



STAR & SHIELD

MOURNING THE TRAGIC LOSS OF THREE DEDICATED DEPUTIES



Detective
Joshua Kelley-Eklund



Detective
Victor Lemus



Detective
William Osborn



END OF WATCH
July 18, 2025

SEE PAGE 15



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Carrying Forward the Legacy of Three Fallen Heroes

On the morning of Friday, July 18, our hearts were forever shattered by the tragic loss of three of our own — Detective William Osborn, Detective Joshua Kelley-Eklund and Detective Victor Lemus — veteran members of our Arson Explosives Detail. These brave men lost their lives in an incident at the Biscailuz Training Facility during follow-up work from a previous response in Santa Monica.

There is no training, preparation or experience that can lessen the blow of a loss like this. Between them, these deputies dedicated 74 years of their lives to this Department. They were fathers, husbands, mentors and selfless public servants. They were, in every sense, the best of the best. Our prayers and deepest condolences go out to their families and loved ones.



Steve Johnson
PPOA President
Lieutenant, LASD
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Detective William Osborn, who served for 33 years in our Department, is remembered as a highly experienced technician. He is survived by his wife, Detective Shannon Rincon, and their six children. Detective Joshua Kelley-Eklund, a deputy since 2006, leaves behind his wife and their seven children. He worked on complex investigations that resulted in large narcotics seizures and the arrest of murder suspects. Detective Kelley-Eklund was also an exemplary field training officer.

Detective Victor Lemus, who joined the Department in 2003, came from a proud law enforcement family. He is survived by his wife, Detective Nancy Lemus, and their three daughters. He demonstrated outstanding service as a patrol deputy, including numerous arrests of high-profile criminals. The loss of these men will be deeply felt throughout the

Department and beyond.

All three individuals faced danger not for glory, but out of a sense of duty to protect the lives of others. They responded to hundreds of calls each year in one of the busiest and most hazardous units in our country, fully understanding the risks and



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.

THE LOSS OF THESE MEN WILL BE DEEPLY FELT THROUGHOUT THE DEPARTMENT AND BEYOND.

answering the call with unmatched professionalism and courage.

To their families: We share your grief. Your pain is our pain. And we stand ready to support you — today, tomorrow and always. The memory of your loved ones will forever be honored in our hearts and our service.

This is the greatest single loss in the history of our Department since 1857. We mourn not only as law enforcement professionals, but as a family. While healing from the impact of this tragedy will take time, one thing is certain: these deputies died as they lived — with courage, dignity and devotion.

Let us carry forward their legacy by living each day with the same integrity and strength they demonstrated. May peace be granted to their souls, and comfort to those left behind. 🕊️

Labor Day: Not Just Another Three-Day Weekend

On Wednesday, August 27, PPOA will have the honor of hosting our 24th annual Pre-Labor Day BBQ and annual General Membership Meeting. This traditional salute to the amazing members of PPOA and their significant others will be held from 10 a.m. to 1 p.m. at the Sheriff's Training Academy and Regional Services (S.T.A.R.S.) Center, 11515 S. Colima Road, Whittier. (Please note: Due to the tragedy at the Biscailuz Training Center last month, this year's BBQ and General Membership Meeting will be held at the S.T.A.R.S. Center. Same date, same time, same BBQ food and activities. Just a change in location.)

A summer-ending grilled menu of freshly prepared chow with all the fixings will be served under the big top and at no cost to PPOA members. The annual general membership meeting will be held at approximately 11:30 a.m. In addition to an incredibly tasty meal, you will also experience hourly drawings and free giveaways, as well as an opportunity to visit the many vendors who are also quite generous with their own freebies and prizes. I encourage you to carpool down with your PPOA colleagues to S.T.A.R.S. Center, as we collectively start our early celebration marking the upcoming Labor Day holiday on Monday, September 1.

I would respectfully ask each of our PPOA members to reflect on the significance of Labor Day, especially during this year in which each of you will experience one of the historical cornerstones of the labor movement: collective bargaining.

For PPOA history buffs, the governor, who was a union president (twice), signed into law the Meyers-Milias-Brown Act (MMBA), which gave California city and county public employees collective bargaining rights in 1968. California's governor that year was Ronald Reagan, who was elected to his first term in 1966.

Collective bargaining is the process in which working people, through their recognized bargaining unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours and other mandatory subjects of bargaining. Indeed, through collective bargaining, working people in unions have higher wages, better benefits and safer workplaces.

The MMBA governs the labor-management relations in California local government, including cities, counties and most special districts. The MMBA provides that the governing body of a public agency shall meet and confer in good faith on wages, hours and other terms and conditions of employment with representatives of recognized employee organizations (i.e., unions or bargaining units). The MMBA defines meeting and conferring in good faith as having the mutual obligation to personally meet



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

and confer promptly upon request by either party and continue for a reasonable period of time in order to freely exchange information, opinions and proposals and to endeavor to reach agreement on matters within the scope of representation.

