



STAR & SHIELD



**CAST
YOUR VOTE!**

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ELECTIONS**

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Star & Shield is the official publication of the Los Angeles County Professional Peace Officers Association (PPOA). Opinions expressed by individual Board members or contributing authors in this publication do not necessarily reflect the opinions of the entire Board.

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

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~~“Care First, Jails Last”;~~ Politics First, Reality ... Well?

Back in July, in my article “Members Under Attack,” I provided numerous instances of global circumstances outlining how our membership is facing adversity like never before. As I write this month’s article, PPOA is engaged in one of, if not the most, controversial and polarizing topics in my career: the County’s COVID-19 vaccination mandate.

Let’s be perfectly clear. PPOA, as an organization, highly recommends protecting yourselves and colleagues in the workplace by utilizing available personal protective options such as hand sanitizers, masks, as well as the COVID-19 vaccine if you so desire and if it is permissible within your personal beliefs. The safety of our members and their families is of paramount importance.

That being said, the COVID-19 executive order mandating all County employees to be vaccinated by October 1 is a herculean task, resource intensive and threatening to the livelihood of County employees. What happened to labor relations with our employer partners, the Board of Supervisors? When/how did good governing surrender itself to placating to political perception? What happened to Los Angeles County being a “labor county”? Why have they stopped listening to reason?

To date, as of September 23, the County has only met with the Coalition of County Unions (CCU) — which negotiates on behalf of 14 unions (30,000-plus employees) including PPOA, ALADS, Fire, Probation and others — three times. If this “mandate” is so important, where is the participation? Why are they engaging in bad faith actions, communicating with our members information that has not yet been agreed upon?

The County’s proposals include verbiage such as “mandatory,” “corrective action” and “termination.” Whereas in comparison, the CCU proposals have included language such as “goals,” “education” and “testing.” What is the intent of the Board of Supervisors? Do they not understand that if the goal is improved compliance with the COVID-19 vaccination, it would be obtained much faster and in higher numbers utilizing incentives rather than unemployment?

CCU negotiators continue to battle for a comprehensive, incentive-based, data-driven solution with a reasonable timeline. These discussions are founded on reality-based arguments such as:

- What magically happens on October 1?
- Are the number of COVID-19 cases, based on Department of Public Health numbers, not dropping dramatically?



Tab Rhodes
PPOA President
Lieutenant, LASD
trhodes@ppoa.com

- Has the County calculated the number of interactive process meetings (IPMs) required for the anticipated medical and religious exemptions?
 - o Who will complete these meetings?
 - o Have they been properly trained on the nuances required of IPMs so as to not violate ADA and HIPAA laws?
 - o Has the civil liability of those (not/poorly trained) supervisors violating these laws during IPMs been accounted for?
- Does the County even know how many within its workforce of approximately 100,000 employees are vaccinated?
 - o Is the County ready for 5,000, 15,000 or 25,000 employees to be unavailable to report to work?
 - o Could the County function with these types of numbers not available to work?
- What is the financial burden to the County to not have these people come to work and have to subsidize with overtime?
- What is the financial drain to the County to process the large numbers of suspensions and subsequent termination of employees?
- What is the long-term economic impact of a potential loss in knowledge, training and experience of this magnitude?

WHAT HAPPENED TO LABOR RELATIONS IN LOS ANGELES COUNTY?

In years past, these questions would all have been presented early on during collaborative discussions between labor partners. Now, these questions remain unanswered in impact bargaining sessions *after the fact*. How can the County expect this to work in such an accelerated timeline?

The PPOA Board of Directors is an unyielding advocate during these negotiations, *fighting for all of our members regardless of personal beliefs or positions on this issue*, as due process was bypassed, and your rights to employment are being challenged.

The PPOA Board of Directors is following a legal, political and collaborative strategy with our labor partners, ALADS and the other members of the CCU. We have

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Choices Open Enrollment and New Fringe Contract

As most of our active members have been accustomed to, my October *Star & Shield* messages have usually been data-driven information taken from the Board of Supervisors' annual September adoption document regarding the new Choices medical and dental premiums as well as life insurance rates for the next year.

This year, however, the Coalition of County Unions (CCU), which includes PPOA and 13 other member organizations, didn't reach a tentative agreement on a new Fringe Benefits contract with the County until September 1. One of the important components that was negotiated was a 2.5% increase in the County's contribution to the Choices health plans that will help offset health insurance premium increases.

The Board of Supervisors is expected to put the recommended approval item for the new Fringe Benefits contract on its October 5 meeting agenda and soon thereafter adopt the Memorandum of Understanding (MOU) for Fringe Benefits for bargaining units represented by the CCU.

The delays in the data confirmation and approval/adoption processes will in no way impact the 2022 annual benefits enrollment that will occur during October 2021. Also, the County's 2.5% financial contribution increase to the Choices health plans will be effective January 1, 2022.

By now, all active PPOA members should have received the open enrollment book for the Choices health benefit plans. You have the entire month of October to make any changes to your current insurance coverages. If you choose not to make insurance changes during open enrollment, your current coverages will roll over into 2022. So, if you *don't* want to change anything, no action is needed. But if you *do* want to change anything, you *must* do so by October 31.

If you have not received your Choices packet, log on to mylacountybenefits.com and go to "Additional Resources" to download the materials. If you are ready to enroll, make changes or review your coverage choices, you can do it all from your computer, tablet or smartphone. Just log on to mylacountybenefits.com and take control from there. If you have unanswered questions, call the Benefits Hotline at (213) 388-9982, Monday through Friday, 8 a.m. to 4 p.m. (extended hours during annual benefits enrollment, 8 a.m. to 5 p.m.; Saturday, October 30, and Sunday, October 31, 8 a.m. to 3 p.m.).

As you may recall, PPOA joined the CCU in the summer of 2019 and is the second-largest union in the 14-member organization. The CCU operates as a committee of the



Wayne Quint Jr.
PPOA Executive Director
wquint@ppoa.com

Department of Public Employee Unions, Los Angeles County Federation of Labor, AFL-CIO. The CCU negotiates a common Fringe Benefits contract that binds the County of Los Angeles to provide medical and dental insurance, pension, Horizons deferred compensation plan, paid leaves and other *benefits* to County employees represented by the 14 unions affiliated with the CCU. Each of the 14 unions has a maximum of three representatives at the CCU Fringe Benefits bargaining table. Your PPOA representatives on the CCU negotiations team were President Tab Rhodes, Secretary Tony Coleman and your executive director.

