



Los Angeles County Professional
Peace Officers Association

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January 2021

STAR & SHIELD

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PPOA Turns 70

Back in 1951, a cadre of deputy sheriffs, county marshals and district attorney investigators created an association to protect their bargaining rights, which is known today as the Los Angeles County Professional Peace Officers Association (PPOA). As we enter 2021, PPOA will be celebrating 70 years of service to its now-9,000-plus members. From these humble beginnings, a credit union was formed (POPAFCU), a charitable organization was established (the Star & Shield Foundation) and a spin-off union known as the Association for Los Angeles Deputy Sheriffs (ALADS) was created.

Today, PPOA continues to protect its members of the Sheriff's Department, Medical Examiner's Office and District Attorney's Office, representing five separate



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bargaining units and 24 different classifications of County employees. PPOA is proud to be affiliated with the Los Angeles County Coalition of Unions, the Los Angeles County Federation of Labor, the California Coalition of Law Enforcement Associations, the Southern California Alliance of Law Enforcement, the California Peace Officers' Memorial Foundation and, of course, the Fraternal Order of Police. Our mission continues to be a "Tradition of Success" in serving our membership through an effective and expanding professional association, as well as protecting and enhancing their individual and collective rights.

As we go into the 70th year of the organization, we come out of the year 2020 and its historically unprecedented

difficulties. PPOA has led the fight against COVID-19 through our efforts to educate our members and partner employers of the dangers of this disease, as well as the requirements to combat it in the workplace. We have remained extremely busy moderating the political battles during these emotionally driven times of social justice. And as if that were not enough, we have also fought to protect the jobs and assignments of our members from being impacted by the continued budget shortfalls and concerns.

One of my recent mentors often reminds me, "Tough times never last, but tough people do." Moving forward from the difficulties of 2020 is critically important, as everyone needs to focus on and be grateful for what we have. Reflect on the fact that while we may have first-world inconveniences, many in our county, state and country are experiencing third-world problems at a much higher rate. Homelessness, unemployment, hunger, violence, illness and death are impacting and influencing our lives like never before.

Every review of the previous year provides an opportunity to reflect and the prospect of improvement. During 2021, we at PPOA will not dwell on the difficulties of 2020, but instead will continue to address this new world and its challenges, of which there will be many. Besides combating "COVID complacency," we know that 2021 will be a year of financial uncertainty, legislative challenges and political skirmishes. Your Board of Directors and the staff of PPOA look forward to accepting these challenges on your behalf, always remembering our history and reflecting on our mission.

Thank you for being a member of the PPOA family. 🍷

I WANT TO PUT THE "ACTION" BACK IN POLITICAL ACTION!

PAC Plus is a political action committee of PPOA members focused primarily on establishing a stronger, more effective presence in county and state politics. PAC Plus expenditures will target elections and legislation that could potentially impact the safety, livelihood and careers of PPOA members.

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PPOA's 70 Years of Professional Representation

This month, PPOA will mark its 70th year of service, and although it may not feel like a time to celebrate this milestone, we must never forget our incredible organization's honorable and fervent commitment to continuing a tradition of success — yesterday, today and tomorrow.

In 1951, a handful of members from the Sheriff's Department, District Attorney's Office and Marshal's Department met in the Coroner's inquest room at the Hall of Records to form the Los Angeles County Peace Officers Protective Association (POPA). Motivated by a 1952 proposal to abolish all public employee retirement systems, our founding fathers wanted to get a pay raise from their monthly salary of \$319. POPA's monthly salary increased by more than 61% in five years, and the pension abolition proposal was defeated. POPA was growing in membership and stature in Los Angeles County. In 1978, the official name of POPA and its acronym changed to the Los Angeles County Professional Peace Officers Association (PPOA), but the original pronunciation has remained.

Now, PPOA enters its 70th year of never wavering from promoting the professional interests of its membership by enhancing their individual and collective rights. The last 10 months have presented the most difficult health, economic, political and social issues to our 9,000 members, our Board of Directors and our staff that we have ever faced in PPOA's amazing 70-year public safety journey. All of us are truly living and working in unprecedented and historic times, and despite the many battles we are engaged in, PPOA continues confidently, like our predecessors, in committing to continuing a tradition of success.

As PPOA begins its seventh decade of professional service, your union's effectiveness will continue to thrive as you, the members, continue to elect leaders to the Board of Directors who genuinely care about you and your loved ones' well-being. The real worry that public safety families have of not knowing if their hero will return from work safely has been exponentially compounded, as every minute of their shift now involves possible exposures to the deadly COVID-19 virus that is prevalent in our jails, communities, courts, hospitals and other work locations. Coming home safely now takes on a whole new stress never before experienced by PPOA members who retired or left County service before March 2020. Your Board of Directors have made it their number one priority to ensure that the Sheriff's Department,



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District Attorney's Office and Department of Medical Examiner do everything in their respective powers to keep you healthy and safe as you discharge your unsung heroic duties as essential workers for the County of Los Angeles.

PPOA will continue its collaborative efforts with the Board of Supervisors, the County CEO and the three department heads to ensure that their workforce is equitably compensated in regard to their wages, hours and working conditions. In December 2020, PPOA extended its current Bargaining Unit 612 Memorandum of Understanding (expires January 31, 2021) for one year with no takeaways or contract language changes. PPOA has been a member organization

of the Coalition of County Unions (CCU) since 2019, and we will harness the negotiating power of 13 other unions as we collectively negotiate the Fringe Benefits contract, which expires June 30, 2021. PPOA President Tab Rhodes and your Board of Directors are committed to no takeaways at any of the other bargaining unit wage tables as well as the Fringe Benefits table. PPOA is proud of our past and present track record of negotiating fair and equitable contracts for our members when times are good, bad or uncertain. The successes PPOA has negotiated through collective bargaining are the result of our unified belief that a well-compensated workforce attracts and retains the best professional peace officers and public safety officers from a pool of qualified personnel that is becoming more and more scarce.

