

# STAR & SHIELD

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**SEASON**

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Allows PPOA Members to  
Celebrate Responsibly**

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**WE MUST  
STAY UNITED**  
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**FRINGE BENEFITS  
CONTRACT APPROVED**  
PAGE 6

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Marine Engineers' Beneficial Association, AFL-CIO

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Public Employees Staff Organization (PESO)

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## United We Stand

**T**his year, the Los Angeles County Professional Peace Officers Association (PPOA) celebrates 70 years of providing service to its membership. During these 70 years, PPOA has strenuously fought for members' rights and benefits and successfully achieved:

- 4850 time for sworn members, and in the 1990s obtained the same benefit from the County for Custody Assistants
- Retirement credit buy-back for military members
- Disability coverage as a co-founder of the Peace Officers' Relief Fund (PORF)
- Safety equipment, advocating to the County to provide firearms and protective vests
- Medical presumptions and consistent legislative efforts resulting in presumptions for bloodborne pathogens, heart disease, lower back injuries, staph infections and more
- Star & Shield Foundation, providing hundreds of thousands of dollars in financial support to families of fallen members and those members in need
- POPA Federal Credit Union, established in 1978 offering benefits to members at four full-service locations
- Ventura II lawsuit: PPOA successfully increased pension benefits for future retirees and added \$200 million in benefits for those already retired
- Scholarships, providing financial assistance to members and their families for educational purposes
- The PPOA Online Uniform Store, making uniforms and accessories available at up to a 35% discount

Additionally, from PPOA came the Association for Los Angeles Deputy Sheriffs (ALADS), of which approximately 8,000 Deputy Sheriffs belong.



**Tab Rhodes**  
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Lieutenant, LASD  
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draconian, resource-intensive and an unprecedented process, which threatens the employment of County employees unnecessarily. PPOA and the Coalition of County Unions (CCU), including ALADS and 12 other unions, have maintained a strategic stance:

- Against any COVID-19 vaccination mandate that includes discipline
- Continue to demand accommodation and/or testing options for our members who may not be defined within medical and/or religious exemptions
- Continue to address with the County the unreasonableness of the timeline

PPOA and the other unions of the CCU believe the County is seriously underestimating the impacts of this mandate on their workforce. As I write this, the *Los Angeles Times* is reporting the state of California is experiencing failures in its ability to mandate employees to vaccinate ([tinyurl.com/4ym4vmdx](https://tinyurl.com/4ym4vmdx)). The poorly conceptualized demands of the County mandate ignore good labor relations, logic and unrecognized consequences to the citizens of Los Angeles County. Adding insult to injury, the breakdown in impact negotiations and the threat of termination to our members require PPOA and the CCU to fulfill our duty in defending our labor rights.

As you know, PPOA had engaged in intensive negotiations along with other member unions of the CCU. These negotiations included a need for delayed implementation, testing for those who would like that option, reasonable accommodations, the security of personal information and any potential discipline levied by the County. Negotiations reached an impasse, meaning deadlock or stalemate, on September 30. The next steps will lead to mediation and fact-finding, which PPOA has always advocated.

The CCU and PPOA have used and relied upon legal counsel and information provided by its members to craft and direct its plan of action in the most favorable and strategic manner. Our members' working environment, protection of personal information, defense against threats of discipline and ability to work without duress have always been and continues to be our goal. Our actions thus far have included:

### UNITED WE STAND, DIVIDED WE FALL

Whether it is COVID-19 fatigue, indifference or the political polarization of issues within our society, PPOA has faced challenges in the last two years like never before. Strangely, instead of coming together as PPOA members have in the past, there are some members internally and opportunistic groups externally working to harm this beloved organization and its membership.

No matter which side of the COVID-19 vaccination argument you fall on, PPOA, as an organization, believes the COVID-19 executive order, mandating all County employees to be vaccinated by October 1, to be

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## COVID-19 Issues Still in 2022?

**T**he fallout from COVID-19 has once again dominated 2021, and as unbelievable as it may be to fathom, it appears that the impact of this pandemic will continue into 2022. Even as many began to feel some hope coupled with cautious optimism that this past summer would finally see the pandemic in their proverbial rearview mirror, reports of new mutations of the COVID-19 virus were rumored to be even stronger than the original.

Then, the delta variant surfaced in the United States. First identified in India in December 2020, the delta variant swept rapidly through that country and Britain before hitting the U.S. in mid-June 2021, where it quickly surged. It became the



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the vaccination policy. Keep in mind that the County provided no advance notice to CCU or any of the representatives and members of CCU that it intended to either develop or implement a mandatory vaccination program.

Supervisor Solis' executive order had no force and effect unless ratified by the Board of Supervisors, which occurred on August 10. The CCU immediately requested impact negotiations with the County, and the first negotiations meeting occurred on August 25.

So, the focus of trying to reach a tentative agreement on the fringe benefits was seriously disrupted by the County's mandate that all County employees would be fully vaccinated by October

**SHY OF A HOLIDAY MIRACLE, THE COUNTY WORKFORCE AND ITS UNIONS WILL MORE THAN LIKELY BEGIN 2022 CONTINUING TO BATTLE THE PANDEMIC FALLOUT AND ITS APPARENT NEVER-ENDING GIFT OF UNCERTAINTY.**

predominant SARS CoV-2 variant, accounting for more than 99% of COVID-19 cases and leading to an overwhelming increase in hospitalizations in some states. California was not among those states.

