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**Wednesday,  
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The Board of Directors meets on the second Wednesday of each month in the PPOA offices at 10 a.m.

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 Los Angeles County Federation of Labor  
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 Marine Engineers' Beneficial Association, AFL-CIO  
 National Conference of Public Employee Retirement Systems  
 Public Employees Staff Organization (PESO)  
 Southern California Alliance of Law Enforcement (SCALE)

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## PPOA ON THE WEB



For updates, resources and information, check out [PPOA.com](http://PPOA.com).

### FACEBOOK

**July 18:** Throwing it back 20 years with this photo from *Star & Shield* magazine.



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## Learning Curve

**W**hew! This place is busy! Who knew? Oh yeah, I was warned! Offers of congratulations were often tempered with condolences. Haha!

So the first month is behind me, and I have learned so much, knowing well in advance that there is more education to come. First and foremost on the learning curve is the art of relationships and collaboration. The first major challenge to the new PPOA administration was the potential loss of health care options to 775 PPOA members. While I had in my mind to be open and receptive to renewing former relationships and creating new ones, the looming July 31, 2019, deadline related to this potential disaster forced me to expedite my plans. As a result, introductions and meetings with County executives and other union leadership, as well as settling prior differences with ALADS, were all put on an accelerated timeline. *Thankfully*, as a result of tremendous efforts and collaboration on the part of all parties, PPOA was able to rejoin the Coalition of County Unions (CCU) and avert any harm coming to our members. Additionally, a big thank you to the leadership of ALADS for their help and guidance in our research and readmittance into the CCU. This represents a new collaborative relationship.

Communication and relationships are also being offered to the



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Sheriff's Department management team. In my first six weeks, we have met with Employee Relations at least five times, had meetings with three assistant sheriffs and the Undersheriff and, most recently, had a sit-down with ALADS and Sheriff Alex Villanueva. Alex took the time to meet with us for just under an hour, during which he outlined his vision and discussed current issues and concerns. While both have minor and significant differences of perspective, PPOA will continue to move forward in a cautiously optimistic manner as we hold the Department accountable for its decision-making processes and continue our mission of protecting PPOA members and their rights.

One of the more significant issues of urgency is the pending Sergeant's Examination, which the Sheriff's

Department would like to expedite. This particular concern is of tremendous importance to PPOA and Department members, as it represents the foundation upon which the entire promotional process for future ranks will be built. PPOA has been meeting with Department representatives weekly to discuss our concerns as they relate to new minimum qualifications for eligibility of candidates to participate in the examination process. We continue to voice our objections to minimum qualifications, which in our opinion are restrictive

of the current employee candidate pool, either through experience or protected class. As the Department wishes to implement change, PPOA continues to argue that change must occur through not only a proper process, but also a timely one, suggesting effective dates in the future for these changes that would allow for employees to attain the minimum requirements proposed.

Additionally, even though PPOA continues to provide resources to Sheriff's Department executives while maintaining a collaborative demeanor, there are many issues that have yet to be resolved or even addressed. While issues and concerns will always be fluid in priority, the lack of participation from the Department at this point is disheartening. When will custody lieutenants be able to get out from under the "five-year" sentence currently imposed? How can we get more station jailers out to the field to assist with the numerous responsibilities placed on them while still addressing officer safety? Will CCWs



On July 24, PPOA President Tab Rhodes met with sergeants and lieutenants at Pitchess Detention Center to discuss issues affecting PPOA members.

→ continued on page 16

# Labor Day Belongs to Workers

**O**n **Wednesday, August 28**, PPOA will host our 19th Annual Pre-Labor Day BBQ for all PPOA members and their significant others. The event will be held from 10 a.m. to 2 p.m. at the Biscailuz Training Academy's "grinder" area. A tastefully grilled lunch with all the fixings will be served under the big top and at no cost to PPOA members. Please come out to not only enjoy a delicious meal but also giveaways and hourly drawing prizes, as well as the opportunity to visit the many PPOA vendors who will have plenty of their own swag! (See page 22 for more details.)

This annual PPOA tradition for almost two decades is a critically important reminder that since 1894 the nationwide holiday celebrated on the first Monday in September is *Labor Day*. The holiday is a yearly tribute to the invaluable contributions that *workers* have made to the strength, prosperity and economic security of our country, counties, cities and communities. To the men and women of PPOA, this day belongs to you and your families as you continue the noble quest of working hard to attain and keep the American Dream — the cornerstone of the labor movement — alive. Thank you for never forgetting the significance of your collective support and activism by being a member of PPOA.

Union membership matters and is critically important at the contract bargaining table and at the fringe benefits bargaining table. The contract table, which is exclusively negotiated by respective PPOA Bargaining Unit Negotiation Teams, bargains with the County of Los Angeles for wages, hours and working conditions that are codified in memorandums of understanding for PPOA Bargaining Units 612, 614, 621, 631 and 632. Last year, PPOA negotiated and ratified three-year contracts (2018–2021) for all five of our certified bargaining units.

## PPOA AND THE COALITION OF COUNTY UNIONS

The fringe table that directly impacts PPOA members is exclusively negotiated by the Coalition of County Unions (CCU), which bargains with the County of Los Angeles for benefits that include the County's financial contribution to the Choices plan (medical, dental, etc.), the County's match to the Horizons plan, paid time off, vacation pay, retirement and many other matters. The CCU consists of 10 labor unions that are certified to represent employees of the County, affiliated with the Los Angeles County Federation of Labor, AFL-CIO, and signatories to the Fringe Benefit Memorandum of Understanding between the CCU and the County of Los Angeles.

In 1986, PPOA — which at the time was affiliated with the International Union of Police Associations (IUPA), AFL-CIO — joined the CCU and sat at the fringe table with other CCU union



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members. PPOA paid a monthly affiliation fee for each full service member to IUPA, which paid on behalf of PPOA the per capita tax of the National AFL-CIO and the Los Angeles County Federation of Labor, AFL-CIO. Unfortunately, in May 2005, PPOA's fraternal relationship with the IUPA ended and PPOA no longer was affiliated with an AFL-CIO union, which meant PPOA did not meet the requirements to remain a CCU member. Even though PPOA was no longer at the CCU fringe table, PPOA continued to receive the *exact* same benefits that were negotiated by the CCU with the County of Los Angeles. All PPOA-certified bargaining unit members retained their ability to choose their Choices-sponsored health care plans as well as their County-sponsored health care plans and received the identical benefits that the CCU union members received from 2005 until 2019.