PPOA will continue its professional tradition of robust lobbying at the State Capitol. Unfortunately, like last year, we will be forced to take on ill-conceived police reform legislation that is short on facts, emotionally driven and without input from and collaboration by public safety associations.

For the past 70 years, PPOA has been a proactive and imaginative organization that is highly respected by public safety unions as well as elected officials at the local level, statewide and in Washington, D.C. You can rest assured that any opportunities or obstacles that PPOA faces will be met with the same professional and successful resolve that began seven decades ago, continues today and will carry on into our collective future as a unified membership. Happy birthday, PPOA! 🇺🇸

Protecting Rights for Custody Assistants as Challenges Multiply

First, let me say that I hope you and your family were well and blessed this holiday season. We all look forward to having some semblance of normalcy sometime in 2021.

As the challenges of our line of work during a pandemic are numerous, we assure you that the safety and well-being of PPOA members are always prioritized as we hold weekly teleconferences to discuss the impact of COVID-19. An example of that is Cal/OSHA conducting an investigation into the COVID protocols at Men's Central Jail (MCJ). Although the route that led to OSHA's involvement was unconventional, PPOA welcomed the opportunity to have an impartial third-party review to ensure that the Sheriff's Department was keeping the working environment as safe as possible under the circumstances. The MCJ Operations staff was cordial and accommodating during this process, as all parties had the opportunity to learn from this and every COVID-related experience. This makes our union more knowledgeable, informative and effective in addressing and dealing with coronavirus-related incidents.



Rosario "Tony" Coleman
PPOA Board Secretary
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Department for approval and inclusion in the list of available training options for candidates going through the process.

ECONOMIC IMPACTS AND EMPLOYEE RIGHTS

We are still not sure of the overall financial effects that the virus and Measure J will have on C/As. For now, we have avoided the closures of South Facility and Parks Bureau and gained a reprieve for the College Bureau, with the latter facing some staffing reductions.

While addressing these situations and negotiating with the Department, PPOA made sure to keep the focus on the fair treatment and rights of employees, following policies and past practices, and avoiding layoffs. I will also acknowledge

the Department's willingness to retain employees during the process coming out of the holidays. It is appreciated by our organization and the potentially affected employees.

These decisions may carry through to the end of the fiscal year, to see where we truly stand economically. Our work is not complete, yet we are appreciative of the time and efforts of all parties involved that have brought us to this point.

WE WILL CONTINUE TO WORK ON THE CUSTODY ASSISTANT CLASSIFICATION, TO IMPROVE ITS FOOTING AND INCLUDE WHAT WE PERCEIVE AS BASICS TO THE POSITION.

CCW UPDATE

The CCW process continues with fewer hiccups than when it initially began. There is more clarity on filling out the application, and the unit has done an exceptional job in getting those applications processed. They have also been accessible and supportive in answering questions to help expedite the process and quickly getting our people to the range portion of it.

As for the range, as of this writing, the options for where to conduct that course and qualifications were recently reduced from many to just three. More locations have been added, increasing your options to nine. Meanwhile, several vendors are submitting their paperwork and curriculum to the Sheriff's

MOVING THE C/A CLASSIFICATION FORWARD

We will continue to work on the Custody Assistant classification, to improve its footing and include what we perceive as basics to the position, from the Academy on into custody, stations and courts.

We will work with the Department through our review report, including the foundation set by the California Board of State and Community Corrections (BSCC), which is the base for our Academy curriculum. That curriculum issues the certificates that identify each of us as a Correctional Officer.

Other sources, such as the Citizen's Commission on Jail Violence (CCJV) report, also contributed pertinent information regarding our duties. One section reads: "Yet witnesses confirmed that Custody Assistants are capable of performing most of the tasks performed by a custody deputy, particularly since there are no firearms in the jails," and "Moreover, Custody Assistants are specifically trained for work in custody."

There is more on the agenda to be shared confidently and to potentially be accomplished. I ask that you do not

→ continued on page 10

What Will 2021 Hold for Us?

Well, we have said goodbye to 2020, a difficult year for our nation, the state, the county, our department and our families.

We have faced a pandemic, riots, an emotionally charged presidential election, a challenging economy and a call from special interests to defund police, and we avoided the closures of Parks Bureau, PDC South and the majority of Community College Bureau. We also witnessed the election of a new district attorney who seems to be more interested in social justice reform than the consequences to victims or public safety. Some would say the world has gone mad.

Now, we march on into the year 2021, and what will it hold for us? By now the vaccine for the coronavirus (COVID-19) is being distributed, but how long will it be before we can see a noticeable difference in order to start getting back to normal? Hopefully, it will be sooner than later, as many Californians tire of Governor Newsom's efforts and tactics to combat the spread of the virus, and many in our state now support an increasing campaign for his recall.

What can we expect from the Board of Supervisors now that Measure J has passed, which calls for the further defunding of the County's criminal justice system, including the Sheriff's Department? So, how is this all going to work? Well, they really don't have a plan for it yet, so they will put together a group of people from the community, consultants (highly paid) and support staff to figure that out. Does this plan seem familiar? The answer is yes.

You see, in March 2017, Los Angeles County voters passed Measure H to deal with the rising level of homelessness. Measure H called for raising the sales tax by one-quarter of a percent. This new tax is estimated to bring in \$355 million per year. Just like Measure J, there was a rush to pass Measure H with no specific plans or goals in place for how the money would be utilized. The Board of Supervisors, promising to be transparent, quickly assembled committees that included so-called experts and community stakeholders to gather data that would help create programs to cure or drastically reduce homelessness.

