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DEDICATED TO A STRONGER VOICE

DISPATCHER

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



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ALADS Calendar

February - May, 2024

FEBRUARY

- **Unit Rep Meeting**

Wed., Feb. 7, 2024 @11 AM
@ALADS Facility

- **ALADS Board Meeting**

Fri., Feb. 9, 2024 @8:30 AM
@ALADS Facility

- **ALADS Retirement Seminar**

Sat., Feb. 10, 2024 @10 AM
@ALADS Facility

- **ALADS Board Meeting**

Fri., Feb. 23, 2024 @10 AM
@ALADS Facility

MARCH

- **Unit Rep Meeting**

Wed., Mar. 6, 2024 @11 AM
@ALADS Facility

- **ALADS Board Meeting**

Fri., Mar. 8, 2024 @10 AM
@ALADS Facility

- **ALADS Board Meeting**

Thurs., Mar. 21, 2024 @10 AM
@ALADS Facility

- **Baker to Vegas Challenge Relay Cup**

Fri.-Mon., Mar. 22-25, 2024
@Las Vegas, Nevada



APRIL

- **Unit Rep Meeting**

Wed., Apr. 3, 2024 @11 AM
@ALADS Facility

- **ALADS Board Meeting**

Fri., Apr. 5, 2024 @10 AM
@ALADS Facility

- **LASD Retiree Round-Up**

Sun.-Wed., Apr. 7-10, 2024
@Laughlin, Nevada

- **ALADS Board Meeting**

Fri., Apr. 19, 2024 @10 AM
@ALADS Facility

MAY

- **Unit Rep Meeting**

Wed., May 1, 2024 @11 AM
@ALADS Facility

- **ALADS Board Meeting**

Fri., May. 3, 2024 @10 AM
@ALADS Facility

- **2024 California Peace Officer's Memorial Ceremony**

Sun.-Mon., May. 5-6, 2024
@Sacramento

- **2024 National Peace Officers' Memorial Week**

Fri.-Fri., May. 10-16, 2024
@Washington D.C.

- **ALADS Hosted Event at Capitol View at 400**

Tue., May. 14, 2024
@Washington D.C.

- **ALADS Board Meeting**

Fri., May. 17, 2024 @10 AM
@ALADS Facility

Dear ALADS LETTERS

Good morning,

Today (11-16-2023) marks a year of the horrific accident, that involved Class #464. I just wanted to take the time to thank those that were by our side and supported my family during our darkest days. It's a bittersweet day because Derek will be graduating from the academy tomorrow (11-17-2023) and beginning his career with the Los Angeles County Sheriff's Department as a Deputy Sheriff. With that being said, I want to thank you from the bottom of my heart for all that each one of you and ALADS has done for us as well as all the others from Class #464. For the times that you went to the hospital to drop off food, calls that were made to check on us, visits that were made, the list goes on and on. It meant the world to us. Last year, we spent Thanksgiving in the hospital, so this year on Thanksgiving Day my family and I are tremendously grateful to you all.

Respectfully,

Elizabeth Elias and family

Elizabeth Elias and family



September 16th 2023 was a very dark day for our family, when our son Deputy Ryan Clinkunbroomer was shot and killed. As parents you are overwhelmed dealing with emotion and not knowing which way to turn. But just then you realize you have help, help in ALADS CARES. They were there the first night and have NEVER left our side and two months later they are standing right next to us helping us with what comes next.. They treat us like family, a family that is definitely hurting. When you think you can't go on another moment they are there with uplifting words. The comment "don't worry we got you" has been one we have heard over and over and let me tell you they truly mean every word of it. I truly feel Ryan sent me an Angel in Dondrea. I don't have enough praise for such a wonderful organization. We can not thank ALADS CARES enough for your love and constant support during this difficult time. A special thank you to Rich, Tom, Dondrea and Mike (and really all the staff) for everything you have done to get us to this point!

Respectfully,

Kimberly Clinkunbroomer

Kimberly Clinkunbroomer



PRESIDENT'S MESSAGE

"GUILT BY ASSOCIATION," BY RICHARD PIPPIN, PRESIDENT

For some time now, the Los Angeles County Civilian Oversight Commission (COC) has been insisting that a policy barring participation in a "deputy gang" isn't enough, and that the department needs to also ban "cliques" within the workplace. Taking things even further, at the COC's November 9th meeting, commission member Robert Bonner told Sheriff Luna that former Sheriff Villanueva's policy didn't work "because there had to be misconduct." He went on to say, "You've got to get at the group here" and "It's not, it can't be tied to misconduct." What they appear to want here is guilt by association, with no additional burden of proof. Heaven forbid that they be required to show that someone actually engaged in some sort of misconduct before they are disciplined or even fired and robbed of their livelihood.

Recently, the department, pursuant to the COC's recommendation, presented ALADS with a policy that, among other things, bars participation in a "deputy clique." We immediately recognized the proposed policy as violating basic rights of our members and sought the opinion of a highly respected constitutional law expert, Professor John Tehranian. Professor Tehranian's curriculum vitae is truly impressive.



Richard Pippin

He graduated from Harvard University in only three years, finishing first in his class and was recognized as the most distinguished scholar in the senior class there. He then went on to law school at Yale University, arguably the top law school in the country, where he was editor of the Yale Law Journal. He has been teaching constitutional law for the past 20 years and is currently serving as the Paul W. Wildman Chair and Professor of Law at Southwestern Law School.

Rather than going on further with my thoughts on the department's proposed policy on cliques, I am going to use this space to provide you all with Professor Tehranian's opinion on the matter. I think it's important to point out that we did not ask the professor to make an argument supporting our position. We asked him to give us his unbiased expert opinion, whether or not it supported our position. Tell us what we need to know, not what we want to hear. It's a lengthy opinion, but the topic is an important one, and I hope you'll take the time to read it. Professor Tehranian has presented it to department executives, and explained to them why their proposal is "wildly unconstitutional." At any rate, without further ado, here it is...

IV. ANALYSIS OF EMPLOYEE GROUPS PROPOSAL

A. Introduction

Broadly speaking, LACSD's Employee Groups Proposal (revision 2023-043-01), which seeks to modify Manual § 3-10/050.83, prohibits Department personnel from membership in, and related associational activities with, three types of organizations: law enforcement gangs, deputy cliques and hate groups. There is every reason to believe that the Employee Groups Proposal—which aims to address LACSD's long-standing and understandable concerns regarding the activities of certain law enforcement-related groups that have reportedly engaged in and promoted illegality, violence, intimidation and harassment—is well meaning. But even the best of intentions does not immunize a policy from constitutional scrutiny, particularly when such a policy implicates expressive, associational, religious and privacy rights.

Unfortunately, with respect to its ban on deputy cliques, the Employee Groups Proposal, as currently drafted, directly threatens the fundamental rights of Department personnel and fails to pass constitutional muster. First, a ban on participation in these organizations implicates the First Amendment since it impacts the ability of deputies to engage in expressive and associational activities as citizens acting outside of the scope of their official duties. Second, the ban prohibits a wide swath of matters legally recognized as related to issues of 'public concern.' Third, because part of the Proposal is not tailored at all (let alone narrowly tailored) to meet the County's substantial interest in regulating certain kinds of organizational activities and because it largely fails to balance the significant expressive and associational interests of personnel, the Proposal is unlikely to survive constitutional scrutiny.

Specifically, the ban on membership in hate groups (organizations that support, advocate, threaten or practice genocide or the commission of hate crimes) and law enforcement gangs (organizations that intentionally violate the law or fundamental principles of professional policing) is eminently reasonable and sufficiently narrowly tailored to meet critical LACSD interests in upholding and enforcing, rather the undermining, the law and professional policing. By sharp contrast, however, the regulations barring membership in deputy cliques are deeply problematic on First Amendment grounds and not narrowly tailored to meet any Department interest, let alone a compelling one. The ban on deputy cliques also imperils other constitutional rights (for example, the right of free religious exercise and the right to privacy) and statutory protections (for example, the right to union activity). Given the Proposal's sweeping reach and the serious risks it poses to the free speech, associational, religious and privacy rights of deputies protected under both the United States and California Constitutions, I have grave concerns about the Proposal's ban on deputy clique and do not believe that portion of the Proposal would withstand constitutional review.

B. The Ban on Deputy Cliques Implicates the First Amendment.

The Supreme Court's decisions in *Pickering v. Board of Education*, 391 U.S. 563 (1968), *Garcetti v. Ceballos*, 547 U.S. 410 (2006), and their progeny have established a two-part inquiry to determine whether a policy runs afoul of expressive and associ-

ational rights enjoyed by public employees (as private citizens) under the First Amendment. First, one must ask whether the employee is speaking "as a citizen on a matter of public concern," *Garcetti*, 547 U.S. at 418 (citing *Pickering*, 391 U.S. at 568). If the answer is yes, then one must ask whether the government has adequate justification to restrict the speech. *Id.* (citing *Pickering*, 391 U.S. at 568). In the second part of the inquiry, the government must show that the restriction on speech meets heightened scrutiny, *i.e.*, that public employees "*only face* those speech restrictions that are *necessary* for their employers to operate efficiently and effectively" *Garcetti*, 547 U.S. at 419 (emphasis added). Thus, heightened constitutional scrutiny on limitations on the rights of public employees to engage in expressive activities related to matters of public concerns is needed "to ensure that citizens are not deprived of fundamental rights by virtue of working for the government." *Connick v. Myers*, 461 U.S. 138, 147 (1983).

