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Volume 45 Issue 6

July 2018

L.A. COUNTY SHERIFF

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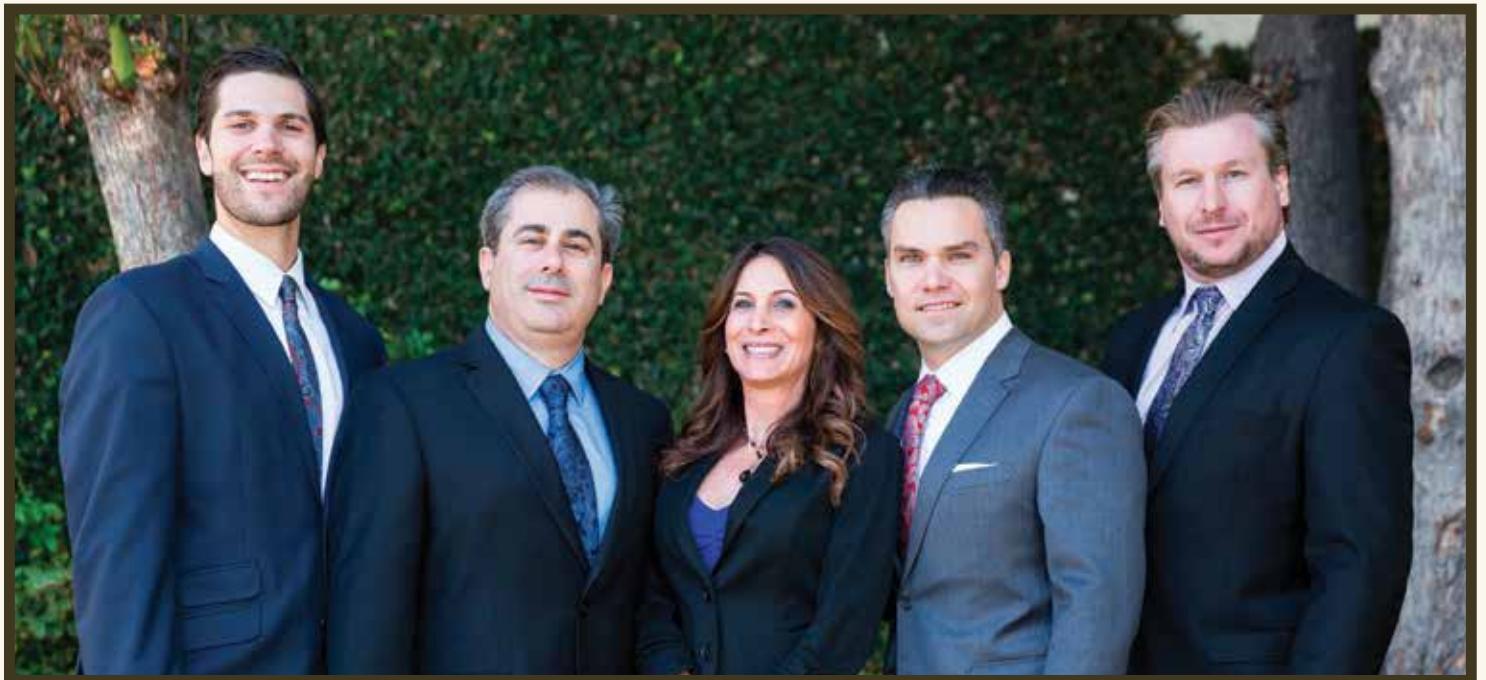
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“

It's disgusting.
The County treats
the homeless and
the criminals in our
jails better than its
own employees!

”

The Future of the L.A. County Sheriff's Department Is Unclear

As most of you know, the results of the primary election are complete. (Or are they?) Jim McDonnell received 47.6% of the votes, Alex Villanueva received 33.5% and Bob Lindsey received 18.9%. Therefore, Jim McDonnell and Alex Villanueva head into a runoff in November. I have received many inquiries from members on where PPOA will stand in this election. My answer today is, "I don't know." But we will play a part in who will be our next sheriff. PPOA has already started interviewing each candidate. On June 29, I interviewed both candidates as part of our PPOA On Point video interviews. These videos will be uploaded so that everyone can hear the candidates answer questions about their vision and their leadership as sheriff of Los Angeles County. I hope to have these videos uploaded soon.

PPOA will host a debate between both candidates. It's scheduled for July 23 at the Ronald F. Deaton Civic Auditorium in Los Angeles. Space is limited so reserve your spot by calling PPOA today. If you cannot make it, don't worry. We will televise this debate as well. Next, we will do polling of our membership to see who they prefer to be the sheriff of Los Angeles County. Then we will poll the public, using positives and negatives to get an idea of each candidate's viability and vulnerability.

The endorsement committee will review all data and decide whom to endorse.

For PPOA to be effective when we give our endorsement, our members must get engaged. We need members to volunteer to help: stuffing envelopes, walking neighborhoods, forwarding Facebook posts to their friends and family, retweeting, wearing our endorsement shirts, putting bumper stickers on cars, etc. There are a lot of ways to help. Every one of us cares about the Department so it is time to step forward and let your voices be heard.

WORKERS' COMP CALAMITY

I want to thank those of you who contacted me about your problems with workers' compensation claims, getting proper treatment and denials from York for medical treatment. I am truly shocked about the poor treatment provided by the County toward those employees who dedicated their lives to serving the County of Los Angeles. Actually, I am appalled. I heard countless stories of retirees suffering in pain who cannot get their medicine or treatment approved; no call-back from York case workers; sometimes a straight denial of services previously approved in a settlement agreement with the County. It is really disgusting to hear how these people are being treated. *The County treats the homeless and the criminals in*

RECRUITMENT DEBACLE

About 18 months ago, PPOA proposed to Sheriff McDonnell recommendations on how to improve morale in the Sheriff's Department. One recommendation was to create a recruitment task force. He agreed. But he did not agree to allow the unions to take the lead (or share the lead) on this project. Instead, he put Personnel in charge and the unions were allowed to participate. We have had very few meetings. The only thing I know that has changed is they increased their recruitment unit significantly. Last year, they lost 100 more deputies than they hired and in the first six months of 2018, they have lost another 100 more deputies than they have hired. Is this a pathway for success? The Sheriff's Department seems to think so.

This problem is having a major impact on all employees. I am amazed every time I hear about Custody Division and how huge the burden is on their employees. Ridiculous amounts of overtime. Yet the Department cannot

seem to come up with a solution to the problem. It isn't rocket science. Hire more deputies!

