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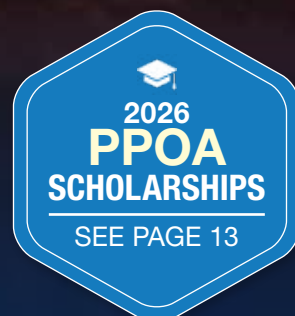
February/March  
2026

# STAR & SHIELD

## BINDING ARBITRATION

**Crucial for PPOA Members  
and Our Profession**

SEE PAGE 4



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# Binding Arbitration: A Powerful Tool That Protects Our Members and Our Profession

**A**s your union president, my responsibility is simple and unwavering: to protect your rights, your livelihoods and your future. One of the most important tools we have to do that — especially in today's challenging labor environment — is binding arbitration. With other county public safety partners, PPOA recently launched a campaign in support of a ballot initiative ([saferLAcounty.com](http://saferLAcounty.com)) that would enhance our leverage. I want to take a moment to explain why binding arbitration matters, how it works and why it gives our members real leverage when negotiating fair contracts.

First, let's talk about *why we need binding arbitration*. Specified public safety professionals are prohibited by law from striking. That means when contract negotiations stall, our members often continue working for months — or even years — without a new agreement. During that time, the cost of living rises, workloads increase, and recruitment and retention become more difficult. Binding arbitration creates an independent, transparent and cost-effective way to resolve disputes when negotiations reach an impasse. It ensures that our voices are heard and that delays do not become a tactic used against us.

So, *what is binding arbitration?* Binding interest arbitration is a process used when the employer and the union cannot agree on the terms of a new contract. Instead of endless stalemates, both sides present their case to a neutral third party — an arbitrator — who reviews the evidence and issues a final decision on the disputed issues. That decision is binding, meaning it must be implemented. This creates accountability on both sides and encourages meaningful negotiations.

*Who are these arbitrators?* Arbitrators are typically selected from a list provided by neutral labor relations agencies, such as the California State Mediation and Conciliation Service and the California Public Employment Relations Board (PERB). They are chosen for their experience, expertise in labor relations and professional reputations. Many are attorneys, though not all. Most importantly, they are independent professionals whose role is to evaluate facts — not politics or pressure.



**Steve Johnson**  
PPOA President  
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*What issues can be arbitrated?* Only “mandatory subjects of bargaining” are eligible. Under the County's Employee Relations Ordinance, that includes wages, hours and other terms and conditions of employment. These are the core issues that affect your paychecks, your schedules, your benefits and your quality of life on the job.

*How do arbitrators make their decisions?* They must rely on specific factors required by arbitration law. These include the cost of living, recruitment and retention challenges, workload and productivity, and the interests and welfare of the public. Arbitrators also examine wages, hours and benefits in comparable jurisdictions, total compensation paid to employees and the employer's financial condition and ability to pay. They may also consider other traditional factors relevant to employment conditions. This structured, evidence-based approach ensures decisions are fair, balanced and grounded in reality.

An arbitration hearing is thorough and professional. Evidence often includes statistical data, expert testimony and real-world accounts from employees about working conditions and hours. Budget experts, public safety professionals, human resources personnel and cost-of-living specialists may all testify. While the formal rules of evidence used in courts do not strictly apply, arbitrators carefully consider all relevant and reliable information.

*Are arbitration decisions truly binding?* Yes. Decisions are final and enforceable, with extremely limited exceptions, such as fraud or an arbitrator exceeding their authority. Overturning an arbitration decision is extraordinarily rare

because professional arbitrators are meticulous in their work.

Finally, binding arbitration is not unusual or radical. It is widely used for public safety employees across California, including in cities like Anaheim, Oakland, and San Jose, and counties such as Sacramento and San Francisco. It is a proven system that works.

In short, binding arbitration levels the playing field. It gives us leverage when we cannot strike, protects us from endless delays and ensures our work is valued fairly. It is not about winning at all costs — it is about fairness, respect and securing the future our members deserve. Until next time, be safe and thank you for your commitment. ♥

# Make 2026 the Year You Create a Living Trust

**S**o, I am exceedingly hopeful that the majority of PPOA members have surpassed Quitter's Day. This is the unofficial day, which falls on the second Friday of January (1/9/2026), when most people abandon their New Year's resolutions. Do not worry if you have already "thrown in the towel," and if it is any comfort, you are not alone! Recent studies have found that about two-thirds of people abandon their New Year's resolutions within a month.

One of the major problems with achieving New Year's resolutions is that those who set them are over-ambitious. Making deductions from the available 800 million user-logged activities in 2019, Strava — a social network for athletes — even went on to predict that the second Friday of January was the fateful day when the motivations of most quitters begin to decline. The primary areas of focus for resolutions involved exercise, eating habits and weight loss. For PPOA members, I would ask you to think outside of your traditional resolutions and commit to a new resolution that requires no perspiration, no caloric monitoring and no standing on a scale.

A new resolution that you can start right now and successfully complete in 2026 is to create a living trust for you and your family. If you do not have a living trust, time is of the essence because, as all PPOA members unfortunately and sadly know, "tomorrow is not promised." Nobody likes talking about death. But this is exactly why every PPOA member should create and maintain a living trust. You and/or your loved one(s) simply may not be there to settle matters when the time comes. Not only does a living trust make good financial sense for you, but it also protects your family from the time, hassle and expense of having to go through probate. Additionally, a living trust ensures that your estate is divided up and distributed according to your wishes, which really helps your family avoid the anxiety and conflicts that almost always come with settling an estate after the death of a loved one.

