



**LOS ANGELES COUNTY
PROFESSIONAL PEACE OFFICERS ASSOCIATION**

ESTABLISHED 1951 | PROUDLY REPRESENTING 8,700 MEMBERS

2016 ANNUAL
REPORT



Professionals Representing Professionals

Los Angeles County Professional Peace Officers Association

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The 2016 Annual Report is an official publication of the Los Angeles County Professional Peace Officers Association (PPOA). Opinions expressed by individual Board members or contributing authors in this publication do not necessarily reflect the opinion of the entire Board.

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PRESIDENT'S LETTER



BRIAN MORIGUCHI

From a union standpoint, each year inevitably has its ups and downs. From contracts to lawsuits to legislation, it's easy to get caught up in the business side of PPOA. Then 2016 happened. The LASD/PPOA family lost not one but *two* brothers in the line of duty within weeks of each other, and that tragic month of October produced countless reminders that this Department is a family first. In talking to the widows of Steve Owen and Al Lopez, it hit home that we (all of us) are truly their extended family, now more than ever. That is my strongest takeaway from 2016.

In terms of union issues, there was plenty to keep the PPOA staff busy (see year-end labor representation stats on page 8). I'm also proud to report that the Star & Shield Foundation online uniform store has been doing brisk business in its first 12 months, and that means a lot of PPOA members have been saving a lot of money. As a union, we also played a key role in the fight to reform the California death penalty (Prop 66). As you know, the stakes were extremely high — a competing measure (Prop 62) sought to repeal

the death penalty altogether. PPOA hosted press conferences and spent considerably to actively campaign for Prop 66. In the end, voters made the right choice and voted *with us* and *against* the opposition. Win-win, as they say. On the flip side, California voters somehow fell for the governor's deceptive measure (Prop 57) that allows for early release of felons in state prison. PPOA teamed up with law enforcement associations statewide to combat it, but money talks in politics and our collective resources (\$1.6M) were no match for the opposition (\$13.7M) this time. All the more reason for PPOA to push hard to build our political action funds for the upcoming battles in 2017.

LASD Report Card

Two years ago, I started incorporating a year-end report card of the Sheriff's Department into my Annual Report message, expressing the successes and failures of the Sheriff and his management team from the perspective of PPOA and the employees. The ratings and comments are not meant to "out" poor conduct, but rather to provide information that the Department can use to determine their effectiveness from the employees' perspective. The employees are the most important asset of the Department and should be valued by management. It is our hope that Sheriff McDonnell and his executives will take the information we provide and use it to improve the quality of leadership and the overall management of the Department.

Organizational Changes

C- There were high hopes when McDonnell became Sheriff. Most employees actually wanted to see changes made to remove the systemic nepotism, favoritism and abuses of power by managers that existed under Baca and Tanaka. But those changes came slowly ... too slowly. We gave McDonnell a pass for his first year, because the LASD is a huge department and we understood it would take time for him to get his head around all the issues. But as we waited, we saw more favoritism and more abuses of power by managers. We saw the same actions by different executives, such as promoting friends and punishing those who "challenged their authority." The faces changed, but the abuse was the same. We also saw the Department implement organizational changes that were deeply troubling, such as the creation of the constitutional policing advisors (CPAs), who neither address constitutional issues nor advise. These CPAs injected themselves into disciplinary decisions and became the "gods" from whom executives had to receive blessings in order to

issue discipline. The CPA positions were created in violation of law (meet and confer requirements), as well as in violation of our MOU. Not only did the Department lie about the role of CPAs (ironic, considering the strict honesty policy), but rather than admitting the error of their ways, they have fabricated excuses and circled the wagons to defend their position. Again, the faces have changed, but the abuse is the same.

The Department would have received a lower rating in this area, but we are pleased to see McDonnell finally making some organizational changes for the better. It appears the Sheriff has settled in and gotten the lay of the land, and is now making some positive changes. We hope to see more changes, with a focus on fair treatment of employees and more accountability for Department executives.

Promotions

B The Sheriff's Department has made significant strides to improve the promotional process. It eliminated the Appraisal of Promotability

process that was producing an average rating of over 98 out of 100. It eliminated the oral interview process, which was problematic due to cheating and favoritism, and replaced it with an in-basket exercise. This process has a few bugs still to be worked out, but it has eliminated the corruption that existed in the previous process. The biggest flaw that still remains in the process is the banding of candidates, which allows management to select a lower-scored individual before a higher-scored one. This banding process results in less-qualified individuals promoting before qualified candidates by simply positioning themselves in aide positions or highly visible positions. This doesn't mean all aides are bad or unqualified, but the process allows for less-qualified folks to position themselves to be promoted before more qualified ones and allows managers to promote based on considerations other than merit.

The Department would receive a higher rating if it switched to a numbered list, which would remove all the posturing and promote candidates based on their scores. To address a "needs of the

Department" issue, such as needing a female or a foreign-language-speaking person at a specific assignment, the Department should institute the "rule of five" or the "rule of 10." This would allow the Department to choose someone lower on the list (but no lower than five or 10 individuals). In doing so, however, it would guarantee everyone above that point in the group of five or 10 to be promoted before being allowed to go to the next group of five or 10. The Department has vastly improved the promotion process and kept us apprised of changes, and we greatly appreciate the manner in which they are conducting themselves, but a few minor changes will make the promotional process as fair and equitable as it can be.