Due to the Department's epic failure in that regard, PPOA has decided to form our own recruitment task force and produce a report to the Sheriff, the Board of Supervisors, the Civilian Oversight Commission and to the public on how to fix a broken recruitment system. If you would like to be a part of that effort, please email me at bmoriguchi@ppoa.com. Ideally, I would like those with a background in recruitment, backgrounds, academy training and those who have personal experiences or know people who have had problems with the current hiring system. I also need a budget person so that we can make realistic proposals with realistic funding requirements. If you don't have a background as described above, don't be discouraged. We want anyone with a passion and desire to see this problem fixed. Come one, come all.

our jails better than its own employees! Absolutely disgusting! I have a meeting scheduled with the CEO's Office and will be meeting with York in the near future. I know they are aware of many of the problems and I hope we can meet and find solutions together. County retirees deserve better.

PPOA SCHOLARSHIPS

I want to thank all of you (and your children) who applied for PPOA scholarships this year. It was a difficult process and I wish we could present all the applicants with scholarships. They really all deserve it. I am sure our members are extremely proud of their children whether they received a scholarship or not. They should be. Each and every applicant was already a success in life, not just in academics either.

Congratulations are in order to all the winners (listed below) of the 2018 PPOA scholarships [PPOA](#)

STUDENT	PPOA MEMBER
Azzam Almouai	Law Enforcement Technician Donna Rodriguez
Katherine Babbitt	Retired Lieutenant John Babbitt
Rebecca Blunt	Sergeant Rob Blunt
Becca Carter	Lieutenant Quitman Carter
Nicholas Connor	Custody Assistant Nicholas Connor
Amber Duran	Lieutenant Ruben Duran
Haley Knight	Sergeant Donald Knight
Ryane Mejia	Lieutenant Richard Mejia
Trinity Moore	Lieutenant Cathy Moore
Layla Morsi	Lieutenant Sherif Morsi
Andrea Muñoz	Senior Criminalist Manuel Muñoz
Matthieu Muñoz	Senior Criminalist Manuel Muñoz
Corey Randenberg	Retired Sergeant Michael Randenberg
Kayla Robley	Retired Lieutenant Shane Robley

You're Invited to Celebrate



POPACFU was established on March 15, 1978, by PPOA members to offer not-for-profit financial products and services exclusively to fellow peace officers with the Los Angeles County Sheriff's Department. Forty years later, POPACFU continues to proudly and exclusively serve LASD, law enforcement and their families!

We would like to take this opportunity to thank all our members for their continued support and trust in us as their financial institution, and for choosing us to fulfill their financial service needs. Members can count on continuing to take advantage of our broad range of savings and loan products at exceptionally competitive rates.

Please join us in celebrating our 40th anniversary by visiting our branches during the dates and times listed for a complimentary barbecue lunch event (while food supplies last) in partnership with PPOA.

MONTEREY PARK BRANCH

1100 Corporate Center Drive, Ste. 101
Monterey Park, CA 91754
Friday, September 14
11 a.m. – 2 p.m.

SAN DIMAS BRANCH

188 E. Arrow Highway, Ste. A
San Dimas, CA 91773
Friday, November 30
11 a.m. – 2 p.m.

If you have any questions regarding our 40th anniversary celebration, please email us at feedback@popafcu.org.

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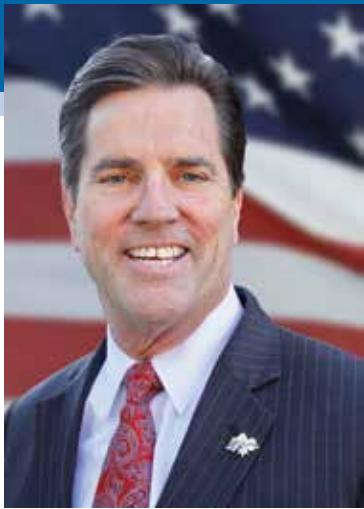


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Wayne Quint

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This decision means full dues-paying public-sector employees will shoulder the load for those who want a free ride.



The *Janus* Decision Will Hinder Hardworking Union Members

On June 27, the United States Supreme Court decided an important labor case, *Janus v. AFSCME Council 31*. The 5–4 ruling upended a 41-year precedent that stipulates union members must pay the union in exchange for it fulfilling its legal responsibility to represent every member, negotiate a contract and fight for pay increases for everyone. That fair-share fee structure for public employees has evolved based on the principles first announced in a unanimous Supreme Court case called *Abood v. Detroit Board of Education*, 431 U.S. 209 (1977).

In 2016, the Supreme Court voted 4–4 on the similar *Friedrichs v. California Teachers Association* case. As you may recall, it was a tie because Justice Antonin Scalia had unexpectedly passed away earlier that year, but most believe he would have voted to overrule the *Abood* case. With the addition of conservative Justice Neil Gorsuch as Scalia's replacement, the court has now extended the "right to work" framework to all public-sector workers nationwide.

The plaintiff in this 2018 case was Mark Janus, an Illinois child-support worker who objected to paying monthly dues of any kind to his union, the American Federation of State, County and Municipal Employees (AFSCME). Janus, represented by the National Right to Work Foundation (don't be fooled by the name of this anti-union organization), asserted that forcing public employees to pay any union dues is a violation of the First Amendment. California and about 21 other states presently require public employees

who opt out of union membership to pay their "fair share" or "agency shop" fees, slightly lower amounts than full union dues that cover the costs of bargaining and representation. The *Janus* ruling stipulates that workers in union shops are free to benefit from the work of unions without paying dues *or fees*.

In a blistering dissent, Justice Elena Kagan wrote, "The First Amendment was meant for better things. It was meant not to undermine but to protect democratic governance — including over the role of public-sector unions." Reading from the bench, she added: "There's no sugarcoating today's opinion."

What does this mean for public-sector workers? Some union members might perceive this decision as a victory, believing they may be able to continue to reap the assistance of their union without paying for it. But the truth is that this decision means full dues-paying public-sector employees will shoulder the load for those who want a full ride. Those of us who know we're stronger when we stick together in a union will now face the reality that some of our fellow workers, who choose to get something for nothing, may ensure that unions *do not* have the resources they need to negotiate good contracts, protect pensions, defend members and fight against the erosion of wages, benefits and working conditions.

Our PPOA Board of Directors and committed membership are rooted in a 67-year tradition of facing all challenges and opportunities with honor, integrity and solidarity. The *Janus* decision will be dealt with in the same manner, so long as we stand strong and united. PPOA



Star & Shield Contest Winners

Congratulations to the PPOA members below for winning the "Find the Hidden Word" contest in *Star & Shield*. If your name is listed, that means your entry was drawn as one of the winners for that month's issue. Please call Greg Torres at (323) 261-3010 to claim your \$100 check.

