



2021 Annual Report

LOS ANGELES COUNTY PROFESSIONAL PEACE OFFICERS ASSOCIATION



Established 1951 | Proudly Representing 8,700 Members



MISSION STATEMENT

PROFESSIONALS REPRESENTING PROFESSIONALS

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



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The 2021 Annual Report is an 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 opinion of the entire Board.

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Tab Rhodes
PPOA President

Just when you think you have seen it all, another year of unprecedented historic events comes along. Welcome to the 2021 Annual Report.

This year, the Los Angeles County Professional Peace Officers Association (PPOA) celebrated 70 years of providing service to its membership. During these 70 years, and with the commitment and personal dedication of many, PPOA has obtained the following rights and benefits for our members:

- ◆ 4850 time: PPOA sponsored legislation in the 1960s to establish this benefit for sworn members. Additional legal action in the 1990s secured the same benefit from the County for Custody Assistants.
- ◆ Disability coverage: Provided to members through the Peace Officers Relief Fund (PORF), of which PPOA is a co-founder.
- ◆ Safety equipment: PPOA advocated to the County to provide firearms and protective vests to peace officers.
- ◆ Medical presumptions: PPOA's consistent legislative efforts have

resulted in presumptions for bloodborne pathogens, heart disease, lower-back injuries, staph infections and more.

- ◆ Star & Shield Foundation: PPOA's charitable foundation provides hundreds of thousands of dollars in financial support to families of fallen members and members in need.
- ◆ POPA Federal Credit Union: Established by PPOA members in 1978, the nonprofit institution offers benefits to members at four full-service locations in Los Angeles County.
- ◆ *Ventura II* lawsuit: PPOA successfully increased pension benefits for future retirees and added \$200 million in benefits for those already retired.

Additionally, from PPOA came the Association for Los Angeles Deputy Sheriffs (ALADS), of which now approximately 8,000 Deputy Sheriffs belong and benefit from its continued representation.

This year, we hoped the COVID-19 pandemic would have passed and society would return to normal. Instead, we have had another year of

wearing masks, and in October the Board of Supervisors provided us with the gift of a draconian, resource-intensive COVID-19 vaccination mandate that unnecessarily threatens the employment of our members. PPOA and the Coalition of County Unions (CCU), including ALADS and 12 other unions, have maintained the following strategic stance:

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

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:

- ◆ Continued legal strategy meetings with our PPOA counsel

Board of Directors



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

And enhanced communications with our PPOA membership through:

- ◆ Board member visits to units/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

Speaking of the CCU, upon becoming president just over two years ago, the PPOA Board of Directors made the decision to rejoin the CCU. This decision has paid repeated

dividends to you as members. PPOA now has information from Fringe Benefits negotiations not previously available, which continues to benefit our membership. Additionally, PPOA has a voice at the CCU bargaining table to provide our input and represent our members' interests. Representation with this organization resulted in a Fringe Benefits contract agreement that will offset any increase costs to PPOA members in medical insurance premiums, as well as two COVID-19 "hero pay" bonuses of \$1,000 and \$500 on our paychecks in November and December, respectively.

Thankfully, on September 1, PPOA was able to host our 20th annual Pre-Labor Day BBQ and general membership meeting under the big tent at the Biscailuz Training Center. While COVID-19 protocols including masking were in place, it was an amazing experience to once again connect with the PPOA family ... in person! In 2022, PPOA is looking forward to once again hosting our two main charitable foundation fundraisers: the Heroes Ride (March 27) and the Peace Officer Memorial Golf Tournament (June 6).

The Board of Directors and I are truly looking forward to 2022 bringing us back to a new normal that allows for personal connections once again.

Throughout the now 20-month pandemic, the PPOA team continues to work tirelessly, often behind the scenes, to ensure we are providing the best services to our members. This report provides me the opportunity to publicly thank the PPOA staff for their hard work and commitment to our membership. We as members owe them a great debt for their time and dedication to our organization. Additionally, we must thank all of our vendor partners who support PPOA. Please support their businesses, as they most certainly support our membership.

PPOA's experience, longevity and numerous successes speak for themselves. From the PPOA family to your family, happy holidays and best wishes for a very safe, healthy and prosperous 2022!



A brief look back at Board meeting minutes and a few of the original publications from PPOA's early days reveal that the challenges faced by Los Angeles County law enforcement employees when PPOA was established in 1951 have continued to surface with regularity for each generation of PPOA members. In fact, a bulletin distributed to PPOA's founding members 70 years ago cited two worrisome problems: threats to public employee retirement systems and questionable handling of promotional exams by the Sheriff's Department. At the time, increased responsibilities and threats to rights and benefits also played a role in prompting a handful of employees from the Sheriff's Department, District Attorney's Office and Marshal's Office to gather at the Hall of Records late one evening in 1951. At the end of the night, they shook hands and agreed to

form the Los Angeles County Peace Officers Protective Association (POPA).

Dues were \$1 per month and collected in person by Board members. The average monthly paycheck for a deputy sheriff in 1951 was \$355.

POPA's initial priorities centered on defending employee rights, convincing the County to issue a pay increase and defending pensions. In this sense, POPA's most important responsibilities have remained unchanged over the last 70 years. However, the union's perseverance has resulted in a much-expanded role. PPOA (the official name and acronym were altered slightly in 1978, but the original pronunciation has stuck) is now one of the largest, most influential law enforcement associations in California and nationwide. Few single-employer unions have had as much impact as PPOA. The list of PPOA's accomplishments is far too lengthy to publish here, but a few highlights are listed on the opposite page.



YOUR PPOA BOARD OF DIRECTORS FOR 1975
Seated, left to right, William F. Reed, Vice-Chairman, Seth F. Easley, Jr., Chairman, and William M. Johnson, Jr., Secretary. Standing, left to right, James E. Vogts, Joseph V. Passarelli, Frederick Simpson, John W. "Jack" Bennett, Steven J. Streaker, Clifford W. Morden, Arthur B. Chance, Glenn E. Littrell, Harry W. Shappell, and Roy Beattie, Jr.