Based on application of the *Pickering/Garcetti* standard, LACSD's Employee Groups Proposal directly impacts the cognizable expressive and associational interests of the Department's employees. Of course, public entities possess a right to regulate the speech of their employees under appropriate circumstances. Indeed, ALADS supports appropriate constitutional regulation of employee speech, and did not oppose Sheriff Villanueva's carefully crafted policy that banned membership in cliques "which promote[] conduct that violates the rights of other employees or members of the public." LACSD Manual of Policy and Procedures § 3-01/050.83. But this prior policy, which ALADS supported, was carefully circumscribed precisely because the relevant legal precedent has made clear that the ability of the government to regulate the speech of its employees is not without bounds.

As the Supreme Court has explained in *Garcetti*, public employee speech is excluded from First Amendment protection only when it is "made pursuant to the employee's official job responsibilities" *Id.* at 426. Unfortunately, the Proposal regulates activities flowing from activities outside of the performance of the employee's professional responsibilities, thereby raising genuine First Amendment concerns. As *Garcetti* makes clear, public entities do not enjoy a plenary right to regulate the speech of their employees and, in that case, the Court took pains to caution against any excessively broad view of what constitutes (unprotected) speech pursuant to one's job duties. As the Court highlighted, it was even possible that "[e]mployees in some cases may receive First Amendment protection for expressions made at work." *Id.* at 420. The Court also added that "[t]he First Amendment protects some expressions related to the speaker's job." *Id.* at 421.

In the relevant jurisprudence, courts have repeatedly found that speech is unprotected only when it is inextricably a part of the actual performance of one's basic job duties—not when that speech is (or theoretically could be) related or even connected to one's work. So, for example, in *Garcetti*, the Supreme Court found a memorandum written by Los Angeles deputy district attorney Richard Ceballos (wherein Ceballos questioned the legitimacy of an affidavit to receive search warrant) did not constitute protected speech since Ceballos was speaking pursuant to his official duties "as a prosecutor fulfilling a responsibility to advise his supervisor about how best to proceed with a pending case." *Garcetti*, 547 U.S. at 421. In other words, Ceballos's drafting of the memorandum literally consti-

tuted one of duties entailed by his job. By contrast, in *Pickering*, the Supreme Court held that a teacher's letter to a local newspaper about funding policies related to the school board (a matter of public concern) constituted protected speech, even though the speech most certainly related to the teacher's own job. *Pickering*, 391 U.S. at 572 ("Teachers are, as a class, the members a community most likely to have informed and definite opinions as to how funds allotted to the operation of the schools should be spent. Accordingly, it is essential that they be able to speak out freely on such questions.").

A good example of the distinction between protected and unprotected employee speech is found in a leading Ninth Circuit case on the issue, *Dahlia v. Rodriguez*, 735 F.3d 1060 (9th Cir. 2013), where the Court found that a police officer's formal report of misconduct by fellow officers was not subject to First Amendment protection since it pertained directly to the exercise of his professional (and, indeed, legal) duties as an employee but also held that that the same officer's other communications about misconduct that occurred outside of the chain of command, such as when he spoke to Internal Affairs, his union and the LASD, *did constitute protected speech*. See *id.* at 1077-78. Notably, this conclusion was not altered in any way by the fact that the latter communications were directly connected to the employees' conduct in their official capacity. Similarly, *Hagen v. City of Eugene*, 736 F.3d 1251 (9th Cir. 2013), found that a public employee's reports of departmental-safety concerns to a supervisor was not subject to First Amendment protection because the issuance of such reports was not just pursuant to a formal job responsibility, but literally "required" as part of his job duties, see *id.* at 1258. By sharp contrast, the formation of deputy cliques is most certainly *not* a part of a deputy's formal job duties, let alone an actual part of their jobs.

In fact, in its post-*Garcetti* jurisprudence, the Ninth Circuit has held that: (1) "particularly in a highly hierarchical employment setting such as law enforcement . . . , [w]hen a public employee communicates with individuals or entities outside of his chain of command, it is *unlikely that he is speaking pursuant to his duties*," *Dahlia*, 735 F.3d at 1074 (emphasis added); and (2) "when a public employee speaks in direct contravention to his supervisor's orders, that speech may often fall outside of the speaker's professional duties." *Id.* at 1075. If deputy cliques are actually not permitted (or frowned upon) by supervisors (as the Proposal itself suggests), they are clearly outside of one's normal job duties. Moreover, these cliques involve communications outside of the chain of command. As such, under both tenets established by the Ninth Circuit, deputy clique activity would firmly be protected under the First Amendment.

While one may be tempted to argue that, because deputy cliques emerge from LACSD employment and are intertwined with law enforcement functions, they must fall outside of the scope of protected speech, that simply is not correct. A deputy clique bringing together officers with an interest in prayer, climate change and meteorology, or the regulation of artificial intelligence would have nothing whatsoever to do with law enforcement functions or the fulfillment of any deputy job duties. As such, such deputy cliques would receive First Amendment protection. Indeed, as the Supreme Court has cautioned, the

Constitution does not tolerate government policies that would prevent public employees from having the ability to partake in "the kind of activity engaged in by citizens who do not work for the government." *Garcetti*, 547 U.S. at 423. Quite simply, "a citizen who works for the government in nonetheless a citizen." *Id.* at 419. As Justice Fortas once famously wrote in a related context, public employees should not be forced to "shed their constitutional rights to freedom of speech and expression at the [workplace] gate." *Tinker v. Des Moines Independent Community School Dist.*, 393 U.S. 503, 506 (1969).

C. Membership in Deputy Cliques Involves Matters of Public Concern.

Of course, the mere implication of protected speech under the Proposal does not, *ipso facto*, doom it to constitutional failure. Rather, it is necessary to assess whether speech impacted by the Proposal relates to "matter[s] of public concern." *Garcetti*, 547 U.S. at 418 (citing *Pickering*, 391 U.S. at 568). The legal meaning of 'public concern' is remarkably capacious. In the context of regulating the speech of public employees, the Ninth Circuit has defined 'public concern' broadly "to include *almost any matter other than speech that relates to internal power struggles within the workplace*." *Tucker v. State of Cal. Dep't of Educ.*, 97 F.3d 1204, 1210 (1996) (emphasis added). With this binding authority in mind, it is clear that clique activity will often involve matters of public concern.

Notably, whether a group itself is "public" or "private" is wholly irrelevant as to whether the group is involved in or discussing matters of public concern. Whether a group consists of people solely from the workplace or not, or is public or private, is entirely unrelated to whether group is involved in or discussing matters of public concern—the key inquiry under *Pickering*. Indeed, exclusive, workplace organizations that are not open to members of public can, and regularly do, involve themselves in matters that have nothing whatsoever to do with internal power struggles within the workplace, as there are literally myriad such topics and interests upon which deputy cliques can (and indeed may) be organized. A deputy clique might be organized by animal welfare-promoting deputies, religious deputies, atheist deputies, Democrat deputies, Libertarian deputies, environmentalist deputies, deputies promoting firearm safety, deputies who love the LA Lakers, Dodgers or the Rams, deputies with a taste for yacht rock, deputies with a taste for hip hop, or deputies who are members of common affinity groups based on gender, sexual orientation or cultural backgrounds. The list of possibilities is endless and all of these illustrative cliques would involve matters legally recognized as related to issues of 'public concern.'⁴ As a result, the Proposal most certainly impacts the protected expressive and associational rights of deputies.

D. The County's Interest in Eliminating the Dangers Posed by Certain Groups Does Not Outweigh the First Amendment Interests of Deputies, and the Department's Goals Can Be More Carefully Addressed in the Sheriff Villanueva's Narrowly Tailored Policy on Groups, Which ALADS Supports.

⁴ There are also many job-related issues that would nevertheless constitute matters of public concern. For example, as *Pickering* itself held, a teacher's speech about funding of his school was protected speech pertaining to a matter of public concern even though the speech also related to the teacher's own job. *Pickering*, 391 U.S. at 572.

Even if speech is protected, that does not mean that government cannot regulate it under the appropriate circumstances. However, it is an axiomatic principle of constitutional jurisprudence that any government effort to regulate protected speech is presumed to be invalid absent substantial justification for that policy. Thus, the burden lies squarely upon the government to show a policy abridging protected speech and associational rights is sufficiently warranted. See *Rankin v. McPherson*, 483 U.S. 378, 388 (1987) (“The State bears a burden of justifying [any abridgment of public employee speech] on legitimate grounds.”)

The relevant precedent on the First Amendment rights of public employees emphasizes these dictates by holding that the government can only restrict speech that is “necessary” for it to achieve its interest in orderly public administration. See *Garcetti*, 547 U.S. at 419 (“So long as [public] employees are speaking as citizens about matters of public concern, **they must face only** those speech restrictions that are **necessary** for their employers to operate efficiently and effectively.”) This means that the government also bears the burden of showing that it cannot achieve its legitimate goals with a policy that is less restrictive. At a minimum, therefore, any policy that limits the protected speech of public employees cannot pass constitutional muster unless it is narrowly tailored and not overbroad.

