



Los Angeles County Professional
Peace Officers Association

Volume 47
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STAR & SHIELD



BUDGET **CRISIS**

PROVIDING
PUBLIC SAFETY
DURING A
PANDEMIC AND
ERA OF DEFUNDING

**SOCIAL MEDIA
OVERFLOW**
PAGE 4

**"REIMAGINING"
LAW ENFORCEMENT**
PAGE 5

**DEFUNDING ...
ROUND ONE**
PAGE 17



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Contents **STAR & SHIELD**

AUGUST 2020



Leadership

4 Protect Yourself
| **Tab Rhodes**

5 Ballot-Box Budgeting
| **Wayne Quint Jr.**

6 Back to Business
| **Rosario "Tony" Coleman**

8 The New (Not So) Normal for
LASD Security Personnel
| **Jody Clouch**

Also Inside

10 PPOA Spotlight

11 Crucial LACERA 2020 Elections

12 Agreement Reached on
TORA Process

14 Qualified Immunity in Civil
Rights Claims

16 Addressing County
Supervisors' Plan to Potentially
Close MCJ

17 Addressing Board of
Supervisors' Defunding Efforts /
End of Watch

18 CCW Information from the
L.A. County Sheriff's Department /
Calendar of Events

20 Support for Members at
Community College Bureau

21 Support for Members at CRDF

22 2020 PPOA Scholarship
Recipients

24 20th Annual Fishing Trip

25 PPOA Board Nominating
Petition 2020

26 Consider Refinancing Your
Mortgage

27 Classifieds

PPOA ON THE WEB



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information, check out PPOA.com.

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June 30: Distributing supplies to
three custody assistants.



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Protect Yourself

WEARING MASKS

As the predicted surge in COVID-19 cases affects the Southern California counties of Los Angeles, Orange, Riverside, San Bernardino and Ventura, PPOA emphasizes the practice and policies of wearing masks. Since day one of this pandemic, PPOA has engaged with the Sheriff's Department, District Attorney's Bureau of Investigation and Department of Medical Examiner-Coroner's Office to protect the health and safety of our members. However, as an organization, and for that matter, the employers can only do so much. *You*, as PPOA members, supervisors, co-workers, friends and *family*, must not allow complacency into your lives, either at work or home. Be better than the "too cool for school" people not wearing masks. Put your mask on and protect yourselves and others.

During the first wave of COVID-19, most people were unaware of any personal contacts having contracted the virus. Now, during this second surge, almost everyone you speak to knows at least one person who has tested positive. Over 600 LASD members have tested positive for COVID-19. Two academy classes have been quarantined due to positive testing recruits. Lakewood Station, West Hollywood Station, Industry Station and the Sheriff's Communication Center are just a few on the list affected by positive testing individuals. Our own interactions at work, in training classes and other work-related functions, provide COVID-19 exposures, which could be mitigated by using a mask and social distancing. PPOA urges all members to protect yourselves, friends and families by continuing the use of personal masks whenever possible.

SOCIAL MEDIA

Just the other day, the *Los Angeles Times* included articles titled "Border Agency Fires 4 Over Bigoted Posts" and "Subtle Slurs Deserve Outrage." The climate of society at the present moment is restrictive, emotional, raw and fearful. PPOA is reminding you yet again of the dangers of "posting" your thoughts and activities on social media. The world we live in is full of keyboard warriors with little to do in their lives due to COVID-19 isolation, no school and/or high unemployment. *Do not* give them a reason to engage. The best, most benevolent postings are often turned into a battlefield by hate-mongering individuals looking to knock you off balance.



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Take, for example, the comments of a grieving daughter, Savannah Chavez, 16, whose father, Officer Ismael Chavez, recently died in the line of duty. As reported on July 13 by *policemag.com* ("Daughter of Slain Texas Officer Slammed for Tweeting 'Blue Lives Matter'"), the current anti-law enforcement sentiment reflected on the internet caused an explosion of uncalled for, often hateful attacks on this young lady just trying to address her grief. Let's find better ways to communicate. Let's close the apps and use our phones to engage in caring conversations with family and friends. Social media has many advantages, but let's limit it to staying in contact with friends, family, and marketplace bargains and opportunities. Engaging in controversial topics at this point is only a path to trouble.

OVERTIME AND THE BUDGET CRISIS

Are you a supervisor? Are there conversations between you and management regarding the need to utilize "saved overtime" to fill vacancies? If so, please be reminded, the choice to be "paid" overtime or "save" overtime is the choice of the employee, not the employer. Do not get creative trying to appease management and save money by either offering "saved overtime" or implying to an employee that they should choose "saved" overtime as their option. PPOA has recently reported numerous units to LASD Employee Relations to curtail this activity, which is in violation of a legally negotiated memorandum of understanding. Continued and/or repeated efforts to influence employees' rights are prohibited, and PPOA is committed to ensuring our members' rights are protected. If you are a supervisor being pressured by management or a member seeing this type of activity in email or in person, please contact PPOA.

BRIGHT LIGHTS IN A DARK WORLD

Despite the COVID-19 pandemic, PPOA found hope for the future by continuing its scholarship program and providing funding to grateful PPOA members and families of PPOA members in the continuance of their education. While the awards ceremony, due to the health crisis, was canceled, PPOA was appreciative of the efforts demonstrated by the applicants in preparing for their futures. The winners, their photos and brief biographies are available for review on page 22. *Congratulations* to all of our winners, thanks to all the applicants and kudos to PPOA Board Members Tony Romo and Joyce Kato and those who participated in the judging process. 🍷

Ballot-Box Budgeting

In my July 2020 *Star & Shield* article, I opined, somewhat in jest, that a read-in motion at the conclusion of the Los Angeles County Board of Supervisors meeting on June 23, which was meant to begin examining the feasibility of closing the Men's Central Jail, was really about defunding the Sheriff's Department by "reimagining" public safety. Imagine my chagrin. On late Friday, July 17, a Supplemental Agenda Item (51-C), bearing the title of "Reimagining Los Angeles County: Shifting Budget Priorities to Revitalize Under-Resourced and Low-Income Communities," was added to the agenda for the July 21 Board meeting. This last-minute motion (link available at [PPOA.com](https://www.ppoa.com)) by Supervisors Kuehl and Solis reads in part, "To address racial injustice, over-reliance on law enforcement interventions, limited economic opportunity, health disparities and housing instability, it's time to structurally shift our budget priorities and reimagine Los Angeles County."