4850 Time

PPOA sponsored legislation in the 1960s to establish a key benefit for peace officers: paid time off for line-of-duty injuries. Additional legal action in the early 1990s secured 4850 time for Custody Assistants.

Retirement Credit

PPOA's efforts in 1972 resulted in a military buy-back program for L.A. County in which peace officers can make a retirement contribution for years in the military and get additional credited service for retirement.

Disability Coverage

In 1990, PPOA cofounded the Peace Officers Relief Fund (PORF), which provides 100% employer-paid, long-term disability income, as well as life insurance coverage for active, sworn officers.

Safety Equipment

Thanks to PPOA's efforts over the years, peace officers no longer have to purchase their own firearms and safety equipment (e.g., vests), as all became standard issue by Los Angeles County.

Medical Presumptions

PPOA's full-time legislative efforts have paid off efficiently over the last three decades, resulting in presumptions for cancer, bloodborne pathogens, heart disease, lower-back (duty belt) injuries, staph infections and more.

POPA Federal Credit Union

PPOA members established their own credit union in 1978. The full-service, nonprofit, member-owned institution now offers four full-service locations in Los Angeles County for all PPOA members.

Fraternal Order of Police

In 2005, PPOA affiliated with the Fraternal Order of Police (FOP) — the world's largest organization of law enforcement officers (now 364,000 strong). The FOP provides PPOA members with a national voice on legislation and a crucial legal defense plan. The FOP was also the driving force behind HR 218 (enacted in 2004), which allows active and retired officers to carry a concealed firearm in any jurisdiction in the United States, regardless of state or local laws.

Ventura II Lawsuit

In 2006, a lawsuit filed by PPOA successfully increased pension benefits for future retirees and added \$200 million in benefits for those already retired.

Scholarships

Every year, PPOA offers 12 scholarships worth \$13,500 to help further education for PPOA members and their dependents.

PPOA Online Uniform Store

PPOA members can purchase uniform apparel and accessories at discounts up to 35% off retail prices. The store is open 24 hours a day, 365 days a year.

Star & Shield Charitable Foundation

PPOA's Star & Shield Foundation provides financial support to families of fallen officers, members in need and worthy causes.

New Members

PPOA has proudly enrolled 198 new members to date in 2021, bringing total membership to 8,745. The state of your union is strong, and we are fully committed to forging ahead in 2022 as a leader among the nation's most effective law enforcement organizations.

Over the course of PPOA's 70-year history, the size and strength of the union has helped staff and Board members secure an array of benefits not available to non-represented employees or members of other unions. These PPOA benefits extend far beyond the workplace. They are designed to help you *and* your family save money and gain peace of mind. From access to PPOA's exclusive discount uniform store to our annual college scholarships, your PPOA membership provides value. We encourage PPOA members to take advantage of the following benefits:

POPA Federal Credit Union

POPA Federal Credit Union is full-service, nonprofit and member-owned, with more than \$170 million in assets and four full-service locations in Los Angeles County.

Free Non-Job-Related Legal Advice

One free consultation with an attorney is available each year for every PPOA member.

Free Insurance Coverage

All active, full-time PPOA members are provided a \$2,000 accidental death and dismemberment (AD&D) insurance policy and \$2,000 life insurance policy (both carried by Voya Insurance) at no cost.

Legal Defense Plan

Active PPOA members are provided with defense coverage for civil and criminal actions arising in the scope of duties.



Peace Officers Relief Fund (PORF)

PPOA administers this free long-term disability coverage and \$100,000 life insurance policy for active, sworn members.

Star & Shield Magazine and Contest Rewards

A complimentary subscription to PPOA's official magazine is given to all members, who have won thousands of dollars in prizes by entering contests posted in each issue.

Star & Shield Foundation Uniform Store

PPOA members save up to 35% off retail prices for LASD uniforms purchased through *PPOA.com*.

Mobile App

The PPOA mobile app allows members to reach a union rep 24/7, access member resources and more. The app is available in the Google Play and Apple App stores.

Annual Calendar & Benefits Booklet

Members receive a pocket-sized resource listing PPOA benefits and the Smart-Saver Blue Pages — a directory of local businesses offering special discounts to PPOA members.

Group Discounts

Members enjoy exclusive deals for amusement parks, movie theaters, cellphone service and more.





Free Notary Service

An experienced notary public on staff is available to PPOA members at no charge.

Pre-Labor Day Barbecue

Every year, hundreds of members join PPOA Board, staff and vendors for free food, prizes and fun.

Annual PPOA Fishing Trip

A private boat for PPOA members is chartered every summer for a day of angling near Catalina Island.

Purchasing Power

Members who enjoy online shopping can now do so with convenient payroll deduction plans.

LEO Web Protect

PPOA members can protect personal privacy by having their information removed from the web.



HealthView Body Scan

Active members carrying ALADS Blue Cross insurance are eligible for a free, noninvasive scan and consultation.

Red Book Auto Fleet Discount

Members save both time and money when purchasing a new vehicle via the Red Book.

PPOA Conference Center

A modern, multiuse conference center is available to members for work-related meetings at no charge.

Estate Planning

United Estate Planning offers peace of mind and exclusive discounts to PPOA members.

Rose Hills Memorial Park

Members are entitled to exclusive discounts and convenient payment plans.

Workers' Comp and Disability Retirement Seminars

PPOA's trusted workers' comp and disability attorneys host free seminars in the PPOA conference center to help members navigate the workers' compensation system, service-connected disability retirements and more.

Annual Retiree Luncheon

For 17 years running, PPOA has hosted a free lunch reunion at the Sheraton Fairplex for its retired members and guests.