Setting up a living trust for your family allows you to keep control of your assets and provides an easier way for your family to deal with issues should you become incapacitated. It also allows you to distribute your estate to your children in a more measured and controlled way to avoid problems that may arise when it comes to inheriting money.

In 2006, my wife and I set up a living trust as we were going to travel abroad for an extended period. Because our two children were now young adults and we had been in our



**Wayne Quint Jr.**  
PPOA Executive Director  
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house for 18 years, we were advised to consider creating a living trust. This was not the first time we were advised to do so, but nonetheless, we finally acted, joining most people who start with a revocable living trust. A revocable living trust can be revoked or amended by you and does not require legal action. An irrevocable trust cannot be changed without legal intervention.

In 2020, my wife and I decided to "restate" our 2006 living trust as we were blessed with additions to our family. We decided to use *United Estate Planning, Inc.*, to prepare our restated living trust. The trust package was specifically designed to organize our estate for rapid settlement. Additional benefits of working with United Estate Planning, Inc., include free advisement

of any significant changes in tax laws affecting our estate, complimentary lifetime legal advice regarding our living trust and updating our living trust periodically, upon our request, at a reasonable cost based upon their fee then in effect. A very noteworthy benefit that we also received was that, because of my association with PPOA, we received a discounted price for the preparation of our living trust package!

**NOBODY LIKES TALKING ABOUT  
DEATH. BUT THIS IS EXACTLY  
WHY EVERY PPOA MEMBER  
SHOULD CREATE AND MAINTAIN  
A LIVING TRUST.**

PPOA is extremely proud to continue its professional relationship with United Estate Planning, Inc., and one of the many benefits of being a PPOA member is a discounted price for a living trust. Please make 2026 the year that you give your family peace of mind, knowing that a key piece of your estate planning is completed. Please do not hesitate to contact PPOA for additional information. You can also directly contact United Estate Planning, Inc., at [unitedestateplanning.com](http://unitedestateplanning.com) or (714) 637-9840. 🇺🇸

## Forty Years Shaped by Unforgettable Public Servants

**O**ne of the best things about being on the PPOA Board and being on the Sheriff's Department for so long is the amazing people we get to serve with in all capacities. Since I stood in the Hall of Justice and got sworn as a sheriff's dispatcher on Monday, June 16, 1986, I have met some amazing people. It would fill an entire issue to even try to list them all.

When I worked Norwalk Station as their crime analyst, I got to know a young, sharp deputy named Victor Ibarra. He was one of those types that came to me a lot for crime info because he liked catching criminals. Back in the '90s, if you were an ambitious deputy, you got special assignment and promoted to Detective Bureau (DB) by having a record of solid work. When I ended up at Pico Station



**Joe Walker**  
PPOA Second Vice President  
Crime Analyst, LASD  
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a couple of years later, Vic was a deputy there too, and he quickly impressed the station leadership and, in my opinion, one of the best sergeants in the history of the Sheriff's Department, the late Kevin C. Lloyd.

Vic and I sat next to each other for several years in Pico DB, and I came across him when he was a sergeant at Crescenta Valley and again at College Bureau. When a party was thrown for Vic at College Bureau, I remember him saying how much he liked working there because they got to mentor and guide the dozens of cadets and Sheriff Security Officers who worked there, all hoping to become deputies one day. That hit home for me because of how important it is that we all mentor

newer Department members.

Being on the Unit 621 Negotiations Team, I had the opportunity to be guided by sharp and passionate leaders like retired Custody Assistant Danya Hazen, retired Law Enforcement Technician Jim Blankenship and currently active Public Response Dispatcher Mike Salazar. None of us had similar jobs. But all of them believed that our members mattered, and that their working conditions were just as important as those of our sworn brothers and sisters. We all spent our careers supporting our tan and green heroes. We also had the privilege to serve on the PPOA board with amazing leaders like Art Reddy, Jim Vogts, John Stites, and finally, Steve Johnson. I have zero concerns that, as I transition to the world of a LACERA pension, PPOA is in good hands.

Forty winters have passed since I first had the honor to call myself a member of the Los Angeles County Sheriff's Department. As a professional staff member, 90% of it as a crime analyst at Firestone, East L.A., Lennox, Norwalk, Temple and more special units than I can list, I have had the privilege of seeing a lot of amazing people put on a deputy sheriff uniform. I can honestly say most of them were true heroes who would put themselves in danger to save a stranger. If I had gone into medicine, or the law, or the private sector, would I ever be blessed enough to be surrounded by such people? Not a chance. With humble gratitude, I can sincerely say, I have had the best time of my life on this Department. Best regards to all whom I have had the honor of crossing paths with, and I hope you all stay safe — continue to thrive! 🛡️

**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](http://PPOA.com)) by the end of this month will be entered into a drawing for one of three \$100 prizes. Contest ends March 31, 2026, at 11:59 p.m. PT.