The scope of representation includes all matters related to employment conditions and employer-employee relations, including, but not limited to, wages, hours and other terms and conditions of employment. The contract bargaining tables for salaries impacting all PPOA classifications are exclusively negotiated by only one union — PPOA. Our bargaining unit (B/U) negotiation teams collectively bargain with the County of Los Angeles for wages, hours and working conditions that are codified in respective Memorandum of

Understandings (MOUs) for PPOA B/Us 612 (LASD/LADA Sergeants and Lieutenants), 614 (LASD Criminalists/Forensic Identification Specialists, as well as DME), 621 (LASD Crime Analyst, Civilian Investigator/Public Response Dispatcher/Court Services Specialists/Law Enforcement Technician/Custody Assistant/Security Assistant and Security Officer) and 631/632 (DME Investigators and DME Supervising Investigators). PPOA will begin collective bargaining for B/U 621 in August. All B/Us remain protected by their existing MOUs, regardless if their contract has expired (B/U 612 on January 31 and B/U 621 on March 31) or not (B/Us 614, 631 and 632 on September 30).

As our entire union knows, B/U 612 has been and continues (since September 18, 2024) to be battling the County for a fair and equitable contract that reflects what should be the number one priority for the County: the recruitment and retention of its sworn workforce. Thankfully, labor's ability to secure collective bargaining rights 57 years ago allows PPOA the legal ability to continue good-faith bargaining with the County. Nonetheless, rightful frustration of the desired progress made at the bargaining table was expressed to our B/U 612 members by President Steve Johnson after the 18th contract bargaining meeting on July 2, 2025. I encourage all PPOA members to read his message (tinyurl.com/3b86rmf6), as your respective B/Us will soon be negotiating contracts for successor MOUs that have expired or are about to expire. President Johnson and PPOA will fervently demand the same commitment from the County when our four remaining B/Us begin collective bargaining for fair and equitable contracts.

On Monday, September 1, as we celebrate America's 131st Labor Day, please take a moment to remember, and never forget, the rich history of the labor movement in our country, state and county that has and continues to ensure the rights and protections for the American worker. Happy Labor Day! 🇺🇸

A Harsh Reality

My fellow Custody Assistants, on June 23, PPOA received a call concerning 15 Custody Assistants assigned to CalAIM, a Medi-Cal funded program within the Community Transition Unit, which is also under the umbrella of the Population Management Bureau (PMB). On this fateful morning, our partners were notified of their assignment abruptly coming to an end and that they would be returning to their prior units of assignment as of July 1. However, this situation is not as cut and dry as “sending them back to the line.”

With the quick action of PPOA’s labor representatives and executives, information was gathered and notifications were made to the Board of Labor Relations and Compliance (BOLRAC) demanding a meet and confer pertaining to the attempted dismantling of CalAIM. Upon receiving a response agreeing to a meet and confer from BOLRAC, PPOA also demanded a cease and desist of all direct dealings between Department supervision and our concerned members. There is a process to be followed by Department supervisors, BOLRAC and union representatives when Department employees are involuntarily displaced from



Melissa Rodriguez
PPOA Board Member
Custody Assistant, LASD
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impact their families and personal lives. It seemed like a no-brainer for the displaced Custody Assistants to be reallocated to vacancies throughout PMB, as they were made “permanent transfers” upon their acceptance of the position in CalAIM on January 7, 2024. But alas, nothing is that simple. On June 27, PPOA participated in the meet and confer with BOLRAC and Department leadership overseeing the dismantling of CalAIM. During this meeting, we were provided the details surrounding the CalAIM program: how it was funded, the duration of the contract and whether or not the 15 Custody Assistants were notified of the duration of the program.

Upon this information being brought to light, the path forward was clear. CalAIM was only a pilot program with guaranteed funding for 18 months, from January 7, 2024, to June 30, 2025. Although a number of conversations were had with our members, as a result of direct dealings, none of the potential opportunities within PMB presented to them is supported by Department approval. Therefore, due to the fact that Custody Assistants are being involuntarily displaced due to the expiration of a contract that was not addressed through the proper channels in a timely manner to prepare for next steps, a job fair is warranted. We were fortunate to have BOLRAC agree with our position to put a freeze on all movement of these impacted Custody Assistants until a job fair is held and new units of assignment are established. Points of agreement were drawn up that outline the protections in which these displaced Custody Assistants will be entitled to upon their transfer to new assignments.

Although this is not the outcome we strived for, this was a fair compromise. Many of the impacted Custody Assistants are angry with how this situation was handled, and rightly so. When you do the legwork, ask the right questions and get the proper information — all before making a career- and life-changing move — only to have it all completely backfire 18 months later, it makes all of us think: there are no guarantees, and any position is “permanent” until someone decides it’s not. 🍀

PPOA’S POSITION AND TOP PRIORITY IS TO ENSURE OUR IMPACTED MEMBERS ARE NOT STRONG-ARMED INTO AN UNDESIRABLE UNIT OF ASSIGNMENT.

their units of assignment. And what had transpired up to this point completely sidestepped that process.

PPOA’s position and top priority is to ensure our impacted members are not strong-armed into an undesirable unit of assignment, but that they are provided a “soft landing” and given some say in their futures and how it will potentially

PPOA BOARD NOMINATING PETITION 2025



The following seats on the PPOA Board of Directors are up for election:

Seat A. One Unit 612 Representative (LADA)	Incumbent:	Jay Chapman
Seat B. Two Unit 612 Representatives (LASD)	Incumbents:	Walter Arcos, Steve Johnson
Seat C. One Unit 612 Representative (LASD) - half term	Incumbent:	Noe Ramos*
Seat D. One Unit 614 Representative (LASD)	Incumbent:	Christopher Lee
Seat E. One Unit 621 Representative (LASD)	Incumbents:	Luis Orozco**
Seat F. One Unit 631/632 Representative (DME)	Incumbent:	Joyce Kato

* Unit 612 seat held by Ramos is for one year (half term) only, as Ramos was appointed to vacant seat in June 2025.