Throughout July 2021, the Coalition of County Unions (CCU), including PPOA and 13 other member organizations, was continuing "fringe benefits" negotiations with the County as the previous 2018–2021 memorandum of understanding (MOU) had expired on June 30. Then, to every County employee and their respective unions came a blindsided August blow.

On August 4, Supervisor Solis, chair of the Board of Supervisors, announced via Twitter that she had signed an executive order to establish a mandatory vaccination policy, effective immediately, which would require all County employees to provide proof of full vaccination by October 1 and that the chief executive officer would engage with the County's labor partners regarding the effects (impact) of

1. Nonetheless, PPOA and the CCU did reach a tentative fringe benefits contract agreement with the County on Wednesday, September 1. The tentative agreement, which was approved by the Board of Supervisors on Tuesday, October 19, will expire on March 31, 2022.

Meanwhile, PPOA and the CCU continued impact negotiations with the County regarding the Board of Supervisors' mandatory vaccination policy on August 25–26 and September 8, 10, 14, 21 and 29. The CCU repeatedly informed the County in negotiations that the County's proposed suspension/termination policy would result in the serious disruption of the County's provision of essential services, with overwhelming effects on public health and safety.

The CCU repeatedly advised the County at each and every negotiations meeting that the deadline of October 1 demanded by the County's proposal had seriously deprived the County of any understanding of how many employees will be terminated for non-compliance with the County's proposal, and therefore, with any understanding of the extent to which the County's essential services will be disrupted.

The County continued to draw its "line in the sand" and did not negotiate workable alternatives with the CCU to their suspension/discharge proposal. Additionally, through the course of negotiations, the County repeatedly engaged in direct dealing with the membership of the members of the CCU, and on many occasions, communicated directly with the membership about a variety of the aspects of their proposed vaccination policy.

With absolutely no indicated desire from the County to continue to negotiate toward an agreement on the impacts of

its proposed vaccination mandate policy, the CCU declared an impasse after its September 29 negotiations meeting with the County. On Thursday, September 30, the CCU submitted its notice of impasse — meaning a deadlock in negotiations between a certified employee organization (CCU) and the County over any matters required to be negotiated — to the Los Angeles County Employee Relations Commission (ERCOM) and requested the appointment of a mediator.

The purpose of the mediator is to have an impartial third person or persons function as intermediaries to assist the CCU and the County in reaching a voluntary resolution to the submitted impasse. To date, mediation has yet to begin, and if there is no progress with a mediator, the next step in the negotiation process is fact-finding, which means to identify the major issues in the proposed mandatory vaccination policy, conduct a thorough review of the positions of the parties, resolve factual differences by one or more impartial fact-finders and the eventual making of recommendations for settlement when directed by ERCOM.

To believe that “mediation” and “fact-finding” will



conclude by the end of 2021 is not realistic. Shy of a holiday miracle, the County workforce and its unions will more than likely begin 2022 continuing to battle the pandemic fallout and its apparent never-ending gift of uncertainty. Please know, PPOA will not waver on protecting the rights and welfare of *all* our members, who have given so much to keep Los Angeles County safe.

I wish each of our active and retired PPOA members and their families a blessed holiday season that is filled with gratitude, good health and happiness. 🍷



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# Contract Update and Hiring Challenges for Custody Assistants

**I**n the midst of addressing the fallout from the County's ill-conceived plan regarding the vaccination mandate, there is still the effort being made to conduct "regular" business and stay focused on obtaining gains for the position, expanding the role and increasing items allowing for more movement.

Recently, the County and the Coalition of County Unions, of which PPOA is a member, reached a tentative agreement on a new fringe benefits contract. This is separate from MOU negotiations, which will take place in the first quarter of 2022. The fringe agreement will include an increase of 2.5% toward medical, an additional County holiday of Juneteenth and the highly talked about COVID bonus.

We are hopeful that this will all be approved by the time this reaches you. Once that takes place,



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PPOA Board Secretary  
Custody Assistant, LASD  
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a timeline can be established as to when you could expect it. The 2.5% will kick in on January 1 as it was not approved during the time of open enrollment for Choices.

On October 18, the latest Custody Assistant academy began. Many of you have asked where the Department was with hiring C/As, as we've recently seen numerous colleagues go into the DST academy. The last two deputy classes have taken about 55 C/As. It is something that our organization has lauded for, utilizing what we believe is a natural resource of professional, vested and knowledgeable C/As, whose background process should be easier to complete.

Yet, with so many moving on, the attrition will eventually impact those remaining in the form of vacancies on top

of the impairments and RODs. Back on August 3, the filing period for Custody Assistant was opened, and during the nine-hour window, over 2,200 applications were submitted, with additional classes potentially beginning the first part of 2022.

Equipment has always been a factor. After several gas exposure-related incidents, ill-fitting masks and disinfecting behind COVID, the need to ensure your safety and well-being again became a concern. After several years of back-and-forth dialogue, it was finally agreed that gas masks would be provided for all C/As. This is also for future personnel coming in and their ability to do the job in an emergent situation with their own available, reliable, fitted equipment. Discussions on Tasers are ongoing, as their use in custody has been questioned all the while their use by station jailers has been going for some time.

