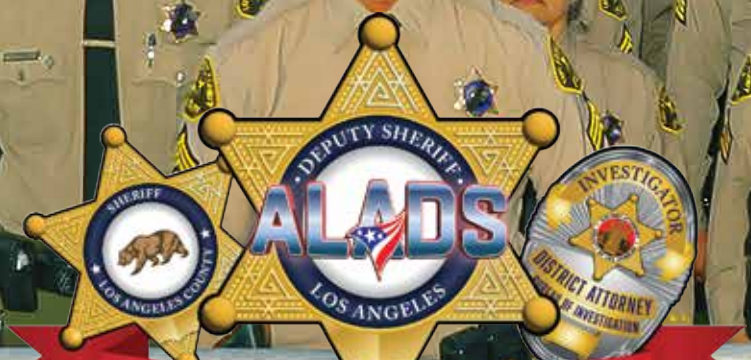


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Making a false or fraudulent workers' compensation claim is a felony subject to up to five years in prison or a fine up to \$50,000.00 or double the value of the fraud, whichever is greater, or both imprisonment and fine.

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DISPATCHER

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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.

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- To update your information with us, you can call ALADS at:
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CONGRATULATIONS TO ISSUE #1 WINNERS:

Carolina Suarez & Kevin Wong

UPDATE YOUR INFORMATION ALADS CHANGE IN PERSONAL INFORMATION

Name: _____

Current Unit of Assignment: _____

Marital Status (Circle One): **M** **S**

Home Address: _____

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Mobile Phone: _____

Work Phone: _____

Email: _____

Signature: _____

Date: _____

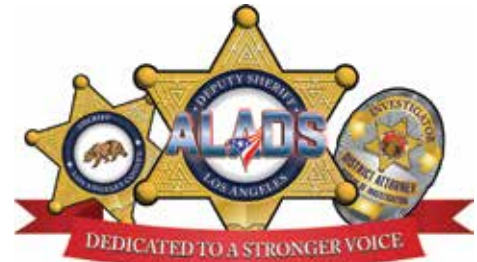
FOR OFFICE USE ONLY
DATE ENTERED:

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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1.323.724.0140...fax
www.alads.org

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ALADS *Calendar*

2 0 2 3

JULY

- **Body Scan**
July 3, 2023–July 5 – 7, 2023
@ALADS Facility
- **ALADS Board Meeting**
Friday, July 7, 2023 - 9:30 AM
@ALADS Facility
- **Unit Rep. Meeting**
Wednesday, July 12, 2023 - 11 AM
@ALADS Facility
- **ALADS Board Meeting**
Friday, July 21, 2023 - 9:30 AM
@ALADS Facility

AUGUST

- **Unit Rep. Meeting**
Wednesday, August 2, 2023 - 11 AM
@ALADS Facility
- **ALADS Board Meeting**
Friday, August 4, 2023 - 9:30 AM
@ALADS Facility
- **Body Scan**
August 7 – 11, 2023
@ALADS Facility
- **ALADS Board Meeting**
Friday, August 18, 2023 - 9:30 AM
@ALADS Facility

SEPTEMBER

- **ALADS Board Meeting**
Friday, September 1, 2023 - 9:30 AM
@ALADS Facility
- **Unit Rep. Meeting**
Wednesday, September 6, 2023 - 11 AM
@ALADS Facility
- **BodyScan**
September 11 – 15, 2023
@ALADS Facility
- **ALADS Board Meeting**
Thursday, September 14, 2023 - 9:30 AM
@ALADS Facility
- **Unit Rep. Training Seminar**
Friday-Sunday, September 15 – 17, 2023
@Location TBD

OCTOBER

- **OPEN ENROLLMENT**
October 1 – 31
Choose Anthem Blue Cross Plans
- **Unit Rep. Meeting**
Wednesday, October 4, 2023 - 11 AM
@ALADS Facility
- **ALADS Board Meeting**
Friday, October 6, 2023 - 9:30 AM
@ALADS Facility
- **BodyScan**
October 9 – 13, 2023
@ALADS Facility
- **ALADS Retirement Seminar**
Saturday, October 14, 2023
@ALADS Facility
- **ALADS Board Meeting**
Friday, October 20, 2023 - 9:30 AM
ALADS Facility

NOVEMBER

- **ALADS Family Night**
Friday, November 17, 2023
@Universal Studios, Hollywood

- **Bob Hermann Memorial Golf Classic**
Monday, September 18, 2023
@Huntington Beach Golf Club





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PRESIDENT'S MESSAGE



REWARDING GOOD WORK SHOULD BE THE NORM

A little over 23 years ago, I made detective. Most folks out there in the general public would say I was “promoted” to detective. The department and the county agree that appointments to coveted positions are not promotions. We are simply being placed in positions that have additional pay associated with them. I’ve heard them point that out a number of times, and it feels insulting every time I hear it. Shortly after I was appointed, not promoted, to detective, my DB lieutenant called a mandatory meeting. It was at this meeting that he gave me my detective ribbon, which he had paid for out of his own pocket. Some agencies give their detectives a special badge when they are promoted. Ours gives us a note saying we can go buy a ribbon.

Of course, this isn’t limited to detectives. Even promotions

they’ll actually call promotions don’t come with stripes or bars. People have to go buy them for themselves. What about a formal promotion ceremony? Not happening. In my position with ALADS, I speak with people from many law enforcement agencies and none of them have ever heard of a system like ours that shows such an utter lack of regard for the achievements of its employees.



Richard Pippin

The department’s long history of failing to recognize the outstanding work of its employees goes beyond the coveted position selection and promotional processes. There is no shortage of supervisors who hand out PLE’s like they’re dinner mints, but supervisors who regularly commend their employees when they go above and beyond are much harder to find. As a

detective, I've seen a lot of reports documenting outstanding police work hit my desk—after at least two sergeants had reviewed the report and taken it for granted. A number of times I've had to write the attaboy myself so all the sergeants would have to do is put their names on them. That usually did the trick.

I have no doubt that management's failure to reward excellence has been a significant contributing factor to the popularity of station tattoos over the years. Deputies found a way to recognize each other for their hard work and dedication, where supervisors had failed to do so. It is also the reason why ALADS began hosting an

annual awards banquet to recognize acts of heroism, lifesaving, and truly exceptional police work that had gone unnoticed by the department.

We are hearing a lot about a need for culture change in the department. Unfortunately, almost everything we hear involves coming down hard on deputies, attempting to use punishment to drive change. We've seen that tried before, more than once, and it didn't accomplish much of anything. Maybe this time they should consider a new approach, one that includes recognizing and rewarding good work.



ALADS Family Night

OPEN TO ALL ALADS MEMBERS...

FRIDAY, NOVEMBER 17, 2023



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VICE PRESIDENT'S MESSAGE



ALADS' WORK IS ROOTED IN ITS ADVOCACY FOR OUR MEMBERS AND OUR COMMUNITIES

Police unions have been a topic of controversy in recent years, with some arguing that they protect problematic officers and hinder accountability. However, the core function of any labor union is rooted in its advocacy around improving working conditions and ensuring accountability and transparency. ALADS' work extends far beyond these core functions; the association has not only supported deputies throughout their careers but also partnered with members, cities, and their elected officials to help create a safer Los Angeles County through various initiatives.

Police officers face unique risks and challenges in their work, including the risk of injury or death in the line of duty. Therefore, police unions negotiate benefits such as wages, hours and working conditions, including disability insurance, workers' compensation, and other protections that help to ensure that officers are fairly compensated and supported in the event of a work-related injury or illness. These efforts also help to attract and retain qualified officers, and ensure that they are able to focus on their work without undue concern about their personal safety and financial well-being.

Another often overlooked benefit of police unions is their role in promoting public safety. ALADS supports additional training and resources, competitive salaries and benefits to ensure that the department can recruit and retain talent to better service the public. A recent Washington Post article titled, **"Police agencies are desperate to hire. But they say few want the job"** laid out the challenges many departments are facing. One thing is clear – we all must work together to restore the damage done to this profession. Public

safety is not a political tool but a service proudly provided by tens of thousands of men and women in uniform. It is a noble profession and ALADS is committed to spreading the right message about policing.

Additionally, our national crisis around staffing requires an environment where officers feel supported and know that they will be treated impartially. Police unions like ALADS negotiate policies and procedures that promote transparency and ensure due process. This includes the right to legal representation and a just hearing. These actions help to ensure that officers are held accountable, while also protecting their rights as individuals.

The union's work goes beyond partnering with our members, ALADS and our Charitable Foundation (ALADS C.A.R.E.S.) work to improve relations between law enforcement and the communities served by our members. This can include efforts to promote community policing, facilitate dialogue between police and community members, and support community-based programs and initiatives that promote public safety and well-being. By working collaboratively, ALADS can help to build trust and understanding between law enforcement and the communities, which can lead to better outcomes.



Thomas Ferguson

Promoting public safety, improving working conditions, ensuring accountability and transparency in law enforcement, and fostering positive relationships between police and the communities they serve are just a few examples of our work. ALADS will continue to build positive relationships to enhance public safety and support our members throughout their careers.

LAW ENFORCEMENT SERRA RETREAT

September 22-24, 2023

This weekend marks the 77th 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 22, 2023. 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 24, 2023. 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**
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Serra Retreat

3401 Serra Rd, Malibu, CA



State Legislative C O R N E R

by Matt Siverling • ALADS Legislative Advocate

At the time of the publishing of this article, the 2023 Legislative Session will have reached the halfway point of the process. Earlier this month, any measure that had not cleared the Floor of its House of Origin will not move forward this year.

In 2023, the Senate and Assembly each introduced historic volume of legislation; with a disproportionate number of the proposals referred to the public safety committees. Thus far in the first half of the process, no other policy committee received as many bills to analyze, hear and cast votes on than the Assembly and Senate Public Safety Committees. This resulted in some long hearing agendas and tense interactions between exhausted members who grinded their way through scores of bills prior to the Constitutional deadlines.

As far as ALADS is concerned, the results coming out of the policy committee process were a mixture of good and bad. The Committee membership in each House is difficult by design, but law enforcement advocates were successful in dispensing with several problematic bills early in the process; and were able to inflict damage on others as they moved into the fiscal committees. We were also fortunate to receive some favorable double-referrals on troublesome bills that resulted in successful outcomes in the second hearings.

Once the contentious measures reached the Floor, ALADS and law enforcement advocates went immediately to work to push back on the proposals that had been rubber stamped by Public Safety Committees. The result was a number of successful outcomes:

Assembly Bill 93 (Bryan) would have prohibited peace officers from requesting permission to perform a consensual search of a person, vehicle, or property. We argued that consent searches are a critical tool that has led to the discovery of numerous crimes. When push came to shove, we were able to secure enough Democrats who were willing to vote “no” or abstain from this dangerous bill, and eventually were able to have it held on the Floor with insufficient votes. On a side note, AB 93 was the only measure that was killed by the Assembly thus far in 2023.

Assembly Bill 742 (Jackson) sought to eliminate the use of police K9’s for use in pursuit, arrest, apprehension, or any other instance where the dog may bite a civilian. This was one of the most contentious bills of 2023. We argued that removing this non-lethal de-escalation tool from the use of force continuum would put officers and the public in danger. The measure moved all the way to the Floor, where it quickly became clear that the Author did not have adequate support for his proposal. After several attempts to water the bill down with emergency amendments, the bill was eventually tabled and held for the year.

Assembly Bill 1090 (Jones Sawyer) would have given a county Board of Supervisors the ability to remove a County Sheriff with a 4/5 vote of the Board. This bill was approved by the

Assembly Public Safety Committee, but we were able to stop the bill in the Assembly Local Government Committee. (DEAD/2 year)

Senate Bill 402 (Wahab) this was an ambitious bill that would have rerouted a long list of non-emergency types of calls for service away from law enforcement and instead to firefighters, EMT’s and civilians. This measure struggled to move based on the “one size fits all” issues and enormous costs to local governments to significantly increase non-sworn staffing to comply. The measure has been tabled for the year. (DEAD/2 year)

Assembly Bill 797 (Weber) this measure would have mandated that all cities and counties create and maintain a civilian/community Board to hear, analyze and provide recommendations on discipline as a result of complaints against peace officers. Again, while there is precedent for these types of Boards, the statewide mandate on ALL agencies was too steep a hill to climb this year. (DEAD/2 year).

Assembly Bill 793 (Bonta) ALADS was strongly opposed to this measure, which would eliminate the “reverse keyword” and “reverse location” investigative tool. The measure was presented as critical to protect women from outside California who are seeking an abortion that has been banned in their home state. The Author and sponsor claimed that the geofence tool and reverse keyword demand can be used to police these women. We argued that there are many other applications for this investigative tool, including identifying suspects in homicides, burglaries and other violent crimes; and that prohibiting its use will result in significant challenges for law enforcement to solve cases. Eventually, when it was time to cast votes, it became apparent that the Assembly was not willing to eliminate a valuable law enforcement tool for such a limited purpose. The Author unwillingly committed to work with law enforcement to significantly narrow the bill to her stated purpose.

