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**2024 PPOA
BOARD ELECTION**
SEE PAGE 14

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Poor Policy Rollouts Impact Morale

On July 19, the Department rolled out its revised force policy to personnel. This was done subsequent to a lengthy, nearly year-long meet-and-confer process that the Department engaged in with PPOA (and ALADS). Blatantly missing from this rollout was the in-depth, experiential training needed to implement this policy. Ultimately, this policy will cause our members to rethink and reexamine their use and review of force.

The impact of this rollout caused confusion and concern among personnel and also negatively impacted trust. Through PPOA's efforts to protect its members, on August 18, the Department "rolled back" this policy and reverted to the previous force policy. This was enacted pending adequate training and the production of relevant documentation resources, namely, surrounding concerns with the pointing of a firearm policy (PFP).



Steve Johnson
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MPP 3-01/050.82 Prohibition of Law Enforcement Gangs and Hate Groups.

While this policy is mandated by California penal code 13670, it served as a not-so-subtle reminder of the chasm between our hardworking members, who have the highest integrity and the negative public sentiment, which allowed the legislation to pass in 2021.

Without question, if you are contacted to be interviewed by any investigative entity, including the OIG, on any matter that could be related to law enforcement gangs, your first action should be to contact PPOA. You cannot anticipate the scope, intent or nature of the investigation, and therefore, getting representation is always in your best interest. PPOA firmly asserts (and MPP

3-01/050.82 states) that our members are entitled to due process during any and all related investigations with the protections of the Peace Officer Bill of Rights. "Employees shall be entitled to the protections afforded under Government Code section 3300-3312" represents these protections documented in this new policy.

The current landscape we encounter of massive overtime, personnel shortages, oversight entities and negative public viewpoints has weighed heavy on the morale of our members. PPOA serves to counter this by defending, appreciating and highlighting your exceptional work and providing you with top-notch service. We are honored to fight for you on all fronts, at all times, and we will continue to aggressively do so. Until next time, be safe and look out for one another. See you very soon! 🇺🇸

MERELY WATCHING VIDEOS OF A NEW POLICY DOES NOT FILL THE REQUIREMENT OF TRAINING, PARTICULARLY WHEN MUSCLE MEMORY IS PARTNERED WITH CRITICAL THINKING IN LIFE-THREATENING INCIDENTS.

Portions of this revised policy are now mandated by state law. Nonetheless, if the Department intends to shift behaviors, performance and outcomes through this policy, "real" training is required. Merely watching videos of a new policy does not fill the requirement of training, particularly when muscle memory is partnered with critical thinking in life-threatening incidents. An essential part of "training" is multi-faceted learning that enables personnel to reproduce the mastery of skill sets.

The *esprit de corps* of our members took another hit when, on September 18, the Department rolled out its new policy,



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Choices Open Enrollment: Medical/Dental Premium Increases Less Than 2024

On September 10, the Los Angeles County Board of Supervisors adopted the new *Choices* medical/dental premiums and life insurance rates for next year, beginning January 1, 2025.

PPOA recently sent an email to all active members advising of the sad reality there would once again be increases to the *Choices* medical and dental insurance plans.

Hopefully, all active members followed PPOA's respectful request to thoroughly review the open enrollment packet. As many of you are aware, medical and dental plan rates for employees across the state and nation continue to increase. Los Angeles County is no exception. The new 2025 medical plan rates for County employees will be subject to an average increase of 8.2%, which is a reduction (2.2%) from the 10.4% average increase for 2024 medical plan rates.

All active PPOA members should have received the open enrollment packet in the mail for the *Choices* health benefit plans. You have the entire month of October (1–31) to make any changes to your current insurance coverage. If you choose not to make insurance changes during open enrollment, your current insurance coverage will roll over into 2025.



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the year. If you have unanswered questions or need additional assistance, the benefits hotline number is (213) 388-9982, and there are extended hours during open enrollment — 8 a.m. to 5 p.m., Monday through Friday.

The County gives you a monthly benefits allowance to spend on benefits. If the cost of your benefits is less than your allowance, up to \$244 of the unused amount, known as “taxable cash,” is added to your monthly paycheck. The 2% negotiated County contribution increase for plan year 2025 will result in an increase from \$1,126 to \$1,149 for an employee only; \$2,005 to \$2,096 for an employee plus one; and \$2,428 to 2,476 for an employee plus two or more.

Unfortunately, the County contribution increase for 2025 will not come close to offsetting the majority of medical premium increases. PPOA members will have this additional 2% County contribution to use during the October 2024 open enrollment for their plan year 2025, which will become effective January 1, 2025.

The current 2022–25 Fringe Benefits Memorandum of Understanding (MOU), which is negotiated by the Coalition of County Unions (CCU), AFL-CIO, expires on March 31, 2025. PPOA is one of the 15 affiliate unions of the CCU and will have a designated seat at the CCU fringe benefits bargaining table when negotiations begin for a successor MOU.

The CCU chair, who is elected by the unions affiliated with the CCU, is the chief negotiator for the CCU fringe benefits bargaining team, which negotiates with County management to determine:

- The County's financial contribution to the *Choices* plan (medical, dental, etc.)
- The County's match to our Horizons plan (deferred compensation plan)
- Paid time off (County holidays, vacation days, sick days, injury leave and bereavement leave)
- Bilingual pay (all departments)
- Civic Center parking allowance
- Other provisions of the CCU-MOU

The *Choices* plan will be continued through December 31, 2025. Included on the following page are two charts that provide specific information on all *Choices* medical and dental plans, including current 2024 rates, new 2025 rates and the percentage increases.

PPOA is proud and grateful to be a CCU partner and is appreciative of the collaborative effort that will definitely occur when a new contract is negotiated, which results in a fair and equitable Fringe Benefits MOU. Here's to CCU solidarity! 🇺🇸

PLEASE BE ADVISED THAT OPEN ENROLLMENT CAN ONLY BE COMPLETED ONLINE USING A COMPUTER, TABLET OR SMARTPHONE.

So, if you do not want to change anything, no action is needed. But if you do want to make changes, you must do so by October 31. If you have not received your *Choices* packet, log on to mylacountybenefits.com and go to Library > Plan Information > Annual Enrollment Benefits Materials.

Please be advised that open enrollment can only be completed online using a computer, tablet or smartphone. The County continues to make improvements to its website to assist you in a smooth and easier enrollment platform experience. There will be electronic devices such as calculators and videos that will assist members in understanding their benefits and how to receive the maximum utilization of them throughout

UNION-SPONSORED MEDICAL AND DENTAL INSURANCE PLANS

Current 2024 Rates and Proposed 2025 Rates

PLAN	OPTION	COVERAGE CATEGORY*	CURRENT 2024 RATES	PROPOSED 2025 RATES	PERCENTAGE CHANGE
ALADS Blue Cross	Prudent Buyer Plan Under Age 50	1	\$1,130.84	\$1,235.02	9.2%
		2	\$2,204.51	\$2,411.07	9.4%
		3	\$2,640.97	\$2,888.00	9.4%
	Prudent Buyer Plan Age 50 and Over	1	\$1,130.84	\$1,235.02	9.2%
		2	\$2,204.51	\$2,411.07	9.4%
		3	\$2,640.97	\$2,888.00	9.4%
	CaliforniaCare Basic Plan (All Ages)	1	\$861.40	\$944.96	9.7%
		2	\$1,776.11	\$1,950.02	9.8%
		3	\$2,131.21	\$2,342.31	9.9%
	Prudent Buyer Plan Premier Plan Under Age 50	1	\$1,152.12	\$1,258.60	9.2%
		2	\$2,240.03	\$2,450.52	9.4%
		3	\$2,694.09	\$2,947.15	9.4%
	Prudent Buyer Plan Premier Plan Age 50 and Over	1	\$1,152.12	\$1,258.60	9.2%
		2	\$2,240.03	\$2,450.52	9.4%
		3	\$2,694.09	\$2,947.15	9.4%
CaliforniaCare Premier Plan (All Ages)	1	\$882.68	\$968.54	9.7%	
	2	\$1,811.63	\$1,989.47	9.8%	
	3	\$2,184.33	\$2,401.46	9.9%	
CAPE (Choices) Blue Shield	Classic	1	\$2,024.36	\$2,139.37	5.7%
		2	\$3,918.06	\$4,143.28	5.7%
		3	\$4,649.52	\$4,918.46	5.8%
	Lite	1	\$881.95	\$927.71	5.2%
		2	\$1,758.35	\$1,853.63	5.4%
		3	\$2,183.56	\$2,327.40	6.6%
	PPO (Out-of-state only)	1	\$2,024.36	\$2,139.37	5.7%
		2	\$3,918.06	\$4,143.28	5.7%
		3	\$4,649.52	\$4,918.46	5.8%