As difficult as it is at times in dealing with elements beyond our control, the work environment, your safety and your needs are always a point of emphasis for me. I've had discussions with many of you who have brought insight and points that are relevant and conducive to how we work and how we move forward. I encourage the discussions — I'm always accessible and willing to come speak to your unit.

For all that has transpired, I ask that you rely on factual information. Ask questions rather than make assumptions or pass rumors as fact. This time in our career is unprecedented and difficult to fathom. A false narrative could compromise your ability to cover the equity that you have built or aspire to in your career.

As always, thank you for your time, patience, courtesy and professionalism. 🛡️



**Officer Anthony Thompson**  
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# Contracts, Uniforms and Benefits for LASD Security Personnel

**G**reetings, Security Officers (SSOs) and Security Assistants (SSAs). As our ever-changing world turns, much is happening within the Department at a rapid pace. Here are a few recent updates:

- The current Bargaining Unit (B/U) 621 salary contract for SSOs and SSAs expired September 30, 2021. A tentative agreement with the County has been reached to extend our 2018–2021 memorandum of understanding (MOU) until March 31, 2022. The agreement with the County maintains the “status quo” for six months, meaning no changes, additions or subtractions to what we currently have until a successor MOU is negotiated in 2022. This agreement will also continue the B/U 621 Uniform Allowance that will be paid between December 1 and December 15 by separate payroll warrant.
- At the October 19 Board of Supervisors meeting, the Board approved the tentative fringe benefits contract that was negotiated by the Coalition of County Unions (PPOA and 13 other L.A. County unions). Full-time SSOs and SSAs will be receiving a \$1,000 one-time bonus for working during the pandemic. If you were employed before July 1, 2021, and were at “elevated” risk for COVID-19 exposure, you will receive an additional one-time \$500 bonus (aka: “heroes pay”). We should all receive these bonuses before the end of 2021. The County is still working out the electronic attestation link for the \$500 bonus as you will need to document that you were at “elevated” risk, which is defined as job duties requiring you to be within six feet or less of co-workers, patients, County clients or the general public for periods of 15 minutes or greater.
- Regarding health benefits, the County will provide a 2.5% increase in Choices to help offset health insurance premium increases or, if applicable, provide more taxable cash back from your Choices allotment amount. The 2.5% increase was not part of your allotment amount during open enrollment (October 1–31) due to the tentative agreement not being voted on until October 19, but will be applied in January 2022 when your health benefits for calendar year 2022 take effect.
- By now, you should have received the uniform color preference survey that was sent out via email in mid-



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Security Officer, LASD  
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October. This is the preliminary step to a long-overdue process. Please know that this process is an evolving topic, and I know I join you in expressing our gratitude to the Department and Sheriff Villanueva for considering the opportunity to change from our white shirt to a different color.

I think we can all agree that all of us have experienced unforeseen changes not only as SSOs and SSAs but also in our personal lives. All of us need to make sure we are making our physical and mental health a priority. I am a *huge* proponent of vacations and time off to (for a lack of better words) *re-charge your batteries*. Those of you who know me well know that I love to travel. I honestly take

about two- to three-week-long vacations every year. The reasons I do this include:

- I have been with the County long enough to have the time to take off.
- I like to invest in myself and my mental well-being.
- I am not a positive asset to my co-workers and members of the public if I am fatigued, unfocused and overworked.

Throughout the month of October, I visited many locations where our SSOs and SSAs are stationed. The number one complaint I heard was that they were overworked. While there are several factors involved with that issue, I want to remind PPOA members that you should “work to live” instead of “live to work.” Do not get me wrong — I am not advocating for you to call in sick or be gone from work for extended periods of time. I do, however, want to make sure you detach from work every now and then and really enjoy your family and loved ones. Take time out for yourself. Get a lot of rest and relaxation time. Do not overexert yourself with excessive overtime and long hours. I get it — the needs of the Department are important, but not at the expense of your health.

Talk to you soon. Be safe. 🛡️



- Continued legal strategy meetings with our PPOA counsel
- Submission of County COVID-19 documents to outside labor law firms for additional perspective
- Strategic discussions with the California Fraternal Order of Police and their legal defense attorneys
- Strategy meetings with the California Coalition of Law Enforcement (Los Angeles Police, San Francisco Police, San Diego and others)

As well as enhanced communications with our PPOA membership through:

- Board member visits to units and facilities
- Delegate meetings and briefings, including legal counsel
- Zoom meetings with members, including legal counsel
- Relevant and timely email blasts
- Continuous summary of events through the Week in Review emails

While PPOA has warned members of unscrupulous entities profiteering off of fears, rumors are rampant, false information prevalent and trust in leadership is waning. PPOA's commitment to our members and the preservation of your employment and working conditions have not. PPOA and public safety are now faced with an anti-law enforcement sentiment and activists influencing politicians like never before. PPOA and the CCU are working tirelessly, consulting with our legal team for any potential arguments upon which to take action. We must not initiate litigation based on feelings but instead on sound legal references. Any

and all failed lawsuits or unsuccessful attempts at injunctive relief will only embolden the County's position, harming all strategies in play and PPOA members in the long run.

