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JACKIE LACEY

FOR L.A. COUNTY

DISTRICT ATTORNEY

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HEROINE**



**NO ON MEASURE J,
YES ON PROP 20**

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**PPOA BOARD
ELECTIONS**

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Bravery Has Many Faces

While I was sitting at home with my family on the evening of Saturday, September 12, 2020, my cellphone started blowing up. Within 20 minutes, numerous reports, most of them incorrect, had flooded my phone regarding the ambush of two deputy sheriffs in Compton.

Five and seven days later, respectively, I had the honor and privilege of presenting both of these deputies with a donation on behalf of PPOA to assist them and their families through this tragic event. The bravery I witnessed while visiting was overwhelming and left me without words. These two individuals, reverting to their training and inner strength, performed so courageously in this incident; we can only aspire to that degree of heroism under similar circumstances. Please keep these heroes and their families in your thoughts and prayers for a speedy recovery.

This horrific and cowardly incident must serve as a reminder to all of us. These unprecedented times have many people feeling tense beyond normal stressors. COVID-19, unemployment, no



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school, protests, wildfires, uncertain economic indicators, political polarization, law enforcement reforms and police defunding efforts all play into the tension of everyone, mentally, emotionally and physically. Our members relate to us numerous concerns about workload, excessive overtime and 12/12 schedules, just to name a few.

People in society are acting out in ways never seen before, and with this comes a need for you and your loved ones to be keenly aware. Stay alert in your surroundings at all times. Teach your families to pay attention and to be aware of unusual persons or activities. The potential for violence has no bounds as our society struggles with the numerous issues of 2020. Please be careful.

While society is definitely experiencing a movement, for this country to survive, an increase in dialogue and a return to moderation is needed to effect constructive and sustainable change. On that note, I must segue to

→ continued on page 12

CONGRATS TO MORE THAN 100 PPOA APP

Contest Winners!



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24/7

Last month, PPOA launched four exciting weeks of opportunity drawings for all full, active members in Units 611, 612, 614, 621, 631 and 632 who have downloaded the PPOA mobile app and registered as a member. This contest was the Board of Directors' way of showing appreciation to PPOA members in lieu of our annual Labor Day BBQ, which was unfortunately canceled due to COVID-19. The good news is the fact that more than 100 members claimed their prizes! In addition, approximately 400 members downloaded the app and will now stay more connected with PPOA as we offer regular updates on news impacting the membership.

Congratulations again to the contest winners! If you are an active PPOA member and have not yet downloaded the app and registered as a member, please do so in order to stay connected and be eligible for contests in the future. Go to PPOA.com for the app link, or search for "PPOA" in Google Play or the Apple App Store.

Approved Choices Medical and Dental Rates for 2021

On September 1, the Los Angeles County Board of Supervisors approved the new Choices medical and dental premiums and life insurance rates for next year, beginning January 1, 2021. By now, all active employees should have received the open enrollment book in the mail for the Choices plans. You have the entire month of October to make any changes to your current insurance coverages. If you do not make any changes this month, your current coverage will roll over into 2021. So, if you *don't* want to change anything, no action is needed. But if you *do* want to make changes, you *must* do so by October 31.



Wayne Quint Jr.
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If you are ready to enroll, make changes or review your options, you can do it all from your computer, tablet or smartphone. Just log on to mylacountybenefits.com and take control from there. If you need additional assistance, the Benefits Hotline number is (213) 388-9982 and the hours during the month of October are 8 a.m. to 5 p.m. Monday through Friday, and 8 a.m. to 3 p.m. on Saturday, October 31.

You should be aware of new information regarding the Choices Plan. Unfortunately, effective January 1, 2021, the taxable cash-back limit will be reduced from \$325 a month to \$244 a month. Regardless, if your unused benefits allowance is more than \$244 a month,

If you have not received your Choices packet, log on to mylacountybenefits.com and go to "Additional Resources" to download the materials.

→ continued on page 14

UNION-SPONSORED MEDICAL AND DENTAL INSURANCE PLANS

Current 2020 Rates and Proposed 2021 Rates

PLAN	OPTION	COVERAGE CATEGORY*	CURRENT 2020 RATES	PROPOSED 2021 RATES	PERCENTAGE CHANGE
ALADS Blue Cross	Prudent Buyer Plan Under Age 50	1	\$1,091.27	\$1,012.67	-7.2%
		2	\$2,109.04	\$1,965.17	-6.8%
		3	\$2,414.83	\$2,354.58	-2.5%
	Prudent Buyer Plan Age 50 and Over	1	\$1,091.27	\$1,012.67	-7.2%
		2	\$2,109.04	\$1,965.17	-6.8%
		3	\$2,414.83	\$2,354.58	-2.5%
	CaliforniaCare Basic Plan (All Ages)	1	\$713.26	\$768.67	7.8%
		2	\$1,471.85	\$1,601.17	8.8%
		3	\$1,788.28	\$1,927.22	7.8%
	Prudent Buyer Plan Premier Plan Under Age 50	1	\$1,111.16	\$1,031.14	-7.2%
		2	\$2,142.19	\$1,995.89	-6.8%
		3	\$2,464.32	\$2,400.34	-2.6%
Prudent Buyer Plan Premier Plan Age 50 and Over	1	\$1,111.16	\$1,031.14	-7.2%	
	2	\$2,142.19	\$1,995.89	-6.8%	
	3	\$2,464.32	\$2,400.34	-2.6%	
CaliforniaCare Premier Plan (All Ages)	1	\$733.15	\$787.14	7.4%	
	2	\$1,505.00	\$1,631.89	8.4%	
	3	\$1,837.77	\$1,972.98	7.4%	
CAPE (Choices) Blue Shield	Classic	1	\$1,225.00	\$1,389.35	13.4%
		2	\$2,383.00	\$2,706.62	13.6%
		3	\$2,838.00	\$3,252.82	14.6%
	Lite	1	\$623.00	\$665.41	6.8%
		2	\$1,279.00	\$1,367.43	6.9%
		3	\$1,612.00	\$1,753.94	8.8%
	PPO (Out-of-state only)	1	\$1,225.00	\$1,389.35	13.4%
		2	\$2,383.56	\$2,706.62	13.6%
		3	\$2,838.56	\$3,252.82	14.6%

*1 = Employee only; 2 = Employee + 1 dependent; 3 = Employee + 2 or more dependents

Custody Assistants Going Forward

While we continue to stride forward in strengthening and advancing our classification, we also have to understand how we got here. Looking back gives perspective on why some things have occurred and how they have been held in place for so long. Thus, I have looked to the past for information that will be used to build the foundation for an improved and hopefully more inclusive future.

I have pulled the 2007 custody assistant survey. I wanted to see what was important to and bothersome for C/As at that time. What did C/As want then in comparison to now? What have we gained and what are we still striving to achieve?

I will use that information to potentially draft a new survey — one that will reflect our current experience within the Department, including custody, patrol, courts and administrative positions. It is no longer a question of direct inmate contact, injuries on duty or force incidents, but how frequently these events have occurred and the severity.

CCWS

It has been a month since the rollout of collecting and processing packets. One of the initial stumbling blocks was several units not putting out anything via email or briefing to personnel. I reached out to several C/As from units in custody, patrol and courts, and they all said at the time they had seen nothing from their operations giving them direction.

I reached out to some of the operations of custody facilities and received mixed responses. One included, “We have not put



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anything out, but everyone knows to turn them in” ... OK??

Another unit told personnel to “ask PPOA.” Yet the notice was to unit commanders. It’s not for PPOA to tell a facility how and who. If that’s the stance, then let that be the standing order for all concerns involving custody assistants, not just when someone does not want to take the handle to make things easier for their C/As.

I understood there were going to be questions and potential stumbling blocks. But that’s when you work collaboratively to improve the process, not against your employees because you don’t agree, understand or want the assignment. Too much work was put in on both sides to get this accomplished to let uninterested parties throw a wrench into the system.

