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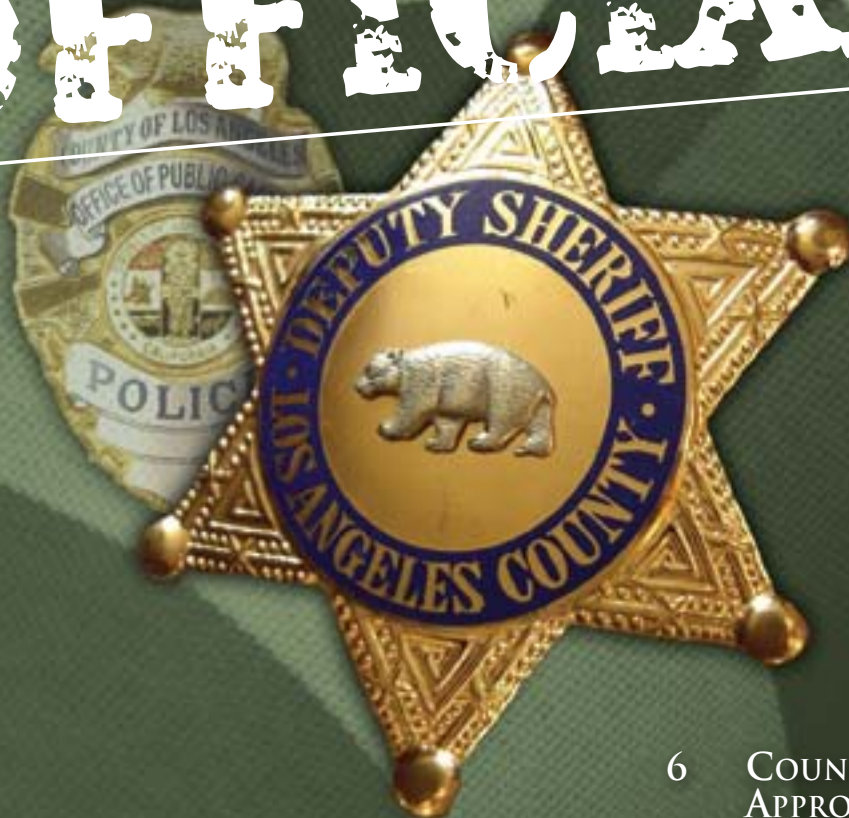


Volume 37 Issue 1

January 2010

## COUNTY POLICE/ SHERIFF'S DEPARTMENT MERGER

# OFFICIAL



- 6 COUNTY SUPERVISORS APPROVE MERGER
- 12 PREPARING FOR RETIREMENT



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# TABLE OF CONTENTS

## Charting Course Through New Year of Transitions and Challenges

Brian Moriguchi ..... 4

## PPOA Lawsuit Helps Retirees

Paul K. Roller ..... 5

## County Supervisors Make It Official: Merger Underway

Kevin F. Thompson ..... 6

## Growing Up

Robert Lindsey ..... 7

## Plenty of Issues to Tackle in 2010

Danya Hazen ..... 8

## Optimistic about New Chapter for Unit 621

Gerry Garcia ..... 9

## Rookies Roost

Lee Mealy ..... 10

## Preparing for Retirement

Mike Naccarato ..... 12

## Ron Black: May 9, 1938 – October 15, 2009

Ken Bayless ..... 18

## The Seven C's of Leadership

Charles Stringham ..... 23

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# Charting Course Through New Year of Transitions and Challenges

**Brian Moriguchi**

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Lieutenant, LASD  
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I am happy to report we finally got the Office of Public Safety (OPS) merger approved by the Board of Supervisors.



As my first year as PPOA president comes to an end, I am thankful for all the hard work by so many people who were committed to serving our membership. We accomplished many things in a difficult year and have much more to do in the coming years. In this article, I will outline some of our accomplishments and some of my goals for the future.

Before I do so, I want to thank all of you who voted for me to continue to serve you on the PPOA Board of Directors. In the recent elections, the membership voted to re-elect Sergeant Andrew Lee and myself to the Board for another term. I am proud to serve with Andrew as your 612 representative. I also want to thank Art Reddy, Jim Vogts and Bob Lindsey for the comments they made in our last *Star & Shield* about this contentious election (distributed after the vote, of course). I have great admiration for these gentlemen who have demonstrated, time and time again, their commitment to PPOA and our membership. Their long history as leaders in PPOA and their continued dedication to this organization are invaluable, and I appreciate their comments.

### CONTRACT NEGOTIATIONS

As I stated, it has been a tough year due, in large part, to the collapse of the economy. Contract negotiations were particularly difficult as we watched many police agencies suffer layoffs, work furloughs and giveaways. Fortunately, we fared better than most. Your negotiating teams all agreed that an extension of our contracts, with no takeaways, was the best course of action at this time. Though we would all like a raise, this was the right

decision considering what was occurring in other police agencies.

### OPS MERGER

I am happy to report we finally got the Office of Public Safety (OPS) merger approved by the Board of Supervisors. We have been trying to get the Board to vote on this issue for years, to no avail. Finally, on December 15th, the matter was put on the Board agenda and the Board voted in favor of the consolidation of OPS into the Sheriff's Department. The vote was 4 to 1 with Gloria Molina being the only "no" vote. There were a lot of politics in this process and many delays, but we were finally successful in seeing this through. We are now working with the Sheriff's Department to ensure a smooth transition and to address the details of the consolidation. I am confident that this effort will be beneficial to the OPS officers and supervisors as well as existing Sheriff's personnel. Let's welcome these fine officers into the greatest police department in the world!

### CORONER'S ISSUES

Now that OPS is being dissolved, the Coroner Investigators will be the only classification left in Units 631 and 632. This past year, we addressed a few of their concerns. We addressed the off-duty gun issue and had a few things added to their MOU to help us with future problems. First, the Coroner's office will be meeting with PPOA on a regular basis as part of a labor management conference to discuss issues informally. We currently do the same with the Sheriff's Department and have found it very successful. Second,

*continued on page 16*

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**Paul K. Roller**

PPOA Executive Director  
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# PPOA Lawsuit Helps Retirees

**A**lmost eight years ago, PPOA began what has turned out to be a very long journey to help retirees who had to use 4850 time (injured-on-duty pay) in the year previous to their retirement. The County prohibited anyone who had used as little as one hour of 4850 time from selling back any of their excess vacation time in the following January. Since those employees who had NOT used 4850 time WERE allowed to sell back their excess vacation, and that time was pensionable, this led to a charge of discrimination against anyone who had used 4850 time. The California Labor Code prohibits discrimination against anyone on 4850 time, so PPOA began action on their behalf.