Accountability, Transparency and Oversight

B The Department has certainly improved its accountability and transparency from the public's perspective. With the creation of the Civilian Oversight Commission, we would expect oversight to increase as well. These aren't necessarily bad things. All of us want an ethical Department and want the public to trust us. But the danger is going too far to one side just to appease a few **B** **i** **a** **s** **e** **d**, **L** **o** **u** **d**, **M** **i** **l** **i** **t** **a** **n** **t** police haters who will complain about any police action, whether appropriate or not. It is our hope that McDonnell will support his employees against these radicals and defend the honor of the men and women who put their lives on the line every day. This rating could be higher if executives were held to the same accountability standards as line-level employees.

Discipline, Investigations and Relieved of Duty Status

D The Department would have received an F grade had it not been for Assistant Sheriff Harrington coming in, reviewing all the Custody Division relieved of duty (ROD) cases and bringing some back to work who should not have been ROD. We believe ROD is still being misused Department-wide, but we are grateful that one executive had the courage to look at things objectively and do the right thing. This was a vast change from the "Relieve them all of duty and we will figure it out later" mentality of some executives. What these executives lacked was care and compassion for their employees. There is a time for discipline and a

need for ROD, but it should not be doled out lightly, and the decision maker should always remember that these employees have families and mortgages, not to mention what an ROD does to the psyche of the employee. Why these executives feel the need to destroy employees and turn good ones, some of whom made minor mistakes, into disgruntled ones is beyond my comprehension.

The Department recently changed its Guidelines for Discipline and, well, made termination the standard discipline for everything! Although I am exaggerating this point, the Department has definitely increased its punishment guidelines. Let's see what they do when the executives are caught violating these policies. Based on what we have seen this year, I expect the continuation of disparate treatment between line-level employees and executives who commit the same violations. Why the difference? I don't believe it is intentional in most cases. It is different because when the Sheriff himself issues discipline, he does so with compassion, resulting in his executives being treated with respect and understanding. But when other executives or the CPAs issue discipline to lower-level employees, they do so with no regard for the person and with little compassion. Of course, that is not always the case, and many executives do the right thing. But we believe this area needs massive improvements, and McDonnell should keep a close eye on what is happening below him in this department.

Morale

C- This category was difficult to rate, because we are in the process of working with Sheriff McDonnell to improve morale. The Sheriff has been open to suggestions and is working with us to address some problems that are hurting morale. But this grade is based on the current state of morale, which we believe is in need of some serious uplifting. Low morale can be attributed to many things, including excessive overtime and drafting of employees, excessive discipline and erroneous use of ROD, disparate treatment, unfair promotional process and so much more. I believe morale is low largely because there were such high expectations of McDonnell when he became Sheriff. Unfortunately, operationally and functionally, nothing changed when he became Sheriff, and in many ways things became worse. Hopefully, now

that the Sheriff has been around for a while, he will begin to make the necessary changes to improve the Department operations and morale.

Leadership

A Some may ask how I could possibly give an A grade for leadership, considering the marginal ratings in all the categories above. This rating applies to the leadership qualities of Jim McDonnell himself, not his command staff. In my dealings with McDonnell in 2016, he has always been receptive to PPOA's positions on issues and concerns. He fixed many things we brought to his attention, and I am grateful for his responses to many of the issues. I believe he is aware of the shortcomings of the leadership within LASD and will, over time, make changes for the better — provided that he doesn't fall into the same trap as Lee Baca and get manipulated by subordinate executives who try to keep him out of the loop. He has some good people in his command, but he is going to have to identify the good and the bad, and that is not always easy. The good are not "yes men," and the bad are not "the outspoken ones." The good leaders are those who command the respect of their subordinates, not because of their rank, but because of their abilities as well as their support and respect of those below them.

These ratings are based on activities in 2016, with consideration for McDonnell's short tenure as Sheriff of Los Angeles County. As time goes on, our expectations will increase and our ratings will be based on those expectations. I have confidence in the ability of McDonnell and other executives to improve the Department, but not without concern. We are a long way from being the Department we should be — not because of failures at the line level, but rather due to management and operational failures. Let's hope 2017 brings with it improved treatment of the employees and better management and leadership.



The Hall of Justice and the L.A. skyline, 1957

proposal to abolish public employee retirement systems. In this sense, POPA's most important responsibilities have remained unchanged over the last 60 years. The union's perseverance has resulted in a much-expanded role: PPOA (the acronym was altered slightly from "POPA" in 1978, but the original pronunciation has stuck) is now one of the most influential law enforcement associations in the nation. Few single-employer unions have as much impact locally and statewide as this one. In six decades of service, PPOA has accomplished much more than could be listed in this column. A few highlights include:

4850 Time

PPOA sponsored legislation in the 1960s to establish a key benefit for peace officers:

paid time off for line-of-duty injuries. Additional legal action in the early 1990s secured 4850 time for custody assistants.

Retirement Credit

PPOA's efforts in 1972 resulted in a military buy-back program for L.A. County in which peace officers can make a retirement contribution for years in the military and get additional credited service for retirement.

Disability Coverage

In 1990, PPOA co-founded the Peace Officers Relief Fund (PORF), which provides 100 percent employer-paid, long-term disability income, as well as life insurance coverage.

Safety Equipment

Thanks to PPOA's efforts over the years, peace officers no longer have to purchase their own firearms and safety equipment (e.g., vests), as all became standard-issue by Los Angeles County.