Some members have appeared to have been influenced, joining other groups, donating to causes with outside law firms and even requesting drop cards. Some speak of knowing the law better than our attorneys. Some regurgitate information from social media and Google searches of COVID-19 science, presenting them with their own personal bias. What they have not done is recognize that this organization and all of its available resources are working on these concerns day and night, not as a belief to be proven, not as a research project, but as a fight, which requires a full-time overarching perspective.

To those members, I must remind them, **UNITED WE STAND, DIVIDED WE FALL.** PPOA's experience, longevity and numerous successes speak for themselves. "Let us not split into factions, which must destroy that union upon which our existence hangs." Let's not allow PPOA to fall victim to a twist on the cancel culture. "Tough times never last, but tough people do!"

Instead of being a keyboard warrior or the cynic in the briefing room, come participate. Not with all of your accusations, but with an open mind and spirit to engage. Become a delegate. Come learn for yourselves firsthand of the complexities and perspectives that influence the decisions of the PPOA Board of Directors. 🇺🇸



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# STEER CLEAR

## Holiday Free Ride



### For PPOA Members

PPOA wants to ensure that all members make it home safely while celebrating and socializing during the holidays. The PPOA "Steer Clear" program offers reimbursements to members of this association who use Uber or Lyft between November 25, 2021, and January 1, 2022.

This reimbursement offer is limited to one round-trip or two one-way trips not exceeding 30 miles total. Valid for UberX only. Tips not included. Offer limited to active, full dues-paying PPOA members.

If you plan to enjoy adult beverages this season, please do so responsibly. And if you're not in condition to drive safely, make sure to use Uber or Lyft and email your receipt to [info@ppoa.com](mailto:info@ppoa.com) (using your personal non-LASD email address) for reimbursement.

**WE SINCERELY HOPE THAT PPOA MEMBERS  
ENJOY A SAFE AND HAPPY HOLIDAY SEASON!**

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15 oz.	Centennial Christmas Tin		\$29.75	
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1 lb. 5 oz.	Christmas Assorted Lollypops		\$20.40	
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8 oz.	Milk Chocolate Balls		\$7.65	
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8.5 oz.	Centennial Assortment		\$13.60	
8 oz.	Thank You Box		\$12.33	
1 lb.	Classic Thank You Assorted Chocolates		\$21.68	
1 lb.	Classic Thank You Nuts and Chews		\$21.68	
8 oz.	Truffles		\$12.33	
1 lb.	Truffles		\$24.23	
4 lb.	Gift of Elegance		\$105.40	
1 lb.	Gold Fancy		\$28.05	
2 lb.	Gold Fancy		\$52.70	
8 oz.	Silver Assorted		\$12.33	
1 lb.	Assorted Chocolates		\$21.68	
2 lb.	Assorted Chocolates		\$41.65	
3 lb.	Assorted Chocolates		\$61.84	
5 lb.	Assorted Chocolates		\$103.49	
1 lb.	Chocolate and Variety		\$21.68	
2 lb.	Chocolate and Variety		\$41.65	
1 lb.	Milk Chocolates		\$21.68	
2 lb.	Milk Chocolates		\$41.65	
3 lb.	Milk Chocolates		\$61.84	
1 lb.	Dark Chocolates		\$21.68	
2 lb.	Dark Chocolates		\$41.65	
1 lb.	Soft Centers		\$21.68	
2 lb.	Soft Centers		\$41.65	
1 lb.	Nuts and Chews		\$21.68	
2 lb.	Nuts and Chews		\$41.65	
3 lb.	Nuts and Chews		\$61.84	
1 lb.	Bridge Mix		\$22.10	
1 lb.	Toffee-ettes (can)		\$21.68	
1 lb.	Almond Royal (can)		\$21.68	
11 oz.	Extra Fancy Mixed Salted Nuts		\$11.48	
1 lb. 8 oz.	Peanut Brittle		\$22.10	
10 oz.	Peanut Brittle		\$12.11	
5 oz.	Peanut Brittle		\$7.06	
8 oz.	Awesome Peanut Brittle Bar (8-pk. box)		\$11.48	
12 oz.	Awesome Nut and Chew Bar (8-pk. box)		\$11.48	
12 oz.	Awesome Walnut Square Bar (8-pk. box)		\$11.48	
8 oz.	Molasses Chips — Assorted		\$10.84	
8 oz.	Molasses Chips — Milk Chocolate		\$10.84	
8 oz.	Molasses Chips — Dark Chocolate		\$10.84	

For the last three decades, PPOA's sweetest holiday tradition has been the See's Candies discount offer. The famous treats make perfect gifts for everyone (except your dentist). Over the years, PPOA members have ordered more than \$100,000 in sweet See's goodness while enjoying significant savings over retail prices. This offer is available to PPOA members only and 100 percent of the discount is passed on to our members. PPOA makes no money on these sales. **Orders must be received by November 24** and can be picked up at PPOA (San Dimas) at any point after December 14. Please make checks payable to PPOA. All sales are final.

