



STAR & SHIELD

2022

IT'S CONTRACT TIME!

PPOA BARGAINING
UNITS MEET AT
THE NEGOTIATING
TABLE



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FOR 2022**
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New Year, Same Challenges

Happy new year! As we welcome 2022, PPOA members face many of the same challenges we have faced throughout the last two years, including the continued threat of the COVID-19 pandemic, the politically polarized process in which the County, state and federal governments are addressing the pandemic, and *very* strained labor relations with our County employers.

At the time of this writing, the omicron variant, while seemingly less lethal, is rampaging through our area. COVID-19 cases are skyrocketing, with increased hospitalizations, but thankfully, less deaths attributed to this variant.

The effects of COVID-19 and this variant continue to provide ammunition to the Los Angeles County Board of Supervisors vaccine mandate, the strictest mandate for employees in the nation. This draconian mandate, threatening suspension and termination for members not wishing to vaccinate, flies in the face of labor relations and threatens good-faith bargaining with this Board of Supervisors. PPOA continues our impasse process with our labor partners of the County Coalition of Unions, fighting to come to reasonable resolutions to attain the goal presented while not harming the union members of the County workforce.



Tab Rhodes
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This year will be a doozy! New challenges include contract negotiations, the effects of legislative redistricting during these tumultuous times of “law enforcement reform” and, of course, the upcoming sheriff election.

Contract negotiations for Bargaining Unit 612 (Lieutenants and Sergeants) have been initiated. The process is guaranteed to be difficult and slow going. With the Consumer Price Index significantly inflating over the last six months, PPOA negotiation teams will be strongly advocating for our members’ buying power to remain *at least* consistent with the economy.

Recent changes caused by the effects of redistricting will have a tremendous impact on many aspects of state and local government this year. State legislatures’

power will change, and local government elections, including the Board of Supervisors, will be impacted. Only time will tell how this plays into the “woke” politics and proposed “law enforcement reform” legislation of the future.

Additionally, Sheriff Villanueva will be facing a cavalcade of candidates vying for his office in 2022. Candidates who have announced their intentions to challenge Sheriff Villanueva include (in alphabetical order): Enrique Del Real, April Saucedo Hood, Robert Luna, Cecil Rhambo, Matt Rodriguez, Britta Steinbrenner, Eric Strong and Eli Vera. Keep an eye out in the near future for the upcoming Sheriff Candidate Forum hosted by PPOA and ALADS, scheduled for January 26, 2022. While attendance will be limited due to COVID-19 protocols, the event will be recorded and made available for all through a streaming video.

In 2022, a face from the past joins/re-joins the PPOA Board of Directors. Please welcome the newly re-elected Gerry Garcia, representing the Security Officers and Security Assistants, who recently replaced former Director Henry Jimenez. Gerry returns to the Board of Directors for a second time, bringing his previous experience back to PPOA. A special thank-you to Henry Jimenez for all of your efforts during your time as a director, advocating for the members of your classification.

This year, the goals of this organization remain the same — to represent and protect the PPOA family during these historically unprecedented and challenging times. In closing, I am going to steal a saying from the past ... “See something, say something.” PPOA needs your eyes and ears to continue communicating the concerns with our County employer partners. Also, I cannot stress this enough, come participate in PPOA. Our union is only as strong as our members. Get involved, become a delegate and expand your understanding of the complexities PPOA faces every day. Until next time, *happy new year!* 🍀

SHERIFF, YOUR ACTIONS WITH THE BOARD OF SUPERVISORS CAUSE ENOUGH COLLATERAL DAMAGE WITH OUR MEMBERS. HOW ABOUT NOT PILING ON?

Speaking of labor relations, what is going on with Sheriff Villanueva? Just last month, the Sheriff’s Department began issuing performance log entries, threatening “formal discipline” for those who have not registered their vaccination status in Fulgent or the internal LASD database. This unilateral action, *at the direction of Sheriff Villanueva*, without a legally required meet-and-confer process is yet another trampling of our bargaining rights, just one of many unfair labor practices of this administration of which PPOA has had to address recently. Sheriff, your actions with the Board of Supervisors cause enough collateral damage with our members. How about not piling on?

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Will County Employees Be a Priority?

The year 2021 wrapped up PPOA's 70th year of providing professional representation to an amazing, diverse law enforcement membership.

PPOA proudly continues our commitment to never forgetting our retirees who made many sacrifices to ensure that our union continues its tradition of success.

As we begin 2022, PPOA's most important resolution is to negotiate in good faith with the County of Los Angeles at the *salary* bargaining tables for each of PPOA's five designated Bargaining Units (B/U):

- Unit 612 (LASD and LADA): Sergeant, Lieutenant (MOU expires January 31, 2022)
- Unit 614 (Coroner and LASD): Criminalist, Criminalist Lab Technician, Forensic ID Specialist I, Forensic ID Specialist II, Senior Criminalist (expires March 31, 2022)
- Unit 621 (LASD): Civilian Investigator, Court Services Specialist, Crime Analyst, Custody Assistant, Law Enforcement Technician, Public Response Dispatcher I, Public Response Dispatcher II, Public Response Dispatcher Specialist, Security Assistant, Security Officer, Supervising Public Response Dispatcher (expires March 31, 2022)
- Unit 631 (Coroner): Coroner Investigator (expires March 31, 2022)
- Unit 632 (Coroner): Supervising Coroner Investigator I, Supervising Coroner Investigator II (expires March 31, 2022)



Wayne Quint Jr.
PPOA Executive Director
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PPOA is also experiencing, for the first time in its storied history, conducting B/U contract negotiations with the County via videoconference (Zoom and Microsoft Teams). This new dynamic is a drastic and challenging change to traditional across-the-table in-person negotiations at one location. The County negotiations team members are participating in each videoconference from numerous locations. Meanwhile, all PPOA negotiation team members participate together, in person, either at the PPOA office in San Dimas or other designated locations. PPOA strongly believes that in-person, COVID-19-compliant participation by PPOA negotiation team members will greatly

benefit our effectiveness at the bargaining table.

