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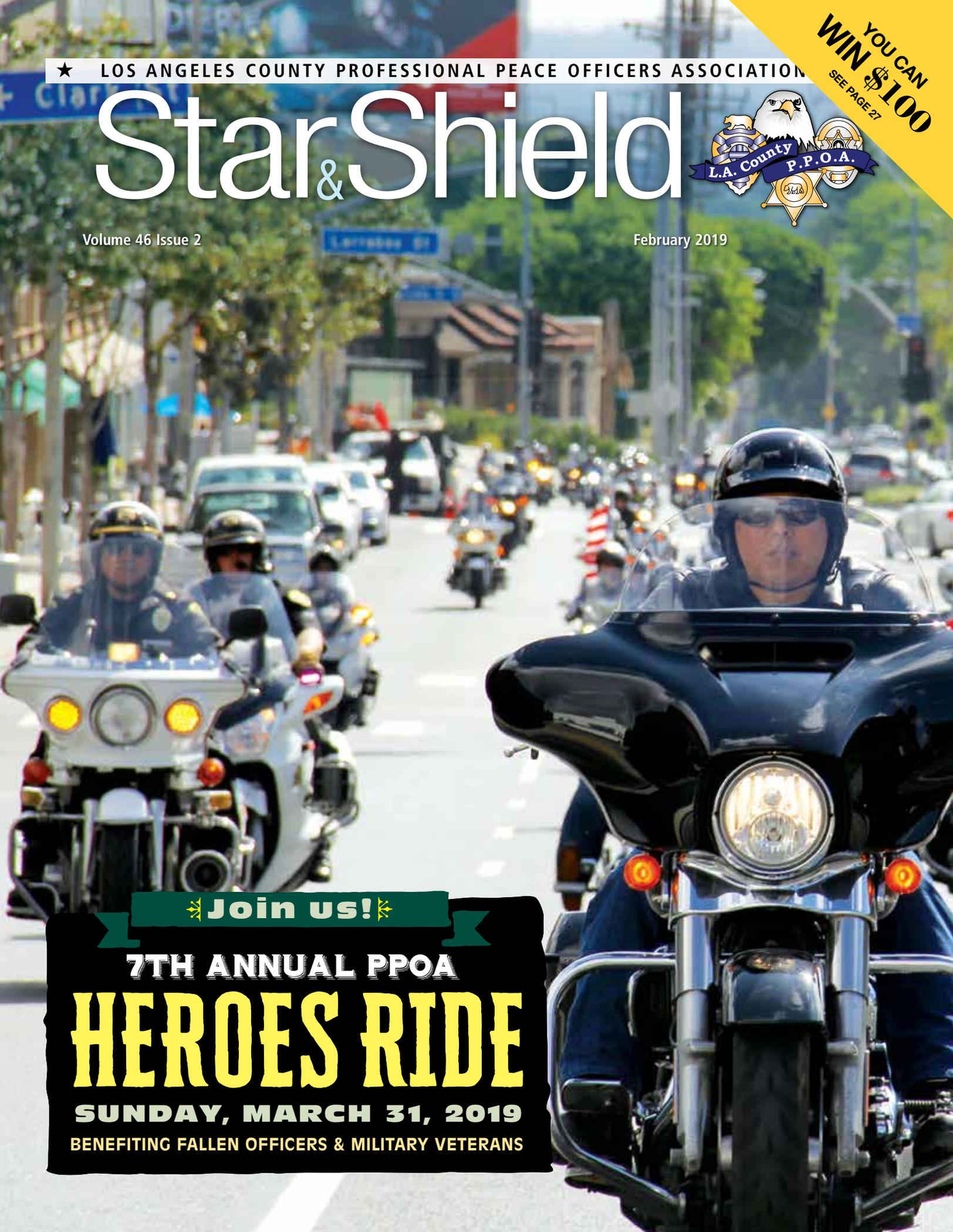
Star & Shield



Volume 46 Issue 2

February 2019

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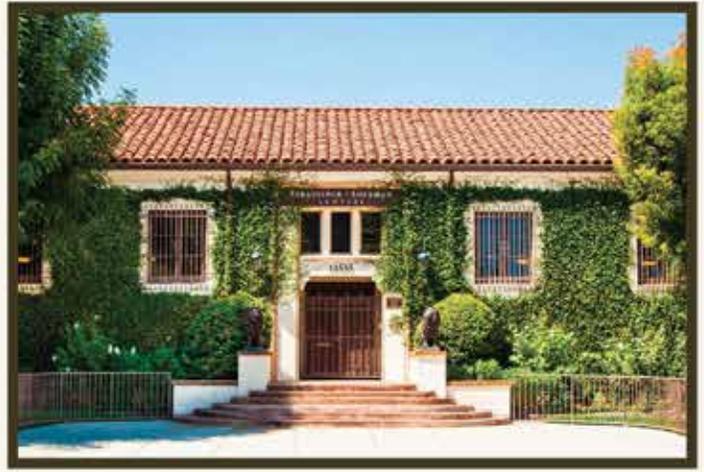
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Brian Moriguchi

PPOA President
Lieutenant, LASD
bmoriguchi@ppoa.com



I am hopeful that he will continue to surround himself with good, ethical leaders, heed their warnings, listen to their advice and lead by example.



A Roller-Coaster First Few Months for Sheriff Villanueva

I have been president of PPOA for over 10 years and have dealt with four different sheriffs. Each of them had strengths and weaknesses that helped or hurt the Los Angeles County Sheriff's Department. I respected all of them, each for different reasons, although sadly some will be remembered for their failures. But the past is the past. So let's look toward the future and take a closer look at our current Sheriff, Alex Villanueva. It's in everyone's best interest for him to succeed, so we will treat him as we have every other Sheriff: provide him with our advice, hold him (and his management team) accountable to employees and hope he makes the right decisions.

Let me start with the good things he has done in just two short months. He has reversed a horrible and abusive practice of excessive discipline and use of Relieved of Duty (ROD) by the previous administration. We saw an immediate change in the treatment of the employees. I am not talking about allowing employees to "get away with" misconduct. I am talking about a just and fair process that doesn't assume the employees are guilty or lying *before* an investigation. The new administration treats employees with far more respect, understanding and compassion, and it is truly a welcomed change.

Sheriff Villanueva got rid of the Constitutional Policing Advisors. PPOA had been complaining about the extraordinary access and power of the CPAs to then-Sheriff McDonnell and, to his credit, he reined them in a bit. But they still had far too much power and influence and injected themselves into areas that had nothing to do with "constitutional policing." The CPAs did a huge disservice to the Department and to Sheriff McDonnell and irreparably damaged the lives of many hardworking, dedicated employees and their families.

Sheriff Villanueva changed the promotion process for captains of patrol stations. In the past, many executives abused their authority by promoting their friends or staff over more qualified individuals. I also received many complaints from city officials who were unhappy with their captains and had no input on the selection of the captain for their city. Sheriff Villanueva has instituted a new process that involves the cities and communities in selecting their captain. Although this process may

have unforeseen problems (many of which you can imagine as you read this), it is at least an attempt to eliminate the cronyism and favoritism of the past and gives greater opportunity to far more lieutenants to openly compete for a captain position.

Sheriff Villanueva has surrounded himself with an outspoken team of executives. This is a departure from past administrations. But it goes beyond that. He actually listens to them ... somewhat. I know of several instances where the Sheriff was heading down the wrong path (some of which you will read about later in this article). His subordinate executives advised him that he was going in the wrong direction — and he acquiesced and changed his position. I am impressed by his willingness to listen and change courses when appropriate, at least in some areas.

But not all is rosy for Sheriff Villanueva. He has made some significant miscues, as well. First, he drove out nearly every executive from the previous administration even before he took office. We all know there were some bad executives and some who did not deserve to hold the rank they held. But many good executives were driven out too, not because they weren't performing well, but because they were associated with the former Sheriff, Jim McDonnell. For one who proclaimed his displeasure about the unfair treatment of employees, Villanueva certainly mistreated many of the executives who could have helped him run the largest sheriff's department in the world.