Complete this form and submit via one of the following methods:

**Email:** [sschreck@ppoa.com](mailto:sschreck@ppoa.com)

**Fax:** (323) 400-3651

**U.S. Mail:**

PPOA

Attn: Shannon

188 E. Arrow Highway

San Dimas, CA 91773

**Grand Total:**

\$ \_\_\_\_\_

**NAME** \_\_\_\_\_

**PHONE** \_\_\_\_\_

**DATE** \_\_\_\_\_

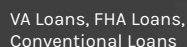
*Mailing cartons are available for \$1 for many of the products listed at left. Please call Shannon at (323) 261-3010 to request mailing cartons with your order.*





WEIGHT	DESCRIPTION	QUANTITY	PPOA MEMBER PRICE	TOTAL
8 oz.	Peppermints — Assorted		\$10.84	
8 oz.	Peppermints — Milk Chocolate		\$10.84	
8 oz.	Peppermints — Dark Chocolate		\$10.84	
8 oz.	Cafe Latte Krispys		\$10.84	
8 oz.	Peppermint Krispys		\$10.84	
4 oz.	Little Pops — Assorted		\$5.53	
4 oz.	Little Pops — Butterscotch		\$5.53	
4 oz.	Little Pops — Chocolate		\$5.53	
4 oz.	Little Pops — Vanilla		\$5.53	
4 oz.	Little Pops — Café Latte		\$5.53	
4 oz.	Little Pops — Cinnamon		\$5.53	
1 lb. 5 oz.	Gourmet Lollypops — Assorted		\$20.40	
1 lb. 5 oz.	Gourmet Lollypops — Chocolate		\$20.40	
1 lb. 5 oz.	Gourmet Lollypops — Butterscotch		\$20.40	
1 lb. 5 oz.	Gourmet Lollypops — Café Latte		\$20.40	
1 lb. 5 oz.	Gourmet Lollypops — Vanilla		\$20.40	
8.4 oz.	Assorted Lollypops		\$8.93	
8.4 oz.	Cinnamon Lollypops		\$8.93	
10.5 oz.	Sugar-Free Dark Walnuts		\$19.55	
10.5 oz.	Sugar-Free Dark Almonds		\$19.55	
8 oz.	Sugar-Free Peanut Brittle		\$12.75	
	Gift Certificate		\$25.00	

Did you know that when you shop on Amazon, a portion of what you spend could benefit the Star & Shield Foundation? Visit [smile.amazon.com](https://smile.amazon.com) and select the Star & Shield Foundation as your charity. Each time you place an order, 0.5% of the purchase proceeds will help support families of fallen officers as well as those truly in need.



# Veterans, Law Enforcement, and Firefighters get great home buying benefits.

The various loan programs provide significant financial benefits that make flexible home buying possible.

- ✓ No down payment
- ✓ No private mortgage insurance
- ✓ Flexible credit requirements
- ✓ Forgiving DTI ratios
- ✓ Curbing closing costs

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wembleysinc.com

BRE# 01524786  
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**A PORTION OF PROCEEDS WILL BE GIVEN  
TO A CHARITY OF YOUR CHOICE!**

## How we help you

CLEAR, ORGANIZED,  
AND COMPLETELY MANAGED



1. Finding a new loan option



## 2. Collaboration and organization online



### 3. Loan estimate and best lending options



#### 4. Submit application



## 5. Mortgage processing



## 6. Approval & closing

WEMBLEYS OFFERS  
CONCIERGE REAL ESTATE  
AND LENDING SERVICES

 Member's Inc. NMLS 365485. All rights reserved. This is not an offer to enter into an agreement. Not all customers will qualify. Information, rates and programs are subject to change without notice. All products are subject to credit and property appraisals. Other restrictions and limitations may apply. Equal Housing Opportunity. CA License # 01524394. Loans made or arranged pursuant to a California Residential

# PPOA Members Spotted on the Socials

**W**e are proud to see PPOA members and their partners being acknowledged for their dedication to the communities they serve. Images courtesy of social media. 🛡️





# YOU'RE DRIVEN TO PROTECT AND SERVE.

**WE'RE DRIVEN TO HELP YOU SUCCEED.**

American Military University helps law enforcement officers sharpen their greatest tool – their mind – with respected online degrees and certificates.

## **AFFORDABLE**

AMU provides credit for police academy training or military service and no-cost textbooks in undergraduate courses.

## **CONVENIENT & FLEXIBLE**

AMU's coursework is online with monthly start dates and no set login times.

## **RELEVANT**

AMU offers 200+ programs in vital fields such as Business Administration, Criminal Justice, and Cybersecurity.

**AMU IS A PARTNER OF LASD UNIVERSITY.**

**| Take charge of your future and learn from the leader:  
| [AMUonline.com/StarShield](https://www.amuonline.com/StarShield)**

## Welcoming More New Sergeants to PPOA

**P**POA President Tab Rhodes and union staff members were proud to meet with 35 new members at Sergeant Supervisory School on October 18. This was the second of three classes from the 90-plus newly promoted Sergeants who attended orientation in September. The final class is expected to take place this month. 🍷



## Welcoming New Custody Assistants to PPOA

**P**POA Executive Board member Tony Coleman, President Tab Rhodes and PPOA staff members proudly welcomed nine new Custody Assistants to this Association during orientation at STARS Center last month. Albeit a very small one, this was the first class of new C/As since the pandemic took hold more than 18 months ago. 🍷