It is here that the fatal constitutional flaw in the Proposal becomes most clear: it has literally no limitation whatsoever to what kinds of deputy cliques or speech it pertains. This kind of sweeping, blanket banning of a significant swath of deputy speech-related activity cannot withstand constitutional scrutiny. Indeed, contrary to the very spirit of the *Pickering* standard, the Proposal does not even attempt to balance the expressive and associational rights of deputies with the Department’s interests in eliminating the danger posed by certain types of cliques. Instead, the latter interest is allowed to completely overwhelm and trump the former. This is not how constitutional rights work.

There is no doubt that the government has a significant interest in “the need for orderly [public] administration,” *Pickering*, 391 U.S. at 569, and that that interest would certainly support regulating certain kinds of organizational activity given the documented history of problems with certain groups that have engaged in and promoted illegality, violence, intimidation and harassment. That is precisely what the Proposal’s circumscribed and targeted ban on law enforcement gangs and hate groups, which are defined to include organizations whose mission involves the promotion of illegal activity and undermining of professional policing, accomplishes. But the ban on deputy cliques unilaterally and broadly prohibits a whole swath of organization activity without any kind of appropriate limits or efforts to ensure the proscribed activity meets the compelling interests of the Department.

Carefully tailoring is necessary to survive constitutional scrutiny. So, for example, while an Alabama District Court did uphold the termination of a police officer for membership and participation in a racist organization (despite his claim that the action violated his First Amendment rights), it was not that the Anniston Police Department had a policy broadly barring officers from membership in any outside group, or even any outside activ-

ity relating to race. See *Doggrell v. City of Anniston*, 277 F. Supp. 3d 1239 (N.D. Ala. 2017). Rather, the Department had interdicted officers from working on behalf of a group that advocated racist beliefs, promoted division and harassment based on race and undermined the ability of the Police Department to conduct its work as a bias-free servant of the people. *Id.* at 1250-51. Thus, there was a narrowly tailored policy that linked active membership and participation in certain types of organizations (in that case, a white supremacist one) and the undermining of the department’s legal obligation and commitment to bias-free policing that enabled the action to survive constitutional review. *Id.* at 1259.

By sharp contrast, the proposed ban on deputy cliques engages in literally no tailoring, let alone narrow tailoring. In fact, the deputy clique prohibition does not even comply with the express edict of the Supreme Court that several factors “must [be] consider[ed] . . . in balancing the State’s interest in efficient provision of public services against [deputies’] speech interest[s], including: (1) whether the speech at issue impedes the government’s ability to perform its duties efficiently, (2) the manner, time and place of the speech, and (3) the context within which the speech was made.” *Morales v. Stierheim*, 848 F.2 1145 (11th Cir. 1988), *cert. denied*, 489 U.S. 1013 (1989) (citing *Connick*, 461 U.S. at 151-55). Indeed, the deputy clique ban fails on all three of these mandatory considerations as it is not circumscribed in any way to consider and account for the fundamental rights of deputies as private citizens.

First, the Proposal fails to directly tie its deputy clique ban to speech that would directly impede the government’s ability to perform its duties efficiently. In other words, the ban applies with equal vigor to a deputy clique dedicated to prayer as it would to a deputy clique dedicated to violence and harassment. As a result, the ban would shut down many perfectly innocuous “deputy cliques,” such as the Central Station women’s volleyball team. It is difficult to understand what conceivable rational, let alone compelling, interest the Department would have in shutting down such protected associational activity. As the Supreme Court held in *Ward v. Rock Against Racism*, 491 U.S. 781 (1989), “Government may not regulate expression in such a manner that a substantial portion of the burden on speech does not serve to advance its goal.”⁵ *Id.* at 799.

Second, the Policy lacks any time, place or manner consideration of the type of speech it impacts. Rather than regulate, it bans all deputy cliques outright. The Proposal is neither time limited (*e.g.*, whether said clique meet at work or wholly outside of work, during off-duty hours) nor subject-matter limited (*e.g.*, banning only cliques that promote conduct violating the rights of others or only cliques pertaining to matters that are not of public concern).

Finally, the Proposal takes no account of context. For example, it ignores the significant, legally protected interests that deputies might affirmatively possess in organizing certain types of cliques, such as groups dealing with union issues, the exercise of religious faith or the provision of group trauma therapy. Since the Proposal unilaterally bans all membership in deputy cliques, it is wildly overbroad and fails to conduct any necessary balancing of the interests of the government in orderly public adminis-

⁵ The Supreme Court has subsequently held that the concept of narrow tailoring applies to any content-neutral restriction on protected speech. See *Simon & Schuster, Inc. v. Members of New York State Crime Victims Bd.*, 502 U.S. 105, 120-21 (1991).

tration with the interests of deputies in the protection of their fundamental constitutional rights.

The extant jurisprudence relevant to this issue is in strong accord. For example, the Supreme Court applied the *Pickering* standard in deeming unconstitutional § 501(b) of the Ethics in Government Act, which enacted a complete ban on any members of Congress, officer or employee of the federal government from receiving honoraria. See *United States v. National Treasure Employees Union*, 513 U.S. 454 (1995). The Court pointed to the policy's "sweeping statutory impediment to speech," *id.* at 467, as fatal to its constitutionality since there was no effort to narrowly tailor the government's interest in preventing corruption as, for example, the policy prevented government employees from engaging in such activities as "accepting pay to lecture on the Quaker religion or to write dance reviews," *id.* at 473—activities with no conceivable nexus to concerns about corruption or the federal employees' jobs. As the Court concluded, since the honoraria ban's "blanket burden on the speech of nearly 1.7 million federal employees," *id.* at 475, placed a "crudely crafted burden on [government employees'] freedom to engage in expressive activities" and "was not as carefully tailored as it should have been," § 501(b) "violated the First Amendment," *id.* at 477. Similarly, the Proposal constitutes a blanket ban on all types of deputy groups, regardless of their activities, and the Proposal makes no attempt to draw a nexus between the banned conduct (participating in, joining or soliciting other to join deputy cliques) and the County's interest in orderly public administration by preventing coordinated efforts by personnel in trampling the rights of other employees or members of the public.

In another example, a federal district court struck a "Staff Conduct" policy adopted by a public school that restricted the ability of any staff member "to criticize other staff members, the administrators, or members of the Board of Trustees to anyone other than the person being criticized[,] except to the Building Principal, Superintendent, or at a regular meeting of the Board of Trustees." *Westbrook v. Teton County School District No. 1*, 918 F. Supp. 1475 (D. Wyoming 1996). The court found that policy unconstitutional because, among other things, "Teton County's policy burdens substantially more speech than is necessary to further its legitimate interests . . . By ignoring these less burdensome alternatives to its near blanket ban on 'criticism,' Teton County has failed to tailor narrowly the policy to serve its interests." *Id.* at 1495. The proposed ban on deputy cliques suffers from a comparable (if not even more grave) flaw, as it has ignored the possibility of less burdensome alternatives to its total (rather than near total) ban on all deputy groups, regardless of subject matter or purpose.

Moreover, as the Supreme Court has held, a pre-emptive ban (rather than an adverse action taken in response to actual speech) raises particularly salient First Amendment concerns since it comes close to representing a prior restraint that "chills potential speech before it happens. For these reasons, the Government's burden is greater with respect to this statutory restriction on expression than with respect to an isolated disciplinary action." *National Treasury Employees Union*, 513 U.S. at 468.

With all of this said, however, ALADS recognizes the importance in prohibiting **problematic** clique activity. Indeed, as Sheriff Villanueva has formally determined, such activities can, among other things, "create a negative public perception of the

Department, increasing the risk of civil liability to the Department and involved personnel." LASD Manual of Policy and Procedures § 3-01/050.8. But, to avoid squelching fundamental freedoms such as expressive and associational rights secured under both the United States and California Constitutions, the Sheriff has implemented a narrowly tailored policy that draws a nexus between the government's interests and the specific terms of the regulation. Thus, instead of imposing a unilateral ban on all cliques that would necessarily impinge on the protected speech of deputies without a link to the County's legitimate interest in orderly publication administration, the Sheriff's policy applies, appropriately, to groups "which promote[] conduct that violates the rights of other employees or members of the public." *Id.* ALADS believes this policy balances the competing interests of the government with those of the deputies and manages to respect the basic civil liberties of the latter while acknowledging the needs of the former.

E. Besides the Serious Threat That the Proposal Poses to Expressive and Associational Rights, the Proposal Also Endangers Other Constitutional and Statutory Rights.

The ban on deputy cliques also threatens to implicate other rights protected under the First Amendment (such as the free exercise of religion) and constitutional rights outside of the First Amendment, including the right of privacy secured under both the United States and California Constitutions. For example, if a group of station deputies who practice a common religion form a clique for gathering off-duty and outside of the workplace so that they might engage in liturgical studies, worship or prayer, the Proposal would subject them to punishment. Said group would necessarily not include all deputies as some deputies will have no interest in such a matter. But, under religious exercise clause, the deputies should have every right to engage in such private acts of prayer. As such, disciplinary action for such a deputy clique would plainly violate the First Amendment's Free Exercise Clause, which states that government "shall make no law . . . prohibiting the free exercise [of religion]." U.S. Const. amend. I.