In his first week as Sheriff, he also held a meeting with all lieutenants and above. He ordered them to remove their insignias in an apparent attempt to create a visual cue that they are all deputies at heart. I applaud the message he was sending and, for a minute, I thought he was showing good leadership. But then, he followed that with an order that they would not be permitted to wear the insignias until he said so and dressed them all down as unworthy of their rank. They were ordered to return to work without wearing their insignias. This was an obvious attempt to humiliate his management team (or the team he inherited) and to convey, "You are not worthy unless I, and only I, say you are worthy!" Egomaniac? Maybe. In the words of Doc Holliday

continued on page 9



Wayne Quint

PPOA Executive Director
wquint@ppoa.com



PPOA has already been asked to meet and confer with the Department regarding the issue of body-worn cameras.



New Sheriff, New Issues

The new year is off and running, and our newly elected Sheriff is wasting no time in bringing forth issues, both old and new, that he has begun implementing or plans to carry out soon. I attended the first County of Los Angeles Sheriff Civilian Oversight Commission (COC) meeting of 2019 last month, where Sheriff Villanueva publicly discussed several of these issues with the COC members. In November 2016, the Board of Supervisors appointed nine commissioners to serve on the COC, including community and faith leaders, a retired Sheriff’s lieutenant, and attorneys ranging from former prosecutors and public defenders to professors and executives from legal nonprofit organizations. The COC begins its third year with its stated vision to facilitate public transparency and accountability with respect to the Sheriff’s Department.

Sheriff Villanueva was joined at the COC dais by his Executive Officer Ray Leyva and spent over an hour and a half not only dialoguing with the commissioners, but also listening to comments by members of the public. Here are some of the issues discussed at the COC that will be addressed further in 2019.

IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE) OUT OF THE JAIL

The Sheriff told the COC that he intended to implement a policy in February that would result in the removal of ICE personnel from *inside* the jail. Many activists have called for the Sheriff to stop working with ICE altogether and end all cooperation with ICE. Under Senate Bill (SB) 54, also known as the “sanctuary state” law that took effect a year ago, California sheriffs are prohibited from handing over to ICE jail inmates who’ve been convicted of hundreds of less serious misdemeanors and may exercise their discretion on releasing or turning over jail inmates convicted of “wobblers” that can be treated as a felony or misdemeanor. The Sheriff will continue to work with ICE in the cases that involve dangerous undocumented criminals; however, the transfer will no longer occur *inside* the jail but rather in a secure area *outside* the jail. The COC may consider a motion next month calling on the Sheriff not to turn any jail inmate over to ICE without a warrant.

MIRA LOMA WOMEN’S DETENTION CENTER PROJECT (MLWDC)

Before the COC could delve into the recent dramatic decision by the Board of Supervisors last month to reconsider the project, the Sheriff told the COC that the proposed 1,600-bed facility in Lancaster to house medium- to low-security female inmates was “dead.” It appears that the \$8 million spent on the proposed \$215 million MLWDC renovation will be lost, but there is also the possible loss of \$100 million in AB 900 grant funds to develop the vacated (2012) detention facility. Later in the meeting, the COC voted unanimously to urge the Board of Supervisors to reject the proposed MLWDC and issued a media release that said in part: “While acknowledging the potential loss of \$100 million in state grant funding, Commission members saw the sacrifice of the funds as warranted given the County’s current commitment to diversion, education, mental health and rehabilitative programming.”

SECRET DEPUTY SOCIETIES AND CLIQUES

The COC chair addressed this issue, and the Sheriff spoke of previously known employee “hazing” that has been a systemic issue for years. The Sheriff told the chair that any “hazing” will no longer be tolerated, as evidenced by the recent transfer of a station captain.

BODY-WORN CAMERAS (BWCS)

The Sheriff briefly spoke about his plan to improve Department transparency and improve trust in the communities served by the Department by initiating and implementing the use of BWCs at five patrol stations that are already prewired for this. This will take place before the end of the fiscal year (June 30, 2019), and PPOA has already been asked to meet and confer with the Department regarding the issue of BWCs. More detailed information about this proposed issue will be forthcoming.

TRUTH AND RECONCILIATION COMMISSION (TRC)

The main new issue discussed between the commissioners and the Sheriff was his newly proposed

continued on page 9



Jim Schallert

PPOA Vice President
Sergeant, LASD
jschallert@ppoa.com



A true leader would leave any ego at the door, close all past grievances with anyone or any group, and focus on looking ahead.



Where Is Our Raise?

Well, here we are in February 2019 asking the same question to no avail...

- Yes, the increase has been owed to Unit 612 since July 2018.
- Yes, computers are complicated things.
- Yes, it may have taken a five-minute conversation with LACERA to determine if it's pensionable or not.
- Yes, there have been chair changes at certain commands.

PPOA is frustrated that the County and the Department haven't figured it out. This is about accountability of command and needs to be handled at the top levels. It should be embarrassing to the Department that *they* didn't push to have it handled sooner. LACERA will now have to recalculate pensions for many people, and the list grows. Plus, guess what? It's just not right to make those who are receiving the raises to continue to wait. There is simply no excuse.

As PPOA gets deeper into the new administration's tenure, we hope to work with them rather than against them. We want to improve the promotion process, but first we need to make sure we aren't repeating history. I was recently asked what I think a good Sheriff would do, as I seem to be vocal more than some. First and foremost, a true leader would leave any ego at the door, close all past grievances with anyone or any

group, and focus on looking ahead. He would *never* utter the words "Yeah, but I just don't like that person" about someone's qualifications for a position.

We hope the pattern of personal feelings isn't entering the process, but rumors abound. I really don't care what "group" a person associates with, as long as they are competent and loyal to the *profession*. I really don't care if someone spent two months in the basin stations or up in the desert, as long as they have demonstrated competence and ability. The KSAs (knowledge, skills and abilities) are critical for selection.

As we move forward, we hope the Sheriff has that come-to-_____ (select your deity or higher power, or maybe just your mother) moment and realizes it is a huge honor and responsibility to run this Department. Time to pick the best, but truly understand what the best are. "I don't like them" are words for choosing schoolyard kickball teams, used by children with no life experience. This Department is too important for that. Someone once said I always "speak truth to power," and I will continue to do that. It is meant as constructive and should be taken as such. Bury any hatchets, listen to guidance from experience and those without agenda, not those hiding in shadows who seek only self-promotion, understand that undermining exists and learn to identify it. That's what a good Sheriff needs to do. 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
(January 2019 issue — the hidden word appeared on page 8)

- Wendell Henson, retired
- Stephen Lawson, retired
- Angela Quiroga, Sheriff's Security Officer



Jody Clouch

PPOA Board Member
Security Officer, LASD
jacloun@lasd.org



Officer Guan was hired in 2006 and worked at Southwest College since day one. His positive attitude and passion for life were infectious.



Remembering Our Friend and Partner: Officer Guan

In a department this big, you are bound to work with all kinds of partners. Some are good; others are better. But few will have a positive impact like the late **Security Officer Carmelito Guan**. Mention the name “Guan” to anyone at Southwest College and they will likely smile.

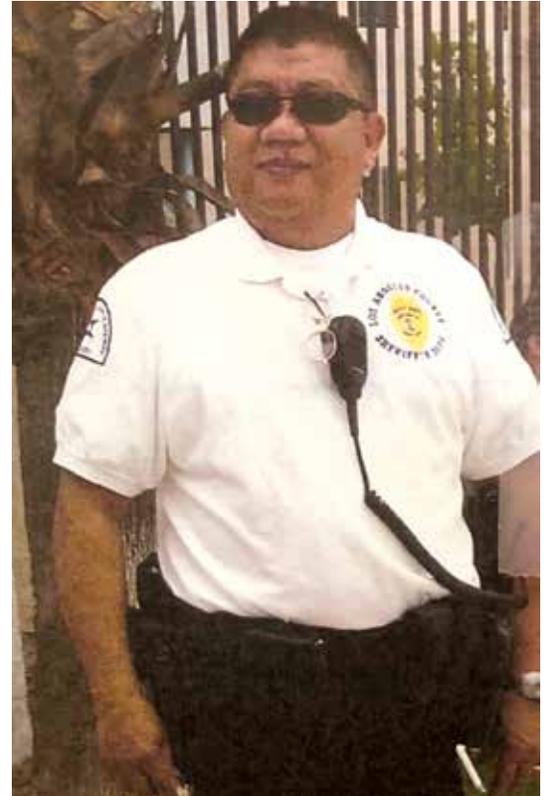
Sadly, Officer Guan passed away last month. He is survived by his wife and son and will definitely be missed by all at the Community College Bureau.

