



LOS ANGELES COUNTY PROFESSIONAL  
PEACE OFFICERS ASSOCIATION

# 2025 Annual Report

Established 1951 | Proudly Representing More Than 8,000 Members



# MISSION STATEMENT

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## PROFESSIONALS REPRESENTING PROFESSIONALS

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

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The 2025 Annual Report is an official publication of the Los Angeles County Professional Peace Officers Association (PPOA). Opinions expressed by individual Board members or contributing authors in this publication do not necessarily reflect the opinion of the entire Board.

## BOARD OF DIRECTORS

**Steve Johnson**, President  
**Rob Weber**, First Vice President  
**Joe Walker**, Second Vice President  
**Christopher Lee**, Secretary  
**Joyce Kato**, Treasurer

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**Jay Chapman**  
**Vanessa Chow** (Joined Board in December 2025)  
**Roel Garcia**  
**Vardan Kasabyan** (Joined Board in December 2025)  
**Luis Orozco** (Departed Board in December 2025)  
**Noe Ramos**  
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# A Year Marked by Unity, Strength and Progress

**W**ords cannot fully capture the immense pride I feel for the extraordinary efforts of our members and the unwavering commitment of this Association. Every day, you demonstrate resilience, professionalism and courage in the face of challenges that seem to grow more complex with each passing year. As your president, I consider it a privilege to stand beside you in defending your rights, supporting your well-being and ensuring you receive the respect and protection you deserve. The year 2025 has been unlike any other — marked by unique events, troubling trends and heartbreaking tragedies, but also by unity, strength and undeniable forward momentum.

In the near future, our county will find itself on the global stage as it hosts a series of major events. With that visibility comes pressure — pressure on staffing, readiness, training and performance. As a result, our preparation must rise to a level that matches the magnitude of these responsibilities. And yet, we face an ongoing recruitment and retention crisis that jeopardizes that readiness. Critical staffing levels, sustained vacancies and the relentless demand for overtime are taking a toll on our overall wellness — physically, mentally and emotionally. This pace is not sustainable, and it is not acceptable. PPOA continues to press the County to address these issues with urgency and transparency.

Compounding these concerns are the fiscal challenges our county is confronting — challenges that are varied, deep-rooted and increasingly complex. But even in this difficult climate, PPOA has not backed down. We remain steadfast in securing a fair wage pathway that accurately reflects the sacrifices you make every day. While budgets tighten, public sentiment is shifting. Communities across the county have rediscovered the truth: public safety is essential, and the professionals who provide it must be respected and supported. Elected officials can no longer ignore this reality, and those who continue to sideline public safety will face political consequences. Your work has spoken louder than any headline, and the public sees it clearly.

As we navigate these challenges, we must continue grounding ourselves in the rights afforded to us under the Meyers-Milias-Brown Act (MMBA). This foundational labor law ensures that PPOA has the



**Steve Johnson**  
PPOA PRESIDENT

legal authority and responsibility to represent members in all matters of employment relations. More importantly, it obligates the County to meet and confer with us whenever new laws, policies or working conditions are introduced. This is not optional. This is not advisory. This is the law. And with your vigilance, we continue to identify and challenge every overreach, whether overt or subtle, in all departments. Our ongoing battles are not just about procedures; they are about privacy, dignity and fundamental fairness.

Nowhere has this been more evident than in our ongoing confrontations with the Office of the Inspector General (OIG). Over the past several years, the OIG has repeatedly taken actions that threaten your due process and your workplace protections. From attempts to label certain workplace interactions as illicit or inappropriate, to issuing interview demands backed by threats of discipline, to serving subpoenas without advance notice or required bargaining — the pattern is clear and concerning. But every time the OIG has crossed the line, PPOA has responded swiftly and decisively.

**We will continue to defend, promote and  
protect the rights of every PPOA member.**

**We are unwavering in our mission, grateful for  
your service and inspired by your commitment.**

We have filed legal challenges, defended members in hearings and secured key rulings from both the Superior Court and Employee Relations Commission (ERCOM), affirming what we have stated from day one: no agency has the right to circumvent the law or compromise our members' rights. PPOA will continue to fight aggressively to protect your privacy, your records and your due process. We are actively opposing dangerous legislation, challenging unlawful subpoenas and standing beside every member who receives a demand for interviews or information. You are not alone. As long as I serve as your president, PPOA will stand between you and any entity that seeks to erode your protections.

While we have confronted serious challenges, this year has also brought moments of unity, healing and shared strength. In April, PPOA proudly co-sponsored the Baker to Vegas barbecue along with several other events that brought together hundreds of members, co-workers and families. These gatherings, filled with camaraderie, teamwork and mutual support, are a reminder of who we are beyond the uniforms and titles: a family.