There's that word "reimagine," and like the proposal to close the MCJ in a year, this ill-conceived and rushed motion to reimagine Los Angeles County is unfortunately and irresponsibly a new attempt to not only defund the Sheriff's Department, but the District Attorney's Office and the Probation Department. Each year, one of the fundamental jobs a supervisor has is to approve an annual budget that has been carefully analyzed, thoroughly vetted and skillfully crafted to ensure fiscal soundness for a variety of stakeholder interests. This annual budget process allows flexibility for our supervisors to address a multitude of governance issues facing Los Angeles County in good and bad economic times as well as policy issues that need immediate or longer action.

The supervisors recently approved a COVID-19-era budget that reflects a projected financial crisis for FY 2020–21. The Sheriff's Department, District Attorney's Office and the Department of Medical Examiner-Coroner's Office are reeling from approximate 8% budget cuts that will impact public safety deliverables for the County of Los Angeles. Supplemental Agenda Item 51-C should have been analyzed, vetted and crafted for fiscal soundness during the budget process for FY 2020–21. However, it can safely be assumed that there was no way the eventual shifting of nearly a billion dollars from County services to unknown, untested community programs could have been fiscally justified considering the current financial crisis the County is facing.



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So, instead of continuing their annual good governance budgetary processes of thoughtful planning, the motion from Supervisors Kuehl and Solis proposes to put a charter amendment on the November 2020 ballot. This amendment would allow Los Angeles County voters to **permanently** set a baseline minimum threshold of **at least 10%** of locally generated unrestricted revenues to be used exclusively to fund on an annual basis, "direct community investment" and "alternatives to incarceration" programs. This ballot-box budgeting proposal *eliminates* present and future supervisors the flexibility to use the minimum baseline threshold funding, no matter how valid redistribution of these resources may be to address economic and

policy issues such as a global pandemic.

More importantly, this ballot-box budgeting proposal that permanently allocates 10% of unrestricted revenues to fund these community programs will be the result of a redistribution of 10% of public safety funding that comes from locally generated unrestricted revenues. This defunding mechanism that will be potentially decided by voters instead of our elected supervisors is your classic example of bad government. It also begs the question, "Why are our elected board members with years of combined experience on budget issues, as well as having 100% control over the County budget, fast-tracking this proposal to the voters in a mere 104 days?"

At the July 21 meeting, PPOA President Tab Rhodes addressed the Board of Supervisors telephonically regarding the proposed ballot measure and its potentially catastrophic consequences to the safety of Los Angeles County communities and County employees. Tab's concerns were echoed by other labor unions, County employees, contract city officials, crime victim advocates and residents of the County who strongly support the men and women who provide public safety services for the County of Los Angeles. Despite our best efforts, the Board voted 4–1 (Supervisor Barger) to move forward and place a County Charter Amendment (that was to be drafted by July 28) on the November 2020 general election ballot.

PPOA is committed to collaboratively working with our public safety colleagues and supporters, which far outnumber those opposed to the critical mission of keeping Los Angeles County safe, and we will be communicating with you our coordinated plan of action. Stay safe, thank you for your service and may God bless you and your loved ones. 🛡️

Back to Business

Without question, the coronavirus has impacted us as people, as a department and as a society. Thus, as we continue to adjust to our “new normal,” the business of progression is back on the table.

I entered into this position with plans and goals, yet throughout my dealings with the Department, the one consistent thing has been inconsistency. However, that seems to also be changing. Recently, an agreement was reached on a revised CCW policy, opening the door to members being able to obtain them without the cloud of L.A. County’s history of not issuing them as a backdrop.

By the time this magazine hits your mailbox, we would have met with the Board of Labor Relations and Compliance, and begun discussions regarding the review of the C/A position. I have spoken about this previously with



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you in print, via email and in person. The reason behind it was due to fielding questions from several of you asking, “Are C/As supposed to do this?” There were also a few use-of-force incidents involving C/As that had executives also beginning to question who does what and why. The C/As involved in those incidents were all justified and applied their techniques properly.

When discussing gas masks, I had a commander tell me, “You guys aren’t exposed to gas.” Another said, “You should negotiate for it in your contract.” My response was simpler — “take us off of the ERT.”

And Tasers. Oh yes. The strange dynamic of station jailers and court lockup being OK, but custody? Not so much.

Fast forward several months. We will sit and talk, although still socially distancing and through extended conference calls, about where we were, where we are and where we go from here.

And why? Because of the dedicated people who work the position, helped to evolve it, speak on its behalf and remember how it was initially deserved to have it looked at instead of “winging it” or covering holes under the “needs of the facility.”

I was directed by a colleague to look at an article that said that Riverside began to transition some of its custody positions to a sworn correctional position. Now that began with a thought, discussion and some forward-thinking.

LASD has always presented itself as a leader in law enforcement circles, setting trends and precedence. We’re not trying to reinvent the wheel here — more like checking the brakes, getting an alignment and making sure the ride is safe.

Just like changing the uniforms to green, adding handcuffs and pepper spray when they realized there is “inmate contact,” and the advent of station jailers and court lockup, it all started with discussions. Nothing happens overnight, especially for us. But if you never pose the question, nothing happens at all.

In closing, I’ve missed going out and having the in-person talks and hearing of your experiences and opinions. As we adjust to life during COVID-19, so will I. Briefings will have to be more coordinated with your units and with fewer people, and we’ll also continue using masks, Zoom, the 621Strong Facebook page and our PPOA mobile app. And remember, we’re ... no, I will not do that to you! LOL.

Take care, and stay safe. 🛡️

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The New (Not So) Normal for LASD Security Personnel

Everything is subject to change when you work for the Sheriff's Department. In fact, it seems that is the nature of the job: adapting to whatever is thrown at you. Just when you think a shift is pretty routine, something will suddenly occur that will test you in ways you never expected. That's when training and preparation make a world of difference. In the past, life in the field might have shifted from week to week or day to day. These days, it tends to shift hour by hour. That's life in 2020 — and it's barely halfway over.

Between COVID-19, nationwide protests and mind-numbing budget curtailments, we are all facing the perfect storm of challenges at home and work. Despite the fact that most of us have families to care for, security officers and security assistants continue to exhibit a "service-before-self" commitment to public safety. I want to commend all of you for that dedication. Events may be canceled (PPOA barbecue, delegates meetings, academy graduations with friends and family, etc.), but the responsibilities remain. Uncertain paths are difficult to navigate (temporary assignments, job fairs, bureau closure proposals, etc.), but the level of professionalism I've seen from SOs and SAs over the last few months is second to none. Make no



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mistake, our classifications are an asset to this Department and to the communities we serve.