PPOA Mobile Barbecue

In 2016, PPOA purchased a barbecue trailer as a means to help the Board and staff meet with members at assignments throughout the county while providing freshly grilled meals.

PPOA Annual College Scholarships

Every year, PPOA awards no less than 12 college scholarships to members and their dependents.

Affiliations

PPOA members benefit from affiliations with a number of significant associations, including Southern California Alliance of Law Enforcement, California Coalition of Law Enforcement Associations, Coalition of Los Angeles County Unions, Fraternal Order of Police, Los Angeles County Federation of Labor, AFL-CIO, California Peace Officers' Memorial Foundation and more.





When the founding members of PPOA established this union in 1951, their single most important reason was straightforward: to protect the workplace rights of every member. In the 70 years since then, the mission has remained the same. PPOA labor representatives work around the clock (they are available for emergent matters 24 hours a day, 365 days a year) to make sure all members of this union receive the legal protections and professional respect to which they are entitled. Every active PPOA member has a right to perform their duties safely and effectively. Members also have a right to enlist the services of experienced, proven union representatives. PPOA labor representatives and attorneys are the best in the business. In fact, each member of the PPOA defense representation team has more than 20 years of experience with Los Angeles County law enforcement and labor union representation.

The numbers speak for themselves: Since January 2021, the PPOA staff has received *thousands* of calls from members dealing with various issues. *Hundreds* of those calls were forwarded to the PPOA labor representation team. Nearly half of those forwarded calls became cases handled by labor representatives and/or PPOA attorneys. The remaining issues were resolved informally via telephone, meetings, conflict resolution or other correspondence.

Of the cases handled by the PPOA labor representation team, to date, in 2021:

- ◆ 116 were internal investigations
- ◆ 90 were grievances that began as such or became such as a result of the investigation
- ◆ 19 were internal criminal investigations
- ◆ 3 were civil service appeals

PPOA labor representatives and attorneys (no fewer than half a dozen specialized firms) are uniquely experienced and familiar with local, county, state and federal

administrative agencies and the laws that govern all aspects of the workplace. This allows your union to provide skilled representation in every aspect of labor, including but not limited to:

- ◆ Arbitration
- ◆ Contract enforcement
- ◆ IAB investigations
- ◆ ICIB investigations
- ◆ Grievances
- ◆ Unfair labor practices
- ◆ Unit-level investigations
- ◆ Workplace issues

If you are not a dues-paying PPOA member, we encourage you to join the union and protect your career. If you are a member, we thank you for helping your union move forward and remind you to call PPOA as soon as you believe anything may go awry at work. We can help. It's what we do for PPOA members every day.

Approximately 22 years ago, a dedicated group of PPOA members made a commitment to develop a nonprofit charitable organization to honor fallen officers and support those in need. Their dedication resulted in the establishment of PPOA's Star & Shield Foundation.

The 501(c)(3) organization would have an immediate impact on families of officers killed in the line of duty and the communities served by PPOA members. Between fundraising events and the generosity of PPOA members, supporters and associates, the Star & Shield Foundation has proudly raised hundreds of thousands of dollars to support worthy causes and programs.

As you can imagine, the challenges — emotional, financial and otherwise — facing family members of a peace officer killed in the line of duty can be completely overwhelming. In addition to delivering immediate funds to the survivors, the Star & Shield Foundation regularly helps family members navigate the pressing

schedule of events held to honor fallen officers.

The Foundation's most significant fundraiser is our annual Peace Officer Memorial Golf Tournament held each June. The first 13 annual tournaments have netted more than \$600,000 for families of fallen officers. More information about our 2022 Foundation fundraising events will be available in *Star & Shield* magazine, *PPOA.com*, social media and email blasts.

All Foundation proceeds stem directly from fundraising, merchandise sales and the generosity of donors. The mission of your Foundation would not be possible without the generosity of countless PPOA members and the extended law enforcement community. Please consider a one-time tax-deductible donation or setting up a monthly payroll deduction to help the Star & Shield Foundation continue its dedication to families of the fallen. Call (800) 747-PPOA or email info@ppoa.com for more information.

The Star & Shield Foundation is governed by the individuals listed below.

STAR & SHIELD FOUNDATION BOARD MEMBERS

- ◆ Tab Rhodes (Sheriff's Department)
- ◆ Jim Blankenship (Sheriff's Department)
- ◆ Juan Carlos Calderon (Sheriff's Department)
- ◆ Rosario "Tony" Coleman (Sheriff's Department)
- ◆ Robert Maus (District Attorney's Office)
- ◆ Kevin Thompson (PPOA)
- ◆ Margarita Turpen (retired, Sheriff's Department)

BOARD OF GOVERNORS

- ◆ Wayne Quint Jr. (PPOA)
- ◆ Gold Lee (Lewis, Marenstein, Wicke, Sherwin & Lee)
- ◆ Julie Sherman (Straussner & Sherman)
- ◆ Aaron Straussner (Straussner & Sherman)
- ◆ Mark Deitch (911MEDIA)

PARTIAL LIST OF RECIPIENTS/ CAUSES SUPPORTED BY PPOA AND THE STAR & SHIELD FOUNDATION IN 2021:

- ◆ Family of fallen LASD Sergeant Jamie Arakawa
- ◆ Family of fallen LASD Sergeant Armando Meneses
- ◆ Family of fallen LAPD Officer Jose Anzora
- ◆ Family of fallen Sacramento County Sheriff's Deputy Adam Gibson
- ◆ Family of fallen Stockton P.D. Officer Jimmy Inn
- ◆ Family of fallen San Luis Obispo P.D. Detective Luca Benedetti
- ◆ Family of fallen San Bernardino County Sheriff's Sergeant Dominic Vaca
- ◆ Family of fallen Kern County Sheriff's Deputy Phillip Campas
- ◆ Family of fallen Galt P.D. Officer Harinder Grewal
- ◆ Crime Survivors Resource Center
- ◆ Association of O.C. Deputy Sheriffs Memorial Fund
- ◆ Industry Sheriff's Station Youth Athletic League
- ◆ Los Angeles Mission
- ◆ Police Unity Tour
- ◆ STAR 6 Foundation
- ◆ Star Post 309
- ◆ Deputy Jack Williams Freeway Sign Dedication Ceremony
- ◆ With Hope Foundation