As PPOA's Unit 612 negotiations team began the bargaining process with the County on November 18, an alarming economic indicator confirms that inflation is back and not in a small way. The U.S. Department of Labor's Bureau of Labor Statistics reported that the Consumer Price Index (CPI) increased 6.2% from October 2020 to October 2021. The CPI rose 6.8% from November 2020 to November 2021, the largest 12-month increase since the period ending June 1982, resulting in today's consumer inflation rising at its fastest pace in nearly 40 years. The December 2020–December 2021 CPI is scheduled to be released on January 12, 2022. Unit 612 will be resuming negotiations with the County on January 6. Please make sure your non-LASD email address is in PPOA's database. Please call the office if you need to add your email address so you can receive negotiation updates as well as PPOA's electronic *Week in Review*.

As you are aware, Unit 612, in a collaborative economic effort with the County, agreed in December 2020 to extend the 2018–2021 MOU for 12 months (February 1, 2021–January 31, 2022). This extension was without salary increases due to the economic uncertainty that was driven by the unknown fallout of the ongoing pandemic and a projected state of California landmark \$54.3 billion budget deficit. The PPOA Board of Directors' number one priority in agreeing to the extension was to ensure what members had earned was not lost during the unprecedented and historically challenging times. It should be noted that all County B/Us have or will be extending their existing MOUs for 12 months as well.

As it turns out, the state's projected general fund deficit

PPOA IS ALSO EXPERIENCING, FOR THE FIRST TIME IN ITS STORIED HISTORY, CONDUCTING B/U CONTRACT NEGOTIATIONS WITH THE COUNTY VIA VIDEOCONFERENCE (ZOOM AND MICROSOFT TEAMS).

Additionally, this year, the Coalition of County Unions (CCU), which includes PPOA, ALADS and 12 other union organizations, will negotiate with the County a successor MOU to our *fringe benefits* contract that expires on March 31.

never came to pass, and to the shock of most observers, the state shows a \$75.7 billion general fund surplus across two fiscal years (FY). The County certainly benefits from a healthy state budget surplus as a significant portion (38%) of the County budget is comprised of revenues from the state and federal governments. The County's FY 2021–22 recommended budget had a relatively large *decrease* of \$2.1 billion when compared to the FY 2021–22 final adopted budget. The County attributes the decrease in part to its use of one-time funding, including \$1.22 billion in the Coronavirus Aid, Relief and Economic Security (CARES) Act and the Coronavirus Relief Fund (CRF). The County also projected *increased* revenues for FY 2021–22.

In January 2022, the County will begin its preliminary FY 2022–23 budgetary process. It is imperative that the Board of Supervisors recognizes and addresses as one of its most urgent priorities fair and reasonable successor MOU agreements for its represented employees. The working women and men of L.A. County deserve wage increases that allow them to keep pace with inflation as well as counter the ongoing erosion of their purchasing power.

It is my sincere hope that 2022 brings along many opportunities for our active and retired PPOA members to grow and prosper. May God give you all the strength to conquer all the challenges in your personal and professional lives. Happy new year. 🍀

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2022 Brings New Challenges for PPOA Members

I hope this finds you and your family well and in good favor after the holiday season. Unfortunately, 2021 was a carryover from the previous year with the hovering cloud of COVID-19 and the County Board of Supervisors' aim of implementing a vaccine mandate over its employees.

PPOA, along with the Coalition of County Unions (CCU), has been addressing the concerns of personnel since the implementation of the mandate.

In the beginning, we questioned Fulgent's standing and relationship with the County. We asked to view the contract between Fulgent and the County, and we asked for a representative to come and address the issues posed by PPOA and the CCU. None of those questions were answered.

From the start, our focus was and continues to be on the preservation of employees' personal information, religious and medical exemptions, and a testing component for employees — including the ability to do so on duty, as it is the County's mandate.

We advised the Department of these concerns weeks prior to the Department's public acknowledgment. We questioned and addressed the Department's inconsistencies in messaging to employees. We also informed the Department that PPOA would defend its membership against any potential discipline related to the mandate.

We have consulted with multiple legal components and monitored all challenges to the mandates since their inception. Our fiduciary responsibility as a Board is to direct resources into components and efforts that we, along with our legal counsel, feel yield the best possibility of being successful.



Rosario "Tony" Coleman
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Legal filings against the mandate have all failed. While we praise the efforts of attorneys statewide, we also need to be mindful of the work environment and the men and women whose employment, positions and interactions within the workplace are affected by varying belief systems.

City mandates have encompassed units in controversies of segregated gym use, while other units outside of the City order were closed altogether. Again, messaging to employees was lacking as units never posted or advised employees of the City order, leaving them to believe the departments and their supervisors were forcing employees into a corner. All of this led us, along with our partners in the CCU, to an impasse and mediation. The second of those meetings

took place on December 10.

Although many of you remain frustrated by the overall situation, we are still dealing with the issue. As the exclusive bargaining unit, we have that right and opportunity to be at the table for any discussion, hearing and policy behind this.

There is a line in a song that says, "How can anybody tell you the truth when they're misinformed?" I encourage you to ask questions, be informed, understand what is going on in real time and not mirror the feelings of others, but have a personal understanding of the facts.

UNIT 621 SALARY CONTRACT NEGOTIATIONS

Negotiations are coming. I will be making the rounds to answer questions and hear thoughts and ideas. Yet, if I miss you or your shift, it's not on purpose — I'm available for discussions. Some of the best conversations are the ones you don't expect.

CONGRATULATIONS TO TWO NEW RETIREES

In closing, I'd like to acknowledge a couple of our recent Unit 621 retirees: Renee Vital and Liem Nguyen. Thank you for your service to the Department and the organization. May your days away from the job be peaceful and plentiful. Enjoy.

Take care and be safe. ❤️



Longtime PPOA Delegate Renee Vital retired in October 2021.