** Unit 621 seat held by Orozco is open only to Sheriff Security Assistants and Sheriff Security Officers.

THIS PETITION IS PROVIDED FOR PPOA MEMBERS WHO WISH TO DECLARE THEIR INTENTION TO RUN FOR A BOARD SEAT:

I am a PPOA member in good standing and request that my name be placed on the ballot:

(name) _____ (classification) _____ (employee #) _____

(department) _____ (assignment) _____

(phone) _____ (personal email address) _____

I am running for the following board seat (check one box): ☐ Seat A / ☐ Seat B / ☐ Seat C / ☐ Seat D / ☐ Seat E / ☐ Seat F

(candidate signature) _____ (date) _____

We, the undersigned, are PPOA members in good standing and hereby nominate:

(name) _____ (classification) _____

for the board of directors of the Los Angeles County Professional Peace Officers Association.

1. (print name) _____ (signature) _____

(employee #) _____ (classification) _____ (assignment) _____

2. (print name) _____ (signature) _____

(employee #) _____ (classification) _____ (assignment) _____

3. (print name) _____ (signature) _____

(employee #) _____ (classification) _____ (assignment) _____

*This nominating petition (original with ink signatures), along with candidate statement (500 word max.) & photo, **must be received at the PPOA office** between September 1st and close of business on September 15th. Elections will be held in October. Term of office: two years, except Seat C.*

DELIVER/MAIL COMPLETED PETITIONS TO: PPOA BOARD ELECTION / 188 E. ARROW HWY / SAN DIMAS 91773

PPOA BY-LAWS, ARTICLE VI, ELECTION OF DIRECTORS, SECTION 1: Candidates for election to the Board of Directors shall be nominated as follows: A petition shall be filed with the Association between September 1 and the close of business on September 15, or the first Monday after September 15 when it falls on a weekend, setting forth the names of the candidates, their rank, department or group he or she represents, and the office for which they seek nomination. Such petition may be filed with respect to any position on the Board of Directors which expires in such year. The petition shall be signed by not less than three Association members of the grade or groups of grades and of the department or group for which the candidate seeks election and the petition must be signed by the candidate.

Understanding Trends in Internal Affairs and Navigating the Grievance Process

In recent years, the landscape of internal affairs (IA) investigations and employee grievances has continued to evolve, particularly for members of Bargaining Unit 612, Supervisory Peace Officers. As expectations grow and departmental policies become more complex, it's more important than ever for supervisors to understand both the most common causes of IA investigations and the procedural steps available through the grievance process.

TOP TRENDS IN INTERNAL AFFAIRS INVESTIGATIONS

Supervisory Peace Officers are increasingly facing IA investigations for issues that may seem minor but carry serious implications. Based on recent patterns, the top five most frequent triggers include:

1. **Late activation of body-worn cameras (BWC):** Field supervisors are expected to activate BWCs during enforcement and investigative contacts. Delays or failures to activate are being treated as policy violations.
2. **Profanity:** Even in high-stress situations, the use of profanity is scrutinized, especially when captured on BWC footage.
3. **Rolling Code 3 without authorization:** Engaging lights and sirens without proper cause or clearance can result in discipline.
4. **Traffic collisions:** Supervisors involved in preventable accidents are facing increasing review for possible neglect or failure to follow policy.
5. **Positional asphyxia and unreported use of force:** Incidents involving control techniques that may restrict breathing or any force not properly reported are drawing heightened attention.

NAVIGATING THE GRIEVANCE PROCESS

Under the Memorandum of Understanding (MOU) for Bargaining Unit 612, the grievance process provides members with a

clear pathway to challenge unjust or misapplied disciplinary actions. It is extremely important to be mindful of the timelines outlined in our MOU, which include the filing of the initial grievance within 10 business days. The following steps summarize this process:

- **Step 1: Informal discussion** – The grievant should first attempt to resolve the matter informally with their immediate supervisor.
- **Step 2: Written grievance** – If unresolved, a formal written grievance must be filed within a specific number of days following the incident or knowledge of the issue and a hearing takes place with the captain.
- **Step 3: Department response** – The Department is required to provide a written response within a defined period.
- **Step 4: Appeal** – If the grievant is not satisfied with the response, the grievance may be elevated to the next level, which could include review by Employee Relations and a second hearing with the division chief.
- **Step 5: Arbitration** – In certain cases, unresolved grievances may proceed to binding arbitration or civil service.

FINAL THOUGHTS

It's essential for every supervisor to remain proactive about policy changes and enforcement trends. Missteps in areas like BWC activation or failing to report force, even when unintended, can result in prolonged investigations or discipline. By staying informed and utilizing the protections available under the grievance process, members can protect both their careers and their integrity.