As previously mentioned, the Fringe Benefits contract that expired on June 30 was negotiated between the CCU and

the County with a tentative agreement being reached on September 1. This nine-month contract will expire on March 31, 2022. The highlights include:

1. A \$1,000 one-time bonus for full-time County employees who worked during the pandemic.
2. An additional one-time \$500 bonus for members employed before July 1, 2021, who are at "elevated" risk for COVID-19 exposure. "Elevated" risk is defined as job duties requiring you to be within 6 feet or less of co-workers, patients, County clients or the general public for periods of 15 minutes or greater. To receive this bonus, employees will have to submit an electronic attestation confirming the "elevated" risk for exposure.
3. A new County-paid holiday, Juneteenth, will go into effect on June 19, 2022.
4. The County's increased financial contribution of 2.5% to the Choices plan.

Most importantly, the CCU negotiated quite effectively to ensure that there were no benefit takeaways or contract language amendments by the County.

The CCU is hopeful that the \$1,500 bonus (that nearly all PPOA members should receive) will arrive before the end of 2021. PPOA is grateful to our CCU partners for their collaborative efforts to secure a fair and equitable Fringe Benefits contract. PPOA is also thankful to the Board of Supervisors for acknowledging the many sacrifices and heroic work ethic of our amazing membership during the pandemic. 🧡

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Health and Safety vs. Individual Choice

The right to make a choice regarding your own health has triggered a political firestorm. And by the time this issue prints, who knows where we will be with negotiations, the County's deadline and its impact on personnel.

Yet, with certainty, your union is present in this fight to protect the rights of members and to ensure they are treated fairly in any process. Several long hours have been put into covering concerns surrounding the coronavirus, fringe benefits and vaccination mandates.

I have taken a number of calls and have received emails and texts as to what PPOA's position is. "What will they do? Will they fight this, will they fight for us?" Absolutely.

Between myself, the president, our



Rosario "Tony" Coleman

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

We also respect the feelings of those members who have chosen to vaccinate on their own accord. Their questions about the security of their information and mandates are just as impactful. PPOA will continue to utilize every tool available to them and put out messaging that is clear, concise and as up to date as possible.

In the midst of this, our Fringe Benefits contract was finalized. The agreement between the County and the CCU will span nine months. The previous contract expired on June 30 and the new contract will expire on March 30, 2022. This is *separate* from our salary contract, which has to be negotiated separately.

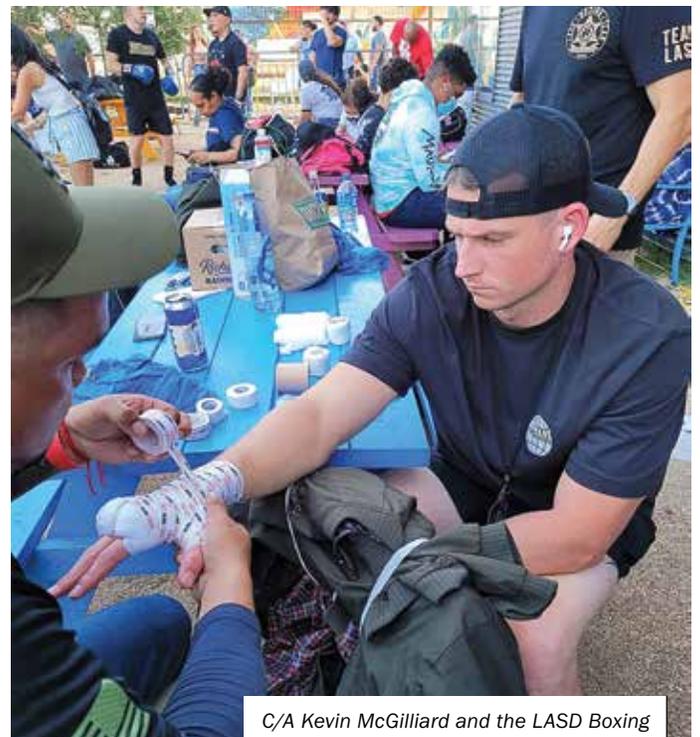
On a lighter note, I'd like to acknowledge **Custody Assistant Kevin**

McGilliard of North Facility. McGilliard is a member of the LASD Boxing Team, and back on August 21, he and two of his peers participated in an event in Houston, Texas. McGilliard's work ethic and dedication to the sport has accelerated his development as a boxer with many more rounds to come.

Take care and be safe. 🇺🇸

YOUR UNION IS PRESENT IN THIS FIGHT TO PROTECT THE RIGHTS OF MEMBERS AND TO ENSURE THEY ARE TREATED FAIRLY IN ANY PROCESS.

executive director, labor representatives and our legal counsel, questions have been asked relating to authority and legal standing. Our counsel has and will monitor all legal standing and challenges both current and forthcoming.



C/A Kevin McGilliard and the LASD Boxing Team prepare to rumble in Houston.

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This Is Why the First 'P' in PPOA Stands for Professional

Not sure if PPOA is right for you?

Here are things to consider.

One day as I was scrolling through social media, I came across a question that was asked in a group: "Are you satisfied with PPOA?" I sat back and thought about this question. Now, keep in mind, I still consider myself new to the Board of Directors, but a veteran with PPOA as both a delegate and a member. Knowing what I know now about being employed with LASD, I would say that no union representation from PPOA would leave you *extremely vulnerable*. That being said, I would answer the above question with "*absolutely, unequivocally* am I satisfied with PPOA." I hope you are, too.

Let me elaborate on the topic.

When I was a general member before joining the PPOA Board, there were a few times when I



Henry Jimenez
PPOA Board Member
Security Officer, LASD
hjimenez@ppoa.com

needed union representation and help was only a phone call away. Luckily, my issues were resolved professionally and swiftly (now I know why the first "P" is in the acronym PPOA).