This month's hidden word is:

**Retaliation**

*The action of harming someone because they have harmed oneself; revenge.*

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



# Be That Person

**M**y fellow Custody Assistants, as we embark on a new year, I would like to discuss a few things that I believe all Custody Assistants (new and seasoned) would benefit from. It is not a secret that I have been on the job eight and a half years. For those who know me, they know all too well that my time on does not discredit my work ethic or ability to identify a problem and seek a solution. I am not one to suffer in silence. I speak loudly and ask entirely too many questions, but I find answers.

With that said, I have seen a pattern, since I took office in March 2025, of issues being brought forth that have long passed the statute of limitations to file a grievance, or there is no documentation to support any of the claims being made. I believe many of you may not be aware that there is only a 10-day period post-incident in which a grievance can be filed on behalf of any PPOA member. So, it is in your best interest when you see something, say something; time is of the essence. And if you are unsure if your complaint falls under a grievance or a POE violation, contact PPOA for our intake specialist to guide you. I appreciate those of you who have taken the initiative to bring legitimate issues to my attention. I do pursue all inquiries to the extent of my ability and send them further through our labor representatives to seek answers from the Bureau of Labor Relations and Compliance (BOLRAC).

Your PPOA labor representatives are a wealth of knowledge who have the ability to inquire with Department leadership when our members report any claims. They are privy to not only LASD policy but also state labor laws that supersede all policy. Although making the initial call may be difficult, rest assured, the information you are being provided is factual and in alignment with your best interests.

For myself, there have been many roadblocks that continuously arise early in my personal pursuit for answers to initial inquiries: the lack of documentation (i.e., emails, e-UDAL entries, etc.) to support the claims being brought forth, and the person making the claim insists on remaining anonymous. The need for documentation not only supports a timeline of events but also provides information on who was notified via the chain of command and what actions were taken at the unit level.

It is extremely difficult to seek answers or resolutions to a concern that will be considered “hearsay” without this information. The popular response I receive for lack of supervisor notification and documentation is the fear of retaliation that would come from being the one to “make waves.”



**Melissa Rodriguez**  
PPOA Board Member  
Custody Assistant, LASD  
[mrodriguez@ppoa.com](mailto:mrodriguez@ppoa.com)

Please, I implore all of you, be that person, put everything in writing and notify your supervisors. As a collective group, we need to stop working under the fear of retaliation. As a unionized employee, you have the right to a fair, safe and equitable work environment.

And you should not be silenced by fear of what will happen for speaking out against any violations of our MOU, harassment, bullying, intimidation or otherwise. This comes down to who is complacent and a part of the problem versus who speaks up to be a part of the solution. I’m not a mind reader or miracle worker. I can only address issues brought to my attention. I have no issue going to war for any of you, but please properly equip me for battle. 🛡️

Get More From  
**YOUR MEMBERSHIP**

Learn More About Issues Impacting  
**YOUR CAREER**

**BECOME A  
PPOA DELEGATE**



PPOA is represented by more than 100 delegates at work locations around the county. The role of the delegate is crucial in facilitating effective communication between the union’s board, staff and membership. Topics ranging from contract negotiations to grievances to lawsuits are discussed at quarterly meetings held midweek at locations throughout L.A. County.

In addition to meetings, PPOA also calls upon delegates when input is needed on classification-specific topics or when opportunities arise to serve on a committee or attend union-related events.

If you are interested in being an actively participating delegate, please send an email with your name, employee number and work location to: [info@ppoa.com](mailto:info@ppoa.com).

## Proud to Welcome New Sergeants

**P**POA representatives proudly welcomed more than 60 newly promoted LASD Sergeants to this Association in January. The Department's newest supervisors reported to Biscailuz Center to pick up their new badges. They were joined by PPOA directors and staff representatives in order to answer questions and ensure the Sergeants would be protected by union representation as they began reporting to their new assignments that week. 🛡️



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## PPOA Podcasts: Episodes Three and Four Are Now Online

**T**he two new episodes of the PPOA video podcasts are now online. Episode three features an informative discussion between PPOA President Steve Johnson and San Dimas City Councilmember Eric Nakano, who offers his views on recruitment challenges, public service and global events coming to Los Angeles County.

Episode four is an enlightening interview with Matt Hill, an attorney who serves as general counsel for the California Fraternal Order of Police (FOP). The topics of discussion include the national, state and local impact of the FOP and how that organization's legal defense plan protects PPOA members.


These videos are designed to provide an in-depth look at issues impacting the careers of PPOA members. Links for all four episodes are posted at [PPOA.com](http://PPOA.com). ❤️



Attorney Matt Hill and PPOA President Johnson



San Dimas City Councilmember Eric Nakano and PPOA President Johnson



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## Support for Personnel Assigned to Rose Parade

**P** POA was proud to partner with ALADS to provide coffee and snacks for personnel prepping for deployment to the New Year's Day Rose Parade. 🍵





## Special Guests at the PPOA Board Meeting

**T**he Board is grateful to our longtime partners from the firm of Lewis, Marenstein, Wicke, Sherwin and Lee for joining PPOA directors and staff for lunch during the January Board meeting. Their ongoing commitment to PPOA members is truly appreciated. 🇺🇸



## 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

(January 2026 issue — the hidden word appeared on page 24)

**Mary Adams**, retired member  
**Stacy Gadson**, Medical Examiner Investigator  
**Augie Pando**, retired member

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## Medical Examiner Barbecue

**P**POA representatives were proud to set up the union barbecue trailer at the Department of Medical Examiner (DME) in January. Each year, this tradition of providing freshly grilled lunch helps us honor the invaluable contributions of PPOA members at the Department, including Executive Board Member/Coroner Investigator Joyce Kato. 🍷



**PPOA**



# 2026 College Scholarship Program

We are proud to announce that 12 scholarships will be available to help further the education of PPOA members and their dependents.