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Plenty of Issues to Tackle for Security Personnel in 2022

I hope everyone had a good Christmas and a happy new year. Let me introduce myself: My name is Gerardo “Gerry” Garcia. I was a PPOA director for four years. In addition, I have been a union delegate for over 15 years and have worked numerous assignments. I was a Security Assistant for over three years. Enough about me — on to new business.



Gerry Garcia
PPOA Board Member
Security Officer, LASD
ggarcia@ppoa.com

We are working on the status of the uniform and what will be the next step. We are prepping for the next steps for the training part of what I promised to follow up on. I would like to know if all Sheriff’s Security Officers have their P.O.S.T. identification number and that your training is accurately shown on their training record. I want to make sure we can all take future steps together. If you do not have your P.O.S.T. number, notify your training personnel at your respective assignments. These are difficult times, and I want to make sure all personnel have a strong foundation.

I am talking with training personnel, but I would like to get your input on what training you would like to attend, if possible. Years ago, I was in the process of getting personnel



THESE ARE DIFFICULT TIMES, AND I WANT TO MAKE SURE ALL PERSONNEL HAVE A STRONG FOUNDATION.

issued a gas mask. I will continue to address that aspect.

For the personnel at County Services Bureau, I know they postponed a job fair until after the new year. I am aware of it and watching as it develops to make sure all things are transparent and concerns will be addressed.

For those at College Bureau, I know you are on a contract extension. I am monitoring and seeing that the Community College District is happy and their services are being met.

For the personnel at Court Services, it’s been business as usual. I would like to see if in the future we can add some training, as much of our training is perishable skills.

Homicide and Aero Bureau: You guys aren’t forgotten, and I am here as needed.

As you all know, we will be going into Unit 621 contract negotiations, and I will get a consensus as it approaches so

we make sure we can speak about the important topics at the negotiations table. So, monitor your email and look out for other stuff that PPOA sends. Please make sure we have your personal email to keep you up to date on information.

In addition, I am the new membership chairperson for PPOA. That being said, I know many are happy with PPOA, but I would like to reach out to the ones who are dissatisfied, and I would like to know what happened. I want to make sure you are all important, and we are here as the union for you. Please let me know.

I want to thank each and every one of you, as you are the key piece in making sure your clients feel safe at your respective assignments. Stay safe and watch each other’s back. If you have any questions or

comments, please email me at ggarcia@ppoa.com.



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Looking Back at the Legacy of Our Friend, Jim Vogts

By Jay Sowards and Art Reddy

Editor's note: As PPOA enters its 71st year of providing professional representation for our members, we are continuously reminded of the dedicated men and women who provided unwavering leadership for this union over the years. As chronicled in this article written by two retired PPOA members (Jay Sowards and Art Reddy), the late, great Jim Vogts (EOW: April 25, 2018) was a larger-than-life figure who gave freely of his time and energy to PPOA in a number of roles over the course of five decades. Thank you, Jay and Art, for taking the time to acknowledge Jim's outstanding legacy.

More than 50 years have now passed since Jim and I walked the halls of Sacramento as legislative advocates for the Los Angeles County Marshal's Office. It was in 1971 that L.A. County Marshal Timothy Sperl sent Jim and me to Sacramento as representatives for the Marshal's Office.

Jim grew up in Washington, D.C., where his mom worked for Hubert Humphrey. For a period of time, Jim even attended school in the Thomas Jefferson Building above the Library of Congress. As a young man, Jim had served as a United States Senate page. This is an honor generally reserved for friends of Congress.

Jim loved football. He was a big man; 6 feet 5 inches tall and 280 pounds. He was a preseason walk-on for the Washington Redskins. A knee injury ended his dream of playing in the NFL.



I believe Jim and I were selected to represent the department in Sacramento, partly because we would stand out. I am 6 feet 6 inches tall, and as I said, Jim was 6 feet 5 inches tall, so we would certainly be noticed. You might say Marshal Sperl apparently wanted his representatives to stand out in the crowd.

Jim benefited from his experience in Washington, D.C. It was a natural progression for him to become a lobbyist. He was comfortable in that role, and people just seemed to be drawn to him.

Back in the early 1970s, Sacramento was a much different town. The Legislature was made up of 120 seats, with 40 in the state Senate and 80 in the state Assembly — virtually all were men away from home for extended periods.

Jim and I spent many a late night at Frank Fats, a local watering hole for legislators. Many of the relationships with legislators, the lifeblood of lobbyists, were forged at Frank Fats.

Jim and I were successful in advancing the department's legislative agenda. We would follow bills of interest that affected law enforcement in general and our department specifically. To do this, we would go to the "Bill Room" each day to review pending legislation. We would, on occasion, testify in support of or in opposition to pending legislation. We would also educate legislators on specific topics affecting law enforcement. This is a common practice and a proper role of lobbyists.



PPOA VICE PRESIDENT NAMED TO STATE COMMISSION

On January 8, 1986, Speaker of the Assembly Willie L. Brown, Jr. named James E. Vogts as a member of the Peace Officers Memorial Commission. Jim, a Sergeant with the L.A. County Marshal's Department, is PPOA's Vice-President for 1986. He has been a member of the Marshal's Department, and a member of PPOA for the past seventeen years.

The Peace Officers Memorial is to be constructed on State Capitol Building grounds, and is to honor peace officers slain in the line of duty.

The Commission will oversee the placement, design, financing, and construction of the memorial. The project's financing is to be entirely from private donations.

The Peace Officers Memorial Commission is to be composed of nine members, with five members appointed by the Governor, two by the Speaker of the Assembly, and two by the Senate Rules Committee.

We, as PPOA, feel very proud to have one of our own appointed to such



JIM VOGTS

a worthwhile and important position to all of us in law enforcement.



Jim and I were reassigned to other duties within the Marshal's Office. After the dust cleared, Jim continued to be involved with the Marshal's Association, acting in a number of capacities over the years, including as a lobbyist. He also served several terms as a PPOA Board member. During this period, Jim developed a close working relationship with then-PPOA President/LASD Sergeant Art Reddy.