PPOA remains committed to supporting our members throughout the grievance process. Supervisors are encouraged to seek assistance early and to document all communications and attempts at informal resolution. Knowing your rights and the correct procedural steps can make all the difference. 🛡️

ATTENTION
PPOA
MEMBERS

We need your personal (non-Department) email address! If you have not received an email blast from PPOA in the last 30 days (we send at least one per week), that means:

- 1 Your email address is not on file with PPOA, or
- 2 We have only your County email address (PPOA sends membership-wide email blasts to personal addresses only).

Either way, we need your personal (non-Department) email address so that we can disseminate important news to you as quickly as possible. Please email your address to info@PPOA.com and reference "email updates" in the subject line.

24th Annual
PPOA PRE-LABOR DAY
BBQ

& GENERAL MEMBERSHIP MEETING

WEDNESDAY
AUGUST 27
10 A.M.–1 P.M.



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Helping PPOA Members Prepare for Retirement

PPOA was honored to assemble a panel of experts for our second retirement planning workshop of the year. These informative events in the union conference center are designed for PPOA members interested in setting themselves up for a healthy, well-planned retirement.



We are thankful to the following individuals and organizations for sharing their insight:

- LACERA
- Straussner, Sherman, Lonné, Treger, Helquist, Krupnik (workers' compensation law firm)
- Empower/Horizons
- Shawn Kehoe, LASD Commander/LACERA Board of Retirement
- Dr. Medina Baumgart
- Fraternal Order of Police (retired law enforcement concealed carry coverage)
- United Estate Planning

If you are a PPOA member planning to retire in the next few years, please check upcoming Week in Review emails for details on the next workshop. 🛡️



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Supporting Health and Fitness for Homicide Gang Task Force

PPOA was proud to donate a treadmill last month for use in the Homicide Gang Task Force gym. In a continuing effort to support health and fitness for members and Department personnel, PPOA's Star & Shield Foundation teams up with Discount Fitness to secure a limited number of treadmills and ellipticals for employee gyms at facilities throughout the county. The commercial machines are purchased by the Foundation at discounted pricing and delivered to select units where members have an expressed need for exercise equipment.

To date, eight additional units are on the waiting list for treadmills. While that waiting list is now full for the remainder of the year, please know that we've arranged for Discount Fitness to extend special pricing to PPOA members interested in purchasing fitness equipment for staff gyms or personal use. For more info, call Discount Fitness at (562) 531-7767 and tell them you're a member of the Professional Peace Officers Association. 🇺🇸



Awards Ceremony Set to Shine

Spotlight on Worthy PPOA Members



PPOA will host an awards ceremony later this year to formally recognize members of this Association for exemplary performance, honorable military service and acts of valor. The nomination form and further details are available at **PPOA.com**. Thank you for helping us identify and acknowledge worthy PPOA members!



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.* 🛡️





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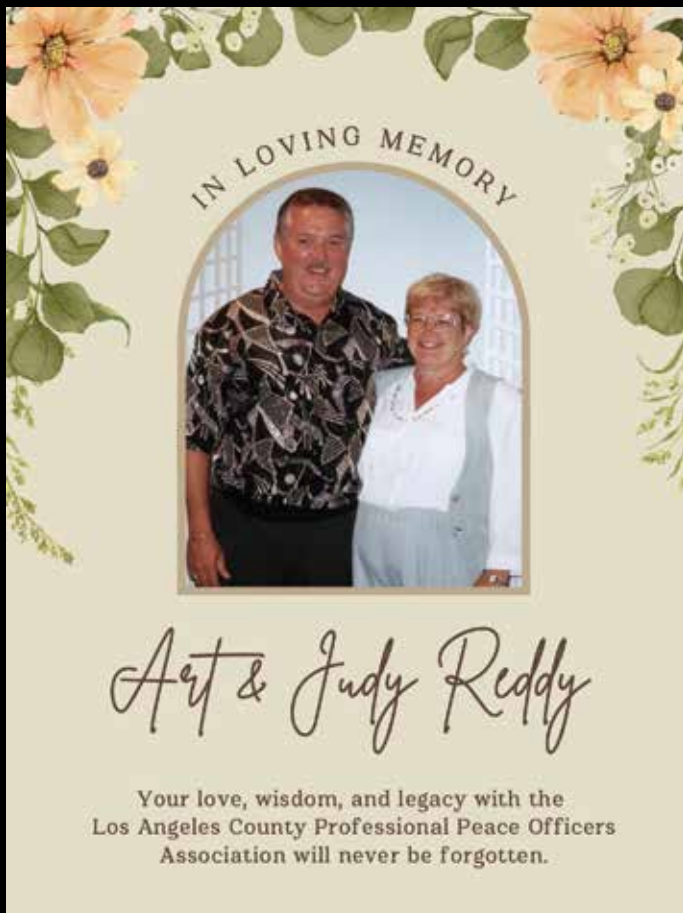
FIVE LOCATIONS THROUGHOUT CALIFORNIA

Celebrating the Remarkable Lives of Art and Judy Reddy

Family and friends of former PPOA President Art Reddy and his beloved wife, Judy, gathered at Riverside National Cemetery in June to pay final respects and honor their remarkable lives. Art's contributions to PPOA stretch back five decades, and nobody in the union's 74-year history committed nearly as much time to the Board of Directors. To say Art Reddy was one of a kind is an understatement.