Hopefully by the time you read this, most of the issues will be resolved and a more receiving and inclusive effort will be in place. Those who want a CCW will have their own work to put in, depending on whether they own a firearm at the time or not.

Getting to this point was challenging. Now the goal is to make it better. There is always time to reassess. There is a sign in the PPOA president’s office that says, “If the plan doesn’t work, then change the plan but never the goal.”

The goal has always been to fortify and unify our classification — and have the Department and the County recognize and openly invest in the individuals who hold that position.

As always, I thank you for your input and professionalism. Take care. Stay safe. 🍀

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 and reference “email updates” in the subject line.

Mixed Emotions and Overwhelming Gratitude

They say life goes by in a hurry when you're having fun — which explains why my 20-year career as a sheriff's security officer (SSO) has passed in the blink of an eye. I still have vivid memories of training at the Academy and graduating with the rest of SSO Class #1. At the time, I wondered whether this was truly the right job for me. Fast-forward two decades later and I can tell you with absolute certainty that this career has provided more unforgettable moments and lifelong friends than I could have ever expected. It has been an adventure I would not trade for the world.

Now, with plenty of mixed emotions, it is time to move on. My final day as a County employee was September 15. By the time you read this, my husband I and will have completed our move up north to start our next chapter in life.

Retiring from the Sheriff's Department comes with feelings not unlike those from the early days with Class #1. It is equal parts excitement, nerves and pride. Back then, I was proud to be issued my first uniform representing the Department. Today, I am proud to say I have an extended family of brothers and sisters who mean the world to me. *Together* (emphasized for a reason!), we have been committed to serving the public, protecting each other and improving our classification. *Together*, we have experienced the highs and lows that come with life on the Department. From graduations to critical incidents to grieving the loss of partners (Gray, Burkhardt, Guan, Hopkins and Flores, to name a few), we've supported each other no matter the situation, because that is what a family does.

Security officers and security assistants continue to have plenty of challenges to overcome. As you plan to face those going forward, it's important to take time to consider how far we've come. And remember that little to none of the progress would be possible without blood, sweat, tears and a union.

Promotions have been a sore spot. A number of our finest SSOs and SSAs who are primed to be promoted to deputy are often overlooked by the Sheriff's Department. Naturally, most of those individuals leave the Department in order to serve proudly as sworn officers at nearby agencies. Each of those missed opportunities is a net loss for the Sheriff's Department and a morale-crusher for LASD security personnel.

As many of you know, salary scales for SSOs and SSAs continue to be an issue. Has there been progress in the



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last decade? Yes. When you factor in uniform allowance increases, security officers and security assistants received the heftiest compensation increase of any classification represented by PPOA in the 2015–2018 salary contract. Those uniform allowances were absolutely dismal before we negotiated (fought, in all honesty) to more than triple the amount issued each year. But the challenges ahead are mounting with the pandemic, civil unrest, County budget cuts and more. As always, it will take a team effort and plenty of perseverance to keep moving our classifications forward.

On that note, I want to thank all SSOs and SSAs who have helped PPOA over the years. Whether you've served

on the union Board, on a contract negotiating team, as a delegate or on a committee, please know your dedication is appreciated. They may seem like thankless jobs at times, but each of you has helped to lay the groundwork for the next generation. Progress is often slow and sometimes not very steady, but as you learned in the Academy, we have to work as a team and — most importantly — we never give up the fight.

Despite the endless challenges, this career has been a blessing for me, personally. Please know that each of you played a role in that. I consider it an honor that you gave me an opportunity to serve on the PPOA Board. I consider it an honor that you allowed me to help lead the fight. And I consider it an honor to have worked alongside all of you over the last 20 years.

From the bottom of my heart, *thank you.* 🇺🇸

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Those Who Chose to Serve Are Still on the Same Path — Even in Retirement

Every month, I get sent an EOW list of all the retired members we have lost (see page 34). I get them daily as well from the Moon report.

(Thanks again to Moon for all he does to keep retired personnel informed!)

A monthly list brings it home and really makes you think about things. A name will pop up of someone I worked with, and more times than not a smile when thinking about those days. No matter the relationships we had with people when we worked together, once we are retired, the rank goes away, the differences seem to melt a bit and we look at each other as people on the same path. I have learned over the years to bury grudges and really be genuinely concerned with everyone in our line of work and their families. The sacrifices each of us made in the decades of service, the family challenges we all suffer outside of the job, colleges to pay for, family tragedies, illnesses and recoveries, deaths, all of that — we are all just people on the same path with a common thread: We all chose to serve.

I want to take a moment to once again thank *all* of you for choosing the path that is so undeservingly being disparaged by those whose only history of service is to pick up a picket sign in between lattes. We know there are societal issues. But I will say over and over, police are *not* to blame, and this country is *head and shoulders* above the rest of the world in the freedoms we enjoy. I don't want to beat that horse again, as you all know how I feel and I am preaching to the choir. I just needed to say again how much I admire and respect each of you for the difficult path you have chosen.

We had some very good news this past month, as the LACERA election winners were Les Robbins and Joe Kelly. This is *great* news, actually. For any of you who don't think this is great for retirees,



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watch LACERA more closely, read the emails Les sends out and learn about the dedication those two have to you, the retirees, and not a political agenda. Thank you, Les, for doing what you do!

We also won some key legal issues, including stopping Senate Bill 731, which would have created a decertification process in which an officer's POST certificate could be revoked. Additionally, it would have removed qualified immunity for peace officers.

The County measure to redirect funds away from law enforcement is turning out to be the next huge battle. The short-sightedness of this measure blows me away, as it does to anyone who understands math. We will continue to fight this measure along with ALADS and other groups.

In other news, Jackie Lacey is in a fight for her career and PPOA continues to support her. She has been good for the legal system, despite

claims to the contrary. We were able to help convince the County to cancel its plans to lay off our personnel, as its budget revenues seem to be better than expected. This fight was a tough one, but the commonsense approach of PPOA, the Department and ALADS seemed to have an impact on the Board and the new CEO. It's always nice to see the glimmer of common sense enter the room, but I tend not to rely on that happening.

I know we all talk about "the good ol' days," and I can tell you these days I cringe when watching what our younger brothers and sisters are going through on the job. You can support them by thanking every peace officer you run across, maybe buying one lunch somewhere, getting out and voting in elections, and making your voice heard by politicians who are making terrible decisions just to save their careers. I bet all of us have asked during our careers, "Who would want this job?" That thought goes back to the inception of law enforcement. And each time the question is asked, someone steps up and says, "I do!" Each of us said that at one time.

We need to continually thank those who continue to step up. Ensure that they never regret serving. Take care of them. And this is not just for our sworn members, but the custody assistants, security officers, LETs, crime analysts and all support staff — everyone on the team who tries to make life better.

On a personal note, I've started watching the *Bosch* series on Amazon Prime Video. It's fun, and the only flaw I have seen is he is LAPD! Really!?! So far, the LASD has only been shown when a deputy gave his phone to an inmate to use! Come on now, Mr. Connelly! It's fun to watch and easy to binge.

I wish you all health and happier times until next we meet or chat.

Thanks for the emails. I know the PPOA site had an error with my email address — it has been fixed.

Until next month! 🍷

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It's OK to Not Be OK

It is with a heavy heart, and some risk, that I write this article. September was National Suicide Awareness and Prevention Month. The challenges of the pandemic have caused many to isolate themselves, limit social interaction and suspend their traditional coping mechanisms. In recent times, Department members have taken their own lives. Dating back to 1956, there have been 1,251 law enforcement suicides reported at the time of this writing, impacting 818 departments throughout the nation, according to Blue H.E.L.P. (which stands for “Honor. Educate. Lead. Prevent.”), and many more have gone unreported. In 2020 alone, there have been 120 law enforcement suicides. I write this article in hopes of raising awareness to help prevent another one of us from dying by suicide.