*1 = Employee only; 2 = Employee + 1 dependent; 3 = Employee + 2 or more dependents

COUNTY-SPONSORED MEDICAL AND DENTAL INSURANCE PLANS FOR REPRESENTED EMPLOYEES

Current 2024 Rates and Proposed 2025 Rates

PLAN	OPTION	COVERAGE CATEGORY	CURRENT 2024 RATES	PROPOSED 2025 RATES	PERCENTAGE CHANGE
CIGNA Choices	Select Network HMO	1	\$867.97	\$910.14	4.9%
		2	\$1,739.68	\$1,824.27	4.9%
		3	\$2,002.86	\$2,099.77	4.8%
	Full Network HMO	1	\$1,198.12	\$1,256.50	4.9%
		2	\$2,403.70	\$2,520.89	4.9%
		3	\$2,767.43	\$2,901.88	4.9%
	Network POS	1	\$2,151.13	\$2,256.58	4.9%
		2	\$3,838.08	\$4,026.49	4.9%
		3	\$4,026.19	\$4,223.82	4.9%
KAISER Choices	1	\$941.16	\$1,019.21	8.3%	
	2	\$1,876.88	\$2,032.98	8.3%	
	3	\$2,178.05	\$2,359.14	8.3%	
DELTA DENTAL Choices	1	\$21.28	\$23.58	10.8%	
	2	\$35.52	\$39.45	11.1%	
	3	\$53.12	\$59.15	11.4%	
DELTACARE USA Choices	1	\$14.50	\$14.21	-2.0%	
	2	\$23.92	\$23.45	-2.0%	
	3	\$35.45	\$34.75	-2.0%	
METLIFE/SAFEGUARD Choices	1	\$10.60	\$10.50	-0.9%	
	2	\$20.44	\$20.24	-1.0%	
	3	\$26.56	\$26.29	-1.0%	

Rates reflect current negotiated County subsidies. CIGNA and Kaiser rates include current mandatory federal health-care reform taxes and fees. Delta Dental rates reflect negotiated County subsidy. Delta Dental and DeltaCare rates are guaranteed through 12/31/2025. MetLife/SafeGuard rates are guaranteed through 12/31/2025 and the 2024 rates reflect a credit adjustment of 3 cents for 2023 performance guarantee penalty.

Working a Deputy Spot: The Blurry Line Between Policy and Reality

The question of working a “deputy spot” has generally lingered over Custody Assistants for numerous years. Department policy states, “Any position or duties normally performed by Deputy Sheriff personnel shall not be staffed by Custody Assistant personnel.” Hopefully, you have enough deputies. If not, unfortunately, you’ll have to draft one ... again.

These lines have become increasingly more intertwined as C/As at Towers looked for unit orders/duty statements for specific positions and could not find them. In one case, an unfunded position was created and put into service, and the unit order was written after the fact. Recently, a C/A was assigned to a spot that was clearly marked on the In-Service as “Security Check Deputy.”

The attrition rate of deputies appears to have bled into the duties of C/As or vice versa. It seems that unit orders



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have not been updated and, in some cases, simply ignored.

Everything we do is governed by policy. Due to staffing, there have been recent incidents of circumventing policy. In some cases, inadvertently — in others, blatant. Don’t be afraid to ask questions. Sometimes, supervisors do not know or need to be reminded. If not, contact PPOA and let an experienced labor representative ask the questions on your behalf. Someone should answer for and be able to justify the decisions being made.

Going forward, make sure your contact information is up to date. There are times when I send out information or updates through personal emails. This will include pending contract negotiation information.

Recently, a member could not log into the PPOA website. The site stated they were not a member. Upon further investigation, the individual did not have an email on file, which is used for members to log into the website. This is important if you want to view the MOU, current and future contracts, and member-specific information.

THE ATTRITION RATE OF DEPUTIES APPEARS TO HAVE BLEDED INTO THE DUTIES OF C/As OR VICE VERSA.

C/A Class #113 graduated on October 3. Congratulations to them as they set out to begin their careers. For our new trainees, it’s baptism by fire. However, be patient with them as they learn and help them along through their initial 415, man down and just navigating the workings of the nation’s largest jail systems. They’re not just a reduction in overtime, but a potential lifeline, backup, good relief and potentially good partners as you are good partners to them.

Take care. Be safe. 🇺🇸

Welcoming New Members

Hello, partners. I would like to start by acknowledging the absence of my submissions in the last two issues of the magazine. I recognize the need and importance of passing on information through *Star & Shield* and do not want to fill in with “fluff pieces” when there isn’t significant activity about our classifications. Thankfully, we have some positive updates to pass on. We had two classes that went through the STARS Center and joined our family. On May 3, Sheriff Security Assistant Class #24-1 brought six new members to the Department. On July 19, 10 recruits from Sheriff Security Officer Class #60 completed their training and were ready to start their assignments. I want to extend my gratitude to all the recent graduates for taking on the call for service.



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and continue to train for *when* an active shooter incident occurs at one of our facilities in L.A. County. We are a vital part of Los Angeles County and the Sheriff’s Department, and this needs to be recognized.

I am mindful that some might not consider it “right” to speak so straightforward; however, I would ask those same people: Do you think tasking someone to respond to gunfire, to save lives while risking their own for \$4 an hour more than a kid working the drive-thru at In-N-Out is “right”? Now is the time to fix that. We have incredible people in the Los Angeles County Sheriff’s Department who will do what it takes to get the job done. We don’t ask for much, but what we do ask is this: We *need* a living wage. We *need* equal injured-on-duty protection, and we *need* it now. We have

invested years of our lives to serve the public and the County. It is time for the County to invest in us. 🇺🇸

SAFETY EQUIPMENT

It has been brought to my attention that some members have been assigned to work without being issued protective vests. If you were never issued a vest and work at an assignment where it is needed (i.e., public entry points, station desks, security screenings), please reach out to your OPS Sergeant and request a memo stating the need for it and acquire a vest from Logistics. It may seem like a hassle or uncomfortable, but it could be a life-saving difference when an incident arises.

On the subject of equipment, I have assumed a role in the Uniform Committee, and in June, I attended the Department’s Uniform and Equipment Committee meeting at HOJ. I spoke with the Commander, and we discussed the need for some equipment upgrades for the civilian security positions. It was a very positive discussion, and once I gather the necessary details, I hope to present them to the committee for approval.

I have completed the proposals, and for the last few months, I have been meeting up with a few Captains for their support. I hope to complete this task and get the updates we have been waiting on for several years.

CONTRACT NEGOTIATIONS


We have not yet started discussions with the County or the Department regarding our new Unit 621 salary contract. When the time does come for us to sit down, I expect the County, Department and PPOA to comprehend the importance of these negotiations and that all eyes will be on us.


In the last few years, our classifications have been utilized to aid evacuees of the Woolsey fire in Malibu, protect County buildings and employees during the George Floyd riots, serve as emergency service workers who continued working during the global pandemic


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Retirees Weigh in on the Passionate Love/Hate Relationship With California

In my last article, I asked those who left California what reasons they had to leave. California has arguably the best weather in the world for those who like two seasons — *hot and hotter* — but it is nice to barbecue on Christmas, and our Rose Parade shows the world what life can be like here in January. *But* those decisions to stay, leave or go “hybrid” are always so complicated.