\$100 Prize Winners

(June 2018 issue - the hidden word appeared on page 11)

Lydia Mata, Coroner Investigator

Vickie Panzone, Retired

David Rodelo, Law Enforcement Technician



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Jim Schallert

PPOA Vice President
Sergeant, LASD
jschallert@ppoa.com

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Right now, we could have two partners in a radio car, one hired in December of 2012 and one hired in January 2013, each earning a completely different salary.

”

Where Are the Forward-Thinkers?

Our Department has witnessed tremendous turnover over the past several years. Many leaders of the past have retired and a new leadership team has taken the reins. The job is becoming harder and harder for our personnel. It's still rewarding, but we have had many challenges that require this new leadership team to be even more vigilant in navigating future troubles. So far, I haven't seen this ability take hold. We have some incredible obstacles ahead that our leaders should be focused on now.

When I worked in Personnel, I was tasked with ascertaining growth and attrition projections and I took that job seriously. I wanted to know more about anyone in that area because that was the responsibility given to me. I had charts that projected out decades. I was a data hound and would stay up late poring over these charts and population information. I remember a chief calling me "the Doom and Gloom Deputy" and people laughed at my projections. They laughed up until the point where it wasn't funny and became a tremendous problem. I feel we have gone down that same road with recruitment and retention again.

For the past five years, PPOA has begged the Department to make changes looking forward and, to date, very little has changed. Our data and projections never matched the Department's stance. "We met our numbers" was a comment made, but if your "numbers" mean you had 200 more people leave than you hired over the past 18 months, then guess what? Your numbers are wrong. The concept that we need to consider not only attrition, but also growth, has seemingly been ignored.

Looking at projections of growth in North L.A. County and the coming 2028 Olympics alone, guess what? Growth should be the paramount concern. Serious infrastructure and management change is needed in that entire process. Forward-thinkers with wider paradigms need to be found and placed into key positions. We all know change is not happening fast enough.

I am going to delve into another topic that I am pretty sure isn't on anyone's radar yet but will be enormous for our Department. PEPRA, introduced in 2013, effectively changed the entire pension system for our sworn members. New employees hired from that time pay up to 8 percent more into their

pensions than those hired before them. LACERA is a stable and workable model, but this change was made at the state level to address a problem larger than LACERA. Unlike elsewhere in the state, the extra burden on new employees has never been addressed in L.A. County.

Pension leveling has been offered to some police and fire employees to help them with the added burden of their pension cost. Right now, we could have two partners in a radio car, one hired in December of 2012 and one hired in January 2013, who make completely different salaries. Los Angeles County has benefited tremendously from this change in pension formula, to the tune of millions of dollars per year. As each "legacy" member retires, newer employees replace them at a tremendous savings to the county. How does this relate to the future? That is the second part of PEPRA.

A "salary cap" that sets pension limits for new employees was also introduced with PEPRA. This rate was capped at approximately sergeant salary level. No matter the rank you achieve, your retirement percentage is that of the set limit. That rate is tied, too, to Social Security increases, which are rare. The pension incentive to promote to any position higher than sergeant will be removed.

For example, if a lieutenant earns 15 percent more than a sergeant, and after 30 years he is eligible for a 72% pension, he gets 72% of the PEPRA limit, or sergeant salary. This means his pension is a reduction of about 40 percent of the salary he is accustomed to receiving as a lieutenant. It compounds at the higher ranks. Our Department needs to evaluate this issue now, not later.

I am concerned that the unintended consequences of PEPRA will truly come to roost in public safety jobs. This makes the profession less attractive to people who understand that impact. Our hiring is only going to become more difficult. Our retention of experienced people will become more difficult as these impacts take hold. We as supervisors and middle managers need to focus on morale and how to make the job as enjoyable as possible. Most of us at the sergeant or lieutenant ranks remember when the job was incredibly fun, challenging and rewarding. All of us have watched

continued on page 12



Jody Claunch

PPOA Board Member
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The Sheriff's Department family puts out a nice welcome mat for security personnel but then closes every door once they enter.

LASD Does No Favors for Dedicated Security Personnel Who Want to Promote

There is a saying that "good things come to those who wait." That, unfortunately, does not apply to countless Sheriff's Security Officers (SSO) and Security Assistants (SSA) who have been waiting far too long for the opportunity to promote to deputy sheriff. I'm not making the argument that all SSOs/SSAs are ready for the DST academy, but I know plenty who have the discipline, experience and passion needed to excel as a deputy sheriff. They are ready — some have been ready for years! Yet their dedicated service is rewarded with neither acknowledgement nor opportunity to promote. Instead, they have to start completely over with the application — as if they're walking in off the street with no work experience whatsoever. Let's be frank: When it comes to applying for deputy sheriff, there is *no* advantage for those with years of commitment to the Department. Recruitment crisis? *What* recruitment crisis?

To make matters worse, too many of our absolute finest SSOs and SSAs are left with no choice but to leave for competing agencies to begin a career as a sworn peace officer. Talk about a lose-lose situation for the Department!

Meanwhile, the rotating roster of Department executives that speaks at our graduations always seem to reference the notion that the Sheriff's Department is a family. The problem is that this family puts out a nice welcome mat for security personnel but then closes every door once they enter. What kind of family is that?

I've been on the Department for 18 years and have witnessed a lot of positive changes but this



PPOA Board Member Jody Claunch presents flashlight to SSO Class 50 Honor Recruit Robert Bañuelos.

glaring issue is an insult to security officers and security assistants (custody assistants, too!) who put in years of dedicated, professional service. They are an asset to this Department and deserve better.

On a positive note, I want to congratulate SSO Class 50, including Honor Recruit Robert Bañuelos. I was honored to join them at their graduation in May (see page 18) and was very impressed by their poise and professionalism. Not surprisingly, most of them aspire to be deputies one day. Hopefully, the Department won't stand in their way. **PPOA**



Rosario "Tony" Coleman

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The best thing for us is to be united. Know policy. Document misplacement of personnel. The Department cannot argue against facts.



Contract Negotiations Underway for Custody Assistants and Unit 621

By the time this is published, we (Unit 621 negotiating team) should have had our initial meeting with the county for our new salary contract. Items such as fair pay, education, service time, station jailers, staffing, career path and all the things that you have expressed have been addressed by your bargaining unit.

It will be a lengthy process yet we hope that mature, reasonable people, backed by documentation, can respectfully resolve some long-standing discrepancies.

When Dual Track was implemented, what did that say to the C/A? It said we would rather keep deputies off the street and pay them significantly more than to reinvest in you. Morale is down and misuse of the position is rampant.