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clergy, coaches, co-workers or therapists, so they have a network to reach out to for help.

5. Follow up: Check in with the person you care about on a regular basis. Making contact with a friend in the days and weeks after a crisis can make a difference in keeping them alive.

Now, I am speaking directly to anyone who has been to or is at that dark place. It is a place only known by those who have experienced suicidal ideation, a place where it feels like there is nowhere to go, no one who could understand and no way out. A hopeless place. I want you to know it's OK and yes, that place is real. I also want you to know you're not alone in that place and, although you might not see it now if you're currently there, there is a way out. There is hope. You can get out of that place. I know you can.

Having a support network is critical, but sometimes we are too embarrassed to seek help, professional or otherwise. We fear what others may think or say. It's OK. There are confidential law-enforcement-specific resources that can help. Below is a brief list of crisis hotlines to organizations that specialize in law enforcement matters:

- CopLine: (800) COPLINE or (800) 267-5463
- Safe Call Now: (206) 459-3020
- Serve & Protect: (615) 373-8000

Having a safety plan in place is important. MY3 is a mobile application you can download, free of charge, from the Apple App Store or Google Play. This app allows you to define your safety network and plan to stay safe. Create a support system and safety plan, access resources, get support and have direct access to the National Suicide Prevention Hotline. As always, Department resources are available as well.



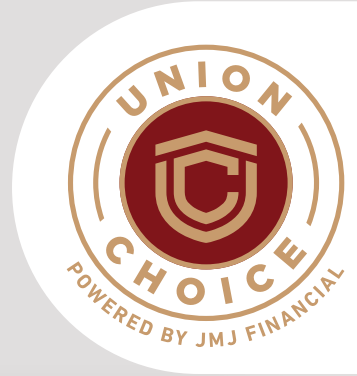
The National Suicide Prevention Hotline has developed the following five action steps for communicating with someone who may be suicidal, which are supported by evidence in the field of suicide prevention:

- 1. Ask:** Ask the tough question. When somebody you know is in emotional pain, ask them directly: “Are you thinking about killing yourself?”
- 2. Be there:** If your friend is thinking about suicide, listen to their reasons for feeling hopeless and in pain. Listen with compassion and empathy, without dismissing or judging.
- 3. Keep them safe:** Is your friend thinking about suicide? Ask if they've thought about how they would do it and separate them from anything they could use to hurt themselves.
- 4. Help them connect:** Help your friend connect to a support system, whether it's 800-273-TALK (8255), family, friends,

**I WANT YOU TO KNOW YOU'RE NOT ALONE
AND, ALTHOUGH YOU MIGHT NOT SEE IT NOW,
THERE IS HOPE.**

I dedicate this article to a friend, mentor and co-worker who took his life in 2009. Chris, the last time we spoke, when you called me not long before you left us, I just wish you would have said something or that I had asked. You are missed and not forgotten. ❤️

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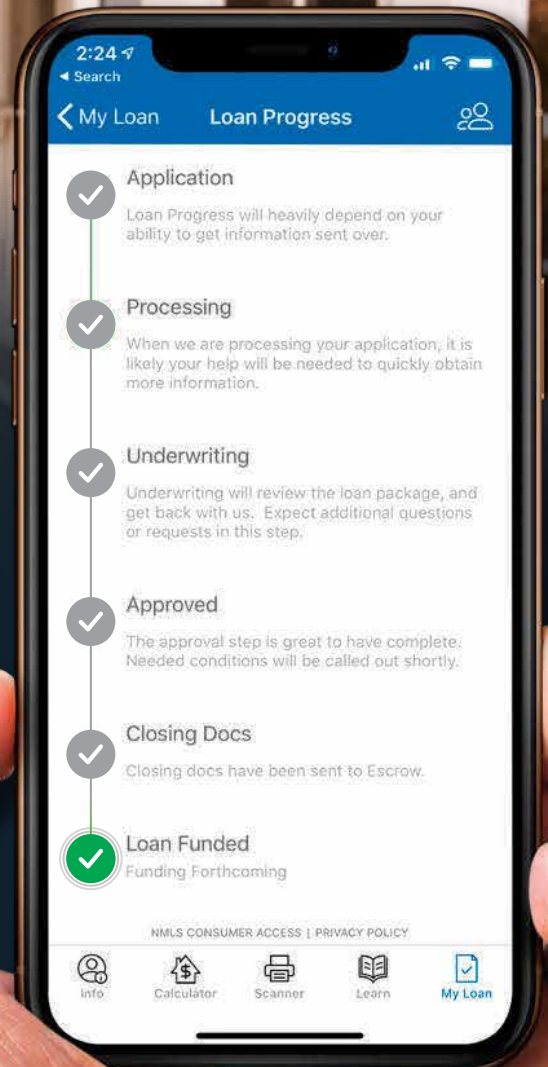
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Tab Rhodes → *continued from page 4*

acknowledging the brave legislators who are weathering the storm and remaining true to their beliefs and values of providing for the greater good. Many elected officials have shown their true colors as politicians rather than leaders, including those who, during the last legislative session, introduced numerous poorly written police

THE POTENTIAL FOR VIOLENCE HAS NO BOUNDS AS OUR SOCIETY STRUGGLES WITH THE NUMEROUS ISSUES OF 2020. PLEASE BE CAREFUL.

reform bills. Thankfully, through our coalitions and relationships with these brave legislators, PPOA was able to assist other law enforcement partners in defeating the knee-jerk reactions of some, and built dialogue with others as we move forward with anticipated reform legislation conversations for next year.


On the issue of leadership, PPOA continues to strive to protect our membership in every way possible. We obviously recognize that our members dedicate their lives to serving our community in a difficult and often dangerous job. As I speak on behalf of

PPOA in public, participating in discussions with numerous community groups, other labor coalitions and elected officials, I reiterate the “Professional” component of our organization’s name. The diversity of PPOA’s members and represented classifications, as well as the best practices, reforms and improvements within Southern California law enforcement seen during my 32-year career, allow for more collaborative dialogue. These discussions continue to make it known to all parties that PPOA and its members value their work in the community and recognize that, while these best practices are in place, mistakes still happen and there is always room for continued improvement.

Elected officials, law enforcement agencies, individual public safety officers and their labor organizations all have roles to play in addressing systemic racism and improving relations between law enforcement and the communities we serve. Society’s reservoir of trust in law enforcement has been severely impacted in 2020, and only through open-minded, collaborative conversations and actions can our community, state and country begin to heal.

As always, I remind you that you are all PPOA family members. We are here to listen and assist to the fullest extent of our capabilities. Please communicate any and all concerns to us by email at info@ppoa.com, or by telephone at (323) 261-3010. Often, it is only through members’ communications that we become aware of the difficulties facing our family.

Because you don’t hear it often enough, *thank you* for all that you do. ❤️



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Wayne Quint → continued from page 5

only \$244 will be added to your monthly pay. If you fall into this category, you may want to consider enrolling in or increasing other benefits, such as optional life insurance or spending accounts.

To offset the “caps” on cash back received by members in the Choices plan and lower-than-normal medical contributions, the Coalition of County Unions (CCU) negotiated “sustainability bonuses” for the 2018–2021 Fringe Benefits Memorandum of Understanding (MOU). On January 1, 2020, employees in the Choices plan received a 1% salary sustainability bonus increase. Fortunately, effective January 1, 2021, all full-time permanent employees represented by the CCU who are presently at the final step of their salary range will receive a 2.75% salary sustainability step increase, so long as they have completed 12 months of service at their final step and have received an annual performance rating of “Competent” or better. These

sustainability increases are an acknowledgement of the CCU’s cooperation with maintaining the bona fide status of the Choices Cafeteria Plan.