# RETIREE EVENTS



## PPOA 17th Annual Retiree Luncheon

November 9 at Sheraton Fairplex, Pomona, 12 p.m.  
Free for retired PPOA members + 1 guest each  
RSVP to [info@ppoa.com](mailto:info@ppoa.com) or (323) 261-3010

## Coachella Valley Retirees Fall Luncheon

November 19 at Mitch's on El Paseo, Palm Desert  
RSVP to [dhagthorp@gmail.com](mailto:dhagthorp@gmail.com)

## Northern Nevada Retired LEO Christmas Lunch

November 22 at Genoa Lakes Golf Course  
Info: [akunihiro3@gmail.com](mailto:akunihiro3@gmail.com)

## LASD Prescott Christmas Dinner

December 2 at The Club at Prescott Lakes  
RSVP to [bsball8@earthlink.net](mailto:bsball8@earthlink.net)

## 2022 Lakewood Annual Reunion Luncheon

January 26 at Chili's, 4931 Candlewood St., Lakewood  
Info: [kamohagen@aol.com](mailto:kamohagen@aol.com)

## North Central Texas LASD Retired HR-218 Qualifier

March 18, 2022, at Denton County S.O. Weapons Training Facility 9 a.m.  
Info: [mwbaird.lasd206@gmail.com](mailto:mwbaird.lasd206@gmail.com)

## LASD Retiree Roundup

April 3-6, 2022, at Riverside Resort & Casino, Laughlin  
Info: [lasdretired.org](http://lasdretired.org)

## LASD Homicide Bureau 100th Anniversary Luncheon

June 2, 2022  
Details TBA

## MYSTERY PHOTO



The first PPOA member to correctly identify where the PPOA van was parked for this photo will win a PPOA prize pack. One guess per member, please. Email your best guess to [info@ppoa.com](mailto:info@ppoa.com).

**CENTRAL Ford**

**CONTACT: ROBERT RECIO (909) 262-9622**  
**CENTRAL FORD: (562) 927-7888 X126**



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Federal Credit Union

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\*APR = Annual Percentage Rate. The advertised rate is our lowest rate available, effective as of 11/01/2021. 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.

## Grateful for First In-Person Delegates Meeting in 18 Months

**P**POA Board members, staff, legal counsel and delegates gathered for a meeting last month to discuss a number of pressing topics, including COVID-19 vaccination mandates, benefits, contract negotiations and more. This was the first in-person delegates event in the last 18 months, and we are grateful for the group of dedicated PPOA members who joined us for the informative two-and-a-half-hour meeting. Speakers included President Tab Rhodes, Vice President Jim Blankenship, Board Secretary Tony Coleman, Executive Director Wayne Quint Jr. and PPOA Attorney Jim Cunningham. ♥



# JOIN US

## 17<sup>TH</sup> ANNUAL PPOA Retiree Luncheon

**November 9, 2021  
12 to 2 p.m.**

Sheraton Fairplex, Pomona

**FREE**  
for Retired  
PPOA Members  
+1 Guest Each!







## 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 P. Moreno

Administrative Assistant

#### Art Reddy

Legislative Consultant

#### Shannon Schreck

Administrative Assistant

#### Kevin F. Thompson

Intake Representative

#### Greg Torres

Public Relations Coordinator

#### Maricela Villegas

Executive Administrative Assistant

#### Venise Wallace

Sr. Labor Representative

### 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](http://PPOA.com)) by the end of this month will be entered into a drawing for one of three \$100 prizes. Contest ends November 30, 2021, at 11:59 p.m. PT.

This month's hidden word is:

### Unscrupulous

*Having or showing no moral principles; not honest or fair.*

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



## Special Funeral Savings

ACT NOW: THIS OFFER EXPIRES DEC. 31, 2021

Save up to **\$1,730\***  
on a prepaid Tribute Plan funeral package

Call 888-818-8644 for a no-obligation tour or appointment with Mark Ortega.

**ROSE HILLS**  
MEMORIAL PARK & MORTUARY

\*Based on the purchase of a complete funeral Tribute plan for \$11,305 with package savings of \$600 plus an additional 10% discount for a total savings of \$1,730. Offer expires December 31, 2021 and is subject to change without notice. Additional restrictions apply. Contact your Rose Hills advisor for more details.

Whittier | COA 610 | FD 970 | CA INS LIC ODO4129

# Serra Retreat Celebrates 75th Anniversary

**T**he weekend of October 1–3 marked the 75th anniversary of the Sheriff's Department law enforcement retreat at the Serra Retreat house in Malibu.

Deceased Undersheriff Jimmy Downey and Commander Tom Vetter took great pride in the Serra Retreat. For over 60 years, Tom mentored and continued his work with the retreat. On January 16, 2021, sadly, Tom passed away from COVID-19. He was so excited about the 75th anniversary celebration and made sure the committee continued with his planning and work. The committee had a very special weekend honoring Tom for a life well lived, both personally and professionally, as well as celebrating Serra Retreat and our special law enforcement group. Tom's son, Joe Vetter, a Sergeant with Mammoth Lakes, also attended this special retreat. Everyone was very happy to have Joe attend, and we all agree, "Joe is definitely his father's son!"

It began back in 1946 as a weekend retreat from the stress of a career in law enforcement and the many problems that occur during our daily lives. It has now developed into a nondenominational group of women and men from various ethnic and religious backgrounds.