PPOA also had the honor of supporting the Police Unity Tour throughout its multiday ride to Washington,

D.C., culminating at the National Law Enforcement Officers Memorial during Police Week. Through the Star & Shield Foundation, we provided direct support to members who tragically lost their homes in the Eaton and Palisades fires. This year, nearly 300 officers nationwide have lost their lives in the line of duty, including three of our own — Detective Joshua Kelley-Eklund, Detective Victor Lemus and Detective William Osborn. We honor them, we grieve them and we remain committed to keeping their legacies alive.

Our charitable foundation continues to make a profound difference. The 17th annual Peace Officer Memorial Golf Tournament at Friendly Hills Country Club was a tremendous success, raising essential funds for our members in critical times of need. Event after event, we see the impact of your generosity and the deep sense of community that defines our Association.

As we close this year and move into 2026, let us stand united in purpose and resolve. We will continue to defend, promote and protect the rights of every PPOA member. We are unwavering in our mission, grateful for your service and inspired by your commitment.

Stay well, stay safe and thank you for everything you do — today and always.

# The PPOA Story

In 1951, a typewritten notice began circulating among Los Angeles County law enforcement personnel. That letter pointed to a pair of very frustrating issues at the time: threats to public employee pensions and the questionable handling of promotional exams by Department executives. Little did they know these challenges would continue to resurface regularly for each generation of PPOA members over the next seven decades.

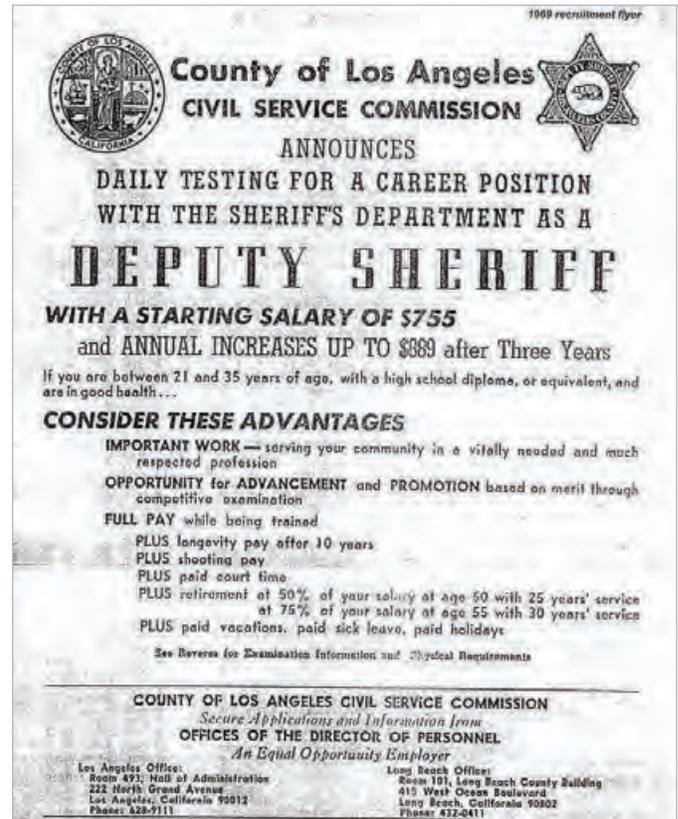
In the early 1950s, increased responsibilities and threats to rights and benefits also played a role in prompting a handful of employees from the Sheriff's Department, District Attorney's Office and Marshal's Office to gather late one evening in 1951 at the Hall of Records. By the end of the night, they shook hands and agreed to form the Los Angeles County Peace Officers Protective Association (POPA).