You have a Sheriff who wants your support as a voter yet does he even support you as an employee? We are constantly working out of class and being drafted behind a staffing shortage.

In the 2016-'17 Civil Grand Jury Final Report, several stations were listed as having staffing shortages. They include Carson, Industry, East L.A., Lost Hills, Norwalk, Pico and San Dimas. South L.A. was also listed because of its high-volume workload. The beat goes on.

The best thing for us is to be united. Know policy. Document misplacement of personnel. The Department cannot argue against facts. Captains and operations staff will be put on notice. They do not like getting calls from Custody Division inquiring about matters that we have brought to them and having to answer for them.

Pushing back does not make you a problematic employee, disgruntled or insubordinate. It means you are aware of your rights. Too much time has passed without some tough questions being asked about the expectation and responsibility of our position.

There needs to be definitive documentation of what a C/A can and cannot do. The lines, duties and expectations have been blurred and run together. Some supervisors do not even know and others bank on the fact that you don't either.



Congratulations to Honor Recruit Mercedes Steinbach and everyone in Custody Class 95 (see graduation photos on page 18).

Call the PPOA office if you have any questions. Seek out your delegates. The current list of active custody assistant delegates is posted with this article. Currently, we are in need of delegates at MCJ, North and IRC. And we are looking to update Towers and the entire list in general. If you are interested in being a facility delegate, contact me or call the PPOA office at (323) 261-3010.

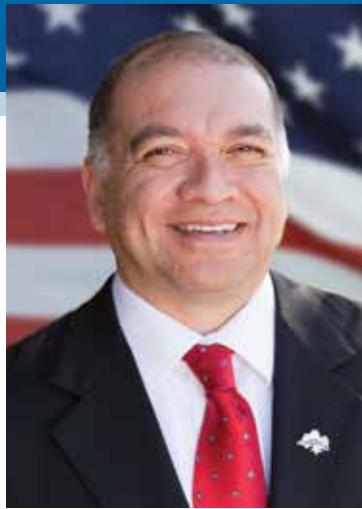
Delegates are people whom the union can contact to check on the facilities' well-being and having matters of concern brought to our attention. The Labor Management Committee meeting is in your M.O.U. The department has to meet with us.

If not, other labor-related tools are at our disposal that will be brought to the forefront. A day without a C/A can be a very difficult day.

Be safe. **PPOA**

PPOA CUSTODY ASSISTANT DELEGATES

NAME	UNIT
C/A Trish Howard	Bellflower Court
C/A Evelyn Bustos	CRDF
C/A Lydia Knight	CRDF
C/A Kristina Lopez	CRDF
C/A Christine Rosborough	CRDF
C/A Geralyn Thomas	CRDF
C/A Sue Tupper	CRDF
C/A Brice Zipser	CRDF
C/A Peter Ramirez	Industry Station
C/A Robert Howard	IRC
C/A Felipe Leal	Norwalk Station
C/A Jason Eldridge	Pitchess - East
C/A Michelle Shields	San Dimas Station
C/A Eddie Smith	STARS Center



Tony Romo

PPOA Board Member
Sergeant, LASD
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Criminals are not the only people who might hurt you. Sometimes, the dangers come from our own overzealous managers and investigators.



Critical Times: Stay Informed, Be Involved

Greetings, fellow PPOA members. We are now midway through 2018. During the last couple of years we have experienced a multitude of changes, and we expect many more on the horizon. Now more than ever, in these critical times, you owe it to yourself and your partners to stay informed and to be involved with the ever-changing work environment. This month I would like to write about a few of the issues that members have told me they would like to know more about:

- Contract negotiations
- Custody three-year commitment?
- Workers' compensation/York red tape
- Continuing of excessive discipline/administrative investigation failures

NEGOTIATIONS

As you likely have heard from PPOA Board members and staff, our Unit 612 (sergeants and lieutenants) negotiating team has been meeting patiently with the County CEO's representatives and Sheriff's Department staff. In good faith, we have exchanged information with the County to negotiate a fair increase in our salaries.

A much-needed salary increase would help the County Board of Supervisors (BOS) send a message that they care about their employees' financial well-being and ability to properly care for their families. The BOS will hopefully realize the investment they make in Sheriff's Department employees will attract and maintain high-quality peace officers. If they do not invest, they will be doomed to make the same mistakes their predecessors made in the late 1990s and early 2000s. It cost the County numerous well-qualified personnel who left to other agencies or retired — not to mention wasting millions of dollars spent on hiring and training these deputies. (At the time this article was written, negotiations had momentum. A tentative agreement will hopefully have been reached by the time you read this.)

CHANGING CUSTODY FIVE-YEAR COMMITMENT TO THREE YEARS

A couple of months ago, Sheriff McDonnell mentioned that he was willing to consider changing the five-year custody commitment agreement for sergeants and lieutenants to three years. The welcomed, positive news spread through Custody

Division like a wildfire. The Sheriff's statement was confirmed and PPOA made itself available to help with that process. However, this policy is yet to be changed and hopefully is not dying a slow death. Our last inquiry into the status of the change was answered with "It is in the hands of the command staff." Without trying to sound too politically incorrect ... seriously, folks, how long is it going to take to meet and confer and implement the change? Sergeants and lieutenants in custody need to be paroled sooner than later.

As one sergeant put it, "With the amount of mandatory overtime we are forced to work, we are spending more time in custody than the inmates we incarcerate." Our union is still willing, ready and able to meet with the Department and help implement this change.

WORKERS' COMPENSATION ISSUES: YORK RED TAPE

Our members continue to face an excessive amount of red tape in dealing with York's handling of our workers' compensation issues. The renamed Injury Health & Support Unit needs to step up to the plate and help our members resolve their claims. The word "*presumptive*" should mean something to York and the Department. Many of our members are suffering in pain and aggravation waiting for the proper treatment of their illness or injury and a timely evaluation of their claim.

ADMINISTRATIVE INVESTIGATION FAILURES AND EXCESSIVE DISCIPLINE IMPOSITION

Personnel are still being relieved of duty (ROD) for frivolous allegations with no merit whatsoever. Those ROD cases should be reviewed, and the type of situation they are relieved for, the amount of time they are relieved and the subsequent finding of the investigation needs to be carefully analyzed. Though at times there are cases that will call for someone to be relieved of duty, Department managers need to use better discretion when making that decision for the sake of the employee and the Department as a whole.