Please know that PPOA continues to be vigilant in protecting your rights. We have been participating in frequent conference calls with Department executives regarding job fairs, CCWs, budget shortfalls and more. If you do not already do so, I encourage you to stay connected to your union by reading the PPOA Week in Review emailed to members every Saturday morning.

By now, most of you know that Sheriff Villanueva publicly vowed to issue CCWs to SOs and C/As at the candidate debate hosted by PPOA in 2018. PPOA has urged the Sheriff to follow through on that promise ever since his pronouncement, and it appears this will be a reality soon. Please see page 18 for CCW information from the Sheriff's Department.

I know you've heard this before, but please remember that we are all in this together. If your personal or professional challenges feel unhealthy or unbearable, please reach out to me, a trusted peer or Employee Support Services. There truly is power in numbers, and I'm confident security officers and security assistants will continue to overcome challenges as long as we are moving forward together. ♥



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614 Negotiations

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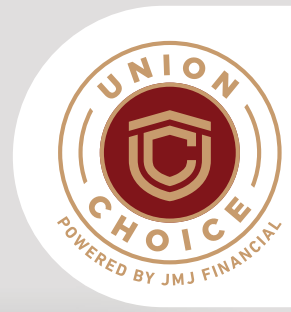
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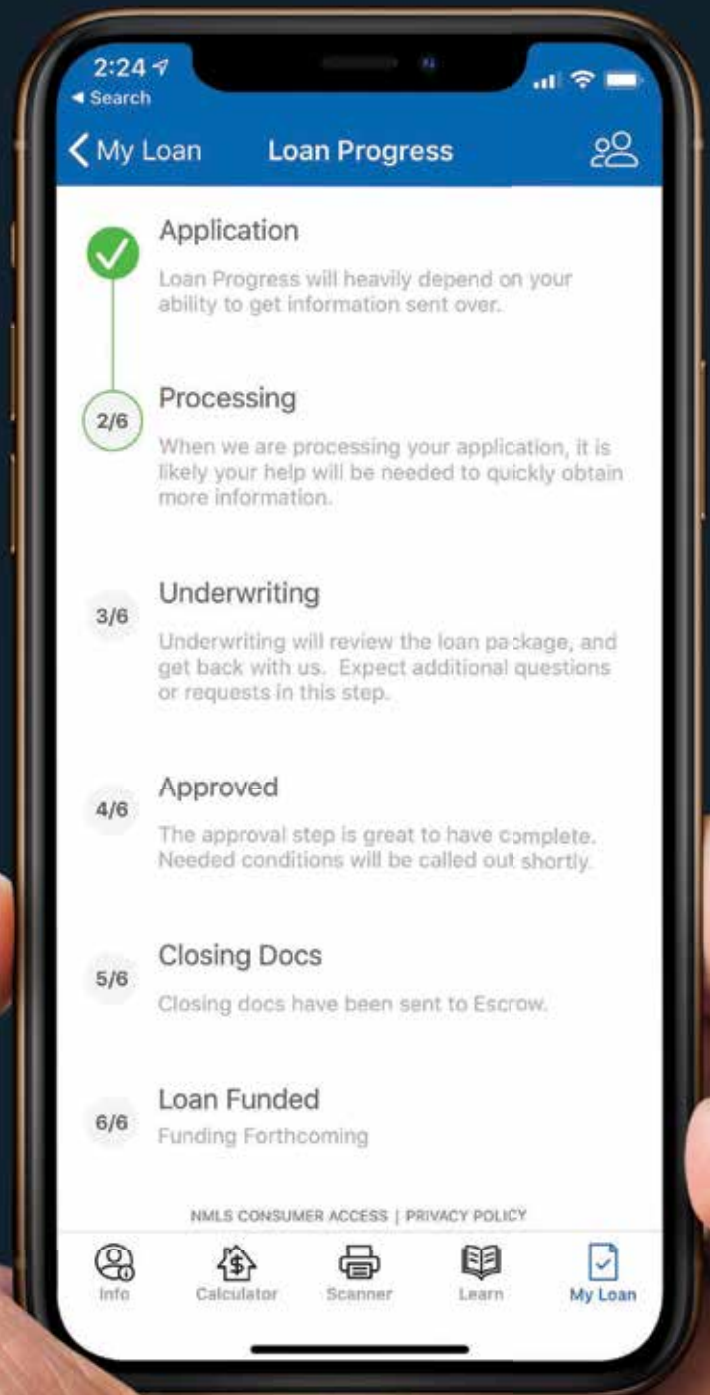
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Henry Jimenez Among Veteran Security Officers from Class #1

PPOA is grateful to the many delegates who have stepped forward to help the union move forward. This month, we're proud to shine the spotlight on 20-year LASD veteran Henry Jimenez, who graduated from Security Officer Class #1.

Sheriff's Security Officer Henry Jimenez
Assigned to Parks Bureau

What is the best part of your job?

I think the best part of my job is working alongside some of the best law enforcement professionals in the world. I've met a ton of fellow Department members throughout my employment here at LASD, which I am sure will be lifelong friendships. I truly enjoy coming to work each day.

If not this career, what would have been your second choice?

I think my love for music would have pushed me to lean towards opening up a DJ equipment business. I am a part-time DJ, so I'm always upgrading and learning about new DJ equipment, technology and things of the sort.

Why serve as a PPOA delegate?

Being a PPOA delegate is great because you learn and are tasked with relaying information you hear about at the meetings to your fellow co-workers at your unit of assignment. PPOA also does a good job of finding new and different locations to have the meetings, and the food is usually good. It is also a great opportunity to

network with other delegates and meet new Department members from other units.

What advice would you offer to newly hired security officers?

Take pride in yourself, your appearance and having a good attitude. SSOs are sometimes the first point of contact from the public, and having a good experience with somebody from the public may make a difference in someone's life. Take care of your fellow partners, *have integrity*, always practice good officer safety and try to make the best of your employment here. 🍀



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ALL SAFETY RETIRED MEMBERS: be sure to vote for these PPOA-endorsed candidates:

- **LES ROBBINS** (LASD retired/PPOA member/former ALADS president) for Board of Retirement
- **JOE KELLY** (retired LA County Treasurer) for Board of Investments

Both are the most uniquely qualified to protect your interests and both are also endorsed by current elected safety trustee for the Board of Retirement and Board of Investments SHAWN KEHOE (LASD Lieutenant).