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

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

## 4850 Time

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



## Retirement Credit

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

## Disability Coverage

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

## Safety Equipment

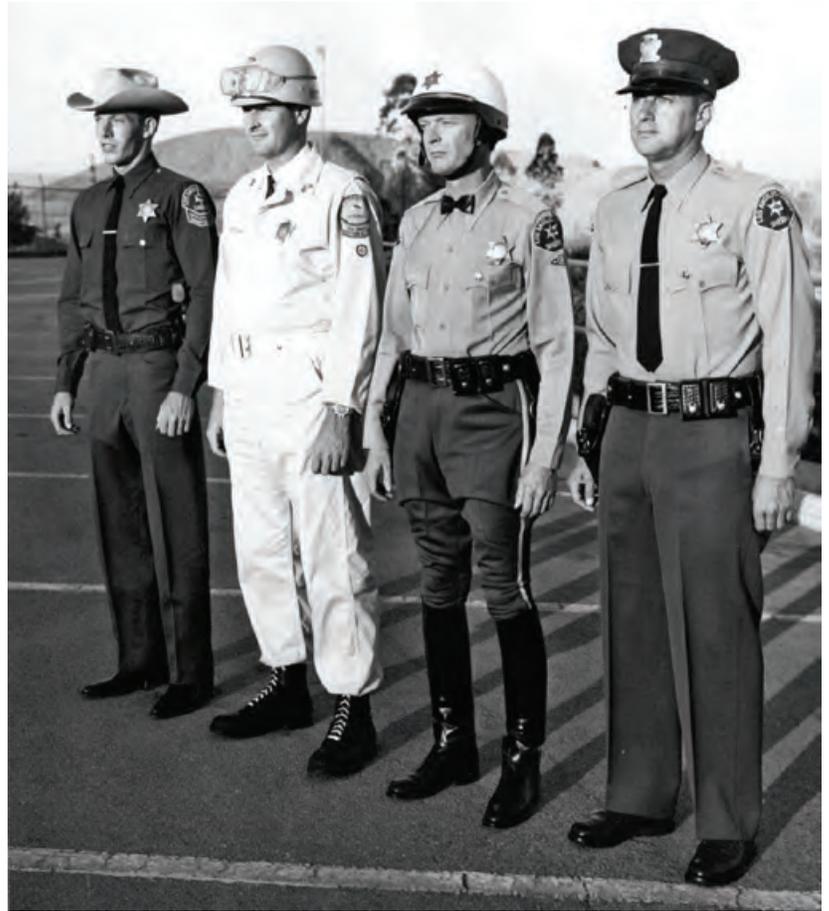
Thanks to PPOA's efforts over the years, peace officers no longer have to purchase their own firearms and safety equipment (e.g., vests), as all became standard issue by Los Angeles County.

## Medical Presumptions

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

## POPA Federal Credit Union

PPOA members established their own credit union in



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

**Fraternal Order of Police**

In 2005, PPOA affiliated with the Fraternal Order of Police (FOP) — the world’s largest organization of law enforcement officers, with more than 373,000 members in 2,100 lodges nationwide. The FOP provides PPOA members with a national voice on legislation and a crucial legal defense plan. The FOP was also a driving force behind the passage of H.R. 218 (enacted in 2004 to allow active/retired officers to carry a concealed firearm in any jurisdiction in the U.S.) and the Social Security Fairness Act (enacted in 2025 to repeal the Windfall Elimination Provision and the Government Pension Offset).

**Ventura // Lawsuit**

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

**Scholarships**

Every year, PPOA awards 12 scholarships to help further education for PPOA members and their dependents.

**PPOA Online Uniform Store**

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

**Star & Shield Charitable Foundation**

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

**New Members**

PPOA proudly welcomed 194 new members in the first 10 months of 2025, bringing total membership to 8,145 as of mid-November. The state of your union is strong, and PPOA remains committed to our role as a collaborative leader among the nation’s most effective law enforcement associations.



# Member Benefits

**E**ach generation of PPOA Board and staff members have made it a mission to secure new, valuable membership benefits throughout the 75-year history of this Association. These benefits are designed to help members and their loved ones save money, improve their quality of life and gain peace of mind. Membership-exclusive benefits include the PPOA uniform store, annual scholarships, retirement planning workshops and more. We encourage PPOA members to take advantage of the following benefits:

## **POPA Federal Credit Union**

POPA Federal Credit Union is full service, nonprofit and member-owned, with more than \$377 million in assets and four locations in Los Angeles County.

## **Free Non-Job-Related Legal Advice**

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

## **Valuable Insurance Coverage**

All active, full-time PPOA members are provided a \$2,000 accidental death and dismemberment (AD&D) insurance policy and \$2,000 life insurance policy (both carried by MetLife Insurance) at no cost. Members also have access to non-job-related legal insurance, pet insurance and other policies.

## **Legal Defense Plan**

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

## **Peace Officers Relief Fund (PORF)**

PPOA administrates this free long-term disability coverage and \$125,000 life insurance policy for active, sworn members.



## **Star & Shield Magazine and Contest Rewards**

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

## **Star & Shield Foundation Uniform Store**

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

## **Mobile App**

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

## **Annual Calendar & Benefits Booklet**

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

## **Group Discounts**

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

## **Free Notary Service**

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

## **Pre-Labor Day Barbecue**

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



### Annual PPOA Fishing Trip

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

### Purchasing Power

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

### LEO Web Protect

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

### HealthView Body Scan

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

### PPOA Conference Center

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

### Estate Planning

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

### Rose Hills Memorial Park

Members are entitled to exclusive discounts and convenient payment plans.

### Annual Retiree Luncheon

For 21 years running, PPOA has hosted a free lunch reunion at the Sheraton Fairplex for its retired members and guests.

### Retirement Planning

PPOA offers retirement planning workshops at no cost to members every year. The panel of experts cover a comprehensive list of pertinent topics, including LACERA, Empower/Horizons, workers' compensation and estate planning.

### PPOA Mobile Barbecue

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

### PPOA Annual College Scholarships

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

### Affiliations

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

# Labor Representation

**W**hile the benefits of being a PPOA member have evolved over the years, the most important mission has remained unchanged throughout this Association's 75-year history: safeguarding the rights and benefits of every member. PPOA labor representatives work around the clock (we respond to urgent, job-related matters 24 hours a day) to make sure all members of this union receive the legal protections and professional respect to which they are entitled.