Well, I received *more* emails from that article than *any other* I have written in my many, many years at PPOA. The responses came from recent retirees and retirees who left in the '80s. I received responses from people I had not heard from in 20 years — old work buddies and several from double-digit class numbers! And what did you say?

Almost everyone said that quality of life was the main reason for leaving. More recent retirees pointed to crime and politics. Older retirees left so they could be with family or “return home” to their roots.

A few said cost of living was a main concern, and a few pointed directly to California’s high taxes. It was great to read all of the responses, but one thing held true in every one of them. Everyone who left and contacted me did not regret their decision. Now, I am not saying to flee California, but it was very interesting to see the different lifestyles there are out there, mainly revolving around outdoor activities and active lifestyles. It pleased me so much to hear how active you all are!

Many respondents did mention how health care was different in other states. I have written about this before, but I will just say it again. Different state laws mandate different things in health care plans. California law requires health care plans to have certain benefits. LACERA covers health care plan costs. If the state you move to does not *mandate* that the plans sold in that state offer things like preventative or wellness benefits, then health care plans like Anthem will not have it in those plans.

LACERA pays for the plan, but the plan differs from state to state. The solution to this is to get those laws changed to match the benefits California mandates. When you turn 65 and most of you roll into Medicare, things get different again, and you need to see how the supplemental insurance plans stack up. The benefit of lifetime health care cannot be appreciated enough, however, even if you do need to pay for an additional test. It is a disappearing benefit for sure, and generations to come will be missing it.

It appears I am to be your director on the Board of Directors at PPOA for another two years. I have been honored to help hundreds



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of you with health care issues and other concerns you have had since I retired in 2019. I have loved attending the Roundup every year and look forward to continuing to be here for you.

I am sure many of you have received the call to action on the effort to repeal the WEP penalty in Social Security benefits. We are closer now than we have been in ... forever ... to getting that passed. The FOP has done a tremendous job with that, and as we move closer to a fair outcome, please respond to those emails and help as you can.

I will add one more thing, and that is FOP membership. When you were working as a sworn member, PPOA paid for your FOP membership. The legal defense and other political actions they do were well worth it to any working member. As a retiree, I would encourage you to keep FOP or join it again.

The benefits outweigh the *minimal* cost. (A cup of coffee a month, maybe?) and the work they do for retirees is tremendous. They are making the effort and working to educate politicians all the time in order to make your lives better.

A few of you cancel your PPOA membership on occasion, and I was going to “call out” those few who have, but then I realized they don’t get the magazine, so they will never read about me bashing them!

PPOA also is very involved with retiree issues, and we are very proud that so many of you continue to contribute to our efforts to help you.

In closing, I would like to thank all of those who responded to last month’s question as to why you left the state.

HOW ABOUT ANOTHER QUESTION?

Right now, it is virtually impossible to hire in the law enforcement profession. Some departments are offering up to \$100,000 signing bonus! LASD does *not* have DROP. LASD has the new PEPRA pension system that some other agencies do not have. LASD has massive mandated work hours and is completely understaffed. We have to get ready for the Olympics, and we are behind the curve on that. Current IODs related to long work hours and exhaustion are up. People are retiring at 52 instead of 55 or higher. *As a cadre of retirees with hundreds of thousands of combined work years among you, what would you do if you could wave your magic wand?*

(Keep in mind that the Board of Supervisors claims poverty at every turn and seems to prioritize social spending programs over public safety.)

Shoot me an email, and who knows, we may get in someone’s ear! ♥

SPOOKTACULAR SAVINGS

FOR PPOA MEMBERS

The weather is cooling off, but the Halloween deals are heating up! PPOA members can snag discount tickets for **Knott's Scary Farm** and **Universal Studios Halloween Horror Nights** all month long.

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Honored to Serve You for My Final Term

Election season for the PPOA Board arrived last month, and I was honored to find no one filed to run against me, so I will be around for at most another two years. My plan was to leave sooner, but life can be unpredictable.

As I start my final term on the PPOA Board representing Unit 621, I want to share some goals for our members.

The issues affecting the future reconfiguration of the desk operations/dispatch need to be more transparent and more publicized. The plans to have our dispatch function more centralized are being discussed at the highest levels of the Department, but I want to make sure this information is made available to our PPOA people and our members. So, expect a lot more updates here. So far, I have seen very little in writing as to what the grand plan is.

For all of us who grew up in the Department, the way it works now has always seemed perfect. Citizens of L.A. County call 9-1-1, and the calls are immediately routed to their local stations. And when I say immediate, I mean immediate. I grew up in the LAPD Northeast Division, and it was very common to call 9-1-1 in the early '90s and get a recording.



Joe Walker
PPOA Board Member
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Our crime analysts continue to face unique challenges. Because our work products and names are often put out to the public, PPOA has recently had to fend off issues of citizens attempting to find personal information about our analysts. I will keep you posted on this. Another recent issue that was dropped on our laps was something no one ever dreamt could occur.

For 30-plus years, our Narcotics Bureau has had an assigned crime analyst. For all those years, it was one person, and they used her unique skills to assist the bureau operations in many excellent ways. When she retired earlier this year, close to a half-dozen seasoned analysts expressed interest in the open spot. With the opioid crisis tearing our country apart and so many fentanyl deaths, being the crime analyst at Narco Bureau would be an awesome job. Imagine being able to

support Narco crews and patrol with drug-sale hot spots, arrest trends and instant updates on overdoses and even cartel actives. A super specialized job like that is even something that we could bring forth in negotiations as a job so special that it deserved a bonus in the same way Narco detectives make more than other sworn spots.

Well, someone thought otherwise. While we are still trying to sort out exactly what happened, someone in authority decided that this vitally important spot would *not* be filled by a highly trained and credentialed crime analyst. It would *not* be filled by someone with years of station experience who knows the demographics and crime trends of each area. It would *not* be filled by someone with years of law enforcement experience. Instead, somehow, they decided that a National Guardsman with no background in the Sheriff's Department is going to sit on that position instead, snatching away one of the most highly coveted positions in the Department. No one was told of this until he was already "working" in the position. Unfortunately, the Department did not follow our longtime policy of "meet and confer," where they let us know their ideas, and we work it out together.

No one can really figure out where the precedence of replacing budgeted items of represented employees could be substituted by active or reserve members of the armed forces. Those of us who follow U.S. history can recall that there is a long history in the U.S. of avoiding inserting state or federal military personnel in local policing as much as possible. This is why we don't see soldiers patrolling the streets unless there is a clearly stated emergency, and the No. 1 goal is to get them in as fast as possible, get the task accomplished and get them out as soon as possible.

What's next? Replacing deputy vacancies with National Guardsmen? Stay tuned for updates on this extremely new development. Email me at JWalker@ppoa.com. 🇺🇸

THE PLANS TO HAVE OUR DISPATCH FUNCTION MORE CENTRALIZED ARE BEING DISCUSSED AT THE HIGHEST LEVELS OF THE DEPARTMENT.

That was why when I was on the Department for a few years, I made sure to move to the Sheriff's area (Temple City), where response times were lightning fast and the LET or Deputy answering your 9-1-1 call was sitting at a station nearby. I have heard that there is talk about changing this configuration, something that I personally think is a terrible idea and that I am sure our citizens would agree does not enhance public safety. A very smart person I know at the Sheriff's Communication Center told me that there are no dispatch systems available "out there" that can match our current setup. This will be something I will watch closely, and remember that what's best for our members is also what's best for the residents of our communities.

MEMBERS ARE ENCOURAGED TO TAKE THIS ENDORSEMENT GUIDE TO THE VOTING BOOTH.