Despite the many changes due to the *Flores v. City of San Gabriel* (9th Cir. 2016) case, the news is still somewhat positive for next year’s medical and dental rates, despite the fact that the County only increased its 2021 health insurance contribution by 2.5%. It should be noted that the COVID-19 pandemic had very little impact on the 2021 medical and dental rates. The 2021 rates were based on actuarial plan experience from 2019 and the first quarter of 2020, which mostly occurred before the pandemic. The 2022 rates will be negotiated in 2021, as the current Fringe Benefits MOU terminates on June 30, 2021.

In January 2021, monthly health insurance contributions from the County will increase to \$1,031.14 for an employee only, \$1,881.33 for an employee plus one dependent and

COUNTY-SPONSORED MEDICAL AND DENTAL INSURANCE PLANS FOR REPRESENTED EMPLOYEES

Current 2020 Rates and Proposed 2021 Rates

PLAN	OPTION	COVERAGE CATEGORY	CURRENT 2020 RATES	PROPOSED 2021 RATES	PERCENTAGE CHANGE
CIGNA Choices	Select Network HMO	1	\$697.12	\$726.61	4.2%
		2	\$1,396.56	\$1,455.86	4.2%
		3	\$1,608.86	\$1,677.14	4.2%
	Full Network HMO	1	\$961.98	\$1,002.67	4.2%
		2	\$1,929.25	\$2,011.09	4.2%
		3	\$2,222.21	\$2,316.44	4.2%
	Network POS	1	\$1,730.94	\$1,804.16	4.2%
		2	\$3,087.31	\$3,218.13	4.2%
		3	\$3,238.68	\$3,375.91	4.2%
KAISER Choices	1	\$734.53	\$775.23	5.5%	
	2	\$1,463.62	\$1,545.02	5.6%	
	3	\$1,698.67	\$1,793.08	5.6%	

Rates reflect current negotiated County subsidies. CIGNA and Kaiser rates include current mandatory federal health-care reform taxes and fees.

COUNTY-SPONSORED MEDICAL AND DENTAL INSURANCE PLANS FOR REPRESENTED EMPLOYEES

Current 2020 Rates and Proposed 2021 Rates

PLAN	COVERAGE CATEGORY	CURRENT 2020 RATES	PROPOSED 2021 RATES	PERCENTAGE CHANGE
DELTA DENTAL Choices	1	\$19.89	\$18.47	-7.1%
	2	\$33.15	\$30.72	-7.3%
	3	\$49.49	\$45.76	-7.5%
DELTACARE USA Choices	1	\$15.09	\$14.52	-3.8%
	2	\$24.88	\$23.95	-3.7%
	3	\$36.87	\$35.49	-3.7%
METLIFE/SAFEGUARD Choices	1	\$10.73	\$10.49	-2.2%
	2	\$20.73	\$20.27	-2.2%
	3	\$27.04	\$26.44	-2.2%

Delta Dental rates reflect negotiated County subsidy. Delta Dental and DeltaCare rates are guaranteed through 12/31/2021. MetLife/SafeGuard rates are guaranteed through 12/31/2022 and the 2021 rates reflect a credit adjustment of 4 cents for 2019 performance guarantee penalty.

\$2,222.42 for an employee plus two or more dependents.

The 2.5% County contribution coupled with the 2.75% sustainability salary increase should soften the blow for most PPOA members who will likely experience increases in their respective medical plan rates.

The 2021 Delta Dental PPO plan rates for PPOA members will decrease from current 2020 rates. PPOA members enrolled in the Delta Care USA and MetLife/Safeguard dental plans will also see a decrease from current 2020 rates.

Optional group term life for represented employees will remain unchanged for 2021. Dependent life and AD&D insurance rates for represented employees will remain unchanged for 2021. The contract rates are guaranteed through 2022.

On pages 5 and 14, you will find specific information on all Choices medical and dental plans, including current 2020 rates, new 2021 rates and the percentage increase/decrease for each plan. Any questions on these charts or other issues should be directed to the County Human Resources benefits department at (213) 388-9982.

If you would like to access the 2018–2021 Fringe Benefits MOU, please visit PPOA.com/members/contracts.

As you know, PPOA rejoined the CCU in August 2019 and looks forward to having a seat at the Fringe Benefits bargaining table in 2021 as the CCU collectively, with solidarity, negotiates the best possible fringe benefits for all of our CCU members. ♥

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Vonetta Mays: Dedicated Public Servant and Military Veteran

PPOA is grateful to the many delegates who have stepped forward to help the union move forward. This month, we're honored to shine the spotlight on Law Enforcement Technician Vonetta Mays, a proud U.S. Navy veteran assigned to Facilities Services Bureau at STARS Center.

What is the best part of your job?

Most of my day involves networking and customer service. I have made a *lot* of friends while getting a multitude of tasks done.

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

I have a degree in business management, because my goal was to be a hotel manager after I earned my degree, but I fell in love with the Sheriff's Department.

What do you enjoy in your free time?

I plead the fifth. LOL. I like hanging out at the American Legion with my veteran family.

Why volunteer to serve as a union delegate?

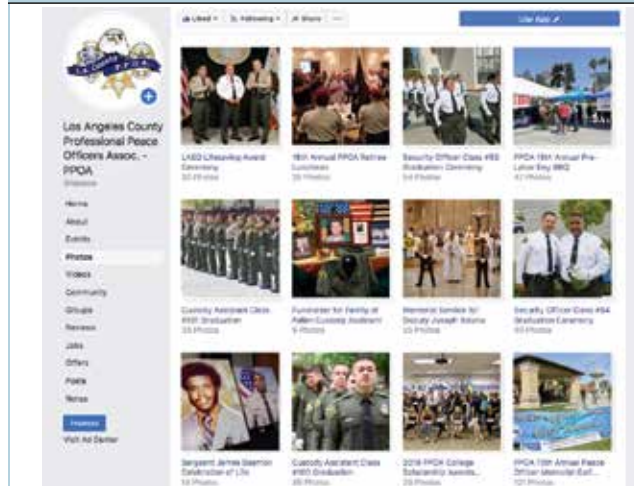
I was inspired to become a delegate because there are so many people who complain about not having resources or training, and I prefer to be a part of the solution instead of complaining. I also enjoy expanding my network of friends and colleagues.

What advice would you offer to newly hired law enforcement technicians?

New LETs should know that we value teamwork. Being an LET on this department means that you will always have an invaluable network of colleagues, and if you're lucky they become friends that almost morph into family. This department relies on LETs to perform tasks that go above and beyond our job specs at times, and we have always been able to rise to the challenge. This job prepares you for almost anything. 🇺🇸



FOLLOW LAPPOA ON FACEBOOK



In addition to breaking news and announcements, the "LAPPOA" Facebook page features more than 2,000 photos and videos from events, graduations, memorials, dedications, ceremonies and other noteworthy occasions. We're honored to document the diligent work of PPOA members and meaningful moments for our law enforcement family.



www.facebook.com/LAPPOA

MEMBERS ARE ENCOURAGED TO TAKE THIS ENDORSEMENT GUIDE TO THE VOTING BOOTH.

2020 Voter Guide



ENDORSED BY PPOA



➔ **No on Measure J**

Protect essential workers! Don't let L.A. County supervisors permanently cut \$500,000,000 from essential services provided by PPOA members, nurses, social workers and other public servants. Measure J is a step backward for racial justice, as it will decrease services and resources in communities where additional investments are critically needed. Vote *no* on Measure J!

Visit NoMeasureJ.com for more information.

➔ **Yes on Prop 20**

Protect victims of violent crime! Vote yes on Prop 20 to fix glaring flaws contained in recent criminal justice reforms. Under Prop 47, rape of an unconscious person, trafficking a child for sex, assault on a peace officer and felony domestic violence are not classified as "violent felonies" — making criminals convicted of these crimes eligible for early release. Vote yes on Prop 20 to fix these injustices!