Our first efforts were on behalf of Dave Rash, who was a Sheriff's Department sergeant and a member of PPOA's Board of Directors. Our attorney, Steve Silver, Dave Rash and I met with County counsel and LACERA's counsel years ago to try and solve this issue informally or have the issue solved by inserting the entire issue in our MOU like the Fire Union has done. Unfortunately, our efforts were eventually rebuffed, which led to a series of lawsuits against the County. We eventually won the suits, which means that anyone who was denied the ability to sell back their excess vacation in the January of the year they retired may be due an adjustment in their retirement allowance.

Steve Silver has written the following information for those who may meet the general requirements mentioned above. In order to pursue a claim, please read the following and provide the required documents to Mr. Silver.

*"PPOA has sponsored two lawsuits challenging the County's interpretation of a County Code provision (6.20.070 F). This provision was interpreted to deny County peace officers represented by PPOA their entitlement under Section 6.18.080 of the County Code. It provides that if, at the end of any calendar year, an individual has more than 320 hours of vacation benefits credited to his account, those excess hours must be used during the ensuing calendar year and, if they are not used, they must be paid in cash on December 31st of that calendar year. Thus, for example, if an individual had 450 hours of vacation benefits at the end of calendar year 2008 and used 30 hours of those benefits during 2009, he/she would be entitled to a cash payment for the value of 100 vacation hours at the end of 2009 (450 - 320 = 130 excess hours - 30 hours used = 100 hours). However, the County interpreted Section 6.20.070 F to deny the entitlement to that cash payment to any individual who had been on industrial disability leave pursuant to Labor Code Section 4850 at any time during that deferral calendar year (e.g., 2009).*

*"PPOA prevailed in its first lawsuit, which was brought on behalf of individuals who had retired within the previous four years and had been denied the deferral year-end cash payout because they had been on 4850 leave at some point during the deferral year. The benefit resulting from that victory was the conversion of the value of the entitled cash payout from non-pensionable income to pensionable income. The reason for this is that, under the County Employees' Retirement Law, a cash payment for unused vacation benefits received before retirement and during the final compensation measurement period is pensionable whereas an identical payment received in connection with retirement is not pensionable. Thus, while the affected individuals did not receive any additional payment, they were allowed to convert the value of the payment they should have received before retirement to pensionable income.*

*"The second lawsuit was brought on behalf of individuals who had retired more than four years prior to the filing of the initial lawsuit. Because the County was bound by the determinations made in the first case, which had been affirmed by the Court of Appeal, the only issue presented in the second case was whether these claims were barred by the applicable four-year statute of limitations. PPOA argued that, based upon a continuing violation theory, the affected retirees were entitled to recover the increased retirement allowances that resulted from treating the entitled payout as pensionable income for the four-year period immediately preceding the filing of the lawsuit on December 9, 2008. That judgment is not yet final and the County still has the option of appealing it to the Court of Appeal.*

*"As a result, any individual who believes he or she was denied the right to a deferral year-end cashout of deferred excess vacation benefits because of his or her having been on 4850 leave during the deferral year still has a potentially viable claim. Based upon the judgment submitted in the second lawsuit, at a minimum, this individual would be entitled to an adjustment in his or her pension retroactive to four years prior to the time the attorney for the County is notified of that claim.*

*"Any retiree who believes he or she may have a viable claim should contact our attorney, Stephen H. Silver, by telephone at (310) 393-1486; by email at shsilver@shslaborlaw.com; or by mail at Silver, Hadden, Silver, Wexler & Levine, P.O. Box 2161, Santa Monica, CA 90407-2161. To enable Mr. Silver to ascertain the viability of your claim, he needs to know the following information: (1) your date of retirement; (2) your final compensation measurement period (i.e., your highest year for retirement purposes); (3) how many vacation*

“ We eventually won the suits, which means that anyone who was denied the ability to sell back their excess vacation in the January of the year they retired may be due an adjustment in their retirement allowance. ”

continued on page 17



## Kevin Thompson

PPOA Treasurer  
Sergeant, LACP  
[kthompson@ppoa.com](mailto:kthompson@ppoa.com)



PPOA is very well aware of the issues of importance to you and will be moving forward to get what we hope to be a favorable resolution to all of these matters.



# County Supervisors Make It Official: Merger Underway

On December 15th, the Los Angeles County Board of Supervisors (BOS) voted 4-1 to consolidate, merge and/or morph the Los Angeles County Police duties and functions into the Los Angeles County Sheriffs' Department and eliminate the County Police by June 30, 2010. The vote was a very long time in coming. It should have taken place in June, but was delayed. It should have happened in November, but was delayed again. There were rumors that there was another attempt to delay it again, but the BOS office that was making the attempt failed. I was pleased that the other BOS offices were able to move this forward and secure the vote.

I know that there are some of you who are concerned with certain aspects of this transition. There are others who think that we had the right to have input into the final plan. The reality of the situation is that we did not. When these plans were written, the County (LASD and CEO) had no obligation to discuss and/or solicit input from PPOA regarding their respective plans. Both entities did not ask PPOA for our opinion. After eventually seeing both plans, we did weigh in with our concerns. The CEO plan was too costly, and it seemed from our prospective that the County was not willing to expend the type of money needed to make the agency a viable standalone agency. We turned our attention to the LASD plan. The rank issue is of paramount concern and we told them so. The actual transition and how our members are impacted are also very critical. The concerned parties listened to what we had to say, but made no changes. And as I said earlier, they were under no obligation to do so. It is simply the County exercising their management rights to do what they will with their individual departments and offices. Their only true obligation and a fact of law is they have to meet with us to discuss the impact of the decision on our members.

I have said for a very long time that the vote needed to take place before we could meet with LASD and discuss the impact of the decision on our members. Now that the vote has occurred, the team will be having those discussions. Our letter requesting those meetings was submitted within hours of the vote to LASD. PPOA is very well aware of the issues of importance to you and will be moving forward to get what we hope to be a favorable resolution to all of these matters.

I have also said for a very long time that this merger was in the best interest of the membership.

I stand by that statement. The County conveyed to us a long time ago that they had no true interest in doing the needed and necessary things to restore this agency to its former prestige that existed during Chief Bayan Lewis' tenure. It was not going to happen, and then what are you left with? It is our belief that the County would have let the agency just fade away and it would have ended up at LASD anyway, but under much different circumstances. In that format, the County's only obligation is to inform other County departments that our Department (County Police) was being done away with and to please interview these employees first if they have any job vacancies. It would also allow LASD to strictly enforce its hiring procedures and make it virtually impossible for anyone to be hired. We don't consider this a viable option.