Although the scope of bills of interest is narrowing based on measures being held, amended or tabled for the year, we remain vigilant and prepared to address any new issues that will undoubtedly surface between now and the adjournment of Session in mid-September. Measures related to prohibiting low level traffic stops (SB 50, Bradford), banning the sale of firearms from agencies to deputies (AB 733, Fong), and prohibiting the purchase of off roster firearms (SB 377, Skinner) still remain in play, and we will be focusing on stopping them over the next few months.

Additionally, our experience reminds us that the Legislative process is extremely reactive and that headlines often drive agendas. With the Summer approaching, we will be prepared! Until next time, stay safe!



Matt Siverling



SIVERLING
ADVOCACY

Health Beat

by Jennifer Lincicum • ALADS Insurance Consultant



ACCESSING CARE IS EASY WITH LIVEHEALTH® ONLINE

Summer plans can make it more difficult to get to the doctor. Fortunately, members and families enrolled in an ALADS Anthem Blue Cross medical plan have access to LiveHealth Online. When you're not feeling well, you can get the 24/7/365 support you need conveniently by using LiveHealth Online. Whether you have a cold or need help managing your medication, doctors are always available and ready to help members feel their best!

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On LiveHealth Online, enrolled members and dependents can see a board-certified doctor, 24 hours a day, 7 days a week, via their mobile device or computer. Doctors are available to assess your condition and send a prescription to your pharmacy, if needed. LiveHealth Online is a great option for care when you are traveling, your own doctor is not available, or you can't wait weeks for an appointment. It also is a great resource for the diagnosis and treatment of common health issues such as pink eye, colds, flu, fevers, allergies, or sinus infections.

Best of all, your LiveHealth Online visits are covered the same as traditional in-network ALADS Anthem Blue Cross office visits:

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Please note, LiveHealth Online should not be used for emergency or urgent health situations. Should you ever need immediate medical attention, please call 911 or visit your nearest emergency room or urgent care center.

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When you are ready to start your visit, log into LiveHealth Online and select Dermatology. Similar to traditional LiveHealth Online visits, you then will describe the reason for your visit and upload any photos of the affected area. After your dermatology visit, you will get your diagnosis and treatment plan, including any applicable prescriptions.

Members and dependents enrolled in an ALADS Anthem Blue Cross medical plan can sign up for LiveHealth Online today. Simply visit www.livehealthonline.com or download the mobile app on your mobile device, and register an account.

REMINDER: Open Enrollment is in October!

LiveHealth Online is only available to members and dependents enrolled in an ALADS Anthem Blue Cross medical plan. If you are not currently enrolled in an ALADS Anthem Blue Cross medical plan, remember that Open Enrollment will be in October. Open Enrollment is your annual opportunity to make plan changes, such as changing your plan election and changing covered dependents. Changes made during Open Enrollment will go into effect January 1st, 2024.

* * *



Jennifer Lincicum

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.



PTSD

by Dr. Ron Holman • Holman Group President

Studies have found that approximately 15% of first responders in the U.S. experience PTSD symptoms. In your career as law enforcement personnel, you can encounter situations that are traumatizing and distressing. As a result, you may experience signs and symptoms of post-traumatic stress disorder (PTSD). These can include being easily startled or frightened, self-destructive behavior, trouble sleeping or concentrating, irritability, angry outbursts or aggressive behavior, and overwhelming guilt or shame. Sometimes, you may feel like you are the only one having difficulties, but the truth is that you are not alone. If you are experiencing two or more of these symptoms, remember that The Holman Group is here to help. We can help provide you with tools to address the issues.



Dr. Ron Holman

As part of your Anthem Blue Cross benefit, ALADS has contracted with The Holman Group to provide a confidential program and counseling service for you and your family members. Counseling sessions are strictly confidential and provided in a therapeutically supportive environment to help establish peace of mind. Issues are discussed, feelings expressed, and resolutions explored. To schedule an appointment or to talk with a licensed counselor, just call 1-800-321-2843. A Care Access Specialist will help get you into the right hands.

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BENEFITS CENTER

by Scott Freeman • ALADS Benefits Service Center



YOUR ALADS ANTHEM BLUE CROSS MEDICAL PLAN BENEFITS GO WHERE YOU GO!

If enrolled in the ALADS Anthem Blue Cross PPO or California Care HMO medical plans your medical benefits are always available to you when you are on the go! When traveling across town or across the world, you should always carry your Anthem Blue Cross member ID card with you at all times. Your ALADS Anthem Blue Cross medical plans provide you with peace of mind and include:

- Emergency care covered anywhere in the world.
- National and international access to prescription drug benefits.

PPO Medical Plan (Basic & Premier)*

For emergency room services in the USA, if you are not admitted to the hospital, you may be billed for the emergency room copay. If admitted, the emergency room copay will be waived. If you are admitted, please have someone contact the "Coverage While Traveling" number printed on the back of your Anthem member ID card within 48 hours of your admission. If you receive services from an emergency facility that belongs to the Blue Cross Blue Shield network, the provider will file the necessary claim forms for you. If you receive services from a non-network provider, you may need to pay for your emergency services when you receive them~.

California Care HMO Medical Plan (Basic & Premier)*

If you are within 20 miles of your medical group and it is after your primary care physician's office hours, and you believe the situation does not require immediate, emergency medical attention, please call your medical group so they can refer you to the closest urgent care facility. If you are 20 miles or more from your medical group, please get medical attention at the closest urgent care or emergency facility.

If you are traveling in the USA but outside of California and need urgent care for a non-emergency situation, you can access services from Blue Cross and/or Blue Shield contracted health care professionals throughout the country. To find a participating Blue Cross and/or Blue Shield health care professional, just call 1-800-810-2583. You will receive contact information for providers that are located within the area you are traveling. Simply call any of the health

care professionals provided and schedule an appointment. When you receive services, you will pay your office visit copay, just as you would if seeing your primary care physician in California. You do not, however, need authorization from your medical group/IPA, your primary care physician, or Anthem Blue Cross for urgent care services. The health care professional may also call the toll-free Customer Service number printed on your member ID card to ensure your services are covered~.

Protection when Traveling Outside the USA - All ALADS Medical Plans.

If you need emergency care when you are outside the USA, get the care you need at the closest emergency facility. If you are not admitted to the hospital, you may be asked to pay for emergency services when you receive care. Before you leave the emergency facility, please request an itemized bill to use for reimbursement of covered services~.

Regardless of where you are in the world, you retain access to your prescription drug benefits if the benefits are covered by the Anthem Blue Cross plan you are enrolled in*.

If you incur expenses for covered medical care or prescription drugs while you were traveling, please contact the ALADS Benefit Service Center 800-842-6635. We can assist you with understating the expense and if applicable, how to file a reimbursement claim to Anthem Blue Cross.

**Always refer to your Evidence of Coverage (EOC) document for details of your medical and prescription drug coverage, which is located at www.mybenefitchoices.com/alads.*

~Out-of-pocket expenses may be eligible for reimbursement. Make sure you save all relevant medical services statements, invoices, or other proof of medical expenses to attach to your claim for reimbursement.



Scott Freeman

ALADS Benefit Service Center
9500 Topanga Canyon Boulevard
Chatsworth, CA 91311
(800) 842-6635
alads@mybenefitchoices.com

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

UNWAVERING COMMITMENT TO *Community* LYNWOOD CITY COUNCIL MEMBER JOSE LUIS SOLACHE



A product of his community, Lynwood City Council Member José Luis Solache grew up watching his mother Maria De La Luz involved in his and his sister's schools. His mother made sure that he was involved in the City of Lynwood's community leadership programs. It was a natural progression for José Luis to take on leadership roles and dedicate himself after college to improving the quality of life and opportunities for all of Lynwood's residents.

At Lynwood High School, José Luis was very involved in campus and community activities. It was not unusual to see him, the school's ASB Vice President, participating in a community clean-up program. After graduating, he enrolled in California State University, Dominguez Hills where he was elected Student Body President for two years. It was here that he realized that educational and economic opportunities in his com-

munity were not equal to other communities. "When you're a kid, you don't know about the lack of resources or a district's academic standards. But when you're an adult, you see all the shortcomings in the school district that raised you."

"Imagine being a student who loved his schools, graduating, going off to college, then returning to serve and realizing how much your school district had been failing its students. All of that prompted me to run and be elected to the Lynwood Unified School District Board at the age of 23," said Council Member Solache. "I fought to be a voice for our families and students to make sure that resources at the school district were being used for students and our schools. I served as a School Board Member for ten years and I am very proud of all of the changes that we implemented. From our budget to our sports programs, to our arts



Jose Luis Solache

programs, to our graduation rates, if you compare things from 20 years ago, to today, it's night and day. I'm proud of the work I did for my community as a school board member,"

In 2013, José Luis was elected to the Lynwood City Council. "I love serving my community, and running for City Council was a natural progression. The City of Lynwood lacked economic development. As a councilmember, I work to lay the groundwork for good developments that will generate much needed revenue for the city and community programming – funding that our community has never had." Funding that can be used to enhance the quality of life for generations, that can provide public safety programs and social service programs to keep our families safe and thriving.

"As an elected official, I know how much a community needs law enforcement in good times and bad times. There's no real answer to putting a stop to crime but reducing law enforcement is the wrong route. I really hope more of our youth aspire to join our Sheriff's Department and be that strong voice for the safety of all of our residents. Our deputies are dedicated to protecting us from harm. The lack of resources, housing shortage, job shortages, the lack of health care, it all adds up in the end – and unfortunately, the mental

health crisis continues to get bigger and bigger. We need to create more housing, more jobs and continue funding after school programs and youth athletic programs for our kids and providing better access to mental health services in our schools and in our communities. This is why as a local elected official, it is important to me to build coalitions and work with the county, with other cities and with our Sheriff's Department, because if we're to get through this crisis, we can't just sit back and think that one agency is going to be the answer. It's going to take all of us working together."

Serving the residents of Lynwood for nineteen years as a School Board Member and City Council Member, Solache was asked to reflect on his proudest accomplishments and fondest memories thus far. "Ensuring everyone feels safe at all times. People want results and rely on their elected officials to be leaders during the good and bad times. I loved seeing our youth accomplish so many milestones, like graduating from our high schools. I am always excited to see our streets repaved, our trees trimmed, and our businesses thriving. I am happy to be rooted in Lynwood and I will always be a voice for all of our community members."



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ALADS

Leadership

A S S E S S M E N T S 2 0 2 3

TOP SCORING CAPTAINS



BRANDON DEAN

5.00

NARCOTICS BUREAU



5.00

MARTIN "MARTY" RODRIGUEZ



TASKFORCE FOR REGIONAL AUTOTHEFT PREVENTION (TRAP)



JABARI WILLIAMS

5.00

ALTADENA STATION



ALADS MEMBERS RATE THEIR CAPTAINS

More than 50 Unit Commanders Assessed for Their Leadership and Public Safety Performance

The number of captains rated by ALADS members in this year's survey more than doubled since the last Leadership Assessment in 2021. Members rated 51 captains from the Sheriff's Department and DA's Bureau of Investigations. Eight captains achieved a rating of "Outstanding", 18 were rated "Very Good", 13 were rated "Satisfactory", 10 were rated "Needs Improvement" and only two were rated "Unsatisfactory" by ALADS members.

A record three captains received perfect scores of 5.0 and received honors at this year's ALADS Awards Banquet. They are Captain Brandon Dean of the Sheriff's Department's Narcotics Bureau, Captain Jabari Williams of the Sheriff's Department's Alta Dena Station, and Captain Martin "Marty" Rodriguez of the Sheriff's Department's Taskforce for Regional Auto Theft Prevention. Congratulations to all three.

This year's survey allowed ALADS members to provide comments and recommendations for their unit commanders. Members narrated their captains' ratings, both good and bad. Captains who scored well received comments that often included compliments on their ability to interact meaningfully with deputies and district attorney investigators. Captains rated poorly often received comments indicating they were unavailable to ALADS members.

The leadership of two captains were singled out for criticism by ALADS members. Receiving "Unsatisfactory" scores this year were Captain Jacqueline Sanchez of the Pitchess Detention Center, South Facility, and Captain Tonya Edwards of Pitchess Detention Center, North Facility. Narrative comments for both captains indicate they are not actively engaged in leading their facilities.

A common thread among critical comments for captains assigned to patrol stations is that they do not understand what challenges the deputies are facing in their attempts to provide public safety services.

One explicit comment directed at South Los Angeles Station Captain James Tatreau, who received an overall average of 1.89 (Needs Improvement), spelled out a common issue: "He could go 10-8 with some of the deputies for a few hours once or twice a week and stop by the businesses and go to calls. Since every community is different and some friendlier than others, this will give the captain a sense of reality of what the deputies are dealing with. Brass constantly have an unrealistic approach of dealing with the public when they have no idea what type of community they have."