Officer Guan was hired in 2006 and worked at Southwest College since day one. His positive attitude and passion for life were infectious. Officer Guan’s partners took the time to write a little about what he meant to his work family, and I’m honored to share that with you:

We here at L.A. Southwest Community College think of each other as family, or what Nakila calls “Ohana.” So when we got the call that Guan had passed, it hurt our hearts knowing we had lost one of our own.

Guan has worked here at L.A. Southwest College since 2006. In his early years here at Southwest, Guan loved patrolling the campus either on the County Bicycle or the T-three, a very sociable and kind individual. Guan loved his Southwest family, especially Officer Perea, who he joked around with every day. Guan liked to remind Perea that he was better-looking, much smarter, better at qualifying with his gun, stronger physically, and he loved to remind him who had more money in their wallet. But even though Guan loved to harass Perea, he was always the first to help Perea when in need. Guan was generous when it came to giving. He loved spoiling his Southwest family — he bought us all Baskin-Robbins ice cream once a month, he loved buying us lunches and we loved eating it.

Guan loved his own family as well. He talked a lot about his sons and wife, and he adored his grandchildren. Guan comes from a family of 12. With six brothers and six sisters, Guan was number four in that lineup. The last few months of Guan’s life he had been sick, but he still came to work. Though he was sent home several times because of medical reasons, Guan was stubborn and refused to retire. He told me that he would rather be here at work than at home doing nothing but feeling sick. The last thing I remember Guan saying was sweet and memorable: We here at Southwest were celebrating with Cadet Botts, who was leaving us for the Security Officer Academy. Everyone was giving their well wishes and



Security Officer Carmelito Guan

when it was Guan’s turn, he said, “Spectral lines of stars absorb or emit light. You, Botts, emit light every time you enter into a room. You will do well in the Academy.”

So for us here at Los Angeles Southwest Sheriff’s Station, I feel we lost a bright star today and we will truly miss him. We love you, Guan... Till we meet again, Aloha ‘Oe!

IS THE DEPARTMENT DELAYING SECURITY OFFICERS IN BACKGROUND FOR DST?

Believe it or not, I’ve heard Department supervisors state that some of our fellow security officers are in backgrounds for DST but the Department wants more SOs hired before those in backgrounds can move forward — because, you know, vacancies can be challenging. So let’s hold the qualified candidates back (in a recruitment crisis, no less). Seriously? Executives are either unaware (unlikely) or don’t care how many former SOs and CAs are now wearing badges and uniforms for other agencies. PPOA



Rosario "Tony" Coleman

PPOA Board Member
Custody Assistant, LASD
tcoleman@ppoa.com



When do we get a seat at the table? When do we become part of the discussion? That is soon to change.



New Year, Same Issues for Custody Assistants?

We are entering a new phase in the Department's history, and what we envision as a new phase for the custody assistant position. Yet no great result occurs without a hard grind, as C/As know all too well.

As the Department struggles to hire and retain deputies, as well as figure out how to "patrol or not to patrol," the constant of the C/A allows the Department and Custody Division time to sort out the details. But, I ask, when do *we* get a seat at the table? When do *we* become part of the discussion? That is soon to change.

The Department has drafted its letter regarding our position, duties and responsibilities. If it is honest, it will find that the position has been severely compromised beyond how it was originally conceived. Nevertheless, there has been no discussion of defining guidelines. In some cases, there was outright refusal to acknowledge it.

During negotiations, I was told that it was an administrative problem. My reply was, "I agree." But what you have is an administration that historically refused to address the problem. Now, there has been a change at the top — a change that promised us that the line matters, that *you* matter!

During a recent Labor Management Committee meeting that dealt with questionable scheduling practices, officer safety, overtime and maintenance issues at TTCF and CRDF, our new Assistant Sheriff

remarked on the C/As' knowledge of custody and stability within custody. But the pay has not kept up as the risks, injuries, RODs and jail environment changed.

Our new Sheriff helped to train some of us in the Academy. This means he had a direct impact on your training to do the job you do. We are now looking for that same impact in defining the roles, putting structure and clarity to the position, and making it feel part of the Department and not just a part of the Department.

There is still the debate over 49s in some circles. You're on the ERT but not worthy of having your own gas mask. They send you to force classes, crime scene, DeVRT, CPR and Narcan training just like our deputies. Why? Because there is an expectation of you to do something. But when we ask for pay, promotional tracks, coverage, or defined language for our general safety and well-being, there is pushback, disdain or outright refusal. You know the look we get — as if we had the gall to even question or ask.

The last Labor Management meeting left me cautiously optimistic. But I have been around long enough to know that we need to *see* it. Until it's in writing...

Except now there is a Plan B. So as it was proudly stated on December 3, 2018, "There's a new sheriff in town." Let's see if the new vision applies to custody assistants as well. PPOA

Attention PPOA Members

We need your personal (non-LASD) email address! If you have not received an email blast from PPOA in the last 30 days (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 disseminate important news to you as quickly as possible. Please email your address to info@ppoa.com and reference "email updates" in the subject line.

in *Tombstone*, “Make no mistake, it’s not revenge he’s looking for. It’s a reckoning.” Sheriff Villanueva missed an opportunity to send a positive message to his management team. He spoke of humility, but then demonstrated the opposite.

Sheriff Villanueva also made some miscues with his Truth and Reconciliation Commission (TRC) and the hiring back of individuals who the TRC believes were wrongfully terminated. He took a lot of criticism from the Civilian Oversight Commission, the Board of Supervisors and numerous media outlets for bringing one individual back prior to forming the TRC. I am not going to judge him on his decision to bring anyone back to work, but his timing was horrible. Hiring a single individual back before forming the TRC looked incredibly suspicious, especially since that person worked on his campaign. These are hard-learned lessons for this new Sheriff. But Villanueva has admitted he isn’t a politician. He will learn quickly that all public figures are politicians or they don’t last long as public figures. That’s not to say he has to make sacrifices. He simply needs to learn how and when to do things to demonstrate to the public and his employees that he is a good leader.

Although he’s off to a rocky start, I applaud Sheriff Villanueva for having the courage to fix some of the most egregious internal problems so quickly: discipline and promotions. I am hopeful that he will continue to surround himself with good, ethical leaders, heed their warnings, listen to their advice and lead by example. If he follows this formula, he could turn into a truly great Sheriff. PPOA

TRC, which will review past employee termination cases that may have been the result of unfair treatment by the Department. The Sheriff does have the authority by County charter to reverse past disciplinary decisions within the Sheriff’s Department, and it was very encouraging to learn that the Sheriff will not be appealing Civil Service Commission hearing decisions that reinstate terminated Department employees. Additionally, the Sheriff told the COC that his Department is thoroughly reviewing all employees who have been relieved of duty and is returning employees who never should have been placed on leave back to work. Some of the commissioners specifically questioned the Sheriff regarding a media report of the reinstatement of a deputy who was previously discharged for allegations of domestic abuse and stalking, while other commissioners requested that the Sheriff consult the COC so they can review the protocols of the TRC before another Department employee is reinstated. The Sheriff committed to hiring two attorneys for the TRC and will advise the COC on the progress of the TRC. It appears the TRC will primarily examine termination cases first, and there will be a time period established for how far back the termination reviews will go. PPOA will continue to monitor the development of the proposed TRC.