Active General Members: be sure to vote for this PPOA-endorsed candidate:

- **DAVID GREEN** (current board chair, 8 years of LACERA service) for Board of Investments

PLEASE NOTE: For the first time, General and Safety Retired Members will be able to cast votes online or by telephone. On August 5, 2020, eligible General Members who have County email addresses and eligible Safety Retired Members with an email address on file with LACERA will be emailed voting instructions and login credentials to access the online and telephonic voting system.

Eligible voters who do not have a valid email address will receive login credentials and voter information by U.S. mail that will be mailed before opening voting day.

Agreement Reached on TORA Process

PPOA and the Sheriff's Department officially reached a side letter agreement regarding the Temporary Overtime Reduction Assignment (TORA) process. After asserting our rights to negotiate and advising the Department that its actions in early July had violated the County's Employee Relations Ordinance in a number of ways, PPOA and the Department met again on July 13 to exchange information and continue the meet and confer process as demanded. As a result of PPOA's efforts to negotiate in good faith and protect our members, an agreement with the Department was reached regarding the TORA process scheduled for STARS Center on July 15.

PPOA's early collaboration with ALADS in the first meet and confer helped the Department identify other options for budget savings, which reduced

the impact on PPOA members.

From the point when the meet and confer process began in June through the date of the agreement, the number of impacted PPOA members was reduced from approximately 100 to 11.

The Department's budget woes are expected to persist as the ongoing COVID-19 pandemic continues to decimate the economy. These difficulties will more than likely result in an increase in CARP responsibilities, return of loan items to their "home" assignments, etc. While PPOA members will be affected by these potential burdens, these options to address the budget crisis are well within the management rights of the Department. PPOA will, of course,

continue to monitor all changes in working conditions and make every effort to ensure fair implementation.

The PPOA committee members assigned to and volunteering for this TORA negotiation process should be commended for their numerous hours of dedication and time away from family, including many evenings and a full day of work on a recent Sunday. This agreement represents a result of compromise on all sides to reduce the amount of impact to PPOA members and reflects your union's unwavering commitment to protecting the labor rights of the PPOA membership. 🍷



PPOA President Tab Rhodes, Executive Director Wayne Quint Jr. and Labor Rep. Teresa O'Neil were at STARS Center on July 15 to help guide members through the TORA process.

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Qualified Immunity in Civil Rights Claims

The legal doctrine of qualified immunity is under considerable critical review following the death of George Floyd in Minnesota. Based on recent news articles, it is readily apparent that many people do not understand the doctrine, the rationale behind it or the impact that changing the doctrine would have on law enforcement personnel. The following Q&A is designed to clarify those misperceptions and explain this well-established legal doctrine.

What is qualified immunity?

If sued by a plaintiff for a constitutional violation, a law enforcement officer may request qualified immunity. Qualified immunity is a defense raised in a civil trial. If the officer “qualifies” for this defense, the officer does not have to stand trial and is, therefore, “immune” from damages in a civil suit.

Under what circumstances are law enforcement officers entitled to qualified immunity?

Law enforcement officers are entitled to qualified immunity when their actions do not violate a clearly established statutory or constitutional right. The objective reasonableness test determines the application. The officer is judged from the perspective of a reasonable officer on the scene, rather than with the vision of 20/20 hindsight.

Did the U.S. Congress establish qualified immunity?

No. Qualified immunity is not the result of a law passed by Congress, nor is it written in the Constitution. It is instead a legal doctrine refined by the U.S. Supreme Court.

How do the courts determine whether an officer is entitled to qualified immunity?

Courts employ a two-part test to determine whether qualified immunity applies. If the answer to both questions is yes, then the public official does not get immunity:



- Did the officer violate a constitutional right?
- Did the officer know that their actions violated a “clearly established right”?

What is a “clearly established” constitutional right?

“Clearly established” for purposes of qualified immunity means that the right must be sufficiently clear that a reasonable officer would understand that what he or she is doing violates that right.

What is the rationale behind qualified immunity for law enforcement?

The rationale behind qualified immunity for law enforcement is two-fold. First, it permits officers to perform their duties without fear of constantly defending themselves against insubstantial claims for damages. Second, it allows the public to recover damages when a reasonable officer would know that the officer unreasonably violated a plaintiff’s constitutional or federal legal rights. Qualified immunity is designed to protect all but the plainly incompetent or those who knowingly violate the law.

Does the law on qualified immunity allow for reasonable mistakes?

An officer can have a reasonable,

but mistaken belief as to what the law requires, and still receive qualified immunity. Moreover, officers can have reasonable, but mistaken beliefs as to the facts.

Does qualified immunity apply in criminal cases?

No. Qualified immunity applies only in civil lawsuits, not criminal prosecutions.

Is the U.S. Supreme Court likely to change the qualified immunity doctrine?

No. The U.S. Supreme Court recently declined to take on several cases involving the “qualified immunity” rule. A unanimous high court said in a 2009 case that the doctrine “balances two important interests — the need to hold public officials accountable when they exercise power irresponsibly and the need to shield officials from harassment, distraction and liability when they perform their duties reasonably.”

Is Congress likely to change the qualified immunity doctrine?

At this time, there is insufficient support in Congress to change the qualified immunity doctrine.

What are the benefits of qualified immunity?

There are several arguments made to continue the doctrine of qualified immunity as it currently exists, including:

- Law enforcement needs qualified immunity to carry out their jobs. Law enforcement performs vital tasks that may require split-second decisions in stressful circumstances. Taking away qualified immunity could lead to officers being hesitant to act when it is most needed.
- Removing qualified immunity could open up law enforcement to unwarranted lawsuits, in which judges and juries could second-guess split-second decisions and lead to significant costs for cities, peace officers and other public officials.
- Officers do not have absolute immunity, and they can be held liable when they violate a *clearly established* constitutional right.
- The narrow interpretation of clearly established precedent is appropriate.

Officers should not be forced to apply an abstract right under the Constitution to specific circumstances in split-second decisions.

If Congress passes a law that takes away qualified immunity, will law enforcement officers be held personally liable for damages arising from a violation of a person's constitutional rights?

The California Government Tort Claims Act ("Government Claims Act"; Cal. Gov. Code § 810-996.6) codifies the laws of governmental liability and immunity in California. Basically, a public employer has the duty to indemnify and defend a public employee for acts committed within the course and scope of his or her employment. This statute would not be affected by a change in the doctrine of qualified immunity. (Note: Under the current statutory scheme, a peace officer may be personally liable for punitive damages if those damages are not paid by the officer's employer.)

What if a public employer refused to indemnify and defend one of its employees in a lawsuit arising from an act committed in the course and scope of the employee's employment?