So, what has the Board of Supervisors come up with in the last three years? Unfortunately, a significant amount of the generated funds has been spent with nonprofit community outreach organizations, with little oversight or accountability. We are throwing more money at the problem, but the homeless count has shown sizable increases. Fiscal year 2019–2020 saw \$460 million spent to combat homelessness, but the county has shown that only an estimated 14,000 people over three years have



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received permanent housing since Measure H started. At that rate, the spending equates to nearly \$33,000 per person, and the numbers of homeless continue to grow.

So, you'll have to forgive me when I don't really feel confident that Measure J money is going to go to where it is truly needed. Changing people to move away from crime and the drug/alcohol addiction lifestyle is hard work. Dealing with mentally ill people who refuse services and housing is an even larger task, when you cannot force the individual into treatment.

So, to society, the Board of Supervisors and the district attorney, good luck with your attempt to "reimagine" L.A. County. Law enforcement has been deemed evil and vilified, so now it is all on you to enact the positive and life-changing measures that you have peddled. We will

be watching from sidelines, and law enforcement, as always, will be there to support the community.

Until next time, stay safe, my friends. 🍀

Happy Retirement!

PPOA would like to extend a hearty congratulations to Supervising Public Response Dispatcher Denise Motoyasu upon her well-deserved retirement! We're also thankful to Communications and Fleet for



sharing the photo and the following message:

"Communications and Fleet wish to congratulate SPRD Denise Motoyasu on her retirement! Denise has been with us 31 years and is now free to travel with her husband and family. As a PRD, Denise trained many dispatchers. She was also the 'go-to' Senior Trainer and probably released most of the current PRDs off training and into the wild. She spent the last few years of her career as the Supervisor for the Training/Scheduling section, where her passion for training was on display full force. Enjoy your retirement, Denise!"

New Year, New Director!

Allow me to introduce myself, being that this is my first article in *Star & Shield* magazine. I'm "the new guy" (as I'm affectionately referred to by other Board members). I've been employed by LASD for 20 years and was actually in Sheriff's Security Officer Class #1 along with my predecessor, Jody Clouch. I began my career at the Community College Bureau and worked at L.A. City College, East Los Angeles College and Los Angeles Trade Tech College. I then transferred to Court Services and worked at the County Courthouse (CCH, Stanley Mosk Court). Currently, I am assigned at Parks Bureau East and have been there for the past 10 years. Throughout the years, I have also worked overtime at other units of assignment, including Custody Division (Towers Visiting) and County Services Bureau, as well as a few other courthouses.

I am no stranger to PPOA. I have been a delegate for over 15 years and was an active participant in a few dozen meetings and events PPOA organized. When the opportunity and vacancy arose to interview for the director position for Unit 621 SSOs and SSAs, I was honored to go through the process and was enthusiastically sworn in on November 10, 2020.

Fast-forward to a month later ... talk about baptism by fire! I was thrust into a whole lot of discussions and negotiations regarding curtailments of Parks Bureau and Community College Bureau. I am happy to report, both bureaus are safe! We will continue to work hard to keep the contracts in place for a long time.

During these meetings with the Department, I was able to see firsthand how PPOA works for its members. During this time of COVID, there were many teleconferences and Zoom meetings I participated in, and it was then that I realized how passionate our union Board and staff are about protecting members and their careers. These curtailments would have impacted hundreds of our members, not to mention potential layoffs, and would have thrown fuel on the fire of an already unpredictable 2020 and its constant gloom. Our members can now rest easy, knowing that PPOA and I will continue to monitor potential dissolution of contracts and any upcoming issues.

Now, let's talk about the new year ahead. I'm optimistic we will soon be on the road to recovery from this COVID-19 pandemic, and as the vaccine is being distributed, we will soon get back to normal. This brings



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me to the subject of our current contract, which is set to expire this year. As in past years, we will monitor the progress of other unions negotiating contracts and strategize on what road we will take. I think with the economic situation the way it is and the fact that the County is not receiving its revenue as in past years, it will impact our ability to negotiate raises and other add-ons. Stay tuned for more information after New Year's.

Several of our professional staff members have applied for and successfully received their concealed weapons permit with our Department. This is great news, and I would encourage more members to apply for the permit. Remember, you should first apply for the permit with the jurisdictional agency in which you live.

Then, if denied, you can apply for the permit with our Department, since a majority of your time is spent in L.A. County as an employee. If you have any problems with the process, please don't hesitate to reach out to me. I am the type of person who, if I don't have an answer to a question, will try my hardest to find the right answer.

Many of our SSOs and SSAs have asked me about the status of our potential uniform color change. It is still in the works and the only hurdle we have is that, due to COVID, there have not been any Uniform and Equipment Committee meetings lately. Earlier in 2020, you should have received a ballot in the mail asking if you were in favor of a uniform color change, and the overwhelming response was "Yes." Now, my plan is to get uniforms in the proposed colors with our patches sewn on so that you can actually see a practical model in order to vote for your final selection. Look for another ballot in the mail early this year.

In closing, I want to thank each of you for all the hard work you do, day in and day out (especially under these circumstances). Who would have thought that we would experience this in our lifetime? Please do not get "COVID fatigue," and please continue to use your PPE to protect yourselves, your partners and the public. The virus is still here and the interactions we have with the public make us more likely to get exposed. Ask me how I know.