The Policy's blanket limit on the rights of deputies to get together outside of the workplace in cliques also implicates the penumbral right of privacy that citizens enjoy both under the Due Process Clause of the Fourteenth Amendment, as first recognized by the Supreme Court in *Griswold v. Connecticut*, 381 U.S. 479 (1965), and under California's Constitution, which expressly secures the "inalienable right[] . . . [of] privacy," Cal. Const. art. I, § 1. Notably, the California Supreme Court has recognized the state's constitutional right to privacy is significantly broader than the federal right, see *Committee to Defend Reproductive Rights v. Myers*, 29 Cal.3d 252, 263 (1981), and any interference with it must be justified by demonstrating not just a substantial, but compelling, state interest. See *White v. Wade*, 13 Cal.3d 757, 761, 775-76 (1975). Notably, the right of privacy in California includes "our freedom of communion and our freedom to associate with the people we choose." *Id.* at 774 (quoting election statements on the amendment to the California Constitution that added the right to privacy in 1972). In addition, the California Supreme Court has held that privacy protections are particularly strong for certain types of activities, such as medical treatment or "psychotherapeutic sessions." , 2 Cal.3d 415, 431-42 (1970). So, for example, if there is a deputy clique formed amongst officers who have suffered from PTSD or other mental-health issues from traumatic

experiences, such therapeutic sessions would undoubtedly be protected from County regulation both under privacy rights protecting communion and association and privacy rights protecting medical matters related to mental health.

Finally, the deputy clique ban also undermines statutory protections secured under state and federal law. For example, if pursuant to the right of labor to organize, a group of station deputies interested in unionization gather off-duty and outside of the workplace to engage in union-related activities, the proposed Policy would subject them to punishment. But such disciplinary action would not only impinge free speech and associations rights; it would also violate extant labor laws such as the Meyers-Milias-Brown Act (MMBA), which secures the rights of public employees to unionize. *See* Cal. Gov. Code §§ 3502 et seq. Thus, besides impinging expressive and associational rights, the Proposal also threatens other important constitutional rights and statutory protections, including religious freedoms, the right to privacy and unionization rights.



V. CONCLUSION

For the foregoing reasons, it is my conclusion that the Grooming and Employee Group Proposals, as currently drafted, pose a significant threat to the fundamental rights of Department employees and their right to be free from unlawful discrimination. As such, I do not believe the Proposals, as currently drafted, would survive legal scrutiny and I would strongly recommend against their adoption and implementation in their present form.

If you have any questions or would like clarification on any of the analysis above, please do not hesitate to ask.

Sincerely,

A handwritten signature in black ink that reads "John Tehranian". The signature is fluid and cursive.

John Tehranian
Paul W. Wildman Chair & Professor of Law
Southwestern Law School



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VICE PRESIDENT'S MESSAGE



ALADS PARTNERS WITH NAPO:

A UNIFIED FRONT FOR POLICE OFFICERS' RIGHTS AND BENEFITS ON THE NATIONAL LEVEL

The Association for Los Angeles Deputy Sheriffs (ALADS) recently made a significant move in support of our deputies and DAI's, by joining forces with the National Association of Police Organizations (NAPO). This collaboration marks a pivotal moment in advocating for the safety, rights, and benefits of ALADS Members and police officers at home and across the United States.

What exactly is NAPO, and how will this partnership benefit ALADS members? NAPO is a powerful coalition, uniting police unions and associations nationwide. Established in 1978, it has emerged as the foremost unified voice championing the causes of law enforcement officers. Representing over 1,000 police units and associations, NAPO speaks for more than 241,000 sworn law enforcement officers, united in their commitment to robust representation and advocacy.

At its core, NAPO is dedicated to advancing law enforcement interests through legislative advocacy, political action, and education. From influencing federal funding for state law enforcement and anti-terrorism efforts to shaping policies on employee health, pensions, and benefits, NAPO navigates the intricate web of legislative, executive, and judicial realms in the nation's capital. The organization ensures that the crucial role played by law enforcement officers in upholding peace and security in American society remains safeguarded.

ALADS' decision to align with NAPO significantly bolsters our collective efforts aimed at safeguarding the rights and interests of our members and all law enforcement officers. By becoming a part of NAPO, ALADS mem-

bers gain access to updated information on crucial legislation impacting police officers before the United States Congress. This membership not only amplifies their voice at the federal level but also provides a platform to express concerns and share personal stories with federal representatives.

One such instance is ALADS' recent call for testimonials regarding the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). These issues have long been under NAPO's radar, with ongoing efforts to garner support and pass legislations like The Social Security Fairness Act, H.R. 82. ALADS members were given the opportunity to contribute their voices to this critical legislation, shedding light on its direct impact on their current and future retirements, and thereby, financial security. Thank you to all of the members who responded!



Thomas Ferguson

The partnership between ALADS and NAPO has created a channel for direct engagement with policymakers on the federal level. This was evident in the written testimony presented by the NAPO national president to the U.S. House of Representatives, Committee on Ways and Means Subcommittee on Social Security. (See opposite page.)

Our collaboration with NAPO signifies a unified front in advocating for the safety, rights, and benefits of law enforcement officers. It empowers ALADS to actively participate in shaping legislation in the U.S. Congress that directly affects the lives and futures of our membership. We look forward to working with NAPO and our partners in Congress.



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**U. S. HOUSE OF REPRESENTATIVES
COMMITTEE ON WAYS AND MEANS
*Subcommittee on Social Security***

**Statement of Michael McHale on behalf of the
National Association of Police Organizations
317 S. Patrick Street, Alexandria, Virginia 22314**

***"Social Security's Disservice to Public Servants: How the Windfall Elimination Provision and
Government Pension Offset Mistreat Government Workers."***

November 20, 2023

Chairman Ferguson, Ranking Member Larson, and distinguished members of the Subcommittee, my name is Michael McHale, and I am proud to serve as President of the National Association of Police Organizations (NAPO). I am submitting this statement today on behalf of NAPO, representing over 241,000 active and retired law enforcement officers throughout the United States. NAPO is a coalition of over 1,000 police unions and associations from across the nation, which was organized for the purpose of advancing the interests of America's law enforcement officers through legislative advocacy, political action, and education.

I want to thank the Chairman for holding this important hearing and recognizing the adverse effect the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) have on public employees.

Since 1935, state and local government employees have been deliberately excluded by Congress from mandatory participation in Social Security for two reasons: a Constitutional concern over whether the federal government could impose a tax on state governments; and because many state and local employees were already protected by public pension plans. Today, there are about 6.5 million such employees in the state and local workforce – including 76 percent of public safety officers.

As public safety officers often retire under job related disability, many state and local governments have opted to keep their employees in adequate pre-existing pension systems. While intended to be a "leveling" response, the GPO and WEP disproportionately harm our nation's public safety officers, who due to their profession, are not covered by Social Security. But it is not just public safety officers impacted by these provisions: nearly 3 million public servants are impacted by the GPO and/or WEP.

The GPO reduces public employees' Social Security spousal or survivor benefit by two-thirds of their public pension. This has a detrimental effect on a law enforcement officer's retirement. If a spouse who paid into Social Security dies, the surviving public safety officer would normally be eligible for half of the deceased's benefit. However, if the surviving law enforcement officer had not been paying into Social Security while working, the GPO requires that this amount be offset by two-thirds of the survivor's pension, eliminating most or all the payment. If these officers had not chosen to serve their communities, they would receive the full allotment of the spouse's benefit.

In addition to the GPO, public safety employees are also adversely affected by the WEP. Although most law enforcement officers retire after a specific length of service, usually while in their early to mid-fifties, many look for new opportunities. Many take jobs in Social Security covered positions in the private sector that allow them to put their skills and experience to good use. Yet, when they retire from a non-Social Security paying job and move to one that does pay into Social Security, they are penalized by WEP. Instead of receiving their rightfully earned Social Security retirement benefit, their pension heavily offsets it, thus vastly reducing the amount they receive.

The WEP causes hard-working public safety officers to lose the benefits they earned themselves, thus punishing those who selflessly serve and protect our communities. The GPO and WEP unfairly penalize officers for choosing a public service profession that mandates early retirement by taking away hard-earned, and much needed benefits.

This issue is more than a retirement issue; it is a public safety issue. Not only do the GPO and WEP impact individual public safety officers and their families, but they also impact the public safety profession. The GPO and WEP discourage talented people from entering or staying in the public safety profession. Individuals who worked in other careers are less likely to want to become police officers or firefighters if doing so will mean a loss of earned Social Security benefits. Additionally, non-Social Security states are finding it difficult to attract quality law enforcement officers as more people learn about the GPO and WEP.

The loss of income caused by the GPO and WEP is a financial strain on law enforcement officers and their families; a strain that those who spent their careers on the front lines protecting our nation's communities do not need. By significantly scaling back and reducing retirement pensions for law enforcement officers – as the GPO and WEP do – officers and their families are provided much less protection against financial difficulties. This is no way to honor those who chose to serve our nation and its communities

The Social Security Fairness Act, H.R. 82, which would fully repeal both the GPO and WEP, currently has 300 bipartisan cosponsors and that number will continue to grow. Now is the time for Congress to act to preserve the retirement security of those who selflessly serve and protect our communities and pass H.R. 82.