A public employee is entitled to recover reasonable attorney's fees, costs and expenses from his or her employer if:

- The employee requested representation in a civil action
- The public entity failed or refused to provide a defense
- The employee retained counsel to defend the action
- The third-party action arose out of an act or omission in the scope of employment (Cal. Gov. Code § 996.4)

PPOA recently obtained a judgment against the County of Los Angeles for \$815,000 for the County's failure to indemnify and defend two of its members.

Dennis J. Hayes is an attorney with Hayes, Ortega & Sanchez and has represented law enforcement associations and its members for over 30 years and has represented PPOA for over 10 years. ♥

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PPOA President Addresses County Supervisors' Plan to Potentially Close MCJ

On July 7, the Los Angeles County Board of Supervisors voted unanimously to initiate research into a plan to close Men's Central Jail within the year. PPOA President Tab Rhodes addressed the Board of Supervisors during the public comment session and urged them to consult with PPOA and our public safety counterparts while thoroughly assessing the complexity of this undertaking.

"My name is Tab Rhodes, I am president of the Los Angeles County Professional Peace Officers Association representing 9,200 County family members. I have worked Men's Central Jail and in Custody Division throughout my career, and I can attest to you that this jail is far from optimum for the health and safety of the

inmates or any County employees. However, as I have discussed with each of you individually, the need for a jail facility in the downtown area is a key factor in the local criminal justice system and a benefit to the citizens of the community. MCJ is needed at this point to provide wrap-around services of rehabilitation not currently available at other remote jail facilities of the county, ease of visits for community members to visit their incarcerated loved ones, specific housing for high security concerns and centralized access to the downtown courts. Should Men's Central Jail be considered for closure, collaborative and constructive conversation with willing public safety members such as PPOA would be appreciated to ensure the



safety of our community and the families of Los Angeles County."

Despite an overwhelming majority of public comments expressing concern and frustration about the planned closure, the Board of Supervisors voted 4-0 (a technical problem prevented Supervisor Mark Ridley-Thomas from initially answering the roll call — however, he later asked to be recorded as an "aye" vote) in favor of the motion co-authored by Supervisors Hilda Solis and Sheila Kuehl. That motion directs an existing task force to map out what would be required to close Men's Central Jail within the year. 🇺🇸



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*Applies to law enforcement personnel enrolling after January 2019. Offer is not retroactive for students already enrolled. Discount is subject to change and/or cancellation at any time without notice. This offer cannot be combined with any other discount(s).

925 N. Spurgeon St., Santa Ana, CA 92701

PPOA President Addresses Board of Supervisors' Defunding Efforts

On July 21, 2020, the Los Angeles County Board of Supervisors meeting included an item on the Supplemental Agenda, proposing an extremely controversial ballot initiative seeking to “redistribute” funding away from public safety. Make no mistake: this measure, if passed, would significantly cut public safety resources for the Sheriff's Department, the District Attorney's Office and County Probation.

In a 4–1 (Supervisor Barger standing alone as the NO vote) decision, the Board of Supervisors voted to place this ballot measure with a proposed County charter amendment, the verbiage not yet finalized, on the ballot for the November 2020 election. This ballot measure will ultimately require the voters to decide whether to endorse a reconfiguration of allocations for L.A. County budget priorities, which would represent a potential 10% defunding of public safety. These funds would then be reallocated to “address racial injustice, over-reliance on law enforcement interventions, limited economic opportunity, health disparities and housing instability.”

This motion from Supervisors Kuehl and Solis is available to read at PPOA.com.

PPOA President Tab Rhodes addressed the Board of Supervisors via phone during the online hearing and delivered the following statement:

“My name is Tab Rhodes, I am president of the Los Angeles County Professional Peace Officers Association representing over 9,000 current and retired County employees. As members who live and work in the area, we are grateful for your recognition of under-funded community programs and appreciate all efforts to improve Los Angeles County.

“However, PPOA is profoundly concerned that this issue is a priority during this time of limited access and conversation due to the COVID-19 crisis. This motion, which was just brought forward last Friday without any previous discussion, requires serious dialogue as well as in-depth analysis of its effects, legal review and examination of unanticipated outcomes. Why are we entertaining sweeping changes to our County system when we are facing yet another potential lockdown of our state and County due to this pandemic? The timing of this endeavor appears to be

ill-timed and poorly advised while we should be focused on pushing our communities through the existing health crisis and looming financial disaster, which to date has not yet been quantified.

“Additionally, PPOA has great concern for what the results of a ballot measure could represent in unintended, potentially catastrophic consequences to the safety of our communities and County employees. We cannot, at this time, support the idea of such a complicated budget and legal issue, deferring the Board's fiduciary responsibility and the control of billions of dollars, to the voters, which could affect all families within the County and possibly the employment status of thousands of unionized County employees.

“As I have discussed with each of you individually, our membership represents numerous classifications of County employees and the subject matter expertise to provide insight and perspective in a collaborative conversation. As the president of PPOA, we urge you to please meet with us and other County labor organizations before initiating such drastic modifications. Thank you for your consideration.” ♥

END OF WATCH

PPOA extends sincere condolences to the loved ones of the following members who passed away in June:

Retired Captain
William Reed
EOW: June 5, 2020

Retired Lieutenant
Dennis Curran
EOW: June 6, 2020

Retired Sergeant
Dennis Carroll
EOW: June 8, 2020

Retired Deputy
Frank Yturalde
EOW: June 9, 2020

Retired Sergeant
Josephine Uttke
EOW: June 9, 2020

Security Officer
Lino Flores
EOW: June 15, 2020

Retired Deputy
James Williams
EOW: June 19, 2020

Retired Lieutenant
Maurice Bowman
EOW: June 23, 2020

CCW Information from the L.A. County Sheriff's Department

Will Department members have priority in the processing of their applications?

Department members will be submitting their applications through their chain of command, and LASD will strive to provide responses within 90 days.

Will any information discovered during the application from the CCW background process be utilized for hiring, current employment and/or potential discipline of employees?

The CCW process for Department members will consist of a DOJ-prohibited persons check. Because this check discloses the same information as the background check that is run on all LASD employees, we do not expect any information to be discovered that would prohibit the applicant from receiving a CCW. LASD employees are required to affirmatively disclose certain information (such as arrests and detentions) per the terms of their employment. If such information is discovered in the

course of the CCW background check and has not been previously disclosed to the Department by the employee, it will be evaluated by the Department.

L.A. County Sheriff's Department concealed weapon licensing policy

Please Note: The information below is excerpted from www.lasd.org/ccw_info.html and is slightly summarized for space. For details, please visit the link.