Medical Presumptions

PPOA's full-time legislative efforts have paid off efficiently over the last three decades, resulting in presumptions for cancer, blood-borne pathogens, heart disease, lower-back (duty belt) injuries, staph infections and more.

POPA Federal Credit Union

PPOA members established their own credit union in 1978. The full-service, nonprofit, member-owned institution now offers four full-service locations in Los Angeles County for all PPOA members.

Fraternal Order of Police

In 2005, PPOA affiliated with the Fraternal Order of Police (FOP) — the world's largest organization of law enforcement officers (325,000 strong). The FOP affords PPOA members a national voice on legislation and a crucial legal defense plan. The FOP was also the driving force behind HR 218 (enacted in 2004), which allows active and retired officers to carry a concealed firearm in any jurisdiction in the United States, regardless of state or local laws.

Ventura II Lawsuit 2006

A lawsuit filed by PPOA successfully increased pension benefits for future retirees and added \$200 million in benefits for those already retired.

Scholarships

Every year, PPOA offers 12 scholarships worth \$13,500 total to help further education for PPOA members and their dependents.

Star & Shield Charitable Foundation

PPOA is home to the Star & Shield Foundation, which provides financial support to families of fallen officers, members in need and worthy causes.

New Members

PPOA proudly enrolled 508 new members in 2016, bringing total membership to 8,939 (both record numbers for this association). The state of your union is strong, and we are fully committed to forging ahead in 2017 as a leader among the nation's most effective law enforcement associations.



LABOR REPRESENTATION

The mission of the PPOA labor representation team is to ensure that all PPOA members receive the professional respect, employment rights and legal protections to which they are entitled. As a union member, you have a right to work under conditions that permit your job to be done safely and effectively. Most importantly, you have a right to experienced, professional union representation. Your union reps and attorneys are starkly different from lawyers selling their wares in phone books and low-budget television commercials. Every member of the PPOA labor rep team has more than 20 years of experience with law enforcement and/or labor union representation.

Since January 2016, the PPOA staff has received thousands of calls from members dealing with various issues. More than 700 of those calls were forwarded to PPOA's labor representation team. In the end, approximately 300 became cases handled by our in-house labor representatives and/or attorneys — the rest were resolved informally via telephone, meetings, conflict resolution or correspondence.

Of the cases handled by the PPOA labor representation team in 2016:

- » 179 were internal investigations
- » 85 were grievances that either started out as such or became such as a result of the investigation
- » 10 were civil service appeals
- » 10 were internal criminal investigations

PPOA labor representatives and attorneys (no less than half a dozen specialized firms) are uniquely experienced and familiar with local, county, state and federal administrative agencies and the laws that govern all aspects of the workplace. This allows PPOA to provide skilled representation in every area of labor, including but not limited to:

- » Arbitration
- » Contract enforcement
- » IAB investigations
- » ICIB investigations
- » Grievances
- » Unit-level investigations
- » Unfair labor practices
- » Workplace issues

If you are not a dues-paying PPOA member, we encourage you to join the union and protect your career. If you are a member, we thank you for helping your union move forward and remind you to call PPOA as soon as you suspect anything may go awry at work. We can help. It's what we do for members every day.



PPOA INSURANCE AGENCY

In 66 years of service, your union has established numerous benefits to make life easier for PPOA members, including our credit union, charitable foundation and college scholarships. One of the most recently established benefits is the PPOA Insurance Agency. How does having your own agency make life easier? The answer is straightforward: We cut out the middleman. Purchasing insurance from your own agency means you don't have to worry about dealing with agents who are unfamiliar with the needs of law enforcement personnel. You won't be talked into purchasing overlapping policies from multiple agents who represent multiple insurance providers (this happens more than you'd think!). PPOA insurance agents don't work for insurance companies; they work for you! They provide a no-obligation review of your coverage and will be frank with you about the coverage you may need or, just as importantly, the coverage you *don't* need.

PPOA established an in-house agency because the Board wanted to help members navigate an overwhelming array of providers and products marketed to County employees. As our insurance agency was taking shape, we assembled a team of experienced, trustworthy representatives to work specifically with PPOA members and ensure that the membership has access to the supplemental insurance policies they need — with no heavy-handed salesmanship, no upselling, and no exorbitant fees or commissions. The PPOA Insurance Agency is designed to help our members save money and time while securing appropriate insurance protection.

We believe that the best way to help you obtain the right coverage — at the best possible price — is to help you understand what you need to know about insurance. Have you ever wondered what kind of damage is covered by a basic homeowners policy? Or what types of coverage are generally included in a standard personal auto policy? Want to find out about a disability income policy? Have you ever wondered how much of your paycheck you can protect and how much it would cost? Are you curious about when the time is right to apply for long-term care? Want to know whether an HMO or PPO is best for you and your family? What's the difference between a disability income policy and a long-term care policy?

We want your insurance to work hard for you and your family. Let us help you find the right protection while giving you the peace of mind that comes with knowing you are covered. The PPOA Insurance Agency is committed to maintaining the highest standards of integrity and professionalism in our relationship with you, our client. We endeavor to know and understand your financial situation and provide you with only the highest-quality information, services and products to help you reach your goals.

Disability Income Protection

Provides income to those who are injured on the job, are sick or can't work. Does not require you to use or exhaust sick time or vacation time, but does allow you to replace up to 40 percent of your income (in addition to state disability income).