When Art retired, Jim replaced him as president of PPOA. Art went on to become vice president of the International Union of Police Associations in Washington, D.C. This proved to be mutually beneficial to both PPOA and the International Union. When Jim retired, he was selected to represent PPOA as a registered lobbyist.

The reputation that Jim had established over many decades as an expert in matters related to public safety served our Association well. Legislators came to know Jim as an honest and reliable source of information when considering legislation. Jim was often sought out by legislators seeking guidance on pending legislation. He continued in this capacity until his passing.

His contributions will not soon be forgotten.

Art and Jim had a very special relationship over several decades. Art commented that Jim was like a brother to him. Even though it was just a moment in time over 50 years ago, I will never forget my experience in Sacramento working with Jim. 🍷

It was important for Jim and me to review pending legislation. As it is common practice for special-interest groups to find sponsors among legislators and attach entirely new bills to "dead bills" without changing the titles. The only way you could catch these hidden bills was to constantly review pending legislation. This is how "pork" and other special items get through the legislature at the last minute, often attached to dead bills in the closing days.

You gotta love democracy.

All was going well with our lobbying effort until Marshal Sperl crossed (read that "pissed off") Sheriff Peter J. Pitchess, a former FBI agent who was considered one of the most powerful men in California at the time.

As the story goes, Marshal Sperl made an inappropriate comment to a Sheriff's Department chief, which upset Pitchess. Sheriff Pitchess had served under FBI Director Hoover and took a page from his book. They say Pitchess kept a book on most politicians in Los Angeles County and beyond. Pitchess was not one to get on the wrong side of.

This is a lesson Marshal Sperl would soon learn. Pitchess went on a campaign to discredit Sperl, causing a grand jury to convene to hear charges against Sperl. (It has been said, you can persuade a grand jury to bring charges against a ham sandwich.)

As it turns out, at the direction of Marshal Sperl, two sets of record books were being kept to account for the time Jim and I spent in Sacramento. One showing Jim and I assigned to Administration in Los Angeles and the other showing us in Sacramento.

Marshal Sperl had been advised not to do this as the practice could be considered falsification of public records. Ironically, there was no need to do this, as the Marshal's Office had a legitimate right to send representatives to the state Legislature to negotiate/lobby for salary and benefits and any other issue affecting the department.

Jim and I were both called to testify before the grand jury to account for the time that we spent in Sacramento at the direction of Marshal Sperl. We did so and were excused. Meanwhile, the grand jury indicted Marshal Sperl on this issue and several obscure charges. Sperl was eventually convicted.



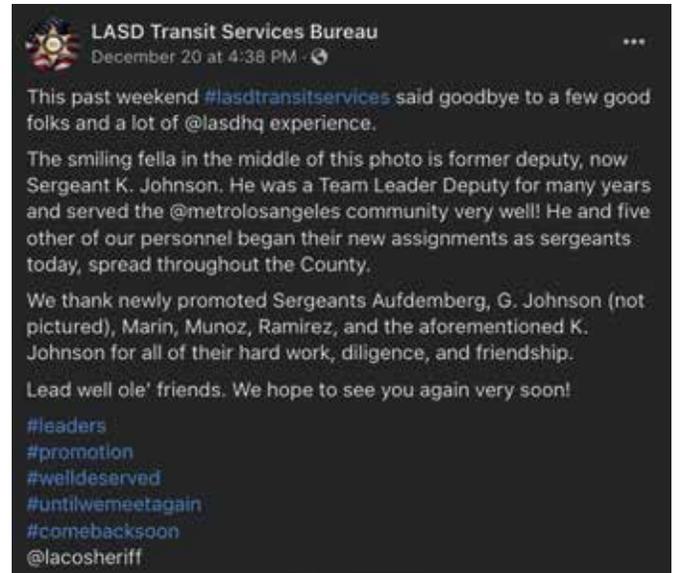
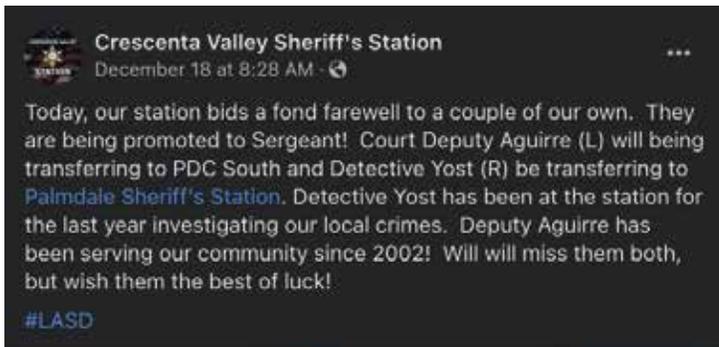
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do not want any of my LAPPOA membership dues used for political purposes. Note: Membership dues will not be reduced for any member who does not want their membership dues used for political purposes."

PPOA Members Spotted on the Socials

We are proud to see PPOA members and their partners being acknowledged for their well-deserved retirements and dedication to the communities they serve. Images courtesy of social media. 🇺🇸





temlasd Temple Station had to say goodbye to a great Sergeant. Sergeant Magos will now be assigned to Sheriff Information Bureau. Sergeant Magos brought tons of knowledge and experience to the station and passed it on to all the deputies working patrol.

Temple Station would also like to congratulate Deputy Guzak in his new promotion as a Sergeant. Sergeant Guzak has been at Temple Station for more than 10 years serving the citizens of Temple Station. He will start at his new unit of assignment, Mens Central Jail.

You both will be missed and we are sad to see you go. Congrats on starting the new chapters in your careers and we wish you nothing but the best!

Lancaster Sheriff's Station
 December 6 at 3:17 PM · 🌐

When you have over 66 years of experience all on one shift. The voices normally behind the scenes that you don't get to see, but with a lifetime of experience on 9-1-1 emergency calls. We hope you won't ever need us, but if you, we will be here for you.