On the positive side, LASD Aero Bureau Acting Captain Blanca Arevalo, who received an overall average rating of 4.53 (Outstanding) received a common compliment of highly rated captains: "She has tried to do the right thing since she has been assigned to bureau. She has the utmost integrity and communicates well from her position of Captain. While I may not agree with all the decisions she's made, she's made them fairly, impartially and with outside perceptions (real or not) in mind."

Virtually every narrative included a reference to short staffing, especially those at the Sheriff's Department's patrol stations.

Thank you to all the ALADS members responding to this year's Leadership Assessment. The results are reviewed 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 or 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

VERY GOOD



BRANDON DEAN 5.0
NARCOTICS BUREAU ★★★★★



JABARI WILLIAMS 5.0
ALTADENA STATION ★★★★★



MARTIN "MARTY" RODRIGUEZ 5.0
TASKFORCE FOR REGIONAL AUTO THEFT PREVENTION (TRAP) ★★★★★



RICHARD RUIZ 4.67
SPECIAL VICTIMS BUREAU ★★★★★



DAVID SUM 4.60
COMMUNICATIONS & FLEET MANAGEMENT BUREAU ★★★★★



DANIEL HOLGUIN 4.54
LAKEWOOD STATION ★★★★★



BLANCA AREVALO 4.53
AERO BUREAU ★★★★★



YVONNE O'BRIEN 4.50
CIVIL MANAGEMENT BUREAU ★★★★★



RICK RECTOR 4.45
INDUSTRY STATION ★★★★★



MARK REYES 4.40
TEMPLE STATION ★★★★★



ANDREW MEYER 4.40
HOMICIDE BUREAU ★★★★★



JOHN MACDONALD 4.33
TRAINING BUREAU ★★★★★



BRYAN AGUILERA 4.22
PERSONNEL ADMINISTRATION BUREAU ★★★★★



CHARLES CALDERARO 4.22
FRUAD & CYBER CRIMES BUREAU ★★★★★



WILLIAM MOULDER 4.20
WEST HOLLYWOOD STATION ★★★★★



DAMON JONES 4.18
CARSON STATION ★★★★★



ROBERT JONES 4.00
OPERATION SAFE STREETS BUREAU ★★★★★



ANGELA GONZALEZ 3.91
COUNTY SERVICES BUREAU ★★★★★



MICHAEL SHAW 3.90
COURT SERVICES TRANSPORTATION BUREAU ★★★★★



CARLOS VILLAMAYOR 3.80
DAI - CRIMINAL DIVISION ★★★★★



GEOFFREY DEEDRICK 3.79
COMMUNITY PARTNERSHIPS BUREAU ★★★★★



ROBERT HAHNLEIN 3.78
CRESCENTA VALLEY STATION ★★★★★



ROEL GARCIA 3.75
INMATE RECEPTION CENTER ★★★★★



JOHN GANNON 3.64
COMMUNITY COLLEGE BUREAU ★★★★★



JENNIFER SEETOO 3.53
MALIBU / LOST HILLS STATION ★★★★★



CHRISTOPHER JOHNSON 3.50
NORWALK STATION ★★★★★

VERY GOOD

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JOHN LECRIVAIN
LANCASTER STATION

3.40
★★★★



EDMUNDO TORRES
CENTURY STATION

3.33
★★★★



BENJAMIN TORRES
PARKS BUREAU

3.33
★★★★



SHAWN KEHOE
TRANSIT SERVICES BUREAU

3.32
★★★★



OSCAR BARRAGAN
SPECIAL ENFORCEMENT BUREAU

3.27
★★★★



CRYSTAL M. MIRANDA
COURT SERVICES BUREAU
- EAST

3.25
★★★★



SHAWNEE HINCHMAN
RISK MANAGEMENT BUREAU

3.25
★★★★



STEVEN C. RUIZ
MAJOR CRIMES BUREAU

3.18
★★★★



JODI HUTAK
PICO RIVERA STATION

3.09
★★★★



ABI BEN-SAHILE
METROLINK BUREAU

3.00
★★★★



STEVEN TOUSEY
WALNUT/DIAMOND BAR STATION

2.95
★★★★



GEORGE BERNAL
CUSTODY COMPLIANCE &
SUSTAINABILITY

2.70
★★★★



CATRINA KHASAEMPANTH
INTERNAL CRIMINAL
INVESTIGATIONS BUREAU

2.67
★★★★

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DAEWON KIM
DAI ADMINISTRATIVE DIVISION

2.33
★★★



JUSTIN DIEZ
SANTA CLARITA VALLEY STATION

2.29
★★★



RONALD SHAFFER
PALMDALE STATION

2.08
★★★



LOY MCBRIDE
COURT SERVICES BUREAU
- WEST

2.07
★★★



GERADETTE MONTOYA
CENTRAL REGIONAL
DETENTION FACILITY

2.00
★★



PILAR CHAVEZ
EAST LOS ANGELES STATION

1.89
★★



JAMES TATREAU
SOUTH LOS ANGELES STATION

1.89
★★



KEITH HARRISON
MARINA DEL REY STATION

1.80
★★



WALID ASHRAFNIA
SAN DIMAS STATION

1.67
★★



TERRANCE BELL
COMPTON STATION

1.64
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JACQUELINE SANCHEZ
PITCHES DETENTION CENTER,
SOUTH FACILITY

1.31
★



TONYA EDWARDS
PITCHES DETENTION CENTER,
NORTH FACILITY

1.00
★

OUTSTANDING



BRANDON DEAN

5.00

NARCOTICS BUREAU



Comments: Didn't forget where he came from. Very nice man and looks you in the eye with honesty. Supports the detectives.

Captain Dean leads by example and is the epitome of all LASD Captains. He is very honest, approachable, fair, and most importantly, passionate about his personnel. He also supports and appreciates all of the hard work his detectives and support staff do day in and day out. One of the great leaders on our department!

Recommendations: Nothing. This Captain has actually worked NARCO and knows what needs to be done.

Captain is already improving public safety in LA County by starting an overdose task force and doing something about this fentanyl epidemic. Other leaders should support and continue to encourage any recommendations he may have regarding this crisis.



JABARI WILLIAMS

5.00

ALTADENA STATION



Comments: Captain Williams time and time again, works extremely hard to ensure the station is running smoothly. Has a great relationship with staff and community.

Captain Williams leads by example. He's always been fair with deputy personnel and everyone at the station. He's approachable and will listen to concerns and will do anything in his power to rectify any problems.

Recommendations: No recommendations at this time. Captain Williams is one of the best Captains I have ever worked for. He is a true leader. His policies make the Altadena Station a great place to work and thrive.

Stay at Altadena.

OUTSTANDING

5.00

MARTIN "MARTY" RODRIGUEZ



TASKFORCE FOR REGIONAL AUTO THEFT PREVENTION (TRAP)



Comments: Captain Rodriguez is one of the best Captains I've ever worked for. He is extremely personable and supportive of his staff, including civilian staff and TRAP's participating agency officers. He is always available for questions or issues that arise and has an open-door (literally) policy.

Recommendations: Captain Rodriguez is doing an outstanding job with the quality of public safety services. Great leader and role model. Keep up the good work!

I have none. Captain Rodriguez always promotes and encourages public safety services through VIN etching operations, citizen training, and even steering wheel lock giveaways to the public. TRAP routinely participates in public recruiting and training events through car shows and LASD Motorsports.

4.67

RICHARD RUIZ



SPECIAL VICTIMS BUREAU



Comments: He has more knowledge of the job than ANY prior Captain. That shows a lot...He is warm, approachable, very fair, and a great person! He fights for his troops! God bless you, sir.

Finally, a Captain that understands the challenges of this assignment.

Recommendations: More personnel, lower caseload. The children of Los Angeles County deserve it.

OUTSTANDING



DAVID SUM

4.60

COMMUNICATIONS & FLEET MANAGEMENT BUREAU



Comments: Overall, a great guy. Great leader with an open-door policy.

He is a great leader. He is always available if needed or if I have a question. I like the fact he takes the time to talk to his staff and ask how they are doing. Not many leaders out there that make your work feel like a family.

Recommendations: More funding for tools and resources.



DANIEL HOLGUIN

4.54

LAKWOOD STATION



Comments: 1000x better than our old Captain... morale is much higher once Dan Holguin came to the station.

Captain Holguin is doing a great job. He's very approachable and willing to help. Overall, I've had a great experience with him so far.

Recommendations: I would like to see a change in the schedule such as no more Tuesday-Thursday RDO's. Switch to Sunday-Tuesday or Thursday-Saturday RDO's.

Due to the heavy call volume, a better work schedule for line deputies from 5/8 or a 16-hour county double, to a 3/12 or 4/10 work schedule would greatly improve morale and the retention of experienced deputies.

OUTSTANDING

4.53

BLANCA AREVALO



AERO BUREAU



Comments: An amazing leader who leads by example. She cares about the unit and all personnel involved. She pushes us to work hard and encourages us to always try to be better than the day before. I would vote for her to be the President of the United States!!!!

Has tried to do the right thing since she was assigned to the bureau. As Captain, she has the utmost integrity and communicates well. While I may not agree with all the decisions she's made, she's made them fairly, impartially, and with outside perceptions (real or not) in mind.

Recommendations: I recommend continuing to lead by example, with integrity for what is right. The truth will be exposed and in doing so, the quality of service provided to the public and the primary mission (supporting our deputies on patrol) will be held to the highest standard. The LASD touts itself as the best, yet the Division Chief consistently attempts to lower standards and listens to no one. Continue to be the excellent leader you are, Captain Arevalo, because in the end, it is for the highest quality of safety services provided to the public and patrol deputies, not the lowering of standards that the Division Chief wants. Nothing. She has the best interests of the residents of Los Angeles County and her staff at heart.

She could be doing an even better job if she was allowed to actually command the unit. However, those above her have made it clear that Captain Arevalo is not permitted to make decisions for her unit.

4.50

YVONNE O'BRIEN



CIVIL MANAGEMENT BUREAU



Comments: The Captain is approachable and takes into account her personnel's concerns before making command decisions. She makes sure we have the necessary equipment and resources to do our job effectively. Under her command, morale at our unit is very high.

She cares about keeping us safe and has shown that by allowing us to be trained by SEB, enhancing our tactical entries.

Recommendations: Need more deputy personnel. We need more deputies per each CMB courthouse.

VERY GOOD



RICK RECTOR

4.45

INDUSTRY STATION



Comments: Captain Rector has been very supportive. He cares for the troops and doesn't micromanage.

Captain Rick Rector is an exceptional leader who consistently demonstrates outstanding leadership. He is always honest in his dealings with others and treats everyone equally and with respect. Captain Rector goes out of his way to ensure everyone at the station feels important and respected. He is concerned about the well-being of those who work under him and takes steps to ensure that they have everything they need to succeed.

Recommendations: Continue to support the deputies as they make difficult split-second decisions in the field.



MARK REYES

4.40

TEMPLE STATION



Comments: Captain Mark Reyes is outstandingly fair, pro-deputy, pro-volunteers, and explorers. He has been a great asset to the station.

Captain Reyes is always friendly and greets everyone. Treats everyone with respect and supports all deputies at the station.

Recommendations: Let the deputies do their jobs, stop listening to these newly promoted sergeants who got their stripes by passing a test.

Captain Reyes listens to the public as well as deputies and has the ability to help implement the right program for all involved.

VERY GOOD

4.40

ANDREW MEYER



HOMICIDE BUREAU



Comments:

He is a great leader, easy to talk to, and approachable.

One of the best Homicide Captains I've had at Homicide.

Recommendations:

Allow and trust your detectives to handle their cases.

Try to be a buffer between the detectives and the upper management. Quit worrying about your next promotion.

4.33

JOHN MACDONALD



TRAINING BUREAU



Comments: Fair on discipline when it needs to be given. Visits his units around the county in a variety of settings. Able to work with what's given to him.

Captain Macdonald is always available to meet with us and is very approachable. He is the type of leader I want to be.

Recommendations: Stay true to your value system and continue to empower those under your command to lead with your support and not succumb to political micro-managing. This is a terrible time to be in law enforcement. Continue to encourage, inspire and educate those who desire to be proactive.

Training Bureau. Doesn't deal with the public. Thank God!!

VERY GOOD



BRYAN AGUILERA

4.22

PERSONNEL ADMINISTRATION BUREAU



Comments: Captain is receptive and open to communication.

Has not been very visible, but maybe that is a good thing or he's just letting his staff run backgrounds. At least so far, he's better than the last two supervisors. It would be nice to have the command staff back up the deputies, especially when commanders, chiefs, etc. keep asking why it's taking so long for their neighbor, friend, blah blah to get hired. What do they expect when we still have to CARP and help with VPAT? How can we complete a thorough background within an unrealistic time frame, lowered standards, and so-and-so asking why it wasn't done already? Just let us do our jobs. Don't ask why there is a rise in personnel getting relieved for misconduct. Maybe let us work some O.T. to get more cases turned in.