I wish you all a wonderful new year. Be safe, and take care of yourselves and each other. 🍀

Leaders Must Lead

It is indisputable that the profession of law enforcement has been under intensive attack since May 25, 2020 — when horrifying video footage revealed a Minneapolis Police officer kneeling on the neck of a handcuffed George Floyd for eight minutes and 46 seconds, as he agonizingly pleaded for his life and called out for his mother. Those unbelievable images shocked the consciousness of our nation, including those in law enforcement. They ignited anger, rage and, for some, hatred toward law enforcement across our communities. That fury seemed to significantly subside on September 12, 2020, the evening when unadulterated evil attempted to murder two of our family members assigned to Transit Services Bureau in Compton. The brutal images of their attack, and subsequent heroism, changed the tide of the national conversation regarding police brutality and law enforcement. After the reality of that night went viral (16.5 million views on Twitter), calling for dead cops no longer seemed so “in.” Sadly, history has shown us that it usually takes something on this level to remind the public how dangerous our jobs are and cause them to ask the question, “Why would anyone want to be a cop?”

But the damage to law enforcement had already been done. Special-interest activist groups hijacked the raw anger of communities and funneled it into a cause, #DefundThePolice. These “defund” groups rallied successfully, and their efforts in Los Angeles County led to the passage of Measure J, which equates to the defunding of “at least 10%” (\$360 million to \$900 million) of the net county cost (NCC) items for public safety departments (of which LASD has the majority). Even though the voters may not have fully understood that the measure meant defunding LASD, its proponents definitely did. Add this to the bewildering statements made by our newly elected district attorney regarding what he will and will not file charges on, and there is plenty to talk about that affects our personnel.



John Satterfield, Ed.D., MPA

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So now what? It is understandable that morale may be negatively affected by the passage of Measure J and the collective events of 2020, but those feelings are significantly amplified when a leader is heard making statements opposed or counterproductive to our mission. There is a classic line in the movie *Saving Private Ryan*: “Gripes go up, not down.” Supervisors do not complain with the troops or in front of the troops. Those who do have no business in leadership positions.

It is more important than ever to remind ourselves that only a small portion of the community actually holds negative feelings toward law enforcement. Because we routinely spend most of our time interacting with this negative element, it has the ability to artificially give the

appearance that a much larger percentage of the community is anti-law-enforcement. As Dr. Kevin Gilmartin discusses in *Emotional Survival for Law Enforcement* (2002), this can easily lead to feelings of cynicism and allow for the rationalization of

→ continued on page 10



Examples of the #DefundThePolice movement

Tony Coleman → continued from page 6

dwelt on the past perceived organizational inefficiencies, and inquire with me personally if your PPOA delegate is unavailable.

I realize that not everyone reads the articles or emails. Rumors and misinformation have been a detriment to our classification for a long time. The negative narrative is often incorrect. That's why I encourage those of you who do receive the information to reach out and share the material, and help lend clarity regarding inaccurate information.

I am accessible through my PPOA email and the PPOA office at (323) 261-3010. Several of you have contacted me directly to ask questions, present ideas or separate fact from fiction. We are stronger when unified, thinking the same and striving to revamp our work surroundings.

Thank you for your time, ideas and the opportunity to continue representing you for the betterment of our classification.

Take care. Stay safe. 🛡️

John Satterfield → continued from page 9

statements and actions that are contrary to our core values and the basic mission of law enforcement.

Policing is a very noble profession. Chants to the contrary by protestors and uninformed bumper stickers on vehicles of the anti-police crowd do not alter that fact. Most of us do this job because we have answered a calling of service to our community. We must not allow ourselves to lose sight of our personal moral compass and the core values of our organization. As leaders, we must model the behavior we expect to see in others.

Many Department members are upset with the uncertainty defunding brings and how it may affect them. It would be disingenuous for us not to acknowledge there may be conversations occurring that espouse a lack of self-initiated or proactive activity. Based on the current anti-police rhetoric that many in law enforcement are currently being exposed to, it is understandable to fear the aftermath of a split-second decision and may seem rational to choose inactivity as an option. But that is not what being a peace officer is all about. We run toward danger when others are running away. Avoidance is not the answer; training, education, experience and a positive attitude are.

If you hear one of our personnel making statements to the effect of "I'm just going to park under a tree and answer my calls; I'm not making any stops," instead of looking the other way or giving tacit approval, talk with them. Engage in a conversation and have them justify their statement. Then redirect them back to the reasons they chose this profession in the first place. I promise you, when they showed up for their first day at the Academy, a statement like that would never have entered their mind. In almost all cases, fear is at the core of these statements. Diagnose the source of their fear using root-cause analysis and then prescribe a remedy. These remedies are based in training, education, experience and attitude.

Over the last 170 years, our great organization has seen a lot of changes. Change is nothing new. Police reform has been going on since long before Sir Robert Peel released the *Nine Principles of Policing* in 1829. The Seventh Peelian Principle states, "To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public, and that the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence."

The law enforcement profession is in a constant state of revision, based on the contemporaneous wants and needs of society. Law enforcement adapts to the community; the community does not adapt to law enforcement. We need to continually recenter ourselves on one fact: Being a member of law enforcement means serving others. It is up to us to solve the problems that stand in the way of facilitating that service. Engage with your personnel and have discussions with them regarding these emerging issues. This is how change occurs and we evolve together as an organization to best serve our community. Ultimately, reassure them we will all get through this together. 🛡️

The advertisement features a blue background with a pattern of small white dots. At the top, the 'CENTRAL Ford' logo is displayed in a blue oval. Below the logo, the contact information is written in bold yellow text: 'CONTACT: ROBERT RECIO (909) 262-9622' and 'CENTRAL FORD: (562) 927-7888 X126'. In the center, there is a photograph of two white police cars with black and red accents, parked on a street. The car in the foreground has the number '121' on its side, and the car behind it has '239'. Below the photo, the text 'WE APPRECIATE WHAT YOU DO!!' is written in large, bold, white capital letters. Underneath that, 'FLEET PRICING FOR ALL OFFICERS AND THEIR FAMILIES' is written in white capital letters on a dark blue rectangular background. At the bottom, a red and white highway shield with the number '710' is shown, followed by the text 'Long Beach Fwy... Firestone Exit... South Gate' in white.