We look forward to working with the Committee to remedy the arbitrary and unwarranted penalties faced by retired law enforcement officers and their families. Thank you for your time and consideration of this important issue.



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

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

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

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

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

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

Checks for one-time donations can be sent to:

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

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

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

We can each make an impact on these stats by being more aware and intervening when possible. Why is awareness important? The research shows that 85% of people who commit suicide communicated their intentions ahead of time. Suicidal thoughts are often temporary and impulsive and, unfortunately, law enforcement have the means at their fingertips. If you can get a person past the impulse and into assistance, they often recover and go on with life.

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

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drawing or isolating from others on the force and in private life; and the increase use of alcohol and/or drugs.

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

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

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

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

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State Legislative

C O R N E R

by Matt Siverling • ALADS Legislative Advocate

The “second half” of the two-year 2023-24 Legislative Session officially begins on January 3rd. The first order of business will be dispensing with the “two-year bills” that were held in the House of Origin last year. These 2023 measures will have a small window of opportunity to move past deadline and into the Second House process. There will be a quick round of policy, fiscal and Floor hearings to provide the mechanism to move these failed bills or finally put them to rest indefinitely.

Concurrently, the Senate and Assembly Desk will open and Legislators will be allowed to introduce new bills for 2024. The process will pick up where they left off in 2023, with the first new measures acquiring the next available bill number in the sequence of introductions that ended in September. These measures will need to remain in print, untouched, for 30 days before they will be eligible for hearings or amendments.

We are now moving into an election year in 2024, so there will be fierce jockeying for the top-two spots who will face off in November for a number of Assembly and Senate seats. Turnover will be very large next year based on 12 year term limits that were placed on a large Assembly and Senate class from 2012.

ALADS will be busy from Day 1 of the Session with the large list of two-year bills we and our partners were successful in holding at various points in the process last year. Some of the more troublesome bills we will be working on are facing nearly immediate deadlines due to their location in the House of Origin.

Two-Year Bills to Keep on Your Radar

Assembly Bill 742 (Jackson) Ban/Limits on Use of K-9

This measure was one of the most hotly debated bills of the year. Early versions banned the use of K-9 officers for arrest, pursuit, crowd control or any other instance where the canine may bite. By the end of the process, the Author was floating various versions of the bill to Democrats and to the opposition in an attempt to secure the votes needed to get off the Floor. Eventually, he placed it on the Inactive File without a vote. We anticipate that a watered-down effort will be presented to the Floor with a commitment to work with stakeholders.

Assembly Bill 93 (Bryan) Prohibit Consent Searches

Unlike AB 742, this measure was put up for a vote on the Floor and failed...barely. It would have banned the option to request to conduct a consented search without probable cause. Despite numerous examples of ghost guns, illegal drugs, stolen goods and other contraband secured through this tool, the Author was steadfast in his commitment to end the practice. We are prepared for another debate on the Floor.



Matt Siverling

Assembly Bill 793 (Bonta) Ban on Geofence Warrants

The intent of this measure was cloaked in the effort to protect those who travel from their home state to California to receive reproductive care or gender affirming care. Several states across the country took action to ban various forms of abortion that are still legal in California. However, the Author and sponsors claim that the only way to protect these individuals from being tracked and prosecuted by authorities was to remove the invaluable tool of geofence warrants was bogus. We argued that the measure needed to be narrowed to specific limitations on the use of geofence warrants for those seeking reproductive care while the countless other valid reasons for the investigative tool needed to remain intact. The Author agreed to these terms on the Floor, but has since begun to push back on significantly amending AB 793. In the meantime, the measure was held in the Senate where it will be debated next year.

Senate Bill 50 (Bradford) Prohibition on Traffic Stops

This is the second attempt to significantly limit interactions between law enforcement and the public by prohibiting traffic stops for low-level reasons. These included broken safety lights and expired registration; and in earlier versions of the bill overly tinted windows and missing/obscured license plates. The bill was propelled by a Public Policy Institute of California study that analyzed data from the Racial and Identity Profiling Advisory Board that demonstrated a disparity in frequency of stops for these types of reasons, as well as increased searches, arrests and uses of force stemming from the original stops. That being said, the measure hit hurdles on the Assembly Floor which had enough Members who were concerned about limiting the authority of peace officers to enforce the Vehicle Code. This fight will undoubtedly rage on.

Senate Bill 377 (Skinner) Eliminate Off-Roster Purchases

This measure sought to remove the ability for peace officers to purchase off duty firearms contained on the Department of Justice off-roster list. This would include backup weapons, concealed carry, and personal firearms. The measure also would have prohibited the purchase of specialized weapons that officers currently have the option to purchase with their own funds for use on-duty. The bill was held up in the Assembly, but we know discussions are ongoing.

As we move into next year, we anticipate an ongoing and continued shift in the approach on public safety in California. Voters will have an opportunity early in the year to propel candidates who recognize the issue and have the courage to make the necessary policy changes to reverse the years of troubling trends. ALADS will continue to advocate on your behalf and ensure that our policymakers understand the impact of their decisions in Sacramento.



**SIVERLING
ADVOCACY**

Health Beat

by Jennifer Lincicum • ALADS Insurance Consultant



Essential Benefit Plan Reminders For the New Year

The New Year is the perfect time to revisit your benefit plans to make sure you and your family are prepared for the upcoming year. Here's how you can ensure that you're getting the most out of your benefits in 2024.

Review Your ALADS Plan

Carefully go through your policy documents, including the Summary of Benefits and Coverage (SBC) and your plan's handbook or certificate of coverage. Make sure you understand and remind yourself of the specifics of your coverage, such as networks, copayments, deductibles, and out-of-pocket maximums. Remember, there are no plan design or network changes to the ALADS Anthem Blue Cross medical plans for the 2024 plan year.

Preventive Care

Being proactive about your health is one of the best ways to ensure that you and your loved ones receive the care you need. Regular check-ups, early intervention, and informed decisions can lead to better health outcomes. Use the New Year as an opportunity to schedule your annual check-ups, vaccinations, and screenings. It is recommended that you see your dentist every 6 months and your primary care doctor yearly.

Don't forget about your eyes, either. Vision problems can develop slowly, and early detection can prevent complications down the road. As a reminder, all members enrolled in an ALADS Anthem Blue Cross medical plan automatically have access to dental coverage, comprehensive VSP Vision benefits, preventive CT Scan Plan benefits, and more!

ID Card Updates

The New Year is the perfect time to check if your insurance ID card is current. Keep a copy in your wallet and provide a copy to your healthcare providers. If you've recently received a new ID card, remember to update this information with your providers' offices. Those enrolled in an ALADS Anthem Blue Cross medical plan can also access their ID cards by logging in at <https://www.mybenefitchoices.com/ALADS>.

Plan for Emergency Care

Life can be full of the unexpected! It's best if you understand your plan's coverage for emergency care ahead of time. In emergency situations, you may not have the ability to choose an in-network provider. Knowing the associated costs and your coverage in these cases is important.

Prescription Medications

Check your plan's coverage for prescription medications. Some plans have formularies, which list covered drugs and can change over time, and others may require prior

authorization for certain medications. Being aware of your plan's medication policies can help you manage your healthcare expenses.

Starting January 1, 2024, ALADS members enrolled in an Anthem Blue Cross plan and filling medications through the home delivery program, CarelonRx Mail, will be transitioned to Anthem's new home delivery program, CarelonRx Pharmacy. This is a name change only and will happen automatically, so no action will be needed from members. If you are enrolled in an ALADS Anthem Blue Cross medical plan, additional information on the prescription plan benefits can be found by logging into your account at www.anthem.com/ca.

Review Your Beneficiaries

Life is dynamic, and **your circumstances may have changed since you last designated your PORF Life Insurance beneficiaries**. As we welcome the New Year, it's important to review and update your beneficiaries. By ensuring that your PORF Life Insurance beneficiaries are current, you can guarantee that your loved ones are provided for in case the unexpected happens. Taking this simple action can bring you peace of mind and start the New Year on the right financial footing. To confirm and update your current PORF Life Insurance beneficiaries, please contact the Benefit Service Center at (800) 842-6635.

Taking time to review your health insurance coverage can help you enter the New Year with confidence and preparedness. Understanding your plans, knowing your rights and responsibilities, and being an active participant in your health are essential steps to make the most of your insurance coverage. For more information about the ALADS Anthem Blue Cross benefits, please visit ALADS' customized secure website at:

<https://www.mybenefitchoices.com/ALADS>

and navigate to the "Resources" page. Here's to a healthy and well-prepared New Year!

* * *



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.

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RESOLUTION

by Dr. Ron Holman • Holman Group President

Whether we are gearing up for the holidays or looking to the coming year, not all of us are happy and hopeful. Sometimes, depression and anxiety can cause sleepless nights, irritability, lack of appetite, and feelings of isolation from the world.