There will be many more issues that pop up as the new Sheriff begins his vision and plans for the Department, but don’t forget that PPOA’s 2019 state agenda in Sacramento will be equally as interesting, with the new governor and Democratic lawmakers holding a super-majority in the State Assembly and Senate. Team PPOA will continue to work tirelessly on behalf of our membership to positively and productively address local, state and national issues that promote our professional interests as well as the law enforcement community. PPOA



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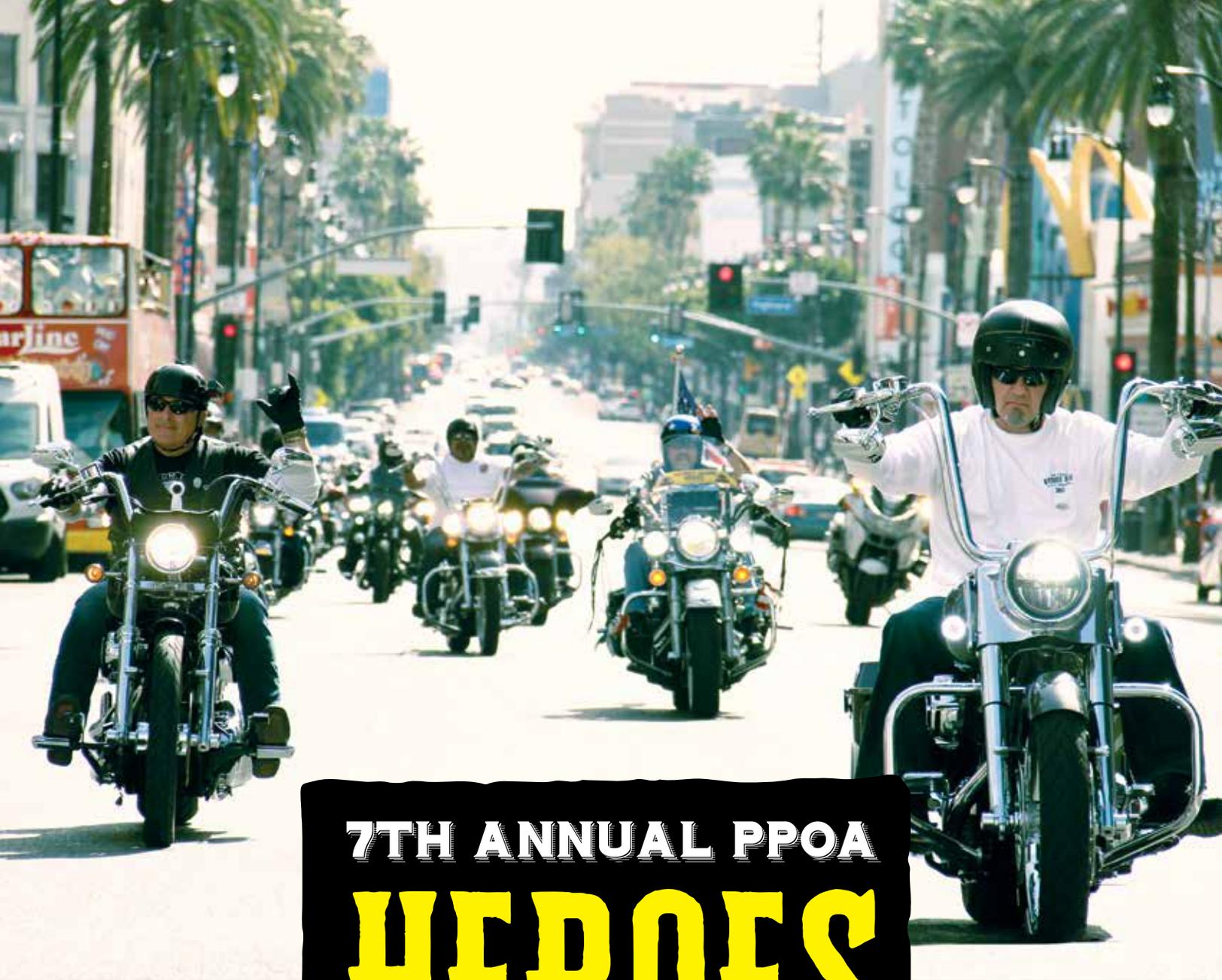
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Cemetery

12 p.m.

▶ Finish at LASD
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with barbecue,
music, vendors,
raffles and more



8:30 a.m.

▶ Riders stage at
Hollywood Bowl

For more information and to purchase tickets, visit HEROESRIDE.ORG \$35 PRE-REG / \$40 AT EVENT
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END OF WATCH

PPOA EXTENDS HEARTFELT CONDOLENCES TO THE FAMILY AND FRIENDS OF THE FOLLOWING MEMBERS WHO PASSED AWAY IN DECEMBER AND JANUARY:

Retired Sergeant
Rupert Adkins

EOW: December 7, 2018

Retired Deputy
James Piper

EOW: December 8, 2018

Retired Deputy
Donald Givens

EOW: December 21, 2018

Retired Deputy
Brad Mills

EOW: December 27, 2018

Retired Deputy
Thomas Galusha

EOW: January 2, 2019

Retired Lieutenant
Brian Fitch

EOW: January 8, 2019

Retired Lieutenant
Thomas Rogers

EOW: January 13, 2019

Security Officer
Carmelito Guan

EOW: January 21, 2019

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Honoring A FALLEN HERO

Last month, PPOA reps joined Department executives and family members of fallen Deputy Didier Hurdle for a highway memorial sign dedication in Lynwood. The 36-year-old deputy was shot and killed in the line of duty in 1977 and was survived by his wife and three children. After a request from retired member Bob Oullette, PPOA worked with state legislators to secure the sign and honor the late Deputy Hurdle for his service and sacrifice. That sign is now mounted along the I-105 in Lynwood. More photos from the ceremony are available on the PPOA Facebook page. PPOA



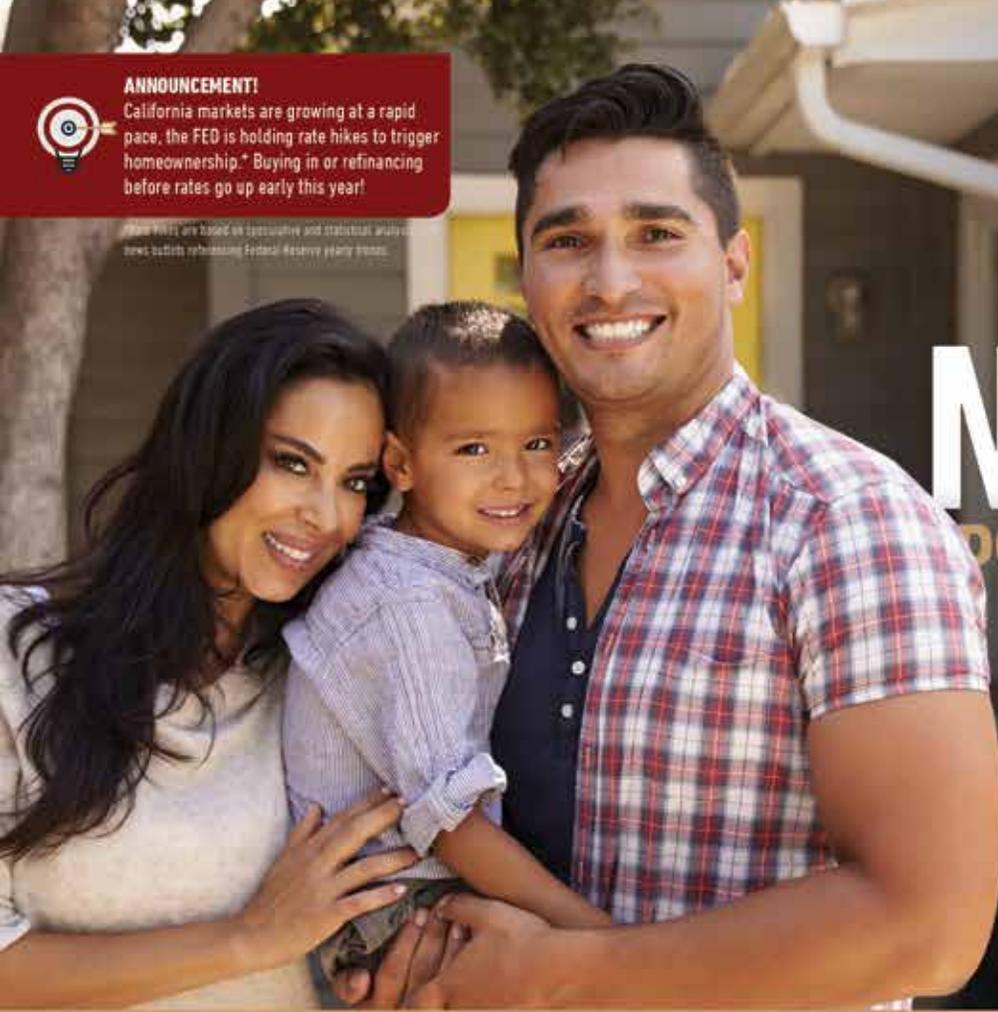
Photos by Greg Torres/PPOA



ANNOUNCEMENT!