Every active PPOA member has a right to perform their duties safely and effectively. Members also have a right to enlist the services of experienced, proven union representatives. As it stands, each member of the PPOA labor representation team has at least 35 years of invaluable experience with Los Angeles County law enforcement.

The numbers speak for themselves: Since January 2025, the PPOA staff has received thousands of calls from members dealing with various issues. Hundreds of those calls were forwarded to the PPOA labor representation team. Nearly half of those forwarded calls became cases handled by labor representatives and/or PPOA attorneys. The remaining issues were resolved informally via telephone, meetings, conflict resolution or other correspondence.

Of the cases handled by the PPOA labor representation team, to date, in 2025:

- 115 were internal affairs investigations
- 14 were internal criminal investigations
- 46 were grievances
- 2 were civil service appeals

PPOA labor representatives and attorneys (no fewer than half a dozen specialized firms) are uniquely experienced and familiar with local, county, state and federal administrative agencies and the laws that govern all aspects of the workplace. This allows your union to provide skilled representation in every aspect of labor, including but not limited to:

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

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



Labor Representative **Dave Ladjevic**, 36 years of law enforcement/labor experience



Labor Representative **Mark Sanchez**, 35 years of law enforcement/labor experience



Intake Representative **Kevin F. Thompson**, 38 years of law enforcement/labor experience

# Star & Shield Foundation

## *A 75-Year History of Supporting Families of Fallen Officers and Noble Causes*

**T**he hallway leading into the PPOA boardroom contains bookshelves lined with union Board meeting minutes dating back to the establishment of this Association in 1951. The 75-year history of PPOA is spelled out in those minutes, including countless, well-documented accounts of the union stepping forward to support widows, children and members in need. It was a priority for the founding members of the union, and that mission remains unchanged today. In fact, it inspired a group of PPOA members to create a nonprofit charitable organization in 1999 to raise the critical funds necessary to support the families of fallen officers and worthy causes.

The 501(c)(3) organization made an immediate impact. Between fundraising and the generosity of PPOA members and supporters, the Star & Shield Foundation has successfully raised more than a million dollars earmarked for families of the fallen. The challenges — emotional, financial and otherwise — facing family

members of a peace officer killed in the line of duty can be completely overwhelming. In addition to delivering immediate funds to the survivors, the Foundation regularly helps family members navigate the pressing schedule of memorial events held to honor fallen officers.

The Star & Shield Foundation's most significant fundraiser is our annual Peace Officer Memorial Golf Tournament. The first 17 annual tournaments have brought in more than \$800,000 for families of fallen officers.

Support provided by the Foundation would not be possible without the generosity of countless PPOA members and the extended law enforcement community. Please consider a one-time tax-deductible donation or a monthly payroll deduction to help the Star & Shield Foundation continue its noble mission. Call (800) 747-PPOA or visit [StarandShieldFoundation.org](http://StarandShieldFoundation.org) for more information.

### The worthy recipients and causes supported by PPOA and the Star & Shield Foundation in 2025 include the following:

#### January

- Support for multiple PPOA members who lost homes in wildfires
- Special Olympics Southern California/Law Enforcement Torch Run Relay
- Family of fallen RCSO Deputy Timothy Corlew
- ALADS CARES Foundation

#### March

- Fueled by the Fallen
- Devil Pups Youth Program

#### April

- Police Unity Tour
- Family of fallen MPD Officer Osmar Rodarte
- LBPOA Widows and Orphans Fund
- LADA Honor Guard Fund

#### May

- CRDF fundraiser for member in need

#### June

- Family of fallen BPPD Officer Samuel Riveros
- Family of fallen LAPD Sergeant Shiou Deng

#### July

- Family of fallen LASD Detective Victor Lemus
- Family of fallen LASD Detective Joshua Kelley-Eklund
- Family of fallen LASD Detective William Osborn
- SAPOA Widows and Orphans Fund

#### August

- STAR 6 Foundation
- Family of fallen CDCR Parole Agent Joshua Byrd
- Crime Survivors Resource Center

#### September

- Children's Advocacy Center

#### October

- NLPOA youth programs
- Family of fallen SBCSD Deputy Andrew Nuñez
- Officer Anthony Thompson Scholarship Foundation



# Key Events From the Year

## JANUARY

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### Support for Personnel Working Palisades Fire

PPOA staff members were proud to bring the union barbecue trailer to the Zuma Beach Command Post in January to provide support and freshly grilled meals for PPOA members and fellow first responders from numerous agencies working tirelessly to safeguard residents and communities impacted by the Palisades fire.



### Lieutenant Rob Weber Sworn in as Board Member

Lieutenant Robert Weber was sworn in to a two-year term at the PPOA Board of Directors meeting in January. The 33-year County veteran brings a wealth of experience to the Board and is currently assigned to the Communications and Fleet Management Bureau.