Recommendations: I believe he needs to continue to fight the good fight against his superiors who ARE lowering standards because it's just a numbers game to them and not the quality of personnel.

More background investigators are needed if you're advertising on social media an "expedited hiring process." Short on investigators, promising applicants a shorter time frame to complete cases, reducing investigators' deadlines, while CARPing and working VPATs during our work week. If you keep agreeing to produce more with less, your requests will never be heard and taken seriously.



CHARLES CALDERARO

4.22

FRAUD & CYBER CRIMES BUREAU



Comments: Could be better with assertiveness and confidence.

Captain Calderaro makes it a point to walk around and have a conversation with his staff. His conversations are not always work-related, which is nice. So far, he's done a great job keeping morale up.

Recommendations: More detectives.

Overall good manager. Could be a better leader and innovator by consulting more with all detectives rather than just those who have access or just want face time for personal gain.

VERY GOOD

4.20 WILLIAM MOULDER



WEST HOLLYWOOD STATION



Comments: Great leader. I've had many Captains and Captain Moulder is one of the best I've had the honor of serving. Thank you for your great leadership.

I love working for my Captain. He is a team player and has a lot of love for the West Hollywood residents. He shows strong leadership and cares about all his employees and CIT team members!! Thank you Captain Moulder for your hard work and dedication to West Hollywood!!

Recommendations: Keep doing what you're doing Captain.

Reorganize the schedule to re-balance deputies throughout all shifts. The current "pod" schedule is not working.

4.18 DAMON JONES



CARSON STATION



Comments: Very personable and actually cares about the station and his deputies.

Captain Jones has always had an open-door policy. He is very approachable and accessible as he has shown very genuine care and concern for deputy personnel and staff.

Recommendations: Ensuring we have adequate tools to do our job and protect the public (cars, weapons, training, additional deputies).

We need more deputies to fill our vacancies. High call volume/increasing requirements on deputies makes it difficult to be proactive.

VERY GOOD



ROBERT JONES

4.00

OPERATION SAFE STREETS BUREAU



Comments: Captain Jones was a watch commander when I first met him and he is now my Captain. From the time I have known him, he has always remained the same and taken care of his guys. He is fair and lets everyone know what he expects from us.

Captain Jones' strengths are the people he has surrounded himself with. He is easy-going, very approachable and humble. Having come from a military background, he leads by committee. He has strong support staff both sworn and civilian. However, the same leadership style comes with shortfalls. His weaknesses include having Lieutenant(s) that have NO business being there (they are indecisive, lack experience and confidence).

Regardless of who the Captain is at OSS, the deputies and support staff make the Bureau one of the BEST places to work.

Recommendations: Remove those lieutenants that lack confidence and experience and DON'T believe in their teams. They are basically making it harder for the investigators to do their jobs.



ANGELA GONZALEZ

3.91

COUNTY SERVICES BUREAU



Comments: Greets you by name. Comes to work on holidays to make sure her deputies are fed.

Captain Gonzalez is a great Captain. She is fair with her deputies. Does not hold grudges, nor does she punish first and ask questions later. I love her down-to-earth attitude and humbleness.

Recommendations: Make it fair and start two-man units and 4-tens.

My only recommendation is to always keep in mind what is possible, and practical when making promises to those we contract with.

VERY GOOD

3.90

MICHAEL SHAW



COURT SERVICES TRANSPORTATION BUREAU



Comments:

Very nice Captain. He really seems to care.

He needs to listen more to his line staff and stop relying on his sergeants that are lazy and don't know or care about the real issues.

Recommendations: He needs to be involved more in the functions of TST. We have an average of about 15 semi-running buses a day out of a fleet of 80 or so. Doesn't seem to concern him or any of the supervisors, for that matter. Stop letting the Sergeants worry about petty issues.

Try to get more buses working if he can.

3.80

CARLOS VILLAMAYOR



DAI - CRIMINAL DIVISION



Comments:

This guy has no agenda. He isn't chasing a promotion. He is genuine in caring for his troops.

Recommendations:

[None provided].

VERY GOOD



GEOFFREY DEEDRICK

3.79

COMMUNITY PARTNERSHIPS BUREAU



Comments:

A/Captain Deedrick only focuses on HOST and CAPE. He should take ownership of his entire bureau as well as get to know his troops.

Has high regard for staff and shows both interest and knowledge in what deputies are doing. He is supportive and respectful.

Recommendations:

Be a little more humble.

Stop only caring where the money is and represent the whole bureau.



ROBERT HAHNLEIN

3.78

CRESCENTA VALLEY STATION



Comments: A great leader and always supports his staff.

He's the type of Captain whose door is always open. I can go to him for anything. He is nice, consistent, and easy to talk to.

Recommendations:

None. The Captain is doing everything he can to keep the public and deputies safe.

VERY GOOD

3.75

ROEL GARCIA



INMATE RECEPTION CENTER



Comments: Makes a lot of promises and doesn't fulfill them.

Easily approachable, understanding, and does not micromanage.

Recommendations: Continue the great work you're doing with the skills you possess. Managing and keeping great reliable and knowledgeable personnel in positions to affect a positive and safe workplace for all.

Would like him to work more with his team, meaning scheduling at IRC is a joke.

3.64

JOHN GANNON



COMMUNITY COLLEGE BUREAU



Comments: Yes, he did get the contract renewed. Unfortunately, he sacrificed his deputies and security officers by not letting them know during the contract negotiations that most deputies and S/O's would have to work doubles on the weekends. The Captain could have told personnel what the district wanted regarding coverage and not wait until the contract got renewed. Very transparent!

First executive I've worked under that works as hard as his staff. Holds everyone to a high standard because that's what he holds himself to.

Recommendations: The bureau needs relief for security officers and possibly more deputies. One deputy per campus makes it an officer safety issue.

Keep up the great work, sir!

VERY GOOD



JENNIFER SEETOO

3.53

MALIBU / LOST HILLS STATION



Comments: Too busy trying to please the cities and get promoted. Doesn't know or care about deputies.

The Captain caters to the contract cities, which causes a strain on the line. We are running so short, yet people are constantly being pulled for other details/teams.

Recommendations: Support your line deputies doing their job and don't play downtown politics.

Captain Seetoo is good for morale but not all of her Lieutenants are. Good morale breeds good policing!!



CHRISTOPHER JOHNSON

3.50

NORWALK STATION



Comments: Overall a nice Captain but doesn't do enough to help out those who are benched.

Captain needs to staff the line and stop creating SAO teams that the station doesn't need. Be more visible within the station and improve station morale.

Recommendations: Back the troops and the work that they do. Take a look at an in-service from 10 years ago compared to now, make sure there's more than minimum staffing.

Let's get the line back to being adequately staffed before worrying about staffing any ancillary teams/units. Going back to a 5/8 schedule is not a reasonable solution to the staffing shortage.

SATISFACTORY

3.40

JOHN LECRIVAIN



LANCASTER STATION



Comments: I'd say he couldn't care less about morale, but I'm afraid he'd take it as a challenge and go out of his way to prove me wrong.

The Captain is a 'yes' man and does what he is told to do. I do feel like he cares for deputies, but he has a job to do. He created more cars for the city, which is good for the city but also means more overtime.

Recommendations: Ops needs to stop benching deputies at Lancaster because of optics. Good deputies get benched for months, even years without "formal discipline." It discourages proactive work as our murder rates and violent crimes skyrocket.

We need more people to work here. Everyone is overworked and that is why people transfer out. Why work so hard to get paid the same as everyone else, who probably do half the work.

3.33

EDMUNDO TORRES



CENTURY STATION



Comments: Needs to have more communication with the Senior Line Deps/FTOs...thank God this station has good leaders on the line that know how to conduct themselves, he needs to appreciate that by listening to the concerns of his deputies.

I don't feel he has good leadership traits. He does nothing to bring morale up at the station (if anything he makes it worse). He says he cares about deputies and punishes sergeants for looking out for deputies' best interest.

Recommendations: The line will continue to do what it does and provide the best service to the citizens we serve. Just support the deputies and we will take care of the rest. Name calling and empty threats only harm morale and ultimately the public.

More deputy participation in community events.

SATISFACTORY



BENJAMIN TORRES

3.33

PARKS BUREAU



Comments: Solid Captain. Kept Parks Bureau from being dismantled. Cares about the troops.

Captain Torres, could do more to stay in better communication with the troops in the field, but overall considering the pressure he gets from HOJ he probably does the best he can. I like the guy as a person and a Captain.

Recommendations: Captain Torres was handed command of a unit that was underfunded by the previous sheriff for political reasons. I would recommend that Captain Torres works harder with the new Sheriff to highlight the importance of our unit and outline the successes we have had despite being underfunded. Ask for the Sheriff to return our mounted posse to us and return funding to create specialized teams.

Increase morale to decrease the exodus out of Parks Bureau. Take ownership. Fix scheduling. Bring back programs. Stop taking revenge-based actions against personnel. Improve bureau communication. Be fair. Care.



SHAWN KEHOE

3.32

TRANSIT SERVICES BUREAU



Comments: Simply put - OUTSTANDING. Is genuine in his concerns for the well-being of his deputies, professional staff, command staff, bureau, and division.

Captain Kehoe cares about his staff and the deputies at TSB. Unfortunately, he has to deal with the MTA board which prevents him from allowing the deputies in the field to properly do their job. The anti /defund/re-imagine police narrative they continue to push makes his job difficult. He does strive to make the workplace interesting by implementing programs like Hook of the Month and creating special teams to address issues on the line.

Only comes around when he needs something. TSB facilities are not safe. The Captain allows MTA and its contractors to roam the Sheriff's area freely. Deputies feel like a guest in their own workspace.

Recommendations: A Field Training Program at the bureau would be a nice addition.

He needs to show up more to briefings and give us a chance to interact with him to build trust in order to comfortably discuss our concerns.

Give us a Livescan machine and deputies who are Livescan trained so we can skip the booking intake and go straight to IRC/CRDF because we transport anyway.

It would be nice to see the Captain at briefings, interacting with the line and being with his people during holidays. Taking the time to be with your deputies will help promote morale and understand their struggle.

SATISFACTORY

3.27

OSCAR BARRAGAN



SPECIAL ENFORCEMENT BUREAU

**Comments:**

Pits other teams and details against one another by openly bad-mouthing one to the other. Will sacrifice vital training opportunities in order to farm out personnel for nonessential displays or appearances. These practices, along with excessive CARPing, have destroyed morale and will likely get someone injured.

Does not listen to sound advice from his seasoned deputies, and staff.

Recommendations:

Be fair and consistent.

Ensure the rest of the brass is trained and understands WHY things are being done.

3.25

CRYSTAL M. MIRANDA



COURT SERVICES BUREAU- EAST



Comments: She does a satisfactory job, she's kind and welcoming and does what needs to be done. But, at the same time, she doesn't want to rock the boat with management above her. So, she leaves her unit status quo instead of initiating programs or schedules to boost morale and enthusiasm while we are extremely short-handed. Sometimes, a real leader, not just a test taker for status and money, takes the bull by the horns and makes a few changes to enhance the quality of life for their workers.

She refuses to acknowledge and properly address blatant policy violations. She creates hostile work environments by not addressing matters brought to her attention, but rather ignores them instead and buries her head in the sand. She basically allows a civilian operations clerk to run her unit and takes direction from her. At one time Capt. Miranda was a good Captain. Not sure when she stopped caring about the people in her unit and started caring more about promotions, at the expense of the people she oversees.

Recommendations: Just ensure supervisors aren't hounding deputies about routine matters. Remember, everyone is overworked, working overtime as favors for the department, due to needed shift coverage and being bullied by the public.

Properly staff the many vacancies due to county-wide shortages and other vacancies (IOD, ROD, etc.).

SATISFACTORY



SHAWNEE HINCHMAN **3.25**

RISK MANAGEMENT BUREAU



Comments:

She is really trying, but the learning curve is pretty tough.

Does not acknowledge/recognize good work. To do so, would be motivational for employees.

Recommendations:

[None provided].



STEVEN C. RUIZ **3.18**

MAJOR CRIMES BUREAU



Comments: Our Captain is one of the prior Sheriff's "boys". He was given the position because of nepotism and his rank in the inner circle. MCB is not the place for him.

When the Captain has team meetings to try and learn what the teams are about and what their responsibilities are, he does not appear to listen. He quickly turns the meeting into him talking and not letting us provide the information needed.

Recommendations: Updated equipment to better serve the community and keep the detectives safe.

Seriously, listen to the suggestions provided by the boots on the ground before making your decisions.

SATISFACTORY

3.09

JODI HUTAK



PICO RIVERA STATION



Comments: She is hardworking and dedicated to the station. She isn't someone to cross, but deeply cares about her employees. Looks out for the deputies.