[#LASD](#) [#AV411](#) [#myherowearsabadge](#) [#thingoldline](#)



LASD Lost Hills St... · 1d

These ladies supporting the [#pinkpatchproject](#) for [#BreastCancerAwarenessMonth](#) ❤️

Lancaster Sheriff's Station
 December 25 at 10:00 AM · 🌐

Wishing you a very Merry Christmas from Lancaster Sheriff's Station!

[#LASD](#) [#AV411](#) [#myherowearsabadge](#)
 Los Angeles County Sheriff's Department

Happy Retirement!

Congratulations to Security Officer Jamie Johnson on her retirement after a stellar 25-year career with the Sheriff's Department. 🍷



Security Officer Henry Jimenez presents a PPOA plaque to S.O. Johnson during her retirement party at the Compton Courthouse.

**SAFEGUARD
YOUR PRIVACY**

Exclusive Deal for PPOA Members

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

For more information: leowebprotect.net/lappoa

SUPPORT YOUR FOUNDATION

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 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.



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



MISSION STATEMENT

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

SAVE THE DATE!

PPOA ^{8th} Annual HEROES RIDE

Sunday, March 27, 2022



BENEFITING FALLEN OFFICERS AND MILITARY VETERANS

Staging at Hollywood Bowl ★ ★ ★ Details coming soon at HEROESRIDE.ORG

New Unit 621 Representative Sworn In; Executive Board Selected for 2022

During last month's PPOA Board of Directors meeting, Security Officer Gerry Garcia was sworn in as the new Unit 621 director representing Sheriff's Security Officers and Security Assistants. In addition, Directors Joel Barnett, Nancy

Escobedo, Joyce Kato, Christopher Lee, Tab Rhodes and Jose Rios were sworn in to new terms on the Board. Directors then voted to configure the Executive Board for 2022 as follows:

- President Tab Rhodes
- First Vice President Nancy Escobedo
- Second Vice President Tony Coleman
- Secretary Jose Rios
- Treasurer Joyce Kato




PPOA Committees and Staff

2022 STANDING COMMITTEES

Associations

› Chairman Rhodes

Bylaws

› Chairman Coleman

Communications

› Chairwoman Escobedo

Delegates

› Chairman Coleman

Elections

› Chairman Barnett

Finance

› Chairwoman Kato

Insurance

› Chairman Lee

Legislative

› Chairman Reddy

Membership

› Chairman Garcia

612 Negotiations

› Chairman Rhodes

614 Negotiations

› Chairman Lee

621 Negotiations

› Chairman Coleman

631 Negotiations

› Chairwoman Kato

632 Negotiations

› Chairwoman Kato

Retiree Liaison

› Chairman Schallert

Scholarship

› Chairwoman Kato

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

Bargaining Begins for Unit 612 Salary Contract

Representatives from PPOA, the County and the Sheriff's Department officially opened negotiations (via videoconference) in November for a new Unit 612 memorandum of understanding (MOU). The current salary contract for sergeants and lieutenants from the Sheriff's Department and District Attorney's Office expires on January 31, 2022.

The PPOA Unit 612 team includes the following members:

- President/Lieutenant Tab Rhodes, Negotiations Chair
 - Sergeant Juan Calderon
 - Sergeant Ruben Pastran
 - Sergeant Jose Rios
 - Sergeant Anthony Romo
 - Lieutenant Geoffrey Chadwick
 - Lieutenant Nancy Escobedo
- Lieutenant Todd Knight
 - Lieutenant William Moulder
 - Lieutenant Marshall Yelverton
 - DA Sergeant Jay Chapman
 - DA Sergeant Yvette Hartwell
 - PPOA Executive Director Wayne Quint Jr.
 - PPOA Legal Counsel



Fraternal Order of Police Meeting

For years, PPOA proudly hosted quarterly meetings for the California Fraternal Order of Police (FOP) Lodge #1.

While the pandemic put those in-person meetings on hold for nearly two years, we were honored to once again welcome fellow FOP members to a meeting in the PPOA Conference Center last month. All active PPOA members are part of Lodge #1, which represents public safety organizations throughout Los Angeles County and operates under the capable leadership of former PPOA President Roger Mayberry.

PPOA is grateful for our long-standing affiliation with the FOP, the world's largest organization of law enforcement officers, with more than 364,000 members in over 2,100 lodges nationwide. 🇺🇸



Reuniting With Friends for the 17th Annual PPOA Retiree Luncheon

PPOA was honored to welcome members to 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 at the Sheraton Fairplex and were particularly pleased to offer special acknowledgment for the military veterans among the retired PPOA members in attendance. Thank you to all members who joined us for a memorable afternoon. ❤️



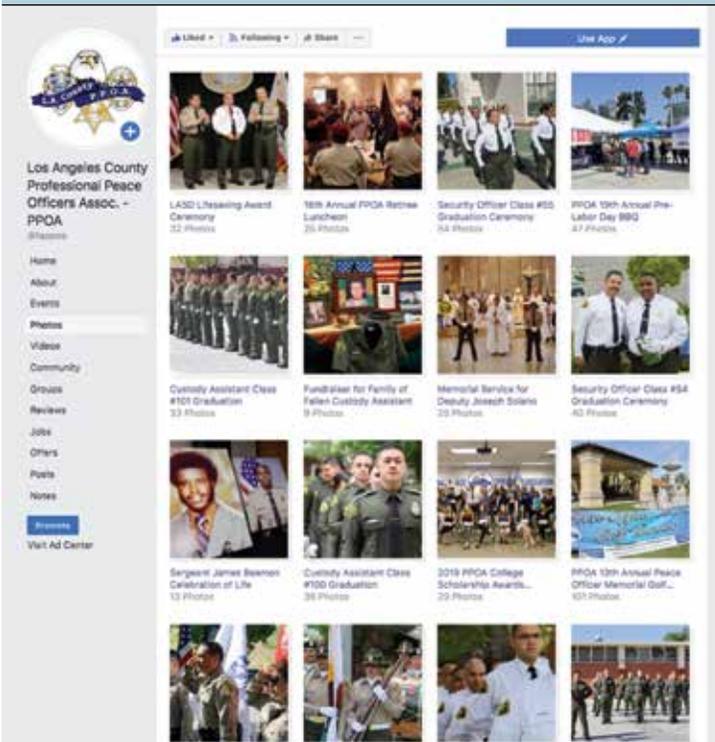
Appreciating the Dedication of PPOA Delegates