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Jeannine J., Class of 2009

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PPOA Board Confirmed for 2021

An official ballot count conducted in November confirmed that PPOA members who are LASD Sergeants and Lieutenants in Unit 612 have re-elected Lieutenant Ryan Vienna and Sergeant Tony Romo to continue serving as directors on the PPOA Board.

The ballot count also confirmed that PPOA members who are LASD Custody Assistants in Unit 621 have re-elected Custody Assistant Tony Coleman to continue serving as a director on the PPOA Board.

Final ballot count results are as follows:



November 2020 ballot count in the PPOA conference center

UNIT 612: LASD SERGEANTS & LIEUTENANTS (TWO SEATS AVAILABLE)

Candidate	Votes received	Percentage of ballots cast
Lieutenant Ryan Vienna	266	33.0%
Sergeant Tony Romo	252	31.2%
Lieutenant Jeffrey Ivask	106	13.1%
Sergeant Michael Thibodeaux	99	12.2%
Sergeant Juan Calderon	83	10.3%

UNIT 621: CUSTODY ASSISTANTS (ONE SEAT AVAILABLE)

Candidate	Votes received	Percentage of ballots cast
Custody Assistant Tony Coleman	179	64.1%
Custody Assistant Jeffrey Ramirez	100	35.8%

Vienna, Romo and Coleman were officially sworn in for a new two-year term at the PPOA Board meeting on December 9. At that meeting, directors also voted to swear in the following Executive Board for 2021:

- President Tab Rhodes
- Vice President Ryan Vienna
- Secretary Tony Coleman
- Treasurer Robert Maus

The November 2020 ballot count was conducted by THE ELECTION COMPANY, CEC, an independent election firm, which confirms ballot count accuracy by running a pre-counted stack of practice ballots through the machine to calibrate it before running the actual ballots through twice to ensure the final count is verified and accurate.

Special thanks to the PPOA members who volunteered to serve on the election committee and monitor/verify the ballot count:

- LADAI Sergeant Yvette Hartwell
- Retired Coroner Investigator Dan Machian
- Law Enforcement Technician Vonetta Mays

PPOA Board of Directors



President
Tab Rhodes



Vice President
Ryan Vienna



Secretary
**Rosario "Tony"
Coleman**



Treasurer
Robert Maus



Director
Jim Blankenship



Director
Henry Jimenez



Director
Joyce Kato



Director
Christopher Lee



Director
Carlos Marquez



Director
Tony Romo



Director
John Satterfield



Director
Jim Schallert



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Bidding for Permanent CSB Positions for Sheriff's Security Officers

Early last month, PPOA representatives oversaw the bidding for permanent County Services Bureau (CSB) positions for 22 Sheriff's Security Officers. The bidding took place at the CSB office in the Hall of Records and finalizes the process that began in July. Participants from PPOA included President Tab Rhodes, Board Member Henry Jimenez, Executive Director Wayne Quint Jr. and Labor Representative Teresa O'Neil. 🇺🇸



PPOA Committees and Staff

2021 STANDING COMMITTEES

Associations

› Chairman Rhodes

Bylaws

› Chairman Coleman

Communications /App

› Chairman Vienna

Delegates

› Chairman Blankenship

Elections

› Chairman Blankenship

Finance

› Chairman Maus

Foundation Fundraising

› Chairman Satterfield

Insurance

› Chairman Lee

Legislative

› Chairman Reddy

Membership

› Chairman Romo

612 Negotiations

› Chairman Rhodes

612 Training

› Chairman Satterfield

614 Negotiations

› Chairman Lee

621 Negotiations

› Chairman Blankenship

631 Negotiations

› Chairwoman Kato

632 Negotiations

› Chairwoman Kato

Retiree Liaison

› Chairman Schallert

Scholarship

› Chairman Romo

STAFF MEMBERS

Wayne Quint Jr.

Executive Director

Noel Cabrera

Media Specialist

Richard Escalante

Field Representative

Clare Franco

Administrative Assistant

Lang, Hansen, Giroux and Associates

Legislative Representatives

Teresa M. O'Neil

Labor Representative

Violet Perez

Administrative Assistant

Art Reddy

Legislative Consultant

Shannon Schreck

Receptionist

Kevin F. Thompson

Intake Representative

Greg Torres

Public Relations Coordinator

Maricela Villegas

Executive Administrative Assistant

Venise Wallace

Sr. Labor Representative

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Working in law enforcement comes with enough risks — the last thing you need is to bring the risk back home to your family. That's why removing your private information from the internet is crucial. **LEO Web Protect** is a privately owned corporation operated by active and retired law enforcement officers. Their sole mission is to assist peace officers, judges, public defenders and their families in removing their private information from the internet. PPOA members are entitled to a significant discount by using the link below. The annual cost is normally \$99.99 per year, but PPOA members pay only \$80.64.

For more information, visit
leowebprotect.net/lappoa.

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www.baidajewelry.com

Holiday Heroes

→ We are grateful to PPOA members and their partners who sacrificed time with family during the holidays in order to keep the peace and spread goodwill in the communities they serve. Images courtesy of social media. 