2024 Voter Guide



ENDORSED BY PPOA



➔ **November 2024 General Election**

Los Angeles County District Attorney

Nathan Hochman

California Proposition 36

(Felony charges and increased sentences for certain crimes)

Vote YES

California State Legislature

Victoria Garcia for Assembly, 43rd District

Michelle Rodriguez for Assembly, 53rd District

City Council/Mayor

Aaron Drake for Bellflower City Council

Daren Nigsarian for La Habra City Council

Robert Pullen-Miles for Lawndale City Mayor

George Nickle for West Hollywood City Council

School District/College Board

Greg Palatto for Bonita Unified School District

Scott Schauer for Santa Clarita College District Board of Trustees

Note: Endorsements listed are current as of September 17, 2024. Additional endorsements, if any, will be listed in Week in Review email sent to PPOA members.

PPOA Board Election

SHERIFF'S DEPARTMENT

Unit 612 (one seat)

Lieutenant Robert Weber

No challengers. Weber will be automatically elected.

Unit 621 — Custody Assistants (one seat)

Custody Assistant Tony Coleman*

Custody Assistant Rodolfo “Martin” Cabrera

Custody Assistant Melissa Rodriguez

Unit 621 — LASD Civilian Investigators, Court Services Specialists, Crime Analysts, Law Enforcement Technicians, Public Response Dispatchers (one seat)

Crime Analyst Joe Walker*

No challengers. Walker will be automatically reelected.

DISTRICT ATTORNEY'S OFFICE/SHERIFF'S DEPARTMENT

Unit 615 (one seat)

Captain Roel Garcia*

No challengers. Garcia will be automatically reelected.

RETIRED MEMBERSHIP

(One seat)

Retired Sergeant Jim Schallert*

No challengers. Schallert will be automatically reelected.

**Incumbent*

Per PPOA bylaws, ballots and statements will be mailed to eligible members on October 21. Please ensure that PPOA has your correct home mailing address. **Completed ballots will be due by November 18, and a ballot count will be conducted at PPOA on November 20 at 10 a.m.** Members are invited to observe the ballot count in the PPOA conference center.

Candidate Statements

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



UNIT 621 Tony Coleman

CUSTODY ASSISTANT

Seasons come and go, and change is inevitable. However, now is not the time. Pending contract negotiations and an overhaul of how C/As are utilized are at a pivotal juncture.

I would proudly and humbly like to continue to work as your union representative. To continue facing the agenda of duties, pay disparity, name change and the functionalities within the department that are all in play and overdue for revision.

Keeping C/As out of the political mudslinging and keeping the focus on the job and the issues is an area of strength along with communication and accessibility. I'm accessible not only to you, but to supervisors who have questions trying to avoid policy and MOU violations, and correcting those who have. And not being afraid to ask the hard questions.

These tools are well served along with the relationships and contacts with our executives, having sat across from them or on calls with them to address our classification's needs, usage and future.

Knowledge is important. And I have the knowledge not just on how to make a statement but to site the reference in support of that statement using facts not emotions.

→ continued on page 16



UNIT 621 Rodolfo "Martin" Cabrera

CUSTODY ASSISTANT

Greetings to all my fellow Custody Assistant PPOA members,

My name is Rodolfo "Martin" Cabrera. I have been a Custody Assistant with the Los Angeles County Sheriff's Department for the past 24 years. I have been assigned to the Inmate Reception Center (IRC), for all these years. I have worked in different areas throughout IRC such as Line Personnel, Classification,

AB104, and Training (as a Training Officer), have been part of countywide booking teams, and currently assigned as a DNA Officer.

Throughout my years with the department I have trained several new Custody Assistants and have watched them move on to different positions throughout the department that have been made available to us now. I have also seen some of these trainees move on to become Deputy Sheriffs and leaders in our organization. I am proud to have been a part of their growth through training and mentorship, while positively impacting their career in the Sheriff's Department. The work that is done by Custody Assistants is vital throughout the Department. Our fellow Custody

→ continued on page 16



UNIT 621 Melissa Rodriguez

CUSTODY ASSISTANT

I am Custody Assistant Melissa Rodriguez. I joined the Los Angeles County Sheriff's Department in 2017, graduating from C/A class 92. My first unit of assignment was the Inmate Reception Center where I was assigned to the line, from there I moved onto the Community Transition Unit. Although I do not have the most seniority, I have been around long enough to experience the negative changes we have endured as a classification.

I understand truly impactful change does not happen overnight. But I believe I am the person to implement positive changes and restore morale amongst us. My attention to detail, lack of fear to question the status quo, and altruistic mentality allow me to take notice when something is not right, question whether something is in policy or out of convenience, and address issues in a manner that are fair and true regardless of whom is benefitted. For those unfamiliar with my persistent need to know, I ask a lot of questions. Mainly, questions to which everyone in the room will benefit from the answers. I am very information driven. Knowledge is powerful and if I do not know the answer I will find it.

→ continued on page 16

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

Tony Coleman → *continued from page 15*

With contracts coming up, experience is key. Knowing what angle to take, what did not work and having documentation to take to the table. Also all the conversations with you who have expressed what you feel is important. A C/A with twenty years of service likely has a different view than one with five. And the one with five May have a fresh perspective. All that goes into the process of representation.

Now is not the time to start from scratch with no playbook and fueled by frustration. I have done the work and will continue to do so on your behalf. 🇺🇸

Rodolfo "Martin" Cabrera → *continued from page 15*

Assistants are represented throughout the department in courts, patrol stations, and within the Custody Division are essential personnel who do not always receive the deserved recognition.

I have had both good and bad experiences while working for the Department. I have had to call upon my union representatives in PPOA to seek representation in the past. I have experienced and have been cleared of an investigation a couple of times in my career. So, I know what a partner can go through, what it takes to stay strong, and remain faithful to the quality of service that we provide daily. In all, my experiences have helped me see, learn, and grow, within this career. I would like to continue to pursue professional growth and help build up my partners as I move forward in service here in the Sheriff's Department.

I have seen the Department make some changes when it comes to our jobs and duties, some for the better and some that we wish had not changed. But I believe there is a need to take action and pursue positive change in our job assignments and benefits. We need a representative whose sole function is to look out for OUR concerns and best interests. I would like to be part of this journey. A journey where our hard work as Custody Assistants is recognized and rewarded. Our voices need to be heard and our work recognized.

I'm asking for your vote in this upcoming election as your PPOA Representative to represent Custody Assistants. If elected I would listen to EVERYONE'S concerns, comments, and needs. I would be your ears, your voice, and would fight for what we deserve. I would be honored and look forward to serving you, my fellow Custody Assistants. Looking for a better future in our journey with the Los Angeles County Sheriff's Department is my goal.

Stay safe and God bless.

Rodolfo "Martin" Cabrera
Inmate Reception Center/ DNA unit. 🇺🇸

Melissa Rodriguez → *continued from page 15*

We have experienced increases in mandated overtime, mandated CARPs, changes in policy, and severe understaffing. And Custody Assistants seem to be the answer for each of those issues. It is not a secret, C/As do the exact same job as custody deputies. The differences lie solely in the pay disparity and lack of protection in policy. For these reasons alone, I implore all C/As to read the CDM, MPP, Unit Orders, and all things pertaining to the duties they are contractually obligated to perform. All things outside of that scope, stop doing them immediately. As a collective group, we cannot continue to perform the duties of a deputy because our work locations are understaffed. If C/As are to be utilized in lieu of deputies, then C/As need to be compensated for work they are doing and relinquished of any liability in doing so.

Custody Assistants are processing as deputies, lateraling to other agencies, and seeking early retirement more than ever. My goal is to retain our current staff and make being a Custody Assistant a desirable career. not a transitional position for disqualified applicants for DST. This starts with longevity pay. By incentivizing years of service more C/As will consider working longer instead of looking into early retirement. I believe C/As should be compensated for obtaining a college degree and C/As need to retain saved time with the same max on hours as the deputies. Time on the books is relied upon by all classifications may it be for FMLA, retirement, or unforeseen circumstances. For C/As to be limited in their abilities to plan for surgery, babies, or a pay day come their retirement day is simply unfair. These concerns are the tip of the iceberg and I intend to shine a light on other ongoing issues that have been affecting us all. 🇺🇸

STEER CLEAR

HOLIDAY FREE RIDE PROGRAM FOR PPOA MEMBERS



PPOA wants to ensure that all members make it home safely while celebrating and socializing during the holidays. The PPOA Steer Clear program offers reimbursements to active, full dues-paying members of this Association who use Uber or Lyft between November 28, 2024, and January 1, 2025.