PPOA acknowledged our dedicated delegates at a luncheon in December. These are your union's most active members, who volunteer their time to attend meetings throughout the year and help foster communication with the membership. Per tradition, the Delegates Appreciation Luncheon includes drawings for

gifts provided by PPOA law firms and our business partners who are proud to support and represent law enforcement employees. PPOA is thankful for their generosity and the outstanding commitment of our delegates. If you're ready to join PPOA delegates and volunteer your time for the greater good of your union, please send an email to info@ppoa.com. 📧



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

Congrats to Custody Assistant Class #104!

PPOA 2nd Vice President Tony Coleman was honored to join Custody Assistant Class #104 for their graduation ceremony last month at Biscailuz Training Center. PPOA congratulates all 23 graduates (15 from participating agencies and eight from LASD) for working hard and working together to complete the Academy and begin their promising new careers. 🇺🇸





RETIREE EVENTS



LASD Northern Idaho Retiree Luncheon

January 12 at Mi Pueblo Restaurant, Spirit Lake, ID
Info: williamkpostmus1@gmail.com

2022 Lakewood Annual Reunion Luncheon

January 26 at Chili's, 4931 Candlewood St., Lakewood
Info: kamohagen@aol.com

North Central Texas LASD Retired HR-218 Qualifier

March 18 at Denton County S.O. Weapons Training Facility 9 a.m.
Info: mwbaird.lasd206@gmail.com

LASD Retiree Roundup

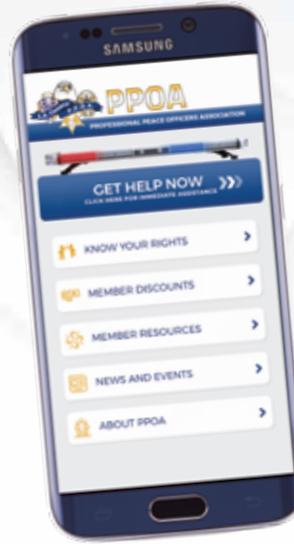
April 3-6 at Riverside Resort & Casino, Laughlin
Info: lasdretired.org

LASD Homicide Bureau 100th Anniversary Luncheon

June 2
Details TBA

Annual LASD McArthur Reunion

June 19-23 at Inter-Mountain Fairgrounds, McArthur, CA
Info: charlie.engelbart@gmail.com



STAY CONNECTED WITH PPOA 24/7

Download the app today!

MEMBERS CAN WIN!



IT PAYS TO READ

STAR & SHIELD

THREE \$100 PRIZES

Every issue of *Star & Shield* will feature a different hidden word. The word will be used only once in the entire magazine — your challenge is to find it!

Members who find the hidden word and register through our website (PPOA.com) by the end of this month will be entered into a drawing for one of three \$100 prizes. Contest ends January 31, 2022, at 11:59 p.m. PT.

This month's hidden word is:

Cavalcade

A formal procession of people walking

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



Special Funeral Savings

ACT NOW: THIS OFFER EXPIRES JAN. 31, 2022

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.



*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 January 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

New Employment Laws for the New Year — Public Sector Edition

Along with our New Year's celebrations, a host of labor laws will take effect in 2022, most of them resulting in increased job protections and better working conditions for California's workforce. Some of the most important updates are listed below. All of the following labor laws took effect January 1 unless otherwise noted.

- 1. COVID-19 notice requirement 48 hours (AB 654).** Effective October 5 and updating AB 685, employers must give notice of a COVID-19 outbreak to the applicable local public health agency within the later of 48 hours or one business day. Additionally, notification of COVID-19-related benefits must be provided to all employees who were "on the premises at the same worksite as the qualifying individual within the infectious period, which is a different (and easier) method of determination than under the previous bill. If the employer has multiple locations, worksite means the location of the qualified individual. The new bill also narrows who must be notified of the disinfection and cleaning plans to a similarly worded group. Cal/OSHA "shall" issue a citation for violation of notification requirements.
- 2. CA Family Rights Act expanded to include "parent-in-law" (AB 1033/AB 1578).** The current California Family Rights Act (CFRA) gives employees the right to take unpaid job-protected leave for up to 12 weeks in a 12-month period to care for themselves, bond with a new child or care for a family member with a serious medical condition. Family members include children, parents, grandparents, grandchildren, siblings, spouses or domestic partners. In the new year, the scope of family members for whom employees can take job-protected leave will be expanded to include parent-in-law. CFRA applies to employers with five or more employees. AB 1578 extends the CFRA to public sector employees as well.
- 3. "Silent No More" settlement agreements (SB 331).** This law expands the restrictions on the use of non-disclosure agreements (NDAs) in separation agreements, including severance and settlement agreements. Existing law already prohibited NDAs in matters involving sexual assault,

sexual harassment or sex discrimination. The new law also prohibits NDAs, which prevent "disclosure of factual information regarding specific acts" that relates to any form of harassment, discrimination or retaliation as to any protected ground.

- 4. Wage theft is potentially a felony (AB 1003).** This law expands liability for wage violations to a criminal felony. An employer may be held criminally liable for "grand theft" in cases of intentional theft of wages more than \$950 from any single employee or \$2,350 from two or more employees. This crime requires intent, and wages include "wages, gratuities, benefits or other compensation." The taking must be by unlawful means and with the knowledge that such amounts are due to the employee under the law.
- 5. Minimum wage.** Although not new legislation, in 2022, the state minimum wage will increase to \$14 per hour for employers with 25 or fewer employees and \$15 per hour for employers with 26 or more employees (LAB 1182.12).
- 6. Notice postings may also be sent via email (SB 657).** The employer's obligation to physically post certain notices in the workplace continues, but the employer may also email the notice as an attached document directly to employees.
- 7. Personnel records retention and procedural changes to DFEH enforcement (SB 807).** When a complaint is filed with DFEH for discrimination, the time for complainants to file their own civil actions under those provisions is now to be tolled until either the DFEH files a civil action or one year after the FEHA issues written notice to the complainant that it has closed its investigation and elected not to file a civil action. The bill would apply this tolling retroactively but would specify that the provisions are not intended to revive claims that have already lapsed.