How many man-hours are wasted keeping someone at home? When the case is finally adjudicated

continued on page 12

Schallert

continued from page 8

the evolution together. I believe that the job can still be all of those if we open communications with our people. The “us vs. them” attitude that seems to have taken hold has been partially driven by managers overly focused on self-preservation and self-promotion, risk management and politics rather than the health of the organization and its members.

We as sergeants and lieutenants can change the collective attitude moving forward. Training, communication with your personnel and true caring for their well-being all needs to return. If we can't get it from above, then we need to set that bar and make it happen now at our level.

I know all of us love this organization. Maybe it's time we all watch the movie *Network*. Open the windows and scream, “*I'm mad as hell, and I'm not going to take it anymore.*” Then, become the leader you wish was leading you. We need to find that sense of family that we seem to have lost. Our organization has serious problems ahead. We need serious leaders to guide us through. We are raising those leaders now.

Until next month, please keep the emails coming to jschallert@ppoa.com. PPOA

Romo

continued from page 11

and it is determined that there was no fault to the employee, how do you justify the wasted time?

The Department command staff needs to review the manner in which discipline is being set. Ultimately, when the amount of discipline/suspension is overturned or lessened significantly, does the Department lose time and money? If employees spent these ROD hours at work, the amount of overtime imposed on other employees would be lessened and the amount of money saved would have an impact on the budget.

It is not the civil service system that is broken; the Department has failed to adequately evaluate the situation and impose appropriate discipline.

These are only a few of the issues that sergeants and lieutenants have to navigate on a daily basis. During these hazardous times, you need to stay informed and involved with PPOA to adequately protect yourself and your partners. Unfortunately, criminals are not the only people who might hurt you. Sometimes, the dangers come from our own overzealous managers and investigators or some outside anti-law-enforcement organization.

Reminder for the month: Call PPOA at (800) 747-7762 anytime you are named as a subject in an investigation. Whenever you are the subject of an administrative or criminal investigation, you are entitled to counsel. Do not be interviewed without it!

Next month, I'll take a closer look at SACRA/RIPA documentation and the 2018 L.A. County Sheriff's election. Until then, stay safe. PPOA

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12TH ANNUAL PEACE OFFICER MEMORIAL **GOLF** TOURNAMENT

PPOA's 12th Annual Peace Officer Memorial Golf Tournament brought together approximately 200 golfers, sponsors and volunteers last month with one goal in mind: to support the families of fallen officers. Every year, we are humbled to see so many people stepping forward to support this noble cause. We are proud to report that the tournament on June 11 at Friendly Hills Country Club was a resounding success. The generosity of our many dedicated sponsors, including numerous first-time supporters this year, enables the Star & Shield Foundation to honor those killed in the line of duty while providing financial assistance to surviving loved ones.

Thank you to all who helped make the tournament a memorable, meaningful event, including the following:

Tournament Sponsor

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- Straussner Sherman
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| Association | Association PPOA |



LOS ANGELES COUNTY PEACE OFFICERS' MEMORIAL



49TH ANNUAL L.A. COUNTY PEACE OFFICERS' MEMORIAL CEREMONY

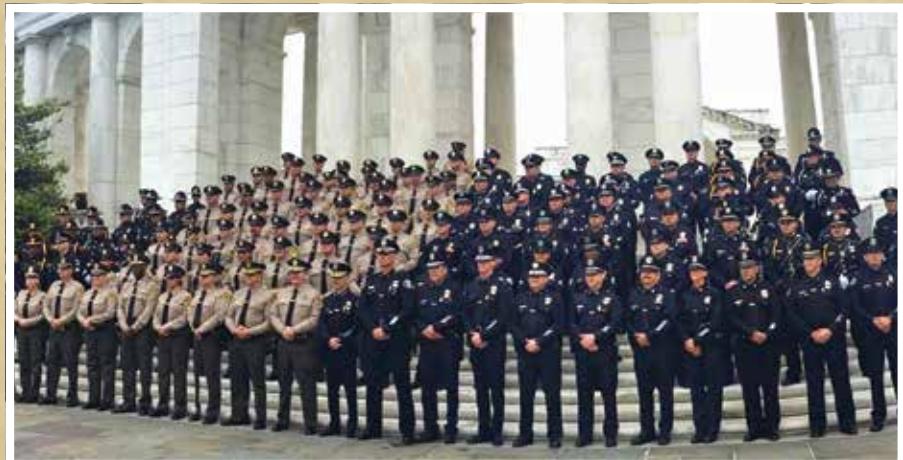
This year's Los Angeles County Peace Officers' Memorial Ceremony and Dedication was held on May 23 at Biscailuz Center Training Academy.

PPOA was proud to sponsor this solemn and honorable event. PPOA



2018 NATIONAL POLICE WEEK

Tens of thousands of law enforcement members and supporters from across the U.S. and around the world gathered in Washington, D.C., May 13–19 to honor fallen officers and their survivors. Here are a few scenes from the national memorial events, courtesy of LADA Lieutenant Robert Maus.



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42ND ANNUAL

CALIFORNIA PEACE OFFICERS' MEMORIAL CEREMONY

The 2018 California Peace Officers' Memorial Ceremony was held at the State Capitol in Sacramento on May 6. [PPOA](#)



PPOA Executive Director Wayne Quint addresses surviving family members before the candlelight vigil.

L.A. COUNTY SHERIFF

Candidates Debate

HOSTED BY PPOA



Sheriff Jim McDonnell



Retired Lieutenant Alex Villanueva

Monday, July 23

Ronald Deaton Civic Auditorium
100 W. 1st St., Los Angeles 90012

5:00 PM

Limited Seating. Visit PPOA.COM for link
to RSVP or call PPOA at (323) 261-3010.

CONGRATS, NEW GRADS!

PPOA extends congratulations to all of the recent graduates in Security Officer Class #50 and Custody Assistant Class #95! PPOA



LOS ANGELES COUNTY PEACE OFFICERS MEMORIAL



Rookies Roost

By Greg Torres

Rookies Roost is a column started by PPOA in 1973 to chronicle the lives of some of the most interesting people we know: our retired members. We send them surveys and they respond — some with tales of travel and adventure, others of enjoying retirement at a leisurely pace. But they all have a story to tell and PPOA is proud to share those stories here.

t's hard to keep a good man down. In the case of **Jack Mayer**, it's near impossible. He may have retired as a sergeant in 2005, but he was nowhere near finished making a positive impact on the Sheriff's Department and countless young veterans looking to embark on a career in law enforcement.

With 23 years of dedicated service to Los Angeles County behind him, including his final (and favorite!) assignment as SEB K-9 supervisor, Jack retired for the briefest of moments before the U.S. Army veteran's work ethic and desire to serve propelled him into 10 years of service as a military recruiter for LASD. Needless to say, his tireless work to help young men and women find their calling was invaluable.