Following the burial service, PPOA hosted a celebration of life reception at the March Field Air Museum, and we were honored to be joined by a

number of current and former PPOA presidents, directors and delegates who all had unique stories of Art's impact and legacy with this Association. 





Mourning the Tragic Loss of Three Dedicated Deputies

On July 18, we tragically lost three dedicated members of LASD's Arson Explosives Detail — **Detective Joshua Kelley-Eklund**, **Detective Victor Lemus** and **Detective William Osborn**. With a combined 74 years of service, their loss is deeply felt across the Department and beyond.

Through the ALADS C.A.R.E.S. Foundation, you are able to make a donation to support *all three families* during this unimaginably difficult time. *100% of the proceeds* from this fundraiser will go directly to assisting with critical needs around this tragedy. Your generosity is a powerful way to honor their service and stand in solidarity with those affected by this tragedy.

To make a donation, please visit donorbox.org/support-our-la-sheriff-s-department-seb-fallen-heroes.



Detective
Joshua Kelley-Eklund



Detective
Victor Lemus



Detective
William Osborn

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.

August 13

PPOA Board of Directors Meeting

9 a.m.–4 p.m.

San Dimas

Members are invited to attend with
RSVP: (323) 261-3010

August 27

PPOA 24th Annual Pre-Labor Day BBQ and General Membership Meeting

10 a.m.–1 p.m.

S.T.A.R.S. Center



PPOA 24TH ANNUAL PRE-LABOR DAY BBQ AND GENERAL MEMBERSHIP MEETING

S.T.A.R.S. Center

September 1

Labor Day

The PPOA office will be closed in honor of the County holiday.

September 10

PPOA Board of Directors Meeting

9 a.m.–4 p.m.

San Dimas

Members are invited to attend with
RSVP: (323) 261-3010

September 18

PPOA Delegates Meeting

5–8 p.m.

Hyatt Regency Valencia

Eligible delegates can RSVP to (323) 261-3010 or sschreck@ppoa.com

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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

(July issue — the hidden word appeared on page 5)

Morris Boothroyd, Retired Member
Margarito Robles, Retired Member
Yvonne Sanchez, Law Enforcement Technician

LAW ENFORCEMENT SERRA RETREAT

Celebrating 79 Years in Malibu



SEPTEMBER 26-28, 2025

The weekend of September 26-28 marks the 79th anniversary of the Sheriff's Department Law Enforcement Retreat at the Serra Retreat House in Malibu. This venue is a 38-acre Franciscan facility located on a picturesque hilltop. Outside patios are surrounded by immaculately maintained gardens, pathways and trails throughout the property with breathtaking views overlooking the hills and the beautiful Pacific Ocean.

Those in attendance have opportunities to go on quiet walks and enjoy the beautiful scenery in the Malibu Hills. You may also choose to quietly reflect and enjoy the beautiful setting by relaxing in the informal environment, or you may just need sleep and great home-cooked meals. Positive, uplifting presentations are also offered to everyone on a voluntary basis. Many enjoy walking or running down to the beach.

Begin your experience by checking in any time after 1500 hours on Friday, September 26. We recommend leaving early to avoid traffic. Dinner on Friday will be served from 1700 to 1900 hours to accommodate late arrivals. Checkout time will be approximately 1200 hours on Sunday, September 28.

The Serra Retreat House is located at 3401 Serra Road, Malibu, 90265. It is south of the old Malibu Sheriff's Station and across from Malibu Lagoon State Park.

All religious denominations are invited. This retreat is open to all members, both sworn and professional staff, active and retired, from all Los Angeles County law enforcement agencies. Spouses, relatives and friends are also welcome to attend.

For further information regarding the cost and reservations, please contact any of the following:

Patty Norris
(818) 381-7698

Chuck Norris
(818) 381-7649

Michelle Emeneger
(714) 293-3891

Jay Sevoian
(661) 992-4369

Andy Thompson
(714) 293-5898

Chickee and Norm Nelson
(562) 760-0875

Leo Bauer
(661) 388-9650

Ingrid Jefferys
(909) 234-8151

Tony and Shiela Martins
(562) 753-1963

Members Head Out to Sea for 25th Annual PPOA Fishing Trip

A boatload of seaworthy PPOA members and their guests escaped the mainland last month for our annual fishing trip out of Long Beach. PPOA has proudly chartered a boat for 25 consecutive years, and we're grateful to hundreds of members and thousands of cooperative fish for making these trips memorable. 🐟



Your Vote — Your Voice

Moving forward, voting for PPOA elections and contracts will be conducted online.

PPOA members must be registered for electronic elections in order to cast a vote.

REGISTER TODAY by scanning the QR code,
or visit **PPOA.com** and click the Elections/
Benefits tab. Then click Register and enter
your info. Following that, please check your
email to confirm within 20 minutes.

QUESTIONS?

Please contact PPOA
at (323) 261-3010
or info@ppoa.com.