Captain Hutak should've been a used car saleswoman. She will tell you what you want to hear and doesn't deliver on her promises. Morale has gone down since she took over as Captain. The station is divided and she is to blame. Captain Hutak is vindictive, and her actions led to a lawsuit in which she is named. She loves playing games.

Recommendations: A new Captain is needed. Time for a change.

The best way for her to improve service to the community is to convince her bosses to give us more deputies. However, her bosses are weak and inept. They won't fight for staffing or the community. Too afraid to rock the boat with the new Sheriff I guess.

3.00

ABI BEN-SAHILE



METROLINK BUREAU



Comments: Changed the schedule which will directly impact deputies' abilities to work overtime. Also allows the bureau to operate with two scheduling deputies when the line is short.

The Captain should be more concerned with supporting his deputies. Pay attention and do something about the line supervisors who keep bringing morale down by their lack of knowledge/leadership.

Recommendations: Hold everyone accountable to do their jobs, including sergeants and deputies. Riding as many trains as possible would make everyone on the train safer. Instead of this approach of writing tickets for non-rail related violations, like expired vehicle registrations or carpool violations on the freeway just to tell Metrolink that we wrote more tickets. Most of the tickets written have nothing to do with the train, but north area sergeants push for these type of tickets.

Keep listening to your deputies. We are the ones with our fingers on the pulse. We are law enforcement.

Don't let Metrolink dictate our procedures.

SATISFACTORY



STEVEN TOUSEY

2.95

WALNUT/DIAMOND BAR STATION



Comments:

There is zero station morale. Deputies feel like the supervisors (from Captain down) don't support or believe the line staff. People are leaving the station because of favoritism and poor leadership. Maybe a better schedule (4/10?) would help some.

He works hard and partners with the cities as best as possible. Open to new ideas and stays on top of crime trends and how to counter them.

Recommendations:

Work on getting a better schedule for your deputies. Notice the deputies who are proactive and actually working, instead of the ones that are just barely answering calls for service. If you only want people who answer calls for service, hire more CSO's. Or have us respond from the station and let us work out on duty like firemen.

Implement a 4/10 schedule and get to know your line staff at more of a personal level. In short, take care of your line staff and they will feel more motivated to "go above and beyond" rather than just "handle their calls."



GEORGE BERNAL

2.70

CUSTODY COMPLIANCE & SUSTAINABILITY



Comments:

Captain Bernal oversees two bureaus. I understand he is extremely busy, but it would be nice to see our Captain at least once a month to interact with his troops. There are currently several changes in our unit that we should be able to discuss with him. The previous Captain would visit our unit at least once a month or every other month to listen to his troops about concerns they couldn't address with their immediate supervisor. The current Captain visited our unit last year, can't remember what month, for a few minutes, and hasn't been seen since.

I have met Captain Bernal once, when he had a walk-through of LCMC. I would like Captain Bernal to visit us unannounced on a consistent basis to really see the full operation and make positive changes.

Recommendations:

Take the recommendations of your support staff more seriously; especially those who know what they're doing.

I would like Captain Bernal to be more involved with our sergeants and lieutenants. This will keep everyone's skills and abilities a bit more polished. I believe our unit could be a lot better if there were a lot more expectations and they were actually enforced. I also think, if the Captain contacted deputies directly periodically to ask about current issues, there could be a lot of positive change and provide quality service.

SATISFACTORY

2.67

CATRINA KHASAEMPANTH



INTERNAL CRIMINAL INVESTIGATIONS BUREAU



Comments:

Great leadership and is a pleasure to work for.

Recommendations:

The Captain needs to separate her personal political views from the investigations and provide complete transparency for the community.

NEEDS IMPROVEMENT

2.33

DAEWON KIM



DAI ADMINISTRATIVE DIVISION



Comments: Captain Kim is receptive and listens. Administrators above him have no regard for the BOI. Kim & the other Captains' hands are tied.

Solicits recommendations regarding policy and procedure, but does not listen to them and implements what he wants anyway. He allegedly has been tasked with taking credentials and duty weapons from sworn staff that are out on medical leave.

Recommendations: If you're going to ask for input, please listen to and consider it. If you disagree with an unlawful directive from the Chief's office, stand up for your people and support them. Don't kick them while they're down.

Be more mindful of the public trust and don't waste taxpayer funds on a completely unnecessary badge redesign.

NEEDS IMPROVEMENT



JUSTIN DIEZ

2.29

SANTA CLARITA VALLEY STATION



Comments:

Only cares about himself. Runs the deputies into the ground with mandatory weekly crime suppression operations on top of weekly mandatory overtime with threats of drafting. Only to get overtime STATS and look good with the city at the expense of deputies' personal lives. Shares personal information about others throughout the station. Unprofessional!

Everyone sees right through him. He doesn't care at all about the people who work for him. All he cares about is himself and his own upward mobility. He came into a station that had great morale and he single-handedly spiraled it right down the drain. The day when he's no longer here can't come fast enough.

He struggles to earn the respect of those under him due to his blatant insincerity and dictatorial style. He needs to trust the people he's put in leadership more and let them do their jobs.

Recommendations:

The services this station provides to its residents is purely off the back of the line personnel and their sacrifice to improve the community they also live in. Fortunately, that is the unique thing about this station. If it weren't for that detail, deputies would be striking about our leadership.

Put bodies back in patrol. Crime Prevention Unit is not preventing any crime showing up to work for six hours a day including their work-out and lunch. Re-evaluate your non-line assignments. Stop trying to be deputies' friends and hold them accountable for doing their jobs. Don't try to make everyone your friend.

Can we stop spending foundation money on barbecues and gym equipment and use that for better gear and equipment for patrol? Trainings? ALPR cameras? Community volunteers to help with the party calls, counter reports, and juvie programs? Please.



RONALD SHAFFER

2.08

PALMDALE STATION



Comments:

Proactive police work is frowned upon at this station. Write-ups are being handed out like candy. More worried about camera activations than the safety of his officers. Hands out Deputy of the Year to detectives. Slap in the face to people working hard on the line.

The Captain's weakness and failure to support his station personnel have directly caused station morale and station pride to be at an all-time and unsafe low.

Recommendations:

Our staffing is the biggest issue for public safety. Not nearly enough units to cover the area we cover. Response times are horrendous.

Support proactive law enforcement and be present in briefings to discuss daily issues.

NEEDS IMPROVEMENT

2.07

LOY MCBRIDE



COURT SERVICES BUREAU- WEST



Comments: We have a constant revolving door of Captains who never make it down to courts. He came to the Division and was IOD in a few months.

We haven't had a "Hard" or real Captain in ages. The name on this survey is a perfect example. As of the time of this survey, McBride has already transferred out as acting Captain. During the short tenure for West Bureau, we never met, heard, or had any contact with him. Court Services can just make up a name of a non-existent phantom and we wouldn't ever know if it was a real person.

Recommendations: Assign a Captain who isn't going out IOD once assigned or is going to be replaced in months. I don't necessarily even blame Captains. The higher brass needs to bring consistency to the division. Court Services is the largest contract in the department. The state pays us to maintain the staffing levels and for almost two years straight, our two-bailiff courtrooms are staffed with only one and it is common for a lockup deputy to be assigned to two different lockup locations within the building. The staff shortages have never been this bad in my 30+ year career.

2.00

GERADETTE MONTOYA



CENTURY REGIONAL DETENTION FACILITY



Comments: Captain Montoya has no idea what's going on with her deputy staff. She has no connection with them and expects everyone to bend the knee. So many people have left the easiest working custody facility, it's actually sad now and it's a direct reflection on Captain Montoya's leadership.

As a Captain, is there no concern for the deputies? The Captain isn't trying to find a solution to deputies being drafted consistently and not taking a look as to what can be done. So many deputies have lateraled and there's no concern as to why there's no solution to help prevent the excessive draft.

Recommendations: Give the deputies a county double and stop giving certain personnel preferential treatment especially when it comes to drafting.

Implementation of county doubles and not drafting on RDOs will prevent deputies from getting mentally and physically sick so often.

NEEDS IMPROVEMENT



PILAR CHAVEZ

1.89

EAST LOS ANGELES STATION



Comments: Poor leadership and inexperience in a patrol setting. Lacks leadership qualities.

She has a complete lack of integrity by telling her personnel one thing and then completely going back on her word. In addition, she has a closed-door (literally) policy and does not make herself accessible to her personnel.

Complete lack of leadership and cannot make a command decision without getting on the phone and calling someone to tell her what to do. She has absolutely no concern for her deputies and puts on a fake face. She will only acknowledge one of her deputies if it will benefit her in some way.

Recommendations: Learn how to do the job in a satisfactory manner. Get to know all of your subordinates and make yourself available. Have an open-door policy as opposed to having it always closed.

Lead by example and actually care about the personnel under your command. These are the deputies who are providing services to the community, so ask them what needs to be improved or provided by the command staff to make the deputies' jobs more efficient and safe. Improve your decision-making abilities by not being afraid to make a mistake. If you do, learn from your mistakes and make yourself better as a leader.



JAMES TATREAU

1.89

SOUTH LOS ANGELES STATION



Comments: The Captain has demonstrated deceitful behavior repeatedly and is on his own agenda to fix something that is not broken at this station. Constantly randomly questioning deputies about their tattoos, sneaking into the station from the locker room, and sending constant e-mails that are very harassing to all deputies. He speaks about a promotion he has coming soon after magically coming out of IOD. NO ONE TRUSTS HIM and he has ZERO integrity.

Not trustworthy, is all about himself and doesn't care... Increased our CARP days and goes with the news flow against cops. Thinks he will promote but no one likes him in upper brass.

Recommendations: The first thing the Captain has to do, is gain the trust of his troops, that ship has sailed. But for scenario sake and pretending he was a good Captain, he could go 10-8 with some of the deputies for a few hours once or twice a week and stop by the businesses and go to calls. Since every community is different and some friendlier than others, this will give the Captain a sense of the reality of what the deputies are dealing with. The Brass constantly has an unrealistic approach of dealing with the public when they have no idea what type of community they have.

Retire.

NEEDS IMPROVEMENT

1.80

KEITH HARRISON



MARINA DEL REY STATION



Comments: He's one of those guys who you think is joking until you hear the ridiculousness come out of his mouth and he actually means it. Couldn't lead ants to an ant trap if he spread a line of sugar and honey. Destroyed this station.

By far the worst Captain on this department. Very condescending, rude, arrogant, and unsupportive. Hates when deputies are proactive. When an idea is brought up that will help deter crime or benefit the community, he will immediately dismiss it because he wants the idea to come from him. For someone who spent majority of their career in community relations, you would expect him to have a better way of communicating with deputies instead of belittling them. It is very apparent he does not know what he is doing and masks it by talking down to everyone so no one discovers his incompetence. He has made it obvious, without shame, who his favorites are. His reason for selecting certain individuals for certain positions is racially motivated. I foresee the rapid decline of this station under his "leadership."

Recommendations: Back your deputies, motivate them to work. I have heard you make the station seem weak and not busy at all. Ask for more stats!

Retire or demote as Captain due to obvious inexperience.

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NEEDS IMPROVEMENT



WALID ASHRAFANIA

1.67

SAN DIMAS STATION



Comments: Where to start with this Captain? All he wants is his second bar on his collar.

Ash creates drama throughout the station. Morale is very low. Ash is not a leader on this department. He's not a leader at his own station. This Captain is a bully towards his deputies, except his favorites. They know who they are. They have set schedules and assigned radio cars while the rest of the line suffers. San Dimas has a high turnover rate. For such a slow station, that's pretty sad and speaks volumes. The training program is a joke. If you want an easy training experience, come to San Dimas. Captain Ash has his favorite deputies break rank to complain about other employees at the station. Some of these deputies have his personal number while others don't, to complain about other deputies. Ash is a bully and harasses the majority of his deputies that are from outside stations. This Captain is toxic and needs to go. Captain Ash targets certain deputies and continues to spread rumors about them throughout the station. This Captain needs to go, otherwise Walnut is going to have to patrol this station with the mass exodus by deputies and supervisors. New Captain please.

He lives in SDM and favors the safety of his neighborhood over other areas in the RD. He ordered responding units to crimes in certain "rich" or "affluent" areas to respond C3. SDM city officials call him on his personal phone to get us to do what they want. He doesn't trust us to do our jobs in the field and make "on-scene" decisions on certain calls. He's more concerned about how he looks with the city than with the morale at the station. Morale is the lowest I have ever seen in years.

Several Sergeants complain about his leadership style and are quickly transferring out to other UOA. He shows favoritism to females at the station instead of being fair to all across the board. He overlooks certain criminal behavior and severe policy violations of a certain female deputy and punishes male deputies for minor administrative policy violations.

This Captain allows some sergeants to make personnel work assignment decisions based on their personal feelings about a deputy. I saw a deputy overlooked for a T/O position because of personal conflicts in scheduling and this Captain allowed it to happen.