PPOA extends sincere condolences to the families and friends of the following members who passed away in October and November:

Retired Deputy

Kenneth Thomasson

EOW: October 6, 2020

Retired Sergeant

Gheral "Jerry" Taylor

EOW: October 8, 2020

Retired Deputy

Juliann Cabe

EOW: October 9, 2020

Retired Sergeant

Bernard Beck

EOW: October 23, 2020

Law Enforcement Technician

Laurie Siroonian

EOW: October 23, 2020

Retired Sergeant

Annie Butler

EOW: October 28, 2020

Retired Sergeant

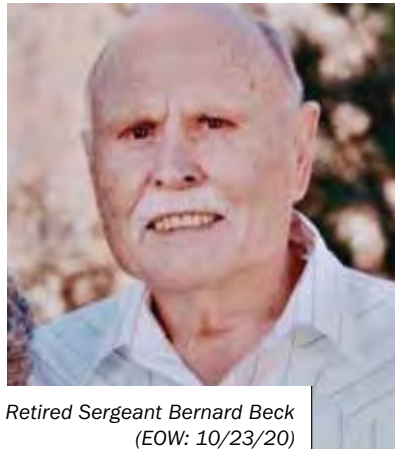
Clifford Erven

EOW: October 28, 2020

Retired Deputy

Richard Hendershot

EOW: November 1, 2020



Retired Sergeant Bernard Beck
(EOW: 10/23/20)



Law Enforcement Technician Laurie
Siroonian (EOW: 10/23/20)



Retired Sergeant Clifford Erven
(EOW: 10/28/20)



Retired Deputy Richard Hendershot
(EOW: 11/1/20)



Retired Deputy Juliann Cabe (EOW: 10/9/20)

MYSTERY PHOTO



Did you recognize the three now-retired PPOA members who appeared in the November 2020 Mystery Photo? Give yourself a pat on the back if you correctly identified Michael Irving, Micheal Mangen and Matt Squires.

ON TO THE NEXT ONE!



The first PPOA member to correctly identify at least four of the five members in this photo (hint: three are now retired) will win a PPOA prize pack. Email your best guess (one attempt per member) to info@ppoa.com.

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 January 31, 2021, at 11:59 p.m. PST.

This month's hidden word is:

Calibrate

*To measure against a standard;
to adjust precisely for a particular function*

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

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2. **Record** YOUR WISHES AND OPTIONS.

3. **Secure** YOUR PREARRANGEMENTS.

4. **Share** YOUR CONVERSATION WITH YOUR LOVED ONES.

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*Discover why Utah is the destination of
choice for many retired California law
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IN THE LINE OF DUTY 2020



**Detective
Mary Lou Armer**

Santa Rosa Police
Department
EOW: March 31, 2020



**Deputy
Terrell D. Young**

Riverside County
Sheriff's Department
EOW: April 2, 2020



**Sergeant
Damon Gutzwiller**

Santa Cruz County
Sheriff's Office
EOW: June 6, 2020

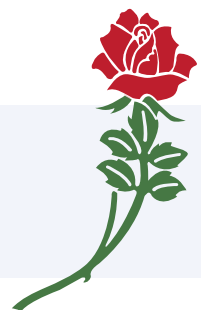


**Officer
Andy Ornelas**

California Highway Patrol
EOW: December 2, 2020

MARK YOUR CALENDAR FOR THE 2021 California Peace Officers' Memorial Ceremony

Candlelight Vigil: Sunday, May 2, 2021
Enrollment Ceremony: Monday, May 3, 2021





CALIFORNIA PROFESSIONAL PEACE OFFICERS

WE TAKE CARE OF OUR OWN

Always have. Always will.

The beautiful bronze and granite California Peace Officers' Memorial located on State Capitol grounds in Sacramento contains the names of more than 1,600 courageous peace officers who have laid down their lives in the line of duty protecting and serving their fellow Californians. Tragically, every year more names are added to our hallowed monument.

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

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

A SMALL DONATION OF **\$20** MAKES A DIFFERENCE

California Resident Income Tax Return 2020

FORM

540

California Peace Officer Memorial
Foundation Fund • 408 **\$20** | 00

110 Add code 400 through code 419. This is your total contribution • 110 | 00

The CPOMF is a 501(c)(3) non-profit charitable organization, Federal Tax ID #95-4350988.

For more information please visit www.camemorial.org

California Adopts New Laws for 2021

Governor Gavin Newsom signed 372 new laws in 2020, many of which seem to be ripped from today's headlines. The pandemic brought about increased protections and benefits for employees, shifting public sentiment brought about changes in law enforcement, and the #MeToo movement resulted in laws designed to prevent sexual harassment and discrimination. Here are some of the laws that relate to labor and employment and administration of justice.

LAW ENFORCEMENT

AB 2655: An emergency or law enforcement responder who takes photos of deceased people for any reason other than official investigation may be charged with a misdemeanor. The law was adopted after allegations arose that Los Angeles County deputy sheriffs were sharing photos from the helicopter crash that killed Lakers star Kobe Bryant.

AB 1196: California law enforcement personnel can no longer use chokeholds or any restraint that compresses a person's carotid arteries.

AB 1506: California's attorney general must investigate when an officer-involved shooting results in the death of an unarmed person.

AB 1185: Counties can create a civilian oversight board or inspector general to independently oversee the work of a sheriff and, if needed, to issue subpoenas.

SB 823: California's juvenile justice correction centers will stop taking new inmates on July 1 as the state begins to transition responsibility for young offenders to individual counties.

SB 132: Inmates in California prisons must be classified by their gender identity. Incarcerated transgender, gender-nonconforming and intersex individuals are to be housed and searched according to their gender identity. Individuals will be housed where they feel they will be the safest. State corrections officers will be required to record self-reported gender identity, gender pronouns and honorifics during intake and throughout incarceration. The law also prohibits prison workers from failing to use a person's specified gender pronouns and honorifics.

AB 732: Women held in custody who are pregnant or believe they might be pregnant must have access to a pregnancy test and other pregnancy-related services.

AB 1950: A sentence of probation for most misdemeanors will be limited to a maximum of one year, and probation for a felony will be limited to two years.

