.R.E.S. are tax-deductible, so let your tax professional know that you donated. Of course, ALADS will always accept one-time donations on our website [www.alads.org](http://www.alads.org) through PayPal or a written check mailed to the ALADS Facility.

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

Since its inception in 2014, the ALADS C.A.R.E.S. Foundation has donated more than \$2 million to members and their families in need.

If you have any questions, contact ALADS at: (323) 213-4005.

Checks for one-time donations can be sent to:

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

2 Cupania Circle  
Monterey Park, CA 91755

Remember to let your tax professional know you donated. We appreciate your generosity!

The ALADS C.A.R.E.S.  
Foundation 501(c)(3) tax ID # is 45-3275658





# Dear ALADS LETTERS

Good evening ALADS,

I am reaching out to send a huge thank you to Mike Prince for all his help with a recent TRAP operation. This past weekend TRAP partnered with Hyundai USA to put on an anti theft software installation event at the Antelope Valley Fairgrounds in Lancaster. A week prior to the event we reached out to President Pippin who put us in touch with Mike. Mike immediately began planning to respond to the event, coordinating with TRAP detectives to determine how best he could help. Mike came to the event and ultimately bbq'd for all of the deputies who were working the event, as well as inviting both Lancaster and Palmdale station personnel. Mike also brought along Melissa, Dondrea and Victoria who assisted in the bbq and also provided valuable information to all the deputy personnel who responded. A huge thank you goes out to all from ALADS who were able to come out and provide all the help they did.

*Det. Campbell*

Det. Campbell





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# SUICIDE

## PREVIEW



In recent years, suicide has ranked 10<sup>th</sup> overall as a cause of death of individuals in the United States. The fact is that officers are also impacted by suicides. The data suggests that officer suicides claims more law enforcement lives than felonious killings and accidental deaths in the line of duty. Part of the reason for the high number is due to the fact that law enforcement has access to firearms and firearms are the most frequently used means of suicide. As law enforcement see some of the worst aspects of life, this can lead to psychological pain, depression, anxiety, alcohol use, drug use and loss of relationships.

We can each make an impact on these stats by being more aware and intervening when possible. Why is awareness important? The research shows that 85% of people who commit suicide communicated their

intentions ahead of time. Suicidal thoughts are often temporary and impulsive and, unfortunately, law enforcement have the means at their fingertips. If you can get a person past the impulse and into assistance, they often recover and go on with life.

The first step is being aware of the risk factors. Those factors include threats of harm to oneself; increase in risk-taking behavior; disturbances in sleep/appetite/weight; anger/agitation/ sad and depression; emotional numbness; voicing hopelessness with no thoughts of the future; recent loss of loved one/relationship/status; all or nothing thinking; problems at home or work including being under investigation; socially withdrawing or isolating from others on the force and in private life; and the increase use of alcohol and/or drugs.



# SUICIDE PREVENTION

Prevention comes when each of us look at the reality that suicide is possible and getting help is vital. Denial is not an option and secrets can kill. Take action for yourself and your fellow officer. You can help by:

- 1. Take all gestures and threats seriously.**
- 2. Assess if safety is in jeopardy.**
- 3. Get permission to secure weapon including backup.**
- 4. Immediately request assistance**
- 5. Most importantly, do not leave the person alone.**
- 6. When the crisis is over, get help for your self also for your own peace of mind.**

Bottom line is to trust your instinct. Reach out to the person you are concerned about as soon as possible. Ask the question..."Are you thinking of hurting yourself?" Get immediate help. You don't have to do this alone.

Our counselor is available 24 hours a day, 7 days a week for emergency and urgent assistance. To schedule an appointment, receive a community referral or for inquiries our office is open 7:30 am to 5:00 pm PST.



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# Health Beat

by Jennifer Lincicum • ALADS Insurance Consultant



## Your Vision Benefits Through VSP

ALADS wants to remind you that all members enrolled in an ALADS Anthem Blue Cross medical plan automatically have access to comprehensive vision coverage through VSP vision. VSP vision coverage is available to both you and your enrolled dependents, and includes benefits for routine eye exams, lenses, frames, contact lenses, lens enhancements, and more!

### ALADS VSP Vision Benefits

Your VSP Vision benefits include an annual in-network Well-Vision exam at no cost every 12 months to evaluate your vision and overall wellness of your eyes. Participating in-network VSP optometrists may also offer retinal imaging, as an alternative to traditional dilation, which can be used to check for eye disease and other health conditions such as diabetes. Retinal imaging is also covered at no cost when received from in-network VSP providers.

The ALADS VSP Vision plan covers most lenses received from in-network VSP providers, in full, every 12 months. Covered lenses include single vision, lined bifocal, lined trifocal, and standard progressive lenses. Premium and custom progressive lens enhancements are also available for an additional copay ranging from \$80 - \$160 from in-network VSP providers.

Contact lenses and frames are also covered under the ALADS VSP vision plan. There is a \$175 allowance for frames and elective contact lenses received from VSP network providers every 12 months. If you choose a frame that is over your in-network \$175 allowance, a 20% discount will be applied to the remaining balance of the frame.

Services are covered by both in and out-of-network providers, however, you will be able to maximize your vision benefits by seeing a provider who is part of the VSP Signature network. Exams,

frames, lenses, and contacts received from non-VSP providers are payable up to a limited dollar amount and may not be fully-covered under the plan.

Don't have an eyeglasses prescription? With VSP vision LightCare included in your ALADS VSP vision benefits, you can use your 12-month frame allowance of \$175 towards non-prescription sunglasses or blue light filtering glasses instead.

Please note, this is only a brief summary of the ALADS VSP vision benefits; we recommend members regularly review their benefits to utilize their coverage to the fullest extent.

### How Do You Find a VSP Provider?

To find an in-network VSP provider, you can go to [www.vsp.com](http://www.vsp.com) or call VSP at (800) 877-7195. You can also call the ALADS Benefit Service Center at (800) 842-6635 for help with understanding your vision benefits and finding a VSP provider.

\* \* \*

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.



Jennifer Lincicum





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by Dr. Ron Holman • Holman Group President

If our car starts giving us trouble, we take it in for a tune up. If our child starts complaining about physical pain, we take them to the doctor. When it comes to their own health, oftentimes law enforcement personnel don't stop and take the time to care for themselves. Whether it's a nagging physical or mental discomfort, it becomes sidelined. When we are in physical or psychological pain, it becomes difficult to give our full attention to our work or our personal lives. It can also become harder to concentrate and may cause irritability, anger, and mood swings.

Trying to subdue pain with alcohol or medications can turn into a vicious cycle and often makes the problems worse. Occasionally, we all need a tune up to get our mind and body in order. Make yourself a priority and please call The Holman Group for confidential assistance. The Holman Group has a network of licensed professionals available to assist you in



*Dr. Ron Holman*

coping and improving the quality of your life.

If you would like to speak with a counselor, remember The Holman Group is here to help. As part of your Anthem Blue Cross benefits, ALADS has contracted with The Holman Group to provide confidential counseling services for you and your family members. Counseling sessions are strictly confidential and are 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, please call 1-800-321-2843. A Care Access Specialist will help get you into the right hands.

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your password: ALA2569



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# BENEFITS CENTER

by Scott Freeman • ALADS Benefits Service Center

## ALADS Insurance Trust Benefits – Gym Membership



It has been a couple of months since you might have made a 2024 New Year's resolution to improve your health and physical fitness by joining a gym to accomplish that goal. If you have not yet begun your journey, there may be a benefit available to you. If you are currently enrolled in one of the ALADS-sponsored Anthem Blue Cross HMO or PPO medical plans, you can take advantage of the ALADS Insurance Trust (AIT) Gym Membership benefit. Many of you already know about this awesome benefit and are using it regularly. However, if you are not yet familiar with it or have not taken advantage of the gym membership benefit, now is the time to get started and use this great benefit today. The AIT gym membership benefit is included at no additional cost and is available to all members and their eligible covered dependents aged 18 years and older. Prime Network manages all gyms that are participating in this benefit. The easiest way to access the gym membership benefit and to find a participating gym is to register on the AIT secure benefit website located at [www.mybenefitchoices.com/ALADS](http://www.mybenefitchoices.com/ALADS).

Once you (or your enrolled dependent 18 and older) have completed your registration, you can then access your digital gym membership ID card by selecting My ID Cards on the top right of the site. Then, navigate to the left and select Find a Gym. Once you enter a ZIP code, you will then see all the gyms participating in the Prime Network that you can use. There are over 10,000 fitness centers available nationwide.

There are no monthly fees, and the best part is that your AIT gym benefit allows you to use all the gyms in the network,

not just one franchise or location. For example, you can set up a gym membership at an LA Fitness location and visit that location on Mondays because it is close to your home. You can also set up a gym membership at Gold's Gym near your work location where some of your colleagues work out after your shift on Thursdays. Another example is when you are on vacation, you can also setup a gym membership with any participating gym in the Prime network where you are staying. Popular gyms include LA Fitness, Anytime Fitness, Fitness 19, and Gold's Gym.

If you need help registering on the AIT site, navigating the site, or searching for a gym, please contact the Benefit Service Center. Your ALADS Benefit Specialists are here to help. If you have any questions regarding any ALADS benefit plans, please call us. We are happy to speak with you or your loved ones.

Please call us toll-free at:

**(800) 842-6635**



*Scott Freeman*

**ALADS Benefit Service Center**  
9500 Topanga Canyon Boulevard  
Chatsworth, CA 91311  
(800) 842-6635

Monday-Friday from 8:30 am to 5:00 pm  
Closed 12:00 pm to 12:45 pm for lunch



# BELLFLOWER

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## Deeply Rooted in Bellflower – City of Bellflower Mayor Pro Tem Ray Dunton

For many who grew up in the southeast section of Los Angeles County and were big block engine muscle car enthusiasts you knew where to drive on a Friday and Saturday night to show off your car or see others, Bellflower Boulevard in the City of Bellflower was one of those places.

Born and raised in the City of Bellflower, Mayor Pro Tem Ray Dunton is deeply rooted in Bellflower. He attended and graduated from the local public schools, started his business, bought a house, married, and raised his family all within the city he loves, Bellflower.

Mayor Pro Tem Dunton becomes nostalgic when talking about the City of Bellflower. "There was a lot of open space, you could walk to school without worries, go out and play until the streetlights came on with all the neighborhood kids. Making forts in the fields and riverbed with friends and the smell of cows every evening. Bellflower was safer back then like every place in California, but it has always kept that small town feeling."

"It was great, we loved the schools and the neighborhood we continue to live in. Our neighbors would go camping together, have block parties during holidays and each other's birthdays. I was fortunate enough to buy a home in Bellflower at 21, then got married. We had our first child the same year we started a business in Bellflower and the neighborhood was great for raising a family. My roots are here in Bellflower."

All my life I have felt the need to succeed. I was blessed to have mentors see that in me and encourage me while we built our business. In 1998 we bought a piece of property and built a facility for our business. So, I had experience going through the building and permit process in Bellflower." This experience gives Mayor

Pro Tem Dunton the ability to view city issues through the eyes of a lifelong resident and businessman.

"I'd love to see the Downtown area become the center of attention like it was in the 60's." Mayor Pro Tem Dunton knew that they had to invest in public safety to keep up with the changing times and to meet the new challenges ahead. "I knew how much Public Safety impacts Economic Development. If we were going to revitalize Bellflower, we needed to get rid of the blight and enhance our Public Safety."

"Promoting Public Safety encouraged businesses to invest in Bellflower, which increased our revenues and enabled us to funnel even more dollars towards Public Safety and development. We continued working on our plan and today we have a downtown that is thriving. In 2023 we had our best financial year breaking the previous 2022 record, by approximately 10 million.

Mayor Pro Tem Dunton supports a blending of prevention and intervention programs. "It seems society is changing faster than society can get a handle on public safety. We can get more prevention and intervention done with our special assignment deputies rather than reaction to something that has already happened. Prevention needs to start in elementary schools. I remember growing up and the Sky Knight Sheriff's helicopter would visit at our school, and we learned to stay away from drugs in the 5th grade from the deputies who visited our classrooms."

I have always been an advocate for public safety during my five terms on the city council. We support our Deputies, and we appreciate the difficult job you do with dedication and professionalism.