During my grievance process, the Department recognized that PPOA was an organization that had a reputation of defending employees fairly and collectively by utilizing our experienced labor reps and attorneys. In case you were unaware, PPOA has been in the business of protecting members' rights for over 70 years, so I guess you can say the union is remarkably and historically effective.

I don't think employees join unions expecting to need them, but there is so much more that goes on behind the scenes that all classifications we represent can benefit from. When I pay for my monthly auto insurance,

I don't anticipate getting into an accident, but I have peace of mind knowing that in the event that I do, I have a layer of solid protection in place. The same concept applies to being a member of this Association. PPOA also deals with staffing and overtime issues, health and safety guidelines, schedules, pensions and promotion policies, among other things. Unfortunately, in this day and age, we as law enforcement professionals are more likely to need union representation due to an issue arising during the performance of our daily duties. We often find ourselves working long hours and facing threats and dangers that other occupations simply don't. Why not be protected? I understand there are some situations that employees get involved in that may go beyond the union, but at least you will have a fighting chance. A big misconception about PPOA is that it is responsible for contract cancellations. Let me clarify this, it is *not* true. If a contract is ended with LASD and it affects our members, PPOA does not control this decision, but rest assured we meet and confer and make sure our members are treated fairly during the reassignment process. In my 21 years on the Department, I have not seen any layoffs. Now I ask this question to you: Can you benefit from *any* of the items I mentioned above? If the answer is yes, then PPOA is right for you.

If you have a co-worker who is not a member of PPOA, I encourage you to talk to them about joining. Have them get involved and ask them to join the more than 9,000 active and retired members of this Association. Even more so, if you have an idea on how we can serve you better, reach out to us, or even to me personally at hjimenez@ppoa.com.

I hope you all stay safe, and I can't wait to see our delegates at our upcoming in-person meeting in October. If you would like to become a delegate, please send an email to info@ppoa.com. 🇺🇸



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Tab Rhodes → continued from page 4

thoroughly researched legal options and opinions from the top legal defense attorneys utilized by our coalition partners (FOP, California Coalition of Law Enforcement Associations, Southern California Alliance of Law Enforcement and Peace Officers Research Association of California) and monitor numerous lawsuits nationwide for any nuggets of knowledge that may adjust our strategy.

Speaking of strategy and lawsuits, PPOA, as well as many other unions, has become aware of various law firms operating statewide to step into the legal fracas on this issue. All I can say is, *buyer beware!* As described above, PPOA is utilizing every legal resource possible in our strategies. The current legal atmosphere does not bode well in challenging COVID-19-related mandates. Groups asking individuals for “donations” or “upfront fees” to fund temporary restraining orders or other legal action may not have your best interest.

PPOA continues to make ourselves available for collaborative discussions with the Board of Supervisors. We welcome the opportunity to provide reasonable recommendations in addressing the needs of the County during this pandemic, utilizing logic and attainable timelines. This organization is a proud member of the CCU, L.A. County Federation of Labor and national AFL-CIO, which gives us many opportunities to work collaboratively.

I'll conclude this article with a quote I was reminded of from years back: *“Work with me, people!”* 🇺🇸

SAVE THE DATE!

8th Annual PPOA HEROES RIDE

Sunday, March 27, 2022



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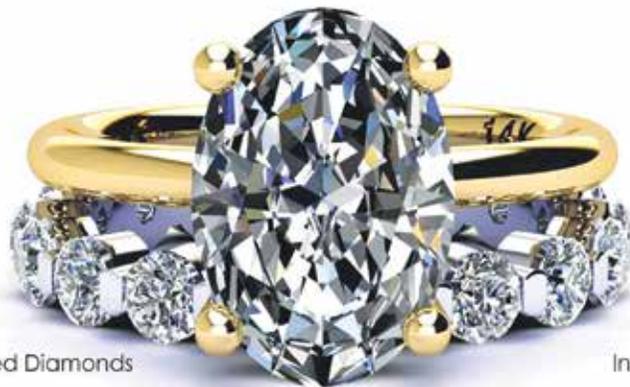
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A Refresher on the Pitfalls of the Public Employees' Pension Reform Act

In 2013, the state of California implemented the Public Employees' Pension Reform Act (PEPRA), which severely impacted the sworn members of law enforcement. For many years, I have written about the changes, and I was hoping the County and the Sheriff's Department would better educate and prepare future sworn members about the changes brought forth by PEPRA. While these changes are devastating to some, and I believe to the future of our Department's ability to retain quality people, they can be prepared for if employees max out their 457 plans and if the County decides to step up and do the right thing.

The main difference between PEPRA and the legacy systems is that in PEPRA, your income is capped in terms of how the County determines your pension benefits. It is not a cap on the pension, but, even worse, it is a cap on the amount that is used to calculate the pension. In easy terms, all sworn members will receive basically the same pension to a point, regardless of rank — not in percentages, but in actual dollars. A commander gets the same pension, in dollars, as a sergeant. A captain, the same as a sergeant. A chief, the same as a sergeant.

The issue at hand is many have no idea about this. For those who like details, I will give an example. The current PEPRA cap is about \$145K per year. That means that no matter your salary, your pension is figured of that cap. So, if you retire at 80%, and you make \$200K per year, it doesn't matter. Your pension is 80% of the cap. Imagine those who are not ready for that or have not planned properly. I have tried and tried to get the administration of our Department to pay attention and to even educate everyone in super school about this and it fell on deaf ears.



Jim Schallert
PPOA Retiree Liaison
LASD retired
jschallert@ppoa.com

Imagine a commander or chief retiring at the cap. The salary they were accustomed to is cut severely to retire. Imagine if they have a divorce to then pay for. Do the math. It is catastrophic for those higher-ranking individuals. The problem is some other agencies do not have PEPRA. Our Department is at risk of losing quality people to lateral transfer now as soon as they realize other agencies have a better pension, DROP programs and other benefits we never did or no longer offer. Captains and above in LASD do get additional 401(k) plans, but the lieutenants and sergeants do not. Even non-sworn professional staff at the higher ranks are impacted by PEPRA, and the County has done nothing.