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### Acknowledging the Dedication of Department of Medical Examiner Personnel

The PPOA barbecue trailer was fired up in early January to grill fresh meals for Department of Medical Examiner personnel. This yearly tradition is our way of acknowledging the invaluable work of our members at that Department, including PPOA Executive Board member/Coroner Investigator Joyce Kato.

# FEBRUARY



## Support for Members at Sergeant School

PPOA representatives met with 16 Sergeants attending Supervisory School at STARS Center. Topics of discussion included contract negotiations, responsibilities as supervisors, labor representation and more.

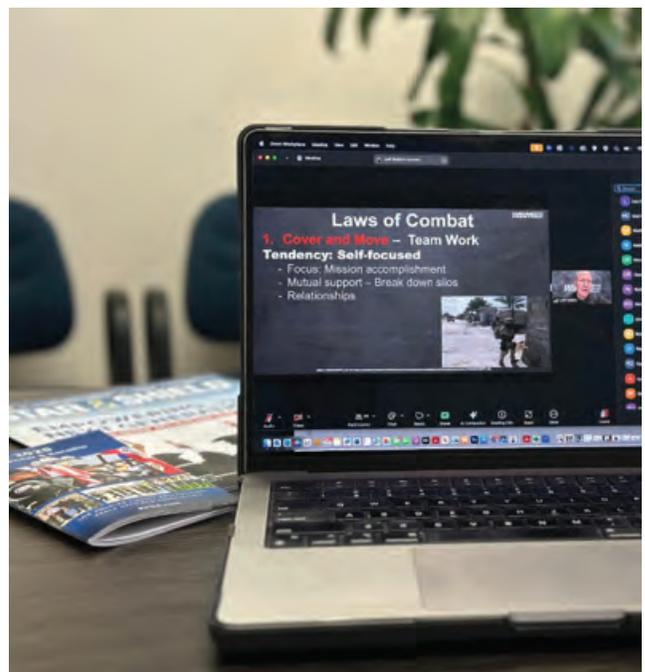


## First PPOA Delegates Meeting of the Year

PPOA delegates gathered for their first meeting of the year with union Board members and staff in Monterey Park. Topics of discussion at the quarterly meeting included salary contracts, legal updates, the Star & Shield Foundation and more.

## Training Webinar Series Kicks Off for Unit 612

PPOA was proud to welcome Unit 612 members to the first of 12 training webinars tailored specifically for LASD and LADABOI Lieutenants and Sergeants, as part of our partnership with Echelon Front, a widely respected leadership development organization. This free series of webinars and corresponding training books is a byproduct of contract negotiations between PPOA and the County.



# MARCH



## Helping Members Prepare for Retirement

PPOA was honored to assemble a panel of experts for our first retirement planning workshop of the year in the union conference center. These quarterly workshops are designed for PPOA members interested in setting themselves up for a rewarding, well-earned retirement. Members in attendance are provided with relevant advice pertaining to LACERA, workers' compensation, Empower/Horizons, mental health, concealed carry coverage, estate planning and more.

## Passing of PPOA Patriarch Art Reddy

PPOA received the heartbreaking news of the unexpected passing of our former union president, Art Reddy, and his wife, Judy. Generations of PPOA members who knew Art likely understand and appreciate what he meant to this Association. His contributions to PPOA span five decades, and no one in the union's 75-year history has committed nearly as much time to the Board of Directors. Beyond his tenure as president, Art served another 22 years at PPOA in his roles as retiree representative and legislative consultant.



## Custody Assistant Melissa Rodriguez Sworn in as Board Member

During the Board of Directors meeting in March, the Board welcomed Custody Assistant Melissa Rodriguez as its newest director. Board member Rodriguez was sworn in to a two-year term representing Unit 621.



# APRIL



## Continued Partnership With LASD Homicide and ALADS for Baker to Vegas Barbecue

PPOA is grateful to everyone who joined us after the Baker to Vegas race for the annual barbecue co-hosted by LASD Homicide Bureau, PPOA and ALADS.



## L.A. County Union Members Unite to Deliver Message to Board of Supervisors

PPOA Board, staff and committee members joined hundreds of fellow members of the Coalition of County Unions for an energetic rally at the Hall of Administration. The show of solidarity among public safety personnel, firefighters, lifeguards, engineers, interns and residents, and more delivered a clear and unified message to the Board of Supervisors: Los Angeles County employees have earned and deserve fair and equitable pay and benefits contracts.



## Support for Members at LASD Retiree Roundup

PPOA representatives joined nearly 1,000 friends at the annual LASD Retiree Roundup in Laughlin. A highlight for PPOA every year is hosting Cigar Night on the patio overlooking the Colorado River, as the sun sets and glasses are raised to friendships old and new.