Hayes, Ortega & Sánchez is a labor law firm that represents private and public sector unions — including PPOA — and their members throughout California. This article is meant to provide summary information only and should not be construed as legal advice. Please consult an attorney for a legal opinion regarding specific application of any factual scenario to the new legislation described above. ♥

PPOA extends sincere condolences to the families of the following members who passed away in October and November 2021:

Retired Deputy
Ronald Mee

EOW: October 1, 2021
Academy Class #125
LASD retired 1976
U.S. Air Force veteran

Retired Sergeant
Don Di Marzo

EOW: October 1, 2021
Academy Class #56
LASD retired 1989
U.S. Air Force veteran

Retired Sergeant
Joseph Berry

EOW: October 1, 2021
LASD retired 1977

Retired Commander
Charles Rodriguez

EOW: October 12, 2021
Academy Class #67
LASD retired 1983
U.S. Marine Corps veteran

Retired Custody Assistant
Anthony Serena

EOW: October 20, 2021
LASD retired 2015

Retired Lieutenant
John Fleming

EOW: October 29, 2021
LASD retired 1977
U.S. Army veteran

Retired Deputy
James Holland

EOW: October 29, 2021
Academy Class #99
LASD retired 1991

Retired D.A. Investigator
Leonard Blake

EOW: October 31, 2021
LADA retired 1988
U.S. Merchant Marine veteran

Retired Law Enforcement Technician
Nelda Moore

EOW: November 2, 2021
LASD retired 2005

Retired Detective
Roy Hamilton

EOW: November 4, 2021
Academy Class #132
LASD retired 1996

Retired Lieutenant
Marilyn Brown

EOW: November 5, 2021
LASD retired 1987

Retired Sergeant
Roy Riffle

EOW: November 8, 2021
LASD retired 1996

Retired Deputy
Patrick Burke

EOW: November 13, 2021
LASD retired 1992

Retired Sergeant
Raymond Reid

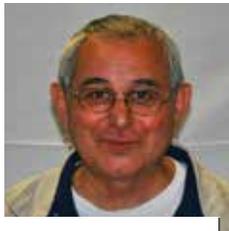
EOW: November 14, 2021
Academy Class #35
LASD retired 1983
U.S. Navy veteran

Retired Sergeant
Joseph White

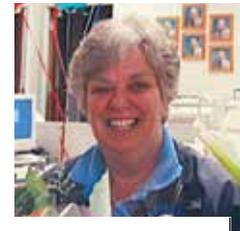
EOW: November 24, 2021
LASD retired 2019
U.S. Air Force veteran



Retired Sergeant
Roy Riffle
(EOW: 11/8/21)



Retired Commander
Charles Rodriguez
(EOW: 10/12/21)



Retired Law
Enforcement Technician
Nelda Moore
(EOW: 11/2/21)



Retired Deputy
Ronald Mee
(EOW: 10/1/21)