*Ray Dunton*



# ALADS *Leads* A S S E S S M E N T

## TOP SCORING CAPTAINS



**NICOLE PALOMINO**

SOUTH LOS ANGELES STATION

5.0



**JABARI WILLIAMS**

ALTADENA STATION

5.0



**RICHARD B. CONTI**

NORWALK STATION

4.91





# ership

2 0 2 4

ENT S

The Association for Los Angeles Deputy Sheriffs conducts an annual survey of its deputies and district attorney investigators in an effort to evaluate their captains.

The survey is a key component in the Association's ongoing efforts to recognize outstanding leadership in the Sheriff's Department and District Attorney's Office.

The 2024 survey was conducted online in the month of February and the response from ALADS members was outstanding. Dozens of unit commanders were rated.

Seven Sheriff's Department and one District Attorney's Office captains were rated as "Outstanding" leaders of their units. Of those eight, three captains received the 2024 ALADS Award for Outstanding Leadership.

Of those three, two of the captains received perfect scores of 5.0.

Captain Nicole Palomino of the Sheriff's Department's South Los Angeles Station received a perfect score of 5.0. Captain Jabari Williams of the Sheriff's Department's Altadena Station also received a perfect score of 5.0. Captain Richard B. Conti of the Sheriff's Department's Norwalk Station received a near perfect score of 4.91. All three have helped provide outstanding public safety services for the communities they serve.

Thank you to all the ALADS members responding to this year's Leadership Assessment. The results are viewed by stakeholders across the county. Contract city officials routinely report their interest in the results. Likewise, ALADS members considering their next assignment now have a tool to help decide if their talents are best suited for a Sheriff's Department of DA Bureau of Investigations unit.

## LEADERSHIP ASSESSMENT LEGEND

★★★★★ OUTSTANDING 5.00-4.50

★★★★ VERY GOOD 4.49-3.50

★★★ SATISFACTORY 3.49-2.50

★★ NEEDS IMPROVEMENT 2.49-1.50

★ UNSATISFACTORY 1.49-0.00



OUTSTANDING



**NICOLE PALOMINO** 5.0  
SOUTH LOS ANGELES STATION ★★★★★



**JABARI WILLIAMS** 5.0  
ALTADENA STATION ★★★★★



**RICHARD B. CONTI** 4.91  
NORWALK STATION ★★★★★



**CARLOS VILLAMAYOR** 4.83  
FRAUD & CORRUPTION DIVISION ★★★★★



**DANIEL HOLGUIN** 4.80  
LAKEWOOD STATION ★★★★★



**BRANDON DEAN** 4.64  
EAST LOS ANGELES STATION - OPERATIONS ★★★★★



**CYNTHIA BEARSE** 4.55  
TWIN TOWER CORRECTIONAL FACILITY - SECURITY ★★★★★



**ISRAEL RENTERIA** 4.50  
COMMUNITY COLLEGE BUREAU ★★★★★



**ROBERT HAHNLEIN** 4.38  
CRESCENTA VALLEY STATION ★★★★★



**GLENN I. EMERY** 4.30  
INDUSTRY STATION ★★★★★



**RICHARD RUIZ** 4.27  
SPECIAL VICTIMS BUREAU ★★★★★



**CHARLES CALDERARO** 4.25  
FRAUD & CYBER CRIMES BUREAU ★★★★★



**ANDREW MEYER** 4.22  
HOMICIDE BUREAU ★★★★★

VERY GOOD



**MELVIN JOSEPH** 4.21  
TRAINING BUREAU ★★★★★



**JENNIFER SEETOO** 4.20  
MALIBU / LOST HILLS STATION ★★★★★



**MICHAEL SHAW** 4.15  
COURT SERVICES TRANSPORTATION BUREAU ★★★★★



**BLANCA AREVALO** 4.11  
AERO BUREAU ★★★★★



**GLENN D. WALSH** 4.07  
NARCOTICS BUREAU ★★★★★



**ANGELA GONZALEZ** 4.00  
COUNTY SERVICES BUREAU ★★★★★



**JOSHUA A. BARDON** 3.88  
PALMDALE STATION - OPERATIONS ★★★★★



**CHRISTINA R. BAKER** 3.71  
COURT SERVICES BUREAU - EAST ★★★★★



**WILLIAM MOULDER** 3.67  
WEST HOLLYWOOD STATION ★★★★★



**GEOFFREY R. DEEDRICK** 3.67  
COMMUNITY PARTNERSHIPS BUREAU ★★★★★












**OSCAR BARRAGAN** 3.55  
SPECIAL ENFORCEMENT BUREAU ★★★★★





VERY GOOD







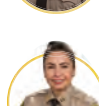


# LEADERSHIP ASSESSMENTS



S A T I S F A C T O R Y		<b>JASON SCHREINER</b> NORTH COUNTY CORRECTIONAL FACILITY – ADMINISTRATIVE	3.40 ★★★★★
		<b>DERYL WALKER II</b> MEN'S CENTRAL JAIL – SECURITY	3.33 ★★★★★
		<b>ROBERT JONES</b> OPERATION SAFE STREETS BUREAU	3.33 ★★★★★
		<b>ROEL GARCIA</b> INMATE RECEPTION CENTER	3.18 ★★★★★
		<b>DAMON A. JONES</b> CARSON STATION	3.13 ★★★★★
		<b>STEVEN TOUSEY</b> WALNUT / DIAMOND BAR STATION	3.00 ★★★★★
		<b>STEVEN C. RUIZ</b> MAJOR CRIMES BUREAU	2.86 ★★★★★
		<b>RONALD SHAFFER</b> PITCHESS DETENTION CENTER, NORTH FACILITY	2.75 ★★★★★
N E E D S I M P R O V E M E N T		<b>ABI BEN-SAHILE</b> METROLINK BUREAU	2.60 ★★★★★

N E E D S I M P R O V E M E N T		<b>WALID ASHRAFANIA</b> SAN DIMAS STATION	2.33 ★★★★★
		<b>DRU E. STRONG</b> CERRITOS STATION	2.29 ★★★★★
		<b>JORGE MEZA</b> TEMPLE STATION	2.28 ★★★★★
		<b>JOSEPH FENDER</b> LANCASTER STATION – ADMINISTRATIVE	2.14 ★★★★★

N E E D S I M P R O V E M E N T		<b>EDMUNDO TORRES</b> CENTURY STATION	2.14 ★★★★★
		<b>JUSTIN DIEZ</b> SANTA CLARITA VALLEY STATION	2.06 ★★★★★
		<b>SHAWN KEHOE</b> TRANSIT SERVICES BUREAU	2.00 ★★★★★
		<b>KEITH HARRISON</b> MARINA DEL REY STATION	1.78 ★★★★★
		<b>TERRENCE BELL</b> COMPTON STATION	1.50 ★★★★★
U N S A T I S F A C T O R Y		<b>JACQUELINE SANCHEZ</b> PITCHESS DETENTION CENTER, SOUTH FACILITY	1.32 ★★★★★
		<b>LORENA RODRIGUEZ</b> CENTURY REGIONAL DETENTION FACILITY	1.24 ★★★★★

## LEADERSHIP ASSESSMENT LEGEND

★★★★★ OUTSTANDING 5.00-4.50

★★★★★ VERY GOOD 4.49-3.50

★★★★ SATISFACTORY 3.49-2.50

★★★ NEEDS IMPROVEMENT 2.49-1.50

★ UNSATISFACTORY 1.49-0.00



# OUTSTANDING



**NICOLE PALOMINO** **5.00**

**SOUTH LOS ANGELES STATION** ★★★★★

**Comments:** Firm but fair, selfless, hardworking captain who has a deep respect for the station's history and traditions. Captain Palomino will stick her neck out for her deputies. Finally, a captain who is not faking her support. Has an open line of communication between herself and the line. Gives deputies the motivation to go out and do the work. Captain Palomino was exactly what South Los Angeles Station needed. She cares deeply for all deputies that work at the station and she supports proactive police work.

**Recommendations:** Continue supporting our proactive approach. Thank you! Keep on allowing the line to work without being on eggshells.



**JABARI WILLIAMS** **5.00**

**ALTADENA STATION** ★★★★★

**Comments:** Still the best Captain in the Country. His door is always open and is a straight shooter. His honesty is his greatest strength; will sit down with you and let you know what is coming from above, the good, the bad and ugly. Troops will follow him anywhere he chose to work. Captain Williams is a great person. He's down to earth and very approachable. Captain Williams is an amazing leader. He looks out for his deputies and ensures they are in the best position to succeed. He has helped create a great relationship between the city and deputy personnel.

**Recommendations:** More bodies. More staffing. We are a small station, but we need more people on the line. I understand LA county is short everywhere, but expanding our stations personnel would help.



## OUTSTANDING

4.91

RICHARD B. CONTI



NORWALK STATION



**Comments:** Finally, we have a captain that actually cares about his deputies. If he says he's going to look into something he actually does. He's very approachable and cares. Its been a long time coming for our station of captains and acting captains who were just there for themselves. Our Captain is a great leader! Always supports his staff and makes the work place a great environment. Captain Conti has shown amazing leadership since taking over Norwalk station. He treats everyone with respect and kindness. He is involved in all station activities and events in the community. Captain Conti represents what leadership in the department should be.

**Recommendations:** We are so shorthanded. That's department-wide. Less SAO deputies and more bodies working the line on a consistent basis.

4.83

CARLOS VILLAMAYOR



FRAUD &amp; CORRUPTION DIVISION



**Comments:** Captain Villamayor ensures that we have all the resources needed to do the job. He is about the mission as opposed to the optics. Captain Villamayor gets it. He has figured out a way to supervise folks, get them what they need to be successful and be supportive. He is by far the best Captain in the Bureau. He has no agenda and is genuine. Captain Villamayor genuinely cares about his people. He takes the time to be visible, available, and is transparent. He knows we are all human beings and not numbers, and he treats us that way.

**Recommendations:**

None.



# OUTSTANDING



**DANIEL HOLGUIN**

**4.80**

**LAKEWOOD STATION**



**Comments:**

Morale has never been this great at Lakewood Station in the past several years. Very proud to work for a leader who genuinely cares and supports his deputies! Always keeps Deputies in the loop and ensures Supervisors pass down what we need to know. Shows respect to his line personnel and will actually help if someone needs it. He's always asking what's needed on the line and genuinely listens, even showing up for briefings to let us know any new events. Honest leader who will always follow up with his word. Caring towards his work, the deputies at his station, and in the cities that Lakewood serves.

**Recommendations:**

Get the city of Lakewood to replace Southwest Patrol security services with additional ALPR cameras. Add cameras to LKD mall corner intersections covering all 4 directions of travel (instead of 2). Secondary hits will allow for narrowed search area. The station as a whole needs more deputies and radio cars. The deputies we do have walk around the station looking for radio cars to start their shift. We need more line Deputies.



**BRANDON DEAN**

**4.64**

**EAST LOS ANGELES STATION - OPERATIONS**



**Comments:**

Great leader, tells it how it is and supports his troops best he can. Has shown us he is there to support, encourage and lead our station in a positive and strong direction. Has gained the trust of the troops on the line and has boosted moral overall. Hands down THE BEST Captain East LA has had in years. Captain Dean is involved, communicative and on the front line of any issue. He is not afraid to be a real leader and his experience shows. He is well respected in the station and approachable. 10/10 across the board for Captain Dean. Great captain and perfect person to lead a busy station like East Los Angeles.

**Recommendations:**

Acknowledging that we are understaffed, the following would help the line:

- 1: Designated East LA MET vehicle that's available.
- 2: 415E only car Friday and Saturday nights in the north end.
- 3: Designated SCAR/SEARS Deputies We need Deputies!! That's more of the department job! NOT our Captains! Don't stop what you are doing. You are leaving a great example for the next Captain and leaving the bar real high.



## OUTSTANDING

4.55

CYNTHIA BEARSE



TWIN TOWERS CORRECTIONAL FACILITY - SECURITY



**Comments:** She cares to listen to her line staff when they have an issue.- Captain Bearse backs her Deputies and line staff. Couldn't ask for a better Captain. She greets staff at the entrance and makes it a point to get to know people. She goes above and beyond for the Entire facility. She even ran leg 20 at B2V in last year in memory of husband that had just passed. Nothing but the utmost respect for Captain Bearse. Captain Bearse has the best positive attitude toward her Employees /Team. She supports her Employees/Team and very pleasant, approachable and has much concern for the operations of her unit. I don't think I have ever through-out my career on the Department had a captain who has and shows so much supports and concern to motivate and encourage people

**Recommendations:** Mental health support for dept members.

4.50

ISRAEL RENTERIA



COMMUNITY COLLEGE BUREAU



**Comments:** Captain Renteria actually listens to his people and implements what they say into practice. Always does right by his people and is actually approachable. Great Captain and mentor. College Bureau is fortunate to have Captain Renteria, he is a breath of fresh air. We're not receiving as many cooky requests from the school administrators. Very friendly and easy to talk to. Approachable and very down to earth. Interacts with all of his staff.