PPOA believed the three-year (2018–2021) CCU Fringe Benefit Memorandum of Understanding that was adopted by the County of Los Angeles on June 18, 2019, would follow the past 14 years of PPOA members receiving the *exact* same fringe table benefits that were negotiated by the CCU. However, on June 26, more than 775 PPOA bargaining unit members who were health care participants in the CCU-sponsored Choices California Association of Professional Employees (CAPE)/Blue Shield Point of Service Plan began receiving letters of notice that they would potentially lose the ability to renew this plan for 2020 in the next 30 days due to new *eligibility requirements* for non-CCU member organizations. This time-critical potential harm to 775 PPOA members, as well as the future potential risk to PPOA members' access to other CCU-sponsored Choices health care plans and benefits, required PPOA to quickly and efficiently identify available options.

PPOA leadership and staff immediately began outreach to the CCU, CAPE, private insurance brokers and the County of Los Angeles. As a result of many efforts and numerous meetings, the PPOA Board of Directors was presented with potential solutions on Tuesday, July 23. The Board decided unanimously that rejoining the CCU was the best decision to protect our members and ensure new opportunities in the future. On Friday, July 26, PPOA fraternally affiliated with the Marine Engineers' Beneficial Association (MEBA), AFL-CIO. This affiliation allows PPOA to once again join the 30,000-member CCU ([www.coalitionofcountyunions.com](http://www.coalitionofcountyunions.com)) that is affiliated with the 800,000-member Los Angeles County Federation of Labor, AFL-CIO. We are pleased that PPOA will have a seat at the fringe benefits bargaining table and look forward to working collaboratively with our fellow CCU unions to protect and enhance benefits for all our Los Angeles County CCU workers. ♥

## SB 310: More Fun and Games for California's Convicted Felons

**C**an the California Legislature get any crazier with the laws they are coming up with? In my opinion, the answer is yes! Let me tell you about Senate Bill 310. The bill, authored by state Senator Nancy Skinner, would lift the ban on convicted felons serving on a jury.

Skinner believes that since ex-felons have the right to vote — a right reinstated by the Legislature and former Governor Jerry Brown in 2016 — they should also be allowed to serve on juries. Skinner further justified the bill by citing that excluding convicted felons from jury service has a disproportionate impact on African Americans. She added that current law bans as many as 30% of black men in California from serving on juries. Skinner's logic is that this is somehow keeping African Americans who have to stand trial for a crime from their constitutional right to an impartial jury. She also said allowing felons to serve on a jury is more representative of a cross-section of society and "a jury of our peers." At a recent committee hearing, Skinner continued representing her skewed perspective, stating this was somehow a civil rights issue.

OK, so let me respond to this social justice warrior's thinking. Among the historical justifications going back to the founding of the country justifying excluding felons from jury service is the belief that these individuals *lack character and harbor inherent bias*. As you know, peace officers are not allowed to serve on juries because of the possibility of bias, even unconscious bias (yes, unconscious bias, an online class County employees must take on The Learning Net). Even professional staff and family of law enforcement members are rarely picked for criminal juries.

How can someone who's served time be considered free of bias? Are we really going to have a guy wearing an ankle bracelet



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sitting in a jury box? Additionally, similar to the reinstatement of voting to ex-felons, should the right to participate in a jury and the ability to make decisions affecting society be afforded to those who have obviously made poor decisions at major junctures in their lives? I think not.

This bill also makes no distinction between violent and nonviolent offenders, and even allows convicted felons who are still on probation or parole to serve.

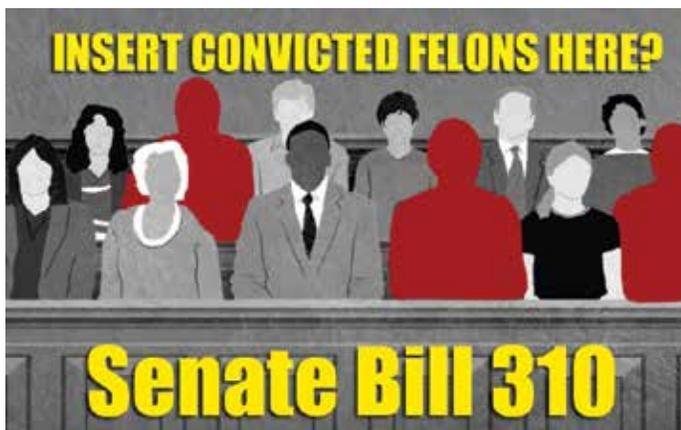
California law already makes it illegal to exclude potential jurors on the basis of race, national origin or gender. Felonies are serious business, especially violent felonies. The public and, more importantly, the *victims* deserve a jury who will evaluate evidence with as few biases as possible and vote accordingly.

**SB 310 IS NOT ABOUT EXPANDING CIVIL RIGHTS FOR PERSECUTED MINORITIES. IT'S ABOUT STACKING THE DECK AGAINST PROSECUTORS BY MAKING IT IMPOSSIBLE TO WIN CRIMINAL CONVICTIONS.**

The current "everyone makes mistakes" feeling within our Legislature has made it clear that it wants to let as many people out of custody as possible. The problem with this is that it is a "feeling," an emotional response to issues that require thought, logic and analysis of long-term, possibly unintended, consequences. They started with the early release of inmates through AB 109, then filled parole boards with felon-friendly commissioners, then moved on to decriminalizing a bundle of felonies and drug offenses with Props 47 and 57 and, most recently, restored felons' right to vote.

Make no mistake, SB 310 is not about expanding civil rights for persecuted minorities. It's about stacking the deck against prosecutors by making it impossible to win criminal convictions. Somehow, fewer people in California's jails and prisons are supposed to make us as a society "feel" better. Let's see how everyone "feels" when violent offenders start knocking at their doors and those of their loved ones.

If this bill is signed into law, it will be a travesty of justice. Until next time, stay safe, my friends. ♥



# Shining Much-Needed Spotlight on Custody Assistant Classification

**O**n June 14, the Centennial Custody Assistant Class graduated. That is 100 classes over roughly a 30-year span. There's a saying, "The more things change, the more they stay the same." At times, it seems that should be the custody assignment mantra.

Over those 30 years, the change has been apparent to those who work the position and to those who supervise the position, yet not to the Department that created it or the County that finances it.

Recent discussions with the Department have focused a spotlight on the item, and I believe it's brighter now than ever. In recent months, I have spoken about our station jailers and the positions in custody, but that does not exclude those of you who work courts as well.

You have been included in talks of workload, expectations, risk and liability. It is all encompassing of the C/A position.

We recently met with Employee Relations and the Audit and Accountability Bureau. PPOA was informed in detail of the upcoming review of the C/A position and assured of the thoroughness with which the process will be carried out. Recent meetings have resulted in the transfer list being available for viewing, and working with the Department on increasing station jailer staffing. We have discussed how, for the last five years, the Department has asked for additional jailer items, yet the Board of Supervisors has inexplicably denied the funding. But plans are in place to finally take a hard, in-depth look at why we have been continually beating this drum.