Criteria and applications will be posted by March 4 on *PPOA.com*.

**APPLICATION DEADLINE IS APRIL 17.**



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By Pat Yoes, National FOP President

# The Protect and Serve Act Is Not About Politics — It's About Protecting Lives

*This article is reprinted with permission from the January issue of FOP Journal.*

**A**s we begin a new year, I want to wish every member of the Fraternal Order of Police, and your families, a healthy, safe and prosperous year ahead. The work you do each day under increasingly difficult circumstances continues to make a profound difference in the lives of the communities you serve. Despite the challenges facing our profession, the FOP enters this year united, determined and poised to continue strengthening our voice, our influence and our impact nationwide.

The coming year presents both serious challenges and important opportunities. With more than *382,000 members strong*, the Fraternal Order of Police remains the leading advocate for the safety, rights and dignity of America's law enforcement officers. As we look ahead, our mission is clear: we will continue to speak with clarity, conviction and



FOP President  
Pat Yoes

thanks to Homeland Security Committee Chairman Representative Andrew Garbarino for scheduling this important hearing.

Unfortunately, that optimism faded quickly.

What should have been a serious, unified discussion about officer safety instead devolved into a political circus, with nearly half the panel determined to assign blame to President Trump rather than focus on the facts. This crisis did not begin under one administration, nor will it end with one. It is a long-term trend that spans multiple administrations, and it demands honest attention — not partisan theater.

And the data is undeniable.

Since the FOP began collecting and verifying this information just seven years ago, *2,553 officers have been shot and 415 have been killed in the line of duty*, and our nation has experienced a disturbing rise in ambush-style attacks. In the last five years alone, *620 officers were shot in 483 separate ambush attacks, resulting in 135 line-of-duty deaths*. More than half of those officers were not responding to a call for service; they were ambushed simply because they wore a badge.

These are not selective numbers. They are real, verified incidents that reveal an unmistakable and deeply troubling trend.

This is an epidemic — one fueled by rhetoric that dehumanizes and vilifies the men and women who wear the badge.

The hearing should have been about acknowledging this deadly trend and committing to solutions that protect our officers and our communities. Instead, it became yet another slap in the face to America's law enforcement professionals.

Despite the theatrics, the Fraternal Order of Police will continue to speak the truth, present the data and fight relentlessly for the safety of our nation's law enforcement officers. They deserve nothing less.

Watch the full hearing at [tinyurl.com/fop-house-hearing](https://tinyurl.com/fop-house-hearing).

As we move forward into this new year, the path ahead is clear. The Fraternal Order of Police will not be silenced, distracted or deterred. We will continue to confront this epidemic with facts, integrity and unwavering resolve, and we will press Congress to act with the urgency this crisis demands. The Protect and Serve Act is not about politics — it is about protecting lives. Our members put on the uniform every day knowing the risks; the least our nation can do is acknowledge those risks and stand firmly behind them. Together, united and resolute, we will continue to fight for the safety, respect and support every law enforcement officer has earned and deserves. 🇺🇸

**THIS CRISIS IS A LONG-TERM TREND THAT SPANS MULTIPLE ADMINISTRATIONS, AND IT DEMANDS HONEST ATTENTION — NOT PARTISAN THEATER.**

facts, and we will not allow politics or rhetoric to overshadow the real dangers facing those who wear the badge.

One of our top priorities this year is the passage of the *Protect and Serve Act*, legislation that directly confronts the epidemic of targeted violence against law enforcement officers. In December, I had the honor of representing the members of the Fraternal Order of Police before the House Homeland Security Committee in Washington, D.C. Going into the hearing, I was genuinely encouraged. For the first time in some time, we were seeing meaningful movement on the FOP's top legislative priority: addressing the rising and undeniable threat of violence directed at law enforcement officers. I extend my sincere





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[WWW.CAMEMORIAL.ORG/EXPANSION/](http://WWW.CAMEMORIAL.ORG/EXPANSION/)**





## PPOA Members Spotted on the Socials

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



**collegeslasd** Today, we welcomed 18 Sheriff's Security Officers to the Community College Bureau.

We're proud to have them join our team in support of campus safety and service.



**lasd\_lhs** Thank you, Dispatcher Allen, for 15 years of dedicated service to the communities of Los Angeles County. We appreciate all that you do!



**THANK YOU, DEPUTY MANGAHIS PROMOTED TO SERGEANT**

**collegeslasd** Thank you, Deputy Mangahis, for your dedication, hard work, and commitment to community service while assigned to the Community College Bureau.





**lasdcarson**  Linkin Park · What I've Done 



**lasdcarson** After 10 years at Carson Station, today was Deputy Singer's final shift closing a patrol car as a Deputy. Beginning next week, he will proudly step into his new role as Sergeant @lasdlomita.

This promotion is well deserved, and while Carson will miss him, Lomita Station is gaining one of our outstanding deputies and an exceptional Field Training Officer.