Despite assertions from other corners, we believe that 95 percent to 98 percent of the sworn staff here will be sworn staff at LASD. This has been our position from day one. While some have done their level best to derail this issue on numerous occasions, I'm very glad that in the end they were unsuccessful. It should also be noted, and they should be commended, that every BOS member except one met with us in person to discuss this issue. We appreciate their willingness to allow us to be heard on this very important matter.

I want to thank Bureau Chief William Nash for being a class act when he stepped to the microphone at the BOS meeting and spoke in support of this issue. Despite efforts by the chairwoman to put words in his mouth, he held his own and did so in a professional manner. If the shoe was on the other foot, I'm fairly sure that Sergeant Wheatcroft (BOS sergeant-at-arms) would have had to take me away in handcuffs. I also want to thank our PPOA President, Brian Moriguchi, for also taking a turn in the lion's den and holding his own as well.

While the merger issue is far from over, we are a hell of a lot closer than we have ever been. The team looks forward to sitting down with LASD staff and bringing this matter to a successful conclusion for all concerned. PPOA



## Robert Lindsey

PPOA Board Member  
Commander, LASD  
rlindsey@ppoa.com



Don't take one day  
of your career and  
waste it, because  
dreams change with  
the alphabet.



# Growing Up

Anybody ever wondered what it would have been like to have grown up 100 years ago? I do. I am sort of a nostalgic soul and became even more so after my parents passed away within a few months of each other a few short years ago. It is an eye-opener and a heart-wrencher when you lose loved ones, along with their guidance, history and wisdom. Their personal presence simply evaporates into thin air and into hopeful, everlasting open arms. But does it really just vanish? I don't think so. I have written about my family many times and share with you in an honest, real-life way in hopes that if even one person gets something out of my article, then I have made a difference. Remember my mom? (Read my previous articles.) As a reminder, I previously mentioned that she was a little heavy in the weight-distribution category but made up for it 100 times over in the gigantic-heart decathlon. She definitely won that gold medal in the "Everyday Olympics," which really matters most in life. I briefly referenced this next incident previously.

So here we go. Once upon a time, I got a phone call at work just as I was about to head to the barn and my mom asked me if I could come by. Time was tight, as it always is, and I told her I didn't think so. (Of course, if I knew I'd never see her ever, ever again in less than a year ... my time management would have been much different, my visits more frequent and so would yours. Think about it now!) She then told me that it would really be good if I did come by because she had fallen and couldn't get up. Yep. That old adage and joke to many really happens in very real ways. I later found out she had been lying on the floor for many hours trying to figure out how to redeem herself alone, not wanting to interrupt my day or cause me hardship.

She had fallen in the restroom, and although she had on one of those panic-alert necklaces which could have summoned paramedics immediately, she didn't use it. She was too embarrassed to have paramedics or an ambulance see her at her worst. So I rolled home along with my carpool partner, John O'Neil, whom my mom had known for years and years and then some. As I came through the door, all I heard was, "Bobby, is that you?"

I responded, "No (sarcastically), I'm only here to see if you need any magazines or a pillow while you're waiting for Bobby."

She immediately responded, "Oh, hush up and thank God you're here; I can't feel my legs." As I was heckling my mom (trying to lighten the moment, not to be confused with abuse of my elder), John rolled Code 3 right past me and ended up over my mom, leaving me at the doorway. My mom, who was embarrassed to see anybody, lit up when she

unexpectedly saw John because she knew that he didn't judge, he didn't mind and he had a heart larger than most. I watched one scared and injured mom have all the burdens of the world lift from her just because she saw John's face. She smiled and said, "Oh my dear, John, I am so sorry you had to come help me like this."

John just smiled and said, "I was coming by anyway; now let's get you up so we can talk for a few minutes."

How does **your presence** impact somebody? What do **your words** mean to somebody? The reality is that trust, dependence and what you mean and represent to others oftentimes largely does depend on our yesterday or even yesteryear, our track record. From the time we are in grade school, we are programmed to remember history, yesterday and what it means. We are programmed to hopefully not make the same mistakes in trusting, caring, liking or loving if we can help it. Indeed there are exceptions; for instance, imagine you are dying and a doctor whom you don't know shows up and saves your life. We probably would be thankful and not kick him or her to the curb because of an unknown or lackluster yesterday. John had the history, components of the heart and record of compassion that my mom was just as happy to see him as she was to hear me with my magazine and pillow rescue kit. Maybe happier to see John, period. All of the things that built up to that day between my mom and John, idle conversations, brief stories, a smile and a "hi," ethics and values, led to that final hand reaching out which was all that it took to make the biggest difference in her life in that most compromising moment. My mom and John have both moved upward and that was the last time they ever saw each other. I'll never forget it. The little things add up to make the big things happen the way they should. That day my mom's dignity was saved, along with her well-being, because of what made the man who reached his hand out. Thank God for the Johns who surround us and are there to pick us up. Place yourself in a position to do the same by valuing the little moments and paying attention to the details of kindness. As a side note, thank God for the Johns who are on the side of the road when we are traveling that assist us with relief also. What the heck — here is to all the Johns.

Back to the 100 years ago. Let's travel back for a moment in time to the year 1904.

History is vivid, meaningful and worthy of preserving. It is nice to know where we have been and where we are now. At times, some change is definitely bad, but much is to be praised for the value of change

*continued on page 17*



## Danya Hazen

PPOA Board Member  
Custody Assistant, LASD  
[dhazen@ppoa.com](mailto:dhazen@ppoa.com)



If you are not happy with something that is going on, please make your complaint known.



# Plenty of Issues to Tackle in 2010

The year 2010 is going to be a challenging one. We are being asked to do more with less, so it is important that we all hang together. Please remember that if you have a problem, I can't help you unless you call me. Many of you have called about scheduling problems, job changes and the usual topic: grievances. Don't be afraid to ask a question when something comes up. If you are at work and you get called in to "talk" (sergeant + SR or sergeant + lieutenant or captain + lieutenant), make sure to listen to what they say. If you have any doubt about the situation, you can always request time to call your PPOA labor representative. Teresa Machado, PPOA's intake representative, will make sure you get the assistance you need. You can call me as well. Just don't let it pass. When it comes to your career, it is always better to be safe than sorry.

### COURT LOCKUP

We are getting more custody assistants trained and they are being moved or transferred to different locations. In talking to the ones who are doing the job, I would say they are pretty happy with it. If you have questions, C.A. Omar Hopkins can answer questions and has written information on the position.