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With that, there is still much to be accomplished. Some of it is just basic in regards to our duties:

- Taser training in custody
- Gas masks as standard-issued equipment
- CCWs — still working to reach an amicable agreement between the Department and PPOA
- Working to equip PPOA delegates with the tools to quell minor issues in-house
- Mounting PPOA bulletin boards at units countywide with the most recent and pertinent information regarding your union membership
- Continuing facility visits on varying shifts to address your questions and hear your concerns

I also encourage you to download the

PPOA mobile app. In this age of business and information running through our phones, PPOA is no different. Access to information, representation and all of the benefits offered to our members is available through the PPOA app.

Although there have been changes in executive leadership within PPOA and the Department, the mission remains the same in order to help the custody assistant position move forward:

- Recognize the contributions to the Department made by our classification.
- Improve our foundation.
- Build upon the issues brought before the Department.
- Remove the stigma that "One Badge, Unlimited Possibilities" only applies if that badge is a star and not a shield.

Take care. Be safe. 🛡️



## PPOA Committees and Staff

### ★ 2019 STANDING COMMITTEES

<b>Associations</b> › Chairman Moriguchi	<b>612 Negotiations</b> › Chairman Moriguchi
<b>Delegates</b> › Chairman Blankenship	<b>614 Negotiations</b> › Chairman Lee
<b>Finance</b> › Chairman Maldonado	<b>621 Negotiations</b> › Chairman Blankenship
<b>Insurance</b> › Chairman Lee	<b>631 Negotiations</b> › Chairwoman Kato
<b>Legislative</b> › Chairman Reddy	<b>632 Negotiations</b> › Chairwoman Kato
<b>Membership</b> › Chairwoman Clouch	<b>Retiree Liaison</b> › Chairman Schallert

### ★ STAFF MEMBERS

<b>Wayne Quint</b> Executive Director	<b>Teresa M. O'Neil</b> Labor Representative	<b>Greg Torres</b> Public Relations Coordinator
<b>Noel Cabrera</b> Media Specialist	<b>Violet Perez</b> Administrative Assistant	<b>Maricela Villegas</b> Executive Administrative Assistant
<b>Clare Franco</b> Administrative Assistant	<b>Art Reddy</b> Legislative Consultant	<b>Venise Wallace</b> Sr. Labor Representative
<b>Norma Gomez</b> Administrative Assistant	<b>Shannon Schreck</b> Receptionist	
<b>John Lovell</b> Legislative Representative	<b>Kevin F. Thompson</b> Intake Representative	

# LASD Security Personnel Benefit From Power in Numbers

**P**POA Board members convened a special meeting in late July to discuss membership in the Coalition of County Unions (CCU). Following months of research and deliberation, the Board made the decision to join the Coalition and is confident that PPOA members will benefit from the strength of numbers that comes with CCU membership. The CCU represents more than 30,000 men and women employed by the County of Los Angeles and negotiates for your fringe benefits collectively with no less than 10 CCU affiliate unions. We look forward to working with the CCU to protect and enhance benefits for PPOA members.

How does this affect sheriff's security officers and security assistants? In a number of ways. First, our new CCU membership is what the union philosophy is all about: the actions of a large group of employees will always have greater impact on an employer than the actions of an individual. Coalition membership brings added strength to PPOA in terms of negotiations, resources, benefits and more. Another important development has to do with the CAPE/Blue Shield medical plan. During recent fringe benefits negotiations, the CCU decided that only dues-paying CCU union members would be able to participate in the CAPE/Blue Shield plans. Fortunately, our new status as a CCU member means PPOA members can continue to enjoy CAPE/Blue Shield coverage without issue. For more



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information about the CCU, please visit [www.coalitionofcountyunions.com](http://www.coalitionofcountyunions.com).

## SECURITY ASSISTANTS: RUMOR HAS IT...

Anyone who has worked on this Department long enough knows that rumors

**COALITION MEMBERSHIP BRINGS ADDED STRENGTH TO PPOA IN TERMS OF NEGOTIATIONS, RESOURCES, BENEFITS AND MORE.**

can and will run wild. For the past year or so, I've heard multiple people mention that the Department was phasing out the security assistant classification. I don't know if there is any validity to that, but I spent an afternoon with 20 brand new security assistants at their orientation the week that I was writing this article. Obviously, the Department still sees value in the work performed by our dedicated SAs. I do too, and I look forward to watching this current class of SAs graduate later this month.

## SECURITY OFFICERS GOING ABOVE AND BEYOND

Last but not least, I want to acknowledge sheriff's security personnel at Downey Court for raising more than \$700 for the March of Dimes "March for Babies" campaign (see photo). Their ambition is a good example of the work that goes above and beyond their normal duties, and I applaud all of you who go the extra mile to help those in need. I just wish the public knew more about this side of law enforcement — which is why I'm happy to share news like this. If you have information about PPOA members doing excellent work, please let me know. ♥



# Rookie Retiree Seeks Input From Salty, Well-Seasoned Retirees

**T**his month, I received a couple of my first emails from retirees, and I would like to say *thank you* for reaching out. I look forward to meeting more of you as time progresses.

I recently had surgery (my last of many, I hope), and I look forward to soon attending some luncheons and functions in order to develop an agenda of what you, the retirees, want PPOA to focus on. I admit it is hard to change hats in some areas. I see or hear things the “active” members are dealing with and it makes me cringe and instinctively pick up my pencil to jot down notes for my next article. But I have to stop and remind myself, “That’s not my thing now.”

So, what is my thing now? Well, fellow retirees, please work with me on this. I am new to this game. I get the daily emails from Moon Mullen (a fantastic retired deputy appreciated by so many of his peers!), so I see some of the issues, but not all of them. I am asking retirees to reach out to me with the issues they think PPOA should focus on. What issues do you have? Medical insurance is key and is being looked into. Social Security windfall is another. What other topics should PPOA



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address? It can be anything that comes to mind, including, I dunno, root beer drinking fountains.

Over the next several months, I look forward to meeting many of you and sharing stories and ideas. I know this is a short

**I AM ASKING RETIREES TO REACH OUT TO ME WITH THE ISSUES THEY THINK PPOA SHOULD FOCUS ON.**

article, but I am trying to keep focused, and as many of you know from my past writings, sometimes I cover many topics in one article. You can get ahold of me by emailing me at [jschallert@ppoa.com](mailto:jschallert@ppoa.com) or by calling PPOA at (800) 747-PPOA.

I want to close by saying, so far, even with medical procedures, retirement is pretty cool. Let’s see how we, together, can make it even better! ♥

## SUPPORT YOUR FOUNDATION

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Go to [www.ppoa.com](http://www.ppoa.com) and click on the Amazon Smile link to help the Star & Shield Foundation make an even bigger difference.