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

If you plan to enjoy adult beverages this season, please do so responsibly. And if you're not in condition to drive safely, make sure to use Uber or Lyft and email your receipt to info@PPOA.com (using your personal non-Department email address) for reimbursement. All receipts must be submitted to PPOA by January 2, 2025.

ENJOY A SAFE AND HAPPY HOLIDAY SEASON!

INFO@PPOA.COM | (800) 747-PPOA | PPOA.COM

STAY CONNECTED WITH PPOA ON SOCIAL MEDIA AND THE PPOA MOBILE APP

PPOA Delegates Gather in Santa Clarita

PPOA delegates met with union Board members and staff last month in Santa Clarita. Topics of discussion at the quarterly meeting included PPOA board elections, union endorsements (including Nathan Hochman for L.A. County District Attorney), LASD policy updates and more.

If you are an active PPOA member and want to get more involved with matters impacting your career, we encourage you to join more than 120 union delegates throughout the County. Interested members should email their full name and employee number to info@ppoa.com. 🛡️



Teeing Off for a Worthy Cause

Four PPOA members represented the Association at a golf tournament hosted by ALADS last month. Proceeds from the event will support the families of fallen officers. These opportunities to attend events on behalf of PPOA are extended to our members on a regular basis. Please make it a point to monitor your personal email for the next invitation to support a worthy cause while representing your union. ♡



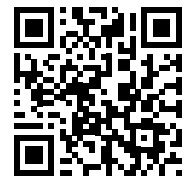
BECAUSE KNOWLEDGE IS ALWAYS YOUR BEST DEFENSE



American Military University (AMU) arms law enforcement officers with their best defense—knowledge.

AMU is a trusted partner of law enforcement nationwide. LAAPOA members are eligible for education benefits through LAXPD University, and we take pride in removing barriers that can stand between you and your future. Benefits extend to professional and sworn staff, as well as their family members.

DRIVEN TO SERVE. THAT'S YOU.
AMUONLINE.COM/STARSHIELD



SCAN TO LEARN MORE

American Military University is part of American Public University System, which is accredited by the Higher Learning Commission (hlcommission.org), an institutional accreditation agency recognized by the U.S. Department of Education. American Military University is not affiliated with the U.S. military. For more about our graduation rates, the median debt of students who complete a program, and other important information, visit www.apus.edu/disclosure.

PPOA Board Member Honored With Community Award

PPOA Board member Roel Garcia was honored to receive a community award from Los Angeles County Supervisor Hilda Solis during a ceremony at LA Plaza de Cultura y Artes, celebrating Hispanic Heritage Month. Assistant Sheriff Paula Tokar and PPOA President Steve Johnson were also in attendance to support and congratulate the honorees. 🇺🇸





LOS ANGELES DISTRICT ATTORNEY
INVESTIGATORS' ASSOCIATION

2ND ANNUAL GOLF TOURNAMENT



**ALL ARE WELCOME TO
REGISTER!**

Check-In: 8 AM

**Opening Ceremony:
9:30 AM**

**Shotgun Start:
10:00 AM**

**Special
Olympics**
Southern California



A portion of proceeds benefits
Special Olympics Southern California



NOVEMBER 15, 2024

CALIFORNIA COUNTRY CLUB

1509 SOUTH WORKMAN MILL ROAD

WHITTIER, CA 90601

ENJOY!

- Complimentary On-Course Lunch and Drinks
- Breakfast & Dinner provided
- Opportunity Drawings
- Closest to the Pin, Longest Drive
- Awards Ceremony & Additional Prizes

REGISTRATION FEES

Player	\$200
Foursome	\$800

To register or if you would like to learn how to become a sponsor of the event

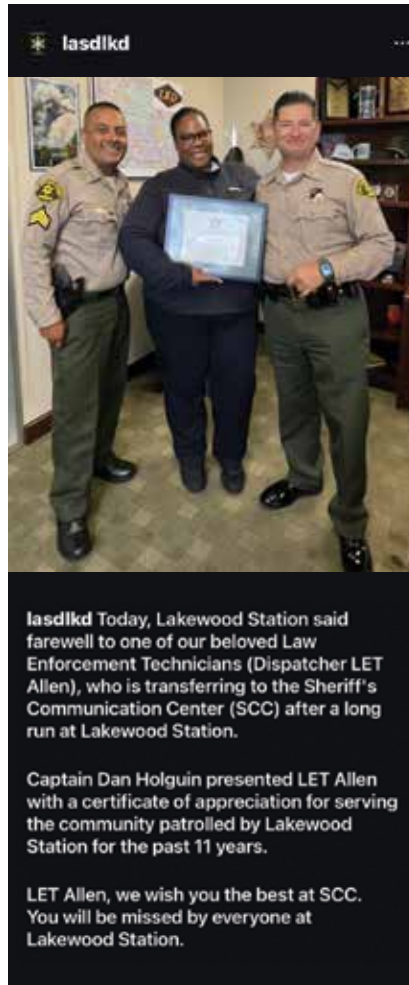
Email: LADAIAGolfTourney@gmail.com

Provide your name, contact information, and number of golfers in your group.

You will be contacted with payment information and additional details.

PPOA Members Spotted on the Socials

We are proud to see PPOA members and their partners being acknowledged for their professionalism and dedication. *Images courtesy of social media.*



END OF WATCH

PPOA extends our heartfelt condolences to the families and friends of the following members who passed away in August 2024:

Retired Captain

Raymond Gott

EOW: August 5, 2024

LASD 1962-1995

Academy Class #96

Last assignment: TST

U.S. Navy veteran

Law Enforcement Technician

Rafael Ortiz

EOW: August 5, 2024

Began career with L.A.

County Police in 1990

Assigned to County Services

Bureau at time of passing

U.S. Army veteran

Retired Deputy

William Allen

EOW: August 9, 2024

LASD 1953-1985

Last assignment: Vice

U.S. Navy veteran

Retired Court Services Specialist

Linda Benson

EOW: August 21, 2024

Began career with L.A. County

Marshal's Department in 1982

LASD ret. 2007

Former PPOA delegate

Last assignment:

Torrance Courthouse

Spouse of retired LASD

Sergeant Mike Torres

Condolences may be emailed to the

family: michaelltorres@gmail.com

Retired Captain

Kenneth Johnson Jr.

EOW: August 21, 2024

LASD 1970-2004

Academy Class #145

Last assignment: Sheriff's

Headquarters

U.S. Army veteran

Retired Investigator

Dennis J. Duarte

EOW: August 29, 2024

Began LASD career in 1971

with Academy Class #150

Retired from L.A. County District

Attorney's Office in 2002

U.S. Army veteran



Retired Court Services Specialist
Linda Benson (EOW: 8/21/24)



Retired Captain Raymond
Gott (EOW: 8/5/24)



Law Enforcement Technician
Rafael Ortiz (EOW: 8/5/24)



Proud to Celebrate Labor Day With Hundreds of PPOA Members

PPOA Board and staff members were proud to host the 23rd annual Pre-Labor Day BBQ and General Membership Meeting at Biscailuz Center. More than 400 PPOA members and their families gathered for an afternoon of food, friends and fun. Special thanks to Sheriff Luna for taking the time to stop by the event and visit with members. PPOA is grateful to all who helped us honor the hardworking men and women who truly put the “labor” in Labor Day!

View the entire photo album from this event at [Facebook.com/lappoa](https://www.facebook.com/lappoa).