### MEETING OR BRIEFING

I would like to set up meetings between custody

assistants and PPOA President Brian Moriguchi. It will give us an opportunity to ask questions. It is also important for you to know who meets with the Department executives every month to discuss issues (our issues!).

### COMPLAINTS

If you are not happy with something that is going on, please make your complaint known. E-mail PPOA and send a copy to Jim Blankenship, Gerry Garcia or myself. We attend monthly Board meetings and can address problems and complaints. Take an active role.

### UNIFORMS

Custody assistants will not be changing uniforms to tan and green! Incorrect information was recently distributed, and I am glad you asked about it. The problem is that it went halfway around the world (so to speak) before a correction could be issued. The individual who sent it out was given the wrong 411 to start with. Enough said — just know that there was no truth to it.

Well, my friends, take care and remember, "Together we are strong!"

Your partner: HAZEN  
(213) 893-5906 or 893-5911

Call me for home number if you need it. PPOA

## Board Swear-In



PPOA Board members who were successfully elected (or re-elected) last November were sworn into two-year terms at the December Board meeting. L-R: Andrew Lee, Gerry Garcia, Dave Vidal, Jim Cronin, Rogelio Maldonado, Brian Moriguchi.



## Gerry Garcia

PPOA Board Member  
Security Officer, LASD  
[ggarcia@ppoa.com](mailto:ggarcia@ppoa.com)



A goal of mine is to demonstrate to ALL members in Unit 621 that hard work and determination will help us improve our standing in the Sheriff's Department.



# Optimistic about New Chapter for Unit 621

**H**ello, my name is Gerry Garcia. I am the new director on PPOA's Board representing Unit 621. I have attended 90 percent of our union meetings since I was hired in 2002. First of all, thank you to those who voted for me. In fact, thank you to everyone who took the time to vote in the recent Board election. A goal of mine is to demonstrate to ALL members in Unit 621 that hard work and determination will help us improve our standing in the Sheriff's Department. I have a two-year term to work with all of you to accomplish this.

I hope that each and every one of you had an enjoyable holiday season, either with friends or family or both.

This is the first of many articles to come. I plan on keeping all personnel informed. During the election campaigning, I met with a lot of you. For those whom I have not yet come into contact with, I will do as much as possible to catch up with you and listen to your comments and concerns. I understand that we are spread out throughout the County, but I will make myself available to meet with you. On that note, I hope every one of you will also make an effort to reach out to me to express your thoughts as a Unit 621 member.

Here is an example of what teamwork can accomplish: Last year (February 24th, actually), I was part of a group of Department members who met with Sheriff Baca. We addressed the subject of uniforms for security officers and security assistants and expressed our feeling that they didn't represent traditional Department colors. Well, that got the ball rolling and today I am happy to report that we are in the final process of a uniform changeover. A few items still need to be taken care of, but as soon as I get a final date, I will let you know. Again, this is a great example of what can be accomplished when a lot of people work together toward the same goal.

Since I am encouraging all Unit 621 members to contact me with any thoughts or concerns, I do want to ask you to use my new PPOA e-mail address: [ggarcia@ppoa.com](mailto:ggarcia@ppoa.com). Yes, I am on the Sheriff's Department system as well; however, I request that you use the PPOA address to avoid any conflict with Department policy regarding union issues.

And finally, I plan to write regularly about issues as I hear about them. So if you feel there's a topic that needs to be addressed, let me know and I will do my best to shed some light on it. **PPOA**

## Who to Call at PPOA...

**Discount Tickets, Address Updates, Non-Job-Related Legal Consultation:**

Call Violet Perez

**Disability, Insurance Benefits:**

Call Norma Gomez

**Membership, Dues Deductions:**

Call Clare Franco

**Job-Related Labor Representation:**

Call Teresa Machado

**Free Notary Services:**

Call Maricela Villegas

**Star & Shield, PPOA Website, Delegates:**

Call Greg Torres

**Board & Foundation Inquiries, Political Action:**

Call Sandi Bryant

# 323-261-3010





## Lee Mealy

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LASD Retired  
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# Rookies Roost

**B**ede Crawley retired 10 years ago from TST. He and Margo live in Rancho Cucamonga. According to his reply to PPOA's questionnaire, he's sort of working. It's best if I quote from his reply: "I've been selling pencils on the Santa Monica off-ramp and still hope someone is interested in hiring a bald-headed fat man. So far, no luck! P.S. Occasionally, caddie for Doug Grath for a hot dog and a soda (small size, as the cheapskate won't even spring for the Big Gulp)."

What can I say after that response? Nothing, so I won't.

Let's get back to reality — if you can call **Al Frisch** reality. Part of Al's world is beyond reality, but we'll hit on that later.

About 12 years ago, Al turned in his gold bar and left Narco for the not-so-green pastures of Newhall (passing Bede on the way and wondering what the heck he was doing standing between the number one and two lanes holding a cup). Al and Sue still live in the Newhall area and are enjoying every minute of it.

Al has been active in the movie industry (hence the reality issue) by supplying guns, wardrobe, props and set dressing. He has supplied props for the likes of Steven Spielberg and Tom Selleck, which sure beats standing on the Santa Monica freeway in the hot sun. I guess Al works in the world of make-believe, but the money is real. Al doesn't mention what he and Sue do in the real world, but I bet they're having a great time doing it.

Another retiree coming up on that magic number (30 years of no bosses) is **Bill Hatcher**, who retired as a sergeant from TST in 1980. Bill, a widower, still lives in Lakewood. Bill and his late wife bought and sold antiques of all types from all sources. After collecting so many and selling so few, Bill decided it was time to open an antique shop. This was an enterprise shared with his daughter, Laura. Due to Jean's declining health, she and Bill lost interest in the business. Laura took over and now operates through the Internet. What an idea for Bede! He could sell his pencils on eBay and add chiclets to his inventory!

Bill didn't mention any activities or hobbies other than antiques, but at the level he was operating, he didn't have time for other activities.

**Ed Franzese** left Homicide in 1979 (that's 30 years ago!) and moved to Oregon with his wife, Norma. Before I go on with the saga of Al and Norma, let me explain that Al is the recipient of nine bypasses. He is now 80 years old and still going strong — not full bore, but strong. After retiring, Al made some bad choices, starting with

the decision to work! In fact, he worked for a long time. He was employed by Ontario, Oregon, as a patrol sergeant for six years and was the chief of police in Vale, Oregon, for two years. It was then that Al realized that after nine bypasses, full retirement might be a good idea.