## 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

(July 2019 issue — the hidden word appeared on page 6)

- Guy Cloutman, Retired
- Sheila Dowling, Custody Assistant
- Darlene Prado, Custody Assistant

## It's Simply Not Right

**I** am honored to be appointed to the PPOA Board of Directors. For the last few years, I have served as a delegate for PPOA and regularly represented us with the Fraternal Order of Police (FOP) locally and at the state level, as well as nationally. One of my mentors in school, Rick Culley, Ph.D., once told me, "Change occurs when the pain of staying the same outweighs the pain of change." For me, that time is now.

As with any regime change, this new Department administration has brought with it both positives and negatives. Morale is often anecdotally said to have improved, but for whom and at what cost? Deputies at the expense of all others? Maybe. Maybe not.

I've heard from many members who feel this administration has marginalized countless employees. For sworn personnel, a tone has been set that, if you don't "check the boxes," you do not have any potential for promotion in this Department. Even as I write this article, there



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County of Los Angeles, are being devalued or viewed as not fit for their positions because they don't "check the boxes." This, while people in positions we know are essential and valuable to the Department are being vacated because they don't "check the boxes."

So where does this leave us? We have members, both sergeants and lieutenants, who worked tirelessly in their careers, serving the Department, getting them to today. Some were asked, while others were "voluntold," to take assignments, often vacating a line position before reaching the new administration's professed line requirements. We have members promoted to the rank of lieutenant after promoting as a custody sergeant who were made to sign a five-year commitment contract never having gone to patrol as a sergeant and

are patrol-trained as a deputy. What happens with them? What about custody track sergeants who never went to patrol at all? Where is their path to a future that doesn't involve demotion? What about those who do "check the boxes" as lieutenants and yet were never allowed to interview for captain, but instead were given a "Dear John" letter thanking them for applying with no reason for rejection? Where is the true equal opportunity said to be out there in this new captains process?

The aforementioned is what motivated me to join the PPOA Board of Directors. *It's simply not right.* I hope that, during my time on the PPOA Board, I can be a voice for our members on today's issues. I hope the Sheriff and his administration will work together with PPOA to address these issues for the mutual benefit of our members and the Department's employees.

Lastly, one person cannot invalidate a career of service. Whether you are a tenured lieutenant, sergeant, custody assistant, security officer, law enforcement technician, crime analyst or otherwise represented by PPOA or not, we serve the people of Los Angeles County and the public trust. Remember that. I thank you for the opportunity to serve. 🇺🇸

### SERGEANTS AND LIEUTENANTS ARE BEING DEVALUED OR VIEWED AS NOT FIT FOR THEIR POSITIONS BECAUSE THEY DON'T "CHECK THE BOXES."

are three members left in Band 1 for lieutenant who were passed over and not promoted. This may be telling of a much bigger issue on the horizon.

Deputies having interest in promoting to sergeant are shying away from testing because they feel their service and experience have been discounted. Sergeants and lieutenants, having earned their rank under an agreed-upon process with the Department and

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 County email address (PPOA sends membership-wide email blasts to personal addresses only).

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](mailto:info@ppoa.com) and reference "email updates" in the subject line.

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# Q&A With Former PPOA President Brian Moriguchi

## Q: Why did you decide to get involved in PPOA?

**A:** Like so many other employees, I had a bad experience with the Department when I was a deputy. It's a long story that involves harassment, retaliation, illegal wiretapping and threats against my life, all from within the Department. I ended up suing the Department and winning my lawsuit. After I won my lawsuit, I was contacted by many employees who had similar experiences. I think that is where I developed a passion for protecting others against abuses of power by the Department and Department executives.

I wasn't really a "unionist" but I always heard good things about PPOA, so when there was an opportunity to get involved, I jumped at it. I was elected to the Board in 2006 and learned a lot about unions and PPOA specifically. I really liked what I saw and ran for president in 2008.

## Q: Why did you decide to become PPOA's president at that point in your career?

**A:** I guess the timing was right. I didn't like what I saw in the Sheriff's Department and was concerned about the direction it was headed. It was a big decision because I still had at least 10 more years to go before retirement, but I felt I could have the greatest impact as PPOA president, more than even getting promoted.

## Q: Did you accomplish your goals as PPOA president?

**A:** Yes and no. I accomplished some major ones, but there are many I did not. I wanted to hold Department executives accountable and ensure that some whom I felt were corrupt or abusive were removed from power. I also wanted to improve our communications with our members. We created a more fluid website, multiple Facebook pages, a Twitter account, email blasts and a mobile app. We still maintained our magazine as well, and we just changed



the design and format to be more useful and current.

I also wanted to improve services to our members. We created our own insurance company and a discounted online uniform store, and we are still working on a firearm and equipment store and other services.

One of the things I am most proud of is our charity, the Star & Shield Foundation. When I joined the PPOA Board, we had little to no revenue for the Foundation and it was in disarray. We created many fundraising events over the years and now we have more money in the Foundation than ever before. This is important because this allows us to help members at their lowest point, when they need financial aid or when someone is killed in the line of duty.

## Q: What didn't you get to accomplish?

**A:** Many things. I am hopeful PPOA will still get them done even after I am gone. CCWs for our non-sworn uniform personnel, training for sergeants and lieutenants, which was approved in our contract, and better hiring and promotional processes, to name just a few. But I also realize there will always be

something to work on, so I am not upset that there are things still left on the table.

## Q: What are some of the big things you will remember about your time at PPOA?

**A:** There are so many. Our fight to protect our pensions, great contracts for our members — including the first time we ever negotiated something outside of contract negotiations, the Supervisory POST Bonus — and the violent death of Sergeant Steve Owen and what we were able to do for the family. But most of the things we did were the little things that nobody will ever know about. Some individual members may know some of the things. But I always liked that PPOA worked behind the scenes, worked with management to resolve issues and was able to negotiate and find common ground before they became issues.

## Q: What are your thoughts about the state of the Sheriff's Department today?

**A:** Scary. Dysfunctional. Abusive. But if you asked me that question four years ago, I would have said the same thing. If you asked me that 10 years ago, I would have said the same thing. I have worked with four Sheriffs during my tenure as PPOA president. Each

one had the ability to be great and each one fell short, in my opinion. But they fell short for different reasons. Our current Sheriff, Alex Villanueva, had the perfect opportunity to fix things like cronyism, unfair discipline and terminations, low morale and a flawed promotional process. He has complained about these things his whole career, but now that he is in power, I don't see a desire by him to fix them. In some instances, he has made them worse. That's very disappointing. He has the same problem Jim McDonnell and Lee Baca had: The people around him aren't telling him the truth, or he is not listening to them. Both are bad and the results are the same: bad decisions.