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RETIREE EVENTS



HR-218 Qualification

August 16–17
PDC (Wayside) Range
8 a.m.–12 p.m.
Info: pabner54@gmail.com

Norwalk–Pico and Friends Summer Luncheon

August 20
11:30 a.m.
Maggie's Pub, Santa Fe Springs
Info: Contact Sally at
(562) 947-4840 or
shar104123@aol.com

Law Enforcement Serra Retreat

September 26–28
Serra Retreat House, Malibu
Open to sworn and professional staff,
active and retired
Info: (818) 381-7698



LAW ENFORCEMENT SERRA RETREAT

September 26–28,
Serra Retreat House, Malibu

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

Temple Station Monthly Alumni Luncheon

Last Thursday of each
month (except Nov./
Dec.) at 11:30 a.m.
Peppertree Café, Glendora
Info: ricksummers@verizon.net



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Attention LADA/LASD Unit 612 and Unit 615 members: Make sure to do your part to re-elect LASD Commander Shawn Kehoe to the LACERA Board of Retirement and Board of Investments. A low voter turnout among our members led to a disappointing result in the last election cycle. Let's turn things around by showing up in force to elect one of our own to protect our retirement interests!



THIS LACERA ELECTION VOTE TO RE-ELECT Shawn R. Kehoe



THIS AUGUST: MAKE YOUR VOICE HEARD!

SWORN —On August 4th you will be receiving **important mail** at **your address on file, which contains instructions on how to vote by ballot, electronically, or by telephone for the LACERA election. IT IS IMPORTANT THAT YOU VOTE!** Please Support Shawn by voting for him on **BOTH** the Board of Retirement and Board of Investments. This Election is **CRITICAL!** The FIRE DEPARTMENT won by a few hundred votes pushing Shawn into the **ALTERNATE** seat. WE JUST NEED YOUR VOTE TO RESTORE SHAWN TO THE FULL SEAT! It is **very important** that we **CONTINUE** to elect Shawn to represent **YOUR** interests on both boards.

History of Accomplishments

- DEFENDED your right to a disability retirement
- Fought against poor legislation aimed at REDUCING your benefits
- PROTECTED your Retiree Healthcare System
- Kept the LACERA Operating Budget in check!
- Voted to REDUCE INVESTMENT FEES!



To the LACERA
Board of Retirement
-AND-
Board of Investments!

Protect YOUR
Retirement Benefits and
YOUR Interests!

Ballots will be mailed
August 4, 2025!

Committed to Defending Your Benefits

Shawn has worked tirelessly to defend your retirement benefits from the constant onslaught of pension attacks. He has defended your rights to disability retirements when injured in the line of duty, worked to protect and strengthen your retiree healthcare system, and ensured LACERA remains a premier retirement system. It is important that we re-elect Shawn! **IT IS CRITICAL THAT YOU VOTE IN ORDER TO RETAIN LASD REPRESENTATION ON BOTH BOARDS!**

Experience

- Commander With More than 27 Years LASD
- Worked 5 patrol stations, custody, courts, detectives, FTO
- Past Chair, Board of Retirement
- Past Chair, Board of Investments
- 15 Years on the Boards serving your interests

Education

- Master of Public Administration, University of Southern California (USC)
- Bachelor of Science in Business Administration and Capital Markets
- Graduate Certificates from the University of Pennsylvania, Stanford, Cornell, UC Berkeley, UCLA, UCI, Harvard, and Carnegie Mellon

VOTE BY MAIL, ONLINE, or PHONE - CHECK YOUR PERSONAL MAIL FOR BALLOT

*Notice: Employees are prohibited from using County time or County resources to further the campaign or election of the candidate.
This is not official election information.*

By Bob Giroux

Lang, Hansen, Giroux & Kidane, PPOA Legislative Representatives

The State Budget, Law Enforcement Oversight and What You Need to Know About Prop 36

As California's Legislature barrels toward the end of its 2025 session, budget debates, legislative deadlines and high-stakes policy proposals are taking center stage. Following the passage of the state budget and a contentious debate around public safety reform and Proposition 36 implementation, the state Capitol remains in full swing with less than two weeks left before lawmakers take their summer break.

A CONTENTIOUS BILL ON OFFICER PRIVACY

One of the most closely watched issues this summer is Assembly Bill 847 by Assemblymember LaShae Sharp-Collins. The proposal would give civilian law enforcement oversight boards access to confidential personnel files of peace and custodial officers — a move that's sparked sharp opposition from law enforcement labor organizations, including PPOA.

The bill would threaten officer safety and privacy, potentially exposing sensitive information without due process. Lang, Hansen, Giroux & Kidane is working closely with PPOA to oppose the measure, making it one of its top priorities for the final weeks of the session.

STATE BUDGET DEAL: CEQA REFORM MAKES IT HAPPEN

On June 27, Governor Gavin Newsom signed the 2025 Budget Act, sealing a deal with legislative leaders after weeks of negotiation. The final \$297 billion budget plan avoids some of the deeper cuts proposed in May by using reserves and internal borrowing, and notably, softens reductions to Medi-Cal, which was a legislative priority.

What made headlines, however, was the unique way this year's deal came together. For the first time in recent memory, passage of the entire budget was tied to a trailer bill (Senate Bill 131), which included changes to the California Environmental Quality Act (CEQA). SB 131 created exemptions for infill housing and environmentally beneficial projects, marking a major shift in how the state approaches CEQA reform.

Despite environmental groups voicing strong opposition, the Legislature passed the bill alongside its companion, AB 130, and Newsom signed both on June 30. While this formally ends the core budget fight, more adjustments and trailer bills are expected in the months ahead, especially with economic uncertainty looming at the federal level.