The Retreat house is a 38-acre Franciscan facility located on a



Malibu hilltop and is surrounded by immaculately maintained gardens, flower beds, pathways and trails. The property has breathtaking views of the hills and Pacific Ocean. The retreat also includes six home-cooked meals and voluntary presentations.

PPOA representative Richard Escalante attended and distributed many excellent PPOA gifts. His personality is perfect for the job! PPOA's generosity was greatly appreciated by all in attendance. Thank you, PPOA.

Julie and Michael Monteverde had taken a great picture last year of Tom at the retreat in a cowboy hat. They had the picture placed on a canvas and on an easel. We had the cowboy picture by the reception area for everyone to see and

enjoy. Committee member Leo Bauer designed a 75th year Serra Retreat sterling silver memorial belt buckle. It is beautiful and can be purchased by anyone interested by contacting Leo. Committee member Andy Thompson, our historian, put together an excellent photo album of Department personnel who attended the Retreat house going back to 1946. Committee members Tony and Sheila Martins purchased/donated an orange tree, which was planted in memory of Tom.

Tony crafted a beautiful marble and granite plaque honoring Tom's life for the base of the tree. In addition, the committee worked on the memory plaque to make sure we gave credit to Tom and the Retreat house. Michelle Emenegger finalized the rough drafts, and Tony Martins facilitated the beautiful memory plaque, which was hung in the reception area to recognize the commitment from Tom and the Sheriff's Department to the retreat over the past 75 years. Jay Sevoian and Michelle facilitated having a boulder prepared and placed at the base of the cross in memory of Tom. For the Saturday night celebration, Tony Martins purchased and donated 60 pounds of tri-tip and a lot of beans and grilled the meat to perfection. Everyone said that it was the best tri-tip they ever had!





Everyone is grateful to the Retreat Committee for their ongoing efforts. The Retreat Committee has been active for many years and always contributes their time, efforts and financial contributions to make the retreat a success; however, this 75th Law Enforcement Retreat required much more work and financial contributions. All the members dedicated their time and efforts by meeting regularly via Zoom, text and phone calls.

Whatever your beliefs, you will find Serra Retreat a wonderful place to reflect on who you are as a human being and why you were put on this earth. It's an inspirational place to re-evaluate your moral beliefs and set your future goals. All religious denominations are invited to attend. The retreat is open to all members, both sworn and professional staff, active and retired, from all Los Angeles County law enforcement agencies. Spouses, relatives and friends are also welcome to attend.

Next year's retreat dates are September 30–October 2.

Any member of the Serra Retreat Committee can be contacted for information:

- Patty Norris (818) 381-7698
- Chuck Norris (818) 381-7649
- Michelle Emeneger (714) 293-3891
- Andy Thompson (714) 293-5898
- Jay Sevoian (661) 992-4369
- Chickee and Norm Nelson (562) 760-0875
- John Valencia (951) 316-3633
- Leo Bauer (661) 388-9650
- Ingrid Jefferys (909) 234-8151
- Tony and Sheila Martins (562) 753-1963

We will be taking reservations in 2022. ♥

**SAVE THE DATE!**

# PPOA 8<sup>th</sup> Annual HEROES RIDE

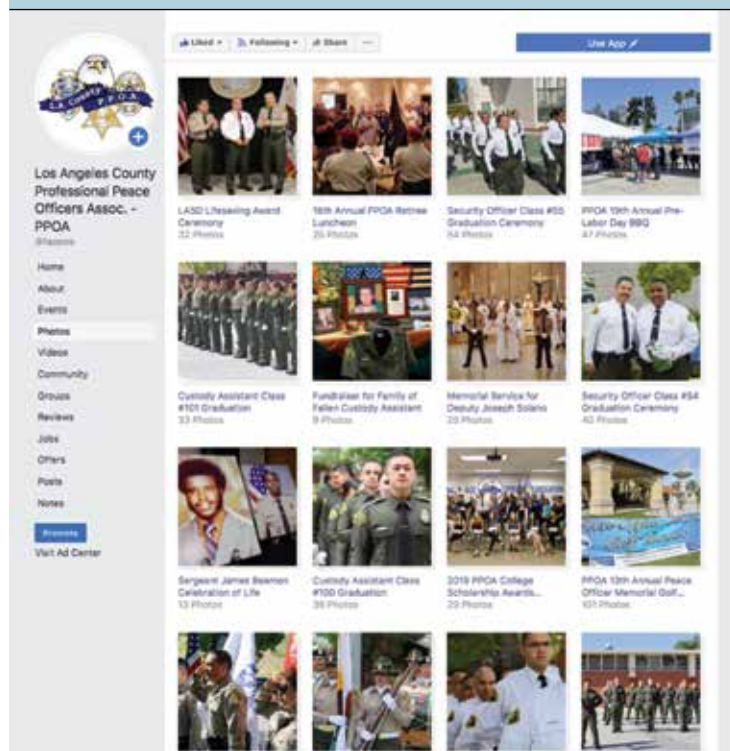
Sunday, March 27, 2022



**BENEFITING FALLEN OFFICERS  
AND MILITARY VETERANS**

**Staging at Hollywood Bowl  
Details TBA**

## FOLLOW LAPPOA ON FACEBOOK



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



**[www.facebook.com/LAPPOA](https://www.facebook.com/LAPPOA)**

# 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**.

## November 6

### Torch Run Fundraiser

Hosted by Cerritos Sheriff's Station

9 a.m.