## Agreement Reached on New Fringe Benefits Contract

After months of meetings, the Coalition of County Unions, including PPOA and 14 fellow unions, reached a tentative agreement in April for a new fringe benefits contract with the County of Los Angeles. The major points of the agreement affecting PPOA members include:

- Increases in Choices County Contributions each year
- Increased County Buydown of Medical Premium on all medical plans for two-party and family plans
- New 401(k) benefit

This tentative agreement, pending approval from the L.A. County Board of Supervisors, is for three years and will expire on June 30, 2028.

# MAY



## Welcoming New Members: Custody Assistant Class #115 and Newly Promoted Sergeants

PPOA representatives were proud to attend the Academy graduation for Custody Assistant Class #115 at Biscailuz Center and meet with 24 recently promoted Sergeants attending Supervisory School at STARS Center.



## Support for the Annual Police Unity Tour

PPOA and ALADS proudly sponsored more than 60 members participating in the Police Unity Tour. The three-day cycling event kicked off in New Jersey before winding through Pennsylvania and Maryland. It culminated with the riders joining more than 2,000 fellow peace officers from across the nation as they arrived in Washington, D.C., for National Police Week events. Support team members from PPOA and ALADS were embedded with the riders to ensure the event moved forward as safely and smoothly as possible.





## Honoring the Heroic Legacies of Fallen Officers

PPOA representatives joined family members, colleagues and friends of fallen officers at county, state and national memorial ceremonies.

- The 47th annual California Peace Officers' Memorial Ceremony was hosted in Sacramento, and PPOA continued its annual tradition of offering travel reimbursements to members who attended.
- The 44th annual National Peace Officers' Memorial Service was staged on the West Lawn of the U.S. Capitol. PPOA and ALADS teamed up with the L.A. Police Protective League to sponsor a luncheon for LASD and LAPD personnel who attended a wreath-laying ceremony at Arlington National Cemetery. Following that ceremony, personnel from both agencies joined the family of Deputy Alfredo Flores (EOW: April 20, 2024) for a luncheon at Fort Myer.
- The 56th annual Los Angeles County Peace Officers' Memorial Ceremony was hosted at Biscailuz Center.



# JUNE

## Sergeant Noe Ramos Sworn in as Board Member

During the Board of Directors meeting in June, the Board welcomed Sergeant Noe Ramos, who was sworn in to represent Unit 612. Board member Ramos was appointed to fill the unexpired term of Kevin Ahsmuhs, who resigned in April in anticipation of his approaching retirement.



## 17th Annual Peace Officer Memorial Golf Tournament

PPOA was honored to bring together nearly 200 public safety personnel, supporters, volunteers and sponsors for the 17th annual Peace Officer Memorial Golf Tournament. Each year, this tournament is the primary vehicle for PPOA's Star & Shield Foundation to raise critical funds for the families of fallen officers. We are grateful to our tournament sponsor, the Law Offices of James J. Cunningham, and the extensive, impressive list of sponsors who step forward year after year to help us pay tribute to fallen heroes.

## 14th Annual PPOA Scholarship Awards Ceremony

PPOA was honored to present scholarship awards to a room full of deserving college students and their proud families. Our 2025 scholarship recipients include a Custody Assistant and 12 students who are the sons and daughters of PPOA members.



# JULY

## Mourning the Deaths of Two Active PPOA Members

We were profoundly saddened to learn of the deaths of two active PPOA members in July.

- **Sheriff Security Officer Joaquin Carlin-Rodriguez (EOW: July 4, 2025)** was a 10-year Department veteran assigned to Olive View–UCLA Medical Center at the time of his passing. He is survived by his wife and four children.
- **Sheriff Security Officer Gerardo Fregoso (EOW: July 15, 2025)** was a 26-year Department veteran assigned to Court Services at the time of his passing. He is survived by his wife and three daughters.



## End of Watch



## 25th Annual PPOA Fishing Trip

A boatload of seaworthy PPOA members and their guests escaped the mainland 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 for making these trips memorable.

# AUGUST

## Fraternal Order of Police Biennial National Conference

PPOA representatives joined thousands of fellow Fraternal Order of Police (FOP) delegates at the 67th Biennial National Conference and Expo in August. This event is hosted every two years in order for FOP leaders to set the goals and agenda for the organization. The conference also included seminars, a review of the FOP constitution and bylaws, and the election of executive board members.



## Labor Day Celebration With Hundreds of PPOA Members

PPOA hosted our 24th annual Pre-Labor Day BBQ and General Membership Meeting at STARS Center. As usual, we were excited to welcome members and their families for an afternoon of food, fellowship and fun.

## Custody Assistant Class #116 Graduation

PPOA representatives were proud to attend the graduation ceremony for Custody Assistant Class #116 at East Los Angeles College.



# SEPTEMBER



## Union Delegates Gather for Quarterly Meeting

Approximately 40 PPOA delegates met with union Board members and staff in Valencia to discuss contract negotiations, online union elections, body-worn cameras and more.