Congratulations, Sergeant Singer

**temlasd**  Temple Sheriff's Station 



**collegeslasd**  Los Angeles Harbor College 



**collegeslasd** Recognizing Deputy Yang for exemplary leadership and service at Community College Bureau.

Congratulations on your promotion to Sergeant.

**temlasd** Today marks the final patrol day at Temple Sheriff Station for acting Master FTO Kimmell and Traffic Investigator Pinedo, who were recently promoted to sergeant. While this is a proud moment, it is also a bittersweet one for Temple Station.

Sergeant Kimmell has dedicated seven years of service to Temple Station, beginning his career on early morning shift in the City of Rosemead, where his proactive work resulted in several stolen vehicle arrests and several mothers against drunk driving (MADD) awards. He concluded his time at Temple Station in the Training and Scheduling Office, where he played an important role overseeing training for new Temple Station trainees (acting Master FTO).

Sergeant Pinedo served Temple Station for an outstanding 12 years. He began his career working in the City of South El Monte, where he was the "go to" guy with any traffic questions, and finished his Temple Station assignment as the station's Traffic Investigator. His experience, leadership, and dedication will be greatly missed.

Temple Station thanks both Sergeants for their years of hard work, commitment, and service to our communities. We wish Sergeant Kimmell and Sergeant Pinedo the very best as they move on to their new unit of assignment.





# RETIREE EVENTS



## HR-218 Qualification at PDC

February 22  
PDC (Wayside) Range  
8 a.m. to noon  
**Info:** Deputy Phil Abner,  
[pabner54@gmail.com](mailto:pabner54@gmail.com)

## LASD Northern Idaho/ Eastern Washington Retiree Luncheon

February 26  
Gathered Family Restaurant  
Post Falls, ID  
**Info:** [williamkpostmus1@gmail.com](mailto:williamkpostmus1@gmail.com)

## Lomita Sheriff Station 50th Anniversary

February 28  
Terranea Resort  
Rancho Palos Verdes  
**Info:** [lssf.org/events](http://lssf.org/events)

## Annual LASD Retiree Roundup

March 29–April 1  
Riverside Resort &  
Casino, Laughlin, NV  
**Info:** [lasdretired.org](http://lasdretired.org)

## Retiree Roundup Cigar Night Hosted by PPOA

March 31  
On the patio at the LASD  
Retiree Roundup  
**Info:** Moon Mullen,  
[moon5252@gmail.com](mailto:moon5252@gmail.com)

## Law Enforcement Serra Retreat

September 25–27  
Serra Retreat House, Malibu  
**Info:** Patty Norris,  
(818) 381-7698

## Desert Heat Retirees Luncheon

First Wednesday of  
each month at 11 a.m.  
Elks Lodge, Lake Havasu  
**Info:** [Lnx1993@yahoo.com](mailto: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](mailto: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](mailto:ricksummers@verizon.net)

## PPOA Set to Host Annual Cigar Night at Retiree Roundup



We are proud to announce that PPOA will once again host Cigar Night on the patio at the LASD Retiree Roundup. Join us as the sun goes down and the cigars light up on **Tuesday, March 31.**

PPOA members: If you'll be at the Roundup (we encourage you to experience it!) and plan to light up a stick, please email Moon Mullen at [moon5252@gmail.com](mailto:moon5252@gmail.com) so we can get a proper head count.

**SAVE THE DATE!**

# Law Enforcement Serra Retreat 80th Anniversary

**SEPTEMBER 25–27, 2026**

On September 25–27, 2026, we will celebrate the 80th anniversary of the Sheriff's Department Law Enforcement Retreat at the Serra Retreat House in Malibu.

The retreat house is a 38-acre Franciscan facility located on a coastal 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 attending can go on quiet walks and enjoy the beautiful scenery in the Malibu Hills. You may also choose to quietly reflect and enjoy the relaxing 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 retreatants enjoy walking or running down to the beach.

Those attending will begin the experience by checking in anytime after 1500 hours on Friday, September 25. Friday's dinner will be served from 1700 to 1900 hours to accommodate late arrivals. Checkout time will be approximately 1200 hours on Sunday, September 27.

The Serra Retreat House is located at 3401 Serra Road, directly off Pacific Coast Highway. 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

**Gina Monteverde**  
(909) 525-8537

**Ingrid Jeferys**  
(909) 234-8151

**Michelle Emeneger**  
(714) 293-3891

**Jay Sevoian**  
(661) 992-4369

**Andy Thompson**  
(714) 293-5898

**Leo Bauer**  
(661) 388-9650

**Tony and  
Shiela Martins**  
(562) 753-1963

**Chickee and  
Norm Nelson**  
(562) 760-0875

# CALENDAR OF EVENTS

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

## February 11

### PPOA Board of Directors Meeting

9 a.m.–4 p.m.

San Dimas

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

## February 16

### Presidents Day

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

## February 24

### PPOA Delegates Meeting

Luminarias, Monterey Park

Eligible delegates: Please

RSVP to (323) 261-3010

## March 11

### PPOA Board of Directors Meeting

9 a.m.–4 p.m.

San Dimas

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

## March 14

### PPOA Retirement Planning Workshop

8:30 a.m. – 1:30 p.m.

PPOA Conference Center

Visit [PPOA.com](http://PPOA.com) for details

## March 28-29

### Baker to Vegas Challenge Cup Relay

Visit [BakerVegas.net](http://BakerVegas.net) for details

## April 8

### PPOA Board of Directors Meeting

9 a.m.–4 p.m.