The Board of Supervisors had many chances to fix the problem. LACERA is aware and has tried to make employees aware. The County has

done nothing. That is incompetence at best.

I urge you all, if you have family members who hired on or after January 1, 2013, to tell them about PEPRA and how it impacts them. Educate them on their 457 plan and how they will need to use it.

In closing, PEPRA does have a cost-of-living adjustment that increases annually, but that rate is slow compared to the raises we get here in California. In 30 years, it is quite possible that all sworn members will receive the same pension, regardless of rank.

This law was flawed from the beginning. The Board of Supervisors knew it, the then-Sheriff knew it, and no one has done anything to fix it. Unfortunately, now it is too late. One fix I can imagine is to have the County, who has saved tens of millions of dollars on this new cheaper system, add a 401(k) to all employees, increase its side of a match, and add a DROP program or other things to retain quality people. I will tell you right now, if I were looking at a job in law enforcement, I would definitely examine all agencies and their pension systems and look for one that is fair to employees.

The County continuously is trying to erode our benefits. In the past several years, we have lost health care for our family members in retirement, our pension system has devolved and the County continues to reap the benefits of those savings, without doing anything for its employees. It is quite frankly a shame. They haven't even raised the cap on our Blue Cross health insurance in retirement in decades.

With the County, it is never "do the right thing," it is always "nothing is free" or "what will you give up as employees." And I am frankly sickened by it.

Sorry for the doom and gloom, but this is huge and everyone needs to be able to plan for their future security.

Until next month, be safe and healthy. 🛡️



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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, 2021, at 11:59 p.m. PT.

This month's hidden word is:

Attestation

A proving of the existence of something through evidence

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

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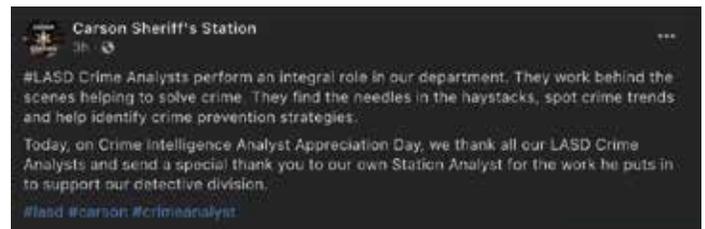
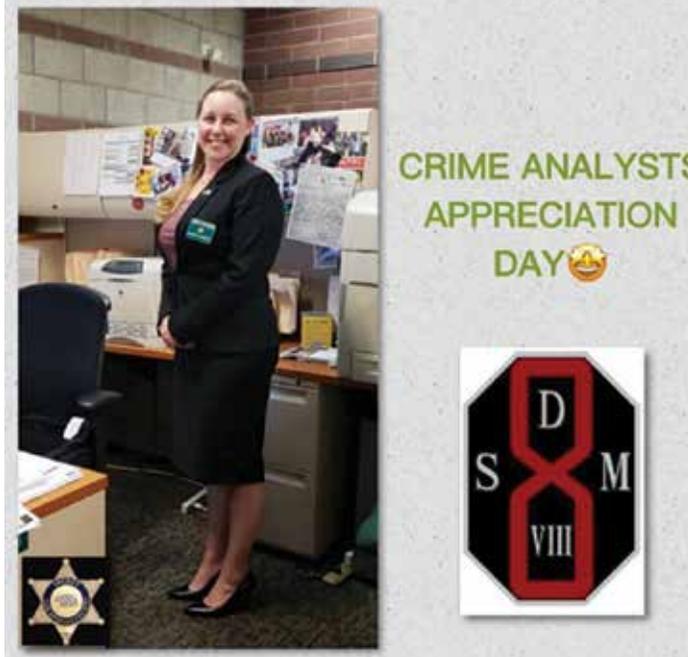
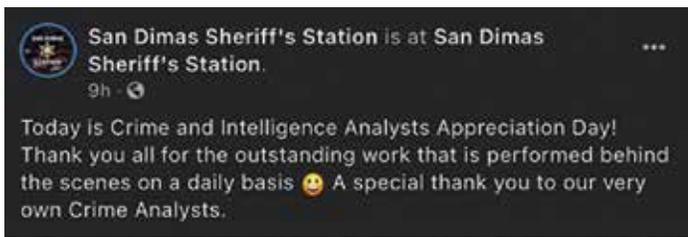
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Long Beach Fwy... Firestone Exit... South Gate

Spotted on the Socials: Shout-Out to Dedicated LASD Crime Analysts!

National Crime and Intelligence Analyst Appreciation Day falls on September 20 of each year, and we were proud to see LASD Crime Analysts get a moment in the social media spotlight last month. Thank you to all of the Crime Analysts throughout the county for your exemplary work and dedication! 🙌





RETIREE EVENTS



LASD Northern Idaho Luncheon

October 12 at Sargents
Steakhouse, Hayden, ID
Info: williamkpostmus@gmail.com

Free for retired PPOA members
+ 1 guest each
RSVP to info@ppoa.com or
(323) 261-3010

Western Kentucky/Tennessee Retirees Luncheon

October 23 at The Lost Paddy
Irish Pub & Restaurant,
Nashville, TN
RSVP to kidcento@yahoo.com

LASD Prescott Christmas Dinner

December 2 at The Club
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RSVP to bsball8@earthlink.net

Retired Female Deputies Social Club Annual Meeting

November 5 cocktail reception
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November 6 luncheon at Noor
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North Central Texas LASD Retired HR-218 Qualifier

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Info: mwbaird.lasd206@gmail.com

LASD Retiree Roundup

April 3-6, 2022, at Riverside
Resort & Casino, Laughlin
Info: lasdretired.org

PPOA 17th Annual Retiree Luncheon

November 9 at Sheraton
Fairplex, Pomona, 12 p.m.