Critical Illness

Relieves financial pressure caused by health issues like heart attacks, strokes or cancer. It provides a lump-sum benefit for covered illnesses. Ideal for those who don't have funds to cover at least six months of expenses saved in the bank.

Accident Expense

Pays benefit amount based on covered injury. Preferred by people who engage in, or have children engaged in, sports or recreational activities.

Life Insurance

Term policy with death benefit up to \$350,000. Does not require a physical or blood/urine tests.

Homeowners, Auto, Boat Insurance and Much More!

Discounted rates extended to all PPOA members. PPOA Insurance Agency representatives visit L.A. County work sites regularly to visit with our members and discuss insurance-related issues. If you'd like them to visit your work location, please contact PPOA at (909) 599-8627.

PPOA Insurance Agency
188 E. Arrow Hwy
San Dimas, CA 91773
www.ppoia.com



MEMBER BENEFITS

As a union member, you benefit from collective bargaining power. That basic right gives the membership a strength-in-numbers advantage. PPOA uses the same collective advantage to secure a wide array of benefits and group discounts not normally available to individual consumers. The size and strength of your union allows PPOA to negotiate the best deals available for our members, and the PPOA Board and staff strive to secure new valuable benefits, year after year.

Here is a brief summary of the many benefits, perks and privileges available to PPOA members:

POPA Federal Credit Union

POPA Federal Credit Union is full-service, nonprofit and member-owned, with more than \$170 million in assets and four full-service locations in Los Angeles County.

Free Non-Job-Related Legal Advice

One free consultation with an attorney is available each year for every PPOA member.

Free Insurance Coverage

PPOA members (active and retired) are given a \$4,000 accidental death and dismemberment (AD&D) insurance policy at no cost. Plus, active PPOA members receive an additional \$4,000 in AD&D and life insurance policies.

Legal Defense Plan

Active PPOA members are provided with defense coverage for civil and criminal actions arising in the scope of duties.

Peace Officers Relief Fund (PORF)

PPOA administers this free, long-term disability coverage and \$100,000 life insurance policy for active, sworn members.

PPOA Insurance Agency

PPOA members have access to an array of plans designed to complement County-provided benefits, including disability income protection, critical illness, accident expense, homeowners, auto, boat, motorcycle and more.

Star & Shield Magazine

A complimentary subscription to PPOA's official magazine is given to all members.

Annual Calendar & Benefits Booklet

Members receive a pocket-sized resource listing PPOA benefits and the Smart Saver Blue Pages — a directory of local businesses offering special discounts to PPOA members.

Group Discounts

Members enjoy exclusive deals for amusement parks, movie theaters, cellphone service and more.

Free Notary Service

There is an experienced notary public on staff available to PPOA members at no charge.

Pre-Labor Day BBQ

Hundreds of members and 30-plus vendors gather annually for free food, prizes and fun.

Annual PPOA Fishing Trip

A private boat for PPOA members is chartered every summer for a day of angling near Catalina Island.

Purchasing Power

Members who enjoy online shopping can now do so with convenient payroll deduction plans.

LEO Web Protect

PPOA members can protect personal privacy by having their information removed from the Web.

Healthview Body Scan

Active members carrying ALADS Blue Cross insurance are eligible for a free, noninvasive scan and consultation.

Red Book Auto Fleet Discount

Members save both time and money when purchasing a new vehicle via the Red Book.

PPOA Conference Center

A modern, multiuse conference center is available to members at no charge.

Estate Planning

United Estate Planning offers peace of mind and exclusive discounts to PPOA members.

Rose Hills Memorial Park

Members are entitled to exclusive discounts and convenient payment plans.

Financial Planning

PPOA's financial planning team is available to assist members through education, analysis and personal program planning.

Annual Retiree Luncheon

For 12 years running, PPOA has hosted a free lunch reunion at the Sheraton Fairplex for its retired members and guests.

PPOA Mobile BBQ

In 2016, PPOA purchased a barbecue trailer as a means to help the Board and staff meet with members at assignments throughout the county while providing freshly grilled meals. We also plan to use the trailer to support law enforcement employees deployed to critical incidents.

PPOA Annual College Scholarships

Every year, PPOA awards 12 college scholarships worth \$13,500 total to members and their dependents.

Affiliations

PPOA members benefit from affiliations with a number of significant associations, including Southern California Alliance of Law Enforcement, California Coalition of Law Enforcement Associations, Fraternal Order of Police, Public Employees Staff Organization, California Peace Officers' Memorial Foundation and more.

LEGISLATIVE SUCCESSES IN 2016

It goes without saying that legislation rolling out of Sacramento and Washington, D.C., has profound effects on law enforcement and public employees. That's why PPOA has dedicated significant resources to our lobbying and legislative agenda for more than 30 years. Without strategic, well-planned political action, the many interests of PPOA members as law enforcement employees would be lost in the process of lawmaking. Every hot-button issue for public safety personnel — from cop killers to body cameras to pension reform — is directly affected by legislation. As you know, some legislators support law enforcement and some do not. That's why PPOA's legislative vigilance is absolutely crucial.

PPOA scored numerous legislative victories in 2016. Your union was successful in securing the passage of key bills and defeating dangerous bills that would have been detrimental to PPOA members. This is a partial list of bills introduced in the recent legislative session that PPOA actively supported, opposed or closely monitored:

Good Legislation Supported by PPOA/Signed Into Law

AB 701 (Sex Crimes) changes the definition of rape, spousal rape and unlawful sexual intercourse to instead mean penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, under the specified conditions.