California markets are growing at a rapid pace, the FED is holding rate hikes to trigger homeownership.* Buying in or refinancing before rates go up early this year!

*Rate Hikes are based on speculative and statistical analysis from news outlets referencing Federal Reserve yearly trends.



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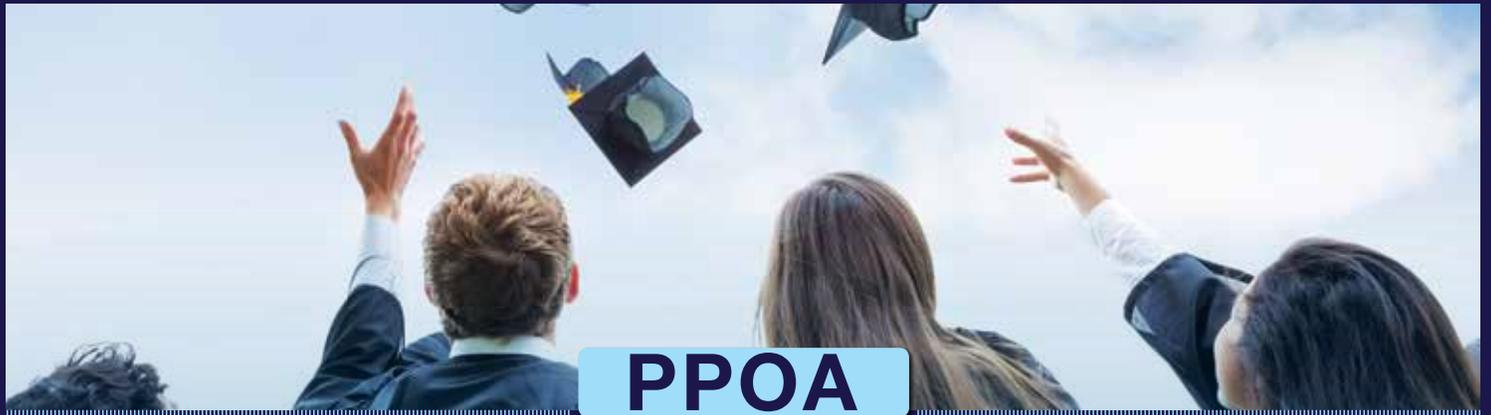


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Lending a Hand to Friends in Need

PPOA was honored to grill lunch last month at Twin Towers to help TTCF personnel raise support for two LASD families (the Bracken and Velasquez families) who are facing difficult circumstances. Thank you to everyone who joined us to support the cause. Special thanks to retired PPOA members Rich Duran and Terry Black for volunteering to help grill and feed the troops. PPOA





PPOA



2019 College Scholarship Program

We are proud to announce that 12 scholarships worth \$13,500 total will be available to help further education for PPOA members and their dependents.

Criteria and applications will be posted by April 1 on *PPOA.com*.

APPLICATION DEADLINE IS MAY 17.

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Congratulations TO **50** New Sergeants

Fifty newly promoted LASD sergeants received words of advice from Sheriff Villanueva and completed their final day of supervisory school on January 17. Congratulations from PPOA — we look forward to seeing all of you lead this department forward! PPOA





MISSION STATEMENT

The Los Angeles County Professional Peace Officers Association is committed to continuing a "Tradition of Success" in serving a satisfied membership through an effective and expanding professional association. We are a proactive and imaginative organization working in union with employers and other professional groups for necessary changes in policies, laws and legislation that are conducive to the well-being of our members. We will promote the professional interests of our members and the law enforcement community by protecting and enhancing their individual and collective rights.



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*Price includes double depth concrete vault and interment rights for two. Original list price: \$9,600, plus endowment care fee. Additional services and merchandise required. 10% savings not applicable to cash advance items. Offers may not be combined. • Whittier FD 970 CA Ins Lic ODO4129



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*APR=Annual Percentage Rate. All rates are quoted on approved credit as Annual Percentage Rates (APRs). Some restrictions may apply. Loan approval subject to credit and income evaluation. Consumer loan rates may vary, depending on creditworthiness, term, and the amount financed. Rates and terms are subject to change without notice. The rate shown reflects a Relationship Benefits discount of 0.75%. Please contact the credit union for details.



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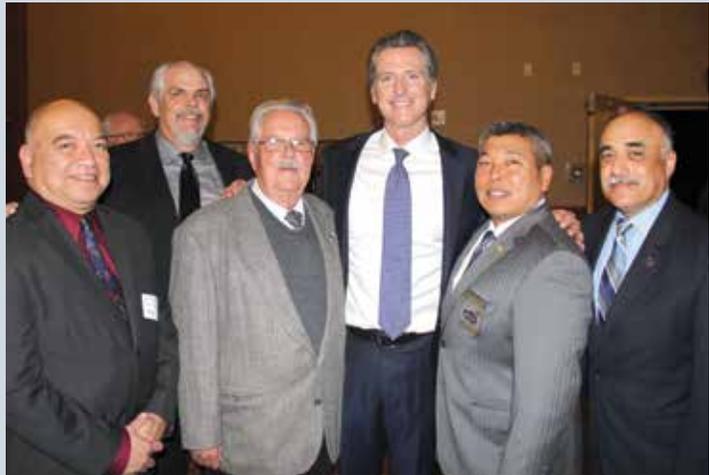


PPOA LEADERS

Meet with Statewide Counterparts & Lawmakers

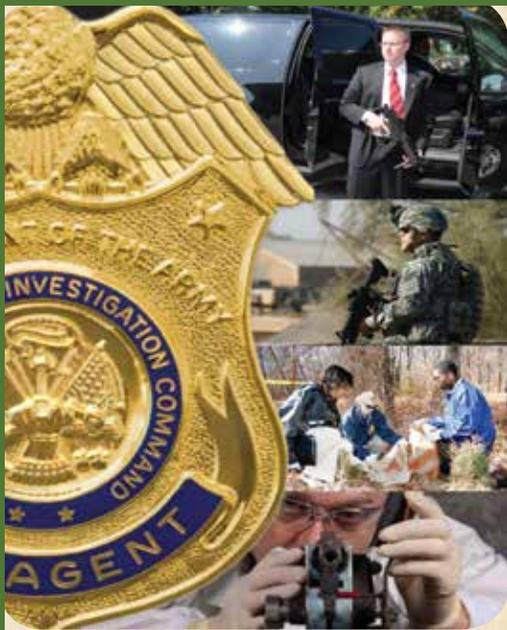
Last month, PPOA Board members joined together with their counterparts from agencies statewide for a California Coalition of Law Enforcement Associations (CCLEA) meeting in Sacramento. Collectively, CCLEA represents 150,000 public safety personnel.

The meeting was followed by a legislative reception (coordinated by PPOA on behalf of CCLEA) that enabled union leaders to discuss issues with the governor, attorney general and dozens of lawmakers from both sides of the aisle. As you know, a number of new propositions and laws have made things increasingly difficult for law enforcement personnel. Our legislative advocacy and working relationships with lawmakers are absolutely crucial in order to safeguard the rights and careers of PPOA members and peace officers throughout the state. PPOA



U.S. Army Reserve Criminal Investigation Command

“Do what has to be done”



Attention PPOA members, put your LASD and military experience to good use by joining the U.S. Army Reserve, Criminal Investigation Command, and become a CID Special Agent. Continue to enhance your patrol and investigative skills with CID training in the field of Child Abuse Prevention and Investigative Techniques, Crisis/Hostage Negotiations, Protective Service Training, Advanced Crime Scene Investigation Techniques, and Special Victim Unit Investigator Course.

You may apply to attend the FBI Academy, Canadian Police College, Scotland Yard, Federal Law Enforcement Training Center, and the Defense Cyber Investigations Training Academy.