**Recommendations:** He's very friendly and approachable, but he is the supervisor and needs to discipline when it's required, otherwise the hard-working people that do things right to not get in trouble will be very discouraged. What's the point in following the rules and doing the job when others are allowed to slack off and screw up without consequences? We need a better contract, one that will have additional deputies or security officers at the campuses.



VERY GOOD



ROBERT HAHNLEIN

4.38

CRESCENTA VALLEY STATION

**Comments:**

Captain Hahnlein cares about his deputies. He has an open-door policy and goes out of his way to connect with everyone. He has a bit of an old school mentality but is mindful of the changing times. He supports his deputies and appears to have our back. Appears to have little knowledge of goings-on at the station. Station is micromanaged by operations. Scheduling does whatever they want despite poor morale. All the competent hardworking personnel both sworn and civilian jumping ship fast. This is a sinking ship with no leadership and only whining supervisors who denigrate their subordinates. Captain Hahnlein is an excellent captain who is supportive of his deputies. He is easy to speak with and shares his opinions, experiences and expectations for the deputies. He's been the best captain I've had in my young career. Great leader very approachable and cares about his troops. The best captain I have ever worked for.

**Recommendations:**

The station is small with minimal field deployment. Please advocate for a 3rd unit or overlap car for the contract city instead of always relying on the county side to constantly cover the city. The approach of always do more with less is not safe and creates resentment to working in the city. Captain has done a tremendous job at trying to gather additional resources to aid the station and deputies in regards to public safety.



GLENN I. EMERY

4.30

INDUSTRY STATION

**Comments:**

Capt. Emery does whatever he can for the troops. He is constantly moving and looking out for the troops. Capt. Emery has a true open-door policy and anyone can go in and talk to him at any time. He is trying hard, but I think the job is overwhelming for him. The station is literally falling apart! The station paint is peeling off the walls. Our Captain is very informative and cares about our patrol line deputy's. His open-door policy is always welcomed and is very easily approachable. Overall, he's a good Captain for Industry Station.

**Recommendations:**

The training office at Industry Sheriff station needs to be replaced. The training of new deputies should be held to a higher standard, not to a minimum. This will be efficient for the purposes of public safety. Recommend a higher accountability for special teams. Look at your line supervisors. They are leading by example. New Sergeants stay in the civilian attire half the shift, they allow line personnel to start their shifts late and leave early. Hold your line supervisors accountable.



VERY GOOD

4.27

RICHARD RUIZ



SPECIAL VICTIMS BUREAU



**Comments:** Captain Ruiz has been a wonderful asset to Special Victims. He has been at the Bureau for over 15 years, as a detective to Sergeant to LT to now Captain. He's the best choice for us as Captain. He's also a great and kind person. Thank you sir! He is the only captain that has worked SVB at every rank. He knows the job and the demands. He cares about his detectives. SVB carries a high caseload and are tasked with other responsibilities, roll outs, on call, carping etc... would like to see more support from capt and operations staff/ less pressure to close cases so quickly.

### **Recommendations:**

Provide more staffing. All teams run at half or below staff which put more pressure on the detectives.

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# VERY GOOD



### CHARLES CALDERARO

4.25

**FRAUD & CYBER CRIMES BUREAU**



**Comments:** Captain Calderaro has always made himself available for detectives assigned to FCCB. He seems to genuinely care about the people under his command. He understands the complexity of the investigations and provides the necessary support needed to investigate our cases. Excellent Captain. Takes time to visit his people and talks to everyone. Capt. Calderaro is an amazing person. I feel that he cares for his personnel. He is always making sure that we have the necessary tools to complete our mission/assignment. He is friendly and encouraging, and nice to have around. Captain tells you something and does the opposite.

**Recommendations:**

None.



### ANDREW MEYER

4.22

**HOMICIDE BUREAU**



**Comments:** He relies on the Acting Chief to make his decisions for him. His operations staff is a complete disaster. He does not fight for his personnel. Captain Meyer is an outstanding leader. Homicide Bureau has never been better. Andy looks after his people and is genuinely concerned for their wellbeing. He listens to what seasoned investigators have to say and takes their input seriously. He needs to figure out the internal money issues between the bureau and division. It's been a problem and never gets better.

**Recommendations:**

Fight for justice of murder victims and their families and not worry about the Sheriff and his need for public perception. Solve the fiscal issues between the bureau and division. Informants working on credit is unprofessional as it gets.



VERY GOOD

4.21

MELVIN JOSEPH



TRAINING BUREAU



**Comments:** Captain Joseph is humble and never forgets where he came from. He puts his Deputies first and is genuine when it comes to personal matters. When there is an issue he approaches it with an open mind. Takes account all sides and is not quick to make decisions. He is fair and an asset to Training Bureau. A/Capt. Joseph is doing a very good job in my opinion. He doesn't worry about the small things but prioritizes his deputies. Just began as an acting captain and so far he is doing an ok job. Did have a personal conversation with him and was funny, pleasant and personable. Like a deputy.

**Recommendations:** Visit all the training units, introduce yourself. Ask what we need of you regarding physical or moral support. Let us know what your expectations are. See what we do on a daily basis. We don't just sit in cubicles behind a computer. We are a "hands on" unit, meaning we are face to face with people and we are always input in the element. Don't succumb to the pressures of outside forces trying to change things for the worse. Keep stress in the academy, it's why we are the best. Keep supporting your men and women here at the training bureau. We all believe in the mission here and anything you can do to support that is appreciated.

4.20

JENNIFER SEETOO



MALIBU/LOST HILLS STATION



**Comments:** Very personable, has an open-door policy. Station morale is better because of her. She is the best captain. She's professional and kind. Captain Seetoo is very approachable. She cares about her LHS Family. Cares about both the community and deputies. Definitely the most pro-deputy captain I have worked for. Our Captain is exemplary. She is continuously leading her Deputies with Empowerment, Accountability, and the ability to relate to her staff on any level.

**Recommendations:** We've had quite a few fatalities on PCH and she's engaged with the residents from Malibu to improve the roadway. Get more personnel as we are short-staffed at the station. Department issue, not necessarily a captain issue. Not only this captain, but all captains, stop accepting more contracts than what we are capable of handling. We are short-staffed, working forced overtime, and while they are at home signing more contracts we are losing families and our mental health.

# VERY GOOD



## MICHAEL SHAW

4.15

**COURT SERVICES TRANSPORTATION BUREAU**



**Comments:**

Captain Shaw is a visible Captain with an open-door policy. He keeps his troop informed and has the Bureau's best interest in mind. Captain spoke direct to personnel, and unlike other Captains I have had was taking all questions and going to bat for his personnel. Rarely seen. Hasn't done much about the bus shortage issues. Isn't involved in unit affairs. Let's his Sgts. do as they please which is not helping with unit morale. He always takes the time to speak with Deputies. Very approachable and listens. For me it's motivating. We are going to go through some changes at TST and instead of just making them, he went to the people who do and have done the work to find the best way of making those changes. I think he has done a great job as a Captain. He is very approachable and is willing to lend an ear. He has fought for the unit regarding the lack of buses and being able to transport inmates.

**Recommendations:**

I think he's doing the best he can with what he has available to him. Interact with your deputies a lot more. Supervise your Sgts. who are more interested in petty issues like holding the sign out sheets hostage until end of shift. Push to not choose the lowest bidder when it comes to the company hired to fix our county buses, but a company who can deliver and show results.



## BLANCA AREVALO

4.11

**AERO BUREAU**



**Comments:**

Capt. Arevalo continues to be an asset to Aero Bureau. She actually cares about the unit and her personnel. She knows what is right and wrong. She wants to be everyone's friend, not a leader. She micromanages instead of trusting the sergeants and deputies. There's no discipline in the unit and deputies do whatever they want to with little consequence. She doesn't allow questioning; it has to be her way or no way. She got a Sergeant ROD'd and is proud of it. Despite the constant nonsensical actions and directives forced on our unit by the division chief, our captain continues to fight for what's best for our unit which is ultimately best for the department. The leaders in the department have someone running the division that has lost touch with reality and common sense solutions.

**Recommendations:**

ALLOW US TO DEPLOY FROM BRACKET!! When down for weather in LB, an airship could launch out of Bracket and be 10-8! We hate saying we're down for weather, knowing weather in La Verne is great. Ground units and the citizens of LA county need us! Hold your Carson peeps to the same standard as everyone. They're not flying as much as they should. Listen to your employees, both sworn and civilian. We've been doing this for years just fine. You turned a lot of things upside down in your short time here.



VERY GOOD

4.07

GLENN D. WALSH



NARCOTICS BUREAU



**Comments:** He genuinely cares about his detectives and his staff. He has been a great captain at narcotics bureau and works hard in getting detectives the tools they need to complete the tasks at hand. Captain Walsh is a newly promoted captain however he brings a wealth of knowledge and experience to the job. It is expected he will continue to maintain and make improvements to make narcotics bureau a great place to work. Captain Walsh is the smartest guy in the room, just ask him and he'll tell you how awesome he is. Only thing keeping morale from completely sinking is the Ops. staff that was brought in by former Captain. Captain Walsh has a passion for Narcotics, his Leadership and knowledge is invaluable to the Narcotics Bureau. He leads by example and knows how to lead a Bureau. He has been at Narcotics at every rank, which has earned our respect. This is how a Bureau should operate, with leaders having the knowledge of the job to and skills to supervise.

**Recommendations:** I hope and pray that Captain Walsh continues to do what he is doing so Narcotics Bureau can continue to be the successful unit it has been. Hold supervisors accountable for poor performance of detectives. Monitor stats, see who's working and who's not. Know these people and move them to the correct spots. Challenge coveted training.

4.00

ANGELA GONZALEZ



COUNTY SERVICES BUREAU



**Comments:** I appreciate her newsletters. I wish she would run the Baker to Vegas race with her CSB team. It's rare to agree with anyone about everything. And there are some things I'm not a fan of. But she's such a genuinely good person, leader, and what feels almost like a partner, that I'm okay looking past those minor things. I appreciate her as our captain. Though I'll respect her desire to move on one day, I'll be disappointed then too. I have not had a Captain who demonstrates better leadership and care for her deputies.

**Recommendations:** Recruiting needs to do a better job. Not many applicants.

# VERY GOOD



### JOSHUA A. BARDON

3.88

**PALMDALE STATION - OPERATIONS**



**Comments:** Captain Bardon has taken over the station at a very volatile time. He's brought trust and stability back to the station. Captain Bardon is present and visible amongst his deputies. He regularly walks throughout the station and engages with personnel. Keep up the good work! Doesn't appear to have concern for deputies being over worked, exhausted, and run down. We need more line deputies to shoulder the burden. Complains about response times, but he does nothing to assist with the drafting on our RDO's and the fact that we are exhausted. In the immediate aftermath of Clink's murder, Bardon proved himself to be the right man for the job. He's a boy's boy, he's political, and has his own agenda, but he's sympathetic to and in tune with the open wounds the station still has following a tough year.

**Recommendations:** Continue listening to the public and deputies. He has consistently shortened response time. Lower mandatory overtime, ensure staffing is full regularly, and continue to support your deputies. Keep an eye on scheduling. In-services are being approved with skeleton crews and by people getting drafted over and over while others skate by with less than the minimum required overtime.



### CHRISTINA R. BAKER

3.71

**COURT SERVICES BUREAU - EAST**



**Comments:** Captain means well and is caring, but does have terrible sergeants. Our Captain is great, considering the large amount of courts she covers, she still makes time to get to know her supervisors and troops. She is proactive, firm but fair. Makes sure we are all getting our jobs done right and makes sure we are all caught up on training and understanding policies. Our department needs more leaders like Captain Baker.

**Recommendations:** Moral support to deputies. Get involved to help cover the staffing shortage. Keep promoting and run for Sheriff. Get to know the issues affecting the bureau. Talk to line personnel, understand the deputies prospective not just side with admin, who are sometimes so disconnected with the reality of the day to day operations.