Al coached women's softball for 11 years. In 1989, Al and Norma moved to Arizona, where he umpired senior softball. He eventually left the umpire job because he couldn't take the harassment from the parents. Now at 80, he is fully retired and is content to watch Norma play softball and tennis. Sounds like a good arrangement to me.

**Bill Burnett** left the D.A.'s office as a lieutenant in 1985. He and Ann enjoy traveling, motorcycle riding and time with family. He says he lives in Santa Rosa, but after reading his reply, I'm not so sure where he lives.

Bill and Ann recently completed a 26-day cruise from Miami to the Amazon, then ventured up the Amazon for another 1,000 miles. Bill spends most of the summers in L.A. so he can be near his sailboat. Thus, each year is segmented: three months traveling, three months sailing and the rest of the months divided between Santa Rosa and wherever. See why I'm confused? He doesn't even know where he'll be. ...

I can't leave any comments concerning Bill and Ann without mentioning his sons. Their youngest is a CHP officer stationed in Napa and his oldest works for the State Department and is stationed in Iraq. These sons will be in our prayers as well as all the sons and daughters who are in harm's way.

Bill, it looks as if you and Ann are doing everything right to ensure a long and happy retirement. Keep it up!

**Bill Kupper** left the Special Investigations section of the D.A.'s office in 2000. He and Teri live in Diamond Bar, where they have been busy paying for the weddings of his five daughters. It looks as they've left the tunnel and are in the sunlight, as their last unmarried daughter is now a Mrs.

Now that the nuptials are behind them, the Koppers can return to the sea and their first (maybe their sixth) love, which is cruising. If there is a cruise going anywhere near the Caribbean, Bill will be on it. He mentions a recent 14-day cruise from San Pedro to the Dominican Republic. He recommends this journey to anyone who is looking for a great two-week getaway. Now that the girls are all married, maybe Bill can buy his own yacht and give all of us a ride.

*continued on page 24*

# Retiree Events

## Retired Marshals Luncheon

February 3, 2010  
Marino's Italian, Bellflower

## LASD Retiree Roundup

April 11-14, 2010  
Riverside Resort & Casino — Laughlin, NV

## National Law Enforcement Officers Memorial

May 12-16, 2010  
Join LASD personnel in Washington, D.C.  
Trip includes hotel, tour, ceremonies and more.  
Info: Pat York, (714) 672-9150

## 29th Annual McArthur Reunion

June 20-26, 2010  
Inter-Mountain Fairgrounds, McArthur

## Wuzz Fuzz/Victor Valley

Second Tuesday of each month  
Hometown Buffet, Victorville  
7:30 a.m.

## Inland Empire Old Guys

First Wednesday of each month  
B.C. Café, Rancho Cucamonga  
11:30 a.m.  
Info: Dock Parnell, (909) 981-6217

## L.A. County Retired Deputies

First Wednesday of each month  
Carrow's, Hesperia  
11:00 a.m.

## Retired D.A. Investigators Lunch

First Wednesday of each month  
Frantone's, 10808 Alondra Boulevard, Cerritos, 11:00 a.m.  
Info: Wes English, (714) 962-5862

## Desert Heat Lunch

Second Wednesday of each month  
Elks Club, Lake Havasu

## The Motherlode Loafers

Second Wednesday of each month  
Location alternates between various restaurants in the  
Grass Valley area.  
Info: [clydeandcece@ncws.com](mailto:clydeandcece@ncws.com)

## Retired Deputies in Las Vegas

Third Wednesday of each month  
Blue Ox Tavern on Sahara  
12:00 p.m.  
Info: Tony Silas, (702) 251-8088

## Compton Alumni Association

Third Wednesday of each month  
Crystal Hotel & Casino  
12:00 p.m.

## Santa Clarita Area Retired Sheriffs Personnel Quarterly Luncheon

Second Thursday in February, May, August and November  
Tournament Players Club restaurant, Valencia  
11:30 a.m.  
Info: [islandbum@ca.rr.com](mailto:islandbum@ca.rr.com)

## Antelope Valley Retirees

Last Friday of every month  
Carrow's on Avenue K, Lancaster  
7:00 a.m.  
Info: Carlos Valdez, (661) 943-0125 or [valdez5150@msn.com](mailto:valdez5150@msn.com)

## Fuzz That Wuzz/Central California

Occasional reunion for LASD retirees  
Info: Walt Scheuerell, (559) 683-6320 or [walts@sierratel.com](mailto:walts@sierratel.com)

## Northern Sierra Retirees

Occasional reunion for LASD retirees  
Info: Drake Robles, [dr98lt@sbcglobal.net](mailto:dr98lt@sbcglobal.net)

## Deputies-On-The-Go Travel Group

Info: Pete Moreno, (909) 941-4416 or [cynapete@aol.com](mailto:cynapete@aol.com)

## Lynwood Station Reunion 2010

Lynwood Station opened in 1977 and closed in 1994, when Century Station opened. A committee has been created to ascertain the interest in a reunion for Lynwood Station alumni in September 2010. The reunion will be an informal gathering of friends, with a minimal cost for food and spirits.

The committee is asking for Lynwood alumni interested in attending to contact any of the individuals listed at right in order to make sure enough alumni are interested. The reunion will be held at a residence in San Dimas.

Please contact the following individuals if you are interested in attending the reunion or willing to help.

### Bettina Aschenbrenner, aka Prets/Youngern

Cell: (909) 544-7409  
E-mail: [kulred@verizon.net](mailto:kulred@verizon.net)

### Al Garcia

Cell: (626) 484-9488  
E-mail: [algarcia2@verizon.net](mailto:algarcia2@verizon.net)

### Ray Walker

Cell: (562) 522-2859  
E-mail: [rhwalker@lasd.org](mailto:rhwalker@lasd.org)

## PPOA Member Retirement Parties

### Lieutenant Gil Carrillo

Friday, January 15  
Steven's Steakhouse, Commerce  
6:00 p.m./\$35  
Info: Ray Lugo, (323) 890-5574

### Lieutenant Steve Maggiora

Thursday, January 21  
Castaways Restaurant, Burbank  
11:00 a.m./\$38  
Info: Carl Deeley, (661) 714-9272

### Chief Willie Miller

Thursday, March 4  
Doubletree Hotel, Torrance  
6:00 p.m./\$50  
Info: Blanca Smith, (562) 946-7887

# Preparing For Retirement

Guest Article By Mike Naccarato, Sergeant, LASD

**M**any of us have parents or grandparents who moved to California many years ago because it was the land of opportunity. Both sets of my grandparents moved to California from Massachusetts and Missouri in the early '40s. They worked hard to raise my parents and their siblings. California was the true "Golden State" then, even though the state did not receive that official nickname until 1968. Not so true today. The state today is in total financial disarray. Most people have an opinion as to the reason for the state's financial problems, and I have mine. Regardless of opinion, we can all agree on one thing, and that is California is suffering severe and ever-worsening financial problems. And the state's solution? Raise taxes and DMV fees. And work on taxing services and goods that were never taxed in the past. Next solution? Cut back on law enforcement, corrections, parole supervision, firefighting, teachers and education. The services we all know should be left at their current level, if not increased. At the present time, we are one of the highest taxed states in the nation, and yet we are experiencing one of the most severe financial problems of any state. And on the flip side of that, there are states that have absolutely no state income tax and much lower overall taxes, and they are managing their financial budgets with only little to no problems. Even in our current financial crisis.