Jack is now finally at ease in Pacific Palisades with his wife, Sandra. He wrapped up his comments by stating that he enjoys traveling to "various microbrew fairs throughout the country and attending Special Forces reunions." Good beer and good friends — sounds like the perfect retirement for a good man like Jack.

Interested in reaching out to Jack? Send your email to jjamslm@aol.com

Anyone who knows **Richard Moak** will not be surprised to learn his favorite assignment was none other than West Hollywood Station. After all, it's where he started as a reserve deputy in 1975. It's where he returned as a patrol sergeant in 1983. Most important, it's where he met his wife (and international traveling companion). It seems a fateful shift at WHD many moons ago led Richard into Barney's Beanery, where he made the acquaintance of a night manager named Chang Soon (Suzie). I'm pleased to report that Richard and Suzie have been happily married now for 30 years. They reside in Santa Clarita but the Moaks have been literally circling the globe and experiencing life to the fullest.



Jack Mayer as SEB K-9 supervisor, his favorite assignment.

After his departure from NCCF as a lieutenant in 2004, Richard turned his attention to ice skating. Now that is a line I've never used while writing about retired deputies! Actually, I have no idea if the Moaks are skaters, but I do know they absolutely love *watching* the World Figure Skating Championships. And by watching, I mean *attending* the annual event at destinations near and far. "We get to see a different part of the world, while also enjoying the competitions," Richard states. "Since 2005, we have been to Russia, Canada (twice), Japan, Sweden, Norway, Italy (twice), France, China and Finland." Now that's commitment!

In between ice rink excursions, the Moaks make annual trips to South Korea to visit Suzie's family. And when they're not circumnavigating the world, they enjoy fine dining and wine-pairing dinners. In other words, the Moaks have excellent taste and judging from their passport stamps, they likely have excellent stories to tell, too.

If you have a question about ice skating or drinking fine wine (not recommended simultaneously!), Richard can be reached at: rjmoak@ca.rr.com. PPOA



Richard and Suzie Moak on one of their many trips abroad.

PPOA 18TH ANNUAL Pre-Labor Day BBQ

Wednesday, Aug. 29

10 a.m. to 2 p.m.

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IT PAYS TO READ StarShield



THREE \$100 PRIZES

Every issue of *Star & Shield* will feature a different hidden word. The word will be used only once in the entire magazine — your challenge is to find it!

Members who find the hidden word and register through our website (www.ppoa.com) by the end of this month will be entered into a drawing for one of three \$100 prizes. Contest ends July 31, 2018, at 11:59 p.m. PST.

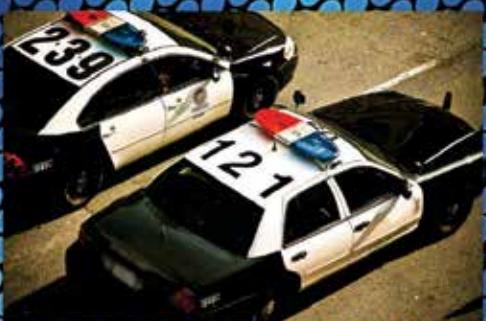
This month's
hidden word is:

Presumptive

Giving grounds for reasonable opinion or belief

Online registration only. Please do not call
the PPOA office to register for contest.

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Calendar of Events

These events and more can be found on PPOA's online calendar at www.ppoa.com. Do you know of a Department-related event we can help promote? Email details to gtorres@ppoa.com.

July 20:

18th Annual PPOA
Fishing Trip
Pierpont Landing,
Long Beach

August 18:

Law Enforcement Torch Run
Plane Pull
Long Beach Airport
www.sosc.org/PlanePull

August 23:

Sgt. Allan Alamonte
Retirement
STARS Center (quad)
Whittier
5:30 p.m.
RSVP: (562) 347-1203

September 17:

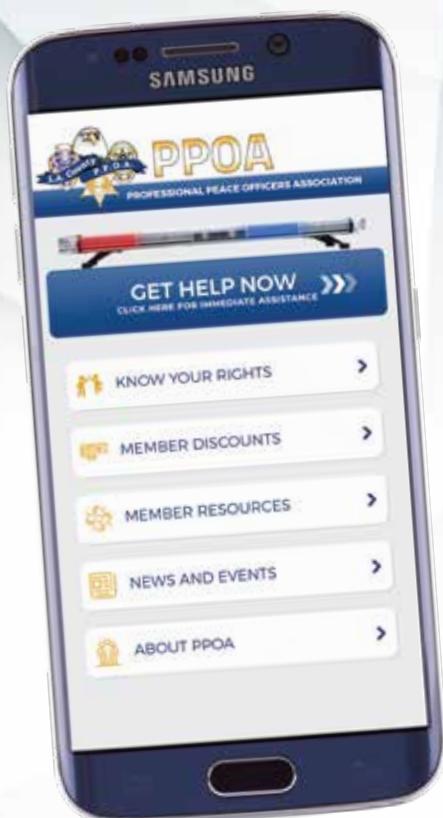
Dodgers Law Enforcement
Appreciation Night
Details TBA
Info: brycee@ladodgers.com

September 20:

PPOA Delegates Meeting
Location TBA

October 20:

LASD Fun in the Sun Chili
Cook-Off
Jack Bones Equestrian Center,
Castaic
11 a.m. to 4 p.m.
www.sosc.org



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A Meeting of Delegates

PPOA delegates gathered in Monterey Park, California, last month to discuss election results, contract negotiations, the PPOA mobile app and more. [PPOA](#)



A photo of a woman with long brown hair, Norma Mladineo, smiling. She is wearing a black blazer over a white top. The background shows a city skyline across water.

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A photo of a woman with blonde hair, Jennifer Davis, smiling.

A scenic landscape photograph showing rolling hills and mountains under a clear sky.

Jennifer Davis

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Tree Planting Ceremony Honors Legacies of Former STAR Post Commanders

By Ernie Bille, LASD Lieutenant/Adjutant for American Legion Star Post 309

On May 25, Star Post Legionnaires and their guests celebrated the life achievements of two Past Commanders — Floyd Johnson and John J. Wolak Sr. — at our 72nd Annual Tree Planting Ceremony. Members from the American Legion, Los Angeles County Sheriff's Department and family and friends gathered at the Star Post Memorial Wall at the Pitchess Detention Center for the ceremony.

Our distinguished guests included Nancy Johnson, Floyd's widow, and her family, the Wolak family, Sheriff Jim McDonnell, 5th District Los Angeles County Supervisor Kathryn Barger, Assistant Sheriff Kelly Harrington and other honored guests. Several Sheriff's Department executives and personnel also attended.