Looking Back on Another Unprecedented Year

January

New Los Angeles County CEO Sworn In

Fesia Davenport was sworn in as the new Los Angeles County chief executive officer on January 6. She had served as acting CEO since the retirement of Sachi Hamai in August 2020. As CEO, Davenport is responsible for managing the direction and day-to-day operations of the nation's largest municipal government, including oversight of the County's \$37 billion-plus budget and coordinating implementation of key priorities of the Board of Supervisors.

Hilda Solis @HildaSolis · Jan 6
Administering the oath of office for Fesia Davenport who becomes @CountyofLA's Chief Executive Officer (CEO) after serving as acting CEO.



Mourning the Loss of Custody Assistant/ PPOA Member Richard Bowles

Custody Assistant Richard Bowles was in his 24th year of dedicated service to the Sheriff's Department when he passed on January 11 from a cardiac-related incident. He was assigned to Santa Clarita Valley Station for 14 years and is survived by his wife and family.

February

Mourning the Loss of Sergeant/PPOA Member Jamie Arakawa

Sergeant Jamie Arakawa passed on February 8 due to complications from COVID-19. The 25-year LASD veteran was last assigned to Community College Bureau and is survived by his wife, two sons and two daughters. Sergeant Arakawa was a proud Marine Corps veteran who was deployed to the Middle East for Operation Desert Storm.



County Supervisors Approve Contract Extension

On February 9, the L.A. County Board of Supervisors approved a one-year “status quo” contract extension for six L.A. County public safety bargaining units, including Unit 612 (PPOA) and Unit 611 (ALADS). County supervisors also approved a Families First Coronavirus Response Act, providing a leave time provision retroactive to January 1, 2021.

February



Mourning the Loss of Sergeant/ PPOA Member Armando Meneses

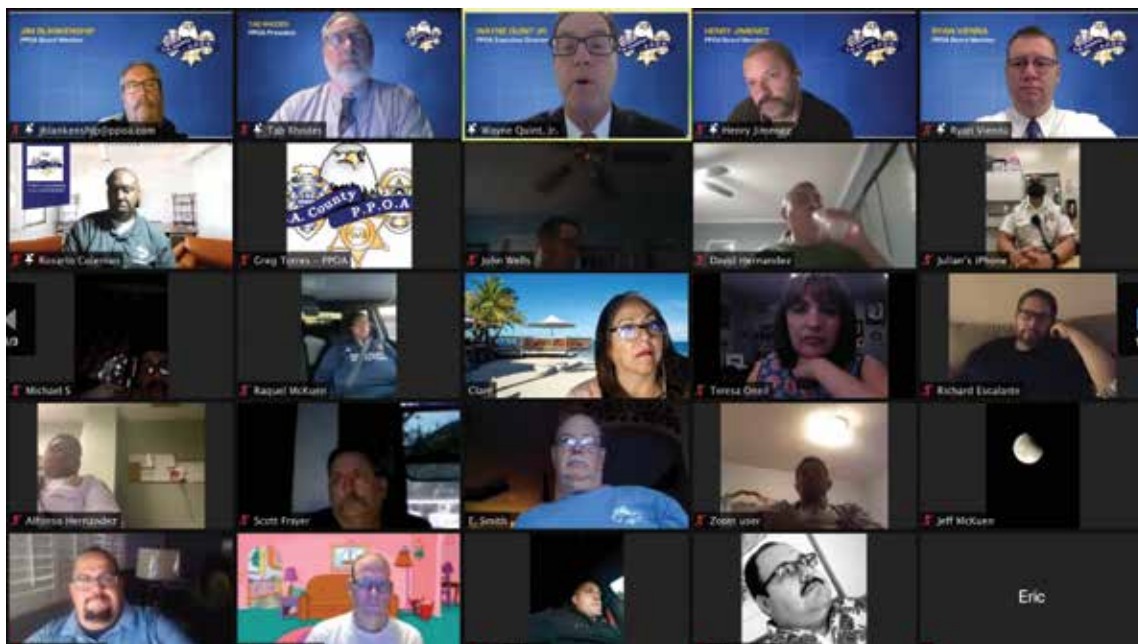
Sergeant Armando Meneses passed on February 16 due to complications from COVID-19. The 24-year LASD veteran was last assigned to Court Services. He served his nation proudly with the U.S. Army Airborne and was deployed to Iraq for Operation Desert Storm. Sergeant Meneses is survived by his wife, four sons and a daughter.



Community College Bureau Schedule Realignment

PPOA and the Sheriff's Department finalized the process of realigning schedules related to Security Officers assigned to Community College Bureau (CCB). With the shortages of personnel at each campus, creating new schedules compliant with the new contract and providing sufficient coverage for officer safety concerns complicated the ensuing re-bid process. PPOA Board member Henry Jimenez, President Tab Rhodes and Executive Director Wayne Quint Jr. all took to the phones to make personal contact with over 60% of the CCB Security Officers, gathering information and input to ensure the Department's scheduling process was as painless to PPOA members as possible.





PPOA Delegates Meeting

PPOA delegates joined union Board and staff members for a video conference on February 23 to discuss a number of topics, including Measure J, salary contracts, transfer lists, promotions and more.