VERY GOOD

3.67

WILLIAM MOULDER



WEST HOLLYWOOD STATION



**Comments:** Great leader. I've worked for several different Captains and Captain Moulder has been by far the best Captain I've had the honor to work for. Captain Moulder is very approachable, hands on, and shows respect for the deputies. Great captain. He only cares about his teams. They are composed of little to no experience. Training program, teams, office deputy spots are a joke. He never shows up to briefings. Does not hold some TO's accountable. Command staff seem to be the acting captains. Station morale is down. There is a strong sense of hopelessness and people wanting to leave. Captain is a great guy who genuinely cares about his station. But it seems as though he only shows face when it comes time to please the city. It would be nice for him to ask his deputies what they need instead of allowing his Ops. Lt. to run the station however he wants.

**Recommendations:** The only recommendation I have for Captain Moulder is to be more involved with the decisions made by ops and training and scheduling. Re-evaluate your non-line assignments. Stop letting your command staff make major decisions for you because that's the sentiment amongst the line. Step out of your office, talk to the line, ask what needs improvement, attend briefing, be fair in giving deputies positions, not let command staff choose their favorites. Changes are needed with who and how the station is ran. Morale is low due to constant write ups and no counseling. No TOs on Dayshift or overlap cars? Zero promotions to TO since the list came out last year? This station used to be a great place to work but people are looking for a way out. The deputies and city deserve better.

3.67

GEOFFREY R. DEEDRICK



COMMUNITY PARTNERSHIP BUREAU



**Comments:** The captain has been involved more in our unit than in previous. He seems to be taking past concerns into consideration. Very humble and easy to talk to. Encourages a positive working environment. If you're on the HOST he is an excellent Captain, but the rest of the Bureau he tends to forget. Captain Deedrick sent an email out months ago telling MET he would eventually meet all of us. I have yet to see him in the north MET office. I've heard he is an amazing person to work for. Would be meaningful for some of the deputies to be able to actually meet the captain and hear about what is going on behind the scenes.

**Recommendations:** Treat the whole bureau as HOST and get out and see the rest of your teams. A few of our Sergeants seem to be on their own program with little to no accountability while the line staff is working hard to better the unit. It would be nice to see a little tighter ship.

# VERY GOOD



### OSCAR BARRAGAN

3.55

**SPECIAL ENFORCEMENT BUREAU**



**Comments:** Captain Barragan wants to do well. And does mean well towards his staff. Unfortunately, he folds to the pressure above. His choices for lieutenants and sergeants have left room for improvement. All lack operational experience and don't have the backbone for today's intense scrutiny on our profession. Captain Barragan does a great job balancing all the details under the SEB umbrella, unfortunately a higher up executive pushes his agenda on daily operations. Never worked a unit where top exec. meddles or is seen at the unit on a daily. Let the captain and his command staff do their job. Doing good with the hand he has been dealt. Has definitely made changes to better the bureau.

**Recommendations:** Allow the captain to bring more bodies to SEB, spin up time for some of the details is over a year to train personnel. We know the department is short, SEB is very specialized and requires more and constant training. Leave schedules alone. They have worked for decades before him and his attempt to change them causes issues he refuses to acknowledge. 2. Be open to suggestions from your subordinates, especially those who have better knowledge of the tasks to be completed. 3. Stop using the bureau members as your political boost in an attempt to be promoted.

# SATISFACTORY



### JASON SCHREINER

3.40

**NORTH COUNTY CORRECTIONAL FACILITY - ADMINISTRATIVE**



**Comments:** Straight shooter. Holds a couple briefings a year expressing sympathy for overworked staff...but ultimately nothing is done to remedy contributing factors. He has been honest and upfront with most things going on. That said, when the ODR was removed from Early Morning shift we have heard nothing from the command staff. It is unfair to say "We brought back ODR so I hope that is helping moral," then say and do nothing when it is removed from a whole shift.

**Recommendations:** More staffing but unfortunately that is out of his control. 12's with RDO's could help with the shortages and morale. Something needs to be done so that employees aren't forced to work 8-12 spots of overtime every month. People are exhausted, burnt out, it's causing issues in home lives and with people's health.



## SATISFACTORY

3.33

DERYL WALKER II



MEN'S CENTRAL JAIL - SECURITY



**Comments:** CJ is getting worse and worse for officer safety, we care more about the inmates and how they can live better here. He's doing what he can with the resources available. He's doing what he can with the resources available.

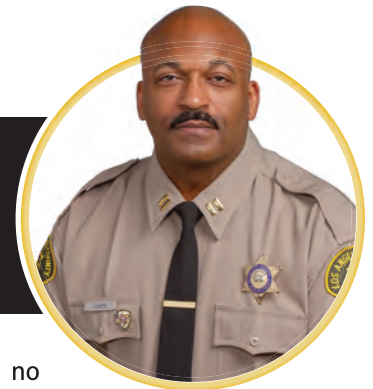
**Recommendations:** From the top (8th floor) should stay as a recommendations. We need our Captain to look out for the best interests of our men and women at MC who work hard to provide safety and security to the facility. The people up top is why morale is down and can't retain our staff. We definitely need more personal and less mandatory overtime. All of our deputies are getting overworked!

3.33

ROBERT JONES



OPERATION "SAFE STREETS" BUREAU



**Comments:** Captain Jones runs a good unit however, he brings in Lieutenants with no detective experience that have no business correcting search warrants. There is no uniformity within the bureau when it comes to standard paperwork. Lieutenants prolong the time it takes to have an operation approved due to them wanting to continuously add their own preference. Capt. Jones is a good dude. He cares about the troops and he knows how to serve OSS because he's been in our shoes. Work on improving your speeches and you will rise to Outstanding. In my opinion, his good qualities are he is personal, genuine, and cares for his line and support staff. Negative qualities he is moody and stresses over mundane compliance reports. Overly cautious by limiting Detective's work production, by putting down warrants that in the past would be approved. Overall, he has a "Very Good" rating.

**Recommendations:** Though these surveys can be very subjective in today's climate. There are too many outside factors to truly evaluate a Captain's true "Leadership" qualities. Taking in consideration his command staff, the political climate and (Captain Jones) aspirations to promote. It is very evident he walks the political tight rope towards promotion. More personnel would help. It always seems like teams are overworked and then it gets worse. Leads to burn out and people deciding to go elsewhere.

### SATISFACTORY



ROEL GARCIA

3.18

INMATE RECEPTION CENTER



**Comments:** Only see him when during "lawsuit" tours. And, even then, he looks grumpy. Captain Garcia holds every rank accountable, and resolves any inefficiency directly at its source. An extremely supportive leader.

**Recommendations:** It's ok to leave the office and see the storm that line personnel deal with. Take your bars off get your hands dirty like Captain Antuna used to do once in a while. Overall a good job. ??? but would like to see our Captain fight for us deputies more against the 8th floor who just wants to punish us.



DAMON A. JONES

3.13

CARSON STATION



**Comments:** I wish the captain had more control of the station. He needs to set a tone for the station because there are too many people taking lead instead of him. Captain Jones always attempts to do right by his Deputies. Seems to genuinely care about his staff, his station, and the community we serve. The unwillingness to handle line issues at Carson Station for an extended period of time has caused even lower morale. Captain Jones needs to take the reins of Carson in his hands not let other lieutenants drive the station morale slowly into the ground. He is either oblivious to blatant issues at the station or simply does not care. Carson station is full of amazing deputies however its current flaccid leadership is driving morale down to an all-time low.

**Recommendations:** Need more deputies. Our city continues to grow with new apartment units/ mini communities, with no extra deputies supplied. Our county area has grown with more homeless and mental health people roaming the streets who were released from Harbor Hospital at which point become long-term issues for the nearby Carson businesses and residents. Captain Jones needs to personally take active measures to improve morale at the station by overseeing the two most aggravating areas talked about by the majority of deputies at Carson. Training and scheduling and operations. Deputies should receive fair treatment from both. Additionally, deputies should be sent to training more by T&S.



## SATISFACTORY

3.00

STEVEN TOUSEY



WALNUT/DIAMOND BAR STATION



**Comments:** Steve has always been a solid captain. He is fair, approachable and cares about the station. Leadership beneath him is lacking. Need to be more involved with personnel. Too focused on fundraising and generating income for station. Does not commend deputies for doing extra work. Does not hold the lazy accountable. Does not show up to station events. Seems out of place. Station moral is down because the captain is lacking in leadership. Good work goes unnoticed. Positions filled by lazy people are not addressed. Captain Tousey is a solid leader. He is approachable and respectful with the line. He listens to the concerns of the line deputies. Our quality of life is probably the best of any patrol station in the country. Captain Tousey seems to do his best to treat us well despite everything and everyone being out to get us.

**Recommendations:** Trust loyal personnel. Hold lazy accountable. Learn what each deputy does for station. Commend those that go above the normal job. Show up to events that represent the station. Personally thank those that make the station and department good. Keep supporting the SAO teams and encourage the line to make OBS arrest with the occasional commendation for moral. Give the line deputies a better schedule. 4/10 or at least have a schedule that rotates less.

2.86

STEVEN C. RUIZ



MAJOR CRIMES BUREAU



**Comments:** No Cars, No Cars. The elite Majors Teams are driving broken down 20-year-old surveillance vehicles with 180 thousand hard miles. These are not easy miles driving from home to the office and back they act as a second office to the major's detective due to the long hours. Capt. Ruiz has been IOD for about a year. His replacement, A/Capt. Rob Peacock is outstanding. Ruiz was a Villanueva plant who practically destroyed MCB. A/Capt. Peacock is a great leader who understands the bureau and bends over backwards to support our mission. We all hope he becomes our permanent Captain.

**Recommendations:** Major Crimes is suffering the consequences of the defund movement. MCB once had 3 Surveillance and Tactical Apprehension Teams. Now just 1. Violent crimes have spiked, everyone is carrying 3 times the case load of before and the most elite majors teams that go out and apprehend the worst of the worst don't even have surveillance cars to drive. Sad!

### SATISFACTORY



RONALD SHAFFER

2.75

PITCHESS DETENTION CENTER, NORTH FACILITY



**Comments:** I honestly don't think he is at the facility enough to really know what's going on and how unhappy the line is. He is a nice person and very approachable, however, he does not understand how things actually function. Always gives a political run around answer that doesn't address the question.

**Recommendations:** Take care of the people who are going above and beyond for him. Have focus and a plan to move forward and share the plan with the troops. Have an open line of communication from upper brass concerning retention, recruitment, and fleet management and convey the plan with his people. Talk to your deputies instead of the Lt., Sgt., and subordinates that doesn't show you how awful the current morale of the facility is.



ABI BEN-SAHILE

2.60

METROLINK BUREAU



**Comments:** Hold deputies accountable for not responding to assistance calls or back up. Dereliction of duty has no place out in the field for overall safety. Stop letting OG type deputies get away with toxic subcultural behavior. Listen to line staff who deserve to experience a supportive and healthy work culture. The captain never goes to our office to talk to Deputies about any issues that are related to Metrolink. The captain sent out an email saying that he would be moving into the office where Deputies come out from. The scheduling department has been a big issue and I think him making changes there would be a great way to get Deps. to follow his lead. He is completely disconnected from his patrol sergeants and deputies. Rarely see him at briefings. Captain Ben-Sahile has failed to show any type of leadership at his unit and is a poor example of a Captain. He has no clue how to effectively lead and motivate his deputies. It is apparent that his main concern is to keep the executives at Metrolink happy with no regard for the concerns of his deputies. He should be demoted as soon as possible.

**Recommendations:** Add the proper staff required for the safety of our partners and the public we serve. It's only a matter of time. Needs to add deputies to the line by doing away with ROW Team. Deputies going solo on trains without a partner, causing an officer safety issue. Be more involved in the day-to-day operations of the line deputies. Take some leadership classes and find some way to gain experience when it comes to police work.



## NEEDS IMPROVEMENT

2.33

WALID ASHRAFENIA



SAN DIMAS STATION



**Comments:** He's everywhere and in everything. Needs to let his people do their job at every level. I'll keep reiterating this man doesn't deserve any type of leadership role he is toxic and constantly creates a toxic work environment. He opens doors for gossip/favoritism. It's very sad and unfortunate he is still allowed to be in any type of leadership role and all the complaints fall on deaf ears for the past couple of years.

**Recommendations:** He needs to be reassigned to another place he is way too comfortable at this station and living in the RD doesn't help. Rubbing elbows with the city council members creates very bias management and it's time for him to move on and get retrained. Staffing. It's ridiculous some patrol stations in our division have zero OT mandates but we have numerous spots. Tackle that problem and everything else will settle itself out. We need more people, period.