Two Past Commanders were present to celebrate the occasion: Tom Vetter and Ron Nybakken. Other retirees who made the long drive to the ceremony included Martin Renteria, Robert Lee, Glenn Hutchinson, Terry Black, Roger De Haan, Bill Strait, Chuck and Patty Norris, Jack Elliott, Dick Cesaroni, Charlotte Nybakken and many more whom we may have unintentionally left out.

We were very pleased to see some of our active LASD Legionnaires, too. They included Patrick Gadut (Post Commander), Steven Gross (1st Vice Commander), Jason Crosswhite (2nd Vice Commander), Charles Duncan (finance officer), Christian Perez (sergeant-at-arms), Ernie Bille (adjutant), Carlos Levario, Jessica Gross, Esmeralda Gadut, Carlos Girard, Greg Evans, Melissa Correa and others whom we may have missed.

The ceremony started with the posting of the colors by the North County Academy Recruit Training Bureau personnel, which included our Legionnaire, Deputy Lawrence Loughlin. The Quartz Hill Young Marines led the gallery in the Pledge of Allegiance, followed by LASD Sergeant Bradley Sheffield's beautiful rendition of our national anthem.

During the ceremony, Floyd's former partner Dick Cesaroni gave a touching and humor-filled story about Floyd and his love for the LASD and the Marine Corps. Jason, John and Jerry Wolak then spoke about their father and the commitment to service he instilled in his children. Our keynote speaker, Sheriff McDonnell, touched on the legacies our honorees left as testaments to their lives of service.

Floyd's legacy lives on through the Star Post Memorial Wall. He was one of many Star Post members who gave tirelessly of themselves to erect the wall as a testament to those who have served in war and peace. In kind, the legacy of John Wolak Sr. lives through his children, who continue to serve the residents of Los Angeles County as members of the Sheriff's Department and Fire Department.

After the ceremonial tree planting, Supervisor Barger presented the families with scrolls commemorating the lives of Floyd and John. This was followed by a solemn tribute to our fallen service men and women who died in defense of our freedoms. Our 3rd Vice Commander Pete Ramirez



led his team of the Valley Veterans in the traditional 21-gun salute. This was followed by buglers playing "Taps."

Before the closing remarks, our Chaplain and Past Department Commander Hugh Crooks Jr. presented the Sheriff and the Department with a proclamation from Governor Brown commemorating the Department's participation in the Memorial Day ceremonies.

Many who have attended previous Tree Planting ceremonies remarked how memorable this one was. We really could not have done it without the hard work and dedication of our team, and our supporters and sponsors.

One such sponsor is the Professional Peace Officers Association. Through its Star and Shield Foundation, PPOA continues to acknowledge and honor the dedication and service of our veterans and law enforcement officers to the nation and to our communities. The Tree Planting ceremony is just one of many events it is committed to supporting.

Once again, we would like to thank everyone for attending and hope to see many more of our members attend next year's celebration. **PPOA**

999 Deputy Needs Assistance — Suicide Awareness

By Dr. Nicole Vienna

The recent suicides of chef and television personality Anthony Bourdain and fashion designer Kate Spade, including past celebrity suicides of actor Robin Williams and singer-songwriter Chester Bennington, show that depression and suicide know no socioeconomic class, race or gender. In fact, suicide is on the rise across America. It is a leading cause of death in the United States, according to the Centers for Disease Control and Prevention (CDC). In 2016, approximately 45,000 persons died by suicide in the U.S.ⁱ

Law enforcement officers reportedly face more risk for suicide than the general public does. The Badge of Life, a nonprofit organization that collects data on police suicides, reported an average of 130 police suicides each year from 2008-2016. In 2017, the numbers increased to 140. Line of duty deaths account for approximately 129 officer deaths per year. This means a law enforcement officer is statistically more likely to die by suicide than in the line of duty.^{ii,iii}

Exposure to traumatic events exerts a psychological toll on an individual, especially you as a first responder. You are not immune to infinite amounts of trauma — you are human, too. These compounded difficulties were recently identified and highlighted by Delray Beach (Florida) Police Chief Jeffrey Goldman at the 2017 Washington, D.C., Police Executive Research Forum (PERF), where he stated, "Keep the mental health of your officers and firefighters in mind. ... [The amount of death officers and firefighters see] is definitely having an effect on them."^{iv}

When PTS (post-traumatic stress) and even burnout run their course without treatment, the most adverse consequence can be suicide. Some officers will try to quickly problem solve on their own, just as you learn to do in the field. However, when failed attempts occur, maladaptive coping starts, and symptoms increase. Maladaptive coping can include abuse of alcohol and other substances and extramarital affairs. Eventually, when these coping mechanisms don't work, individuals will begin to think and feel as if there are no other solutions. When substance abuse problems occur, families begin to suffer, and the individual suffers from continuing PTS and burnout symptoms, which can lead to believing that taking one's own life is the only solution.^v

Your mental health must be tended to and agencies must make resources available. We need to change the way we talk about mental health in the law enforcement culture. We need to increase awareness of this silent suffering and break down the stigma. Doing so just may save a life: yours, a partner, or a loved one. Below is a list of some early warning signs and what to do if you recognize these signs in someone, even yourself:

- Feelings of hopelessness
- Feeling trapped
- Previous suicide attempts
- Sudden change in job performance
- Increased alcohol consumption/drug abuse
- "Tunnel vision" — hopeless and rigid thought patterns
- Stating they won't be around anymore and/or giving away their belongings
- Changing/updating benefits out of the blue
- Making viable plans and means to carry out suicide

- Change in appetite or sleep
- Isolation and withdrawal
- Looking for a way to obtain lethal means
- Making rash or impulsive decisions

Other things to look for:

- Stressful family situations such as divorce or financial constraints
- Recent loss of a child, spouse or other family member
- Work-related problems such as being under investigation, relieved of duty (even if temporary while under investigation), or off because of an injury

Here are some helpful tips if you recognize these symptoms in yourself or someone you know:

- **Don't be afraid to ask** the person if they are having thoughts of suicide or a diminishing will to survive. Talking about suicide does not increase the person's risk for suicide. Rather, talking about suicide helps destigmatize this mental health concern.
- **Talk about depression** if you notice a shift in mood or increase in irritability. Ask the distressed person about their mood. It helps end stigma and even sometimes helps others recognize they are not alone.
- **Check in** with the distressed person and ask how they are doing. Just be present and "hold space" for them to vent.
- **Help keep them safe**; go to the nearest emergency room or contact backup (primary care provider, on-call clinician, family, 911, etc.)
- **Reach out for help**. Connect the distressed person with your department's Employee Assistance Program (EAP), department Psychological Services Bureau, chaplain, private provider or peer support team member. You do not need a referral from your supervisor or command staff. However, if you are not sure where to start or need assistance helping someone else, supervisors are trained in suicide prevention and can be a great resource. They should have these contact numbers available.
- **Keep this number handy**: Safe Call Now (206) 459-3020. This is a 24/7 crisis hotline for first responders run by first responders. It is a resource for all public safety employees and their family members. It is confidential and not tied to your department, fitness for duty or any Employee Assistance Program.