Visit KeepCalSafe.org for more information.

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2020 Voter Guide



ENDORSED BY PPOA



➔ **Re-elect L.A. County DA Jackie Lacey**

- Dedicated public safety advocate
- First woman and first African-American to serve as L.A. County District Attorney
- Los Angeles native with proven experience leading the largest prosecutorial office in the nation

Visit JackieLacey.com for more information.

➔ **Elect Herb Wesson for County Supervisor, 2nd District**

- Father, mentor and coach with 30-plus years of public service
- Proven experience as former speaker of the California Assembly and L.A. City Council president

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2020 Voter Guide



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➔ November 2020 Elections: PPOA Endorsements

Los Angeles County

No on Measure J

Jackie Lacey for L.A. County DA

Herb Wesson for L.A. County
Supervisor, District 2

Los Angeles Superior Court

Steve Morgan for L.A.
Superior Judge, Seat 72

Scott Yang for L.A. Superior
Judge, Seat 162

California Proposition

Yes on Prop 20

Assembly

Tom Lackey for Assembly 36th District

Jacqui Irwin for Assembly 44th District

Blanca Rubio for Assembly 48th District

Burt Brink for Assembly 49th District

Freddie Rodriguez for
Assembly 52nd District

Sydney Kamlager-Dove for
Assembly 54th District

Lisa Calderon for Assembly
57th District

Senate

Shannon Grove for Senate 16th District

Scott Wilk for Senate 21st District

Ling Ling Chang for Senate 29th District

Richard Roth for Senate 31st District

City Council

Steve Hofbauer for Mayor,
City of Palmdale

School District Boards

Jeremiah Arnold for La Cañada
School District Board

Greg Palatto for Bonita Unified
School District Board

Scott Schmerelson for Los Angeles
Unified School Board, District 3

Community College Board

Scott Svonkin for L.A. Community
College Board of Trustees

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ENDORSED BY THE CALIFORNIA COALITION OF LAW ENFORCEMENT ASSOCIATIONS (CCLEA)

Assembly District 13: Carlos Villapudua
Assembly District 33: Thurston Smith
Assembly District 35: Jordan Cunningham
Assembly District 36: Tom Lackey
Assembly District 38: Suzette Valladares
Assembly District 40: James Ramos
Assembly District 42: Andrew Kotyuk
Assembly District 55: Phillip Chen
Assembly District 57: Lisa Calderon
Assembly District 59: Efren Martinez
Assembly District 65: Sharon Quirk Silva
Assembly District 67: Kelly Seyarto
Assembly District 68: Steven Choi
Assembly District 69: Tom Daly
Assembly District 72: Janet Nguyen
Assembly District 73: Laura Davies
Senate District 5: Manmeet “Mani” Grewal
Senate District 13: Josh Becker
Senate District 17: John Laird
Senate District 21: Scott Wilk
Senate District 23: Rosilicie Ochoa Bogh
Senate District 28: Melissa Melendez

Senate District 29: Ling Ling Chang
Senate District 37: Dave Min
8th Congressional District: Jay Obernolte
38th Congressional District: Linda Sanchez
46th Congressional District: Lou Correa
47th Congressional District: Alan Lowenthal
Sacramento County Board of Supervisors to represent District 3: Rich Desmond
Los Angeles County Board of Supervisors to represent District 2: Herb Wesson
Orange County Board of Supervisors to represent District 1: Andrew Do
Los Angeles County District Attorney: Jackie Lacey
Los Angeles Community College Board: Scott Svonkin
Los Angeles Unified Board of Education to represent District 3: Scott Schmerelson
Fontana City Council District 2: Sophia Holguin
Fontana City Council District 3: Peter Garcia
Oppose Measure J
Oppose Measure K



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Tales of Perseverance and Public Service



Forty-five years ago, retired PPOA member **Irma Alvarez** was a deputy assigned to Pico Rivera Station when a harrowing traffic stop resulted in her becoming the first female peace officer to be shot in the line of duty in California. Fortunately, this story has a positive outcome.

On August 28, 1975, the young deputy pulled over a speeding vehicle with two male occupants. Unbeknownst to her, the men had just pulled off an

armed robbery at a local business. As Irma approached the vehicle, the suspects sprang from the car and began wrestling with her. As the men attempted to gain control of Irma's revolver, she managed to get a canister of chemical irritant, called Federal Streamer, out of her belt and doused them. Unfortunately, one of the suspects removed the deputy's revolver from her holster during the struggle and shot her through her arm, into her chest. The assailants fled, but Irma, despite being battered, wounded

and bleeding, managed to get back to her vehicle to call in a request for assistance and provide a description of the suspects.

Thankfully, the suspects were caught and prosecuted. More importantly, Irma made a full recovery. In fact, she eventually returned to patrol and dedicated another 25 years of service to Los Angeles County before retiring.

We shared this story on the PPOA Facebook page and it quickly became our most popular post in months. These are a few of the comments from those inspired by Irma:

- "Irma is a great lady! She is strong, selfless, ever so caring and a beautiful friend! God continue to bless her and protect her!" — R.B.
- "She's had a very good retirement. Many females who followed learned it was OK to keep distance between a suspect and self and no matter

Rookies Roost is a column that chronicles the lives of some of the most interesting people we know: retired PPOA members. It first appeared in Star & Shield magazine in 1973, and we are grateful to those who have authored the column over the years, including Ev Carter, Lee Mealy and Bob Lindsey. From time to time, PPOA sends surveys to retired members, and we appreciate so many of you who have taken the time to share your stories with us over the years. You can email Greg Torres at gtorres@ppoa.com.

what, the will to survive makes a big difference.” — S.T.B.

- “Irma is a wonderful person and friend. She provided the best role model for those that came behind her, male and female! LASD is better because of her.” — S.S.
- “Irma, you’re my hero. I was in the academy at the time. The same thing happened to me later. I thought about you in the hospital and it motivated me to recover.” — A.B.

Thank you, Irma, for your service and for inspiring others with your tenacity and determination. We hope you are enjoying a healthy, well-deserved retirement.

While we’re on the subject of outstanding retired female deputies, please join us in congratulating **Vicki Stuckey** on her new role as a Lakewood City Council member. The retired LASD commander was sworn in last month, and she certainly knows a thing or two about public service. Not only did she contribute 34 of years of dedicated service to the Sheriff’s Department, but she has also been a Lakewood City Commissioner



for 19 years and served four years on the community safety commission, in addition to 15 years on the city’s planning and environmental commission, including four stints as the commission’s chair. Sheesh! Now *that’s* a résumé.

Few cities are lucky enough to gain

the leadership of difference-makers like Vicki Stuckey. In fact, while we’re congratulating Vicki on her new post, we would be remiss if we didn’t congratulate the City of Lakewood as well! 🇺🇸



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Three Days, Three Crucial Victories for PPOA Members

On August 31, PPOA members and hardworking public safety personnel throughout the state earned a crucial victory literally at the midnight hour as the 2020 legislative session closed in Sacramento. Senate Bill 731 would have created a decertification process in which an officer's POST certificate could be revoked. Additionally, it would have removed qualified immunity for peace officers. Thankfully, fierce lobbying from PPOA and a broad coalition of labor organizations and law enforcement associations helped convince legislators *not* to consider passage of the bill on the final day of the legislative session. Given the current political climate in California and nationwide, this represents a critical victory for law enforcement.


On September 1, Director Lisa Garrett of the L.A. County Department of Human Resources officially

notified the Sheriff's Department that "a workforce reduction will not be required" as previously believed. Translation: *no layoffs*. This optimal outcome is the direct result of the collaboration and coalition of labor organizations of which PPOA is a member, providing much-needed political support for our arguments against further defunding of the Department and member layoffs.