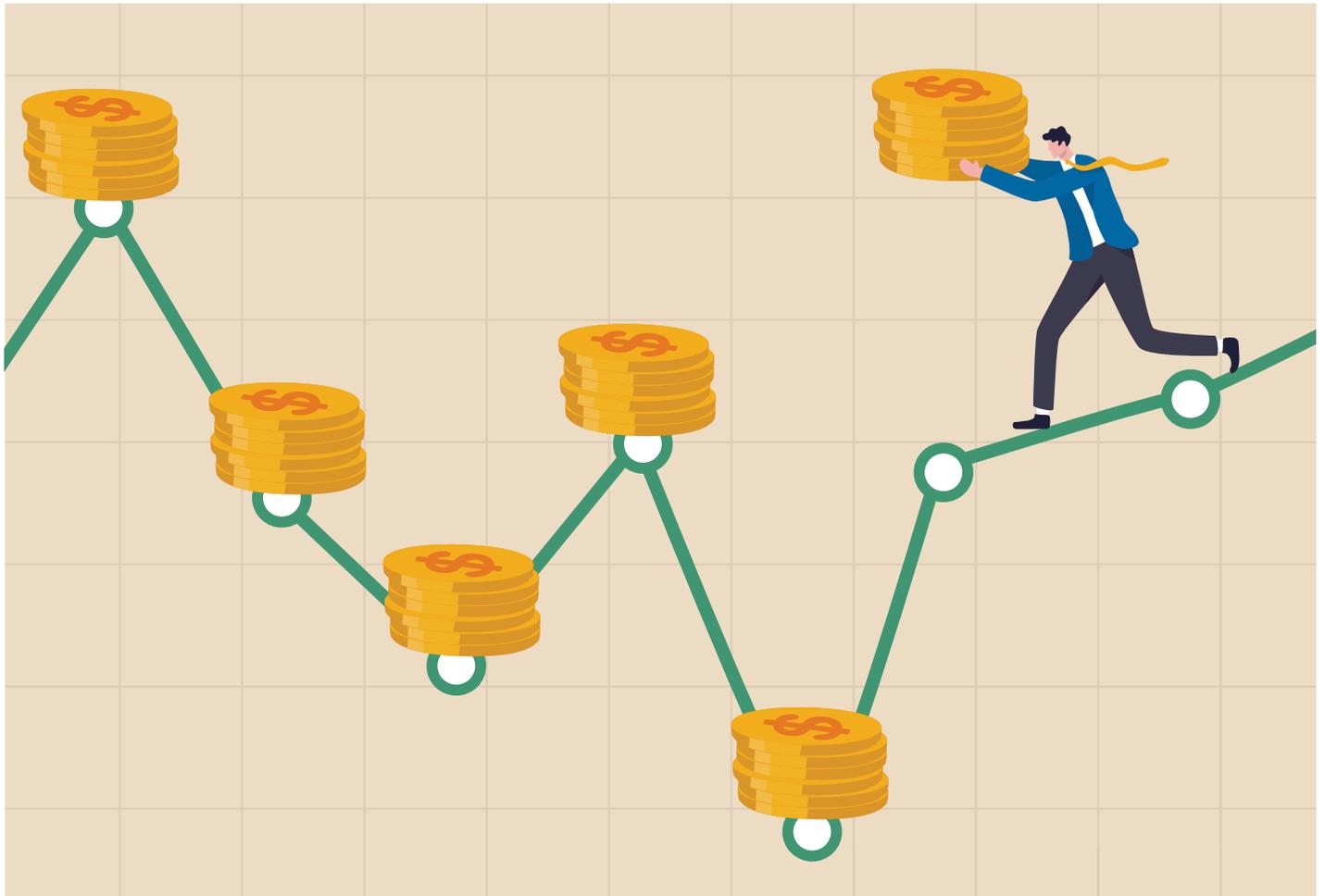


Retired Investigator
Leonard Blake
(EOW: 10/31/21)



Retired Lieutenant
John Fleming
(EOW: 10/29/21)

Dollar-Cost Averaging: A Smart Way to Invest



Investing can be easy and painless.

An efficient method called dollar-cost averaging lets you invest small amounts on a regular basis. Once you set it up, you might not even notice how quickly your account may grow — and you probably won't even miss the money you're putting away.

With dollar-cost averaging, you invest the same amount of money — from a little to a lot — on a regular schedule, regardless of price. Your fixed investment buys more shares when the market is down, so you'll have more shares that will grow when the market rebounds.

Some mutual fund groups even waive initial minimums if you deposit funds directly from your paycheck or checking account.

Combining dollar-cost averaging with a mutual fund investment may further improve your chance of future success as long as you choose a fund with low expenses. The combination is an excellent way to build long-term wealth.

Here's how to start:

1. Decide how much money you can afford to invest each month.
2. Select an investment that you want to hold for the long term.
3. Complete any paperwork to ensure that you're making automatic investments at regular intervals.

This type of systematic investing is one of the best ways to invest. Using this approach, you may be able to lower the overall cost of your investment. Making regular investments in specific mutual funds every month or quarter will be easier to handle instead of having to come up with a lump sum.

Note: Neither CUNA nor POPA Federal Credit Union is a registered investment adviser. Readers should seek independent professional advice before making investment decisions. ♥

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**.

January 12

PPOA Board of Directors Meeting

San Dimas

January 17

Martin Luther King Jr. Day

County holiday, PPOA office closed

February 9

PPOA Board of Directors Meeting

San Dimas

February 15

PPOA Delegates Meeting

Location TBA

February 21

Presidents Day

County holiday, PPOA office closed



2022

SAVE THE DATE!

PPOA

14TH ANNUAL PEACE OFFICER MEMORIAL GOLF TOURNAMENT

Monday, June 6, 2022

**Braemar Country Club,
Tarzana**

Details TBA



STAR & SHIELD

Congratulations to the following PPOA members for winning the "Find the Hidden Word" contest in *Star & Shield*. If your name is listed, that means your entry was drawn as one of the winners for that month's issue. Please call Greg Torres at (323) 261-3010 to claim your \$100 check.

CONTEST WINNERS

\$100 PRIZE WINNERS

(November issue — the hidden word appeared on page 11)

LeRoy Cox, Retired Member
Susana Hernandez, Law Enforcement Technician
Ramona Neal, Sr. Criminalist



WANTED: CLASS C MOTORHOME

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

SEEKING AR-15 FOR SALE

Looking to buy an AR-15. If you have one you want to sell, please email me with price and pictures: amorgaemail@yahoo.com. (0720)

2007 BOUNDER RV FOR SALE

Cat diesel engine, electric steps, 3 side outs, sat. dish, auto leveling, power awnings, queen bed, fridge. \$51,000 OBO. Contact Ken: (909) 873-5343. (0720)

NEW TREADMILL FOR SALE

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

COMPANION MAUSOLEUM CRYPT FOR SALE

Located at San Fernando Mission Catholic Cemetery. Companion crypt holds 2 caskets or 2 urns. Includes 1 crypt plate, 1 insert & 1 vase. Prime location height. Approximately 5 ft. high. Asking market price \$20,000. Call Laura: (626) 222-3040. (0720)

LAKE HAVASU VACATION RENTAL

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

2007 CADILLAC DTS FOR SALE

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

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 rbdca@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)

WOODWORKER'S LIBRARY

Projects for all levels. Over 200 books and magazines. Cost est. \$900. Price \$100. Hobbyist or Christmas? Call Bill: (714) 826-9175. (1021)

2002 HARLEY-DAVIDSON DYNA LOW RIDER

\$9,150. Purple tank, HD hard-sided saddlebags, 19K miles, windshield, Corbin seat, backrest. Excellent garaged condition. Contact Max: (818) 399-1535. (0821)

2022 TOYOTA COROLLA HYBRID

"Ruby Flare" - \$29k, like new with 3,500 miles. Contact Sammy: (909) 437-7737. (0122)

ROSEMEAD HOUSE FOR LEASE

Newly remodeled, 2 bedroom, 1 bath, bonus office, large laundry room. Between 10 and 60 freeways. Call or text: (626) 280-7766. (0122)



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

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





'TIS THE SEASON TO REFINANCE

Whether you want to free up cash for your holiday gift-giving or pay off debt to start the new year on the right foot, refinancing your mortgage can put more money in your pocket this season and beyond.

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 COMPENSATION**
 State Bar Certified Specialist

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

**DISABILITY
 RETIREMENT FOR
 SAFETY MEMBERS**

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

PERSONAL INJURY

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

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