AB 3070, jury selection: Assembly Bill 3070 limits the removal of prospective jurors without cause, a change intended to prevent discrimination based on race, ethnicity, gender, gender identity, sexual orientation, national origin or religious affiliation. If a peremptory challenge is called into question, the

attorney who rejected the juror would have to provide a reason for the exclusion. A judge would then weigh the answer to determine if there is a substantial likelihood that an objectively reasonable person would "view race, ethnicity, gender, gender identity, sexual orientation, national origin, or religious affiliation, or perceived membership in any of those groups, as a factor in the use of the peremptory challenge."

AB 2542, the California Racial Justice Act: State prosecutors are prohibited from using discriminatory means to seek or to obtain a conviction or sentence. If a suspect can show racial bias in the case, they may be entitled to new trial or sentence.

COVID-19

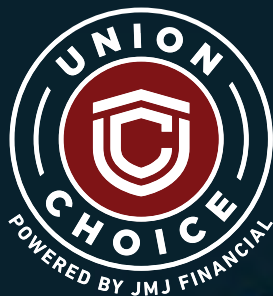
AB 685, COVID-19 reporting: Employers are required to provide written notice to workers who may have been exposed to the virus and to inform local public health officials. The notice to employees must be written and given in a manner the employer normally uses to communicate employment-related information. California now requires employers to notify workers within one day if an employee tests positive for COVID-19. The legislation also gives state regulators new authority over the next two years to penalize business owners for workplace violations. The Division of Occupational Safety and Health (Cal/OSHA) may shut down a work site if the coronavirus poses an "imminent hazard." In addition, private insurance companies must fully cover all medically necessary mental health and substance abuse disorder treatments under the same terms as other medical conditions. Health-care providers must also now report sexual orientation and gender identity data, if known, for COVID-19 and other communicable diseases to better understand impacts on the state's LGBTQ population.

SB 1146, COVID-19 litigation: Senate Bill 1146 immediately extends deadlines on discovery, mandatory settlement conferences, disclosure of experts and serving documents. The legislation allows remote rather than in-person depositions and makes the physical presence of parties or attorneys of record optional at depositions.

SB 1159, COVID-19 workers' compensation cases: Senate Bill 1159 makes it easier for police, firefighters and other essential employees who contract COVID-19 while working to be covered under the state's workers' compensation program. The new law presumes employees (public or private) caught the COVID-19 virus on the job if there is an outbreak at their worksite, ensuring those employees are eligible to have their medical bills and lost wages covered. The law defines an outbreak as when five or more employees contract the

→ continued on page 24

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virus within a 14-day period at a workplace with five to 100 employees or when 5% of employees contract the virus in that period at a worksite with more than 100 employees. The law went into effect immediately after Governor Newsom signed it on September 17. Police officers, firefighters and certain health-care employees have until January 1, 2023, to apply for workplace injury benefits. Employers can counter those claims with evidence that the individual did not get sick at work.

PAY AND BENEFITS

SB 1123: Paid family leave can now be taken for situations arising out of a family member or loved one's active service in the U.S. armed forces.

SB 973: Most employers with 100 or more workers will have to annually submit pay data to state officials based on race, ethnicity and gender.

Proposition 22: Under a law approved by voters, independent contractors who work for app-based companies such as Uber and Lyft are now eligible for limited health care and benefits, including a guaranteed wage for time spent behind the wheel.

Minimum wage: California's minimum wage rises to \$14 an hour for large companies, with pay rising to \$13 in workplaces with 25 or fewer employees. Farms with 26 or more workers must pay overtime after 8.5 hours of work in a single day or 45 hours in a week.

AB 2017: Sick leave taken for kin care shall be made at the sole discretion of the employee.

AB 2992: An employer may not discharge, discriminate or retaliate against an employee who is a victim of a crime or abuse for taking time off work to help ensure the health, safety or welfare of the victim or the victim's child. Categories of "time off" include taking time off work to seek medical attention for injuries caused by crime or abuse, to obtain services from prescribed entities, to obtain psychological counseling or mental health services, or to participate in safety planning.

AB 2537: Public and private employers of workers in a general acute care hospital must supply their employees who provide direct patient care or services that directly support personal care with personal protective equipment.

SB 973: Private employers with 100 or more employees must report pay data to the Department of Fair Housing and Employment (DFEH) by March 31, 2021, and by March 31 each year thereafter, for specified job categories by gender, race and ethnicity. The goal of this legislation is to address gender pay disparity. Overall, women employed full-time, year-round in California are typically paid 89 cents for every dollar paid to all men in the state. Of course, this gender-based disparity in pay does not exist where the employees are covered by a union contract.

EMPLOYMENT DISPUTES

AB 1947, extended time to file Labor Commissioner complaints: Assembly Bill 1947 increases from six months to one year the statute of limitations for bringing a claim of discriminatory discharge in violation of any law under the jurisdiction of the Labor Commissioner's Office and authorizes attorney's fees for successful plaintiffs. Employees now have one year, instead of six months, to file a claim with the Labor Commissioner if the claimant believes they were discharged or otherwise discriminated against in violation of any Labor Code provisions enforced by the Labor Commissioner.

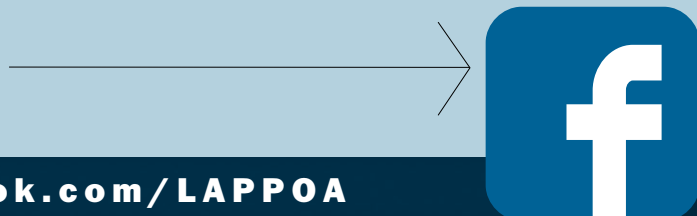
AB 2143, rehire provisions in settlement agreements: Under current law, employers are prohibited from including a provision in their settlement agreements restricting the former employee from working for the employer unless "the employer has made a good faith determination that the aggrieved person engaged in sexual harassment or assault." This new law expands this exception to include a good faith determination that the aggrieved person engaged in any criminal conduct.