2.29

DRU E. STRONG



CERRITOS STATION



**Comments:** The deputies at Cerritos station feel there is no support from Captain Strong. The station morale is extremely low. The deputies amongst themselves try to uphold morale and make positive changes within the station, however supervisors do not support any decisions. The captain is not present w/ the deputies on the line. We are very discouraged to work. Captain Strong makes it evident that he does not care about Cerritos Station, nor his deputies. He has minimal communication with personnel, and when he does, it is in a negative light. Captain Strong and his operations staff have frequently sided with city staff and local businesses over his own deputies. Deputy morale is at an all-time low. The captain lacks leadership and does not care about the deputies at the station. The captain gets told by city officials, particularly the Public Safety Manager how they want us (Deputies) to do our job. The station is run by the Operations Sergeant who operates on emotion and ever since he has been there station morale is at an all-time low.

**Recommendations:** Be a leader who leads by example. Support the boots on the ground, there are a lot of good line deputies who go work and want to work. Do not let your operation supervisors dictate how they want things done. Rather listen to the deputies and take their suggestions. Lastly, our (deputies) safety is paramount so we need more personnel. Back your deputies so they can be confident in their police work. Restructure your operations staff so deputies actually want to come to work without fear of retaliation from emotional supervisor(s).

### NEEDS IMPROVEMENT



JORGE MEZA

2.28

TEMPLE STATION



**Comments:** Captain just got promoted, he is still trying to fill some huge boots from our two great Captains. He is making some quick decisions that affect the morale of the deputies. He is huge on micro-managing everything. But overall, he has a good heart and is very passionate about the station. It's very simple, Captain Meza has his favorites. Unfortunately, if you are not one of them you will never be on a special team or be anything other than a line deputy. Openings for specialized teams are never announced and deputies just slide into those positions. Mandatory overtime but his operation deputy doesn't ever C.A.R.P. or work any overtime. Captain Meza is a poor leader who micromanages everything/everyone. He doesn't trust his personnel to handle day-to-day operations. He doesn't benefit anyone at the station on all ranks. If you're not on his short A list of people, you have nothing coming. He doesn't care about fairness & seniority. Then he wonders why people are transferring out!

**Recommendations:** Captain Meza just needs to be fair with all his deputies and supervising staff. With the community he does well, he is very involved in the city events. Put all personnel first, not just your favorite ones. Be fair to all, don't say and promise one thing. Then turn around and do the opposite! There's no leadership from Captain Meza, which his personnel are seeking other places to go to! Fairness, supervision but not micromanagement. Create better camaraderie among the deputies and not division by treating everyone the same.



JOSEPH FENDER

2.14

LANCASTER STATION - ADMINISTRATIVE



**Comments:** Captain Fender had a bad reputation coming into Lancaster Station. He supports proactive cops and hard workers. He seems to be pretty reasonable when it comes to discipline. Our station has lost its lack of structure and Fender is trying to work. Fighting small battles is tough right now but our station needs more structure. Leadership lacks from both captains which affects morale and is the reason why morale is so low. Seems like nothing is good enough and every talk we get it's something that we have to do better. A leader leads by example not by demanding respect because of a position. One Captain is running the station while the other sits quiet. Captain Fender brought the moral of the Lancaster Station at an all-time low. He doesn't hesitate to throw deputies under the bus and refuses to acknowledge concerns within the station. During meetings with the line, he never once asked how we are doing. Many of my partners are highly considering transferring stations or lateraling departments. Got us basic needs (chairs), but morale is absolutely 0%. Putting cases on people for absolutely no reason, investigating deputies, and not showing Deputies they are supported. People are leaving, quitting, transferring, relieved of duty, and lateraling to other departments in record numbers.

**Recommendations:** Detective Bureau needs to be given time to investigate their cases. If I was the victim of a crime in Lancaster, I would be scared the case would not be investigated for months, if at all. There needs to be more proactiveness and it needs to be understood through the whole supervision staff at Lancaster that proactiveness is necessary. Request additional Deputies and resources here. We are bleeding. Stop caring so much about the little things like uniform, and shaving. These deputies are literally killing their bodies and their mental state for your station, and you want to attack those little things. And maybe try to humble yourself a bit.



## NEEDS IMPROVEMENT

2.14

EDMUNDO TORRES



CENTURY STATION



**Comments:** Not sure if he is aware of who is assigned to his station. Captain is good. His ops Lieutenants are making him look bad. You unfortunately are not a leader. You are a poor representative of Century Station and clearly don't understand how to motivate your deputies. Our stats and morale are a direct reflection of your leadership abilities. This affects no one more than the community we serve. He says he supports his Deputies when in reality he does not. His main focus should be on improving morale at the station instead of calling Deputies donkeys and threatening them with a "spanking". A change of leadership is needed.

1. Remains cooped up in his office
2. Places public community interest ahead of station problems
3. Does not value tenure or time at the station
4. Issues assignments based on favoritism instead of seniority or experience.

**Recommendations:** Work the line one day, walk in the shoes of patrol deputies and be present in the station. Show some compassion for the line. Support your deputies. We have enough to worry about on patrol. The last thing we need to worry about is what new policy violation we are going to take days off for. Encourage the line. The station can be saved, I'm just not sure you're the one to lead us there. Continue to advocate for hard working employees while providing correction for those who need the attention. Improve station conflicts or issues because attitude reflects leadership. When members of the station are valued, fairly disciplined, and given the ability to move about the station impartially will translate to public trust and treatment.

2.06

JUSTIN DIEZ



SANTA CLARITA VALLEY STATION



**Comments:** Praises morale and talks about raising it, but all he does is drag it through the mud all while disbanding teams and specialized units. Wants his deputies to bring in stats and sacrifice home life to do it. He has an open-door policy but if you walk through that open door you are likely to leave without your badge and gun. Only cares about himself. Always provides bad news at briefings. Doesn't care about morale. Only his self-image. Will gladly throw his deputies under the bus instead of backing them. Will not take recommendations from deputies. Capt. Diez has been a great asset to Santa Clarita. He has an open-door policy that is truly "open door". He continually walks through the Station asking for feedback and asking what he can do to help us. He has surrounded himself with a great staff. He is Band one on the Commanders list. Well Deserved but sad to lose him. Very nice and charismatic to your face. But he has his own opinions of each deputy at the station based solely on how their performance affects his own reputation. If you express an opinion or concern that doesn't align with his thinking, he'll burn you. Either now or the future because he holds grudges. We're all anxious for his departure.

**Recommendations:** Stop giving certain people a "soft landing" after their team or spot gets cancelled. Especially when they didn't earn the team spot in the first place. Draft supervisors instead of putting deputies to work Watch Sergeant. We need deputies on the line!!! Listen to deputies. Show you actually care and want to improve morale. Stand for your deputies. Provide better solutions to moral problems. Two letter rotation, more units assigned in the field to patrol. Some days we are so short it creates an extreme officer safety hazard. Stop advocating for yourselves and advocate for your deputies. We should not be the biggest sheriff's department in the world with equipment that would make Third World nation police departments look high-tech. It's embarrassing and just adds to the daily misery of this job.

### NEEDS IMPROVEMENT



SHAWN KEHOE

2.0

TRANSIT SERVICE BUREAU



**Comments:** Our captain bends over backwards for Metro and does not care about his line deputies. He mandates 10 spots of overtime when the max for patrol is 12. Instead of standing up for his deputies he gaslights them and makes it where the line is always in the wrong and gives metro whatever they want. He needs to change the unit to 4-10's. Needs to find a way to take better care of deputies, stop the enormous OT and bending to MTA. The captain failed to create a consistent culture of mentorship from the sergeants down towards the line. Professional mentoring and true performance coaching cannot be accomplished through email, unit orders, or applications. Deputies are treated inconsistently due to uncertain or insecure sergeants who leave their line with lack of direction. Doesn't show face and doesn't have our back. He lets MTA get their way and doesn't stand up for his deputies.

**Recommendations:** Encourage sergeants to build professional relationships with their line. Build trust with the line, and elevate those who exceed standards servicing metro mission. Set expectations to the sergeants to mentor their deputies who struggle to accomplish the mission. Privately admonish and correct individuals without dressing the whole unit down. Platform calls instead of train riding calls. If a deputy is on a platform he is visible to the public and multiple train operators in both directions opposed to two operators with a train ride. Any complaints/concerns can be addressed. Visibility is the goal, standing on the platform for the duration of 20-30 minutes would achieve this goal. Open up more spots on day shift instead of allowing it for overtime.



KEITH HARRISON

1.78

MARINA DEL REY STATION



**Comments:** Capt. Harrison is doing a decent job. I understand a lot of decisions are made with the direction of his superiors. Discipline is fair and fit the policy violation. He can improve with having more positive interactions with the line deputies. We don't want to only interact with him when discipline is being handed down or new policies are implemented. Station morale is at an all-time low. Deputies have no station pride. Capt. does nothing to try to improve it, write ups are coming down for everything and everyone. I was hoping to see a change after last year's review. It's exhausting and morale is still at a record breaking low under his leadership. Motivation is lacking. Marina Station is hanging on by a thread. Based on last year's poor reviews, you'd figure he'd use it as a motivational tool to do better but instead took it as a challenge to prove the reviews right. His reactions to last year's poor reviews have been almost childlike. Complaining by "joking" he scored poorly but never mentioning his concern that deputies feel this way. -5 out of 5 stars.

**Recommendations:** Instead of being in this position "for the money," how about being in this position to actually lead by example like how a true leader would. The money will be there and shouldn't be the focus. Also, work on strengthening your relationships with your station personnel. High morale equals better performance. Resign or stop throwing tantrums over what was said in last year's reviews and move forward with improvement.



## NEEDS IMPROVEMENT

1.5

TERRENCE BELL



COMPTON STATION



**Comments:** Literally BEGGING, unwilling to work trainees to get off training, with little, to no integrity, work ethic, or common sense. Favoring trainees over experienced deputies that keep this station glued together. It's a travesty on what this station has become. Leadership and morale begin from the top and should not be blamed on the deputies who are in the streets every day risking their lives to serve and protect.

**Recommendations:** Get your star(s) and move on. That's clearly more important than the safety of the deputies and the community. Some deputies are being forced to stay in patrol which leads to safety issues within the community. This truly needs to stop and be addressed, it's frightening.

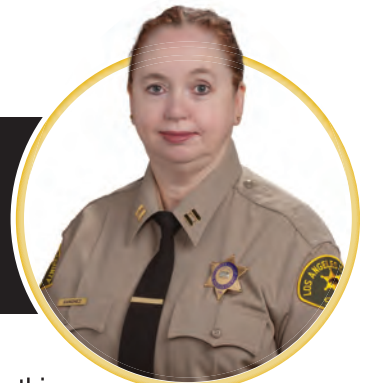
## UNSATISFACTORY

1.32

JACQUELINE SANCHEZ



PITCHESS DETENTION CENTER, SOUTH FACILITY



**Comments:** Leadership doesn't know how to run a facility. Letting ops lieutenant run the facility into the ground while she sits back and does nothing to fix major problems. More of the same this year from Captain Sanchez. She was rated the worst last year and nothing has changed. She is completely clueless as to what it takes to manage a facility. If I could choose an option below "unsatisfactory" I would, along with most of my partners at South. Same old story here. It's obvious she doesn't care. Our facility completed this assessment last year and our Captain was one of the ones at the very bottom, with some of the worst reviews, nothing ever came of the reviews and no changes were made. Everyone has still carried on as they were before last year's reviews. Working under Captain Sanchez has been a disappointing experience. The fact that crucial decisions have to pass through the operations lieutenant before any action is taken speaks volumes about the lack of autonomy and leadership from Captain Sanchez. Despite repeated cries for help from the team, it seems that our concerns have fallen on deaf ears. Nothing has changed. South is still run by a vindictive operations lieutenant. Same as last year. Always MIA with little to no changes happening. More people leaving as a result with a sinking ship going down faster and faster.

**Recommendations:** Quit, retire, or just go somewhere else and take the operations LT with you. Those 2 individuals are the reason everyone hates working at South facility now. The place ran perfectly fine before they showed up and it's been all downhill since. Stop favoritism, stop threatening staff with internal investigations when they're calling in sick to care for their child, stop keeping logs of staff when they make an error, teach your staff to be better by training and show you support them. STOP listening to your operations lieutenant, bring in a new scheduling team!! Get rid of operations lieutenant.