San Dimas

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

## April 17

### Deadline for PPOA

### Scholarship Applications

Visit [PPOA.com](http://PPOA.com) for details

## June 1

### 18th Annual Peace Officer

### Memorial Golf Tournament

Friendly Hills Country Club,

Whittier

Visit [PPOA.com](http://PPOA.com) for details



## PPOA Committees and Staff

### ✦ 2026 STANDING COMMITTEES

#### Associations

› Chairman Johnson

#### Awards

› Chairman Ramos

#### Bylaws

› Chairman Weber

#### Communications

› Chairman Kasabyan

#### Delegates

› Chairman Walker

#### Election Update

› Chairman Walker

#### Finance Committee

› Chairwoman Kato

#### Insurance

› Chairman Lee

#### Legislative

› Chairman Johnson

#### Membership

› Chairman Ramos

#### Retiree Liaison

› Chairman Schallert

#### Scholarship

› Chairwoman Rodriguez

#### Star & Shield Foundation

› Chairman Johnson

#### Unit 612 Contract Negotiations

› Chairman Johnson

#### Unit 614 Contract Negotiations

› Chairman Lee

#### Unit 621 Contract Negotiations

› Chairman Walker

#### Unit 631/632 Contract Negotiations

› Chairwoman Kato

### ✦ STAFF MEMBERS

#### Wayne Quint Jr.

Executive Director

#### Richard Escalante

Field Representative

#### Clare Franco

Administrative Assistant

#### Violet P. Moreno

Administrative Assistant

#### Dave Ladjevic

Labor Representative

#### Mark Sanchez

Labor Representative

#### Shannon Schreck

Administrative Assistant

#### Kevin F. Thompson

Intake Representative

#### Greg Torres

Public Relations Coordinator

#### Maricela Villegas

Executive Administrative Assistant

### ✦ LEGISLATIVE REPRESENTATIVES

#### Lang, Hansen, Giroux & Kidane

Visit [PPOA.com](http://PPOA.com) to read about PPOA's position on legislative bills proposed in the current session.



**SAVE THE DATE!**

**PPOA**

**18TH ANNUAL**

**Peace Officer  
Memorial Golf  
Tournament**

**Monday, June 1**

FRIENDLY HILLS COUNTRY CLUB, WHITTIER

Visit **PPOA.com** for  
details and registration.



**JOIN US!**

**PPOA RETIREMENT PLANNING WORKSHOP**

**Saturday, March 14**

**8:30 a.m. to 1:30 p.m. PPOA Conference Center**

Our panel of experts will share the essential information you need to prepare for a well-earned retirement. These workshops are free and exclusively for PPOA members. Seating is limited. Please RSVP with full name, employee number and phone number to **sschreck@ppoa.com**.



# END OF WATCH

**PPOA extends our sincere condolences to the families of the following PPOA members who passed away in November and December 2025:**

Retired Deputy

**Alfonso Medina Jr.**

EOW: November 18, 2025

LASD 1961-1988

Last assignment: Ranch Facility Jail

U.S. Army veteran

Retired Deputy IV

**Charles Engelbart**

EOW: December 12, 2025

LASD 1961-1995

Academy Class #89

Last assignment: Communications  
and Fleet Management Bureau

U.S. Navy veteran

Retired Deputy IV

**Joe Quintana Jr.**

EOW: December 15, 2025

LASD 1960-1992

Last assignment: Homicide Bureau

Retired Sergeant

**Raymond Osterhues**

EOW: December 17, 2025

LASD 1957-1990

Academy Class #65

Last assignment: Advanced

Training Bureau

U.S. Army veteran

Retired LADA Sr. Investigator

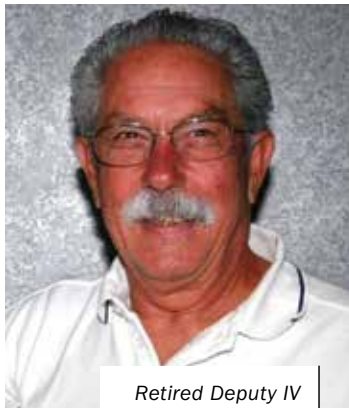
**James Bell**

EOW: December 17, 2025

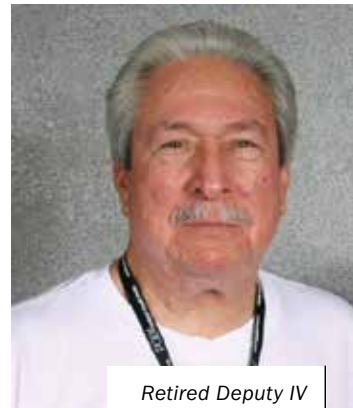
Began career with L.A. County  
Marshal's Department in 1973

LADA retired 1995

U.S. Air Force veteran



Retired Deputy IV  
Charles Engelbart  
(EOW: 12/12/25)



Retired Deputy IV  
Joe Quintana Jr.  
(EOW: 12/15/25)

**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](mailto:info@PPOA.com) and reference "email updates" in the subject line.





# Support Your Foundation!

Help PPOA's Star & Shield Foundation support families of fallen officers and those truly in need. Donate online today at [starandshieldfoundation.org/donate](http://starandshieldfoundation.org/donate). If you would like to contribute by phone, please call (323) 261-3010.