March

Delivering Support to Members

In order to help members and their co-workers remain healthy and safe, PPOA staff members delivered more than 2,000 bottles of hand sanitizer to 15 units throughout the county in March, including:

- Altadena Station
- CRDF
- Century Station
- Compton Court
- Compton Station
- Crescenta Valley Station
- Lakewood Station
- Lancaster Station
- Michael Antonovich Courthouse
- Norwalk Court
- Norwalk Station
- Palmdale Station
- Pico Rivera Station
- SBI Fleet
- South L.A. Station





Support for Family of Fallen Deputy

Friends and co-workers of Deputy Thomas Albanese (EOW: February 25, 2021) visited STARS Center for a barbecue fundraiser to support his wife and two young children. PPOA staff members were honored to bring our barbecue trailer to the event and grill lunch for the hundreds on hand to pay tribute to the fallen deputy.

The 41-year-old highly decorated Marine Corps veteran served four tours in Iraq before beginning his career with the Sheriff's Department in 2013 as a Security Assistant. He then promoted to Security Officer and ultimately to Deputy Sheriff in 2015.

Deputy Albanese is survived by his wife and two sons.

April

PPOA Welcomes 65 New Sergeants

President Tab Rhodes, Executive Director Wayne Quint Jr. and PPOA staff members proudly welcomed 65 newly promoted sergeants to this association in April. We wish them all the best of luck as the next generation of supervisors leading the Department forward.



Support for PPOA Member in Need

PPOA was proud to bring our barbecue trailer to Twin Towers Correctional Facility (TTCF) in April for a fundraiser in support of a Law Enforcement Technician in need. PPOA grilled hundreds of burgers and hot dogs for all who made it to TTCF to show their support.



Support for Members at Community College Bureau

In a continuing effort to support members, PPOA was proud to co-sponsor an Employee Appreciation Luncheon hosted by the Community College Bureau. PPOA Board member/Security Officer Henry Jimenez was on hand to provide swag to those in attendance and discuss union-related issues with members.

May



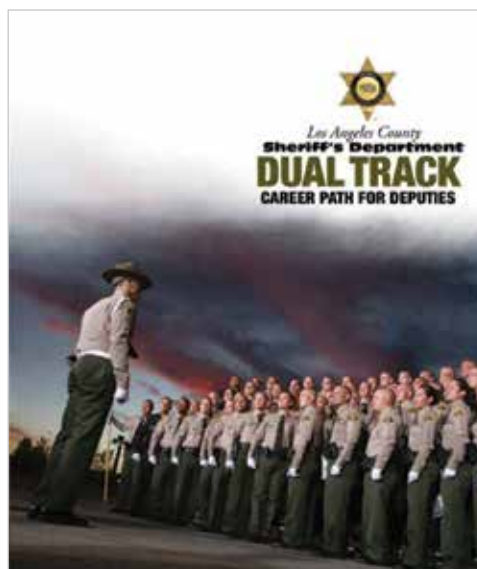
Honoring the Service and Sacrifice of Deputy Jack Williams

PPOA was honored to help facilitate a tribute to fallen Deputy Jack Williams, who was shot and killed in the line of duty on May 29, 1979. It was also our honor to be joined by the Williams family at the ceremony as we unveiled a replica of the memorial highway sign that now stands as a reminder of the sacrifice of our fallen PPOA member. Deputy Williams' partner, Bobby Esquivel, and PPOA were successful in petitioning the state Legislature to dedicate a section of Interstate Highway 605 to be recognized as the L.A. County Sheriff's Deputy Jack Williams Memorial Highway.



Two New Directors Join PPOA Board

PPOA directors expressed their sincere gratitude and appreciation to Captain John Satterfield and Lieutenant Ryan Vienna at the Board meeting in April after both stepped down from the Board following two years each of dedicated service to PPOA members. The Board then conducted interviews with PPOA delegates interested in serving as a Unit 612 representative before ultimately appointing Lieutenant Nancy Escobedo and Sergeant Jose Rios to fill the remainder of the vacated terms of office. Both new directors were sworn in at the May Board meeting.



Dual Track Meeting With Sheriff

Sheriff Villanueva met virtually (via Zoom) with dual-track members of the Custody Division(s) in May to address concerns regarding comments made by the Sheriff during a virtual town hall meeting in March. PPOA facilitated the May meeting, giving Sheriff Villanueva the opportunity to address his previous comments, which were received poorly by many members. The conversation provided dual-track members with the Sheriff's perspective of leadership within his administration.

June



Judge Declares Measure J Unconstitutional

A Los Angeles County Superior Court judge dealt a significant blow to Measure J in a ruling that the amendment to the County's charter improperly restricts the Board of Supervisors from deciding how and where to spend County funds. Measure J, passed by voters in November 2020, would have required a partial "defunding" of services by redistributing \$300 million from the budgets of the Sheriff, District Attorney, Probation and Courts.

"This ruling from the courts is welcome news for dedicated first responders and essential workers in Los Angeles County," PPOA President Tab Rhodes said. "The collective strength of the Coalition of County Unions made a real difference here, and PPOA is proud to stand with ALADS and our fellow employee unions in this fight against a disastrous and ill-advised charter amendment."



Barnett Joins PPOA Board; Blankenship Elected Vice President

Commander Joel Barnett was appointed to the PPOA Board of Directors to fill the remainder of the term vacated by the retirement of Commander Carlos Marquez. The 32-year LASD veteran was sworn in at the June Board meeting. PPOA directors also selected Law Enforcement Technician and current Board member Jim Blankenship to serve as vice president — an Executive Board seat vacated by Lieutenant Vienna's resignation in May. Vice President Blankenship is PPOA's longest serving Board member, having been elected by his fellow Unit 621 members in 1998. He was officially sworn in to the vice president seat at the June Board meeting.

PPOA Scholarships Awarded to Bright, Young Minds

PPOA was proud to issue college scholarship awards to a group of dedicated and deserving students in June. The recipients included PPOA members and their children/dependents enrolled at colleges across the country and pursuing degrees in law, criminal justice, environmental science and more. Special thanks to Undersheriff Tim Murakami for joining us to distribute the awards to the students and family members present for the ceremony.