AB 1554 (Powdered Alcohol) prohibits the Department of Alcoholic Beverage Control from issuing a license to manufacture, distribute or sell powdered alcohol, as defined.

AB 1798 (Gun-shaped Phone Cases) specifies that an imitation firearm includes a cellphone case that is substantially similar in coloration and overall appearance to a firearm as to lead a reasonable person to perceive that the case is a firearm.

AB 2028 (Wrongful Termination) clarifies that “wrongfully” terminated public employees are entitled to have their service credit restored in CalPERS.

AB 2165 (Firearms) expands the list of entities permitted to keep and carry “non-roster handguns” while on active duty, if they have gone through the appropriate training.

AB 2337 (Employment Protections) requires employers to provide their employees with written notice of their right to take time off from work for certain purposes if they are a victim of domestic violence, sexual assault or stalking.

AB 2888 (Sex Crimes) amends the Penal Code to include all sexual assault felonies perpetrated against intoxicated

and unconscious victims to the list of offenses ineligible for probation.

SB 6 (Cop Killers) closes a grievous loophole in California's Medical Parole and Compassionate Release laws to prohibit release of any person who commits murder against a peace officer in the line of duty.

SB 448 (Sex Offenders) makes various amendments to the Californians Against Sexual Exploitation Act to address constitutional concerns relative to requiring registered sex offenders to report their internet identifiers to law enforcement.

SB 1182 (Date Rape Drugs) provides that possession of date-rape drugs (GHB, Rohypnol or ketamine) with the intent to commit a sex crime will be a felony.

Bad Legislation Opposed by PPOA/Prevented From Being Signed Into Law

AB 1948 (Meal & Rest Breaks) would have substantially weakened worker rights to meal, rest and recovery breaks.

AB 1957 (Body Cameras) would have permitted public disclosure of body-worn-camera footage in certain police complaint circumstances.

AB 2468 (Pension Formulas) would have created a new retirement formula under PEPRA, starting with 1 percent at age 55 and maxing out at 2.5 percent at age 70.

SB 966 (Prior Convictions) would have rewarded career drug dealers by giving them the same sentence as someone who has committed a first offense.

SB 1286 (Peace Officer Records) would have allowed general access to records related to sustained charges against an officer, as well as access to records relating to any use of force deemed likely to cause death or bodily injury, and would have allowed persons who filed complaints to access information.

PPOA Key Player in Successful Death Penalty Reform Campaign

PPOA was a leader among law enforcement associations campaigning for Proposition 66 in order to reform (rather than repeal) the California death penalty and, ultimately, speed up executions while saving taxpayers millions of dollars. With significant help from your union, this proposition was approved by voters.

2016 YEAR IN REVIEW



Star & Shield Foundation Uniform Store

We launched our online uniform store for PPOA members, offering discounts of up to 35 percent off retail prices. Visit store.ppoa.com for details.



Lieutenant JST Presentation

PPOA hosted a presentation for sergeants interested in the lieutenant job sample test and posted a video of the event on our website.

JANUARY

APRIL



Fourth Annual Heroes Ride

More than 150 riders helped PPOA honor fallen officers and wounded veterans at PPOA's fourth annual Heroes Ride.

MAY



47th Annual L.A. County Peace Officers' Memorial

The names of six fallen officers were added to the memorial wall prior to a somber ceremony at STARS Center. PPOA is proud to contribute annually to this worthy tribute.



Delegates Discuss Workplace Injuries and Comp Time

PPOA delegates gathered in Monterey Park to discuss numerous issues, including the complicated process that follows workplace injuries, as well as comp time accrual for Unit 621 members.

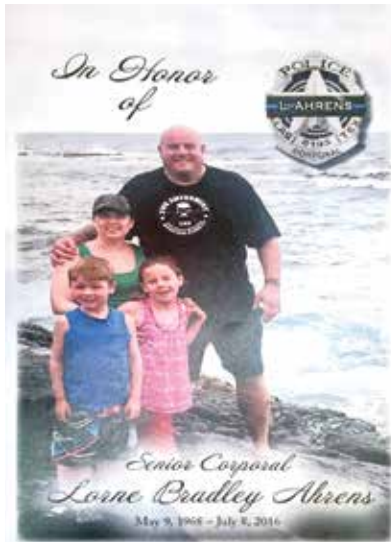
JUNE



PPOA Peace Officer Memorial Golf Tournament

200 golfers, volunteers and sponsors were on hand for a day at the links to help PPOA raise funds for the families of fallen officers.

JULY



Lorne Ahrens Remembered

Former PPOA member Lorne Ahrens was among five Dallas P.D. officers ambushed and killed in a cowardly attack on law enforcement. The Star & Shield Foundation immediately stepped forward to support his widow and two young children.



Bright Minds Awarded PPOA Scholarships

PPOA presented \$13,500 in college scholarships to a dozen ambitious scholars. The awards were issued to a PPOA member and 11 dependents of PPOA members.

2016 YEAR IN REVIEW



PPOA Hosts Death Penalty Reform Press Conference

PPOA was joined by the Sheriff, the DA and other officials at a "Journey for Justice" press conference. The event helped build crucial support for California death penalty reform.



16th Annual PPOA Pre-Labor Day BBQ

PPOA fed more than 500 members, vendors and friends at the annual BBQ at Biscailuz Center.