**Q: What advice would you give Sheriff Villanueva?**

**A:** I don't think he is interested in my advice. Though if I were his confidant, I would tell him to open his perspective and recognize that there are many resources within the Department to learn from, not just his "inner circle." He is now in a position to learn, not just lead, and through that process he would become a better Sheriff. I think he has the opportunity to be a really great Sheriff if he would just listen to people who are trying to help him, not those who are trying to help themselves. He needs to have an epiphany and change his current direction. If he doesn't, he will go down as the worst Sheriff ever. Nobody wants that to happen. He doesn't even realize that the best people to help him succeed are the very ones he has shunned, fired or gotten rid of. I can remember talking with Alex years ago about the abuses in the Department and how to

fix them. We were on the same page. I don't know what changed for him, but he better make some major adjustments and think more about leading like an elected official, as a servant of the people, and less like a king or dictator.

**Q: What will you miss most after stepping down as PPOA president?**

**A:** I will miss the people. First, I will miss the outstanding staff at PPOA. What a great bunch of people. They are truly the best. With the exception of some insurance folks who treated our members badly (they have all been fired), the PPOA staff is top-notch. They are hardworking, dedicated and service-oriented. I have seen other unions in the county and up and down this state, and PPOA is among the best out there.

Second, I will miss fighting for the members. I really think that was my passion. I didn't always succeed, but I know there are many members who would otherwise have been harmed if PPOA wasn't in their corner. I was successful because I always told the truth and mediated problems. Problem-solving and negotiating was the key. I knew I could pick up the phone and call any executive to resolve issues or offer solutions to a problem.

**Q: What will you miss least?**

**A:** The haters! There are a lot of folks who only care about themselves and getting promoted. There are those who will lie, cheat and steal if it improves their lot in life. They are despicable people and the sad part is they are cops. They

post comments under anonymous names because they lack courage. They make up lies because they know they cannot be caught. I can't tell you how many times I heard I was doing something just to get promoted. For 10 years, I have heard that. The reality is I could have been promoted many times over, but I chose to stay at PPOA because that is what I wanted to do. I wanted to fight to make the biggest difference in the lives of others.

I was able to accomplish more as PPOA president than I could have accomplished as a captain, commander or chief. There is nothing wrong with promoting. I just enjoyed what I was doing at PPOA more than promoting. But these people will continue to hate, continue to make up lies about our new president, continue to spread rumors under pseudonyms and do all that they can to get ahead. Sad. I will definitely not miss these people.

**Q: Do you have any advice for Tab Rhodes, our new president?**

**A:** I have known Tab for a long time and I will advise him for many years, whether he likes it or not. But first and foremost, always do the right thing for the right reasons. It is easy to get caught up in the power and influence of the position. Just as I said about the advice I would give the Sheriff: Remember you are a servant and the members are your boss. You are not a king or dictator. Be respectful and humble and you will succeed. Fight for equality and fairness, not for what's in the best interest of yourself or your friends. These sound like commonsense things, but in my experience seeing others in similar positions, it's not so common.

I have total confidence in Tab taking over. I am also confident in the PPOA Board of Directors. I think this is a solid Board. Everyone is equal regardless of rank or classification. Nobody is afraid to speak up and voice their opinions, and everyone respects the opinions of others, even if that opinion differs from their own. That is what makes a great Board and great leaders, and that is the only way good decisions are made.

**Q: You are the longest-serving president in PPOA's 68-year history. What are your plans for the future?**

**A:** I don't really know what my plans are, but I want to stay involved with PPOA and continue to help provide service to the members. Maybe I will become a volunteer cook for their barbecue! (*Editor's Note: God help us! I like my burgers edible.*) I care deeply about PPOA and about the Sheriff's Department, District Attorney's Office and Coroner's Office, as well as the communities I have served over the years. As long as I can put my opinions on paper, I assure you the leaders of all of these groups will continue to hear from me! I have given up my position, not my passion! ♥



# New Leadership Settles in at PPOA



Carlos Marquez



Ryan Vienna

The July Board meeting marked the first official meeting with both of PPOA's newest directors: Commander Carlos Marquez and Lieutenant Ryan Vienna. Marquez was sworn in at the June meeting following his appointment to fill the seat vacated by the promotion of Chief Patrick Jordan. Vienna was sworn in at the July meeting following his appointment to fill the seat vacated by the retirement of Sergeant Jim Schallert.

Please join us in welcoming both longtime PPOA members to the Board of Directors. 🇺🇸

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# PPOA BOARD NOMINATING PETITION 2019



The following seats on PPOA's board of directors are up for election:

- |  |             |                                       |
|--|-------------|---------------------------------------|
| • <b>Three Unit 612 Representatives (LASD)</b> | Incumbents: | Tab Rhodes, Ryan Vienna*, Open Seat** |
| • <b>One Unit 612 Representative (LADA)</b>    | Incumbent:  | Rogelio Maldonado                     |
| • <b>One Unit 614 Representative (LASD)</b>    | Incumbent:  | Christopher Lee                       |
| • <b>One Unit 615 Representative (LASD)</b>    | Incumbent:  | Carlos Marquez*                       |
| • <b>One Unit 621 Representative (LASD)</b>    | Incumbent:  | Jody Clouch***                        |
| • <b>One Unit 631/632 Representative (MEC)</b> | Incumbent:  | Joyce Kato                            |
| • <b>One Retiree Representative</b>            | Incumbent:  | Jim Schallert*                        |

\* Seats held by Vienna, Marquez and Schallert are for one year only (exp. December 2020) due to recent mid-term board appointments.

\*\*Unit 612 open seat is the result of incumbent Brian Moriguchi not seeking reelection. Brian will remain on the Board until December 2019.

\*\*\* Unit 621 seat held by Clouch is open to Sheriff's Security Officers and Security Assistants only.

THIS PETITION IS PROVIDED FOR THOSE WHO WISH TO DECLARE THEIR INTENTION TO RUN FOR A BOARD SEAT:

**I am a PPOA member in good standing and request that my name be placed on the ballot:**

(name) \_\_\_\_\_ (rank) \_\_\_\_\_

(department) \_\_\_\_\_ (assignment) \_\_\_\_\_

(employee number) \_\_\_\_\_ (phone) \_\_\_\_\_

**We, the undersigned, are PPOA members in good standing and hereby nominate:**

(name) \_\_\_\_\_ (rank) \_\_\_\_\_

for the board of directors of the Los Angeles County Professional Peace Officers Association.