We want to be upbeat and positive, however, this time of year can remind us of loved ones and friends we may have lost, or the struggles we've experienced throughout the year.

Additionally, Law Enforcement deals with trauma every day which can take a toll on their spirit and resilience. This can make it harder to join in on the joy and optimism that people expect during the holidays. If you or a loved one is struggling, this is a good time to reach out for help. Licensed, qualified, mental health professionals can help us address the causes and teach us effective ways to deal with them. Start your resolution now and call The Holman Group. The Holman Group has a network of licensed professionals available to

assist you in coping and improving the quality of your life.

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



Dr. Ron Holman

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BENEFITS CENTER

by Scott Freeman • ALADS Benefits Service Center

ALADS Insurance Trust Benefits – Finding Care

Now that the 2024 Los Angeles County Choices Open Enrollment season is over, it is time to plan for taking advantage of your ALADS Anthem Blue Cross plan in 2024. Finding care is relatively easy using the custom links on the ALADS Insurance Trust (AIT) Secure Resource website located at:

www.mybenefitchoices.com/ALADS



Once you have accessed the Resources page, you can use the links to find the care you seek (a ZIP code is required for most searches). These links will cut through all the various options and take you right where you need to go to find the right provider.

It is important to remember that searching for and using Anthem Blue Cross in-network providers will ultimately help you control your costs.

If you enrolled in either the Basic or Premier HMO medical plan for 2024,

you should have selected a Primary Care Physician (PCP) during the open enrollment process. However, if you did not choose a PCP during the open enrollment period, a PCP was assigned to you using your zip code on file. If you decide the PCP that you chose or were assigned does not meet your needs, you can always contact Anthem Blue Cross Member Services at (833) 913-2237 to update to a new PCP.

Please note, you will need to have your new PCP, 3 or 6 digit ID # code, ready before you call. Once Anthem Blue Cross makes the PCP change, it will be for a future month. If you need help navigating the sites, please contact the Benefit Service Center.

Your ALADS Benefit Specialists are here to help. If you have any questions regarding any ALADS benefits plans, please call us. We are happy to speak with you or your loved ones. Please call us toll-free at (800) 842-6635.

**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.



"A Calling To Serve..."

—City of Walnut Mayor Nancy Tragarz



Mayor Nancy Tragarz who is an Attorney at Law by profession, looks at the City of Walnut with fond memories of its past and an eye to the future. "Growing up in the City of Walnut, was small-town living." Says Mayor Tragarz. "The city was small. There were approximately 7,000 residents on nine square acres of rolling hills, with horses and cows. Everyone felt safe, you knew your neighbors, children played out on the street and walked to school. It was a quiet family-oriented community."

"Today, the City of Walnut has almost 30,000 residents and is basically built-out. Our city fathers did a good job in planning our city. We have dedicated open space with 11 parks, horse trails, and single-family homes on large lots."

Nancy Tragarz's interest in public service stems from her experiences and involvement as a youth growing up in the City of Walnut. "I believe my long-term commitment to the community grew from my active involvement in my schools, Girl's Scouts, youth sports, and student government in

junior high, high school and college. I was actively involved in Girl's League, and was the Key Club Treasurer, Editor of the Yearbook, and I participated in Campus Life-Youth for Christ and my church."

These life experiences led Mayor Tragarz to become a Parks and Recreation Commissioner and in 2008 she ran and was elected to the Walnut City Council. Mayor Tragarz's background in business, finance, accounting, the law, and a lifetime of experiences and memories living in the City of Walnut have enabled her to be a compassionate advocate and effective City Council Member for all the residents of Walnut.



Nancy Tragarz

Mayor Tragarz's platform is to serve the Citizens of Walnut honestly, with high ethical standards, integrity, transparency, and dedication. She has implemented various policies and procedures to improve the city and has a team that works well together to the city's benefit.

Mayor Tragarz views public safety pragmatically. She thinks that we need both prevention and intervention

programs. The Mental Evaluation Team (MET) and Risk Assessment and Management Program (RAMP) have been working in the City of Walnut and have enabled their deputies to help the residents get the services they need. They also have a large number of neighborhood watch groups, where the residents are educated on how to prevent crimes and look out for each other. She has personally been a block captain for many years. In addition, they have a Volunteer Sheriffs on Patrol, and were one of the first cities in the county to use the flock camera system, which has been a successful program. For their youth, they have utilized the Success Through Awareness and Resistance Program (STAR) and the Explorer program.

"All the propositions and decrees over the years have impacted our deputies' abilities to fight crime." Says Mayor Tragarz, "Proposition 47 removed the threat of jail time for drug possession, which has hurt everyone. Now, drug users are not going to drug rehabilitation programs to get the help they need through the drug court program, but instead (drug offenders are) burglarizing our homes to get the money to buy more drugs." The mayor goes on to say that the current District Attorney, with the new cite and release policy and no bail, has made it so our deputies are unable to

arrest certain offenders, whereas before they could arrest and obtain services for them. Instead, the offenders remain on the streets.

Mayor Tragarz opposes mandatory deputy rotation. Long-term deputies know the community and the residents better. In addition, the City of Walnut has a large Asian population, including many who do not speak English. They feel much more comfortable with someone who can speak their language. If the City has a Mandarin or Korean-speaking deputy, it wants to keep them.

When Mayor Tragarz reflects on her past sixteen years of public service to the residents and city, she is proud of "having CNN Money Magazine ranked the City of Walnut, the #1 best small City to live in California and 57th in the Country during her first term as Mayor. Walnut was also selected as the Best Place to Raise Kids in 2013 by Bloomberg Businessweek as well as one of the safest Cities to live in, thanks to the hard work of the City of Walnut's deputies."

The City of Walnut appreciates our deputies and all law enforcement and the sacrifices they make. Thank you for your service. – Mayor Nancy Tragarz

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Issue 4

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In Honor & Loving Memory of
Ryan Clinkunbroomer





DEPUTY RYAN CLINKUNBROOMER



E.O.W.: SEPTEMBER 16, 2023



Dear Members,

September 16th was a very dark day for our family. A nightmare we don't wish on anyone. But we would only be where we are today because of the out pouring of love and support from Palmdale Station, ALADS and each and every one of you! We would like to thank you all for everything you have done from donations of all kinds, to prayers and calls. To the men and women of Palmdale station you are the best. Thank you for your continued support and I know together we will get through this. A HUGE thank you to ALADS, Rich, Tom, Dondrea, Mike and the rest of the staff thank you from the bottom of our hearts for everything you have done and continue to do to help us navigate through things. You all have a wonderful union, they are truly there to help you all. So, from the bottom of our heart thank you all, continue to fight and know we are continuing the fight with you.

Much Love,

The Clinkunbroomer's
Family



Eulogy

I have known Ryan for eight years. We started as academy classmates in 2015 and separated when we went to our custody facilities. Ryan and I became extremely close once he arrived to Palmdale Sheriff Station in 2018. Immediately landing at Palmdale Station, he showed everyone who he really was. He was humble, worked hard, compassionate, loyal, and respected by all.



Through the past five years, he showed everyone what it's like to be perfect and the best. Ryan's work at Palmdale Station was perfect. He did everything right and had zero mistakes in his work. He trained his trainees with hard work, dedication, compassion, and integrity for this job and for Palmdale Station. There is definitely a hole that will never be filled at Palmdale Station.

I was asked to write another eulogy of you Ryan. I sit here, by your grave site, trying to put into words what you meant to me and everyone that had the chance to meet you. There are no words. There isn't a day that goes by where we don't miss your laugh, smile, or grumpiness when you're tired, after working triple back-to-back shifts.

To me you were a friend, partner, and brother. You were the most loyal, solid, and honest man I have met. You were someone I could rely on with whatever incident we were working. I knew when you were handling an incident, it was going to be done perfect with no mistakes. There aren't many people like you in this job and there are people that will never get the chance to meet you and experience who you were. I am pleased to say that I had the chance to go to war with you for the past five years and we were side by side through the good and bad at Palmdale Station. You were a great partner, friend, and brother. You are truly missed and definitely missed by all the "Bobby's." You are forever my brother in eternity.

Love you Clink.

Andrew De La Rosa

Deputy

Legacies...



Hello,

My name is Zachary Gregg. Some of you know me as “54XXXX”.

I wanted to start out with providing a few stats about our best friend Clink. Clink has handled 5,583 calls for service, 3,333 observations and has made 629 arrests. Throughout all the hard

work he did, he spent countless hours being our best friend after work.

During my last EBD, for those of you who don’t know, EBD stands for Education Based Discipline (look at brass and own the discipline). During my last EBD, I found myself in a deep conversation with the instructor about “Why we do this job.” Clink is the reason why we do this job. Clink is the guy who I depended on during the several months of being partners. When I got to work, I knew I was going to be okay because Clink was ready to go to war.

These past couple weeks, I have selfishly used Clink’s family to feel closer to him. As I got to his family’s house every day I felt at peace because I saw Clink in Mama Kim, Mike, Katherine, and Chad. Clink’s firey side clearly came from Mama Kim. When I would hear Kim’s “Sentence enhancing” words, I heard Clink’s voice. As I drank beers with Mike, he would say those dad jokes that could make you laugh, and those jokes were the exact jokes Clink would use. Katie and Chad, you’re now my brother and sister, whether you like it or not. I have always wanted a sister.