UNSATISFACTORY



LORENA RODRIGUEZ

1.24

CENTURY REGIONAL DETENTION FACILITY



**Comments:** Does not run the facility. Lets operation's Lieutenant and operation sergeant run the facility. Shows favoritism to only those they like. Constantly drafting and do nothing to address the short staff issues. Lt. Mullins's and Sgt. Kassabian are running the faculty to the ground. Captain Rodriguez genuinely hates all of her custody staff. The inmates have more privileges than we do as sworn staff. She has disregarded officer safety issues numerous times to give the inmates way more than they are entitled to. Inmates get Amazon fresh delivered, and she shut down our small snack store. CRDF is currently in a critical situation and is getting worse day by day. Morale is at an all-time low and also getting worse if that's even possible. The administrative command staff are oblivious and unaware of the true needs of the facility. They are focused on their own selfish agendas and don't care how their careless decisions impact anyone. Captain Rodriguez does not care about her staff at all. The decisions she has made to CRDF consistently put her staff in danger and has led to the lowest staff morale in years. She has stated she does not have an open-door policy and refuses to seek advice from established staff. The epitome of incompetent leadership and ego. She has no concern for officer safety in the facility. She recently moved two entire modules (2500 and 3700) from a regular module where the inmates are secured behind cells to an open dorm setting. The deputies are having difficulty controlling the inmates in the new setting and face a bigger officer safety concern since they are outnumbered.

**Recommendations:** Replace captain and operations staff. Make Deputies a priority again!!!! You focus on pleasing everyone except helping and looking out for your Deputies. Listen to line staff and their concerns. Step out of your office and take a proactive approach in fixing the problems in your facility. We invite all your command staff to come and really work the line and see how your decisions affect the daily lives of all your employees. Management from a camera lens is not the answers.



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...

**C A L L   A N Y T I M E   2 4 / 7**



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## Congratulations to RLS Trial Attorney Steven Alvarado for Winning Complete Acquittal for LASD Deputy Kevin Honea



Los Angeles Sheriff's Department Deputy Kevin Honea, was acquitted by a Los Angeles jury three years after he was accused of lying on the stand during a preliminary hearing. The testimony in question had clearly been a mistake – not a lie – and after approximately four hours of deliberation, a jury agreed.

Honea was on patrol in May of 2019 when he located and stopped a car connected to a felony robbery investigation.

A month later, Honea testified about his involvement in the stop. Due to the chaotic scene and the sheer quantity of property he and his colleagues recovered, Honea mistakenly testified that a stolen firearm came from a box in the front passenger seat, when it had actually come from a pillowcase in the trunk.

In May of 2021, nearly two years after Honea's testimony, the District Attorney's Office filed a felony complaint against Honea alleging a single count of perjury.

Evidence at Honea's trial made it clear that he never intentionally lied but rather was confused by the questioning during the preliminary hearing. The public defender, whose allegations spawned this fiasco, testified against Deputy Honea and noted she was not happy to be on the stand because she recognized that, "people make mistakes." Fortunately for Deputy Honea, mistakes are not perjury.

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When we are called upon to serve our clients they are often facing some of the most difficult challenges of their lives. We take pride in our repeated successes in support of the men and women of law enforcement. When you need the Ultimate Backup, you have the RLS team and dedicated lawyers like Steven Alvarado on call 24/7.

"My family and I would like to thank RLS and attorneys William Hadden and Steven Alvarado. Both lawyers provided excellent representation during both the administrative process as well as the long, arduous legal battle. Steven's knowledge and skill were apparent during trial, which ultimately led to a not guilty verdict. My family and I owe a great deal of gratitude to the RLS firm, its attorneys, and ALADS. From the onset of the case ALADS was always responsive and never hesitated or questioned using their resources to bring forth the best legal representation possible."

– Kevin Honea

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# Congratulations

—TO EVERYONE WHO COMPETED

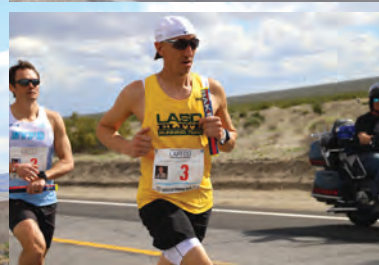
**IN THE 2024 BAKER TO VEGAS CHALLENGE CUP RELAY!**



Congratulations to the runners and support team members of the 2024 Baker to Vegas Relay Race. This year, ALADS proudly sponsored more teams than ever (26 Teams) including:

- Carson Station
- Century Station
- Compton Station
- Court Services
- Court Services Transportation
- Crescenta Valley Station/Altadena
- Detective Division
- East L.A. Station
- Elite Running Team
- Homicide Bureau
- Industry Station
- Lakewood Station
- Lancaster Station
- Lomita Station
- MCJ
- Narcotics Bureau
- NCCF
- Norwalk Station
- Palmdale Station
- Pico Rivera Station
- South L.A. Station
- Temple Station
- Training Bureau Recruit Unit
- Walnut/San Dimas Station
- West Hollywood Station
- Women's Running Team

On Saturday, ALADS President Richard Pippin, Treasurer Dave Gaisford, Community and Member Engagement Mike Prince, and Photographer Lance Troyan were on the course taking photos of the runners. The cool weather made it a better day for running than in past years, but the winds were very strong in some areas of the course kicking up heavy dust from the desert floor.





# Barbecue

—BROUGHT TO YOU BY:



On Sunday, ALADS Sponsored the Homicide Bureau, ALADS & PPOA Barbeque. Thank you to all the current, associate, reserve, and retired ALADS members who attended. Attendees were welcomed with ALADS swag, and ALADS raised funds for the ALADS C.A.R.E.S. Foundation, which has given more than \$2.2 million to members and their families in times of need.

At the ALADS tables, handing out swag and refreshments for donations, were ALADS President Richard Pippin, VP Tom Ferguson, Treasurer David Gaisford, Secretary Julian Stern, and Director Jason Zabala was manning the churro booth which was a big hit. A new addition to the ALADS booth was our margarita machine. Although it wasn't as blazing hot as it has been in previous years (In fact it rained for a brief period of time), many of the attendees did have the opportunity to enjoy a refreshing margarita. We are looking forward to bringing both the Churro and Margarita machines to next year's barbecue along with all the awesome ALADS swag. Thank you to Stefan Brankovic of Parabellum Enterprises and Fickewirth Associates for their donation of the margarita machine and the churro machine respectively. We look forward to Mike Prince and Dave Gaisford to continue upping our game making the event better next year.







Vendors at the barbeque included Homicide Bureau, LAPFCU, POPA, Monster Energy Drink, among others. At the ALADS tables we also had the Law Firm of Rains Lucia & Stern handing out cigars. DeeJay Robert Romero rocked the barbeque as participants danced the afternoon away. ALADS held a raffle for a Bailout Bag filled with goodies (Over \$200 value.)



The barbeque included tasty tacos, sausages and all of the fixings. Thank you to all the folks who worked so hard putting this year's barbeque together, including Detective Eric Arias, who coordinated the event. Despite the temperamental weather, this year's barbeque was a huge success.

The Homicide Bureau, ALADS & PPOA Baker to Vegas Barbeque continues to be a great event for current, associate, reserve and retired members participating in the Baker to Vegas Relay Race. ALADS is proud to sponsor the event and we look forward to next year's barbeque.





# Thank You TO ALL OF OUR GENEROUS SPONSORS & SUPPORTERS



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# Board of Directors

## ELECTION SCHEDULED!

Members interested in volunteering their time to serve on the ALADS Board of Directors and who wish to run for one of the three seats up for election this year are advised that the candidate filing period opens on August 1, 2024 and closes at 5:00 p.m. on September 3, 2024. Candidate filing information can be obtained by contacting the ALADS Office.

The filing information includes a ballot statement, a candidate statement (maximum 300 words), and a passport-sized photo. Filing materials must be submitted to the firm conducting the election by 5:00 p.m. on September 3, 2024.

On October 25, 2024, ALADS voting members will be emailed secure voting credentials with instructions to view candidate information and vote online. Candidate information will also be published in the Dispatcher.

The deadline for voting is 5:00 p.m. on November 12, 2024 and election results will be tabulated immediately thereafter and communicated via ALADS Newsletter.

### **Final Notice of ALADS' Electronic Voting Transition Plan (Stage 3)**

As you are aware, ALADS is in the final stage of moving its annual Board of Directors election online. The transition to electronic voting will enter stage three this year and, therefore, all notifications and voting will be done online. ALADS no longer uses paper ballots and will not mail voting credentials to your home address. In order to successfully make this transition, it is critical that ALADS has your current personal email address on file.

For the 2024 election, and all future elections, ALADS voting members will receive via their personal email address only, secure voting credentials, candidate information, and instructions on how to vote online.

Every vote is essential to the election process and we want to hear from you. Therefore, it is critical for ALADS to have your personal email address on file to ensure you receive election information. Please contact the ALADS office to confirm we have your current personal email address on file.





# ALADS

## ALADS &



East LA Court



Norwalk Court



Inglewood Court



A big shout-out to 7-Eleven for the donations to the various units of assignment. ALADS partnered with 7-Eleven to bring members drinks and snacks to their units. If your unit has not received any drinks or snacks, keep a lookout!



# Happenings



ALADS President Richard Pippin and VP Tom Ferguson visited Lost Hills Sheriff Station to meet and discuss the hurdles deputies/law enforcement are facing this year. During the visit, ALADS Field Representatives Dondrea McAllister and Victoria Mateer dropped off drinks and snacks donated by ALADS and 7-Eleven.

**Celebrity Chef Jet Tila** accompanied the directors. Chef Tila was there to show his support for local law enforcement and signed copies of his cookbook for deputies.

We look forward to visiting more stations in the future.





# ALADS Happenings

## Palmdale Station Benefits Fair

ALADS held its first Benefits Fair of the year at Palmdale Station. The Benefits Fairs are a great opportunity for members to meet members of the ALADS Board of Directors and also their benefits providers, such as LACERA, Anthem Blue Cross, VSP, LAPFCU, Body Scan, Legal Shield, and POPA Federal Credit Union.

ALADS President Richard Pippin and Vice President Tom Ferguson were on hand to meet with members and discuss issues facing deputies in Palmdale and across the state.

ALADS provided a tasty lunch of tacos rice and beans to the deputies. We are looking forward to the upcoming Benefits Fairs at the following assignments.

### List of Upcoming Benefits Fairs:

#### Century Regional Detention Facility

Wednesday, August 28, 2024:  
(10:00 a.m. – 4:00 p.m.)  
11705 Alameda Street  
Lynwood, CA 90059

#### District Attorney Investigators (DAI's)

Wednesday, September 25, 2024:  
(9:00 a.m. – 3:00 p.m.)  
ALADS Building  
2 Cupania Circle  
Monterey Park, CA 91755





# ALADS Benefits Fair

V E N D O R S



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LAPFCU

877.695.2732 • lapfcu.org



ALADS Benefits Service Center • 800.842.6635



Christa Aufdemberg • 714.804.6501 • christa@legalshieldassociate.com



Scott Freeman • 800.842.6635

POPA Peace Officers Professional Associations  
Federal Credit Union

Tjaji Malone • 562.229.9189 ext.3192



Bill Penzo • 888.725.8439 • bodyscanintl.com/alads

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# BENEFITS



## INSURANCE TRUST SECURE BENEFITS WEBSITE

The enhanced ALADS Insurance Trust (AIT) secure benefit website is your one-stop resource for any ALADS benefit-related needs as of 01/01/2023.

### WHAT YOU CAN DO:

- Access Anthem ID cards
- Access gym membership ID cards
- Link to LiveHealth Online
- Access to personalized plan information.
- Links to plan-specific provider search tool.
- Link to gym locator tool.
- Secure login for all enrolled members and dependents over 18 years old.
- Accessible across all devices and platforms (no updates required).

### REGISTER TODAY!

To get started, ALADS Anthem Blue Cross enrolled members and dependents over age 18 can register separately at:  
**[www.mybenefitchoices.com/ALADS](http://www.mybenefitchoices.com/ALADS)**

### QUESTIONS?

Should you have any questions on the AIT's new website, please contact the ALADS Benefits Service Center at **(800) 842-6635** or **email: [alads@mybenefitchoices.com](mailto:alads@mybenefitchoices.com)**

## PLEASE NOTE, THIS IS ONLY A BRIEF SUMMARY OF BENEFITS.

\* Since the Long Term Disability premium is County-Paid, your monthly benefit may be subject to federal income tax.