If your goal is to become a commissioned officer, CID has a warrant officer program available to qualified agents after two years.

Supplement your LASD retirement with a military pension after 20 years of service.



This opportunity is open to all prior service members or peace officers with a minimum of two years of civilian law enforcement experience (requirement for reserve soldiers only). Applicants interested in becoming CID Special Agents, please visit the CID website for additional requirements at

www.cid.army.mil/reserve-agents.html

**CID Special Agent
CW2 Danny Batanero**

Retired LASD Sergeant
316th MP Det (CID)
5340 Bandini Blvd
Bell, CA 90201

Cell / Text: (626) 234-4474

danny.batanero.mil@mail.mil



**CID Special Agent
CW4 Cruz Garcia**

393rd MP Bn (CID)
5340 Bandini Blvd
Bell, CA 90201

Cell: (410) 508-5664

cruz.m.garcia.mil@mail.mil



**Army Reserve
Career Counselor
E-7/SFC Anthony R. Abeyta**

5340 Bandini Blvd
Bell, CA 90201

Cell / Text: (562) 986-0388

anthony.r.abeyta3.mil@mail.mil

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. You can email the author at gtorres@ppoa.com.

If you woke up this morning and asked yourself, “Self, what do Bosnia and Kosovo and LASD Special Enforcement Bureau have in common?” — the answer is a guy named Cliff. And I’d be willing to bet that **Clifford Morden** left all three places better than when he found them.

After 31 years of service (including his favorite assignment: SEB), Clifford retired as a sheriff’s sergeant in 1993. While he may have been done “sergeant-ing” at that point, he was clearly not done keeping the peace. The Department’s loss was DynCorp International’s gain, as Clifford quickly landed a job with the global government services provider. In 1997, that role sent him to Bosnia for one year to enforce the Dayton Peace Accord. And then was he done? Nope. In his words: “In 1998, I again worked for the United Nations as a war crime investigator in Kosovo. In 1999, DynCorp International hired me as the Senior Technical Recruiter in Fort Worth, Texas, for the International Police Task Force.” And now, 20 years later, Clifford lives in Wisconsin with his wife, Audrey. But he’s still working for DynCorp!

This means Clifford is the Liam Neeson of the cheese state, in that he has a “very particular set of skills acquired over a very long career.” After three decades with LASD and 26 more years of carrying out law and order around the globe, Clifford is still going strong and still recruiting for the International Law Enforcement Program. If you know any potential candidates, send ‘em to our man, Cliff! You can contact him at mordens@charter.net.

Glen Mayer is a man of admirable priorities and amazing brevity. He sent his Rookies Roost survey to PPOA and offered only the following two words in the comments section: “sports” and “travel” — no further info, no comma,

no period, no wasted punctuation whatsoever. Glen is efficient with both time and ink. But when you really think about it, a commitment to those two endeavors can be time-consuming, so that may explain why Glen allotted time to pen only two words and not a syllable more!

We also know that he retired as a bonus deputy in 2013 and his favorite assignment was Lennox Station. Glen now lives in Chino Hills with his wife, Yvette, and hopefully she is also fond of sports and travel. Maybe even in that order!

You may recall that we last heard from retired Lieutenant **Gerald Carrigan** in 2015. He had retired from the Department in 2003. Then he went back to work. Then he retired again. Then he went back to work again. At one point, he was chief of police in Paradise, California (yes, the town that was decimated by the wildfire last year). At another point, he was an investigator with the Butte County DA’s Office. He obviously had not been administered the work-immunity vaccination yet! Well, I’m happy to report that Gerald sent an update recently to let everyone know that he’s finally come to his senses and retired again. And he means it this time!

Gerald’s home in Paradise was one of the few to survive the fire, but he decided to sell it and start anew in Prescott, Arizona, where, according to him, “taxes are normal and the political tone is conservative.” And although his white-collar days are behind him, Gerald is now faced with an unimaginable decision: “I haven’t decided if I want to work on finishing the new home once it’s built, outfit the new Tiffin motorhome that will be delivered in March, golf at the local course only one mile away, or work part-time as a private investigator!” Gerald, my advice would be yes, yes, yes and no. Fortunately, he seems to agree: “After working 47 years in law enforcement, I think a permanent retirement and playing with the two grandchildren in Arizona is the best choice. I hope you agree?”

And how! PPOA

FREE RETIREMENT PLANNING WORKSHOPS AT PPOA

If you're retiring soon or are recently retired, please join us for a FREE retirement workshop on Wednesday, February 27, or Wednesday, March 27. You can choose 1 p.m. or 4 p.m. for either date. All workshops will be held in the PPOA Conference Center in San Dimas and are FREE for PPOA members and spouses.

Topics in this informative presentation and discussion will include:

- How to grow and accumulate retirement funds
- How to make tax-deferred compounding work for you
- How to protect retirement funds from loss
- How to avoid penalties, taxes and withholdings
- Rollovers of deferred comp funds into IRAs

These workshops are hosted by Dan Saucedo, a trusted PPOA financial advisor, and are designed to help PPOA members make intelligent, informed decisions in order to enjoy retirement to its fullest.

DATES: Wednesday, February 27, or Wednesday, March 27 (choose one)

TIMES: 1 p.m. or 4 p.m. (choose one)

VENUE: PPOA Conference Center (188 E. Arrow Hwy, San Dimas)

RSVP to PPOA: (323) 261-3010 — please specify date/time preference.

Fallen Deputy Steve Belanger Memorial Wall Dedication

On February 6, 2018, Deputy Steve Belanger succumbed to line-of-duty injuries sustained in 1994. His tenacity and perseverance helped him survive for 24 years after being shot in the head by a suspect. On the one-year anniversary of his passing, Walnut/Diamond Bar Station personnel dedicated a memorial wall and portrait in Steve's honor. PPOA was honored to contribute to that effort and join the LASD family, including Steve's daughter and widow, at the ceremony to pay tribute to the fallen deputy's service and sacrifice. PPOA





How Much Insurance Should I Have on Myself?

By Eddie Holmes, PPOA Insurance Agency Manager

At the beginning of each year, we typically take a stab at making New Year's resolutions. Many of these relate to being more responsible in some aspect of life. Some are straightforward, while others are more nuanced. Let's take insurance. Most people want to manage the risk their family faces. In some instances, such as auto, health and business liability, the government mandates insurance coverage. Other insurances are required in order to purchase a house or other assets.

However, some of the most important insurances to a family's well-being aren't mandatory, and yet almost every family should have them. The two types of insurance we should all have are *life insurance* and *disability insurance*. Life insurance is important for most families because the death of a wage earner is catastrophic. The same is true if the main wage earner becomes disabled and can't work to support the family.

How much life insurance should a person have on themselves? The short answer is that a person should have the amount they can easily afford the premium for. I say this because a person may have a lot of debt and other financial concerns, so they need to have the insurance, but their cash flow is such that they can't afford to pay the premiums for the insurance. Each individual needs to prioritize their family's specific needs. Do you have a lot of debt, including a mortgage? Maybe that is the amount of insurance you will need to have on yourself. At least your family will have a roof over their head and no credit card bills to pay. Or maybe you are renting right now and want to purchase enough life insurance so your family can buy a house should you die prematurely.

How much disability insurance should you have? How much is your debt service? How much sick and vacation time do you have saved? How much money do you have in your savings account? Does your spouse's income pay 50 percent of your debt service? There are many things to take into consideration when you are discussing this type of insurance. PPOA Insurance Agency offers disability insurance that has a zero-day wait for accident and a 14-day wait for sickness. We have plans that will provide income for 12 years or two years.

As you can see, while these two types of insurance are necessary, there is no one "rule of thumb" that applies to everyone. That is why it is important for you to discuss your concerns with us. We will be able to design a plan to work for your family *and* your budget. These insurance plans are available with the convenience of PPOA payroll deduction.