AUGUST



Memorial Sign Dedicated to Deputy Shayne York

PPOA was honored to support efforts to secure a highway memorial sign dedicated to Deputy Shayne York. The dedication took place at PDC East, where Shayne and his father, Daniel York, who served 19 years as a deputy, were both assigned.



Steve Owen Remembered

Sergeant Steve Owen was murdered in the line of duty while responding to a burglary call in Lancaster. The Star & Shield Foundation stepped in to support his family financially, hosted a reception for 300 of Steve's friends and co-workers, and arranged to have his family honored on the field at an NFL game.

OCTOBER



Al Lopez Remembered

Sergeant Alfonso Lopez died in the line of duty while responding to assist deputies in a pursuit in Compton. The Star & Shield Foundation provided his family with financial support and hosted a memorial reception for hundreds of Al's family, friends and colleagues.

PPOA DELEGATES

Your union is represented by more than 200 delegates at work locations countywide. The role of the PPOA delegate is crucial in facilitating effective communication between the union's Board, staff and membership. Topics ranging from contract negotiations to legislation to lawsuits are discussed at quarterly meetings held midweek at various facilities. The first meeting of 2017 is scheduled for March 14 (location TBA).

In addition to attending meetings, delegates receive updates (via email and County mail) from PPOA on issues affecting the membership. Delegates are asked to make this information accessible to their co-workers. PPOA also calls upon delegates when input is

needed on classification-specific topics or when opportunities arise to serve on a committee or attend union-related events.

Do you have a desire to get more involved and be "in the know" when it comes to issues your union is tackling? All active PPOA members are invited to become delegates. Remember that *you* are the union, and progress for your classification is deeply dependent on how active you are as a PPOA member and what you are willing to do to take steps forward.

If you are interested in being an actively participating delegate, please contact Greg Torres at gtorres@ppoa.com.

Current PPOA Delegates

Sup. P.R.D. Gregory Aguirre

C/A Maricela Alarcon

Lt. Richard Aloise

S.A. Daisy Alonso Garcia

S.O. Bryan Alvarenga

S.O. Christina Andino

Court Svcs. Spec. Linda
Andrews-Simmons

C/A Angela Anguiano

Sgt. Omar Annabi

S.O. Santiago Aoalin

Lt. David Auner

Court Svcs. Spec. Monica Baca

Forensic ID Spec. II Susannah Baker

Sgt. Daphne Bates

S.O. Angel Becerra

C/A Anita Belmont

Lt. Brian Bennett

L.E.T. James Blankenship

C/A John Bowman

Lt. Glenn Brandon

Sgt. Burton Brink

Sgt. Kimberly Brink

S.O. James Brown

S.O. Kinga Brown

Capt. William Brown

S.O. William Brown Jr.

S.O. Lars Burkhardt

C/A Evelyn Bustos

L.E.T. Ann Margaret Canales-Mayorga

S.O. Roberto Cerna

L.E.T. Melecia Chaidez

S.O. Raquel Chambers-McKuen

S.O. Bryan Chavez

S.O. Eduardo Chavez

Coroner Inv. Vananda Cholakians

S.O. Waylup Choy

S.O. Jody Clouch

C/A Rosario Coleman

Sup. Coroner Inv. I Frederick Corral

Dep. Edward Cronin

C/A Michael Crook Jr.

Civilian Inv. Ronald Curlis

S.O. Archemedes Alej De Jesus

Sgt. James Dexter

L.E.T. Jill Diaz

C/A Mark Dolfi

C/A Karen Dooley

Lt. Steven Downey

C/A Jason Eldridge

L.E.T. Rosemarie Elizarraraz

Lt. Raymond Enriquez

L.E.T. Ricardo Escalante

S.O. Jose Escobar Jr.

Sr. Criminalist Vanessa Esparza

C/A Jesus Federico

L.E.T. Maria Fennell

S.O. Marisol Fiedler

S.O. Roberto Figueroa

S.A. Lissette Finchum

S.O. Erik Flores

Sr. Criminalist Gregory Forte

Lt. Stefanie Fredericks

Sr. Criminalist Eucen Fu

S.O. Mark Fuentes

Civilian Inv. Benjamin Garcia

Dep. Edgard Garcia

S.O. Gerardo Garcia

C/A Maria Garcia

Lt. Noe Garcia

Sgt. Joseph Garrido

S.A. Nicholas Genovese Jr.

Sr. Criminalist Stephanie Gipson

S.O. Lee Goldman

S.O. Shawn Gordon

S.O. Jesus Guillen Jr.

S.A. Phillip Guillen Jr.