On September 2, we were extremely gratified to learn that all three of the LACERA candidates endorsed by PPOA earned decisive victories in the elections for the LACERA Board of Retirement and Board of Investments. We are thankful to every PPOA member who made it a point to cast a ballot. We are also grateful to the victorious candidates, Les Robbins

(LASD retired/PPOA member), Joe Kelly (retired L.A. County treasurer) and David Green (SEIU vice president), for their commitment to protecting pensions and health care for L.A. County public employees. Special thanks is extended to PPOA staff members Rico Escalante and Noel Cabrera for taking the time to call retired members and remind them to cast their votes.

"The representation provided by Les, Joe and David is absolutely crucial," PPOA President Tab Rhodes said. "With the increasing level of scrutiny and attacks on public employee pensions, LACERA members are fortunate to have board members as diligent and committed as these three individuals."

More information about each of these crucial victories is available at PPOA.com. 



PPOA Committees and Staff

2020 STANDING COMMITTEES

Associations

› Chairman Rhodes

Bylaws

› Chairman Coleman

Communications /App

› Chairman Vienna

Delegates

› Chairman Blankenship

Elections

› Chairman Blankenship

Finance

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Foundation Fundraising

› Chairman Satterfield

Insurance

› Chairman Lee

Legislative

› Chairman Reddy

Membership

› Vacant

612 Negotiations

› Chairman Rhodes

612 Training

› Chairman Satterfield

614 Negotiations

› Chairman Lee

621 Negotiations

› Chairman Blankenship

631 Negotiations

› Chairwoman Kato

632 Negotiations

› Chairwoman Kato

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Cowardly Assault on Custody Assistant Results in 16-Year Prison Sentence

A male suspect who brutally attacked a station jailer at Lakewood Sheriff's Station two years ago was sentenced in late August to 16 years in state prison for the cowardly assault.

On August 10, 2018, James Keoni Kalaaukahi, 29, was being booked at the Lakewood Station jail when he sucker-punched a female custody assistant in the face during fingerprinting, grabbed her taser and dragged her by her hair into a locked cell. Despite being bloodied with two black eyes, a concussion, broken nose, cervical spine injury and torn wrist ligament, our heroic C/A managed to activate a panic button. Responding sworn personnel tried to neutralize Kalaaukahi with pepper spray, but were ultimately forced to use their firearms in order to save the life of the custody assistant. Both the C/A and Kalaaukahi were transported to the hospital for treatment. PPOA Executive Board Member/Custody Assistant Tony Coleman and Executive Director Wayne Quint Jr. were at the hospital with the C/A and her family that evening to extend support. "She is the embodiment of the C/A position: strong, professional



and courageous," Coleman said.

The 18-year LASD veteran continues to deal with the effects of that traumatic assault. Her broken nose has been surgically repaired and her spinal surgery is scheduled for next month.

There is no doubt that her will to survive enabled her to stay in the fight until her backup arrived. The

fact that our custody assistant has been able to return to work in a new assignment is testament to her perseverance and determination. Both of those attributes are evident in this excerpt from the victim impact statement she courageously read in court: "I will get better, and yes, my life has been altered, but I am still here. I thank God for my work family — my heroes who came to my aid. I thank God for the prayers and support of those I know and those I met along the way. It hasn't been an easy journey, and two years into it I still have much recovery ahead... You

beat me, held me captive, tried to kill me and attempted to strip all of my dignity away, but you didn't win. With every ounce of my being, I crawled to my help line that day and I will continue to seek help for my journey ahead. As for today, whether I crawl, walk or run, I will get there." 🍀



STAR & SHIELD

Congratulations to the following PPOA members 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.

CONTEST WINNERS

\$100 PRIZE WINNERS

(September issue — the hidden word appeared on page 4)

Stephen Cooper, Law Enforcement Technician
Anita Gowing, Civilian Investigator
Ricardo Lopez, Coroner Investigator

PPOA Board Member/Security Officer Jody Clouch Retires

On September 15, 2020, PPOA Board Member/ Security Officer Jody Clouch retired after 20 years of dedicated service to the Sheriff's Department and announced her resignation from the PPOA Board of Directors. Jody has been one of PPOA's most dedicated Board members since being elected in 2013, and in those seven years, her unwavering commitment to her fellow PPOA members has been invaluable. Thank you, Jody, for your leadership, and best of luck in your retirement! ❤️



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 October 31, 2020, at 11:59 p.m. PDT.

This month's hidden word is:

Ideation

The act of forming or entertaining ideas

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



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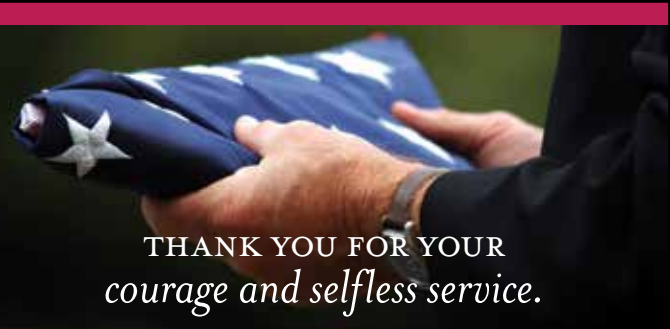
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²Required inspection must be completed 30-60 days prior to maturity. Additional charges due to excess mileage (10 cents per mile) and wear and tear may apply. Disposition fee of \$195.00. All loans are subject to credit approval. POPA's Drive4Less Program applies to vehicles that are 5 years old and newer. Residual Value may vary depending on vehicle options, mileage, wear, make, model of vehicle, and term being financed. Subject to mileage restrictions. This program is offered through our partnership with Auto Financial Group (AFG) and various terms and rates are available. Vehicles not eligible on the program include those considered "gray market", "temon law" or salvaged vehicles. Please contact the Credit Union for a list of eligible vehicles. Financing up to 10% of the vehicle is available. Rates and terms are subject to change without notice. Drive4Less program is not eligible for Relationship Benefits. Contact the Credit Union for complete details.



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Candidate Statements

Please note that candidate statements are published as submitted and include no editing from PPOA.



UNIT 612
Juan Calderon
SERGEANT

“Don’t wish things were easier, wish you were better. Don’t wish for less problems wish for more skills. Don’t wish for less challenge wish for more wisdom” — Jim Rohn.

Not jut fancy words, but true words I try to live by everyday. In this day in age in our profession of law enforcement, these words ring truer than ever before. The Los Angeles County Sheriff’s Department (LASD) and the Los Angeles County Professional Peace Officers Association (PPOA) are now faced with many difficulties and challenges that threaten its members professionally and personally.

Now, more than ever, PPOA needs to better reflect and adapt to the current and inevitable challenges to protect all its members

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UNIT 612
Jeffrey Ivask
LIEUTENANT

I started in Orange County as a Reserve Officer for the City of Fullerton in 1992 and was recruited by the Los Angeles County Sheriff’s Department in 1994. As a deputy, I worked assignments in the divisions of Custody (BC, MCJ, NCCF, and IRC), Court Services (CCH) and Patrol (LNX, CEN, and TSB). In addition to patrol, I worked specialty assignments in community-oriented policing, traffic, and vice.

I became a PPOA member when I promoted in 2007. As a Sergeant, I worked patrol at Marina Del Rey Station, Metrolink Bureau and Transit Services Bureau. I was tasked with creating a grant funded counterterrorism team that required an array of skills that included: grant writing, managing contract minutes; managing

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UNIT 612
Tony Romo
SERGEANT

Fellow 612 Members,

We are amid the most turbulent times in the world, country, state and county. However, there are times when we have an opportunity to influence our futures, by voting. VOTING in the PPOA election is one of those opportunities. I am asking you, as I ALWAYS do, to make sure you exercise that right, no matter whom you vote for. When our members return their ballots in huge numbers the County realizes we have members engaged and ready to fight for better pay, benefits and working conditions.