Nicole Vienna is a clinical and forensic psychologist in private practice in Glendora, California. She specializes in counseling with first responders, adolescents, trauma and substance abuse. Visit her website, www.viennapsychologicalgroup.com, for more information. PPOA

i <https://www.cdc.gov/media/releases/2018/p0607-suicide-prevention.html>

ii <http://www.policesuicidestudy.com/id63.html>

iii <http://www.nleomf.org/facts/officer-fatalities-data/year.html>

iv <http://www.policeforum.org/assets/opioids2017.pdf>

v Conn, Stephanie. *Increasing Resilience in Police and Emergency Personnel*. Routledge, 2018.

Retiree Events

Las Vegas ROMEOs Luncheon

July 21 at Bahama Breeze, Las Vegas
RSVP/Info: Bob Canfield,
bobbycanfield@gmail.com

Inland Northwest Lunch

July 25 at White House Grill
Post Falls, Idaho
bofnca@gmail.com

Retired Marshals Luncheon

August 11 at Matt Denny's
Restaurant, Arcadia

Norwalk-Pico Retirees Summer Luncheon

August 23 at Maggie's Pub,
Santa Fe Springs
Info: (562) 947-4840 or
shar104123@aol.com

Colorado BBQ for LASD/LAPD Retirees

September 15 at Gildea residence,
Colorado Springs
RSVP/Info: Dave Taplin,
spankytap@comcast.net

15th Annual PPOA Retiree Luncheon

October 25 at Sheraton
Fairplex, Pomona
(originally scheduled for October 17)

LASD Retirees of Ventura Co.

First Mondays at Marie Callender's,
185 E. Daly Drive, Camarillo
Info: (805) 216-9844

ROMEOs of Santa Clarita Valley

First Tuesdays at Coco's,
Stevenson Ranch
Open to all retirees
Info: Dick Cesaroni, (661) 297-2028 or
dick_rose@sbcglobal.net

Wuzz Fuzz/Victor Valley

Second Tuesdays at Hometown
Buffet, Victorville, 7:30 a.m.

Hi-Desert Retirees

First Wednesdays at Marie
Callender's, Victorville, 11 a.m.

Retired D.A. Investigators Lunch

First Wednesdays at Frantone's,
10808 Alondra Blvd., Cerritos, 11 a.m.
Info: John Capitano, (714) 968-6178

Inland Empire Old Guys

First Wednesdays at Kickback Jack's,
Rancho Cucamonga, 11:30 a.m.
Info: Dock Parnell, (909) 981-6217

Desert Heat Lunch

First Wednesdays at the Elks
Lodge, Lake Havasu

RGBC (Retired Guys/ Gals Breakfast Club)

Weekly 9 a.m. breakfasts
for Lakewood alumni/friends
1st Wednesday @
Black Bear Diner, Buena Park
2nd Wednesday @ Carrows
(Bloomfield & South), Cerritos
3rd Wednesday @
Off Street Café, Cerritos
4th Wednesday @ Polly's Pies, Cerritos
5th Wednesday @ Carrows
(Bloomfield & South), Cerritos
Info: Keith Mohagen,
(714) 525-7485 or
kamohagen@aol.com

The Motherlode Loafers

Second Wednesdays, Grass Valley
(location varies)
Info: ceklasd@earthlink.net

Retired Deputies in Las Vegas

Third Wednesdays at Charlie's
Lakeside Restaurant, 12 p.m.
Info: Hershel Aron, (702) 360-0484

Compton Alumni Association

Third Wednesdays at Crystal
Hotel & Casino, 12 p.m.

North County SEB Retirees Breakfast

Third Wednesdays at IHOP,
Santa Clarita

SCV Retirees Quarterly Luncheon

Second Thursdays in Feb., May, Aug.
and Nov. at TPC Valencia Country Club
All LASD retirees and spouses welcome
Info: carriestuart04@gmail.com

Retired Deputies of L.A. County

Third Thursday in Jan., Apr., July and
Oct. at Villa Catrina, Arcadia, 11:30 a.m.
Info: Don Fandry, (626) 447-6962

Antelope Valley Retirees Breakfast

Last Fridays at Denny's, Lancaster
(Avenue K and 20th Street West), 8 a.m.
Info: Carlos Valdez,
valdez5150@msn.com

Coachella Valley Retirees Luncheon

Held each Jan., Apr. and Oct.
(specific dates TBA) at Mitch's on
El Paseo, Palm Desert
Info: dhagthrop@gmail.com

Attention PPOA Members

We need your personal (non-LASD) email address! If you have not received an email blast from PPOA in the last six months (we've sent a handful), that means:

1. Your email address is not on file with PPOA, or
2. We have only your LASD-provided email address (which is regularly blocked from receiving PPOA email blasts).

Either way, we need your personal (non-LASD) email address so that we can get important news to you as quickly as possible. Please email your address to info@ppoa.com and reference "email updates" in the subject line.

Connect with PPOA on Facebook



www.facebook.com/LAPPOA



PPOA Classifieds

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4.6L SOHC V-8, 5 speed. 14,800 orig. miles, excellent cond., car show winner. Production #00338. DHG (Steve McQueen) green. Always garaged/covered. Service records avail. \$17,000 OBO. Bob (Ret. LASD) at compuham@gmail.com. (0218)

CEMETERY PLOTS

Rose Hills Memorial Park in Whittier. Parkview Lawn, Gate 17. \$7,500 each. Call (951) 205-5496. (0118)

2017 TRAVEL TRAILER 26'

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MAUI OCEAN VIEW RENTAL

Gorgeous remodeled spacious condo! Ocean view (beach 500 ft.), 2BR/2BA. Full kitchen, sofa bed, Smart TV, laundry, Wi-Fi, cable, pool, spa, BBQ, tennis courts! (949) 394-1960. Pictures: www.myperfectstays.com/KahanaVillaE409. (0118)

2011 HYUNDAI SONATA

White, 64K miles, like new. \$9,800. Call Barry, (760) 831-0138. (0118)

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