CALENDAR OF EVENTS

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

October 12

PPOA Retirement Planning Workshop

Update as of September 23:

All seats are now reserved for this event

October 14

Indigenous Peoples Day

Please note the PPOA office will be closed in honor of the County holiday

October 21

Board election ballots mailed to eligible PPOA members

November 13

PPOA Board of Directors Meeting

San Dimas
9 a.m. to 4 p.m.
PPOA members: please
RSVP to (323) 261-3010

November 18

Deadline to receive Board election ballots from eligible PPOA members

November 20

Ballots to be counted in PPOA conference center at 8:30 a.m.

November 28–29

Thanksgiving

Please note the PPOA office will be closed in honor of the County holiday



RETIREE EVENTS



First Responder Vehicle Car Show

October 12 from 9 a.m. to 12 p.m.
Ontario Masonic Lodge
Vintage and current public safety vehicles
Info: (909) 821-7333 or fred@we-reachout.org

HR 218 Qualification at PDC (Wayside) Range

October 26–27
8 a.m. to 12 p.m.
Info: Deputy Phil Abner, pabner@gmail.com

Retired Female Deputies Luncheon & Meeting

November 2 at 11 a.m.
Embassy Suites, Arcadia
Friday night (November 1) reception at 5 p.m., same location
Info: Victoria (626) 202-5754 or lifetimes734@gmail.com

20th Annual PPOA Retiree Luncheon

November 6
Sheraton Fairplex, Pomona
See page 5 for details

Lakewood Annual Retiree Luncheon

January 22, 2025
Chili's, Lakewood
11 a.m.
Info: romeopm7227@gmail.com

Annual LASD Retiree Roundup

April 6–9, 2025
Riverside Resort & Casino
Laughlin, NV

25th Annual Former L.A. Deputy Sheriffs in Texas Luncheon

May 17, 2025, at 11 a.m.
Kreuz Meat Market in Lockhart, TX



RETIRED GUYS & GALS BREAKFAST CLUB

Wednesdays at 9 a.m., Mr. D's Diner, Placentia

Retired Guys & Gals Breakfast Club

Every Wednesday at 9 a.m.
Mr. D's Diner, Placentia
Info: kamohagen@aol.com

Desert Heat Retirees Luncheon

First Wednesday of each month at 11 a.m.
Elks Lodge, Lake Havasu
Info: Lnx1993@yahoo.com

Rogue Valley Retiree Lunch

Last Wednesday of each month at 11 a.m.
Grants Pass Golf Club
Grants Pass, OR
Info: michaelbuschke@charter.net

Legislative Update

After a month-long summer recess, the California Legislature reconvened in Sacramento on August 5, diving headfirst into fiscal committee hearings. With policy committee deadlines already behind them, legislators had about 1,300 bills left to consider. Hundreds of these bills went through the suspense file process in both appropriations committees, which concluded by the August 16 deadline. This process allows committees to manage the state's financial commitments by reducing the number of bills with fiscal impact without needing individual roll call votes.

On August 15, the Senate Appropriations Committee reviewed 515 Assembly bills, holding 174 in committee. Meanwhile, the Assembly Appropriations Committee tackled 313 Senate bills, holding back 100. This year, around 33% of the bills were held in suspense — an unusually high percentage. This could be due to the state's precarious budget and the pressures of election year politics on more controversial measures.

Once the suspense hearings were over, the Legislature embarked on a two-week sprint, working through the remaining bills before concluding the 2023–24 session just after midnight on September 1.

The final days were marked by controversy between the two houses, driven largely by disagreements over energy policies, including Governor Newsom's proposals aimed at curbing spikes in gasoline and electricity costs. The Senate's early adjournment recently further complicated matters, leaving less time for the Assembly bills to be addressed in the upper house.

On the energy policy package issue, Governor Newsom called a special session to address oversight of the state's transportation fuel supply and pricing as the Legislature failed to take up some of his hallmark proposals.

Below is a list of bills that PPOA has an active position on, which have made it to the governor's desk, as well as a rundown of bills that didn't pass this year. The governor has until the September 30 constitutional deadline for him to sign or veto legislation.

Overall, PPOA has had a successful 2024 legislative session. Stay tuned for further updates on the governor's actions and how these legislative outcomes will impact PPOA and its members.

TO THE GOVERNOR

- **Support: AB 2284 (Grayson): County employees' retirement: compensation:** AB 2284 would make changes to the County Employees Retirement Law

(CERL) by authorizing a CERL retirement system to define "grade" for purposes of compensation and retirement to mean a number of employees considered together because they share similarities in job duties, schedules, unit recruitment requirements, work location, collective bargaining unit or other logical work-related grouping.

- **Support: AB 2645 (Lackey): Electronic toll collection systems: information sharing: law enforcement:** AB 2645 would require a transportation agency that employs an electronic toll collection system to notify the CHP and other law enforcement agencies when, including the time and location, they identify the vehicle subject to an alert.
- **Support: AB 3025 (Valenica): County employees' retirement: disallowed compensation: benefit adjustments:** AB 3025 would establish certain processes and procedures in the CERL, administered by CERL systems, relating to compensation earnable, disallowed compensation and the recovery of overpayments, among other provisions.
- **Support: AB 3042 (Nguyen): County penalties:** AB 3042 would extend funding for the CAL-DNA Data Bank program.
- **Oppose: SB 549 (Newman): Gaming: Tribal Nations Access to Justice Act:** SB 549 would authorize, for three months, a California Indian tribe to bring an action against a California cardroom and third-party proposition player service provider alleging certain cardroom games violate the law and seeking declaratory and injunctive relief. Los Angeles County is home to seven card rooms that may suffer severe financial impact.
- **Support: SB 1317 (Wahab): Inmates: psychiatric medication: informed consent:** SB 1317 would extend the sunset until January 1, 2030, on the provision of law authorizing involuntary medication of county jail inmates who are awaiting arraignment, trial or sentencing.

FAILED PASSAGE (DEAD)

- **Oppose: AB 2042 (Jackson): Police Canines: standards and training:** AB 2042 would require each law enforcement agency in California, on or before January 1, 2027, to adopt a policy for the use of canines that, at a minimum, complies with the standards developed by POST, and to require regular and periodic training for all canines and canine handlers.

- **Oppose: AB 3127 (McKinnor): Reporting of crimes: mandated reporters:** AB 3127 would remove the requirement that a health practitioner makes a report to law enforcement when they suspect a patient has suffered a physical injury caused by assaultive or abusive conduct. The bill would instead require that a health practitioner make a report when the injury is life-threatening, results in death or is the result of child abuse or elder or dependent adult abuse. The bill would require the health practitioner to make a report when a person is seeking care for injuries related to domestic, sexual, or any nonaccidental violent injury if the patient requests a report be sent.
- **Support: AB 3241 (Pacheco): Law enforcement: police canines:** AB 3241 would establish minimum standards for the use of a canine by law enforcement to search for and/or apprehend a suspect, requires the Commission on Peace Officer Standards and Training (POST) to develop minimum standards for the use of canines by law enforcement and requires each law enforcement agency to publish on its website a report on the use of canines by the agency.
- **Oppose: AB 3021 (Kalra): Criminal procedure: interrogations:** AB 3021 would require a peace officer, prosecuting attorney or an investigator for the prosecution prior to interviewing a family member of a person who has been killed or seriously injured by a peace officer, to clearly identify themselves, if the interview

takes place in person, to show identification and to state specified information, including that the family member has the right to ask about the status of their family member prior to answering questions, has the right to remain silent, and before speaking with the interviewer, can consult with a trusted person and can have that person with them while they speak to the interviewer.