The Law enforcement profession has been under a barrage of attacks from various groups including government leaders who previously were strong supporters of law enforcement. These groups do not represent the silent majority of people, who want a strong

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UNIT 612
Michael Thibodeaux
SERGEANT

My name is Mike Thibodeaux and I am running for the PPOA Board of Directors. I am in my 27th year of service with the LA County Sheriff’s Department and I recently promoted to Sergeant. I resigned from my position on the ALADS Board of Directors and immediately joined PPOA.

While I participated on the ALADS Board of Directors there were two contracts which were negotiated, giving deputy sheriffs and district attorney investigators 12.75% in salary increases, additional medical contributions and other benefits. I feel its was one of the best contracts in years. Also ALADS established its own legal defense fund plan. ALADS fought to defend deputies filing several grievances and winning unfair labor practice charges.

I served as a Trustee of the ALADS Insurance Trust,

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Please note that candidate statements are published as submitted and include no editing from PPOA.



UNIT 612
Ryan Vienna
LIEUTENANT

I humbly and respectfully ask for your vote to continuing serving on the PPOA Board of Directors. Since I've represented you on the PPOA Board of Directors, I've been a vocal advocate for fairness and equality. I've supported expanding PPOA's reach to more effectively engage local and state elected officials and other associations. I am running for the PPOA Board of Directors because I feel our collective interests in labor issues with the Department continue to be under attack. Now, more than ever. I hope to continue to be your bold voice on the Board of Directors during these turbulent times with the Department, the county, and our communities.

The battlefield ahead of PPOA for the next two years is one of many battles on many fronts. In our communities, renewed

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UNIT 621
Rosario "Tony" Coleman
CUSTODY ASSISTANT

When I was first elected, my goal was to be vocal, accessible, visible and productive. I wanted to bring our concerns to the forefront not as a manner of complaint, but as important issues to be addressed and resolved. On your behalf, I wanted to represent us as a partnership in our profession, and not just an item to supplement the departments' increasing workload and shortage of sworn personnel.

Although there have been improvements in communication and gains including additional permanent paid bonus positions, court transfers without testing, equal care for our people during Covid-19 and a pathway towards a CCW. Yet there is far more to accomplish for the betterment and more

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UNIT 621
Jeffrey Ramirez
CUSTODY ASSISTANT

Having worked in jail facilities as a Custody Assistant for the past 25 years in varying capacities, I have had the privilege to be part of a team with amazing men and women. I have worked at numerous custody facilities and bureaus throughout my career including CRDF, Biscailuz Recovery Center, Medical Services Bureau and CTU/PMB. Throughout my career I have had the privilege of learning from my co-workers and supervisors how to be better in my position as well as learning about some of the obstacles and concerns that our team of custody assistants face in their positions.

I have been asked to run for this position because I believe those that have worked alongside me feel that I have the work ethic and mentality to be an excellent moderator, communicator and voice for all. I have an easy-going yet serious and professional demeanor and I handle pressure very well. I am disciplined,

organized and dedicated, and will always work hard to succeed and get the job done. I have empathy and able to maintain effective relationships.

This position presents a whole new set of challenges in light of today's current climate, and our officer safety is of my utmost concern. Not only have we been faced with personal health risks that could affect ourselves and our families due to Covid, but the recent attacks and demonization of law enforcement puts all of our officers at risk of harm and loss of livelihood. Protection from the threats of defunding police and our fear for our employment, medical and retirement are of the utmost priority for me as your representative.

I believe the person who takes on this role needs to make certain the needs and concerns of every single officer as an individual is heard and addressed. I seek transparency and open communication with all of you. I seek to make every single individual feel represented and safe. This position is not one that should be taken lightly. As you representative, I would represent a large group of men and women who rely on me for effective concise communication and results. I strive to be the professional voice of our union and to hold that position with strength integrity and honor.

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Juan Calderon → *continued from page 28*

and their interests. Short and long term. What PPOA needs is a diverse group of forward-thinking Board of Directors that can see things from many different perspectives. To have the ability to “think outside the box”. I feel that I can help the members of PPOA with the current and future challenges.

In my current Unit of Assignment, I am assigned as the Inmate Grievance Coordinator for all of Custody Division and assigned to Custody Division- Executive Command. I meet and confer with the Commission on Jail Violence (CCJV), the Rosa Lawsuit federal Monitors (Rosas Provisions), the Office of the Inspector General (OIG), the Los Angeles County Board of Supervisors and with the LASD Executive Staff – Custody Division on a regular basis. I consistently work overtime and CARP within all Custody Division facilities encompassing all shifts. I have firsthand knowledge and experience to what is happening with line staff within Custody Division.

Given my knowledge of the administrative side of the department, the line staff’s workload and responsibilities, coupled with being part of the former “Dual Track” process, I know that I can bring a multifaceted and unique perspective that can benefit the members of PPOA for the short and long term.

I feel I can bring a strong new energy and youthfulness that can help all members of PPOA and The Board of Directors in continuing fighting the “good fight”. If given the opportunity, I hope to win your vote to represent you as a member of the PPOA Board of Directors. ♥

Jeffrey Ivask → *continued from page 28*

budgets upwards of \$50 million; equipment procurement; and obtaining a wide variety of training for my team.

I promoted to the rank of Lieutenant in 2017. I was assigned to work Court Services Central Bureau and Audit and Accountability Bureau before coming to Lakewood Station. In addition to working as Lakewood Station Watch Commander and Detective Bureau Lieutenant, I also serve collateral assignments as the City of Lakewood Service Area Lieutenant and Assistant Incident Commander for the Incident Management Team.

If elected to the PPOA Board of Directors, I will work diligently to insure all members are treated fairly and insure their rights are not infringed at any level by the Department, County, State, or Federal governments. I will also strive to make sure our members are always recognized for their service in pay and benefits rather than political rhetoric. ♥

Tony Romo → *continued from page 30*

PUBLIC SAFETY sector. Whether it is an assault on our tactics, pay and benefits, pensions, or a routine process, PPOA needs to be a leader and speak on behalf of our membership. We need strong leadership with experience to support YOU and all of our members.

I have over three decades of law enforcement experience and have been a PPOA Board member, PPOA Delegate and or an ALADS Rep for 98% of that time. In my 18 years as a Sergeant, I have consistently represented Sergeants and Lieutenants on issues concerning the Department. I have participated in a countless number of meet and confers, negotiations, and formal and informal grievance processes. While standing up for our 612 membership, I have taken on Department Executives and sometimes even members of our own PPOA Board. I want to continue to do the right thing by representing our members and I will continue to do so with your support and your vote.

Currently with Sheriff Villanueva, we have someone who supports employees while performing under today’s difficult times. I would like to see PPOA continue to work with the Sheriff on finding ways to help our membership, we should support the Sheriff with maintaining the Department’s ability to provide outstanding service.

The broad spectrum of my work experience and assignments in Patrol, Custody, Court Services and Special Operations Division gives me an unequaled global view of the issues all our 612 members face on a daily basis. My personal experience with the department’s internal and criminal investigations and the Civil Service process also gives me the knowledge and understanding that helps me support members going through these situations. I would ask you, to ask your peers, who know me, from all Divisions and all points in the county, North, South, East or West and ask them, if they agree that I have represented your interests, shared information and fought for our members.

If you are taking the time to read my candidate statement, I want to thank you for doing so. I would ask you to continue to stay engaged with YOUR UNION, YOUR VOTE and make YOUR VOICE be heard.

Please contact me @ (714) 745-7947 or Trlasd@aol.com.

As always STAY SAFE,

Tony ♥

Mike Thibodeaux → *continued from page 28*

Peace Officers’ Relief Fund (PORF) Board of Trustees and Legal Defense Fund Trust. I have been able to participate with ALADS as a unit representative, as a peer member with deputy grievances, and a representative for deputies with meet and confer negotiations with the Sheriff’s Department.