Feel free to call your PPOA Insurance team for a no-obligation consultation at (800) 747-PPOA. PPOA

BAKER TO VEGAS Weekend

POLICE AND FIRE APPRECIATION
March 21st - 25th 2019
6 EVENTS - 1 PRICE
All Access Wristband, VIP entry

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| WET REPUBLIC FRIDAY 3/22 11am-6pm | Hakkasan FRIDAY 3/22 10pm-4am | LIQUID SATURDAY 3/23 11am-6pm | OMNIA SATURDAY 3/23 10pm-4am | WET REPUBLIC SUNDAY 3/24 11am-6pm |
|--|--|--|---|--|

PORTIONS OF THE PROCEEDS TO BENEFIT THE LASD GRIZZLIES FOOTBALL TEAM 2019 SEASON.
ALL AGENCIES ARE INVITED

THE AFTER RACE PARTY
SUNDAY MARCH 24, 2019
10pm-4am

MARQUEE
THE ORIGINAL AND STILL #1 PRIVATE PARTY EVERY YEAR!

FOR TICKETS/TABLES TEAM RESERVATIONS
CALL DEP FURTSCH 714-334-3677 OR SGT. HANAMAIKAI 626-826-4460

DISCLAIMER: THE EVENTS ARE NOT ASSOCIATED WITH LAPRAAC

NOTICE

The PPOA Insurance Agency recently terminated its relationship with **CRC Swett, Mike Slade** and their agents/enrollers. We do not believe they met the high standards of service our members are used to receiving from PPOA. PPOA values its reputation and demands that all vendors who sell under the PPOA name do so with integrity, keeping our members' needs as their primary goal. This will not affect any insurance purchased through CRC Swett (i.e., Transamerica or Combined Insurance products) on behalf of the PPOA Insurance Agency. Employees should check pay stubs to ensure that their insurance purchased through the PPOA Insurance Agency is still deducted through PPOA.

If you have any questions or problems with insurance purchased through PPOA, please contact PPOA President Brian Moriguchi at bmoriguchi@ppoa.com or (323) 261-3010.

Retiree Events

Nevada & California Retired Law Enforcement Officers Luncheon

February 25 at
Taildragger Café, Minden, 11:30 a.m.
Info: akunihiro3@gmail.com

Retired Marshals Luncheon

March 6 at Katella Bakery, Los Alamitos

Colorado Retirees Luncheon

March 13 at Duke's Steakhouse, Castle Pines, 12:30 p.m.
Info: spankytap@comcast.net

Retired Marshals Luncheon

April 3 at Villa Tepeyac, West Covina

Annual LASD Retiree Roundup

April 7–10 at
Riverside Resort, Laughlin, NV
Info: www.lasdretired.org

Retired Female Deputies Social Club Luncheon

May 4 at The "M" Resort, Las Vegas, 11:15 a.m. (plus May 3 cocktail party at Young residence)
Info: payoung9@aol.com or (702) 260-7143

Retired L.A. Deputy Sheriffs in Texas Annual Luncheon

May 18 at Domen residence, Lakeway, TX
Info: CAExpatriate@fladst.org

Colorado LASD/LAPD Retirees Summer Reunion

September 14 in Colorado Springs
Details TBA

16th Annual PPOA Retiree Luncheon

November 7 at Sheraton Fairplex, Pomona
Free for retired PPOA members
NEW for 2019: special tribute to military veterans

LASD Retirees of Ventura Co.

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

Lakewood Station ROMEO Lunches

Second Mondays at different locations. 11 a.m. Email Ed Dahlstrom for location list: edjaws67@yahoo.com

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.
January 25 at Mitch's on El Paseo, Palm Desert
Info: dhagthrop@gmail.com

PPOA Proud to Support Devil Pups Youth Program for America

The L.A. County Sheriff's Department will again be able to send exemplary boys and girls who are 14 to 17 years of age to a 10-day citizenship/leadership program at Camp Pendleton Marine Corps Base this summer. We hope our young people will be prepared physically and academically for the testing and the camp. Good grades are a necessity.

This program normally runs at the same time summer school is in session. If your child needs to attend summer school to graduate, attending this camp will be a conflict.

As part of the Devil Pups good citizenship training, boys and girls will learn the importance of the virtues of honor, courage and commitment.

- **Honor:** to be respectful to your family, country and each other
- **Courage:** to set and pursue personal goals
- **Commitment:** a promise of resolve to recognize the value of completing your education

The U.S. Marine Corps was given the name "Devil Dogs" in World War I by enemy troops due to the Marines' accomplishments on the battlefield and "never give up" spirit. The Devil Pups name is derived from the Marine Corps history. The camp has been in existence since 1954. The Sheriff's Department has been able to send exemplary boys and girls to this citizenship/leadership program because of generous support from:

- Los Angeles County PPOA
- Association for Los Angeles Deputy Sheriffs
- Sheriff's Boxing Team
- POPA Federal Credit Union
- Sheriffs' Relief Association
- First City Federal Credit Union

The orientation and physical qualifications testing will be conducted on Sunday, April 28, from 0800 to 1300 hours at Biscailuz Center. Orientation will take place in the gym and will answer many of the commonly asked questions. All interested applicants will take a physical agility test, including sit-ups, push-ups, pull-ups and a one-mile run. Participants should eat at least one hour prior to arriving. Gym clothes, running shoes and bottled water are required.

Boys and girls must be in good health and physically able to participate in the strenuous physical requirement of the camp. Asthma or other respiratory illnesses will preclude participation in this camp.

Participants must be accompanied by a parent or guardian at the orientation. Sponsors should also attend if they are sponsoring a close friend. It is important that parents, guardians and sponsors be present on April 28 to see firsthand what is involved.

It is not necessary to schedule boys and girls prior to this testing date,



Photo by Lance Cpl. Trevon S. Peracca

but please plan to arrive early for the testing.

The program continues to be free to youth sponsored by Department members. LASD personnel are encouraged to sponsor relatives and close friends. Due to very limited allotments, we will not be able to select boys and girls who are not sponsored by a relative or close friend on the Department. All LASD personnel (professional staff, sworn, retired) may be sponsors.

If you have questions, the following individuals have firsthand experience with the actual strenuous physical requirement. Please feel free to contact any of them:

- Tom Vetter, (949) 456-0908
- Chuck Norris (retired), (818) 381-7649
- Patty Norris, (818) 381-7698
- Michelle Emeneger, (323) 307-8603
- Andy Thompson, (213) 229-3140
- Dean Gialamas, (562) 345-4301
- Joe Walker, (626) 975-3724
- Al Fraijo, (562) 522-5309
- Dorothy Howard, (909) 518-0805
- Eddie Rivero, (951) 215-9719
- John Rueff, (562) 217-1280
- Jodi Wiles, (714) 497-5079
- John Wolak, (909) 263-3068
- Terence Johnson, (951) 533-4494
- Roberto Causey, (909) 595-2264
- Kenneth Fitch, (909) 964-6156
- Byron Woods, (562) 860-0044
- John Cook, (323) 881-7800
- Lisa Norris, (818) 398-1738
- Delwin Lampkin, (323) 229-6064
- Mike Schaap, (562) 686-8141
- Paulette Cain, (323) 264-4151
- Reggie Ducree, (323) 241-5311
- Rich Marascola, (213) 974-4564
- Bob Wiard, (626) 622-8671
- Paul Hardy, (818) 522-2786 PPOA

MARK YOUR CALENDARS

- Testing:** Sunday, April 28, 0800–1300 hours
- Location:** Biscailuz Regional Training Center
1060 N. Eastern Ave., Los Angeles 90063
- Camp dates:** (1st increment) July 11–20
(2nd increment) July 25 – August 3



**** IMPORTANT TAX INFORMATION ****

**California's Professional Peace Officers
WE TAKE CARE OF OUR OWN
Always Have. Always Will.**

The beautiful bronze and granite California Peace Officers' Memorial located on State Capitol grounds in Sacramento contains the names of more than 1,500 courageous peace officers who have laid down their lives in the line of duty protecting and serving their fellow Californians. Tragically, every year more names are added.

You can help the CPOMF in our mission to underwrite the annual California Peace Officers' Memorial Ceremony, maintain the memorial monument, subsidize survivor support groups, and support the families of our fallen heroes through our educational grant and financial assistance programs.

California law allows taxpayers to make voluntary tax-free contributions on their personal state income tax returns to the "California Peace Officers' Memorial Foundation Fund." Simply indicate the amount to be donated where instructed on the tax return form. Importantly, the law requires that all contributions be used to maintain the California Peace Officers' Memorial and for activities in support of the surviving families of our brave men and women peace officers who have made the ultimate sacrifice. We urge the more than 100,000 peace officers serving California to help us

Take Care of Our Own.