C/A Scott Gurnett

Sr. Criminalist Gregory Hadinoto

S.O. Jeff Haglund

C/A Dineica Hardaway

Capt. Duane Harris

C/A Betty Hatley

C/A Danya Hazen

L.E.T. Patricia Helfend

S.O. Julian Hernandez

S.O. Kimberly Hernandez

C/A Richard Hernandez

C/A Toni Hernandez

Sgt. Carlos Herrera

S.O. Tay Ho
S.O. Quyen Hoang
Sr. Criminalist George Hou
S.A. Stacy Houston
S.O. Joanna Hovsepyan
C/A Patricia Howard
C/A Robert Howard
S.O. Todd Hoyle
C/A Janelle Jacks
Emp. Svcs. Asst. II Deanna James
S.O. Henry Jimenez
L.E.T. Blossie Johnson
Lt. Karen Jones
S.O. Rhonda Jones
Capt. Patrick Jordan
Capt. Tori Jordan
Sr. Criminalist Margaret Kaleuati
Coroner Inv. Joyce Kato
Sr. Criminalist Mary Keens
Lt. Shawn Kehoe
Crime Analyst Ansheletta Kirk
C/A Lydia Knight
Lt. LaMar LaFave
S.O. Teresa LaFarge
S.O. Tida Lambert
C/A Scott Lang
C/A Felipe Leal
Sr. Criminalist Christopher Lee
L.E.T. Alfreda Leftwich
Coroner Inv. Anthony Lopez
C/A Antonio Lopez
C/A Kristina Lopez
Court Svcs. Spec. Luz Loy
L.E.T. John Edward Lozada
Lt. Terry Lusk
Coroner Inv. Daniel Machian
Sgt. Michael Maher
Lt. Rogelio Maldonado
C/A Maria Martinez
Lt. Robert Maus
Sr. Criminalist Thomas McCleary
S.O. Jeffrey McKuen

Sgt. Kelly McMichael
Lt. Roberto Medrano
Grp. Sup. Ramon Mendez
S.O. Soledad Mendoza
L.E.T. Victoriano Mendoza
Lt. Andrew Meyer
Sgt. Ralph Miller
L.E.T. Latonya Mills
L.E.T. Marcena Mitchell
Coroner Inv. Rudy Molano
Sr. Criminalist Cristina Montes
S.O. Jose Montes
Lt. Frank Montez
Sgt. Delbert Moore
C/A Eliseo Morales
C/A Rosalba Morales
Sgt. Samuel Morales
S.O. Marco Moran Jr.
Lt. Brian Moriguchi
Sr. Criminalist Manuel Munoz
Lt. William Nash II
S.A. Sandra Nevares
Lt. Joseph Nicassio
S.O. Roy Olivares
Sr. Criminalist Luis Olmos
Lt. Albert Ortiz
Sup. P.R.D. Michael Ortiz
L.E.T. Daisy Parga
Sgt. Pablo Partida
Lt. Robert Peacock
Court Svcs. Spec. Jesus Peralta
C/A Gabriel Perez Jr.
Sgt. Karen Pewitt
L.E.T. Nathan Phillips
S.O. Pedro Pineda
S.O. Luis Pingarron
Forensic ID Spec. II Christopher Purcell
S.O. Angela Quiroga
C/A Peter Ramirez
Lt. Tab Rhodes
C/A Eliud Rivera
S.O. Jose Rivera

S.A. Hector Rodriguez
S.O. Jose Rojas Jr.
Sgt. Anthony Romo
C/A Christine Rosborough
Coroner Inv. Mario Sainz
S.O. Edgar Salazar
P.R.D. II Michael Salazar
Sgt. James Schallert
Sr. Criminalist Tiffany Shew
C/A Eddie Smith
C/A Alexander Spieler
L.E.T. Kent Jeffrey Tan
Court Svcs. Spec. Eric Taylor
C/A Geralyn Thomas
C/A Makeba Thomas
S.O. Roger Tompkins Jr.
C/A Curtis Townsend
C/A Susan Tupper
Sr. Criminalist Bryon Turner
L.E.T. Barbara Vague
Dep. Willy Valenzuela Jr.
S.O. Humberto Vallejo
Sgt. Steven Velasquez
S.O. Stacy Villasenor
C/A Renee Vital
Sr. Criminalist Wilson Vong
C/A Xochitl Walden
Sgt. Yancy Walden
Crime Analyst Joseph Walker
S.O. Lennant Watts
Lt. Robert Weber
S.A. John Wells
C/A Rebecca West
L.E.T. Ursula White
Sr. Criminalist April Whitehead
Lt. David Whitham
Lt. Michael Williams
C/A Sheila Wilson
C/A Glen Wood
Sr. Criminalist Anny Wu
C/A Brice Zipser

CHARITABLE FOUNDATION

The past year was an exceptionally busy one for the Star & Shield Foundation, due to line-of-duty tragedies that befell both former and current PPOA members. On July 7, former LASD employee Lorne Ahrens was murdered while on duty with the Dallas Police Department. On October 5, LASD Sergeant Steve Owen was murdered while responding to a burglary call in Lancaster. On October 24, LASD Sergeant Al Lopez died in the line of duty while responding to a pursuit in Compton. All three dedicated public servants were survived by widows (two of whom are peace officers as well) and children. All three families received immediate funds from the Star & Shield Foundation to help offset unforeseen expenses. The Foundation also hosted receptions following the funerals for Owen and Lopez. In addition, we made arrangements to fly the Owen family to Minnesota and facilitated a special tribute to the fallen sergeant from the Vikings (Steve's favorite NFL team) on the stadium Jumbotron, with his widow, Tania, and sons, daughter, mother and brother all on the field to witness it.

These crucial moments for the law enforcement family are precisely why PPOA members established the Star & Shield Foundation in 2001. Since then, the Foundation has proudly raised hundreds of thousands of dollars to support the families of fallen officers, in addition to other worthy causes and organizations.

Try for a moment to imagine the challenges (emotional, financial and otherwise) facing family members of a peace officer suddenly killed in the line of duty. In addition to delivering immediate funds to the survivors, the Star & Shield Foundation helps navigate the pressing schedule of events held to honor fallen officers. Your Foundation is fully committed to offering support and friendship to those in need.