San Dimas is a very chill place to work but this Captain's lack of leadership has caused morale to nosedive into the ground. In the past, we have had people flocking to this place but now... most regret their decision.

Recommendations:

Retire. He does not care to better himself or the station. He does not listen to recommendations, nor does he care. He has no concept of being a leader.

Rather than focus on the needs of the community or of his station, he tends to focus only on self-serving activities both political and career-advancing. This has caused morale at this station to drop very low. He rarely communicates with deputies at a personal level. It is disappointing that when a situation arises, he will ask one of his subordinates to relay a message rather than deliver it himself. Many deputies have noticed this and have opted to move on to other stations rather than continue to work hard at this one.

NEEDS IMPROVEMENT

1.64

TERRANCE BELL



COMPTON STATION



Comments:

Quick to throw line deputies under the bus but says he has our back. Captain with no backbone. Everything is a "Division" order, but Compton is the only station in the county with "Division" orders.

Does not take the real concerns and needs of the station into account. Focuses on minor personal opinions instead of the needs of the station and his deputies.

Recommendations:

How about you ask your deputies what we actually need? All due respect sir, you're not a patrol guy and you never were. How would you know what the deputies need! Ask your troops!

Get a new Captain who actually cares about his team, community and not just himself.



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UNSATISFACTORY



JACQUELINE SANCHEZ

1.31

PITCHESS DETENTION CENTER, SOUTH FACILITY



Comments: I've been on for many years and worked with a lot of Captains.

This Captain by far is the most incompetent Captain I've worked for. This Captain appointed the most vindictive and retaliatory Lieutenant on the department to be her Operations Lieutenant. This regime is accusatory, biased, spiteful, vindictive and they make all decisions based on emotion instead of factual information. This Captain and Lieutenant in Operations have all of the supervisors afraid to make basic decisions. The Captain is disconnected from reality. Many deputies and supervisors have addressed these issues with her personally and her response to them is to go somewhere else if you don't like it, instead of dealing with the problems at hand in a fair and balanced manner. I've witnessed a 2-tiered justice system with this Captain. There are the have's and the have-nots at PDC- South. The hypocrisy that this regime lives by is disgusting and unchecked to say the least. PDC-South Facility was for many years one of the best Custody Facilities in the county to work at. The majority of deputies are trying to transfer because of the anguish, hostility and broken leadership this Captain and her Lieutenant display on a daily basis towards their subordinates. POE's have been filed like I have never seen before. This Captain allows the cancer to continue to grow. Bad decision after bad decision continues. The sad part is she and her inoperable Lieutenant will most likely promote due to the command staff not knowing how bad their leadership really is.

No leadership, lets the terrible Ops Lieutenant run everything. South [was] a great facility to work at, but under Sanchez's (lack of) leadership many deputies are looking to work elsewhere.

Recommendations: The job in itself is already difficult for the deputies and the custody assistants. Proactively back your personnel, be supportive, and listen. Lead from the front and by example. Build morale and your staff will work cohesively with you and the public. Recipe for success!

Open door policy, is easy to talk to, and seems to care about the facility. Needs to follow through on what she says.

UNSATISFACTORY

1.00

TONYA EDWARDS



PITCHESS DETENTION CENTER, NORTH FACILITY



Comments: Captain Edwards isn't a leader. She's more worried about looking good to her superiors or having something to present during her meetings than running a unit. The unprofessionalism displayed during the COVID years was terrible. Morale has never been lower at North Facility. It all starts at the top and the top isn't what it should be. She'd rather pursue personal issues than solve facility issues. She's completely checked out and didn't care what state the facility was left in when she left. The only silver lining about her retiring is North facility doesn't have to deal with her anymore.

Complete failure to supervise. Absolutely poor integrity. Puts incompetent Sergeants and Lieutenants in administration.

Recommendations: See what the real problems are and stop listening to anonymous complaints in your mailbox.

We need someone who is fair and considerate in all aspects.

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Fernandez, Dianna
Fernandez, Yadira

Fernandez Gomez, Victor
Figuroa, Eduardo
Franco-Lopez, Giovanni
Gamino Soria, Monica
Garcia, Gabriel
Gilbert, Erik
Godinez, Jose
Gonzalez, Salvador
Granados, Sylvia
Hernandez Saucedo, Yadira
Herrejon, Nicholas
Jones, Brett
Lopez, Michael
MacDonald, Rachel
Marin Jr., David
Martinez-Inzunza, Alejandro
Medina, Isaiah
Mora, Oscar
Perez, Derek
Preciado, Lauren

Prince, Donald
Quintana, Jonathan
Ramirez, Mikey
Reyes, Jesus
Reyes, Luis
Ruiz, Elizabeth
Ruvalcaba, Daniela
Sandoval, Xavier
Seares, Kenneth-Ronald
Simpson, Jeremy
Ta, Tommy
Tsaroukian, Adrian
Valenzuela Jr, Jorge
Vargas Ceja, Ivan
Varo Torres, Omar
Vitela, Ernesto
Walker Jr, Michael
Wilson, Robert
Yanez, Andres



ALADS Happenings



Retirement Seminar

In February, ALADS held its first of three Retirement Seminars scheduled for this year. The second seminar was held in June and the third seminar is scheduled for October. If you are in the second part of your career or have been injured while on duty, it is vital for you to attend this seminar to ensure that you are prepared for your retirement.

Speakers from the law firm Straussner & Sherman conducted presentations regarding disability and worker's compensation retirement.

Presentations were also done by representatives from Horizons Deferred Compensation Program and LACERA.

It's never too early to start planning for your retirement, especially if you have been injured on duty.

Watch for emails notifying members of the next Retirement Seminar and be sure to add it to your calendar.



Lost Hills Station Open House

Lost Hills Station held its annual open house in May. Members of the community came out to show their support and to learn about all the services provided by the deputies and the station. Booths included Malibu Search & Rescue, Traffic, Volunteer, and Aero Bureau among others.



ALADS Hosts Coalition of County Unions

ALADS hosted members of the Coalition of County Unions in April. In attendance were the presidents of several Los Angeles County unions, Los Angeles County Supervisor Kathryn Barger and newly elected President of the LA County Federation of Labor Yvonne Wheeler. ALADS continues to collaborate with other unions in the county to ensure that labor unions have a strong voice and representation.



NCCF Benefits Fair

Thank you to all of the ALADS members who came out to the NCCF Benefits Fair. ALADS Vice President Tom Ferguson, Field Representatives Doug Joho, Dondrea McAllister and Melissa Chavira were on hand to assist and answer any member questions. Field Representatives shared information regarding members' Police Officer Relief Fund (PORF) insurance beneficiaries and the need to ensure that all information was up to date. PORF is a \$120,000 life insurance policy that ALADS and PPOA bargained for and members sign up for it during the Academy. If you have gotten married, divorced, or had children since the Academy, your PORF beneficiaries are likely out of date. Contact ALADS to update your PORF beneficiaries today.

ALADS provided lunch by our famous taco guys for the members.

Thank you to all the vendors: Rose Hills Memorial Park & Mortuary, PPOA Federal Credit Union, Los Angeles Police Federal Credit Union, First City Credit Union, Anthem Blue Cross, AFLAC, VSP, who were there to meet with members.

We look forward to seeing members at the next benefits fair.

NLPOA Car Show

The National Latino Peace Officers Association's Second Annual Car Show was held at ALADS (May 7, 2023). It was a fundraiser for Crime Survivors Resource Center and the NLPOA, East LA Chapter.

Cover band School's Out (consisting of teachers) provided great tunes and LC Smashed Burger provided excellent food. ALADS staffers sold hot dogs, chips, and drinks in support of the ALADS C.A.R.E.S. Foundation.

Thank you to the community members and law enforcement personnel who attended and showed their support. Staff members Dondrea McAllister, Melissa Chavira, Mike Prince, Lance Troyan and recently retired ALADS President James Wheeler donated their time to assist with the event.

We hope to make it even larger next year!





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Supports...



Honoring Our Fallen Heroes...

This year, ten (10) LASD deputies were honored by having their names engraved on the National Law Enforcement Officers Memorial. To honor the fallen, ALADS places placards including their photo at the Memorial and hosts a dinner for their families. ALADS hosted nearly one-hundred family members for this trip. This is one of the most important events that the union sponsors and ALADS is honored to continue to show our support for the families of our beloved deputies.

National Police Week is an annual observance that takes place May 15-21 to honor and remember law enforcement officers who have lost their lives in the line of duty. This week-long event was first established in 1962 by President John F. Kennedy, and it has since become an important tradition for law enforcement agencies and communities across the country.

The main purpose of National Police Week is to pay tribute to the brave men and women who have made the ultimate sacrifice while serving and protecting their communities. This includes officers who have been killed in the line of duty, as well as those who have died as a result of on-the-job injuries or illnesses. It is also a time to show appreciation for the hard work and dedication of all law enforcement officers who risk their lives every day to keep our communities safe.

During National Police Week, various events and ceremonies are held to honor fallen officers and their families. This included the Police Unity Tour for which ALADS sponsors and supports Southern California Chapter VII. For our fallen, ALADS places placards including their photo at the Law Enforcement Officers' Memorial and hosts a dinner for their families.

One of the most prominent events is the National Police Officers Memorial Service, which takes place on the west lawn of the U.S. Capitol. This solemn ceremony includes the reading of the names of all officers who have been added to the National Law Enforcement Officers Memorial in the past year.

Another important event is the Candlelight Vigil, held at the National Law Enforcement Officers Memorial. This event provides an opportunity for family members, friends, and colleagues to come together and remember their loved ones who have died in the line of duty.

National Police Week is not only a time to honor the fallen, but also to celebrate the achievements of law enforcement officers. It is a chance to recognize the hard work and sacrifice of our members who put themselves in harm's way to serve and protect their communities. There was a total of 556 officers who were honored this year.



ALADS Supports the 2023 Police Unity Tour and the National Law Enforcement Memorial Fund.

LASD Personnel honored on the National Memorial Wall:

Sergeant Christopher Bracks

East Patrol Division
 - Walnut/ Diamond Bar Station
 EOW: May 10, 2022

Sergeant Jamie Arakawa

Countywide Services Division
 - Community College Bureau
 EOW: February 8, 2021

Sergeant Armando Meneses

Court Services Division
 - Court Services Central
 EOW: February 16, 2021

Deputy Anthony N. Bautista

Countywide Services Division
 - Community Partnerships Bureau
 EOW: August 18, 2021

Deputy Andrew Myers

South Patrol Station
 - Norwalk Station
 EOW: October 20, 2021

Deputy Pedro "Pete" Romo

North Patrol Division
 - Santa Clarita Valley Station
 EOW: February 14, 2021

Deputy Timothy Tellez

Countywide Services Division
 - Parks Bureau
 EOW: December 23, 2020

Detective Amber Leist

West Hollywood Station
 EOW: January 12, 2020

Motor Deputy John Mercer Black

EOW: November 22, 1929

Motor Deputy Wyatt Honeycutt

EOW: December 22, 1928



Senate Bill

1 1 2 7

by Jean-Paul Lonné, Senior Partner at Straussner Sherman Lonné Treger Helquist

A Landmark Victory for the Rights of Law Enforcement Officers Impacted by Presumptive Illness & Injury

For decades, California law has recognized the risk of certain occupational illnesses and injuries that law enforcement officers face. The state's legislature has acknowledged these risks by deeming these conditions presumptively work-related, including, among others: low back, cancer, heart trouble, hernia, PTSD, and blood-borne infectious diseases.

When a condition is legally presumed to be caused by work, it is up to the employer to "rebut" the presumption and prove that the condition was non-industrially caused. If the employer cannot rebut the presumption, the condition is automatically considered work-related and entitles the affected officer to workers' compensation benefits.

Despite these legal protections, law enforcement officers across the state have consistently encountered significant delays in the acceptance of their legally presumed work-related injuries. An officer diagnosed with cancer would often wait for 90 days before being told that his or her employer denied their claim. From there, they would wait potentially months longer to see a medical-legal evaluator whose reporting would often state the obvious: the officer was diagnosed with cancer, the officer had been exposed to a host of carcinogens over their career, and there existed no evidence of the cancer being caused by something other than work. Even then, the officer may wait additional months as their claim was litigated if their employer refused to accept the medical report. All the while, the officer might go without pay.

In truth, most presumptive injuries are very difficult to legally rebut. When it comes to heart trouble, even congenital defects at birth that a doctor deems the sole cause of the injury are insufficient to rebut the presumption – meaning the claim is nevertheless deemed work related.

But despite the near legal certainty that the vast majority of these presumptive claims will ultimately be found work-related, various employers, administrators and insurers have taken full advantage of the excessive delay that the workers' compensation system permits to make the diagnosed officer wait months for benefits to which he or she is entitled – that is, until now. The Legislature has passed and the Governor has signed Senate Bill 1127, which went into effect January 1, 2023.