This has resulted in many businesses moving out of state. Between the ever-increasing taxes and the rise in California workman's compensation insurance, many businesses can no longer afford to operate in this state. It has also resulted in many more retirees relocating out of state. When I started this job 32 years ago, many people retired and remained in California. Not so true today. I wrote this article to assist you, my fellow employees, plan for retirement. If you plan to move out of state, this information will hopefully assist you in making a wise choice when choosing a state to live in. If you choose to remain in California, hopefully this will assist you as well.

Do not make the mistake of retiring too early because you are disgruntled or burned out with the job. I have seen several people leave the Department too early and pay for it for many years to come. They left at a time that was not realistically financially advantageous. Then, in order to compensate for that loss, they end up working a job for a fraction of the pay they were earning when they were employed by the Department. Sorry, but that is not my idea of retirement! My idea of retirement means "retirement." Do what I want, go where I want and travel where I want. And, do it all when I want. We have a good job and we make a decent salary with good benefits. And if you plan it right, a good retirement with good benefits will follow your good job. Hang in there until it is truly financially advantageous for you to retire.

Maximize your Horizons deferred-compensation account if at all possible. If you are not "maxing out" when you reach 30 years of service, roll what you were contributing into LACERA into Horizons, if possible. If you are like me, if it's in your pocket you will probably spend it. For those who are unaware, once safety members reach 30 years of service, you no longer pay into the LACERA retirement system. If you are already maxed out, invest that money as suggested by a reputable financial advisor and your tax person. If you have the extra money now, it is an excellent time to invest in real estate. Not only for the long-term future return, but also for tax purposes. Especially

if you are a younger employee with many years left until retirement. There are many excellent real estate deals out there at the present time. In October 2008, I purchased a two-year-old townhouse in west Las Vegas for a price of \$85,000. That townhouse sold new two years prior for \$286,000. It was in immaculate, move-in condition. The deals are out there; you just need to go shopping for them.

Max out on all of your time. And don't wait until your last few years to try to max out on your save time. If you take just eight hours of your overtime as save each month, it will only take you a little over three years to max out. Remember, under current FLSA law, you get your save time at a rate of time-and-a-half. In other words, 320 hours of save time are actually 480 hours.

When you leave County service, you will be paid for those hours at your rate of pay at retirement time and not at your rate of pay when you accrued those hours. Save time is actually a good deal. Use it to your advantage. You can attend a LACERA retirement seminar to learn how to manage your time to enhance your final retirement compensation.

Attend your first retirement seminar at least five years prior to your anticipated retirement. They are very informative. You will learn many things about retirement that are necessary to help you plan yours, things such as you will not be able to retain your same medical and dental plans once you retire. Some medical plans will require some out-of-pocket expenses. If you currently have Kaiser and you plan to move out of state, Kaiser is not available in all states. It is available in some other states, but not in all zip codes within those states. Representatives from both LACERA and Horizons will be at the seminar to provide you with some very important

information to help you plan your retirement. After the group seminar, you will have the opportunity to meet one-on-one with a LACERA retirement specialist who will run your numbers for you and tell you when the best time is for you to retire. Keep in mind, the retirement specialist can only calculate your retirement pay based on your current salary, or any projected raises based on a current salary contract. Seminars are held on the first Tuesday of each month for safety members and on the three remaining Tuesdays of each month for general retirement members at LACERA in Pasadena. There is also a retirement calculator on the LACERA website with very easy-to-follow instructions.

Promote! Although there are some very fun jobs out there for deputies, face the facts. And that simply is, the more you make when you are working, the more you will make when you are retired. It may not mean anything to you when you have five, 10 or 15 years on the job, but I can guarantee and promise you it will mean everything to you when you have 25 or 30 years of service and you are approaching retirement. I have heard deputies say once you promote to sergeant, there is no more fun. Wrong! I can also guarantee you being a sergeant can be a lot of fun and there are many good jobs on the Department for sergeants and lieutenants. Just a promotion to sergeant could enhance your retirement by a minimum of 18 percent or more, depending on your assignment.

**“We have a good job and we make a decent salary with good benefits. And if you plan it right, a good retirement with good benefits will follow your good job. Hang in there until it is truly financially advantageous for you to retire.”**

*continued on page 20*

# Security Screening Process Changes Will Affect Peace Officers Entering Court

Guest Article By Judge Cecil Mills, Security Director of the Los Angeles Superior Court

**Y**ou are hereby informed of changes that will affect you as you enter any courthouse, either on or off duty. These changes were made in an effort to standardize entrance procedures.

California Penal Code Section 171b authorizes the carrying of Department-approved firearms into a courthouse by a peace officer unless the officer is a party to the court action. Private investigators, bodyguards and bounty hunters, etc. are not peace officers within this section and are never allowed to carry a weapon into a courthouse, even if they are retired peace officers. Police officers who are working a private security detail as a second job, not affiliated with their regular police duties, are also not permitted to carry a weapon into a courthouse. Also, as a peace officer, know that you must present your Department (picture) identification, when requested, whether you are in uniform or civilian attire. With those points in mind, the following changes have been implemented.

After security personnel examine your Department identification, they will ask if you are here today on a personal matter or on official police business.

Official police business is that business which is directly related to your Department's official police duties. Any other reason is considered personal and your weapon will have to be stored.

Note: Any peace officer, except those appearing in an official police capacity, who is attending any family law-related matter or other civil proceeding, as a party in the action or a supporter to a party in the action, is prohibited from retaining their weapon while attending the court matter.

Any peace officer not in full uniform must additionally, upon entry to any courtroom, check in with the bailiff or court clerk and advise them that you are a peace officer and armed, and indicate which matter you are appearing on and your relationship to the case.