The issuance of licenses enabling a private citizen to carry a concealed weapon (CCW) is of great concern to the Los Angeles County Sheriff's Department. The Department's overriding policy is that no concealed weapon license should be granted merely for the personal convenience of the applicant. No position or job classification in itself shall constitute good cause for the issuance or for the denial of a CCW license. Each application shall be individually reviewed for cause, and the applicant will be notified by writing within 90 days of the application, or within 30 days after receipt of the applicant's criminal background check from the

Department of Justice, that the CCW license was either approved or denied.

In accordance with California Penal Code § 26150 et. seq., and subject to Department policy and procedures, any Los Angeles County resident may obtain a CCW application for authorization to carry a concealed weapon. Applications may be obtained from any sheriff's patrol station or directly from the Executive Officer's Office. Completed applications may be submitted to any of these units for processing.

Types of licensing and expiration periods for CCWs

There are four distinct categories of CCW licenses: employment, standard, judges and reserve police officers. The employment CCW license is issued only by the sheriff of a county to a person who spends a substantial period of time in his or her principal place of employment or business in the county of issuance. The license is valid only in the county issued and for any period not to exceed 90 days. The standard CCW license is issued to residents

CALENDAR OF EVENTS

Due to the COVID-19 pandemic, these dates are subject to change. These events and more can be found on PPOA's online calendar at PPOA.com. Do you know of a Department-related event we can help promote? Email details to gtorres@ppoa.com.

August 5–31
LACERA Board of Retirement Election Window
Info: LACERA.com

August 11
LASD Retired NorCal Brunch
Awful Annie's Restaurant, Auburn
Info: jgberger@bbi-ret.com

August 18
Northern Idaho Retired Law Enforcement Luncheon
Sargents Restaurant, Hayden, Idaho, Noon
Info: williamkpostmus1@frontier.com

August 20
Prescott Area Retired Law Enforcement Luncheon
Lone Spur Cafe, Prescott
Info: moon5252@cabelone.net

August 27
Norwalk-Pico Retirees & Friends Luncheon
Maggie's Pub, Santa Fe Springs
Info: shar104123@aol.com

August 31
Deadline to cast ballot for LACERA elections
See page 11 for details

September 9
PPOA Board of Directors Meeting

September 15
Deadline to submit PPOA board nominating petition
See page 25 for details, 5 p.m.

October 2–3
Compton Station Family Reunion
Hilton Palm Springs
Info: storminnorman1@outlook.com

of the county or a particular city within the county. The license is valid for any period, not to exceed two years.

Training requirements for a CCW license

Regardless of the category, all new license applicants for CCWs must now pass a specified course of training, which is acceptable to the licensing authority, the Los Angeles County Sheriff's Department. New CCW license applicants must pass a specified course of training acceptable to the licensing authority. The course shall be no less than eight hours and shall include instruction on firearm safety, firearm handling, shooting technique and the laws regarding the permissible use of a firearm. The course shall also include live-fire shooting exercises on a firing range, and shall include a demonstration by the applicant of safe handling of, and shooting proficiency with, each firearm that the applicant is applying to be licensed to carry. Shooting proficiency shall be demonstrated in accordance with LASD standards. For CCW license renewal applicants, the course of training may be any course acceptable to the licensing authority, shall be no less than four hours and shall include instruction on firearms safety, the law regarding the permissible use of a firearm and weapon proficiency.

Qualification for a CCW license

To qualify for a CCW, each applicant must demonstrate:

- Proof of good moral character
- That good cause exists
- That the applicant is a resident of the county or a city within the county, or, that the applicant spends a substantial period of time in the applicant's place of employment or business in the county or a city within the county

In addition, the applicant must complete the training requirements, as listed above. According to Los Angeles County Sheriff's Department policy (5-09/380.10) and the California Supreme Court (*CBS, Inc. v. Block*, [1986] 42 Cal.3d 646), good cause shall exist only if there is convincing evidence of a clear and present danger to life, or of great bodily harm to the applicant, his spouse or dependent child, which cannot be adequately dealt with by existing law enforcement resources, and which danger cannot be reasonably avoided by alternative measures, and which danger would be significantly mitigated by the applicant's carrying of a concealed

firearm. The character requirement will be fulfilled by, but not limited to, a criminal history check through the Bureau of Criminal Identification and Investigation. The good cause requirement will only be fulfilled by thoroughly justifying the applicant's need to the sheriff or his designee on the application form. The residency requirement will be fulfilled upon presentation of an approved, recognized identification card and at least one recently canceled item of United States mail.

CCW license subject to restrictions

When a license is issued, it will be subject to the following general restrictions. While exercising the privilege granted under the terms of this license, licensees shall not:

- Consume any alcoholic beverage
- Represent to any person that they are peace officers unless they are, in fact, peace officers as defined by law
- Abuse this privilege by an unjustified display of a deadly weapon
- Violate any law of this state or country
- Be under the influence of any medication or narcotic drug
- Impede law enforcement officers in the conduct or performance of their duty or activities
- Refuse to display their permits, or to surrender their concealable firearm

to any peace officer for inspection upon demand

In addition, the Los Angeles County Sheriff's Department may place special limitations, further limiting the time, the place and the circumstances under which the license is valid. When each license is issued, general restrictions and any special limitations will be noted on the reverse side of the card. Remember, it is a privilege, not a right to carry a concealed weapon.

Application for CCW license

Upon reviewing the policy and meeting all requirements, please complete the Standard Application form in its entirety.

Send completed application to:

ATTN: CCW Coordinator
Sheriff's Headquarters
211 West Temple St.
Los Angeles, CA 90012

A non-refundable fee of a \$10 check or money order (payable to Los Angeles County Sheriff's Department) must accompany your application. Incomplete applications will not be processed. Those who successfully pass the initial screening will be charged a required follow-up processing fee.

For more info, visit
www.lasd.org/ccw_info.html. 📄

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 (PPOA.com) by the end of this month will be entered into a drawing for one of three \$100 prizes. Contest ends August 31, 2020, at 11:59 p.m. PDT.