The bill is a landmark victory in protecting those diagnosed with presumptive injuries and illness. It reduces the normal 90-days in which an employer must accept or deny a

claim down to 75 days. It lengthens the maximum period of temporary disability benefits for those diagnosed with cancer on or after January 1, 2023, from 104 weeks to 240 weeks. It significantly increases penalties against an employer who unreasonably delays or denies benefits for a presumptive injury: previously the penalty was 10-25% of the delayed benefit, capped at \$10,000.00 maximum and is now five-times the delayed benefit, capped at \$50,000.00. And, importantly, the bill funds the Department of Industrial Relations to begin collecting and tracking data regarding the time it takes between an injured worker filing a claim and when that claim is ultimately accepted or denied to, presumably, allow policy makers full data in reviewing whether any abuses of the system continue to occur.

Most of the bill's provisions are forward-looking, going into effect after January 1, 2023. However, as it relates to the increased penalty for unreasonably denied or delayed benefits, SB 1127 entitles any officer, no matter his or her date of presumptive injury, to seek increased compensation for the delay. This means that those officers who encountered unreasonable delays in benefits related to presumptive claims any time in the past may potentially pursue maximum penalties under the new law.

It is worth noting that a determination of "unreasonable delay" of benefits is a finding that a workers' compensation judge must make and usually requires the assistance of an attorney. Those who believe their claims were unreasonably delayed should speak with their existing workers' compensation attorney, or reach out to an attorney experienced in litigating presumptive injuries. But, most importantly, the risk of this increased penalty will hopefully change the practice of employers and their administrators. The age-old practice of "deny first and ask questions later" runs the risk of significant financial exposure and as a result, finally, puts the officer's health and welfare at the forefront.

On a personal note, we at Straussner Sherman Lonné Treger Helquist were honored to have been given the opportunity to provide stories of our clients who were significantly impacted by the delays in their claims' acceptance. Those stories aided in the Governor's signature of SB 1127, and gave us an opportunity to give our clients a voice in helping to shape a better law for those who risk life and limb in service of our state.



Jean-Paul Lonné

Relocating to Idaho

I'm Courtney, Fire Wife to an Orange County Firefighter, Mom of three and Idaho Realtor®. My husband and I relocated our family to the Treasure valley in Idaho to raise our three daughters and now I am helping others to do the same.

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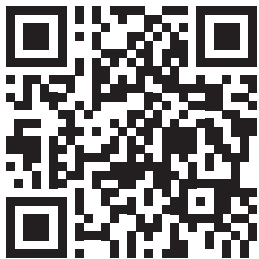
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- BASKETBALL
- BRAZILIAN JIU JITSU
- CORNHOLE
- FLAG FOOTBALL
- PICKLEBALL
- SOCCER
- SOFTBALL

REGISTRATION IS NOW OPEN!



FOR CONTRIBUTIONS TO THE ALADS C.A.R.E.S. FOUNDATION



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HERE**

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DONATED NEARLY \$2 MILLION TO MEMBERS
AND THEIR FAMILIES**

Scan the QR Code to make a donation today!



Congratulations

**—TO EVERYONE WHO COMPETED
IN THE 2023 BAKER TO VEGAS CHALLENGE CUP RELAY!**



The Annual Baker to Vegas Relay Race is one of the most exciting and challenging events in the world of long-distance running. The race which has been held annually since 1985 and is open to law enforcement agencies from around the world covers a distance of 120 miles, and takes place over a two-day period, starting in the small town of Baker, California and ending in Las Vegas, Nevada.

The relay race is unique in that it is a team event, with each team consisting of 20 runners. It is divided into 20 stages, with each runner taking on one stage of the race. The team members take turns running their respective stages, passing a baton from one runner to the next.

B to V is not only a test of physical endurance but also a celebration of teamwork and camaraderie. The teams are made up of police officers, sheriffs, and other law enforcement officials, who come together to compete against each other in a friendly, but highly competitive atmosphere.

ALADS is proud to have sponsored seventeen LASD teams for this year's race. For a team to be eligible for sponsorship, it must consist of 90% ALADS members

In total, 234 teams competed on the route that takes runners through the Mojave Desert, Pahrump including several challenging hills and steep inclines and finally to the finish line at the Rio Hotel. Despite the challenges, the Baker to Vegas Relay Race is a highly rewarding experience for those who participate. It is an opportunity to push oneself to the limit, and to work together with a team towards a common goal. The race is also a chance to meet and connect with

other law enforcement professionals from around the world, and to celebrate the bonds of brotherhood and sisterhood that unite those who serve in law enforcement.

Congratulations to the LASD Elite Running Team who took third place out of the 234 participating teams with a time of 13:34:22. The only two teams who finished before the LASD Elite Running Team were the LAPD Citywide (12:51:06) and NYPD Men's Team (13:29:46)

The TOP TEN LASD/District Attorney Running Teams

- #1.....LASD Elite Running Team 13:34:24
- #2....LASD Century Station 15:48:48
- #3....LASD Women's 15:59:05
- #4....LASD East Los Angeles 16:01:23
- #5....LASD Lancaster 16:02:37
- #6....LASD Training Bureau 16:08:54*
- #7.....LA District Attorney 16:38:40
- #8....LASD/MCJ 16:41:45
- #9....LASD Industry Sheriff Station 16:46:30
- #10...LASD Temple Station 16:46:37**

*Penalty/Delay/Penalty: 0:00, 0:27:10, 3:11

**Penalty/Delay/Penalty: 0:10, 0:00:00, 3,3





It was great to see KNX reporter and starting line announcer Pete Demetriou interview stage one runners from the LASD and LAPD women's teams about the race and their team's longtime rivalry. This year, the LASD Women's Team (15:59:05) finished second to the LAPD Women's Team (15:56:39). Foreign teams participating in the race included Berlin PD, Edmonton Police Services, RCMP Mixed Team, Queensland Police Service and Queensland Police Service Team.

ALADS Hospitality Suite

ALADS held its hospitality suite on Saturday night. Thank you to Fickewirth and Associates for sponsoring ALADS' Hospitality Suite at the IBAR in the Rio. It was great to see current and retired ALADS members getting together and enjoying the festivities while telling the stories from previous races. ALADS Directors Richard Pippin, Tom Ferguson, Xochilt Rosas, and Dave Gaisford were on hand to meet with members.

Homicide Bureau, ALADS & PPOA B.B.Q.

On Sunday, ALADS Directors and staff headed out to man our booth at the Homicide Bureau, ALADS and PPOA After Race Barbeque. We would like to thank retired Homicide Detective Ralph Hernandez for coordinating the event again this year. This year's turnout was one of the best we have ever had. It was great to see our current and retired members, and all of the members of the teams that came in from different countries including Canada and Germany.

Congratulations to everyone who participated in Baker to Vegas. We would like to thank all of you who attended our events during Baker to Vegas and we look forward to seeing you next year!

ALADS SPONSORED TEAMS

- TSB Transit Service Bureau
- Carson Station
- LASD MCJ
- LASD Women's Running Team
- South L.A. Station
- LASD Elite Running Team
- Lakewood Station
- LASD Lancaster Station
- Temple Station
- Century Station
- LASD Homicide
- Compton Station
- Twin Towers Team
- Pico Rivera Station
- Industry Station
- DAI's Running Team
- West Hollywood Station

Thank you to the Homicide Bureau, ALADS, PPOA After Race Barbeque Sponsors & Friends

- POPA Federal Credit Union
- LA Police Federal Credit Union
- Sheriff's Relief Association
- Law Offices of Lewis, Marenstein, Wicke, Sherwin & Lee
- Monster Energy Drinks
- Reyes Coca Cola Bottling in Nevada
- John at Town Rent a Car in Bellflower
- Miguel Guzman of Trusted Rate Mortgage
- Ralph & Patty Estrada
- Steve Findley of Las Vegas Party Tent Rentals
- Sean Woods and the workers at Encore Tech who allow us to use their parking lot
- Majestic Realty who let us use their parking lot
- All of the Homicide personnel & volunteers who helped with the barbecue.



ALADS Unit Representative

M E E T I N G S

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

ALADS unit representatives play an important role at the different worksites. At our in-person meetings the first Wednesday of the month, unit representatives discuss important issues related to the department, specific assignments, and ALADS' activities over the previous month. ALADS provides communication to the unit representatives regarding upcoming events as well as matters

that pertain to your wages, hours and working conditions. We also manage our Anthem Blue Cross Health Plans for members and our legal representation. Your involvement helps to guarantee ALADS is always moving in the right direction and providing the representation and benefits members need.

Lunch is included during the meetings and a raffle is held at the end of each meeting. We'd love to see you at our next unit representative meeting.



Brian Smith
of Twin Towers
is sworn in as a unit representative



Scott Sorrow
of Lancaster Station
is sworn in as a unit representative



Julian Stern
raffle winner



William Strnad
of San Dimas Station
is sworn in as a unit representative



Carlos Alfaro
of CRDF
is sworn in as a unit representative

LASAA ANNUAL SHOTGUN TOURNAMENT



SATURDAY, NOVEMBER 25, 2023 @ LA CLAYS SHOOTING PARK

All Department Members and their Guests are invited to compete in the **Los Angeles Sheriff's Athletic Association (LASAA)** Annual Shotgun Tournament.

We will shoot 50 targets each: 1.: Trap, 2.: Skeet and 3.: Sporting Clays
You can shoot in one, two or all three events.

- **CHECK-IN.....8:00 AM, (0800 Hours)**
- **SHOOTING.....9:00 AM, (0900 Hours)**

Shooters of all levels are encouraged to participate.

A Silver Belt Buckle will be awarded to the shooter with the Highest Combined Overall score. Only current or retired members of any law enforcement or fire department agencies are eligible for the buckle.

A Money Clip will be awarded to the High Overall shooter in each individual event.

Medals will be awarded to the top three shooters in each category.

ENTRY FEES	LASAA MEMBERS	NON-MEMBERS
TRAP	FREE	\$25
SKEET	FREE	\$25
SPORTING CLAYS	FREE	\$30

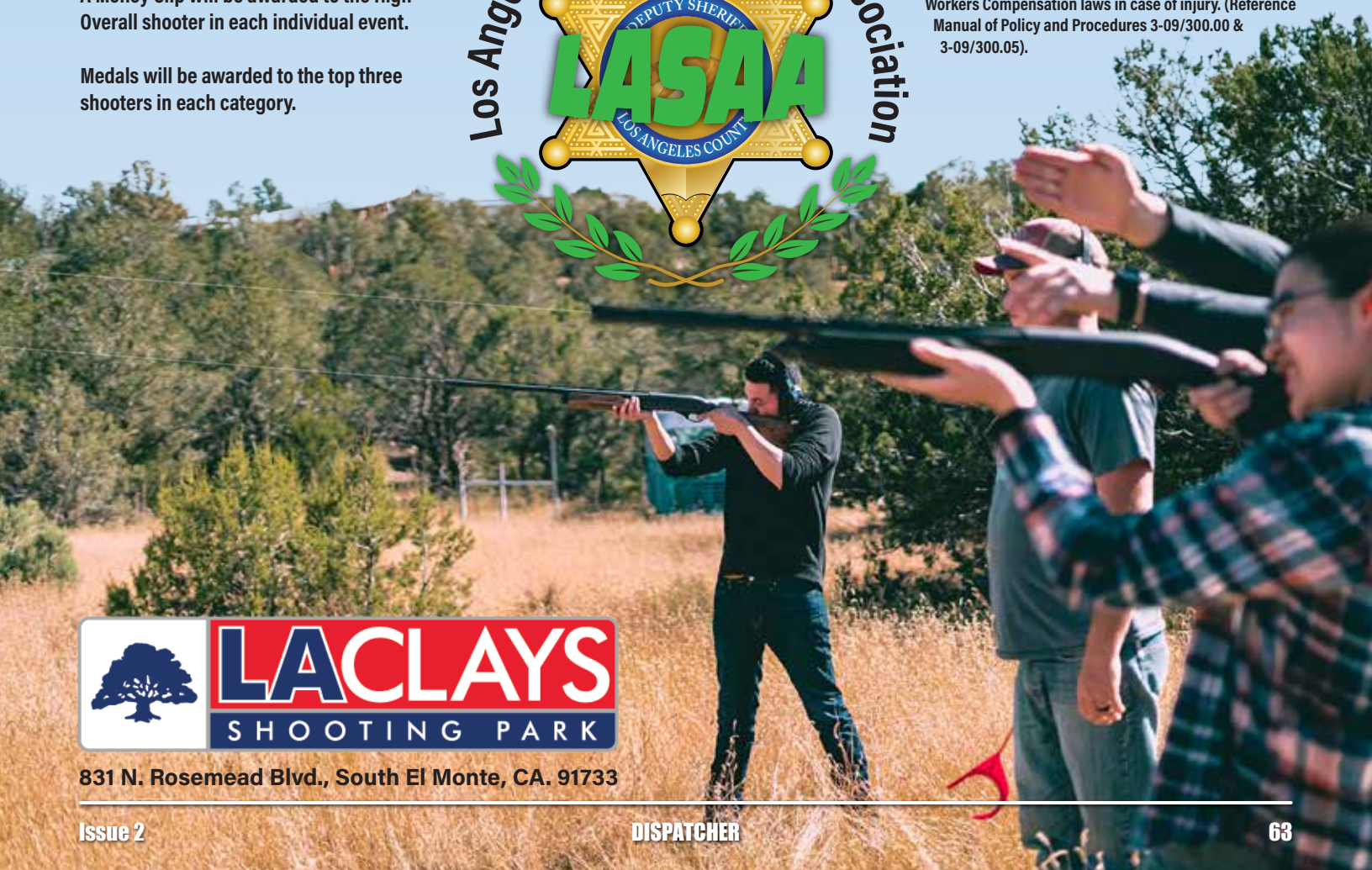
All participants entry fee includes lunch! Rental guns and ammunition will be available for an additional charge. Come out and test your skills with a shotgun!