Dennis J. Hayes is a partner in the law firm of Hayes, Ortega & Sanchez, a union-side law firm that represents public-sector associations and private-sector unions throughout California. 🇺🇸

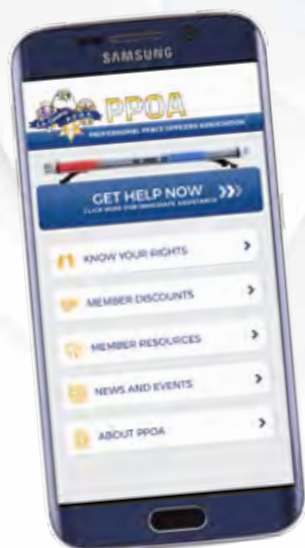
FOLLOW LAPPOA ON FACEBOOK



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.



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Go to www.ppoa.com and click on the Amazon Smile link to help the Star & Shield Foundation make an even bigger difference.



MISSION STATEMENT

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

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*APR = Annual Percentage Rate. The advertised rate is our lowest rate available, effective as of 12/01/2020. Rates, program terms, and conditions are subject to change without notice. Home Equity Line Of Credit (HELOC) features a variable rate based on the Prime Rate as published in *The Wall Street Journal* plus a margin. The APR is subject to change and may increase after consummation. The maximum APR is 18%. Minimum credit limit is \$10,000; Maximum credit limit is \$250,000. Maximum combined loan to value (CLTV) of up to 80%.

Closing costs range from \$200 to \$1200 to open a HELOC. Call us for details on how POPA FCU can pay all closing costs. Property insurance is required, and flood insurance is required where necessary. Consult a tax advisor regarding the deductibility of interest and charges. Rates, program terms and conditions are subject to change without notice. Other restrictions and limitations may apply. NMLS # 852741.

Automatic Bill Payment Pitfalls

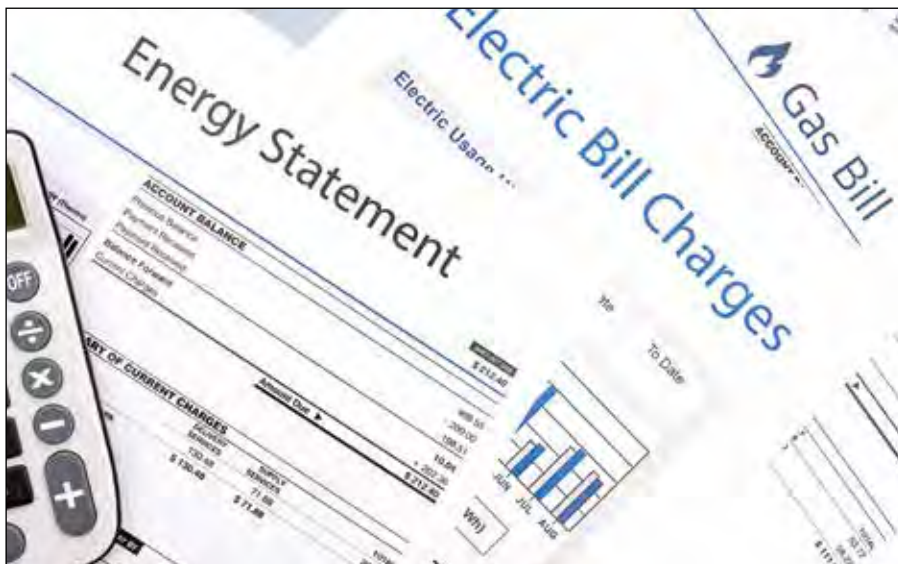
If your life is filled to the brim with being busy on a regular basis, you may find that preauthorizing payments with a company that provides you a service, such as your cable or mortgage bill, can save you a lot of hassle. However, if you do not keep track of how payments will be made, it may cause you more trouble when your budget is misaligned.

PREAUTHORIZED PLANS

Automatic payment plans allow you to authorize your financial institution to schedule a bill payment to a company at a specified time. Although this can be a useful tool, it can lead to a “set it and forget it” mindset of banking. For example, with bills that have varying amounts owed from month to month (e.g., utilities or cellphone plans), this may cause your checking account to be overdrawn if you are not keeping track of the amounts withdrawn. Also, there are instances when companies may mischarge you by accident, which may lead to them getting more money from you than they should if you are not paying attention.

HOW TO AVOID MISHAPS

- **Take control.** Sign up for online bill payment services through your credit union. The convenience is similar to preauthorizing payments, but you keep the control instead of handing it over to another company.



- **Be alert.** Use your credit union's online banking alert feature. Get notification anytime a payment exceeds a certain amount, when your account is below a certain amount, etc.
- **Set it straight.** Only use autopay for bills with fixed amounts, such as your mortgage, car payment and/or insurance premiums. This way, any mistaken charges will not catch you by surprise.

Visit popafcu.org to learn about setting up your online bill payment service, or call us at (800) 369-7672 to speak to a member service representative. ♥

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

(November issue — the hidden word appeared on page 7)

Roger Celis, Security Officer
Matt Ferguson, Sergeant
Somavadey Neal, Sr. Criminalist

**2007 ROADTREK
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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)

**MONTEBELLO HOME
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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)

**WANTED: CLASS C
MOTORHOME**

LASD retiree seeks Class C Motorhome with pop out. 2016 or newer. Low mileage and in good condition. Call Sally: (562) 947-4840. (1120)

**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)

**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)

**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)

**LASD RET. SEEKS
HOME IN BIG BEAR
OR ARROWHEAD**

Looking to sell your place in Big Bear or Lake Arrowhead? Private party/LASD retiree is looking to buy. 3-4 bed/2 bath preferred. Please leave message at (562) 321-4122. (1120)

**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)



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.

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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.

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Our personal injury department
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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.