This month's hidden word is:

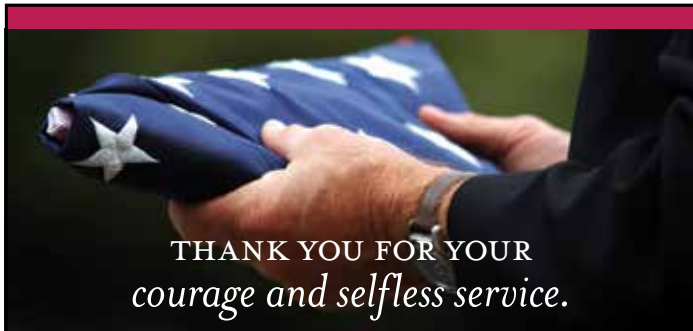
Fiduciary

Involving trust, especially with regard to the relationship between a trustee and a beneficiary

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

Support for Members at Community College Bureau

P POA was proud to distribute hand sanitizers, masks and energy drinks to members and LASD personnel on July 21 at the Employee Appreciation Luncheon for Community College Bureau. 🛡️



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Support for Members at CRDF

PPOA was proud to distribute sanitizer, masks, energy drinks and more to PPOA members and the LASD family at the CRDF Pride BBQ on June 30. 🏳️‍🌈



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Congratulations to the 2020 PPOA Scholarship Recipients

PPOA was proud to issue college scholarship awards last month to a group of very deserving students. While the annual awards ceremony unfortunately had to be canceled due to COVID-19, we heard from the winners (all PPOA members or dependents of members) about their college and career plans and were thoroughly impressed with their ambition and focus. Since the inception of this scholarship program, PPOA has been honored to have contributed more than \$100,000 toward the educational goals of our members and their sons and daughters. 🍀



Emily Arias

Recipient of \$1,000 PPOA Scholarship

Daughter of PPOA member Eric Arias

School: Santa Clara University

Major: Biology

Career aspiration: Pediatrician



Taylor Bockrath

Recipient of \$1,000 scholarship from **Lewis, Marenstein, Wicke, Sherwin & Lee** (Star & Shield Foundation Corporate Sponsor)

Daughter of PPOA member John Bockrath

School: Texas Christian University

Major: Theatre Studies

Career aspiration: High school theatre teacher



Monique Campos

Recipient of \$1,000 PPOA Scholarship

PPOA member

School: Mt. San Antonio College/
University of La Verne

Major: Business Organizational Management

Career aspiration: "Establish my bachelor's in business, promote within the Department, pursue my master's at USC and continue to promote."



Madelyn (Jane) Duran

Recipient of \$1,000 PPOA Scholarship

Daughter of PPOA member Ruben Duran

School: Claremont Graduate University

Major: Arts Management

Career aspiration: "Bring impactful representation of diverse cultures, specifically indigenous cultures, into the art world."



Lauryn Famble

Recipient of \$2,500 Al LeBas Memorial Scholarship

Daughter of PPOA member Arthur Famble

School: UCLA

Major: Psychobiology with pre-med emphasis

Career aspiration: Neonatologist
or child psychiatrist

Photos/info not available for the following recipients: Iris Avalos, Marie Walker, Megan Willis.



Karissa Gonzalez

Recipient of \$1,000 scholarship from
Straussner Sherman (Star & Shield
 Foundation Corporate Sponsor)
 Daughter of PPOA member Jose Gonzalez
School: University of California, Riverside
Major: Cell, Molecular and Developmental Biology
Career aspiration: "I hope to become a
 doctor and specialize in either trauma or ICU."



Christian Jones

Recipient of \$1,000 PPOA Scholarship
 Son of PPOA member Damon Jones
School: San Diego State University
Major: Mechanical Engineering
Career aspiration: "Use my passion to help others
 with disabilities and those experiencing homelessness,
 and to think out of the box to provide needed
 assistance to the lacking areas in our communities."



Haley Kim

Recipient of \$1,000 PPOA Scholarship
 Daughter of PPOA member Erick Kim
School: University of Washington
Major: Journalism/Cinema and Media Studies
Career aspiration: "I hope to pursue a career in the
 film industry as a producer for a TV series or movie."



Justin Lim

Recipient of \$1,000 PPOA Scholarship
 Son of PPOA member Lewis Lim
School: UCLA
Major: Molecular, Cellular and
 Developmental Biology
Career aspiration: Medical field



Jaelyn Lowe

Recipient of \$1,000 PPOA Scholarship
 Daughter of PPOA member Julie Lowe
School: Norco College, with plans to transfer
 to Alabama State University
Major: Forensic Biology
Career aspiration: "Pursue a career in the
 forensic biology field."



Sierra Magallanes

Recipient of \$2,500 Al LeBas Memorial Scholarship
 Daughter of PPOA member Andrew Magallanes
School: California State University, Long Beach
Major: Pre-Biochemistry
Career aspiration: "Become a forensic lab technician
 and use my knowledge in science to help find the truth
 and bring justice to those within my community."



Elijah Reveles

Recipient of \$1,000 PPOA Scholarship
 Son of PPOA member Jose Reveles
School: University of Arizona
Major: Biomedical Engineering
Career aspiration: "Design and build state-of-the-
 art prosthetics for amputees and design tools
 to enable those with spinal cord
 injuries to live more independent lives."



Audrey Stella

Recipient of \$1,000 PPOA Scholarship
 Daughter of PPOA Member Andrea Stella
School: Cal Poly San Luis Obispo
Major: Industrial Engineering/
 Engineering Management
Career aspiration: Business analyst for
 Disney or teaching at the collegiate level



Stephanie Trujillo

Recipient of \$1,000 PPOA Scholarship
 Daughter of PPOA member Thomas Trujillo
School: Mount Saint Mary's
 University (School of Nursing)
Major: Nursing
Career aspiration: "Nursing gives me the opportunity
 to make a difference in the lives of patients."

20th Annual Expedition

→ On July 17, a crew of seaworthy (give or take a few) PPOA members and their guests set off for a day of fishing near Catalina Island. Chartering that boat is a tradition PPOA has maintained for 20 years, and judging by the looks of these salty anglers, we expect a sharp rise in the price of seafood, as they have no doubt decimated the fish population along the California coast. Special thanks to PPOA member Manny Muñoz for volunteering to coordinate this trip and to retired PPOA member Rico Escalante for sending photos from the trip! ♥



PPOA BOARD NOMINATING PETITION 2020



The following seats on the PPOA Board of Directors are up for election:

- | | | |
|--|-------------|----------------------------------|
| • Two Unit 612 Representatives (LASD) | Incumbents: | Tony Romo, Ryan Vienna |
| • One Unit 615 Representative (LADA/LASD) | Incumbent: | Carlos Marquez |
| • Two Unit 621 Representatives (LASD) | Incumbents: | Jim Blankenship*, Tony Coleman** |
| • One Retiree Representative | Incumbent: | Jim Schallert |

* Unit 621 seat held by Blankenship is open only to Civilian Investigators, Court Services Specialists, Crime Analysts, Law Enforcement Technicians and Public Response Dispatchers.