If you are appearing on a personal matter, please store your weapon in accordance with your Department's policy before entering the courthouse. Otherwise, your weapon will be secured under the control of the Sheriff's Department. The key will be retained by Sheriff's Department personnel until the completion of your business. Once you have recovered your weapon, you must immediately exit the court building.

The Los Angeles County Sheriff's Department security personnel at our courthouses have been tasked with enforcing these rules. Please remain respectful, professional and cooperative in order to make this process orderly. PPOA

**NOW HIRING!**  
1.800.A.DEPUTY      www.lasd.org

The advertisement features four smiling female deputies in uniform standing in a row. In the center, there is a large, detailed image of the Los Angeles County Sheriff's Department badge, which is a gold star with a blue center containing a bear and the words "SHERIFF" and "LOS ANGELES COUNTY".

LOS ANGELES COUNTY SHERIFF'S DEPARTMENT

# Promotions

Congratulations to the following PPOA members on their recent promotions within the Sheriff's Department:



*Commander Daryl Evans*



*Commander Todd Rogers*



*Commander William Ryan*



*Captain Anselmo Gonzalez*



*Captain Diane Walker*



*Captain Tom Zuniga*

## Calendar of Events

**January 14:**

PPOA Board of Directors Meeting  
PPOA Legislative Committee Meeting  
PPOA Charitable Foundation Meeting

**January 18:**

County holiday (MLK) — PPOA office closed

**February 15:**

County holiday (Presidents Day) — PPOA office closed

**March 2:**

PPOA Delegates Meeting

**April 17-18:**

26th Annual Baker-to-Vegas Challenge Cup Relay

**May 7:**

California Peace Officers' Memorial Ceremony, Sacramento

**May 8-16:**

Police Unity Bicycle Ride, New Jersey to Washington, D.C.

**May 15:**

National Peace Officers Memorial Service, Washington, D.C.

**May 26:**

Los Angeles County Peace Officer Memorial Ceremony, STARS Center

**May 26:**

PPOA Delegates Meeting

**June 14:**

4th Annual PPOA Memorial Golf Tournament, Friendly Hills CC (Whittier)

**June 25:**

9th Annual PPOA Fishing Trip

# A Fitting Tribute to Deputy David Powell

PPOA representatives were on hand to witness a moving ceremony last month in which a portion of the 91 freeway was dedicated to the memory of Deputy David Powell. The former PPOA member was killed in the line of duty in the city of Artesia on November 22, 2002.

PPOA is grateful to Assemblyman Tony Mendoza and Sheriff's Department officials who were instrumental in securing ACR 30, which resulted in signs honoring Deputy Powell placed along the freeway between Pioneer Boulevard and the 605 interchange. Captain Christy Guyovich, Commander David Fender and Sheriff Baca all shared heartfelt words about Deputy Powell during the ceremony. PPOA



the Coroner's office will be meeting with PPOA and Coroner employees to create a standardized Department manual of policies and procedures. This is a big step since the Coroner's office has relied on memoranda as their policies which are often in conflict or difficult to locate. This is a step in the right direction, but we have a lot of work to do this coming year.

**PRISONER RELEASES**

I am proud of the efforts of PPOA in fighting the release of thousands of state prisoners back onto the streets of California. Such a wholesale release of so-called "low-level offenders" will impact crime throughout the state and place our members in harm's way more often. By the way, have you ever heard of a low-level offender in state prison? The release of prisoners is not the answer to the state's budget problems and we will continue to fight against it.

**CHARITABLE FOUNDATION**

One of my focuses this year was to improve the charitable side of our organization. Although we are not yet where I want us to be, we have made strides in the right direction. We held several fundraising events, including a golf tournament and two grappling fights. We plan on hosting another golf tournament in 2010 and possibly six grappling fights to help raise money for fallen officers. I would like our foundation to grow to a point where we can help out any member in financial need due to unexpected expenses, illnesses or deaths.

**SECURITY UNIFORMS**

We received approval to change the security officer and security assistant uniforms to the green pants and new patches. This change will go into effect in a few months. The Department has agreed to issue all current SO/SAs two pairs of pants and two new shirts. PPOA is working on a discounted price with a vendor for those who want additional uniforms. We will schedule uniform fitting days at various locations throughout L.A. County for your convenience.

**RETIREE WORKERS' COMPENSATION ISSUES**

Art Reddy and I received many complaints from retirees about WC issues.

As a result, we met with Tristar and Sergeant Vince Moultrie from Health and Safety Unit to address these concerns and to come up with a solution to address future problems. Sergeant Moultrie has agreed to act as a middle man and assist any member with issues about workers' compensation. Thanks, Vince! In addition, Lewis, Marenstein, Wicke, Sherwin and Lee have written some articles on this topic to help our members understand the new WC laws as well. This is just the start, but it is my goal to reduce the number of WC complaints and ensure that our retirees are getting the medical treatment they need. Oftentimes, people forget that these retirees are living in pain each and every day that their cases are delayed. This is unacceptable.

**POLITICAL ACTIVITY**

Politics is an important part of what we do as a union. Fostering relationships with state and local politicians and legislators is crucial to protecting our members and promoting healthy laws. To that end, I invited many politicians to speak to your Board at the monthly Board meetings. We have had many politicians accept our invitations, including those running for governor and attorney general. The discussions with these elected officials were very beneficial in determining who will best represent the needs of our members.

This is really a short list of things PPOA worked on this past year. I am grateful to the PPOA staff for all their hard work, as well as the PPOA Board for making tough decisions when they needed to be made. I am looking forward to 2010 as I am certain we will continue to expand our services to our members. We are looking into ways to help our members with financial planning, insurance needs and other economic issues to help our members who may be struggling during these tough times. We are also anticipating attacks against our pensions and medical benefits and are preparing for a tough fight. The next few years will be difficult, but PPOA will continue to fight the good fight.

In closing, I would like to congratulate our two newest Board members, Rogelio Maldonado from the D.A. Investigators classification, and Jerry Garcia, who represents the security officers and security assistants. Welcome aboard! I would also like to thank outgoing Board members in 2009 Armando Cano, John Stites and Brian Hale. We thank you for your service to PPOA and wish you well in future endeavors. I hope everyone had a safe and joyous holiday season. Now let's get back to work! PPOA

# Mystery Photo



The first PPOA member to identify all four individuals in this photo will receive a free PPOA hat/T-shirt combo. Call PPOA at (323) 261-3010 and ask for Greg.