## PPOA President Addresses Civilian Oversight Commission and L.A. County Board of Supervisors

President Steve Johnson attended the L.A. County Sheriff Civilian Oversight Commission (COC) meeting and spoke to the commissioners about PPOA's mission, programs and services, as well as the union's role in supporting the rights of members. One week later, President Johnson attended the L.A. County Board of Supervisors hearing and addressed the supervisors to draw attention to the alarming state of recruitment and retention of Sheriff's Department personnel. Videos of both presentations are available on PPOA's YouTube channel.

## Proud to Welcome New Sergeants

PPOA representatives were honored to welcome more than 50 newly promoted LASD Sergeants to this Association during their badge exchange at Biscailuz Center.



# OCTOBER

## PPOA Reps Meet and Confer on Matters Impacting PPOA Members

PPOA representatives engaged in two meet and confers with Department executives in October to discuss station retention bonus–OCP reorganization and 24-hour Operations Center/ Crime Analysts schedule. As of November 2025, we’ve met and conferred with executives no less than 20 times this year to advocate for PPOA members on matters including the following:

- PFP/use-of-force entry
- Law enforcement cliques
- Proposed civil service rules
- DPSS contract
- Criminalist and Senior Criminalist job analysis
- Measure R
- LADA Bureau of Investigation use-of-force policy
- Polygraph Unit relocation
- CalAIM
- Use-of-force data
- CSB contract terminations



- Body-worn cameras
- WSCSR Handbook revisions
- IAB Administrative Handbook
- Major Crimes SIB reorganization
- Deputy stops
- Station and unit logos
- Metrolink Bureau

## Unit 612 Contract Negotiations Surpass One-Year Mark

PPOA members on the Unit 612 contract negotiations team met twice in October with representatives from the County of Los Angeles, the Sheriff’s Department and the District Attorney’s Office for salary contract negotiations. These meetings represented the 20th and 21st rounds of contract bargaining. Negotiations with all parties began in September 2024, and the current Unit 612 salary contract expired on January 31, 2025.



# NOVEMBER



## 21st Annual PPOA Retiree Luncheon

PPOA was proud to host our 21st annual Retiree Luncheon at the Sheraton Fairplex, and we were particularly honored to offer special acknowledgment to the military veterans in attendance. Thank you to more than 100 retirees who joined us for a memorable afternoon.

## Members Elect New Board Representative in First Online Election for PPOA

PPOA members who are Sheriff Security Officers (SSOs) and Sheriff Security Assistants (SSAs) elected SSO Vardan Kasabyan to represent Unit 621 on the Association's Board of Directors. The online balloting results were confirmed by a committee of members in November.



## Custody Assistant Class #117 Graduation

PPOA representatives were honored to join the family members and friends of Custody Assistants in Class #117 for their graduation ceremony at East Los Angeles College.

# DECEMBER

## PPOA Board Leadership Update

Board members set to begin new two-year terms were sworn in during this year-end meeting. These included two new directors, Vanessa Chow (Lieutenant/Unit 612) and Vardan Kasabyan (Sheriff Security Officer/Unit 621), as well as reelected directors Steve Johnson, Jay Chapman and Noe Ramos. PPOA directors also selected the following Executive Board to serve in 2026:

- President Steve Johnson
- First Vice President Rob Weber
- Second Vice President Joe Walker
- Secretary Chris Lee
- Treasurer Joyce Kato



## PPOA Members Acknowledged for Bravery and Distinguished Service

This Association was very proud to host the inaugural PPOA Membership Awards ceremony. The event was hosted in Pasadena, and the following eight worthy PPOA members were honored for their service:

- Sergeant Wyatt Waldron — Military Service Award
- Sergeant Pedro Magdaleno — Bravery Award
- Sergeant Ryan Kearns — Bravery Award
- Sergeant Mike Chea — Bravery Award
- Senior Criminalist Learden Matthies — Exceptional Service Award
- Law Enforcement Technician Suzanne Talley — Exceptional Service Award
- LADA Sergeant Jose Cisneros — Distinguished Service Award
- Senior Criminalist Jessie Pettet — Distinguished Service Award

# PPOA Delegates



**S**tudying the history of America’s labor movement reveals a number of significant lessons, including the power of solidarity and the importance of commitment to a cause. However, the most evident takeaway is the fact that unions are only as strong as their most active members. Fortunately, PPOA has benefited from a lengthy list of solid leaders and representatives over the last 75 years, and we want to acknowledge the current members (about 3% of the union’s total membership) who contribute their time to important roles, including the Board of Directors, negotiating teams, committees, event volunteers and a crucial group known as the PPOA delegates.

Approximately 140 PPOA delegates represent their union at facilities throughout the county. They are tasked with facilitating effective communication between the union’s Board, staff and membership. PPOA also helps delegates equip themselves with information about the

benefits and services available to union members. In fact, delegates are required to complete online training in order to better understand PPOA’s mission and priorities.