I hope one day I can be as great as Clink to make sure I see him again.

I love you and miss you Clink.

Zachary Gregg

Deputy





ALADS hosted a Celebration of Life in honor of Palmdale Station's Deputy Ryan Clinkunbroomer in November. The occasion welcomed current and retired deputies, fire department personnel, AMR, and hospital staff. The event received generous support from LAS4D Spouses, 7-11, Monster Energy Drink, LASD Wives, Smoking Steve's Catering, along with DeeJays Reginald Tate and Jonathan Cano.

Family members, colleagues, and Ryan's childhood friends gathered at the College of the Canyons for a poignant gathering marked by heartfelt storytelling, shared laughter, and fond reminiscences of Ryan's profound impact on all those he encountered. ALADS President, Richard Pippin, and Ryan's mother, Kim Clinkunbroomer, delivered touching speeches, adding depth to the event.

We extend our deepest gratitude to all who attended, as well as to those who have steadfastly supported the Clinkunbroomer family and Palmdale Station. Your unwavering love and support for Ryan and his family are deeply appreciated.

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

C A L L A N Y T I M E 2 4 / 7



D E F E N S E R E P R E S E N T A T I V E S



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Mark Almonte
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F R O N T D E S K : (3 2 3) 2 1 3 - 4 0 0 5



CHARITY GOLF TOURNAMENT

RAISING FUNDS FOR THE ALADS C.A.R.E.S. FOUNDATION

The 23rd Annual Bob Hermann Memorial Charity Golf Tournament took place at the Huntington Club with a distinct focus on raising funds for the ALADS C.A.R.E.S. Foundation. However, this year held special significance as all of the proceeds generated from the tournament were dedicated to supporting the family of Deputy Ryan Clinkunbroomer.

A total of 144 golfers enthusiastically participated in the tournament with registration commencing at 10:30 AM. To kickstart their day on the course, participants were treated to delicious breakfast burritos. Following breakfast, golfers engaged in an exciting putting contest where they had the opportunity to win premium bottles of liquor strategically placed on the green. The odds of success in this endeavor were notably higher than that of a raffle, resulting in numerous golfers leaving with some very coveted bottles. Unclaimed bottles were later included as raffle prizes during the conclusion of the tournament.

In keeping with tradition, the tournament featured a shotgun start due to its large number of participants. This year, the coveted hole-in-one prize was a beautiful brand-new Chevy Silverado from George Chevrolet. At the turn, was Raising Canes Chicken Fingers who quenched golfers' thirst with lemonade and Ice-T, and generously handed them gift cards. Four Sons Brewing showcased their exceptional beer and seltzer offerings, the law firm of Straussner • Sherman • Lonné • Treger • Helquist handed out various refreshments and ALADS staff were on hand, preparing hotdogs for the golfers.

POPA Federal Credit Union was on the course handing out swag and Gold Lee of Lewis, Marenstein, Wicke, Sherwin & Lee, LLP generously shared a humidor of cigars with his fellow golfers.





Upon conclusion of the tournament, the golfers reconvened at the clubhouse for a delightful dinner. There, they also had the opportunity to listen to a testimonial describing the invaluable work performed by the ALADS C.A.R.E.S. Foundation in support of deputies and district attorney investigators. Winners of various contests such as longest drive and closest to the hole were announced and finally, the day was capped off with an eagerly anticipated raffle. Raffle prizes included a Trager Grill, a Blackstone Flattop Grill, Cleveland Drivers and Irons, a Scotty Cameron Putter, three 90-day memberships to the Huntington Club, four foursome golf packages including dinner at the Huntington Club, Bose Bluetooth Speakers, various premium liquors, and other highly desirable prizes.

The event was not only a fantastic day of golf, but more importantly, a significant contribution to the cause of aiding Deputy Ryan Clinkunbroomer's family. The ALADS C.A.R.E.S. Foundation has donated more than \$2.1 million dollars to deputies and district attorney investigators and the families in their time of need. This financial support is crucial, particularly during or immediately following a tragedy. We extend our sincere appreciation to our generous sponsors, the companies that generously donated raffle prizes, and the numerous individuals who have contributed to the C.A.R.E.S. Foundation over the years. Your benevolence has undeniably made a profound impact.

Save The Date

CHARITY GOLF TOURNAMENT

MONDAY, SEPT. 16, 2024 @





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Edward Roblesa
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Raymond Saaverda

Sando Shawkey
Nicholas Alzner
Jonathan Arroyo
Max Becker
Sofia Campos
Ever Angle Carpio
Miguel Carranza Jr.
Montserrat Conde-Troncoso
Alejandro Eligio
Joselyn Estrada
Alejandro Flores
Jeremy Foo
Cruz Galindo Jr
Gerardo Garcia Jr
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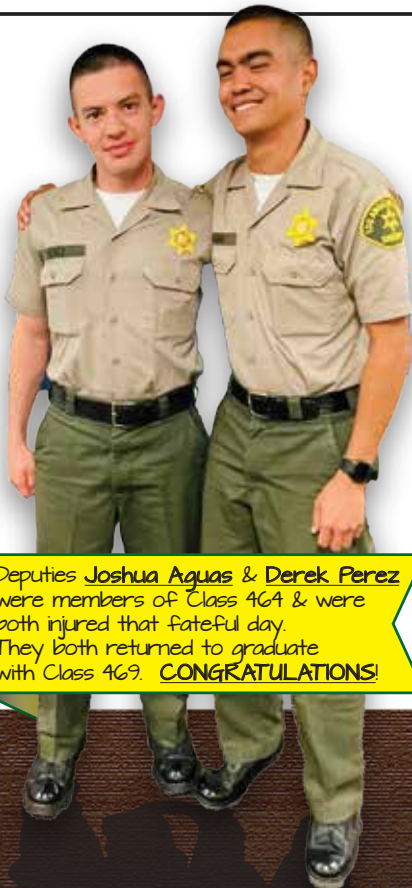
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Deputies **Joshua Aguas** & **Derek Perez** were members of Class 464 & were both injured that fateful day. They both returned to graduate with Class 469. **CONGRATULATIONS!**

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

WHAT YOU CAN DO:

- Access Anthem ID cards
- Access gym membership ID cards
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- 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 ATT's new website, please contact the ALADS Benefits Service Center at (800) 842-6635 or email: alads@mybenefitchoices.com

ALADS MEMBERS RETIRING:

- Cynthia L Selender
- Gregory B Davis
- Pedro Enciso II
- Daniel D Riordan
- Kimberly A Sutfin
- Michael J Thom
- Enrique B Bolanos
- Brian F Rogge
- Barry Ryan
- Jaime Valenzuela
- Charles Duncan IV
- Pearl Cruz
- Dean Galarneau
- Michael Kaufman
- Darryl M Hast
- Consuella M Lofton

\$125,000.⁹⁹ BASIC LIFE INSURANCE

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

LONG TERM DISABILITY (LTD) MONTHLY BENEFIT

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

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

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

DEDICATED BENEFIT SUPPORT & MEMBER ADVOCACY

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

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.

ALADS Benefits Fair

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ALADS Goes to CRDF For a Benefits Fair

Members' Gateway to Learning About Exclusive Benefits



ALADS continues to go to members' work locations in support of our membership. ALADS held a Benefits Fair at CRDF to give members an opportunity to meet with ALADS directors and staff who were there to answer members' questions and concerns.

At the benefits fair, representatives from our top notch providers including AFLAC, Benefit Services Center, Anthem Blue Cross, LAPFCU, The Holman Group, and VSP, among others, provided information about the benefits ALADS members receive.

To add some tasty flavor to the Benefits Fair, we also brought our famous taco guy and provided lunch.

ALADS is planning its 2024 Benefits Fair schedule. Keep an eye on our email blasts, for an upcoming benefits fair at or near your assignment. If you would like ALADS to host a benefits fair at your assignment, reach out to your unit representative, field representative or call ALADS at (323) 213-4005 and let us know.

Happenings

LAS4D Spouses, ALADS and PPOA Hosts Joyous 'Breakfast With Santa' for Honored LASD Families



A heartwarming morning unfolded as LAS4D Spouses, ALADS and PPOA joined forces to create cherished moments for our esteemed LASD families. The private 'Breakfast with Santa,' held at ALADS, was a delightful affair aimed at honoring our law enforcement community.

Greeted by ALADS President Richard Pippin, PPOA President Nancy Escobedo, and LAS4D Spouses President Jennifer Meyers, attendees were welcomed to a delightful pancake breakfast. The true star of the event, Santa Claus, made a grand entrance escorted by our dedicated law enforcement team, spreading cheer and joy among the children. Eager little ones shared their Christmas wishes and to add to the festive spirit, each child received a special early Christmas gift.

This event was more than just a breakfast; it was an illustration of the bond between law enforcement families, and the fact that we will never forget our families that have given so much.

The collaboration between ALADS, PPOA and LAS4D Spouses exemplifies our ongoing commitment to supporting our honored families. This event marks just one of many initiatives aimed at uplifting our community, and we eagerly anticipate more events in the future.