LASD Homicide Bureau 100th Anniversary Luncheon

June 2, 2022
Details TBA

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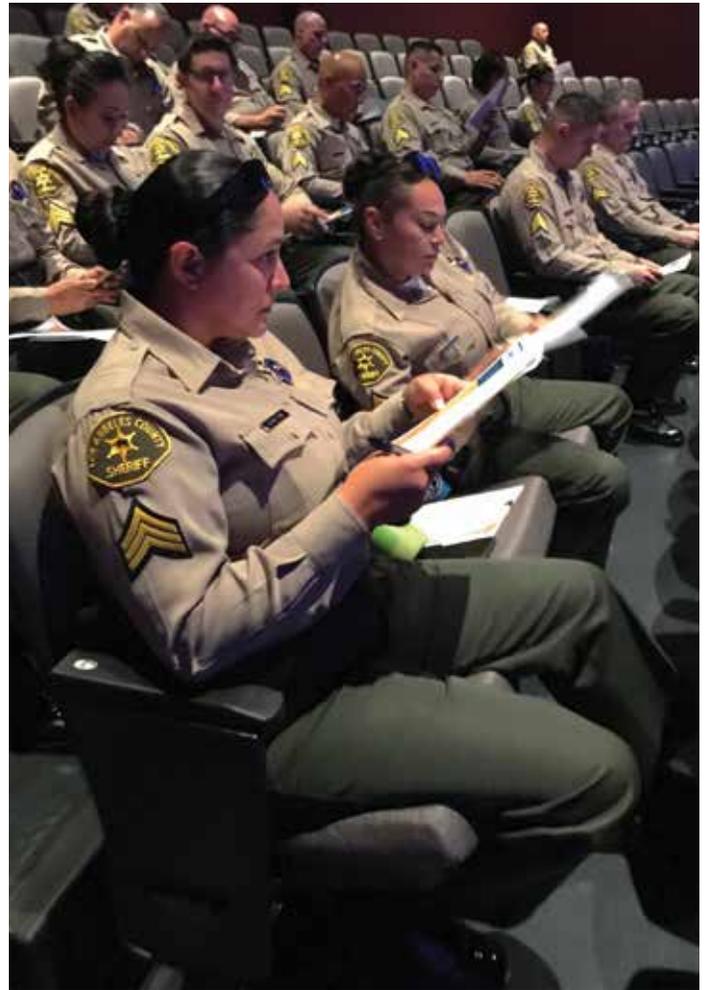
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PPOA Welcomes Newly Promoted Sergeants

PPOA representatives proudly welcomed more than 90 newly promoted LASD Sergeants to this Association last month. The Department's newest supervisors gathered at East L.A. College on Labor Day for Sergeants Supervisory orientation and were joined midday by PPOA President Tab Rhodes, Board members Jose Rios and Tony Romo as well as Executive Director Wayne Quint Jr., who answered their questions and ensured that they would be protected by union representation. Following the one-day orientation, the Sergeants reported to their new assignments while waiting to be scheduled to attend two-week supervisory courses for approximately 30 of them at a time. The first of those classes began on September 13, and PPOA representatives were on hand to discuss benefits and representation. ♡





PPOA Committees and Staff

2021 STANDING COMMITTEES

Associations

> Chairman Rhodes

Bylaws

> Chairman Coleman

Communications

> Chairwoman Escobedo

Delegates

> Chairman Blankenship

Elections

> Chairman Blankenship

Finance

> Chairman Maus

Insurance

> Chairman Lee

Legislative

> Chairman Reddy

Membership

> Chairman Romo

612 Negotiations

> Chairman Rhodes

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

Richard Escalante

Field Representative

Clare Franco

Administrative Assistant

Lang, Hansen, Giroux and Kidane

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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4. Submit application



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Candidate Statements

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



UNIT 612
Nancy Escobedo
LIEUTENANT

My name is Nancy Escobedo and I'm asking for your vote to continue serving on the PPOA Board of Directors. As a member of the Board, it has been my honor to work with the team of current Board members and management to provide the highest quality and most effective representation for all PPOA members. I ask that you support the incumbents as we are seeking another term on the Board of Directors which will allow us to continue the work that is in progress, working tirelessly to serve you, our members.

Having joined the Department 24 years ago, I started my career as an Evidence and Property Custodian assigned to the Inmate Reception Center in 1997. In 1999, I became a Custody Assistant and was assigned to Men's Central Jail. Moving forward,

→ continued on page 20



UNIT 612
Tab Rhodes
LIEUTENANT

My name is Tab Rhodes, and I am asking for your vote as a Bargaining Unit 612 (BU 612) Director. For the last 2 1/2 years, I have been the unanimous selection of the Board of Directors to be the President and leader of the Los Angeles County Professional Peace Officers Association (PPOA). As a lieutenant with thirty-three years on the Department, and assignments in Custody, Patrol, Courts, Technical Services, as well as Administration, I have been provided with well-rounded experiences to pull from in representing PPOA members' interests. Being active in union endeavors throughout my career and on the PPOA Board of Directors for the last ten years, I use my experience to preserve the integrity of PPOA, protect its members, and safeguard our families.

→ continued on page 20



UNIT 612
Jose Rios
SERGEANT

Let me take this opportunity to re-introduce myself, my name is Sergeant Jose Rios and I am asking for your vote to be re-elected to the PPOA Board of Directors. Having joined the Sheriff's Department in October of 1998, I have worked at various assignments over my career, including Twin Towers Correctional Facility, Court Services East Bureau, Pico Rivera Station, East Los Angeles Station, on-loan to Narcotics Bureau, and Custody Investigative Services. I am currently assigned as the Operations Sergeant at Communications and Fleet Management Bureau.

My pledge to you as a Director is to work hard for better hours, wages and working conditions for his fellow law enforcement brothers and sisters and their families. My experience also includes time on the Board of Directors of the Association for Los Angeles

→ continued on page 20



UNIT 612
Jose Salgado
SERGEANT

Greetings Fellow Members,

I am writing this statement to introduce myself and tell you why I am running for the PPOA Board as a representative of the Sergeants and Lieutenants.

My name is Jose Salgado, I have worked on the Sheriff's Department for 25 years. I have been a Sergeant for the last 10 years. I have worked custody, courts, patrol, and gang investigator as a deputy. As a Sergeant I have worked custody, patrol and administrative assignments. Currently, I am assigned to Personnel Administration Bureau-Pre-employment Unit. I have a well-rounded career and I am knowledgeable in many aspects of the department, including employee/labor related issues. My experience at the line level is a valuable tool

→ continued on page 21

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



UNIT 621
Gerardo “Gerry” Garcia
 SHERIFF’S SECURITY OFFICER

Greetings.