- **Support: SB 933 (Wahab): Crimes: child pornography:** SB 933 would specify that computer-generated images, for purposes of statutes that criminalize child pornography, include images generated through the use of artificial intelligence.
- **Oppose: AB 2709 (Bonta): Prison visitation:** AB 2709 would prohibit a person sentenced to imprisonment in a state prison for a felony offense from being prevented from receiving personal visits, including, but not limited to, noncontact and family visits, unless necessary and narrowly tailored to further a legitimate security interest.
- **Oppose: AB 2986 (Carrillo): County of Los Angeles: East Los Angeles: report:** AB 2986 would require the County of Los Angeles to complete and submit a report to the Legislature by March 1, 2025, regarding services and investments in each unincorporated community with a population over 10,000, and the feasibility of forming a municipal advisory council, or a coordinating council representing the comprehensive interests of the East Los Angeles community. 🇺🇸

NOW HIRING

DISTRICT ATTORNEY INVESTIGATORS

CA PEACE OFFICER 830.1 PC

TOP TIER BENEFITS

Lifetime Medical • Work Life Harmony • Paid Holidays Off • Career Advancement Opportunities • 4/10 Schedule

SALARY

Investigator: \$82,080.00 - \$110,616.00 Senior Investigator: \$102,729.84 - \$146,154.72

APPLICANT REQUIREMENTS

- Two (2) years of full time, permanent law enforcement experience (as defined under CA 830.1 PC)
- An associate degree or higher from an accredited college or university
- Possession of a valid CA POST Basic Certificate or higher



JOIN US BY APPLYING AT:

da.lacounty.gov
or scan the QR Code





FOR QUESTIONS:

BOIRecruitment@da.lacounty.gov
(213) 247-7026



See's Candies Discount for PPOA Members

WEIGHT	DESCRIPTION	QUANTITY	PPOA MEMBER PRICE	TOTAL
7 lb. 9 oz.	Grand Celebration Gift Pack		\$186.15	
5 lb. 4.4 oz.	Oh Christmas Tree Box		\$127.50	
4 lb. 2 oz.	Snow Days Gift Pack		\$112.20	
2 lb. 3 oz.	Jolly Gnome Gift Pack		\$58.65	
1 lb. 4 oz.	Home for the Holidays Box		\$44.20	
14.3 oz.	Holiday Joy Box		\$27.20	
1 lb.	Victoria Toffee		\$25.50	
15 oz.	Christmas Eve Tin		\$35.70	
1 lb. 8 oz.	Christmas Peanut Brittle		\$25.50	
1 lb. 5 oz.	Christmas Assorted Lollipops		\$25.50	
1 lb. 8 oz.	Hanukkah Peanut Brittle		\$25.50	
1 lb. 5 oz.	Hanukkah Assorted Lollipops		\$25.50	
8 oz.	Milk Chocolate Balls		\$8.50	
8 oz.	Dark Chocolate Balls		\$8.50	
7.5 oz.	Reindeer Cheer Box		\$11.90	
8 oz.	Happy Holidays Box		\$14.66	
3.8 oz.	Mini Red Assortment		\$9.35	
1 lb.	Assorted Chocolates w/ Black & White Bow		\$26.35	
2 lb.	Assorted Chocolates w/ Black & White Bow		\$49.30	
1 lb.	Nuts & Chews w/ Black & White Bow		\$26.35	
2 lb.	Nuts & Chews w/ Black & White Bow		\$49.30	
1 lb.	Assorted Chocolates w/ Red Bow		\$26.35	
2 lb.	Assorted Chocolates w/ Red Bow		\$49.30	
1 lb.	Nuts & Chews w/ Red Bow		\$26.35	
2 lb.	Nuts & Chews w/ Red Bow		\$49.30	
1 lb. 11.8 oz.	Holiday Bliss — Assorted Chocolates		\$53.55	
1 lb. 11.8 oz.	Holiday Bliss — Nuts & Chews		\$53.55	
1 lb. 1.1 oz.	Merry Melody Collection		\$28.90	
12.6 oz.	Holiday Cheer Collection		\$22.95	
13.1 oz.	Crunch Lover Collection		\$21.25	
4 lb. 2 oz.	Signature Gift Pack		\$111.35	
2 lb. 5 oz.	Classic Gift Pack		\$64.60	
8 oz.	Thank You Box		\$14.66	
1 lb.	Classic Thank You Assorted Chocolates		\$25.50	
1 lb.	Classic Thank You Nuts & Chews		\$25.50	
8 oz.	Truffles		\$14.66	
1 lb.	Truffles		\$28.48	
4 lb.	Gift of Elegance		\$133.45	
1 lb.	Gold Fancy		\$31.88	
2 lb.	Gold Fancy		\$62.05	
8 oz.	Silver Assorted		\$14.66	
1 lb.	Assorted Chocolates (seasonal wrap)		\$25.50	
2 lb.	Assorted Chocolates (seasonal wrap)		\$48.45	
3 lb.	Assorted Chocolates (seasonal wrap)		\$71.40	
5 lb.	Assorted Chocolates (seasonal wrap)		\$116.88	
1 lb.	Chocolate & Variety (seasonal wrap)		\$25.50	
2 lb.	Chocolate & Variety (seasonal wrap)		\$48.45	
1 lb.	Milk Chocolates (seasonal wrap)		\$25.50	
2 lb.	Milk Chocolates (seasonal wrap)		\$48.45	
3 lb.	Milk Chocolates (seasonal wrap)		\$71.40	
1 lb.	Dark Chocolates (seasonal wrap)		\$25.50	
2 lb.	Dark Chocolates (seasonal wrap)		\$48.45	
1 lb.	Soft Centers (seasonal wrap)		\$25.50	
2 lb.	Soft Centers (seasonal wrap)		\$48.45	
1 lb.	Nuts & Chews (seasonal wrap)		\$25.50	
2 lb.	Nuts & Chews (seasonal wrap)		\$48.45	
3 lb.	Nuts & Chews (seasonal wrap)		\$71.40	
1 lb.	Toffee-ettes Can		\$25.50	
1 lb.	Almond Royal Can		\$25.50	
1 lb.	Bridge Mix		\$27.63	

For more than 30 years, PPOA's sweetest holiday tradition has been the See's Candies discount offer. Members have ordered more than \$100,000 of the famous treats over the years while enjoying significant savings over retail prices. This is available to PPOA members only and 100% of the discount is passed on to our members. PPOA makes no money on these sales. **Orders must be received by November 25** and can be picked up at PPOA (San Dimas) at any point after December 13.

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

Email: sschreck@ppoa.com

U.S. Mail:

PPOA
Attn: Shannon
188 E. Arrow Highway
San Dimas, CA 91773

Grand Total:

\$ _____

NAME _____

PHONE _____

DATE _____

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



WEIGHT	DESCRIPTION	QUANTITY	PPOA MEMBER PRICE	TOTAL
1 lb. 8 oz.	Peanut Brittle		\$25.50	
10 oz.	Peanut Brittle		\$15.30	
8 oz.	See's Awesome Peanut Brittle Bars (8-pk box)		\$20.40	
12 oz.	See's Awesome Nut & Chew Bars (8-pk box)		\$20.40	
12 oz.	See's Awesome Walnut Square Bars (8-pk box)		\$20.40	
8 oz.	Assorted Molasses Chips		\$12.96	
8 oz.	Milk Molasses Chips		\$12.96	
8 oz.	Dark Molasses Chips		\$12.96	
8 oz.	Assorted Peppermints		\$12.96	
8 oz.	Milk Peppermints		\$12.96	
8 oz.	Dark Peppermints		\$12.96	
8 oz.	Café Latté Krispys		\$12.96	
8 oz.	Peppermint Krispys		\$12.96	
4 oz.	Assorted Little Pops		\$6.38	
4 oz.	Butterscotch Little Pops		\$6.38	
4 oz.	Chocolate Little Pops		\$6.38	
4 oz.	Vanilla Little Pops		\$6.38	
4 oz.	Café Latté Little Pops		\$6.38	
4 oz.	Cinnamon Little Pops		\$6.38	
1 lb. 5 oz.	Assorted Lollypops (30 pk)		\$25.50	
1 lb. 5 oz.	Chocolate Lollypops (30 pk)		\$25.50	
1 lb. 5 oz.	Butterscotch Lollypops (30 pk)		\$25.50	
1 lb. 5 oz.	Café Latté Lollypops (30 pk)		\$25.50	
1 lb. 5 oz.	Vanilla Lollypops (30 pk)		\$25.50	
8.4 oz.	Assorted Lollypops (12 pk)		\$11.90	
8.4 oz.	Cinnamon Lollypops (12 pk)		\$11.90	
10.5 oz.	Sugar-Free Dark Walnuts		\$24.65	
10.5 oz.	Sugar-Free Dark Almonds		\$24.65	
8 oz.	Sugar-Free Peanut Brittle		\$16.79	
	Gift Card		\$21.25	



STAR & SHIELD

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

CONTEST WINNERS

\$100 PRIZE WINNERS

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

Leslie Cox, Retired Member

Mario Quintero, Sheriff Security Officer

Bernita Walker, Retired Member

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 October 31, 2024, at 11:59 p.m. PT.