Since the inception of this scholarship program, PPOA has been honored to contribute more than \$100,000 toward the educational goals of our members and their sons and daughters.





July

Custody Commitment Reduced to Two Years for Supervisors

Following months of discussions and a final meet and confer in July, PPOA and the Department reached an agreement to reduce the Custody three-year commitment. Newly promoted sworn supervisors assigned to Custody Divisions will now only have to fulfill a two-year commitment.



21st Annual PPOA Fishing Trip

In July, a crew of seaworthy (give or take a few) PPOA members and their guests set off for a day of fishing near Catalina Island. Chartering the boat is a tradition PPOA has maintained for the last 21 years, and we are thankful to the hundreds of PPOA members who have joined us out on the seas.

August

COVID-19 Vaccination Mandate Issued for L.A. County Employees

PPOA learned on August 4 of an executive order requiring all L.A. County employees to provide proof of full COVID-19 vaccination by October 1. This mandate impacted 110,000 L.A. County employees, including all active PPOA members. The following day, PPOA executives and legal counsel initiated a review of the executive order and notified the County, Sheriff's Department, District Attorney's Bureau of Investigation and Department of Medical Examiner-Coroner of our intent to actively assert our bargaining rights to negotiate over the decision of this executive order, as well as the impacts of this decision on our membership. The following week, President Tab Rhodes addressed County supervisors at their weekly hearing and communicated our membership's concerns and objection to the executive order.



New Fringe Benefits Contract Secured

The Coalition of County Unions (CCU), including PPOA and 13 other member organizations, reached an agreement on a new Fringe Benefits contract with the County of Los Angeles. This contract impacts all active PPOA members and features the following highlights:

- A \$1,000 one-time bonus for full-time County employees who worked during the pandemic.
- Members employed before July 1, 2021, who are at “elevated” risk for COVID-19 exposure will receive an additional one-time \$500 bonus. “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.
- A new County-paid holiday, Juneteenth, will go into effect on June 19, 2022.
- A 2.5% increase in Choices from the County to help offset health insurance premium increases or, if applicable, provide more taxable cash back for PPOA members.

This new nine-month contract (the most recent contract expired on June 30, 2021) expires on March 31, 2022.

Fraternal Order of Police 65th Biennial National Conference

PPOA representatives joined 3,700 fellow Fraternal Order of Police (FOP) members at the FOP National Conference in Indianapolis in August. The FOP hosts this much-anticipated event every two years to set the goals and agenda for the organization. The business of the Order is conducted, seminars are offered, constitution and bylaws are reviewed and changed, the executive board is elected, and national trustees and committee chairs report their activities to FOP members from all over the nation.



September



20th Annual PPOA BBQ and General Membership Meeting

PPOA hosted the 20th annual PPOA Pre-Labor Day BBQ and general membership meeting at Biscailuz Training Center in September. It was exciting to catch up with hundreds of members and friends we had not seen for far too long. PPOA is grateful to all who helped us honor the hardworking men and women who truly put the “labor” in Labor Day!



October

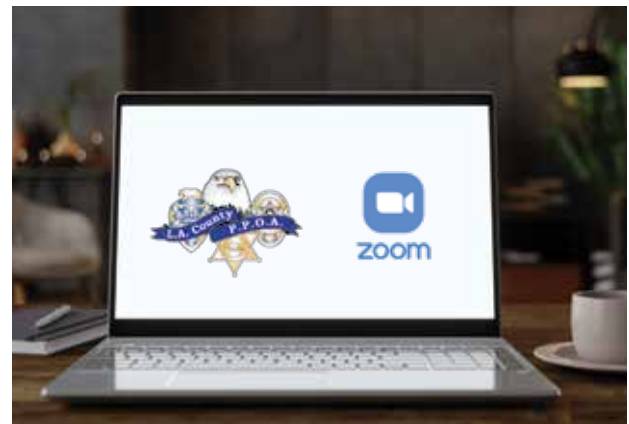
First In-Person PPOA Delegates Meeting Since February 2020

PPOA Board members, staff, legal counsel and delegates gathered for a meeting in October to discuss a number of pressing topics, including COVID-19 vaccination mandates, benefits, contract negotiations and more. This represented the first in-person delegates event since February 2020.



PPOA Membership Meeting to Discuss COVID-19-Related Issues

In keeping with our commitment to provide the most current and accurate information to our membership, PPOA invited all active members to attend a Zoom video conference in October. Topics discussed included Fulgent Genetics, vaccination mandates, exemptions, impact negotiations and more.



Mourning the Loss of Law Enforcement Technician/PPOA Member Elena Espinoza

Law Enforcement Technician Elena Espinoza was in her 33rd year of dedicated County service when she passed on September 13 following a short battle with cancer. She was assigned to Special Operations Division.



Impasse Declared for COVID-19 Vaccination Mandate Impact Negotiations

Following multiple rounds of vaccination mandate impact negotiations, PPOA, ALADS and the other members of the Coalition of County Unions (CCU) collectively concluded that the County is seriously underestimating the impacts of the mandate to its workforce. After the County's inability to document progress on the details of proposed policies and protocols, the member unions of the CCU filed impasse documents in September.