My name is Gerardo “Gerry” Garcia. I am running for a PPOA Directors seat as your representative. As a previous PPOA Director, I have 4 years of Director’s Seat Experience and numerous years as a PPOA Delegate. Some of my work included the following:

I have dealt with the original uniform change from the blue trousers to the current green ones and the change in our Security Officer patch. I also help facilitate the voucher (like a coupon) for uniforms to a Uniform allowance check. Without that change we would still be having to deal with a voucher, talk to your co-workers, about how difficult that was to navigate year after year.

I have been on the negotiations team and I was a driving force in our Union that made the proposal for the State Assembly bill changing the law to make it a felony for anyone assaulting a Sheriff’s Security Officer.

My department experience includes 3 years-Courthouses, 5 years-Colleges and 11 years-Parks, I have worked at many, if not all County Buildings. I see firsthand the changes which have been occurring. I know what it means to be on the front lines all these years.

In the last few years on the Labor Relations front, we have seen some changes some good and some bad ones.

If elected to the Director’s seat, I would like to make three proposals.

Jumpstart an additional Uniform change that everyone has been waiting for, during the last 2 years,

My other proposal is for 48/50 time for Security Officers. Currently our classification only receives 70% when injured on duty. We deserve 100% similar to the Custody Assistants and Deputies. I intend to make it a priority, to protect our personnel for the long run from the covid-19 after effects to the long term protection of any work related injuries now and in the future.

I would also make a proposal to have more training across the board for safety and career survival in the changing landscape of L.A. County and The State of California.

We are P.O.S.T. (Peace Officer Standard Trained) personnel and sometimes that is forgotten. The County and Department should know every single one of you is an important part of the team. Over the last 25 years, this classifications has grown from being in courts and expanding to numerous locations and job

→ continued on page 21



UNIT 621
Henry Jimenez
 SHERIFF’S SECURITY OFFICER

My Fellow Sheriff’s Security Officers (SSO) and Security Assistants (SSA),

Greetings colleagues. This is Henry Jimenez, a 21-year member of the LASD and PPOA, but most proudly, a 21-year SSO who graduated from SSO Academy Class #1. Last year, I was appointed by the PPOA Board of Directors to fill the remaining SSO Director term that was vacated by SSO Jody Clouch who honorably retired. Ms. Clouch strongly supported my appointment. I am now seeking to be your representative on the 2021-2023 PPOA Board of Directors and am respectfully asking for your vote.

It is my sincere belief that each of the PPOA Board of Directors would tell you that I have relentlessly advocated for our classification but have done so in a collaborative and professional manner. I look forward to continuing to work with my colleagues on the Board and really respect and honor the professional relationships that have been established.

Please know that I have not missed a Board of Director’s meeting (virtual or in-person), Delegate’s Meeting, or “meet and confer” meetings regarding SSO/SSA issues. Together, we have and continue to tackle the many topics that the COVID-19 presents to the workforce. The PPOA Board of Directors’ mission from the beginning of the pandemic has been to work tirelessly to ensure our members health and safety.

All full-time SSOs and SSAs that worked during the pandemic can expect before the end of the year to receive a \$1,000 one-time bonus and those employed before 7/1/21 who were at “elevated” risk for COVID-19 will receive an additional one-time bonus of \$500. These bonuses were the results of the new “Fringe Benefits” contract tentative agreement that the Coalition of County Unions (CCU), including PPOA and 13 other member organizations negotiated. Additional benefits negotiated were a new County-paid holiday, Juneteenth (2022) and a 2.5% increase in CHOICES.

As your representative, I will be your voice at the bargaining table when PPOA negotiates with the County for the Bargaining Unit 621(BU) wage contract in early 2022. My established relationships with the other two PPOA Board of Directors from BU 621, who, will also be on the negotiations’ team, will benefit all of us as we fight for a fair and equitable contract.

As your representative, I met personally with SSOs from

→ continued on page 21

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

Nancy Escobedo → *continued from page 18*

in 2001, I became a Deputy Sheriff and again was assigned to MCJ. Prior to going to patrol, I had the opportunity to transfer to Court Services East Bureau, and ultimately transferred to Pico Rivera Station, working there for just over four years. Additionally, I enjoyed working on various patrol assignments that included the Summer Crime Suppression Team, the Problems Specific Policing Team, and as a Field Training Officer. Eventually, I was selected to work in the Board of Supervisor's Liaison Team before promoting to Sergeant in 2014.

During my six years as a sergeant, I worked assignments within Custody Division, patrol at East Los Angeles Station, as an investigator at the Internal Criminal Investigation Bureau, and later as the Sheriff's Aide at the Office of the Sheriff. My promotion to lieutenant came in 2020 and I was subsequently assigned to the Inmate Reception Center. I am currently assigned as the Operations Lieutenant to the Population Management Bureau.

As a Board member, I have witnessed the many challenges PPOA and our Department has had to deal with. I have had the honor to proudly represent PPOA members at "Meet and Confer" meetings with department executives regarding issues impacting members. Additionally, I serve as the Chair of the Communications Committee of PPOA as well as attend numerous events representing PPOA and our membership.

In conclusion, I look forward to continuing my service as a representative on the PPOA Board of Directors. My commitment will be to diligently work with all partners to build and maintain integrity within PPOA. The current law enforcement atmosphere adds to the challenges we are all currently facing. I will continue with PPOA's mission to provide the highest quality and most effective representation by protecting your rights, benefits, and workplace safety.

Thank you for your consideration. 🍀

Tab Rhodes → *continued from page 18*

My goal in continuing involvement with PPOA as your President is to vigilantly protect your rights, working collaboratively with Sheriff Villanueva, District Attorney Gascon, and Medical Examiner - Coroner Dr. Lucas, during these unprecedented historic times. A world-wide pandemic, the polarization of political views in the nation, state, and county, as well as the anti-law enforcement sentiment, all create difficult working conditions which have challenged PPOA members safety and due process rights like never before.