PROP 36 FUNDING: A PARTIAL WIN

Voters approved Proposition 36 in November 2024, rolling back some Governor Brown-era legal requirements around



treatment and diversion for individuals with substance use disorders. But the initiative came with no dedicated funding — leaving counties scrambling for resources to meet Prop 36's mandates. During budget talks, counties and advocates urged lawmakers to provide as much as \$450 million for implementation. The final budget agreement delivered \$100 million in one-time funding for the 2025–26 fiscal year — less than what was requested, but more than the zero funding initially proposed.

Here's how the \$100 million will be distributed:

- \$50 million to county behavioral health departments via noncompetitive grants. Counties must spend at least half on planning and capacity-building, with a 25% local match required for treatment expenditures.
- \$20 million to the Judicial Council to help trial courts manage increased caseloads.
- \$15 million to probation departments for pre-trial services.
- \$15 million to public defenders to expand holistic defense programs.

Though counties welcomed the funding, most see it as a stopgap. Implementation challenges persist, especially for underresourced jurisdictions. Local governments and public safety advocates continue to push for longer-term, sustainable state support.

WHAT'S NEXT?

When lawmakers return from their summer recess on August 18, they'll have just four weeks to finish their work before session ends on September 15. With high-profile bills and unresolved funding questions still on the table, this summer promises to be a sprint to the legislative finish line. 🏃

MYSTERY PHOTO



The first PPOA member to correctly identify where this photo was snapped will win a PPOA prize pack. One guess per member. Please email your answer to info@PPOA.com.

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 August 31, 2025, at 11:59 p.m. PT.

This month's hidden word is:

Holistic

Characterized by the belief that the parts of something are interconnected and can be explained only by reference to the whole

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

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Sheriff Security Officer Gerardo Fregoso

End of Watch: July 15, 2025

→ We were profoundly saddened to learn of the unexpected passing of Sheriff Security Officer Gerardo Fregoso. The 26-year Sheriff's Department veteran is survived by his wife and three daughters. PPOA Board member/Sheriff Security Officer Luis Orozco has been in contact with the Fregoso family to offer support and will have more information about memorial services when details are confirmed.

PPOA extends our deepest condolences to Officer Fregoso's family and all of his colleagues throughout the Department. ♥



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PPOA extends our sincere condolences to the families of the following PPOA members who passed away in May 2025:

Retired Captain

Vance Kirkpatrick

EOW: May 13, 2025

LASD 1956-1990

Academy Class #58

Last assignment: Aero Bureau

U.S. Navy veteran



*Retired Captain Vance Kirkpatrick
(EOW: 5/13/25)*

Retired LADA Lieutenant/
Former LASD Deputy

Russell Sletmoen

EOW: May 18, 2025

LASD 1958-1964

(Academy Class #76)

LADA Bureau of Investigation

1964-1980

U.S. Navy veteran



*Retired LADA Lieutenant/Former LASD
Deputy Russell Sletmoen (EOW: 5/18/25)*

Retired Sergeant

Lawrence Dobbins

EOW: May 19, 2025

LASD 1959-1993

Academy Class #79

Last assignment: Fraud and Cyber

Crimes Bureau

U.S. Coast Guard veteran

Retired Lieutenant

Dale Goss

EOW: May 24, 2025

LASD 1961-1991

Last assignment: Norwalk Station

U.S. Air Force veteran

Condolences may be emailed to the
family: wholelottalumps@yahoo.com



*Retired Detective Sergeant
James R. Smith (EOW: 5/27/25)*

Retired Detective Sergeant

James R. Smith

EOW: May 27, 2025

LASD 1971-2000

Academy Class #120

Last assignment: Cerritos Station

U.S. Marine Corps veteran

Condolences may be emailed to the
family: jcandjr@cox.net

Common Types of Cybercrimes

Making sure you have updated antivirus software on your devices is one way to keep your information and finances secure. You must also be on the lookout for suspicious requests via phone, text or email. Here are some of the more common types of cybercrimes and how you can avoid them.

1. PHISHING

Scammers send an email, text or message on social media that appears to be from a legitimate business and lure you into providing your information by visiting a website that looks almost identical to the real one. Once you click the link, you may be asked to provide sensitive information for verification purposes, such as your Social Security number, login credentials, mother's maiden name or place of birth. Once the information is provided, scammers use it to access your accounts to steal money or sell your information to other scammers.

Businesses and POPA Federal Credit Union would never call you first to verify your account information or to ask for sensitive information. Use *caution* when clicking links in emails or messages. If you believe the contact may be legitimate, contact the business or visit the official website yourself. Never provide your personal and sensitive information in response to an unsolicited request over the phone or from the internet. If you feel suspicious of or fall victim to phishing, alert the situation to your credit union and other financial institutions and file a report with the FTC at [identitytheft.gov](https://www.ftc.gov/identitytheft).

2. SPOOFING

Scammers deliberately falsify an email address, sender name, phone number or website URL and manipulate you into believing that it is from a trusted source. Once you seem engaged, they lead you to download malware, send money or share personal, financial and other sensitive information. Spoofing is often used in connection with other crimes.