LAS4D Spouses, ALADS and PPOA are dedicated to supporting our honored families and reminding them that they and their sacrifices have not been and will not be forgotten.

ALADS Happenings

ALADS Supports 10th Annual Turkey & Food Distribution in the City of Maywood

ALADS joined the Labor Council for Latin American Advancement (Los Angeles Chapter LCLAA LA) and the United Steel Workers (USW 675) in a Thanksgiving turkey and food giveaway. ALADS donated 500 pumpkin pies and 500 boxes of stovetop stuffing to the 10th Annual Turkey and Food Distribution in the City of Maywood.

ALADS Former Director Xochilt Rosas coordinated ALADS' participation in the event and Field Representatives Doug Joho,

Melissa Chavira and Dondra McAllister assisted in the food distribution. Vegetables, canned foods, the option of turkey, ham, or chicken and of course the pie and stuffing were distributed to community members.

We look forward to supporting Xochilt Cobarruvia's (LCLAA LA) Thanksgiving food distribution next year!



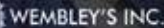


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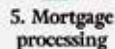
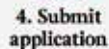
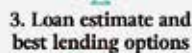
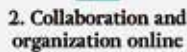
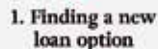
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ALADS *Family Night*

OPEN TO ALL ALADS MEMBERS...

FRIDAY, NOVEMBER 17, 2023

UNIVERSAL STUDIOS

STUDIO
★ TOUR ★

UNIVERSAL STUDIOS HOLLYWOOD™

Thank you to all of the members and their families who attended ALADS Family Night at Universal Studios. Despite initial weather concerns, fortune favored us, granting a splendid day and evening at the park.

Members and their families were able to enter the park beginning at 10 AM and the park closed to the public at 7 PM. Subsequently, lines for rides were short, and as the night progressed, members had the opportunity to have multiple rides on the same ride without getting back in line.

Family members brought their Harry Potter wands enchanting their experience by activating different effects in the Wizarding World of Harry Potter. Complimentary food was generously provided at restaurants open throughout the park.

This year, tickets were in high demand, selling out in about two weeks. We received emails that some members were upset

that they were unable to purchase tickets before they sold out. ALADS has heard those members' complaints and takes them seriously. ALADS pledges to address these complaints for next year's Family Night. However, we strongly advise purchasing your tickets as soon as they are available, as we cannot promise that everyone will be accommodated.

The seamless orchestration of this year's event was overseen by ALADS Former Director Xochilt Rosas and Director David Gaisford. Introducing a new check-in system facilitated members through the line to enter the park as quickly as possible. We will be reviewing the system and will be making improvements so we can get members checked-in even faster next year.

It was terrific seeing so many families happy and excited to enjoy Family Night. We had a great time putting the event together and are looking forward to next year's event!





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Richard Pippin, President
Date
10/13/2023

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PS Form 3526, July 2014 (Page 3 of 4)

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UNIT REPRESENTATIVE

U P D A T E

- Coalition of County Agencies (CCA)
- Employee Benefits Advisory Committee (EBA)
- Workers' Plans Administrative Committee (IWAC)
- Joint Labor Management Committee (JLMC)
- ALMS - County, 401(k) and Retiree Medical
- Los Angeles County Federation of Labor
- Unions United
- Quality and Productivity Commission

Matthew Cline
ALADS Labor Relations Specialist

Get Involved & Attend ALADS' Unit Representative Meetings

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

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

When you become a Unit Representative, you will be invited to attend ALADS' Annual Unit Representative Training Seminar. This year's speakers included:

Richard Pippin, ALADS President
Introduction

Anil Karia, Attorney from Labor Relations Information Systems (LRIS)

Recent Developments:

Recent Updates in Public Safety Labor Relations

Unfair Employee Relations Practice Charges:

Review and ALADS UFC & Results

Anthony Spatola, Member Services Manager (ALADS)

Grievance Procedures:

Defense Representation Introduction

Grievance Process

Q & A

Jacob Kalinski, Attorney from Rains, Lucia, Stern St. Phalle, and Silver, PC

ALADS Litigation Update

Paul Meyer, Use of Force Inspector from Multnomah County Sheriff's Office

Teamwork After a Catastrophic Injury

Derek Hsieh, ALADS Executive Director

ALADS Budget & Business Operations

Derek Hsieh, ALADS Executive Director & Matthew Cline, ALADS Labor Relations Specialist

ALADS Labor Relations Update

Overview of ALADS' Labor Relations Activities

The Meet and Confer Process

Jennifer Lincicum, President of Fickewirth Benefits Advisors

2024 ALADS Insurance Plans

Richard Pippin, ALADS President

Round Table

If any of the above subjects sound interesting to you, or you would like to do more in support of your career and the careers of your fellow deputies and district attorney investigators by becoming a unit representative, be sure to attend the next unit representative meeting. We will be happy to have you here!



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 every 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 condi-

tions. 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.

Congratulations to Our New Unit Representatives



Lisa Jansen (CPB/MET),
Chien Huei Li (Community College Bureau),
Jose Diaz (Tactics & Survival Unit).



Welby Cham (Cerritos Station).



Gavin Spector (CTSB North), Jessica Wiese (Backgrounds),
Jason Choi (Backgrounds), Roberto Garibay (Backgrounds),
Frank Brower (Backgrounds).



Dustin Schnakenberg (MET),
Kevin Thompson (East L.A. Station),
Denny Tseng (Personnel).



UNIT REPRESENTATIVES

AERO BUREAU
• Michael Granek

AIRPORT COURT
• Robin Russell-Saenz

ALADS
• Richard Pippin*
• Tom Ferguson*

ALTADENA STATION
• David Gaisford*

BOLRAC
• Xochilt Rosas

CENTURY STATION
• Tony Meraz*
• John Perez*

CERRITOS STATION
• Welby Chan

COLLEGE BUREAU
• Elizabeth Elias
• Chien Huei Li

COMPTON STATION
• David Murray

COMMUNICATION FLEET MANAGEMENT
• Nick Johnston

COUNTY SERVICES BUREAU
• Daniel Klock
• Louis Lave
• Reginald Tate

COURT SERVICES TRANSPORTATION
• Freddie Cardenas
• Enrique Peña

CPB/MET
• Lisa Jansen

CRDF
• Carlos Alfaro

CRESCENTA VALLEY STATION
• Renee Wachter

CSW - VAN NUYS EAST
• Robert Domin

CTSB NORTH
• Gavin Spector

DAI - AUTO INSURANCE FRAUD
• Amber Campana

DAI - PUBLIC INTEGRITY
• Brian James
• David Ly

EDELMAN COURT
• Roberto Roman

FRAUD & CYBER CRIMES BUREAU
• Aily Baldwin

HOMICIDE BUREAU
• Steven Blagg

INDUSTRY STATION
• Michael Finn

INGLEWOOD COURT
• Kelvin Moody

LAKEWOOD STATION
• Taylor Brannigan

LANCASTER STATION
• Claudia Herrera
• Scott Sorrow

CMC/ACB
• Ryan Humphrey

LOMITA STATION
• Mark Arana

LOST HILLS/MALIBU STATION
• Jeffrey Martin

MCJ
• Rashaad Gilbert

MET - EAST
• Dangelo Robinson

MET - NORTH
• Kenneth Cianciosi

NARCOTICS BUREAU
• Miguel Beltran
• Erik Reynolds

NCCF
• Daniel Ford

PALMDALE STATION
• Andrew Cronin

PARKS BUREAU - SOUTH
• Kristofer Domaradzki

PASADENA COURT
• Sherry Parriott

PDC - SOUTH
• Justin Tidball

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• Frank Brower
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• Craig Miller

SEB
• Jason Zabala*

SOUTH LOS ANGELES STATION
• Julian Stern*

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• Jose Diaz

TEMPLE STATION
• James Johnson

TORRANCE COURT
• Johnny Quick

TRAINING BUREAU TACTICS & SURVIVAL
• Duke Sanders

TSB
• Vania Gevorgiz

TWIN TOWERS
• Brian Smith

WALNUT STATION
• Benjamin Fark

WEST HOLLYWOOD STATION
• Christopher Chung

AT LARGE
• Leonardo Castro



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Jason Zabala
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BOARD OF DIRECTORS



FIELD REPRESENTATIVES



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

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

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



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

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

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



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

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

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

ABOUT YOUR FIELD REP...

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

IMPORTANT NOTE:

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

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WANTED

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45 Goldschmid, Silver & Spindel
56 Straussner • Sherman • Lonné • Treger • Helquist

MORTGAGE:

- 45** Wembley's Inc.

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- 39** Courtney Hong Real Estate
45 Kristine Y. Parsons

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APPLICANT REQUIREMENTS:

- Two (2) years of full time, permanent law enforcement experience (as defined under CA 830.1 PC)
- An Associate's degree or higher from an accredited college or university
- Possession of a valid CA POST Basic Certificate or higher

SALARY AND BENEFITS:

- Investigator: \$79,495.68 - \$107,128.32 Annually
- Sr. Investigator: \$99,487.68 - \$141,544.32 Annually
- 4 day/10-hour work schedule. Day shift schedule with weekends and evenings off

FOR QUESTIONS:

BOIRecruitment@da.lacounty.gov
 (213) 247-7026



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