Your gift is tax-deductible to the extent allowable by law. The Star & Shield Foundation is a 501(c)(3) organization. Tax ID #95-4752410.

## Do You Know What Your Union Is Working on Each Week?

Every Saturday morning, PPOA members receive an email documenting union accomplishments, ongoing projects, challenges facing the membership and more. Reading the **PPOA Week in Review** will help you stay connected and up to date on a range of important issues. If you are a PPOA member and have not received the Week in Review, please send your name, employee number and personal email address to [info@PPOA.com](mailto:info@PPOA.com).



By Bob Giroux

Lang, Hansen, Giroux &amp; Kidane, PPOA Legislative Representatives

# Deadlines, Political Shifts and State Budget Deficits

**A**s the California Legislature reconvened on January 5, lawmakers officially began the second year of the current two-year legislative session — setting the stage for a fast-moving and highly political year in Sacramento. Because this is the second year of the session, the legislative calendar is compressed. Bills introduced in 2025 that are still in their house of origin must clear policy committees by January 16 and pass out of their house of origin by January 31. Meanwhile, new bills for 2026 must be introduced by February 20. For PPOA members, this period is especially important, as key deadlines, leadership changes and budget decisions will shape public safety policy and resources in the months ahead.

At the same time, Sacramento is already feeling the effects of election-year politics. Recent redistricting changes and high-profile announcements have triggered a round of political “musical chairs” across the state. Several sitting legislators and members of Congress are pursuing new offices, including gubernatorial and congressional races, which could lead to special elections and significant turnover in key policy roles. For PPOA members, these shifts matter because new faces often bring new priorities — especially on public safety, criminal justice and labor issues.



California Senate Democratic Caucus, public domain, via Wikimedia Commons

*Senator Monique Limón was sworn in as Senate president pro tempore on January 5, becoming the first woman of color to hold the position.*

## ONE OF THE MOST CONSEQUENTIAL DEVELOPMENTS FOR 2026 IS THE LEADERSHIP TRANSITION IN THE STATE SENATE.

One of the most consequential developments for 2026 is the leadership transition in the State Senate. Senator Monique Limón (D–Santa Barbara) was sworn in as Senate president pro tempore on January 5, becoming the first woman of color to hold the position. She has already announced key leadership and committee assignments, with some changes taking effect immediately and others scheduled for February 1. Notably for PPOA members, Senator Jesse Arreguín will continue to serve as chair of the Senate Public Safety Committee — a critical committee for law enforcement, corrections and peace officer rights.

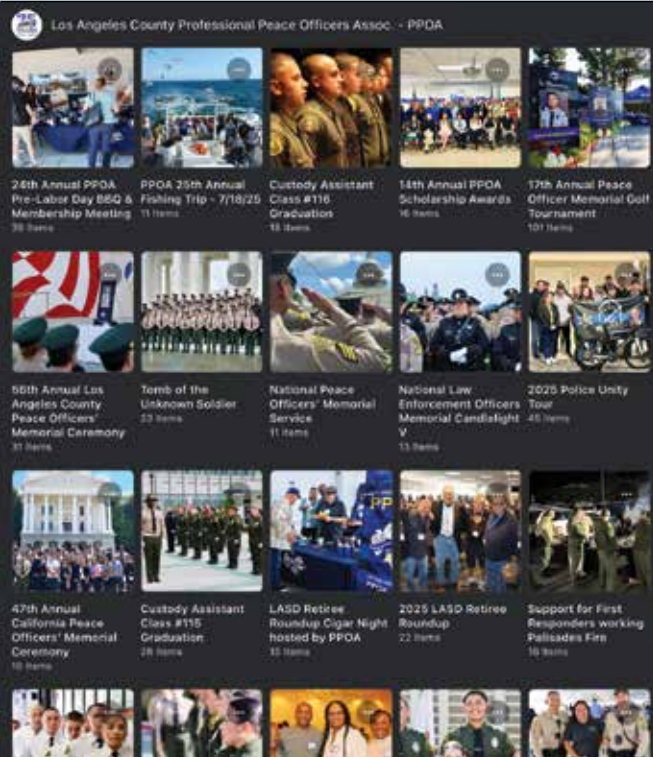
Overlaying the fast-moving legislative year is the governor’s proposed 2026–27 state budget, which reflects a cautiously optimistic — but still fragile — fiscal outlook. The governor’s January budget proposes a total state spending plan of approximately \$349 billion. Updated revenue assumptions, driven largely by stronger-than-expected personal income tax and capital gains receipts, significantly improve the state’s short-term outlook compared to earlier forecasts.

Under the administration’s estimates, the budget projects a relatively modest general fund shortfall of roughly \$3 billion for 2026–27. This is a notable improvement from much larger deficits projected just months earlier, though state leaders and budget analysts continue to warn that California’s heavy reliance on volatile revenue sources — particularly high-income taxpayers — creates ongoing fiscal risk.