California Resident Income Tax Return 2018

FORM
540

| | | |
|---|------|----|
| California Peace Officer Memorial Foundation Fund..... | *408 | 00 |
| 110 Add code 400 through code 419. This is your total contribution..... | *110 | 00 |

California Peace Officer Memorial Foundation Fund..... \$10.00

CALIFORNIA PEACE OFFICERS' MEMORIAL CEREMONIES – MAY 5 & 6, 2019

*CPOMF is a 501(c)(3) non-profit charitable organization, Federal Tax ID #95-4350983
For more information please visit our website at www.camemorial.org*

2018 CALIFORNIA LINE-OF-DUTY DEATHS

The following fallen officers will be honored during the California Peace Officers' Memorial ceremony at the State Capitol on May 6, 2019.

Deputy Steven Belanger
L.A. County
Sheriff's Department
EOW: February 6, 2018

Officer Kirk Griess
California Highway Patrol
EOW: August 10, 2018

Deputy Tony Hinostroza III
Stanislaus County
Sheriff's Department
EOW: November 25, 2018

Officer Gregory Casillas
Pomona Police Department
EOW: March 9, 2018

Deputy Mark Stasyuk
Sacramento County
Sheriff's Department
EOW: September 17, 2018

Corporal Ronil Singh
Newman Police Department
EOW: December 26, 2018

Deputy Ryan Zirkle
Marin County Sheriff's Office
EOW: March 15, 2018

Sergeant Ronald Helus
Ventura County Sheriff's Office
EOW: November 8, 2018

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.

February 27:

Retirement Planning Workshop
Free for PPOA members
See page 20

March 2:

LASD Grizzlies Football vs. LAPD
Location TBD
Info: lagrizzlies.com

March 27:

Retirement Planning Workshop
Free for PPOA members
See page 20

March 31:

7th Annual Heroes Ride
Hosted by PPOA/Star & Shield Foundation
See page 10

April 6:

Retirement Celebration for Lt. Glen Brandon, Sgt. Robert Benning, Sgt. Kyle Bistline, Sgt. Ramon Ulloa and Dep. Henry Corral
Jack Bones Equestrian Center, Castaic, 1 p.m.
Info/tickets: Deputy Wolfe, (661) 272-2520

April 25:

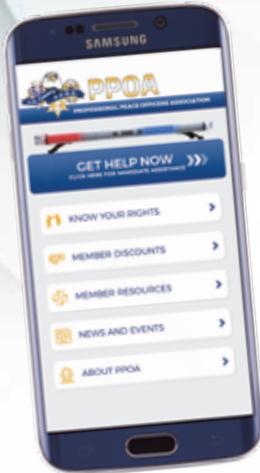
Retirement Celebration for Captain Vicki Stuckey
The Centre at Sycamore, Lakewood; details TBA

April 28:

Devil Pups Testing, sponsored by PPOA
See page 24

May 17:

Deadline to apply for PPOA college scholarships
See page 15



STAY CONNECTED with PPOA 24/7

Download the app today!



SUPPORT OUR FALLEN OFFICERS GET YOUR SPECIALTY LICENSE PLATE!



www.DriveToRemember.org

The **California Peace Officers' Memorial Foundation (CPOMF)** is proud to announce The California Peace Officers Specialty License Plate. Our specialty plate in conjunction with the California Department of Motor Vehicles helps support the CPOMF mission of honoring California's peace officers who gave their lives 'In The Line of Duty' and providing support to the family members left behind.

1

SIGN UP!

Join our pre-sale list to let us know you are in and support honoring our fallen heroes.
Sign-up online at www.DriveToRemember.org

2

TELL YOUR FRIENDS!

Tell your friends! Help us get the word out by sharing this news on social media and email.

3

RECEIVE YOUR PLATE!

Once the production is approved, we will email you a link to purchase your specialty license plate.

That's it!

Together we are supporting the families of our Fallen Heroes. Please help us to ensure we can honor our Fallen Officers with a specialty plate by joining our list today!



PPOA Classifieds

COLT COLLECTORS

Colt .32 semiauto "Pocket Pistol," John Browning design, low serial number — before 1924. Gun is worth 40% more for low serial number. Original grips, very good condition. \$700, or trade for 9 mm Glock or Beretta. Call John, (562) 400-7412. (1018)

BELLFLOWER HOME FOR RENT

3BR/2BA. Huge yard, 2-car garage. New windows, central air & exterior. Stove & fridge included. Cul-de-sac. \$2500 mo. + deposit. LASD family preferred. Contact (562) 920-3330. (0119)

POOL TABLE FOR SALE

Golden West brand, American-made. 7-foot bar size. Dark oak, burgundy felt. Best table on the market. Near-new table and accessories cost me about \$4,000. Text is best: (714) 337-3121. (0119)

ROSE HILLS MEMORIAL PARK

Rarely available "Gardens of Memories" area. Priced at \$6,000. Call during the day at (714) 865-0184. (1018)

NORWALK HOME FOR RENT

3BR/1BA house (1,000 sq ft) with a big backyard located on quiet street in Norwalk. Very close to 91, 605 and 5 freeways. \$2,800 mo. + deposit. Will be available by summer 2019. Call/text: (562) 761-6655 (0119)

SEA-DOO FOR SALE

2007 Speedster w/twin Rotax 1503 4-tec-4-stroke engines. Great cond., used in fresh water only. Blue on white paint w/wake tower & Karavan trailer. \$16,500 OBO. Call (310) 480-7939. (0218)

SAVAGE RIFLE FOR SALE

Savage Model 111 Long Range Hunter .300 Win Mag. 26" barrel w/ muzzle break. \$550. Call (818) 426-2453. (0518)

2004 WINNEBAGO FOR SALE

Sightseer 30B. 17,500 miles, excellent condition inside & out. \$30K. Call Martin, (562) 699-8081. (0818)

1972 SLEEKRAFT 19' JET BOAT

Less than five hours on rebuilt engine. Totally restored inside and out. Orange/white custom paint. Excellent condition. \$6,500. Call Ed, (213) 359-5411. (0418)

2012 YAMAHA V STAR 950

Practically new. Only 605 miles! Kept in garage, covered. Excellent condition. One original/responsible owner. Pink slip in hand. \$5,000 OBO. Call/text Jesse, (562) 536-8542. (1118)

2008 JEEP LIBERTY

Runs great, V6, automatic, 76K miles, clean title. Asking \$8,600. Please text for faster response. (562) 761-6655. (1018)

COLT DIAMONDBACK

.38 cal, 4" barrel, 6-shot revolver. Produced in 1969. Excellent condition. Original grips. One pancake holster with design imprinted. Rick at (562) 201-1661, retlrtc@aol.com to request pix. A fair price at \$1K. Colt Blue Book quotes value at \$800-\$1,500, depending on condition. (0119)

COLT HANDGUN FOR SALE

1911 Sub-compact Colt 9mm handgun for sale. \$800 OBO. (661) 993-2156 for further information. (0219)

2007 ROADTREK 210 POPULAR FOR SALE

21' Class B RV. Power sofa converts to king-size bed. Bathroom w/shower. 3-way fridge. Microwave/convection oven. LOADED, in excellent condition. \$58,995. Contact Hal: (213) 248-1949. (0219)

PPOA classified ads are free and available only to PPOA members (one per month, 25 words max). Private party only, no business ads allowed. Send your ad to: *Star & Shield* Editor, 188 E. Arrow Highway, San Dimas, CA 91773 or email to gtorres@ppoa.com.

New submissions are added on a first-come, first-served basis each issue. Please send within first week of each month to ensure timely inclusion. Sellers are encouraged to list price of each item listed. No work numbers or County email addresses may be used in ads. Submissions must be made in writing, not over the phone. Ads run for 3 months. PPOA is not responsible for any claims made in a classified ad.

MEMBERS CAN WIN!

IT PAYS TO READ **Star & Shield**

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 February 28, 2019, at 11:59 p.m. PST.

This month's hidden word is: Gall
Brazenly insolent behavior

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



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