\*\* **Please call (800) 842-6635 to receive a beneficiary designation form.**

\*\*\* You must be covered for at least 60 days and your doctor must be able to provide a certification of your terminal illness.

## \$125,000.<sup>00</sup> BASIC LIFE INSURANCE

The PORF benefit is the result of union negotiation and provides County-funded Basic Life and Long Term Disability (LTD) Insurance. **All full-time, Active sworn peace officers, belonging to Bargaining Unit 611, are automatically enrolled in PORF upon graduation from the Academy or being hired laterally as a Deputy Sheriff.**

## LONG TERM DISABILITY (LTD) MONTHLY BENEFIT

The LTD benefit provides up to 60% of your base salary, to a maximum of \$10,000 per month, after 90 consecutive days of injury or sickness. The benefit can continue up to Social Security Normal Retirement Age (SSNRA) and applies to both off-and-on-duty disabilities; however, it will be offset by workers' comp, retirement income, and any formal salary continues plan, excluding sick time.

## ACCELERATED DEATH BENEFIT

The LTD benefit provides up to 60% of your base salary, to a maximum of \$10,000 per month, after 90 consecutive days of injury or sickness. The benefit can continue up to Social Security Normal Retirement Age (SSNRA) and applies to both off-and-on-duty disabilities; however, it will be offset by workers' comp, retirement income, and any formal salary continues plan, excluding sick time.

## BASIC LIFE INSURANCE BENEFIT

Eligible members receive \$125,000 of basic life insurance coverage without a medical examination! You will need to designate a beneficiary under the plan. \*\*

## DEDICATED BENEFIT SUPPORT & MEMBER ADVOCACY

The PORF Benefit Service Center, staffed by Benefit Professionals, can assist you in filing LTD claims, assist your beneficiary in filing a Basic Life claim, help you understand your benefits, and disunit or update your beneficiaries.





# RETIREMENT

## ALADS MEMBERS RETIRING:

### December 2023 Retirees:

- Jose S Acero
- Rolando Bracamontes
- Elizabeth Cano
- Julie Darby
- Stephen Doucette
- David Ford
- Glen Heinrich
- Terry Johnson
- Do Ung Kwon
- Robin Limon
- Stephen Longan
- Adalberto Lozano
- Daniel Nagelmann
- Jose Pineda
- Jose Rodriguez
- Stanley Thomas
- Byron Holloway
- La Mark A Williams
- Brian L Hudson
- Joseph Inzalaco
- Darol G Weber
- Christopher K Bryan
- Jonathan Melville
- Deborene D Kirby
- Gerald L Dolen
- Daryl M Hast

### February 2024 Retirees:

- James W Bickel
- Christopher Bryan
- Dean Camarillo
- Wayne Cass
- Vincent Fontes
- Francis Hardiman
- Walter Henkes
- Dion Ingram
- John Maio
- Michael Mc Carthy
- Timothy Poncy
- Mark Raffaelli
- Angel Ramos
- Tracey Smith
- Kelly Starkey
- Yvette Stewart
- Patrick Torres
- Ronald Vande Vegte
- Juan Willis
- David Wing
- Larry Zeigler
- Timothy S Nancarrow

### March 2024 Retirees:

- Martin L Rodriguez
- James Powers
- Craig Miller
- Disylvio Mitchell
- Frederick Morse
- John Snapper
- Tim Canova
- Arturo Quiroz
- Kevin Kuwata
- Edward Wells
- Eduardo Labayna
- Joseph Abercromby
- Aswin Bamrungpong
- John E Barton
- Christopher Derry
- Geoffrey Elliott
- Keith Holly
- Timothy Kearns
- John Lindsay
- Douglas Nale
- Michael Partin
- Ricardo Rivas
- Eric Ruff
- John Satterfield Jr
- Carmen Tatoulain
- Michael Valento
- Joseph Vazquez
- Craig Yockey
- Ruben Portillo



# Congratulations

—L.A. SHERIFF'S ACADEMY CLASS NO.470



JANUARY 18, 2024

Nathan Aguirre Rojas  
Phillip Alonzo  
Uriel Alvarez  
Michael Amaya  
Jose Arias  
Julio Bamondi Jr.  
Gabriel Becerra  
Arthur Brown  
Gabriel Canett  
Bryan Cisco  
Anthony Contreras Jr.  
Daniel Cortes Carrasco  
Luis Duarte  
Roman Garcia

Jose Gil-Velazquez  
Nicholas Hanamaikai  
Eliseo Hernandez Jr.  
Oscar Hernandez Lopez  
Dylan Izquierdo  
Kevin Jacinto  
Carlos Jimenez  
Zachary Johnson  
Christopher Lumpkin  
Samuel Magadan  
Karina Martinez Mora  
Arturo Martos Rivera  
Adrian Mejia  
Frank Millender III

Edgar Mosqueda  
Alexander Perez  
Martin Ramirez Lozano  
Carlos Rivas Jr.  
Garet Robertson  
Vanessa Rodriguez Avalos  
Joel Christian Santos  
Harut Sarkissian  
Gabriel Tudor  
Carlos Valencia  
Matthew Ventura  
Cerezmi Villa Beltran  
Donta Wills  
Graciela Ynigo



# Congratulations

—L.A. SHERIFF'S ACADEMY CLASS NO.471



MARCH 7, 2024

Christian Abito  
Nilda Acosta Durand  
Manuel Acosta Jr.  
Lesly Cabrera  
Derek Che  
Salvador Cristobal Jr.  
Kimberly Fuentes  
Victoria Galvez  
Cindy Garcia  
Sandra Garcia  
Christopher Garcia Alvarez  
Ronald Hernandez Hayes  
Jonatan Landa Orozco  
Antonio Macias

Guadalupe Madrigal  
Belinda Moran  
Juan Ortega Santiago  
Fred Portillo  
Carlos Ramirez Ledezma  
Erddin Rebolledo  
Celeste Rocha  
Joshua Rowley  
Violeta Salcido  
Alejandro Torres  
Crystal Torres  
Connor Urbano  
Julian Valencia  
Alfredo Valle

Robert Vanegas  
Jesus Virgen  
Ashley Vizer  
Crystal Webber  
Michael Wenger  
Brian Willis



# Congratulations

—L.A. SHERIFF'S ACADEMY CLASS NO.472



Eduardo Alvarado Jr.  
Gustavo Cortez Jr.  
Sebastian Davila  
Alan Flores  
Darrick Guzman  
John Jackson  
Isiaih Nieves  
Arnold Quirino Castillo  
Jonathan Regalado  
Michael Rosales  
Ruben Rosas  
Manuk Sahradyan  
Priscilla Sillas  
Anthony Torres  
Ivan Vargas



A BUFFET DINNER TO HONOR THE RETIREMENT OF  
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## SGT. JEFF WALKER

AUGUST 2  
2024

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1989 HOJJ  
1991 LAKEWOOD STATION  
2000 FAMILY CRIMES BUREAU-SVB  
2006 MEN'S CENTRAL JAIL  
2007 TEMPLE STATION  
2011 MAJOR CRIMES BUREAU-VICE DETAIL  
2015 HUMAN TRAFFICKING BUREAU  
2019 SPECIAL VICTIMS BUREAU-LARHTTF  
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CASH BAR OPENS:  
6:30 PM  
DINNER AT:  
7:30 PM  
COST:  
SWORN: \$55  
NON-SWORN: \$45

EVENT ADDRESS:  
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CYPRESS, CA 90630

CONTACTS:  
CATHY WALKER — Venmo: @catwalk  
cathy.walker@yahoo.com • 714.305.7011  
DET. RUTH DELGADO — rdelgado@lawa.org • 310.877.0688  
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# ALADS

IN THE COMMUNITY

# Justice

FOR MURDERED CHILDREN

ALADS Making a Difference in the Community  
Supporting Justice for Murdered Children.

ALADS President Richard Pippin met with Justice for Murdered Children's Founder LaWanda Hawkins in Long Beach. Justice for Murdered Children was established in 1996 by LaWanda Hawkins. LaWanda's profound motivation came from the tragic loss of her own son, Reginald, who was murdered in December 1995. The pain of her personal experience led her to create JFMC with the assistance of attorney Frank, a colleague from Century City, California. LaWanda, along with fellow parents in South Central Los Angeles who had also lost children to murder, recognized the unsettling reality that their cases were often going unresolved and their voices were marginalized within the criminal justice system.

United by a shared desire for change, they founded Justice for Murdered Children to fill this void and bring support, justice, and a sense of community to families facing the aftermath of such profound loss.

Justice for Murdered Children works closely with Homicide Bureau and ALADS to assist Justice for Murdered Children's mission to assist, empower, and educate families, bridge the gaps in the criminal justice system, advocate for victims' rights, and work towards a future with reduced violence and enhanced support for affected communities.

We look forward to continuing to support organizations that promote public safety and victim's rights and have a great track record in their community.



(Pictured From Left to Right: Community and Member Engagement Specialist Mike Prince, ALADS President Richard Pippin, JFMC Founder LaWanda Hawkins, ALADS Field Representative Dondrea McAllister, ALADS Communication Manager Lucy Hayhurst).



# LAW ENFORCEMENT SERRA RETREAT

**September 27–29, 2024**

This weekend marks the 77<sup>th</sup> Anniversary of the Sheriff's Department Law Enforcement Retreat at the Serra Retreat House in Malibu.

The Retreat House is open for retreats and is still following The State and CDC guidelines regarding home cooked meals, cleaning protocols, social distancing, and optional mask wearing.

The Retreat House is a 38-acre Franciscan facility located on a hilltop in Malibu. Outside patios are surrounded by immaculately maintained gardens, pathways, and trails throughout the property with breathtaking views overlooking the hills and the beautiful Pacific Ocean.

When attending, you have opportunities to go on quiet walks and enjoy the beautiful scenery in the Malibu hills. You may also choose to quietly reflect and enjoy the beautiful setting by relaxing in the informal environment, or you may just need sleep and great home cooked meals. Positive, uplifting presentations are also offered to everyone on a voluntary basis. Many retreatants enjoy walking or running down to the beach.

Those of you who are attending the retreat will begin your experience by checking in any time after 1500 hours on Friday, September 27, 2024. Try to avoid traffic by leaving early. Friday's dinner will be served from 1700 to 1900 hours to accommodate late arrivals. Check out time will be approximately 1200 hours on Sunday, September 29, 2024.

The Serra Retreat House is located at 3401 Serra Road, Malibu, California, 90265. Serra Road is located between Sweetwater Canyon Road, and Cross Creek Road, directly off the Pacific Coast Highway. It is South of the Old Malibu Sheriff's Station and across from Malibu Lagoon State Park.

All religious denominations are invited. This retreat is open to all members, both sworn and professional staff, active and retired, from all Los Angeles County Law Enforcement agencies. Spouses, relatives, and friends are also welcome to attend.