I would like your vote for the PPOA Board of Directors. I will use my experience at ALADS to continue to move PPOA in a positive direction. ♥

Ryan Vienna → *continued from page 30*

civil unrest behind use of force incidents locally and nationally. In our contract cities and the county, calls to “Defund the Police” while contracts and funded jobs hang in the balance, the fiscal revenue lost and expenses incurred by the global pandemic and stay-at-home orders, and contract negotiations. In the state legislator, anti-law

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enforcement bills jeopardizing public safety. We must be vigilant.

In addition to strong advocacy for you, I've served this last year as the chair of our Communications Committee. I've led an effort to improve the way PPOA communicates with you. Working as a team, the committee has examined the mobile application, website, emails, social media, and other tools to form a foundation for the next level of PPOA communication. In the near future, we hope to implement targeted specific information that is important to you such as bargaining unit specific information, impacted unit specific information (such as a pandemic outbreak), get-out-the-vote alerts during elections or important votes requiring vocal public comment, or even opportunity drawings.

As a member of the Board of Directors, my first priority is you -the member and the membership. My goals as your representative on the Board of Directors are simple:

- Protect the rights of PPOA members,
- Work with the Department and its executives to meet the common interests and needs of its employees and our members, and
- Work with our legislators to protect our pensions and interests as a labor organization, while encouraging them to support law enforcement over criminals in their legislative sessions.

If you elect me to continue to be your representative on the Board of Directors, you can rest assured knowing you've supported someone who will fight for you and for what is right. I believe now, more than ever in recent times, the stability of the Board of Directors has been its strength as the governing body of PPOA and I hope it will continue to be. I am honored to have had the confidence of the Board of Directors to unanimously appoint me to the Board preceding my last election by you, the member, my brother or sister. Now, I hope to have your continued support. **Can I count on you for your vote and support?** 🍀

Rosario "Tony" Coleman

→ continued from page 29

inclusion of our classification. That is and will always be the endgame.

In the midst of this unprecedented health crisis, unstable budgetary concerns and criticism, while maintaining public safety, facing calls and threats against our profession, I feel it is best to continue serving my peers as your representative. I plan to continue the work, building relationships, answering and asking the tough questions and presenting the ideas from personal perspective as well as from individual and group discussions.

Consistency is a valuable tool. And I plan to maintain that level of consistency, and utilize that tool to continue to improve myself as a Board member, a representative as well as one of your colleagues. One who listens, understands, informs and responds to the needs of the position. I am looking forward to continuing down this path. No matter the footing, we have always stood tall.

I thank you for your time, patience and professionalism throughout the trials of 2020.

Tony Coleman

PPOA Executive Board member. C/A Class #26 🍀

Jeffrey Ramirez → continued from page 29

There are things I personally believe can be improved in this role such as opening up a greater dialogue between the representative and each member of our classification and those we seek understanding and results from. With the new attack on our law enforcement community comes new concerns and needs and worries about our future, and that is a role that will change and develop quickly in this election year.

I am confident I am the person that can rise to these evolving changes and get things done to make every single individual in this position feel safe, empowered, appreciated and care for.

Thank you for your consideration of the opportunity to serve you.
Jeffrey F. Ramirez 🍀

SHERIFF'S DEPARTMENT

Unit 612 (two seats)

Sergeant Juan Calderon
Lieutenant Jeffrey Ivask
Sergeant Tony Romo*
Sergeant Michael Thibodeaux
Lieutenant Ryan Vienna*

Unit 621/Custody Assistants (one seat)

Custody Assistant Rosario "Tony" Coleman*
Custody Assistant Jeffrey Ramirez

Unit 621/Civilian Investigators, Court Services Specialists, Crime Analysts, Law Enforcement Technicians, Public Response Dispatchers (one seat)

Law Enforcement Technician Jim Blankenship*

Unit 615 (one seat)

Commander Carlos Marquez*

Retired Membership (one seat)

Retired Sergeant Jim Schallert*

*Incumbent

Jim Blankenship, Carlos Marquez and Jim Schallert are running unopposed for their respective seats and will be automatically re-elected.

Per PPOA bylaws, ballots and candidate statements will be mailed to eligible members on October 21. Please ensure that PPOA has your current home mailing address. If any PPOA members in eligible units do not receive a ballot by October 28, please call Clare at PPOA, (323) 261-3010. Completed ballots will be due back by November 18 and a ballot count will be conducted at PPOA on November 20 at 10 a.m. PPOA members are invited to observe the ballot count in the PPOA conference center.

Proud to Support Members in the Field

→ PPOA was honored to deliver sanitizer and face masks to approximately 30 units around the county last month in order to help support members. We are grateful to PPOA members for their dedicated service, and to our staff members Rico Escalante and Noel Cabrera for handling the distribution. ❤️





Guidelines for Co-Signing a Loan

Co-signing a loan means you are legally responsible for repayment of someone else's debt. You're essentially lending your good name and solid credit history to help someone else get approved for a loan or a credit card — and you're making a promise to repay in full if the original borrower can't, doesn't or just plain won't.

If you've considered all factors and decided there are good reasons to co-sign a loan, here's how to make co-signing successful.

- 1. Set up automated payments.** The best way to build a strong credit history and earn a good credit score is to make every payment on time. Before you co-sign for a loan, insist that the borrower set up automated monthly payments from their credit union or bank account. For credit cards, the automated payments should cover at minimum 5% or more of the card limit (\$25 on a \$500 limit). This protects you both against a missed payment, which could increase the interest rate. The borrower can also make additional payments every month to pay off the statement balance.
- 2. Agree to limits.** Know when you're getting out before you get in. For a loan, aim for three years or less. If that's not practical, try to revisit the credit union or bank to renegotiate the loan without your signature after three years.
- 3. Share payment notifications.** As a co-signer, you



have the right to see statements and payment notifications. The easiest way may be through shared online access. This gives you the opportunity to step in before an accidentally missed payment turns into a past-due problem.

By following these suggestions, you lay out your expectations before co-signing. Being honest and open will help protect your financial standing and can also maintain your positive relationship with the borrower.

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



END OF WATCH

PPOA extends sincere condolences to the family members and friends of the following members who passed away in August:

Retired Commander
Walter Allsop
EOW: August 2, 2020

Retired Deputy
Delois Wheaton
EOW: August 8, 2020

Retired Deputy
**Jacqueline Padias
Cavallero**
EOW: August 9, 2020

Retired Sergeant
Lawrence Jowdy
EOW: August 10, 2020

Sergeant
Eric Johnson
EOW: August 14, 2020

Retired Sergeant
James Lyle
EOW: August 15, 2020

Retired Sergeant
Frederic Montaldo
EOW: August 20, 2020

Retired Lieutenant
Robert G. Campbell
EOW: August 23, 2020

Retired Lieutenant
James Nunley
EOW: August 30, 2020



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)

SHOTGUN FOR SALE

Winchester model 23 classic 20 GA. 2x2 w/ factory case. Raised "Golden Pheasant in Flight" on base of receiver. Three-digit S/N. \$1,500. Call (714) 350-7914. (0920)

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)

MOBILITY SCOOTERS FOR SALE

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

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)

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)

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)

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)

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)



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

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



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We have successfully represented over 35,000 safety members.
Our representation continues long after your case is concluded since your right to lifetime medical care may always be challenged.

**DISABILITY
 RETIREMENT FOR
 SAFETY MEMBERS**

We have a pension department that specializes in this area and have successfully obtained disability pensions for *thousands* of safety personnel under PERS, County 1937 Retirement Act and other county and city systems.

PERSONAL INJURY

Our personal injury department has successfully litigated or tried over 5000 claims for automobile injuries, products liability, medical malpractice and other negligence areas.

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