During my tenure as President, PPOA and your Board of Directors have:

- Addressed the complex issues associated with the COVID-19 pandemic
- Ensured members experienced no economic take-aways
- Negotiated a fringe contract extension including a 2.5% County contribution to benefit premiums, \$1500 COVID-19 bonus and new county holiday (Juneteenth)

- Worked collaboratively with LASD to reduce the Custody Commitment of supervisors from three years to two
- Improved business practices, improving the financial stability of the organization

There is nothing more important than integrity when it comes to addressing the fiduciary responsibilities of an organization and its members. It is for this reason, I am now asking for your vote for re-election and your support in the re-election of current BU 612 Board of Directors, Lieutenant Nancy Escobedo and Sergeant Jose Rios.

These two dedicated incumbents share my belief that continuity of leadership is essential to your union's continued success. Most importantly, we share identical views on integrity and fairness when it comes to:

- defending_the_rights of PPOA members,
- enhancing membership_benefits,
- holding our employer partners accountable for treating its employees with respect and fairness, and,
- re-developing the understanding of our noble profession, public safety, in the eyes of the public.

As a dedicated Board of Directors, we will always be responsive, open-minded, inquisitive, and apply prudent judgment based on factual information. We will defend the integrity of PPOA, and protect the assets of the organization, as well as utilize our experience to serve PPOA members with the professionalism, integrity, and unwavering commitment to safety which you and your families deserve.

I pledge my continued participation in this role and continued support to the PPOA family for long as you, the membership and God allow.

Thank you for your time and consideration of your vote. 🍀

Jose Rios → *continued from page 18*

Deputy Sheriffs (ALADS) in 2014-2016. During my time as an ALADS Director I was appointed Treasurer and was on the Board of Trustees for the Peace Officers Relief Fund (PORF).

Upon promoting to the rank of Sergeant and becoming a PPOA member, I immediately became a Delegate and participated in contract negotiations with the County of Los Angeles. Additionally I have been involved in PPOA's financial audit reviews and has supported PPOA at numerous events.

Being on the PPOA Board of Directors allows me to demonstrate my passion in making PPOA members' salaries, hours, working conditions, and benefits better. I have dedicated myself to assuming vital roles within the organization and asking the uncomfortable questions members want answered. To increase my knowledge, I have focused on learning about union organizing by attending classes and seminars specializing in "Running a Public Union," Grievances, Arbitration, and Past Practices.

There can be no doubt that the current anti-police union mentality that has infected some of our populace. Working with our legislative advocate in Sacramento, PPOA will to push against legislation that will harm policing throughout the state. Attacks on the Peace Officers' Bill of Rights, qualified immunity, officer

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privacy, along with better training required by POST are issues I monitor as a Board Member.

At the local level, PPOA has just done a genuine service for its members by rejoining the Coalition of County Unions (CCU) and I will work to ensure that PPOA does not break away during my tenure.

Upon re-election, I look forward to representing all PPOA members and fighting hard for member rights during this critical time when policing faces reform here in Los Angeles County and across the country. I want to ensure that those who hear the call to protect the rights of others will also have their rights protected and be able to give their families the lives they so much deserve. ♥

Jose Salgado → *continued from page 18*

that keeps me grounded and in touch with my peers.

I am keeping this simple, I am running for the PPOA Board to assist my fellow union members that want to see a change in the leadership at PPOA. I will make sure to represent your interests in COVID related issues, salary and benefits and the promotional process. If you feel as though your interests are not being heard or responded to then I am the representative you want to vote for. I am not looking for any promotional or POST-Retirement job opportunities. I am doing this to improve our current and future working conditions.

The next few years are going to be crucial times for all of us. Law enforcement is under attack and I want to help fight for us on the front lines. I am the person who will fight for you.

Jose Salgado. ♥

Gerardo “Gerry” Garcia → *continued from page 19*

assignments. I will never forget the true trailblazers that we began our journey with in the beginning of our careers.

I will always stand by for our classification and I will do whatever is needed to protect it. I will make it known that we are the better choice than privatization and we are Sheriff’s Department Trained Personnel.

If elected I will not be a quiet person, I will rattle some cages and work on getting things done, not just be a “yes” person.

If elected I will be your voice and will stand for you as I will be your elected Director. ♥

Henry Jimenez → *continued from page 19*

all nine campuses regarding proposed contract cuts to the LA Community College District. President Rhodes, myself, and Executive Director Wayne Quint personally telephoned Community College Bureau SSOs for their feedback on new proposed campus scheduling models.

As your representative, I responded on two different

occasions to the Hall of Records to witness the proper seniority selection of new temporary and permanent positions for Community Services Bureau SSOs due to a reduction of contract security services by the County.

As your representative, despite pandemic related logistical setbacks and delays, I remain committed to the uniform color change project and continue to move forward with the proposal.

As your representative, I humbly ask for your vote. God Bless, stay safe and thank you. ♥

SHERIFF’S DEPARTMENT

Unit 612 (three seats)

Lieutenant Nancy Escobedo*

Lieutenant Tab Rhodes*

Sergeant Joe Rios*

Sergeant Jose Salgado

Unit 614 (one seat)

Senior Criminalist Christopher Lee*

Unit 621 — Sheriff’s Security Officers/Assistants (one seat)

SSO Gerardo “Gerry” Garcia

SSO Henry Jimenez*

DISTRICT ATTORNEY’S OFFICE

Unit 612 (one seat)

Lieutenant Robert Maus*

MEDICAL EXAMINER-CORONER

Unit 631/632 (one seat)

Coroner Investigator Joyce Kato*

SHERIFF’S DEPARTMENT/ DISTRICT ATTORNEY’S OFFICE

Unit 615 (one seat)

Commander Joel Barnett*

*Incumbent

Directors Lee, Maus, Kato and Burnett 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 29, 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 22 at 10 a.m. PPOA members are invited to observe the ballot count in the PPOA conference center.