** Unit 621 seat held by Coleman is open only to Custody Assistants.

THIS PETITION IS PROVIDED FOR PPOA MEMBERS 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.

Consider Refinancing Your Mortgage

Low mortgage rates make this a great time for qualified homeowners to consider refinancing their mortgages. However, the keyword is “qualified.” To assist you in deciding if this is a smart time for you to refinance, below are some things you should first review:

- **Calculate your break-even point.** This is how soon you will recoup the cost of refinancing through lower monthly payments. If the cost to refinance is \$2,125 and your monthly savings is \$125, your break-even point is 17 months.
- **Ask about fees.** If you're paying \$4,000 in fees to slash monthly payments by \$100, but you plan to sell the house in three years, then refinancing may not make sense.
- **Look at a fixed-rate instead of an adjustable-rate mortgage (ARM).** Despite a slightly lower rate on ARMs, the differential may not be worth the higher risk of an ARM.



- **Consider job stability.** Switching from a 30-year to a 15-year fixed-rate mortgage lowers the total interest you'll pay over the life of the loan, but if you lose your job, you'll be stuck with higher payments you might not be able to afford. If job stability is a concern, keep a 30-year loan and consider increasing your monthly payments now — while you still have a job — to the rate it would be for a 15-year fixed-rate loan. Then take these steps as you get ready to approach a lender:
- **Clean up your credit.** A credit score of 740 or more, plus 20% equity in your house, will likely get you the best interest rate.
- **Shop for the best rate.** Start at your credit union and ask about options and rates. Get good faith estimates to compare offers before you formally apply.
- **Collect documentation.** You'll likely need to prove recent pay stubs, two years of W-2s, proof of home insurance, two months of financial statements, and if you're self-employed — two years of tax returns.

Visit www.popafcu.org for our most current mortgage rates or call us at (800) 369-7672 and ask to speak to a loan officer. ♥



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 issue — the hidden word
appeared on page 11)

Marcy Marder, Lieutenant
Monique Peavy, Law Enforcement Technician
Mario Quintero, Security Officer

**RIFLE & SHOTGUN
FOR SALE**

Browning semi-auto 22LR, grade I, unfired. \$400.
Winchester model 23 classic "Golden Pheasant" 20 gauge, 2X2 w/ factory case. \$1,500.
Call (714) 350-7914. (0820)

**2007 ROADTREK RV
FOR SALE**

Roadtrek 210 Popular, 21' Class B. Power sofa converts to king bed. Bathroom w/ shower. 3-way fridge. Microwave/convection oven. Loaded! Excellent condition. Need to sell due to the big "D." \$52,995. Contact Hal: (213) 248-1949. (0120)

**MOBILITY SCOOTERS
FOR SALE**

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

**MONTEBELLO HOME
FOR RENT**

3BR/1.5BA. 2-car carport. Newly remodeled. Split-type A/C units for all rooms. Stove included. \$2,300 mo. + deposit. LASD family preferred. Contact Matt, (626) 625-7301. (0819)

**2012 ALLEGRO RED
MOTORHOME FOR SALE**

34-foot diesel. Washer/dryer, low mileage. Contact Ervin: (760) 630-8155. (0420)

**RENTAL NEEDED
FOR ELDERLY,
DISABLED FEMALE**

Retired deputy seeks small rental unit for elderly, disabled mother. Ground-level studio or 1 bedroom needed. Range \$900-\$1,100. Chino area preferred. Contact Matthew: (909) 418-7121. (0819)

**2007 BOUNDER RV
FOR SALE**

Cat diesel engine, electric steps, 3 side outs, sat. dish, auto leveling, power awnings, queen bed, fridge. \$51,000 OBO.
Contact Ken: (909) 873-5343. (0720)

**HARLEY-DAVIDSON
FOR SALE**

2003 H-D Dyna Low Rider, white pearl. Approx. 4,800 miles. Screamin' Eagle pipes, no frame mods, custom cruiser, 1450 (88 cubic inches), V2, 4-stroke. \$8,500 OBO + accessories.
Call (818) 822-4497. (0919)

**2018 JEEP GRAND
CHEROKEE LIMITED
FOR SALE**

Black exterior/black leather interior, loaded. Excellent condition. Only 16k miles. Selling for \$28,000. Contact Martha, (626) 340-9360. (0220)

**SEEKING
AR-15 FOR SALE**

Looking to buy an AR-15. If you have one you want to sell, please email me with price and pictures: amorgaemail@yahoo.com. (0720)

**1949 9EL LINCOLN
(AKA BABY LINCOLN)**

337 ci flathead V8. Body in great shape. Needs total restoration. Inc/chev. 454; see L.A. Craigslist. Call Tom, (541) 416-0995. (0220)

**RANCH SITTER
WANTED**

Looking for a retired person to take care of our small ranch and animals located in South Riverside County. Contact Joe: (562) 743-0772. (0420)

**SO. ONTARIO HOME
FOR RENT**

3-bed/2-bath, 2-car garage, partially furnished corner lot w/pool, alarm system, A/C & Spectrum hookup (family room & master). No pets. \$2,350, plus \$1,200 sec. dep. Contact Elvia: (909) 947-4578. (0420)

**STEVENSON
RANCH CONDO**

Recently retired LASD member seeking someone to share a 2 bedroom, 2.5 bathroom condo. \$1,000 + 1/2 of utilities. LASD member preferred. Email 5pears@sbcglobal.net. (0620)

**COMPANION
MAUSOLEUM CRYPT
FOR SALE**

Located at San Fernando Mission Catholic Cemetery. Companion crypt holds 2 caskets or 2 urns. Includes 1 crypt plate, 1 insert & 1 vase. Prime location height. Approximately 5 ft. high. Asking market price \$20,000. Call Laura: (626) 222-3040. (0720)

**HUNTINGTON BEACH
HOME FOR RENT**

2-story, single-family residence in very desirable neighborhood a few miles from beach. 5 bedrooms, 3 baths, plus bonus room & 3-car garage. Home recently upgraded. 2,000+ square feet. LE family preferred. No pets. \$3,600 month w/ \$3,500 deposit. Available mid-summer 2020. Call/text: (714) 717-6177. (0720)

**2014 ECLIPSE
ATTITUDE TOY
HAULER FOR SALE**

Eclipse 19' Toy Hauler. Sleeps 6-8, full bathroom, micro/convection oven. Excellent condition. Loaded with much more! \$14,500. Call (626) 221-4745. (0620)



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