The Foundation's most significant fundraiser for the past decade has been our annual Peace Officer Memorial Golf Tournament, held each June. The first 10 annual tournaments netted more than \$450,000 for families of fallen officers. The next tournament will be held on June 12, 2017, at Friendly Hills Country Club in Whittier. If you would like to support our Foundation as a tournament sponsor or volunteer, please call the PPOA office at (800) 747-PPOA.

More information about each of our 2017 events will be available in *Star & Shield* magazine, at www.ppoa.com, on Facebook and via email blasts.

All Foundation proceeds stem directly from fundraising, merchandise sales and the generosity of donors. PPOA merchandise includes an entire line of logo items (shirts, hats, jackets, mugs, etc.) displayed in the office lobby and available online at www.ppoastore.com.

The Star & Shield Foundation is governed by the following individuals:

Star & Shield Foundation Board Members

- » Brian Moriguchi (Sheriff's Department)
- » Jim Schallert (Sheriff's Department)



- » Jim Blankenship (Sheriff's Department)
- » Rogelio Maldonado (District Attorney's Office)
- » Kevin Thompson (PPOA)

Board of Governors

- » Jackie Lacey (District Attorney), Co-Chair
- » Jim McDonnell (Sheriff), Co-Chair
- » Paul Roller (PPOA)
- » Gold Lee (Lewis, Marenstein, Wicke, Sherwin & Lee)
- » Julie Sherman (Straussner Sherman)
- » Aaron Straussner (Straussner Sherman)
- » Richard Cohn (Landsberg Orora North America)
- » Mark Deitch (911MEDIA)
- » Cary Fletcher (RaSport Inc.)
- » Suzy Campeau (Lavi Spine and Ortho)

Partial list of recipients supported by PPOA and the Star & Shield Foundation from 2015 to date:

- » AOCDS Memorial Fund
- » Crime Survivors
- » Deputy Hoschet Donation
- » Devil Pups Inc.
- » Family of fallen Dallas Sr. Corporal Lorne Ahrens
- » Family of fallen Downey Officer Ricardo Galvez
- » Family of fallen LASD Sergeant Al Lopez
- » Family of fallen LASD Sergeant Steve Owen
- » Family of fallen Modoc County Deputy Jack Hopkins
- » Family of fallen Palm Springs Officer Jose Vega
- » Family of fallen Palm Springs Officer Lesley Zerebny
- » Family of fallen San Bernardino Officer Bryce Hanes
- » Family of fallen San Diego Officer Jonathan De Guzman
- » Family of fallen San Jose Officer Michael Johnson
- » Family of fallen San Jose Officer Michael Katherman
- » Family of fallen Tulare County Deputy Scott Ballantyne
- » Fueled by the Fallen
- » Jerry Ortiz Memorial Boxing and Youth Fitness Gym
- » L.A. National Cemetery Support Foundation
- » Police Unity Tour Memorial Ride
- » SAPOA Widows and Orphans Fund
- » Sheriff's Youth Foundation
- » Survivors' Memorial Fund
- » United Peace Officers Against Crime
- » With Hope Foundation

PEACE OFFICER MEMORIAL

October 2016 proved to be one of the most difficult months in the history of this union and the Los Angeles County Sheriff's Department. Less than three weeks after mourning the senseless murder of Sergeant Steve Owen on October 5, the LASD family was forced to endure another on-duty death when Sergeant Alfonso Lopez suffered a fatal heart attack while responding to assist deputies involved in a pursuit on October 24. Both men were PPOA members, and our Star & Shield Foundation immediately stepped forward to provide support for the Owen and Lopez families.

Every year, PPOA takes on the solemn yet honorable task of assisting family members dealing with the loss of a peace officer killed in the line of duty. The assistance from the Star & Shield Foundation is provided in a number of ways — from straight donations to sponsoring

entire families as they attend memorial ceremonies in Sacramento and Washington, D.C.

The Star & Shield Foundation is a prime example of this Association's commitment to raise money and awareness for families of fallen officers. Our Foundation currently hosts no less than three events annually to raise funds for the families in need. These include the Peace Officer Memorial Golf Tournament, Heroes Ride and Oktoberfest. If you would like to partner with us as a sponsor, participant or volunteer at any of these events, please call the PPOA office at (800) 747-PPOA.

Most importantly, PPOA extends heartfelt condolences to the families of the following peace officers killed in the line of duty in California in 2016.

Deputy Scott Ballantyne

Tulare County Sheriff's Office

EOW: February 10, 2016

Officer Nathan Taylor

CHP — Gold Run Area

EOW: March 13, 2016

Officer Michael J. Katherman

San Jose Police Department

EOW: June 14, 2016

Officer Jonathan "JD" De Guzman

San Diego Police Department

EOW: July 28, 2016

Sergeant Steve Owen

Los Angeles County Sheriff's Department

EOW: October 5, 2016

Officer Jose Gilbert "Gil" Vega

Palm Springs Police Department

EOW: October 8, 2016

Officer Lesley Zerebny

Palm Springs Police Department

EOW: October 8, 2016

Deputy Jack Hopkins

Modoc County Sheriff's Office

EOW: October 19, 2016

Sergeant Alfonso Lopez

Los Angeles County Sheriff's Department

EOW: October 24, 2016

Deputy Dennis Wallace

Stanislaus County Sheriff's Department

EOW: November 13, 2016





Los Angeles County Professional Peace Officers Association

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(323) 261-3010 or (800) 747-PPOA

www.ppoa.com