November



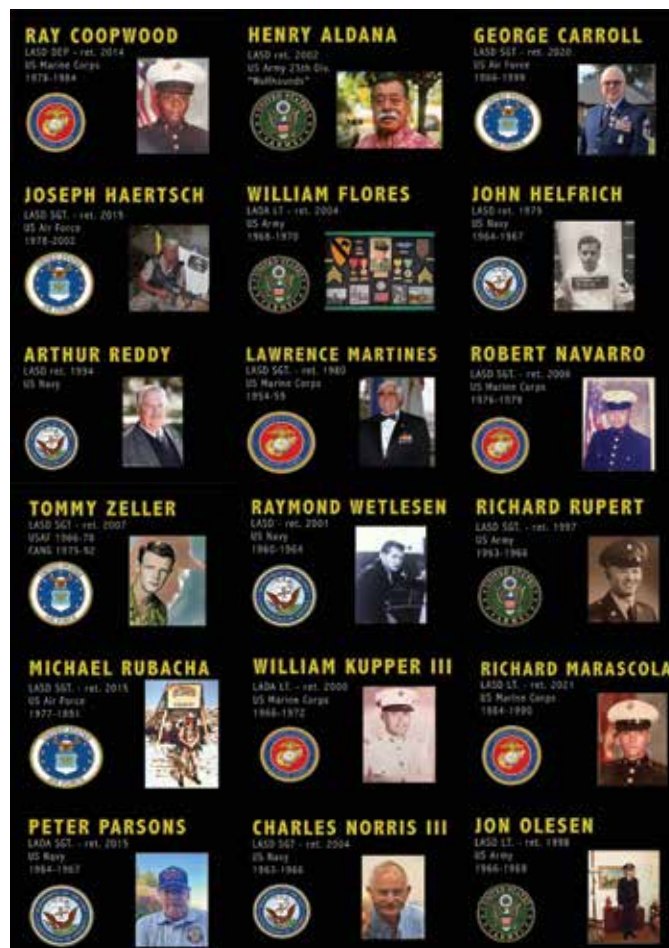
Members Gather for 17th Annual Retiree Luncheon

PPOA Board and staff were honored to host our 17th annual Retiree Luncheon in November. Board member/Retiree Representative Jim Schallert and former PPOA President Art Reddy co-hosted the well-attended event and were particularly pleased to see so many retired members excitedly reuniting with friends for the first time in nearly two years due to the pandemic.



Retired PPOA Members Honored for Military Service

PPOA is forever grateful for our nation's military veterans, including countless PPOA members who proudly served in the armed forces. The retired members in the accompanying photo collage were among those acknowledged at PPOA's annual Retiree Luncheon and are but a few of our many brothers and sisters who have made sacrifices for their fellow Americans.





Unit 612 Salary Contract Negotiations

Representatives from PPOA and the County officially opened negotiations in November for a new Unit 612 Memorandum of Understanding. The current salary contract for Sergeants and Lieutenants from the Sheriff's Department and DA's Office expires on January 31, 2022.

Board of Directors Elections/Bylaw Amendments

An official ballot count conducted in November confirmed the following:

- PPOA members who are LASD Sergeants and Lieutenants in Unit 612 re-elected Lieutenant Nancy Escobedo, Lieutenant Tab Rhodes and Sergeant Jose Rios to serve as directors on the PPOA Board.
- PPOA members who are LASD Security Assistants and Security Officers in Unit 621 elected Security Officer Gerry Garcia to serve as a director on the PPOA Board.
- PPOA members overwhelmingly passed all 20 bylaw amendment proposals.

Details and vote counts for each of the election items above are available at *PPOA.com*. Escobedo, Garcia and Rhodes were sworn in to two-year terms at the following Board meeting. Rios was sworn in to a one-year term, as he was appointed to the Board in May 2021 to fill the remainder of the term vacated by the resignation of Lieutenant Ryan Vienna.

The ballot count was conducted by UniLect, an independent election firm, and verified by dedicated PPOA retirees who volunteered their time to oversee the process.





In the history of America's labor movement, the most effective unions have been only as strong as their most active members. Fortunately, PPOA has benefited from a long list of solid leaders and representatives over the last 70 years, and it's important to acknowledge the current members (about 3% of the union's total membership) who contribute time to important roles, including the Board of Directors, negotiating teams, committees, event volunteers and a crucial network of members known as PPOA delegates.

Approximately 114 PPOA delegates represent their fellow members at facilities throughout Los Angeles County. They are committed to the important role of facilitating effective communication between the union's Board, staff

and membership. PPOA also helps delegates equip themselves with information about services provided by the union. In fact, delegates are required to complete online training in order to better understand PPOA's mission and priorities.

PPOA delegates gather for quarterly meetings to discuss union-related topics, including contracts, lawsuits, legislation and more. Delegates are called upon when input is needed on classification-specific topics or when opportunities arise to serve on a committee or attend union-related events.

If you are an active, dues-paying PPOA member and want to get more actively involved with the issues your union is tackling, please contact info@ppoa.com.

CURRENT PPOA DELEGATES

Sup. PRD Gregory Aguirre

Lt. Mark Almonte

SSO Christina Andino

SSO Santiago Aoalin

Lt. David Auner

LET Ruth Avina

Forensic ID Spec. II Susannah Baker

SSO Angel Becerra

Sgt. Patrick Blanchfield-Gadut

LET James Blankenship

Sgt. Sylvia Calandrino

Sgt. Juan Calderon

Sr. Criminalist Cassandra Carlos

SSO Roberto Cerna

Sgt. (DA) Jay Chapman

SSO Bryan Chavez

SSO Waylup Choy

C/A Rosario Coleman

LET Diana Collins

Forensic ID Spec. II Diamond Cook

SSO Juan Cozzarelli

C/A Jason Eldridge

LET Richard Engersbach

SSO Jose Escobar Jr.