For further information regarding the cost and reservations, please contact any of the following:

- **PATTY NORRIS.....(818) 381-7698**
- **CHUCK NORRIS.....(818) 381-7649**
- **MICHELLE EMENEGER.....(714) 293-3891**
- **JAY SEVOIAN.....(661) 992-4369**
- **ANDY THOMPSON.....(714) 293-5898**
- **CHICKEE & NORM NELSON.....(562) 760-0875**
- **LEO BAUER.....(661) 388-9650**
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*Serra Retreat*

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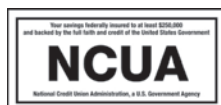
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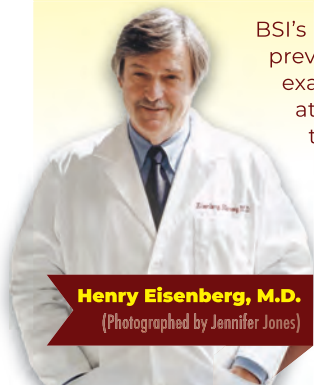
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**MAR...11<sup>th</sup> - 15<sup>th</sup> • 2024      MAY...6<sup>th</sup> - 10<sup>th</sup> • 2024**

@ALADS HQ • 2 Cupania Circle • Monterey Park, CA 91755



**Henry Eisenberg, M.D.**  
(Photographed by Jennifer Jones)

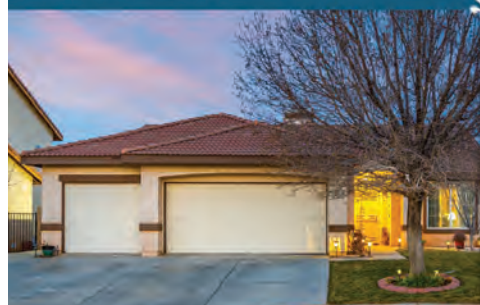
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# UNIT REPRESENTATIVE M E E T I N G S

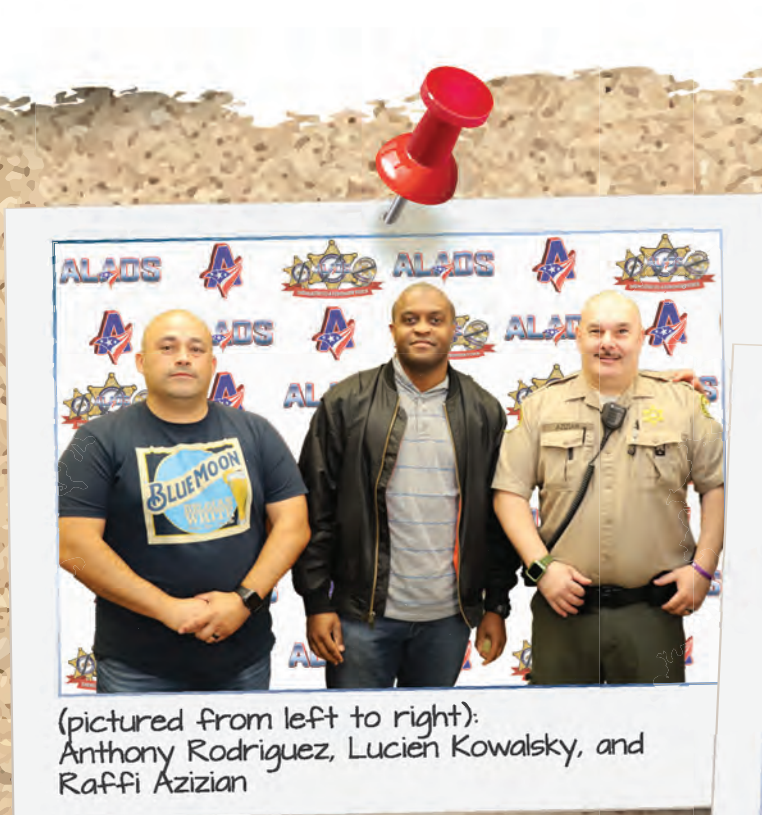
## Congratulations to Our New Unit Representatives

**If you do not have a representative during your shift or at your assignment, consider becoming one.**

Don't Have a Unit Representative at Your Unit? Become One!

The list of ALADS Unit Representatives continues to grow. Call us optimistic, but we are looking to have unit representatives at every assignment on every shift. The more involved our membership is with ALADS, the stronger union we have. If you are assigned to MCJ, Twin Towers, NCCF, or PDC, we need you especially to get involved.

We invite ALL Voting ALADS members to attend the unit representative meetings on the first Wednesday of every month, where you will receive updates on issues important to you. We also hold an open discussion, where deputies and district attorney investigators can discuss trends across their respective departments. In attendance are ALADS directors and staff to address your concerns. Your participation guarantees that ALADS is moving in the right direction and providing the benefits members need. If you do not have a unit representative at your assignment or on your shift, be sure to come and attend meetings. Lunch is provided and a raffle is held at the end of every meeting. We look forward to seeing you at the next meeting!



(pictured from left to right):  
Anthony Rodriguez, Lucien Kowalsky, and  
Raffi Azizian



Gerson Vasquez





# UNIT REPRESENTATIVES

**AERO BUREAU**

- Michael Granek

**AIRPORT COURT**

- Robin Russell-Saenz

**ALADS**

- Richard Pippin\*
- Tom Ferguson\*

**ALTADENA STATION**

- David Gaisford\*

**BOLRAC**

- Xochilt Rosas

**CENTURY STATION**

- Tony Meraz\*
- John Perez\*

**CERRITOS STATION**

- Welby Chan

**COLLEGE BUREAU**

- Elizabeth Elias
- Chien Huei Li

**COMPTON STATION**

- David Murray

**COMMUNICATION FLEET MANAGEMENT**

- Nick Johnston

**COUNTY SERVICES BUREAU**

- Daniel Klock
- Louis Lave
- Reginald Tate

**COURT SERVICES TRANSPORTATION**

- Freddie Cardenas
- Enrique Peña

**CPB/MET**

- Lisa Jansen

**CRDF**

- Carlos Alfaro

**CRESCENTA VALLEY STATION**

- Renee Wachter

**CSW - VAN NUYS EAST**

- Robert Domin

**CTSB NORTH**

- Gavin Spector

**DAI - PUBLIC INTEGRITY**

- Brian James
- David Ly

**EDELMAN COURT**

- Roberto Roman

**FRAUD & CYBER CRIMES BUREAU**

- Aily Baldwin

**HOMICIDE BUREAU**

- Steven Blagg

**INDUSTRY STATION**

- Michael Finn

**INGLEWOOD COURT**

- Kelvin Moody

**LAKEWOOD STATION**

- Taylor Brannigan

**LANCASTER STATION**

- Scott Sorrow

**CMC/ACB**

- Ryan Humphrey

**LOMITA STATION**

- Mark Arana

**LOST HILLS/MALIBU STATION**

- Jeffrey Martin

**MCJ**

- Rashaad Gilbert

**MET - EAST**

- Dangelo Robinson

**MET - NORTH**

- Kenneth Ciansiosi

**NARCOTICS BUREAU**

- Miguel Beltran
- Erik Reynolds

**NCCF**

- Daniel Ford

**PALMDALE STATION**

- Andrew Cronin

**PARKS BUREAU - SOUTH**

- Kristofer Domaradzki

**PASADENA COURT**

- Sherry Parriott

**PDC - SOUTH**

- Justin Tidball

**PERSONNEL - BACKGROUNDS UNIT**

- Frank Brower
- Jason Choi
- Kyle Crowley
- Robert Garibay
- Mark Vencer
- Jessica Wiese

**PICO RIVERA STATION**

- Brandon Longoria

**SAN DIMAS STATION**

- William Strnad

**SEB**

- Jason Zabala\*

**SOUTH LOS ANGELES STATION**

- Julian Stern\*

**TACTICS & SURVIVAL UNIT**

- Jose Diaz

**TEMPLE STATION**

- James Johnson

**TORRANCE COURT**

- Johnny Quick

**TRAINING BUREAU TACTICS & SURVIVAL**

- Duke Sanders

**TSB**

- Vania Gevorgiz

**TWIN TOWERS**

- Brian Smith

**WALNUT STATION**

- Benjamin Fark

**WEST HOLLYWOOD STATION**

- Christopher Chung

**AT LARGE**

- Leonardo Castro



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## STAFF

## DEFENSE REPRESENTATIVES

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\*CONTACT ALADS FOR WHICH COVERAGE APPLIES





# FIELD REPRESENTATIVES



**Dondrea McAllister**  
(562) 477-2634  
dmcallister@alads.org

- Advocacy Unit
- Alhambra Court
- Altadena Station
- Antelope Valley (DAI)
- Antelope Valley Court (Michael Antonovich)
- Antelope Valley Juvenile Court
- Arson & Explosives Unit
- Auto Insurance Fraud (DAI)
- Biscailuz Center
- Biscailuz Range (Closed)

- Civil Litigation Unit
- Civilian Pre-employment Unit
- Community College Bureau - ELA College
- County Services Bureau - North (Antelope Valley)
- Crescenta Valley Station
- Crime Lab - Lancaster
- Criminal Intelligence Bureau
- Duarte Sub-Station
- East Los Angeles Court
- East Los Angeles Station
- Edelman Court
- El Monte Court
- Emergency Operations Bureau
- Emergency Vehicle Operations Center
- Field Operations Training Unit
- Fleet Management
- FOSS
- Homicide Bureau
- Homicide Bureau - AV
- Homicide Gang Taskforce
- Human Trafficking Unit
- Intake Specialist Unit
- Lancaster Court Annex
- Lancaster Juvenile Court
- Lancaster Station
- Major Crimes - North (Antelope Valley)
- MET - East
- MET - North (Antelope Valley)
- Metrolink - Brackett Field
- Mira Loma Detention Facility (Closed)
- Motorcycle Training Unit
- OSS - ELA/Temple
- OSS - Lancaster/Palmdale
- Palmdale Station
- Parks Bureau - East (Bonelli & Whittier Narrows)
- Parks Bureau - North (Antelope Valley)
- Pasadena Court
- Pomona Court
- Recipient Welfare Fraud (DAI)
- Risk Management Bureau
- San Dimas Station
- Special Enforcement Bureau
- Sherman Block Building
- Special Victims Bureau - North (Antelope Valley)
- Temple Station
- Tactics & Survival Training Unit (TAS)
- Training Bureau:
  - Recruit Training Unit
  - Force Training Unit
  - Advanced Officer Training
- Transit Services Bureau - El Monte
- Transit Services Bureau - Irwindale
- TRAP - North (Antelope Valley)
- TRAP - East
- Walnut Station
- Weapons Training Unit
- West Covina Court (Citrus Court)



**Doug Joho**  
(310) 351-5065  
djoho@alads.org

- Aero Bureau
- Airport Court
- Avalon Station
- Bellflower Court (Los Cerritos)
- Bellflower Substation
- Carson Station
- Century Regional Detention Facility
- Century Station
- Cerritos Station
- County Courthouse (CCH - Stanley Mosk)

- Compton Court
- Compton Station
- CSB - Detective Bureau (Hall Admin)
- CSB - MLK Hospital
- CSB - Harbor UCLA Hospital
- CSB - Rancho Los Amigos Hospital
- Crime Lab - Fire Arms
- Criminal Courts Building (Clara Shortridge Foltz)
- Downey Court
- Eastlake Juvenile Court
- Hall of Administration
- Hall of Justice
- Hall of Records
- High Tech Crimes
- Industry Station
- La Mirada Sub-station
- Lakewood Station
- Lawndale Substation
- Lomita Station
- Long Beach Court
- LCMC
- Los Padrinos Court (closed)
- Major Crimes:
  - BRTF
  - CCATS
  - FTF
  - HALT
  - METRO
  - OC
  - PGU
  - SAT
  - VICE
- Marina Del Rey Station
- Norwalk Court
- Norwalk Station
- Parks Bureau - South
- Pico Rivera Station
- Pre-Employment Backgrounds Unit - STARS
- Records/Identification Bureau
- Paramount Substation
- Sheriff Information Bureau (S.I.B.)
- South LA Station
- STARS CENTER:
  - Coveted Testing Unit
  - Pre-employment Backgrounds Unit
  - Recruit Training Unit
  - Star Unit
- Technical Operations Detail
- Torrance Court
- Transit Services Bureau - Compton
- Transit Services Bureau - Downey
- Transit Services Bureau - ROC
- TRAP - South
- Whittier Court



**Melissa Chavira**  
(562) 260-5415  
mchavira@alads.org

- Beverly Hills Court
- Burbank Court
- Central Arraignment Court (CJAC)
- Central Civil West Court
- Chatsworth Court
- College of the Canyons Training Center
- Custody Training Standards Bureau
- Court Services Transportation Bureau
- Bauchet St. (Formerly TST)

- Dept. 95/Mental Health Ct. (Closed)
- Glendale Court
- Hollywood Court (Closed)
- Inglewood Court
- Inmate Reception Center
- Lost Hills Station
- Men's Central Jail
- Metropolitan Ct. (& Dept. 95)
- Parks Bureau - North (Castaic)
  - Court Services Transportation
  - East Facility
  - North County Corrections Facility - North Facility
  - South Facility
- Santa Clarita Court
- Santa Clarita Station
- San Fernando Court
- Santa Monica Court
- Sylmar Court
- Twin Towers Correctional Facility
- Universal Sub-Station
- Van Nuys Court
- West Hollywood Station

## ABOUT YOUR FIELD REP...

Check the list of assignments next to the field representatives photo to see who is covering your assignment. The field representatives distribute ALADS information, attend briefings and are there to answer your questions. If you need to get a hold of a field representative, you can email them or call at the above numbers.

### IMPORTANT NOTE:

**Dondrea McAllister + Doug Joho + Melissa Chavira** all cover: • Community College Bureau • Community Partnerships Bureau • DAI • MET • Metrolink Bureau.

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collection. Looking for patches,  
badges, etc. Please email Joe at  
[SAE243522@hotmail.com](mailto:SAE243522@hotmail.com)



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