For PPOA members, the budget context matters. Even in a year with a relatively small projected deficit, competition for limited general fund dollars remains intense. Public safety funding, workforce investments, retirement security and staffing resources will all be evaluated through the lens of fiscal restraint. As budget negotiations unfold this spring, LHGK will closely monitor proposals that could affect peace officer compensation, benefits and the resources needed to keep both officers and the public safe. 🛡️



# FOLLOW LAPPOA ON FACEBOOK



In addition to breaking news and announcements, the “LAPPOA” Facebook page features more than 2,000 photos and videos from events, graduations, memorials, dedications, ceremonies and other noteworthy occasions. We’re honored to document the diligent work of PPOA members and meaningful moments for our law enforcement family.

[www.facebook.com/LAPPOA](https://www.facebook.com/LAPPOA)



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- Possession of a valid CA POST Basic Certificate or higher



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(213) 247-7026

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# Financial Focus: Preparing for a Smooth 2026 Tax Season

**A**s February arrives, many credit union members shift their attention to tax preparation. Getting organized early not only reduces stress but also positions members to maximize refunds, claim all eligible benefits, and protect themselves from tax-related fraud.

## GET YOUR FINANCIAL DOCUMENTS IN ORDER

One of the most important steps for a smooth tax season is organizing key financial documents early in the year. Gather and maintain tax-related paperwork such as W-2 forms, 1099s, records of investment income and receipts for deductible expenses. Having these organized in a dedicated folder either physically or digitally, simplifies tax filing and reduces the risk of missing information as the filing deadline approaches.

*Member tip:* Set aside time in February to sort through the prior year's financial records, identify outstanding documents, and reach out to employers or financial institutions if something is missing.



**TAX TIME IS AN EXCELLENT MOMENT TO REVISIT YOUR OVERALL FINANCIAL PLAN.**

## REVIEW YOUR BUDGET AND SAVINGS STRATEGY

Tax time is an excellent moment to revisit your overall financial plan. Credit union financial literacy resources, such as the Money Basics Guide to Budgeting and Savings ([tinyurl.com/5hxxhj8jj](https://tinyurl.com/5hxxhj8jj)), emphasize the value of proactive budgeting and consistent saving behavior. Starting the year with a clear budget helps members anticipate tax liabilities, plan for expenses and set aside funds — especially if taxes are owed rather than refunded.<sup>1</sup>

Evaluate your current budget in February and adjust if necessary to ensure you have adequate cash flow for any potential tax payments. If you expect a refund, consider allocating a portion toward emergency savings or debt reduction.

## PROTECT YOURSELF FROM IDENTITY THEFT AND SCAMS

Tax season is a time when identity thieves and fraudsters are particularly active. Scammers often pose as IRS agents or tax professionals to steal personal and

financial information. Members should be cautious about unsolicited communications requesting sensitive data and should verify the legitimacy of anyone claiming to be from a government agency.<sup>2</sup>

*Member tips:*

- Confirm that communications from the IRS or other agencies are real before sharing any personal information.
- Use official IRS resources and contact numbers rather than responding directly to emails or texts. (The IRS will usually only contact you via phone or by mail.)
- Monitor accounts for unusual activity that might indicate fraud.

## CONSIDER DIRECT DEPOSIT AND DIGITAL FILING OPTIONS

Planning ahead for how you will receive any expected refund can make the process faster and more secure. Although not a credit union resource, the IRS strongly recommends electronic filing and direct deposit for refunds because these methods reduce errors and speed processing.<sup>3</sup>

*Member benefit:* POPA can assist with the information required to set up direct deposit with your employer. Feel free to call us at (562) 229-9181, Monday through Friday, from 8:30 a.m. to 4:30 p.m. This is a secure way to receive refunds quickly without the risks associated with mailed checks. 💙

## REFERENCES

1,2 [mycreditunion.gov](https://mycreditunion.gov)

3 [irs.gov](https://irs.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)

### 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](mailto:rjramirez0618@gmail.com). (0824)

### 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](mailto:mianico5@gmail.com). (0924)

### BASS BOAT

'08 Tracker Pro Team 17.5, Merc. 75, Mtr. guide t/m, Lowrance electronics, new upholstery and cover, lots of extras, low hours. \$12,500. Contact Wayne at (626) 422-0555 or email [waw296@gmail.com](mailto:waw296@gmail.com). (0925)

### 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](mailto:MikeMartinez2000@gmail.com) or (408) 693-9404. (0225)

### 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](mailto:rmos@mosmag.com). (0125)

### FREE POLICE HATS

I have approximately 12 police hats from various countries. If interested, please contact John at [jb009090@yahoo.com](mailto:jb009090@yahoo.com). (0126)

### 1999 PORSCHE "911" CARRERA

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

### COLORADO PROPERTY AVAILABLE

Own your own piece of paradise in Southwestern Colorado. Beautifully treed, 40-acre mountain hunting property, with off-grid living, giving you the chance to disconnect and immerse yourself in nature. Vacant land, but close to the town of Ridgway, airports, skiing and fishing. Priced at \$320,000. Listed by Carol Crawford (970) 596-4470. (0226)

### 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](mailto:nybakken.john@gmail.com). (0725)

### 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)

### BULLHEAD CITY CONDO FOR SALE

Condo in Bullhead City, Arizona. 2 bd., 2 ba., fully furnished. Complex located on Colorado River, five miles south of Laughlin. \$189k or best offer. Leave message for Robert at (562) 756-4721 or email [gmt49@ca.rr.com](mailto:gmt49@ca.rr.com). (0226)



**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](mailto: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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### **PERSONAL INJURY**

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

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