Proceeds benefit the Special Olympics

Info: [lagutier@lasd.org](mailto: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](http://fawwd.org)

See page 8 for details

## November 17

### 17th Annual PPOA Retiree Luncheon

12 p.m.

Free for retired PPOA members, plus

one guest each. Must RSVP by October

29 by calling (323) 261-3010 or

sending email to [info@ppoa.com](mailto:info@ppoa.com).

## November 18

### Ballot Deadline for Board

### Elections/Bylaw Amendments

5 p.m.

Info: [ppoa.com](http://ppoa.com)

## November 22

### Ballot Count for Board Elections/ Bylaw Amendments

10 a.m.

Info: [ppoa.com](http://ppoa.com)

## November 28

### Anaheim Ducks Law Enforcement Appreciation Night

Portion of proceeds to benefit

California Peace Officers'

Memorial Foundation

See page 13



## 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

(October issue — the hidden word appeared on page 6)

**Marvin Cheyno**, Retired Member

**Brenda Moore**, Custody Assistant

**Juli Watkins**, Sr. Criminalist



## 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 September:

Retired Deputy IV  
**Bernice Riley**

EOW: September 6, 2021  
Academy Class #102  
LASD retired 1983  
Condolences may be sent to her family: [forgetmn@msn.com](mailto:forgetmn@msn.com)

Retired Deputy  
**Bart Natisin**

EOW: September 12, 2021  
Academy Class #57  
LASD retired 1984  
Condolences may be sent to his family: [ron.natisin@sbcglobal.net](mailto:ron.natisin@sbcglobal.net)

Retired Sergeant  
**Miriam Travis**

EOW: September 21, 2021  
LASD retired 1990  
Condolences may be sent to her family: [leoandleo7@gmail.com](mailto:leoandleo7@gmail.com)

Retired Sergeant  
**Carlos Casillas**

EOW: September 12, 2021  
Academy Class #143  
U.S. Army veteran  
LASD retired 1998

Retired Sergeant  
**Louis Madrid**

EOW: September 21, 2021  
Academy Class #272  
LASD retired 2019  
Condolences may be sent to his family: [melpal2@yahoo.com](mailto:melpal2@yahoo.com)



Retired Sergeant  
Carlos Casillas  
(EOW: 9/12/21)



Retired Deputy IV  
Bernice Riley  
(EOW: 9/6/21)

# Dealing With Debt? Your Credit Union Can Help



**I**n 2020, about 29% of Americans had debt in collections. On average, each American with debt in collections owes \$1,835 ([tinyurl.com/cwrxcfx6](https://tinyurl.com/cwrxcfx6)), which includes debt from credit cards, medical bills, utility bills, child support, membership fees and even parking tickets. If you're in this situation, here are steps you can take:

## CONTACT YOUR CREDIT UNION

If your debt includes credit union accounts, contact a POPA representative to discuss the possibility of modifying your loan or credit card terms to make payments more affordable.

Credit unions like POPA FCU have options that will keep you from resorting to nontraditional lenders, such as payday lenders, who prey upon borrowers who believe they have no other options.

POPA's credit cards, mortgages, home equity lines of credit, debt consolidation and other products generally have lower interest rates and better repayment terms than you can find elsewhere.

For non-credit union debt, contact those creditors as well and explain your situation. They also may be willing to work with you.

## REDUCE EXPENSES

There usually is wiggle room in spending categories such as dining out or getting takeout, transportation and entertainment.

Don't stop there: Scrutinize every expense.

## INCREASE YOUR INCOME

- Find an additional job or pick up overtime hours if you can.
- Start a side business offering a skill you're good at, such as babysitting, making repairs or helping the elderly.
- If you have an extra room, consider renting it out.
- Consider selling assets such as jewelry, an RV, a second car or collectibles.

## CONTACT A CREDIT UNION REPRESENTATIVE

A credit union representative can inform you about the different options that may be available to you. For example, a debt consolidation loan and the other various ways to get your debt paid off, or they can put you in contact with a reputable nonprofit credit counseling agency such as an affiliate of the National Foundation for Credit Counseling. A counselor will look at your financial picture and help you develop an action plan.

**Contact POPA Federal Credit Union at (562) 229-9181 to speak to a representative and take the next steps to financial freedom! ♥**



**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](mailto: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)

**MATCHED SET OF LASD COLT 45s**

Matched set of two (sequential serial numbers) LASD Commemorative circa 1976 Model 1911 Colt 45s. Never fired, oak presentation cases. \$5,200. Email Steve at [rbpdca@cox.net](mailto:rbpdca@cox.net). (0721)

**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**

'55 Chevy 210, V8 stick, \$29K; '56 Chevy Corvette, V8, \$70K. All beautiful cars. Call Bill: (909) 594-9805. (0421)

**ORLANDO, FLORIDA, VACATION RENTAL**

6 BR/3.5 BA. Sleeps 12 max, private pool and spa. Gated Windsor Palms Resort. Minutes to all attractions. Rates start \$195 nightly. Call Brett at (805) 338-4928. (0721)

**2002 HARLEY-DAVIDSON DYNA LOW RIDER**

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