1. (print name) \_\_\_\_\_ (signature) \_\_\_\_\_

(rank) \_\_\_\_\_ (assignment) \_\_\_\_\_

2. (print name) \_\_\_\_\_ (signature) \_\_\_\_\_

(rank) \_\_\_\_\_ (assignment) \_\_\_\_\_

3. (print name) \_\_\_\_\_ (signature) \_\_\_\_\_

(rank) \_\_\_\_\_ (assignment) \_\_\_\_\_

*This nominating petition, along with candidate statement (500 word max.) & photo, must be received at the PPOA office between September 1st and close of business on September 15th. Elections will be held in October. Term of office: two years.*

**DELIVER/MAIL COMPLETED PETITIONS TO: PPOA BOARD ELECTION / 188 E. ARROW HWY / SAN DIMAS 91773**

ELECTION OF DIRECTORS, ARTICLE V, SECTION 1, BY-LAWS: Candidates for election to the Board of Directors shall be nominated as follows: A petition shall be filed with the Association between September 1 and the close of business on September 15, or the first Monday after September 15 when it falls on a weekend, setting forth the names of the candidates, their rank, department or group he or she represents, and the office for which they seek nomination. Such petition may be filed with respect to any position on the Board of Directors which expires in such year. The petition shall be signed by not less than three Association members of the grade or groups of grades and of the department for which the candidate seeks election and the petition must be signed by the candidate.

# Showing Appreciation to San Dimas Station Personnel

PPOA proudly grilled lunch for San Dimas Station personnel in June. We're grateful for our "neighbors" down the street and are appreciative of the work they do each and every day to keep the community safe. In fact, in the week following the barbecue, PPOA's Star & Shield Foundation donated a new treadmill to the San Dimas Station gym to help Department members stay healthy and active. The Star & Shield Foundation has teamed up with New Life Cardio to secure NordicTrack machines at deeply discounted prices. This has enabled PPOA to deliver 10 machines to units throughout the county over the last four months.

New Life Cardio will extend a special PPOA Advantage Discount to any member interested in purchasing cardio equipment for their station/unit or for personal use. For more information, contact Jason at New Life Cardio at (323) 345-7216. 🇺🇸



## 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](http://www.ppoa.com)) by the end of this month will be entered into a drawing for one of three \$100 prizes. Contest ends August 31, 2019, at 11:59 p.m. PDT.

This month's hidden word is:

**Arduous**

*Hard to accomplish or achieve*

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

## Tab Rhodes → continued from page 4

for appropriate professional staff ever be issued as promised during the campaign? These are only some of the many issues PPOA has yet to be able to obtain information on from the Department.

### GETTING OUT THERE

While I am doing my best to return phone calls and emails in a timely manner, it has again been brought to my attention that time is fleeting. If I owe you a call or an email, my apologies, I am working on it. Hopefully, you may have bumped into myself and/or PPOA Board members and staff at a recent event, as we have been actively "out of the office." If you follow our Week in Review (sent every Saturday morning *if* PPOA has your personal email), you will know that in the past month, PPOA Board members and I are as active as ever, participating in new employee orientations, graduations, group meetings/briefings at units of assignments and benefit fairs across the county. Our goal in "being out there" is to provide members with the opportunity to actively exchange their thoughts, concerns, ideas or suggestions with PPOA. If you have not seen us yet, keep an eye out, as it is our intention to make ourselves available to you, our membership.

As always, thank you for the opportunity to serve and represent you in this capacity as PPOA president. 🇺🇸

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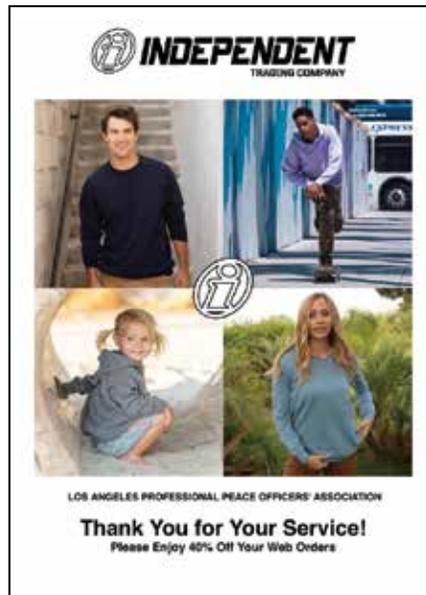
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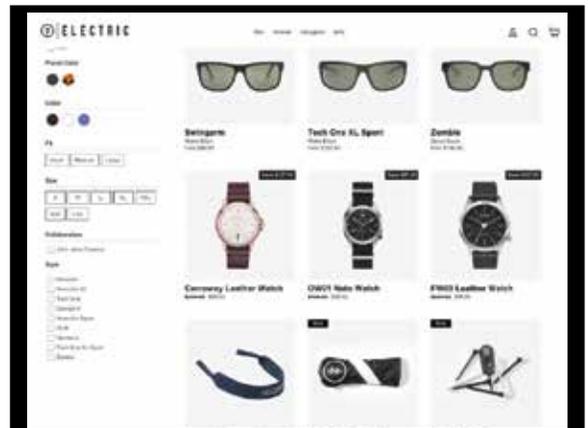
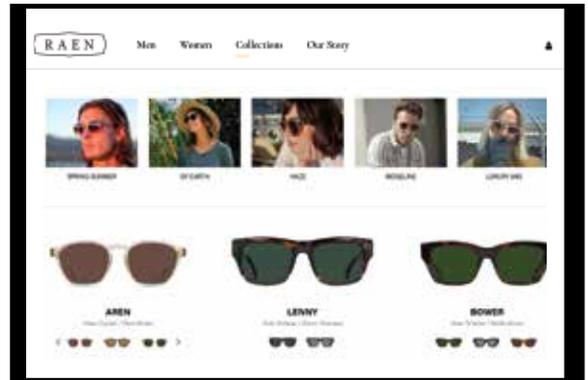
# PPOA Advantage Discounts

**P**POA membership includes a growing array of exclusive offers and discounts. A new series of these discounts was shared with members in June via the PPOA Week in Review email and the PPOA mobile app.

The latest PPOA Advantage Discounts offer 40% off retail prices and represent true savings for members. These discounts have been extended to PPOA members in order to acknowledge the work you do to keep L.A. County communities safe. We want to thank Raen, Electric and Independent Trading Company for standing with us, and we encourage PPOA members to support those



who support law enforcement. Check out your PPOA mobile app or [PPOA.com](http://PPOA.com) for links and details.



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1. 36 month term rate is the standard rate for deposits between \$1,000-\$9,999.99. For full details, please visit our website for available Share Certificate terms and balance requirements.

# Welcoming New PPOA Members

**P**POA President Tab Rhodes, Board Members Jody Clouch and Tony Coleman and union staff members have been busy speaking with new members at orientations each month. We want to remind all active PPOA members to make it a point to reach out to new employees and ensure they have the guidance and support they need (but are probably not yet comfortable enough to request) in order to start their careers on the right track. ♥



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# 19th Annual Expedition Catches Fish and Fun

By Tim Coomes, Retired LADA



→ On July 12, PPOA anglers and their guests gathered for the annual fishing trip at Pierpoint Landing in Long Beach. We set off on our daylong fishing expedition on the Enterprise at 6 a.m.