Scammers tweak little things — often a letter, symbol or number. *Do not* click on or download anything unless they are verified to be from legitimate sources. Additionally, if a call comes from an unknown number or the caller (or a recording) asks you questions or to hit a button, *do not* hang on, just hang up.

3. ATM SKIMMERS

ATM skimmers are illegal devices installed on ATMs, gas pumps and payment terminals that capture your pin number. To protect your card information, check an ATM or payment terminal for tampering before using it. Perform a visual examination and physically test the machine for loose or unusual parts. There is no foolproof way to detect a skimmer, but with safe ATM habits, you can reduce your risk.

4. RANSOMWARE

Ransomware is a type of malicious software, or malware, that prevents you from accessing your computer files, systems, networks or cellphone. Malware is installed in various ways, including through links and attachments in emails, downloads from malicious websites or removable drives. Criminals hold your data hostage until the ransom is paid or pressure you for the ransom by threatening to destroy or release your data to the public.

One way to prevent or minimize the risks is to conduct system and software scans using antivirus and antimalware programs. You can also make an offline backup of your data and update your operating systems and software on your devices frequently. If you fall victim to this crime, file a report regardless of whether you have paid the ransom or not at [ic3.gov](https://www.ic3.gov).

HOW TO PROTECT YOURSELF

Despite how common cyber threats are, there are steps you can take to protect yourself. Make sure you have up-to-date antivirus software installed on all of your devices and use strong passwords and multifactor authentication. Use credit cards with chips when practical, as they tend to offer more protection than debit cards. Keep track of your purchases and monitor your statements and alert your card issuer if you notice suspicious activity. You can also freeze or lock your credit with the credit bureaus to keep access to that information extremely limited.

REPORTING A CYBERCRIME

Internet-related crime, like any other crime, should be reported to appropriate law enforcement authorities at the local, state, federal or international levels, depending on the scope of the crime. Because the scope of these crimes can vary, you may need to contact more than one agency. The most common agencies and how to report are listed below.

THE INTERNET CRIME COMPLAINT CENTER

The Internet Crime Complaint Center (IC3) provides the public with a reliable and convenient reporting mechanism to submit information to the Federal Bureau of Investigation for suspected internet-facilitated criminal activity. If you are the victim of a cyber-enabled crime or fraud, file a report with the IC3 as soon as possible. Rapid reporting can also help support the recovery of lost funds. To learn more, visit [ic3.gov](https://www.ic3.gov).

POPA FEDERAL CREDIT UNION

If your account with POPA FCU or another credit union has been compromised, contact your local branch first at (562) 229-9181, Monday through Friday, from 8:30 a.m. to 4:30 p.m. If that is unsuccessful, submit a complaint via the Consumer Assistance Center to determine next steps. (Source: mycreditunion.gov)



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. \$60 (was originally \$80). Call Pat: (909) 596-3508. Pictures available upon request. (0524)

1974 TOYOTA LAND CRUISER FJ40

Runs well, in-line six cylinder motor, four-speed manual transmission, partially restored, ready for full restoration. Asking \$23,500 obo. Email Ryan for pictures or questions: blaint28@hotmail.com. (0225)

1965 PORSCHE SPEEDSTER REPLICA 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)

HUGE FURNISHED STUDIO/BEDROOM IN QUARTZ HILL, CA

Queen bed, flat screen TV, Wi-Fi and streaming services, kitchenette with sink, refrigerator, microwave, coffee maker, window A/C, power recliner, large bathroom with shower. \$1,250/month, including utilities. Contact MikeMartinez2000@gmail.com or (408) 693-9404. (0225)

CUSTOM LUXURY CONVERSION VAN FOR SALE

This van is overkill and has it all. 2013 Sprinter 3500, 96K miles, 6,000-watt battery inverter with 6AGM house batteries, etc. See it at tinyurl.com/sprintersk. Contact srkehoe@gmail.com. (0425)

CAMP HOSTS WANTED

Part-time, flexible hours. Spend summer 2025 in scenic June Lake, CA. Must have RV or trailer. Call (818) 700-9677. (0425)

ATTENTION WOODWORKERS

Shapeoko XXL carbide 3D router. It cuts wood, plastic, aluminum and more. Asking \$1,500. Leave a message at (626) 392-8507. (0425)

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)

RIVERFRONT VACATION RENTAL

Stunning riverfront views from a Parker Strip, Arizona, 4-bedroom 2-bath home, featuring a full kitchen, ice maker, washer-dryer, boat ramp, private boat and jet ski dock, and much more. First responder and military discount. Call Robert at (858) 688-3670 or Chuck at (323) 470-9827, or email rmos@mosmag.com. (0125)

2020 FORD RANGER FOR SALE

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

RIFLE SCOPES FOR SALE

Gently used: 1. Burris, 3x9 — 40mm Fullfield II. 2. Eagle Eye optics red dot tubular. Both scopes come with mounts. \$125 for both, I pay for shipping. Also have considerable amount of reloading stuff: dies, scales, blocks, etc. Call for list. Diagnosis of low vision forces me to give up hobby. Contact: Ron at (661) 317-7671 or nybakken.john@gmail.com. (0725)

1999 PORSCHE "911" CARRERA

2-door convertible, black/black, 6 cylinder, manual transmission. Asking price \$18,000 OBO. Contact tiffanyjoiner26@gmail.com. (0725)

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)



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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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.