This month’s hidden word is:

Circumventing

*To manage to get around,
especially by ingenuity*

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

What to Keep and What to Throw Away

Before sending all your documents through a paper shredder or filing them in your pile of bills and other records, know what you should keep and what you should throw away.

It's unbelievable to hear that, each day, the typical family receives five to 10 important items related to school, finances, social events or work, according to Jack Gillis, former public affairs director for the Consumer Federation of America in Washington, D.C. This easily translates to 50 items a week or 2,500 items a year.

Many businesses are moving into more paper-free environments; however, we're still inundated with paper at home. Keeping track of everything can be overwhelming.

Take a look below to figure out what you should keep and for how long:

HOW LONG TO KEEP AND WHAT TO KEEP

- **Permanently: IRA contributions:** Keep nondeductible contribution records permanently in case you need to prove you paid tax on the money when you want to withdraw it.
- **One year—permanently: Retirement/savings plan statements:** Keep quarterly statements until you receive your annual summary; if everything is correct on your annual summary, you can toss the quarterlies. It's best to hold on to annual statements until you retire or close the account.

Credit union records: At the end of each year, go through your share draft carbons or share draft statements and only keep those related to taxes, business expenses and housing or mortgage payments.

Bills: Keep bills for purchases such as cars, jewelry, furniture, computers and so on to show proof of their value in case of loss or damage. Keep any bill for products or services that have a warranty or guarantee associated. Hospital bills, car repair bills and copies of prescriptions should be kept up to five years from the date the service was provided. For bills you don't need for other reasons, once you know a share draft has cleared your credit union for a particular bill, you can toss it.

- **Six years—permanently: House records:** Keep purchase price information and the cost of permanent improvements to your property, such as remodeling. Also, if you buy or sell property, keep records of legal fees and your real estate agent's commission for six years after you sell your house. Keeping these records, especially home improvement records, is important and could help lower future capital gains tax (despite tax law changes) should you decide to sell.
- **45 days—six years: Credit card receipts and statements:** Keep receipts until your monthly statement arrives; if that's correct, toss the receipts unless you need them for other



reasons, such as warranties. Hold on to the statements for six years if they contain tax-related expenses.

- **One year: Paycheck stubs:** Make sure the information on your paycheck stubs and annual W-2 match when you receive it, then throw the stubs away if it does. If the information doesn't match, notify your employer.
- **Seven years: Tax records:** The IRS has three years to audit your return and you have three years to file an amended return to claim a refund if you made a mistake. If you made the mistake of underreporting your gross income by 25% or more on a return, the IRS has six years to challenge it. If you filed a fraudulent return or didn't file one at all, the IRS can catch you on it at any time.

While it's important to keep these documents, it's just as important to keep them in the right place. A countertop organizer is one way to start filing papers. Once your countertop organizer starts to get full — or even before — move items to more permanent storage such as a filing cabinet or safe deposit box.

Store anything you need to keep permanently in either a fireproof storage box or safe deposit box. Keep marriage records, divorce papers and birth certificates in a safe deposit box. Experts suggest you should not carry the key to your safe deposit box with you — keep one in the house and one with a relative, close friend or attorney.

Knowing where important documents are — such as birth certificates, financial records and marriage licenses — is necessary in case of a flood, tornado or fire. Make sure these documents are easy to get hold of in case you need to evacuate your home suddenly.

Keep important documents safe and check the above information to figure out what to keep and what to throw away. If you're still not sure or have questions, please feel free to call the credit union at (562) 229-9181, Monday through Friday, 8:30 a.m.–4:30 p.m. ♥



WANTED: VINTAGE STAR WARS AND TRANSFORMERS TOYS

Looking to buy vintage Transformers and Star Wars figures or ships in any condition from the '70s and '80s. Call or text (661) 466-3088. (0124)

SEEKING ROOMMATE IN ARCADIA

Looking for one roommate in an awesome Arcadia neighborhood. You get two bedrooms, a private bathroom and mudroom in a 4 bed/3 bath home for \$1,600 a month. No cats. I do have a dog. Call for more information: (951) 323-3030. (0124)

S&W SHIELD 9MM/SIG P229 9MM

S&W: CA model w/ Kydex holster and 4 mags: \$450. Sig: CA model w/ Kydex holster and 3 mags: \$850. (323) 597-6059. (0724)

BACK HOUSE STUDIO FOR RENT

A 690-square-foot addition, which features studio living, a bathroom with a shower, walk-in closet, washer/dryer and one driveway parking space. One occupant, and no pets are allowed. Rent is \$1,950, which includes water, gas and trash. Call (323) 236-1739 or email dgathright1984@me.com. (0724)

ROSE HILLS PLOT FOR SALE

Rose Hills (Whittier) cemetery plot located in the Garden of Prayers near the main entrance. \$15,000 or OBO. Call (909) 243-3002 or email rjramirez0618@gmail.com. (0824)

16" SCROLL SAW FOR SALE

Central Machinery 16" variable speed scroll saw table tilts 45 degrees for bevel cuts. Table size: 10" x 16" — pre-drilled holes for table mount. Air pump function. \$80. Call Pat: (909) 596-3508. Pictures available upon request. (0524)

1965 PORSCHE SPEEDSTER FOR SALE

Convertible, replica. 2-door, black with tan interior and tan top. 4-speed manual transmission, 1600cc, build of a Volkswagen Karmann Ghia chassis. Asking price \$25,000. Contact (626) 484-8301 or mianico5@gmail.com. (0924)

2020 FORD RANGER FOR SALE

XLT Super Crew. 37,000 miles. Excellent condition. New tires. \$28,500 obo. Contact: steveday212@yahoo.com. (0924)

TIRES/RIMS FOR SALE

Four BF Goodrich (white letter) radial tires mounted on American Racing mag rims. Two 215-60-15 and two 255-60-15 tires — 3 years old with only 1,000 miles. \$850 or best offer. Call Richard at (562) 858-8936 and leave message. (1024)

SLOT MACHINE FOR SALE

Mills "Break the Bank" nickel slot machine. Good working condition with stand. \$1,500. Contact Wayne at (626) 422-0555 or email waw296@gmail.com. (0924)

1957 CHEVY BEL AIR FOR SALE

Good running condition with original paint. 4-door, new white walls, seat upholstery. Too much to list. Needs someone to finish minor restoration. \$18K. Photos can be emailed. Call/text Sam at (562) 572-2462 and mention *Star & Shield*. (0924)

LAGUNA OCEAN FRONT RENTAL

For Laguna Surf Resort: Ocean front unit for rent. Check in: 06/20/25 Check out: 06/27/25 Check in: 10/10/25 Check out: 10/17/25 1 bedroom, plus Murphy bed, sleeps 4, 2 baths, fireplace, kitchen, 1 covered parking space. Visit LagunaSurf.org for pics. Contact: (360) 301-0277 or jasewards@me.com. (1024)

GREEN VALLEY LAKE CABIN

Beautiful cabin in the "hidden gem" of the San Bernardino Mountains, Green Valley Lake. 1532-sq.-ft., 3-bdrm, 2 baths, 2 fireplaces, pool table. Short 3-min. walk to the lake. Sleeps 6. \$190 per night + cleaning fee. Call Tom (909) 957-8036. (1023)



PPOA classified ads are free and available only to PPOA members

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

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



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

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Our personal injury department 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.