We headed for Catalina after getting some nice-looking sardines at the bait receiver. We all decided that the two-and-a-half-hour ride each way was worth the chance to catch decent-sized yellowtail and calico bass.

Captain Andy at the helm put us on 14 different spots, but the bite was slow. After three hours, James Long brought in a nice-sized yellowtail. Skipper Andy exclaimed, "It's about time! My life is complete now that we have one on board."

Deckhand Conner and Cook Cody hustled all day to help anglers achieve their perceived greatness. Eventually, Tom Pavlich and Fred Scott scored a few more. Thankfully, we hit a honey hole at our last stop of the day, and everyone got nice-sized calico bass to take home for dinner.

The weather was perfect and the island was green after all of the rain. Plus, it was nice to see current and former co-workers and retirees with their grandchildren on board.

All of the anglers want to thank the PPOA Board of Directors and staff for setting up the trip. We are hopeful that they will approve another trip next year, which will — believe it or not — be our 20th year!

**Editor's note:** The PPOA Board and staff are extremely grateful for Tim's many years of volunteering to coordinate this fishing trip. Thank you, Tim! 🍷





# RETIREE EVENTS



## Norwalk-Pico Summer Luncheon

August 22 at Maggie's Pub,  
Santa Fe Springs, 12 p.m.  
Info: (562) 947-4840

## Retired Marshals Luncheon

September 4 at Katella Bakery,  
Los Alamitos

## LASD/LAPD Annual Colorado BBQ

September 14 at Gildea  
Residence, Colorado Springs  
Info: Seon Smyth,  
lasd@bigseon.com

## 35th Anniversary Reunion for Academy Class #221

September 21 at Pacific Palms  
Resort, Industry, 5 p.m.  
Info: Commander Steve Katz,  
sdkatz@lasd.org

## Retired Female Deputies Social Club Luncheon

November 2 at Gulliver's  
Restaurant, Irvine,  
11 a.m., \$44  
Optional Friday night  
get-together at  
Wyndham Irvine  
Info: RoseMarie Johnson,  
wren@aol.com

## 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

## Lakewood Station ROMEO Lunches

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

## ROMEOb 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, 1  
0808 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



## 16th ANNUAL PPOA RETIREE LUNCHEON

November 7 at Sheraton Fairplex, Pomona

Free for retired PPOA members

**NEW for 2019:** special tribute to military veterans

**2nd Wednesday** @ Carrows  
(Bloomfield & South), Cerritos

**3rd Wednesday** @ OffStreet  
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

## North County SEB Retirees Breakfast

Third Tuesdays at IHOP,  
Stevenson Ranch  
Info: Steve Maggiora,  
(661) 618-4553

## 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.

## 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

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19TH ANNUAL

**PPOA**

PRE-**LABOR DAY**

**BBQ**

AND GENERAL MEMBERSHIP MEETING

• **WED. AUG 28, 2019** •

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# CALENDAR OF EVENTS

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



**August 16**  
**Magic Mountain Emergency Services Private Party**

6 p.m.–12 a.m.  
\$55.99 per person, includes dinner  
Info: [sixflags.com/magicmountain](http://sixflags.com/magicmountain)  
Promo code: AUG3

**August 21**  
**PPOA Board Meeting**

San Dimas  
(originally scheduled for August 14)

**August 24**  
**Century Station 25th Anniversary**

10 a.m.–3 p.m.  
Past, present and retired invited  
Info: [rlosburn@lasd.org](mailto:rlosburn@lasd.org)

**August 28**  
**19th Annual PPOA Pre-Labor Day Barbecue**

Biscailuz Training Academy  
10 a.m.–2 p.m. See page 22

**September 16**  
**PPOA Board Nominating Petition Deadline**

See page 15

**September 19**  
**PPOA Delegates Meeting**

Location TBA

**September 19**  
**Captain James Thornton Jr. Retirement**

Quiet Cannon, Montebello



5 p.m. social / 6:30 p.m. dinner  
Info: Karen Lieu, (323) 307-8314

**September 23**  
**Help for Heroes Golf Tournament**

Oaks Club, Valencia  
Co-hosted by CPOA

**October 12**  
**LASD Fun in the Sun Chili Cook-Off**

Jack Bones Equestrian Center, Castaic  
11 a.m.–4 p.m.  
Info: [sosc.org/scvtv/chilicookoff](http://sosc.org/scvtv/chilicookoff)

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By Robert Sherwin, Lewis, Marenstein, Wicke, Sherwin & Lee; with David Dugan, Esq., and Steve Scardino, Esq., on behalf of the California Applicants' Attorneys Association

## Cumulative Trauma: The Price to Pay for Seniority

**M**ost people involved in workers' compensation understand cumulative trauma — wear-and-tear work injuries resulting from years of repetitive motion and/or exposure to harmful environments — but many policymakers and workers don't yet have a grasp of the importance of cumulative trauma claims to employees and their families, especially for our first responders. The call is getting louder from some who want to eliminate these wear-and-tear types of claims in the name of cost savings, leaving little protection for workers when they need it most.

Imagine working hard for years, preparing for the day you want to retire. You pass probation, gain professional credibility, dedicate your time, provide for your family and put your health second. You've ignored



help. You ask your employer for medical treatment, but your claim is denied because your injury was not caused by a specific accident. Your claim is denied even though you have hard-earned seniority for years of service.

Employers, particularly public agencies, are constantly arguing for the elimination of cumulative trauma claims. These are the people they would hurt most in doing so.

George Jones was a 28-year veteran police officer in Southern California whose career ended much sooner than he expected. Like many veteran employees, George's career was forced to end prematurely because he could no longer perform the daily tasks required of his job. In his case, he could no longer sit and stand for long periods, lift heavy objects or run. His department could not keep him in a modified job and he was let go.

Like so many other cops, throughout his career, George suffered minor injuries that often only required first aid and a few days off here and there before he was back on the job. George filed about two dozen minor injury reports throughout his years on the force.

And like so many workers, over the span of his career, George's job took its toll. One of his primary complaints of injury was to his lower back, which became increasingly worse with constant pain. George's repeated

lower-back injuries now blended into one long stream of pain and disability. His quality of life at work and at home was diminishing.

Despite his love of the job and need to support his family, George ended his career reluctantly; he had a goal of several more years of service and was in line for promotion. His plan for life after law enforcement included many of his labors of love, mostly focused on outdoor activities like hiking, camping and sports activities with his wife, children and grandchildren.

John Doe, who requested to have his real name withheld for legal reasons, is a veteran firefighter in Southern California. He holds the rank of battalion chief, having served 31 years with his department. He and his wife of 30 years have two children and a grandchild, age 4. John always planned to work as a firefighter for a full 35 years, retire with a regular service pension and enjoy his retirement with his family.