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

If you are an active, dues-paying PPOA member and want to get more actively involved with the issues your union is tackling, please send an email with your name and employee number to [info@ppoa.com](mailto:info@ppoa.com).



# Peace Officer Memorial

Every year, PPOA's Star & Shield Foundation reaffirms its mission to providing support to families dealing with the unimaginable loss of an officer killed in the line of duty. From direct donations to assisting family members with the logistics of traveling to local, state and national

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

PPOA extends sincere condolences to the loved ones of the following peace officers who died in the line of duty in California in 2025\*:



**Deputy Timothy Corlew**

*Riverside County Sheriff's Office*

**EOW: January 8, 2025**

Deputy Corlew was on his patrol motorcycle when he was killed in a traffic collision. The nine-year veteran is survived by his wife and two sons.



**Officer Samuel Riveros**

*Baldwin Park Police Department*

**EOW: May 31, 2025**

Officer Riveros and his partner responded to a call of a suspect firing a rifle and were met with gunfire. Both officers were struck in the exchange, and Officer Riveros, tragically, did not survive. He had been with the department for nine years.



**Deputy Hector Cuevas Jr.**

*San Bernardino County Sheriff's Department*

**EOW: March 17, 2025**

Deputy Cuevas initiated a pursuit of a stolen vehicle when he was killed in a traffic collision. The three-year veteran is survived by his wife and two children.



**Sergeant Shiou Deng**

*Los Angeles Police Department*

**EOW: June 23, 2025**

Sergeant Deng exited his patrol vehicle to assist motorists involved in a traffic collision when he was fatally struck by a passing vehicle. He had been with the department for 26 years.



**Officer Osmar Rodarte**

*Marysville Police Department*

**EOW: March 26, 2025**

Officer Rodarte was executing a search warrant when a suspect opened fire. The two-year veteran was fatally wounded during the exchange.



**Parole Agent Joshua Byrd**

*California Department of Corrections and Rehabilitation*

**EOW: July 17, 2025**

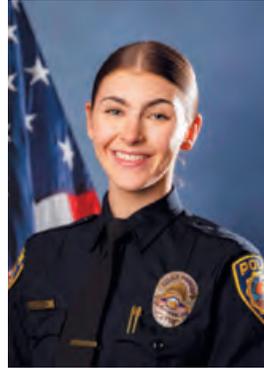
Parole Agent Byrd was in a state parole office when a recently released parolee entered the office and started shooting. The 11-year veteran was fatally injured during the shooting and is survived by his wife and three children.



**Detective Joshua Kelley-Eklund**

*Los Angeles County Sheriff's Department*  
EOW: July 18, 2025

Detective Kelley-Eklund and two partners were killed on duty in an explosion in the Special Enforcement Bureau parking lot. The 19-year veteran is survived by his wife and seven children.



**Officer Lauren Craven**

*La Mesa Police Department*  
EOW: October 20, 2025

Officer Craven was assisting motorists involved in a traffic collision when she was struck by an oncoming vehicle and fatally injured. She was hired by the department in 2024.



**Detective Victor Lemus**

*Los Angeles County Sheriff's Department*  
EOW: July 18, 2025

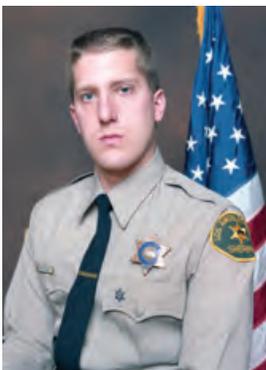
Detective Lemus and two partners were killed on duty in an explosion in the Special Enforcement Bureau parking lot. The 22-year veteran is survived by his wife and three daughters.



**Deputy Andrew Nuñez**

*San Bernardino County Sheriff's Department*  
EOW: October 27, 2025

Deputy Nuñez was responding to a domestic violence call when he was immediately met with gunfire and sustained a fatal gunshot wound. The six-year veteran is survived by his pregnant wife and their 2-year-old daughter.



**Detective William Osborn**

*Los Angeles County Sheriff's Department*  
EOW: July 18, 2025

Detective Osborn and two partners were killed on duty in an explosion in the Special Enforcement Bureau parking lot. The 33-year veteran is survived by his wife, four sons and two daughters.



**Officer Alec Sanders**  
*Alhambra Police Department*

EOW: November 20, 2025

Officer Sanders was killed when a suspect's car collided with his marked patrol vehicle during a high-speed pursuit. He had served with the department for eight months and is survived by his fiancée and siblings.

\*As of December 2025, according to the California Peace Officers' Memorial Foundation.  
Please visit [camemorial.org](http://camemorial.org) for more information.



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**PPOA.com**

**Los Angeles County Professional  
Peace Officers Association**

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