Lt. Nancy Escobedo

LET Maria Fennell

SSO Bernon Fenton

Sr. Criminalist Gregory Forte
 Sr. Criminalist Eucen Fu
 SSO Sireni Galindo
 Civilian Inv. Benjamin Garcia
 SSO Gerardo Garcia
 C/A Maria Garcia
 Crime Analyst Henry Gill IV
 SSO Shawn Gordon
 Sgt. (DA) Yvette Hartwell
 C/A Betty Hatley
 LET Patricia Helfend
 SSO Alfonso Hernandez
 SSO Tay Ho
 SSA Stacy Houston
 SSO Joanna Hovsepyan
 SSO Justin Jaime
 SSO Henry Jimenez
 SSA Robert Jimenez
 C/A Janelle Johnson
 Coroner Inv. Joyce Kato
 Capt. Shawn Kehoe
 C/A Lydia Knight
 Forensic ID Spec. II Jenny Kung
 SSO Teresa Lafarge
 SSO Tida Lambert
 C/A Scott Lang
 Sr. Criminalist Christopher Lee
 Sr. Criminalist Aaron Lewis
 Sgt. (DA) Wendy Lofton
 Coroner Inv. Anthony Lopez
 C/A Antonio Lopez
 C/A Kristina Lopez
 Court Svcs. Spec. Luz Loy
 C/A Victor Luna
 Capt. Rogelio Maldonado
 Sgt. Oscar Martinez
 Lt. (DA) Robert Maus
 LET Vonetta Mays
 SSO Jeffrey McKuen
 SSO Raquel Chambers McKuen
 LET Latonya Mills
 Sr. Criminalist Cristina Montes
 Lt. Frank Montez
 C/A Erik Montoya
 LET Shane Morin
 Lt. William Moulder



Sr. Criminalist Manuel Munoz
 C/A Cynthia Murphy
 LET Tanisha Murry
 Sup. PRD Michael Ortiz
 LET Monique Peevy
 Court Svcs. Spec. Jesus Peralta
 Sgt. (DA) Karen Pewitt
 LET Nathan Phillips
 SSO Pedro Pineda
 SSO Angela Quiroga
 SSO Estefany Quiroga
 C/A Jeffrey Ramirez
 C/A Peter Ramirez
 Lt. Tab Rhodes
 Sgt. Jose Rios
 Sgt. (DA) Sean Robinson
 SSO Jose Rojas Jr.
 Sgt. Anthony Romo
 C/A Christine Rosborough
 SSO Jose Sagastume
 PRD II Michael Salazar

Capt. John Satterfield Jr.
 Sgt. (DA) Jeffrey Savarese
 C/A Michelle Shields
 C/A Eddie Smith
 C/A Alexander Spieler
 SSO Alejandra Stuart
 LET Julia Tafoya
 Court Svcs. Spec. Eric Taylor
 Forensic ID Spec. II Donna Thomas
 C/A Makeba Thomas
 C/A Susan Tupper
 Sr. Criminalist Bryon Turner
 SSO Humberto Vallejo
 C/A Luis Vasquez
 Sr. Criminalist Wilson Vong
 Lt. Robert Weber
 SSA John Wells
 LET Ursula White
 Sr. Criminalist April Whitehead
 Sr. Criminalist Gregory Wong
 C/A Brice Zipser



PASSING OF A PPOA PATRIARCH

JOHN FLEMING | EOW: OCTOBER 29, 2021

It was with sincere sorrow that we learned of the passing of former PPOA Board member John Fleming on October 29. Those who knew him are likely aware that John was truly a PPOA patriarch. His dedication to this association stretches back seven decades to the day he was hired as a Los Angeles County Deputy Sheriff in 1953. John's passion, wit and charisma made him a perfect fit to help a brand-new union (then known as POPA) make a significant difference in the lives and careers of its growing membership. After serving as a Board member for the better part of 20 years, including

his role as vice president alongside President Cam Jarvis (the two would become lifelong friends), John's commitment to his fellow PPOA members continued well into his retirement. He was hired as PPOA's first full-time legislative representative in Sacramento and quickly became one of law enforcement's most respected and effective lobbyists in the state Capitol.

John's remarkable service to active and retired public employees extended well beyond PPOA. He was elected by his peers to serve multiple terms on the LACERA Board of Retirement and contributed to RELAC in a

number of capacities, including a term as president, over a 20-year span.

John is survived by his wife, Beverley, and was an extremely proud father, grandfather and great grandfather. Despite his significant health issues this year, he and Beverley celebrated their 70th wedding anniversary in August.

We are indebted to John Fleming for his lifetime of loyalty to PPOA and will miss his regular visits to our office to walk the halls and check in with each staff member, the last of which occurred just prior to the pandemic (see the group photo below).



Each year, PPOA's Star & Shield Foundation stands committed to the solemn task of providing support to families dealing with the unimaginable loss of an officer killed in the line of duty. From straight donations to assisting family members with the logistics of traveling to state

and national memorial ceremonies, the Star & Shield Foundation is a prime example of PPOA's dedication to honoring the legacies of our fallen brothers and sisters.

This association extends sincere condolences to the families of the following peace officers who died in the line of duty in California in 2021*:



**Deputy
Adam Gibson**
Sacramento County
Sheriff's Office
EOW: January 18, 2021



**Sergeant
Richard P. Brown**
Fresno Police Department
EOW: February 17, 2021



**Deputy Thomas
Albanese**
Los Angeles County
Sheriff's Department
EOW: February 25, 2021



**Officer
Jose Anzora**
Los Angeles Police
Department
EOW: March 3, 2021



**Detective Luca
Benedetti**
San Luis Obispo
Police Department
EOW: May 10, 2021



**Officer
Jimmy Inn**
Stockton Police Department
EOW: May 11, 2021



**Sergeant
Dominic Vaca**
San Bernardino County
Sheriff's Department
EOW: May 31, 2021



**Deputy
Phillip Campas**
Kern County Sheriff's Office
EOW: July 25, 2021



**Officer
Harminder Grewal**
Galt Police Department
EOW: August 26, 2021



**As of December 9.
List of fallen officers
from California Peace
Officers' Memorial
Foundation.*



Los Angeles County Professional Peace Officers Association

188 E. Arrow Highway, San Dimas, CA 91773
(323) 261-3010 or (800) 747-PPOA PPOA.com