For further information, contact: **MANUEL MUNOZ**
@ (323) 260-8559, e-mail: mjmunoz@lasd.org

Participants are reminded that this is not an LASD sanctioned event, and therefore is not covered under Workers Compensation laws in case of injury. (Reference Manual of Policy and Procedures 3-09/300.00 & 3-09/300.05).



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ALADS

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 **January 1st, 2022!**

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.

QUESTIONS?

Should you have any questions on the AIT's new website, please contact the ALADS Benefit Service Center at (800) 842-6635 or alads@mybenefitchoices.com.

2023 ALADS MEMBERS RETIRING

Paul Alaniz
Elizabeth Aguilera
Robert E Anderson
Deana M Austin
Manuel D Avina
Andre M Ball
Raymundo Barrera
Jason E Bazyourous
Rycki M Burwell
Gina M Cali
Juan A Carrillo Recendez
Larry G Chan
La Tonya R Clark
Ray A Davidson
John Despot
Hector M Figueroa
Sandra L Garcia
Antonio C Gomez
Charles L Gonzalez
David Hernandez
Kevin K Hilgendorf
Baron B Howard
Todd M Knight
Judith S Luera
Gordon Lukehart III
Stephen C Macinnis

Angela R Martinez
Denise M Martinez
Ronnie F Mason
James K Maxey
Mark G Moffet
Fredrick J Noya
Marc M Richard
Frank W Richter IV
Guillermo Rodriguez
Quilmes Rodriguez Jr.
Don R Sanchez Jr.
Peter K Schafer
Marvin A Smith
Shawn R Snyder
Donald J Steele
Keith M Suarez
David K Takigawa
Ira M Terry
Marcus K Turner
Todd A Harris
Scott E Kalassay
Julia J Levenson
Elizabeth Meyer
Ericka M Tagalao
Tommie D Bates
Larry J Urrutia



ALADS Retired Member Survey

Thank you to all of our retired members who took the Retired Member Survey. If you are a retired member and didn't receive the survey, please call ALADS and update your email address. The winner of the \$50 gift card is **James Fletcher Jr. Congratulations James!**

\$125,000 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 continuance 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.**

Accelerated Death Benefit

If you are diagnosed with a terminal illness, with a life expectancy of 12 months or less, you may be eligible for a reduced living benefit of 75% of your basic life amount, up to a maximum of \$93,750.***

Dedicated Benefit Support and 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 designate or update your beneficiaries.

All full-time, Active sworn peace officers, belonging to Bargaining Unit 611 Have \$125,000 of Basic Life Insurance at no cost.



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.

Board of Directors

ELECTION SCHEDULED!

Members interested in volunteering their time to serve on ALADS Board of Directors and who wish to run for one of the four seats up for election this year are advised that the candidate filing period opens on August 1, 2023 and closes at 5:00 p.m. on September 1, 2023. 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 1, 2023.

On October 27, 2023, ALADS voting members will be both mailed and 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 13, 2023 and election results will be tabulated immediately thereafter and communicated via ALADS Newsletter.

Further Notice of ALADS' Electronic Voting Transition Plan (Stage 2)

As you are aware, ALADS is in the process of moving its annual Board of Directors election online. The transition to electronic voting will enter stage two this year and, therefore, all voting will be done online. This means ALADS will no longer use paper ballots. In order to successfully make this transition, it is critical that ALADS we have your current personal email address on file.

For the 2023 election, ALADS voting members will receive instructions on how to vote online both via their personal email and U.S. Mail. These instructions will walk the voting members through how to use their secure credentials to both view the candidate information and to vote online.

In 2024, and for all future elections, ALADS voting members will receive instructions on how to vote online via their personal email only.

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.





Congratulations

LASD STARS EXPLORER ACADEMY CLASS #108 COLOR RUN

Class 108 Explore Color at Catalina Island

On May 6, 2023, Countywide Services Division - Community Partnership's Bureau, Youth Services Unit - Explorer Program partnered with the Sheriff's Youth Foundation, Association of Deputy Sheriff's (ALADS) the Professional Peace Officer's Association (PPOA) - Star and Shield Foundation, PRIMEX Clinical Laboratories and the San Dimas Sheriff's Station Booster Club to sponsor STARS - Explorer Academy Class #108 for their Color's Run in the City of Avalon on Catalina Island.

This is the first time in the history of the department an Explorer Academy Class has visited Catalina for this momentous occasion. The 79 Explorer Recruits (from 13 LASD Stations and 9 participating police agencies) were joined by their academy staff, station advisors, other explorers, support personnel and their family and friends. For many of these recruits and some staff this was their first-time visiting Catalina Island.

The 200+ group arrived on Catalina Island in the morning, starting their run at Wrigley Stage for a brisk run up the hills of the island to Descanso Beach and back. The run was dedicated to former Norwalk Station Explorer, United States Marine Corporal Miguel Angel Guzman, who was killed in Iraq on May 2, 2008.

After earning their uniform patches on the run, in appreciation for being allowed on the island and in celebrating their accomplishments in the academy thus far, the recruits conducted a skirmish line clean up on the beach. Afterwards the recruits were able to enjoy their lunch and some relaxation and recreation on the beach prior to heading home on their afternoon boat.

Explorer Academy Class #108 would like to thank their sponsors and a special thanks goes out to all those who assisted putting it together and attended the run:

- Commander Johann Thrall
- Captain Geoffrey Deedrick
- Captain Mathew King
- Sgt. Juan Martinez
- SYF Executive Director Jamielyn Flores
- Operations Assistant Kitty Corralez
- Sgt. Brad Sheffield
- Sgt. Jeffrey Serpa
- Deputy Mike Ebling
- Deputy James Johnson
- Deputy Irma Montoya
- Deputy Mariana Reyes
- LET Monique Patino Campos
- Deputy Sean Jacobs
- Sgt. Kevin Pearcy
- Deputy Yury Polissky
- Lieutenant Jose Salgado
- Lieutenant Tri Hoang
- Deputy Maria Guzman
- Deputy Soraya Sanchez
- Deputy Frank Abril
- Deputy Evelyn Nichols
- Deputy Jocelin Torres
- Sergeant Danielle Walters
- Explorer Ramrod Hitch and Regent Anguiano

Our outside agency partners:

- La Habra PD Officer Ken Gustin,
- Bell Gardens PD Officer Eric Perez,
- San Gabriel PD Officer Steve Gaona and
- City of Avalon, David Hart.
- Catalina Express Representative Francheska Masoller
- Southern California University of Health Sciences Doctors Keoni Kanahale and Mahealani Schreindorfer
- Santa Catalina Island Company Gail Hodge.

Explorer Class #108 graduated from the academy on June 3, 2023, at STARS Center.

The next Explorer academy is slated for September, 2023. To have your young adult sign up, contact your local Sheriff's Station or participating police agency. Help us build the leaders of tomorrow.





Critical Incident Brief -Presented by West Hollywood Sheriff's Station

West Hollywood Sheriff's Station hosted Las Vegas Metropolitan Police Department Emergency Manager Rachel Skidmore at the AMC Theatres at City Walk where Emergency Manager Skidmore gave a Critical Incident Brief about the Route 91 Concert mass shooting. The Route 91 shooting is considered to be the deadliest mass shooting in modern American history. The tragic event occurred on October 1, 2017, in Las Vegas, Nevada. During the festival, a lone gunman opened fire on the crowd from his hotel rooms located across the street, killing 58 people and injuring over 800 others

Emergency Manager Skidmore is a subject matter expert about the shooting and has flown across the nation to present the emergency



Metropolitan Police Department Emergency Manager Rachel Skidmore presents the Route 91 briefing.

response strategies utilized and lessons learned in response to the incident.

Skidmore discussed the number of calls that came in during the shooting, where the calls came from, what the callers thought was happening, Las Vegas Metropolitan Police Department's response to the shooting, and the aftermath. The briefing provided an opportunity for the attendees to learn about the various aspects of how first responders handled this incident.

The festival was a three-day outdoor country music event attended by thousands of people including many LASD personnel. As the gunfire started, the crowd initially thought it was part of the show, but soon realized the severity of the situation as the shooter continued to fire. The gunman, identified as 64-year-old Stephen Paddock, had stockpiled a large number of firearms and ammunition in his hotel rooms at the Mandalay Bay Resort and Casino. He had also set up cameras in his room and in the hallway to monitor the situation. After the shooting, he was found dead in his hotel room from a self-inflicted gunshot wound

ALADS is proud to have participated in the briefing. Thank you to Las Vegas Metropolitan Police Department Emergency Manager Rachel Skidmore for putting on the briefing and Universal Studios for sponsoring the event.

Congratulations to WHD Deputy Christopher Chung, EOB Deputy Eli Teixeira, and Captain William Moulder for coordinating a successful training.

ALADS Justice

IN THE COMMUNITY

FOR MURDERED CHILDREN

ALADS President Rich Pippin and Vice President Tom Ferguson represented members at a fundraiser breakfast in support of Justice for Murdered Children (JFMC)

www.justiceformurderedchildren.com

JFMC was founded in 1996 by La Wanda Hawkins when her only child Reggie was murdered. La Wanda, along with other parents who lost children to a homicide discovered that their cases were going unsolved and that they had been left out of the criminal justice process. Together they formed



Justice For Murdered Children.

JFMC's mission is to reduce the number of homicides and to assist families who have lost loved ones. They provide legal advocacy, family services, as well as prevention and intervention services.

ALADS President Pippin and Vice President Ferguson manned the grills, cooking up pancakes and bacon for the fundraiser's participants. Sheriff Robert Luna attended the event and showed his support for the nonprofit.



Left to right: ALADS VP Tom Ferguson and President Richard Pippin.



JFMC was founded in 1996 by LaWanda Hawkins



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rpippin@alads.org



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UNIT REPRESENTATIVES

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Airport Court

Russell-Saenz, Robin

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Rosas, Xochilt*

Century Station

Meraz, Tony*

Perez, John*

College Bureau

Elias, Elizabeth

Compton Station

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Richards, Daniel

County Services Bureau

Klock, Daniel

Pippin, Richard*

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Tate, Reginald

Court Services Transportation

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CSW - Van Nuys East

Domin, Robert

DAI-Auto Insurance Fraud

Amber Campana

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Fraud & Cyber Crimes Bureau

Baldwin, Aily

Homicide Bureau

Blagg, Steven

Industry Station

Finn, Michael

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Herrera, Claudia

LCMC / ACB

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Lost Hills / Malibu Station

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MET - North

Cianciosi, Kenneth

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Reynolds, Erik

NCCF

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Palmdale Station

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PDC - South

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Crowley, Kyle

Vencer, Mark

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Santa Monica Court

Miller, Craig

SEB

Zabala, Jason

South LA Station

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Temple Station

Johnson, James

Torrance Court

Quick, Johnny

Training Bureau - Tactics and Survival

Sanders, Duke

Transit Services Bureau (TSB)

Gevorgiz, Vania

Van Nuys Court - West

Loureiro, Armando

Walnut Station

Fark, Benjamin

West Hollywood Station

Chung, Christopher

At Large

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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)

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DOUG JOHO

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Bellflower Substation
Carson Station
Century Regional Detention Facility
Century Station
Cerritos Station
Compton Court
Compton Station
County Courthouse (CCH - Stanley Mosk)
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
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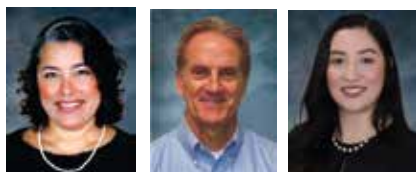
- Bauchet St. (Formerly TST)
Dept. 95/Mental Health Ct. (closed)
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Hollywood Court (Closed)
Inglewood Court
Inmate Reception Center
Lost Hills Station
Men's Central Jail

Metropolitan Ct. (& Dept. 95)
Parks Bureau - North (Castaic)
Pitchess Detention Center
- Court Services Transportation
- East Facility
- North County Corrections Facility
- North Facility
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