Honoring Our Hardworking Members

→ PPOA was proud to host the 20th annual Pre-Labor Day BBQ at the Biscailuz Training Center last month. Board and staff members were excited to catch up with friends we hadn't seen for far too long due to the pandemic. Thank you to all in attendance for helping us honor the hardworking men and women who truly put the "labor" in Labor Day! To view more photos from the barbecue, please connect with PPOA on Facebook. 





CALENDAR OF EVENTS

These events and more can be found on PPOA's online calendar at PPOA.com. Do you know of a Department-related event we can help promote? Email details to gtorres@ppoa.com.

October 7

PPOA Delegates Meeting

Almanson Court, Alhambra

October 16

Sheriffs' Relief Association Annual Family Festival

William Hart Park, Newhall

Details at SheriffsRelief.org

October 16

Inaugural First Responders Relay

Hosted by the California

Police Athletic Federation

Nine-person, 48-mile relay stages

at Hilton Lake Las Vegas

Info: cpaf.org

October 23

LASD Parks Bureau Motorcycle Ride and Car Show

Event held in memory of

Deputy Thomas Albanese

Details at ParksBureau.eventbee.com

November 6

Torch Run Fundraiser

Hosted by Cerritos Sheriff's Station

9 a.m.

Proceeds benefit the Special Olympics

Info: lagutier@lasd.org

November 13

Officer Anthony Thompson Third Annual 5K Run/Walk

L.A. Harbor College

Hosted by Families Against

Wrong-Way Drivers

Info: fawwd.org

See page 10 for details



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)

Jeanette Anaya, Law Enforcement Technician

Ashley Dodge, Custody Assistant

Hans Weg, Retired Member



SAVE THE DATE!

PPOA

14TH ANNUAL PEACE OFFICER MEMORIAL GOLF TOURNAMENT

Monday, June 6, 2022
**Braemar Country Club,
Tarzana**

Details TBA

PPOA extends sincere condolences to the families of the following members who passed away in August:

Retired Sergeant
Leroy Chastain
EOW: August 1, 2021
Academy Class #85
U.S. Army veteran

Retired Lieutenant
Michael Adrid
EOW: August 3, 2021
Formerly with Marshal's Department
U.S. Navy veteran

Retired Marshal Lieutenant
Herbert Sullivan
EOW: August 3, 2021
U.S. Marine Corps veteran

Retired Chief (LADA)
Ronald Maus
EOW: August 4, 2021
Originally with LASD Academy Class #91

Retired Sergeant
Douglas Hester
EOW: August 6, 2021
Academy Class #76
U.S. Navy veteran

Retired Deputy
Harvey Hunter
EOW: August 7, 2021
U.S. Navy veteran
Academy Class #15
Email condolences to the family:
clmeiron@yahoo.com

Retired Deputy
LeeRoy Bowen
EOW: August 9, 2021

Retired Member
Ralph Simmons
EOW: August 9, 2021

Retired Deputy
Wade Young
EOW: August 10, 2021
Academy Class #254

Retired Deputy
Nealette Rucker
EOW: August 14, 2021

Sergeant
Joseph Goree
EOW: August 15, 2021

Retired Deputy
Robert Hawkins
EOW: August 18, 2021
Academy Class #74
U.S. Army veteran
Email condolences to the family:
yvonhawk@yahoo.com



Retired Sergeant
Leroy Chastain
(EOW: 8/1/21)



Retired Lieutenant
Michael Adrid
(EOW: 8/3/21)



Retired Chief (LADA)
Ronald Maus
(EOW: 8/4/21)



Retired Deputy
Wade Young
(EOW: 8/10/21)



Sergeant
Joseph Goree
(EOW: 8/15/21)



Retired Deputy
Robert Hawkins
(EOW: 8/18/21)

Preapprove Your Way to a Better Car Deal

Before you set foot on the car lot, get preapproved for an auto loan at your credit union. Getting preapproved for a car loan means you'll know what size loan you're qualified for and what kind of rate you'll pay, and it shows car sales staff that you're a serious buyer.

If you have questions about how much car you can afford or how financing works, a credit union loan officer will be happy to help.

To apply for preapproval, you'll need to show:

- Name and address
- Social Security number
- Driver's license number
- Employer information (name, hire date, gross income)
- Current housing information — monthly payment, time in current residence
- Debt obligations — current credit card debt, home association dues, auto insurance

You may also be asked to list a reference or provide other information.

Once you're preapproved, you'll receive a preapproval letter that you can take car shopping showing the amount you're approved for.

Getting preapproved gives you a big advantage in the sales lot. It removes the pressure of negotiating financing contracts at the dealership and allows you to focus your attention on finding the right vehicle at the price you can comfortably afford. And, if you



need another incentive, our low auto loan rates can get you on a faster track toward making your dream car a reality.

Contact POPA Federal Credit Union at (562) 229-9181 to speak to a representative, and be on your way to your new car today! 🚗

Spooktacular Savings for PPOA Members

The weather is cooling off, but the Halloween deals are heating up! PPOA members can snag discount tickets for the following venues:

- Knott's Scary Farm
- Universal Studios Halloween Horror Nights
- Magic Mountain Fright Fest

For dates and details, visit PPOA.com or call PPOA at (323) 261-3010.





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)

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)

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)

NEW TREADMILL FOR SALE

Brand-new, heavy-duty treadmill for sale. If interested in purchasing, please contact Oscar at (323) 326-8441. (0521)

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)

LAKE HAVASU VACATION RENTAL

2BR/2BA. Pull-out Queen in Family room. Lake view from front porch and viewing deck. 64' covered Boat Storage. 1/4 mi. from Windsor Launch Ramp. \$300 nightly. Call Karen: (805) 630-0663. (0521)

2007 CADILLAC DTS FOR SALE

Iridescent pearl, very low miles (62,000), in excellent condition. Everything works. 4-door, 2 owners, grey leather interior, excellent radio/speakers, kept in covered parking. Drives like a dream, must sell, I have too many cars. \$12,000. Contact Ofelia: (323) 331-6563. (0521)

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)

OAK CORNER DESK SECTIONS

Offering two oak corner desk sections with cabinets for \$330. Must sell as a pair. Perfect for office, family room or bedroom. Contact Elvia at (909) 947-4578. (0721)

SHOW CARS FOR SALE

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