After years of performing arduous firefighting work on a repetitive basis, John is now paying the price for being a dedicated public servant. He has undergone two neck surgeries to repair herniated discs, and recently underwent a complicated and painful lower-back surgery that will leave him with limited ability to lift over 20 pounds. He has injured both knees on the job and has now developed significant

**MANY POLICYMAKERS DON'T GRASP THE IMPORTANCE OF CUMULATIVE TRAUMA CLAIMS TO EMPLOYEES AND THEIR FAMILIES, ESPECIALLY FOR OUR FIRST RESPONDERS.**

countless bumps and bruises and powered through pain, saying nothing. Working through pain is a badge of honor for many California employees, especially those who earn seniority and credibility with their service. You've burned through dozens of shoes and worn out many more gloves, and yet you can't remember a day when you had a work accident, and your reputation for reliability is untarnished. After years of powering through the physical punishment the job brings, your back, knees, hands and shoulders are aching more and more, and you finally decide that you need to get

arthritis that will eventually require total knee replacements.

These are examples of cumulative and continuous trauma. For 60 years, California law has recognized the cumulative effects of the stress and strains of employment on its workers. In John's case, it's a result of 31 years of wearing turnout gear and equipment (including his helmet) that weighs well over 80 pounds. Wearing that gear while engaged in stair and ladder climbing, heavy lifting and carrying has placed undue stress on his spine and knees, forcing him into an early and unwanted disability retirement. More importantly, the effects of his cumulative trauma injury will rob John of his golden years with his family.

For George and the many working Californians who, through no fault of their own, lose their jobs to disability late in their careers, it means being thrown into economic uncertainty and facing retirement having to learn to exist with a lesser quality

of life than he and his family had planned. However, George does have some peace of mind knowing that he has workers' compensation coverage to support his continuing, and most likely lifetime, medical care needs. Without medical care, George, like so many, would be in a world of hurt.

**WE CAN'T LET INSURERS  
OR ANYONE ELSE TAKE AWAY  
THE SAFETY NET FOR  
CUMULATIVE TRAUMA.**

John and George have paid the price for being senior public safety officers. They're now eligible for workers' compensation for the effects of their cumulative trauma

injuries. They will never get back that which has been taken from them, namely their health and quality of life. Some of the power players in employment and in the workers' compensation insurance industry would like to take away or severely limit compensation for wear-and-tear cumulative trauma injuries. Their motivation to eliminate these types of claims is plain and simple: to save money by not paying claims. Imagine getting to the finish line years before your expected retirement date to find that they're fighting your pension and there is no savings, no safety net and no recognition for your service.

John, George and others like them gave a lifetime to their departments. They should now be compensated for everything that was taken from them. We can't let insurers or anyone else take away the safety net for cumulative trauma. Eliminating such claims would be wrong and immoral. Let's work together to ensure that never happens. 🛡️

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# When Is Debt Consolidation Helpful?

**I**f you're struggling to pay off multiple debts every month, a debt-consolidation loan may be helpful for your situation.

## WHAT IS DEBT CONSOLIDATION?

Debt consolidation is a form of debt refinancing that allows you to combine multiple debts into one single loan with one single monthly payment. You can use a debt-consolidation loan to pay off unsecured debts such as credit cards, medical expenses, etc. However, there are a few things to consider before you decide on a debt-consolidation loan, because the goal of the loan is to decrease your total monthly payments, lower your interest rate and/or reduce the total time to pay off your debts.

## WILL YOUR TOTAL MONTHLY PAYMENT DECREASE?

To determine this, add up all the monthly payments you make to your credit cards and other debts you'd like to consolidate. Then use an online debt-



consolidation calculator (available at [www.popafcu.org](http://www.popafcu.org)) to help you determine how much your consolidation loan payment would be. You can also contact our Credit Union to assess whether this loan or another loan will be right for your situation.

## WILL YOUR INTEREST RATE DECREASE?

The interest rate offered on your debt-consolidation loan should never be higher than the average interest

rate you're currently paying on your outstanding debts. Pay very close attention to the interest rate you're offered on this loan, since there are companies that will charge upward of 25%.

## WILL YOUR TIME TO PAY OFF YOUR DEBTS DECREASE?

Compare the length of time it would take to pay off your debt-consolidation loan with the time it would take you to pay off your debts individually. The length of your loan can affect your monthly payment and interest rate, so it's important to pay attention to this.

Call POPA Federal Credit Union at (800) 369-7672 or visit us at [www.popafcu.org](http://www.popafcu.org) for more information. ♥

## END OF WATCH

**PPOA extends sincere condolences to the family and friends of the following members who passed in May and June:**

Retired Deputy  
**David Bethany**  
EOW: May 12, 2019

Retired Sergeant  
**Arthur Garcia**  
EOW: May 15, 2019

Retired Lieutenant  
**Heinz Cuvelier**  
EOW: May 16, 2019

Retired Sergeant  
**Robert Green**  
EOW: May 28, 2019

Retired Lieutenant (DA)  
**Charles Powers**  
EOW: May 28, 2019

Retired Deputy  
**Larry Watts**  
EOW: May 28, 2019

Sergeant  
**James Beamon**  
EOW: May 29, 2019

Retired Sergeant  
**James Birmingham**  
EOW: June 7, 2019

Retired Deputy  
**John Brady**  
EOW: June 12, 2019

Retired Deputy  
**Stephen Ward**  
EOW: June 12, 2019

Retired Sergeant  
**Timothy Edwards**  
EOW: June 14, 2019

Retired Sergeant  
**Edmund "Ned" Rodriguez**  
EOW: June 14, 2019

Retired Deputy  
**Azalene Whelchel**  
EOW: June 14, 2019

Retired Deputy  
**Ken Indeck**  
EOW: June 24, 2019

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**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)

**SAVAGE RIFLE FOR SALE**

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

**POOL TABLE FOR SALE**

Golden West brand, American-made. 7-foot bar size. Asking \$1,500. 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)

**2004 WINNEBAGO FOR SALE**

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

**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)

**COLT HANDGUN FOR SALE**

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

**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)

**COLT DIAMONDBACK**

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

**2007 ROADTREK 210 POPULAR FOR SALE**

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**MOBILITY SCOOTERS FOR SALE**

Two scooters in excellent condition \$500-\$600 each. Contact Pat: (951) 430-1502. (0419)

**2014 THOR RV FOR SALE**

2014 Thor Motor Coach Tuscany XTE 34ST, sleeps 6. Non-smoking unit has 15K

miles, Cummings Diesel 6.7L, 360HP engine w/ Allison 6-speed auto transmission. Asking \$135K. Call John: (626) 833-3829. (0719)

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