Congratulations to PPOA retired member Richard Wilson for being the first to identify Joe Passarelli in the November issue of *Star & Shield*. PPOA

Lindsey  
continued from page 7

that makes us better. My career is no different from beginning to end than yours. Maybe we take different paths or are currently at a different point in the timeline. My career is history ... no, I don't mean it the way you are thinking, as in my career is "over." Nice try. I came on this Department in 1978 with dreams and achieved them all with guidance from wiser men and women, help from my family and prayer from my MOM and others. I wanted to achieve the rank of lieutenant and did. Why lieutenant? Because I thought "Lieutenant Lindsey" sounded good. I didn't have a complicated goal. Pretty simple and effective plan, but then s — (stuff) happens. I look back at my many assignments and realize I was placed in positions because I wasn't afraid to say something, try something, build something and occasionally fail at some things. I was assigned to help create OPES. (Youngsters, that means Office of Professional and Ethical Standards.) Those words meant something to me and the opportunity was exciting. I was assigned to help originate and create the FTO Unit with warriors like Dave Coleman. I was asked to build Century Regional Detention Facility from dirt with teams of masterful thinkers. I was asked and then suggested, told and finally transferred to fix Personnel Administration with then-commander and future-Chief Mike Soderberg, and I believe we did that very successfully with the help of many. I like to make a difference by creating or improving things; it is me. Ultimately, as a result of the sheriff taking his mighty sword and knighting me (rather than slicing and dicing me), I continued up the ranks to make a hopeful difference to the esteemed Superior Court and all personnel assigned to Court Services. I now reside two ranks above what was my original simple Department plan of phonetically sounding good.

So once again, once upon a time there was kid named Bobby who achieved more than he ever dreamed possible because along the way he met people like John who reached out to him and made him what he is today through their kindness. He had a mom and dad who believed in family and faith. He kept it simple but solid. Shortcuts were avoided as trials and tribulations build character, wrinkles, knowledge, gray hair and many friends. Sometimes not sitting in the hot seats of experience, of diversity, of tests, of engineering answers and solving problems before you get to the top of the heap does everybody an injustice. Yes, when I was promoted to lieutenant I achieved my simple dream, but guess what? I went to bed and didn't stop dreaming. The dream continued more vividly than *Dancing with the Stars* or *American Idol*, both programs which my wife Tivos and I watch occasionally, maybe sometimes, maybe all the time. Now my dream, or more properly my passion, takes me from the Sheriff's Department in the vast County of Los Angeles to the Sheriff's Department in the rolling pastures of Mariposa County.

I will be running for the elected position of sheriff of Mariposa County. Why do I tell you? Because without this Department, its state-of-the-art training, education and refinement, I would never have been able to even dream a dream like this. Don't take one day of your career and waste it, because dreams change with the alphabet. Why the 100-years comparison? Mariposa is small but mighty in mind, mighty in history and rich in culture. It may not have a \$2 billion budget or 18,000 employees, but it is the place I will call home in exactly one year and it is not too far from the oldest courthouse west of the Rockies. I will trade the nearly 50 courts I have now for the one with nostalgic qualities yet current cases. Mariposa is history, America as it used to be still preserved by its residents, still hanging on, anchored like Old Glory and wanting and willing to preserve the very best of what we have always known about this country. Where one vote still matters and Wal-Mart can't infiltrate. Where traffic is a four-letter word, and cars and bales of hay are occasionally left in the road for me to realize there is a life after retirement.

I now live in Mariposa County on the weekends but will obviously never compromise my allegiance to the ethics of staying at the top of my game for LASD. No short-timer's syndrome can or will ever creep in as I continue to close my eyes and wonder where life will lead. I will keep you updated, if you so choose to read my column, as this uncommon road to Mariposa is also paved with obstacles and preconceived notions. I have been told by my friends and some acquaintances in Mariposa that I don't have much of a chance to prevail because I am an outsider and Mariposa is a closed community. With friends like that, who needs enemies? (For those of you who have worked for and with me, you know I'm joking. Any conscientious leader should not surround himself with only yes men/women unless they are egotistical and incapable of challenge and hearing truth. Truly, as stated in some book I read, "the truth shall set you free," and you should desire to hear it.) I, on the other hand, rather than a "closed community" would like to think of Mariposa as a culture of fiercely protective residents that want the best for their county and personal town; they want to protect each other as family and are very adept, critical and conscientious in ensuring that their rich history is preserved and not messed up by some stinking know-it-all city boy. I agree with that sincere thought and will follow up later when ink permits. With that said, I have eclipsed my 200-word limit by several thousand descriptive thoughts. If you would like to be of any assistance at all in helping me achieve success in my campaign, I am accepting teammates. I am an equal-opportunity acceptor. If you know anybody that lives in Mariposa County or somebody else who knows somebody who knows the other person who might know somebody if they maybe know anybody at all, etc., etc. and you can introduce me by virtue of any form of contact, I would be privileged to call, e-mail or personally meet with them (here, there or anywhere). I am seeking endorsements and your thoughts, prayers and time are all appreciated. My Verizon e-mail is [Bobby4Sheriff@Verizon.net](mailto:Bobby4Sheriff@Verizon.net). Thanks for your indulgence and for reading until the bitter but hopefully better end. God bless. PPOA

Roller  
continued from page 5

hours you had credited to your account as of the December 31st that occurred during your final compensation measurement period; (4) how many vacation hours you used during that calendar year; (5) whether you were on 4850 leave during that calendar year; and (6) how many vacation hours you had credited to your account on December 31st of the previous calendar year."

PPOA wants to thank Steve Silver, Dave Rash and all the Sheriff's Department sergeants and lieutenants who worked on these lawsuits or who served as plaintiffs in the various actions. Your questions can be answered by Mr. Silver after you have located the information he needs to file a claim on your behalf.

This is just one more example of PPOA going the extra mile for our members — even if the ultimate solution takes years to achieve. PPOA

**TUSTIN LEXUS**  
45 Auto Center Drive  
Tustin, CA 92782

**NEWPORT LEXUS**  
3901 MacArthur Boulevard  
Newport Beach, CA 92660

**Weir Canyon Honda**  
8375 E La Palma Avenue  
Anaheim, CA 92808

**Weir Canyon Acura**  
8323 E La Palma Avenue  
Anaheim, CA 92808

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# Ron Black: May 9, 1938 – October 15, 2009

By Ken Bayless, LASD Retired

*Editor's note: Ron Black was well-known to many associated with the Sheriff's Department (both active and retired). Although we lost Ron a few months ago, his legacy on the Department is sure to carry on for quite some time. Ken Bayless, another well-respected member of the LASD family, received the honor of delivering the eulogy at Ron's services. That tribute painted the picture of a man of remarkable loyalty and commitment. PPOA received a request to print that eulogy and we are happy to do so. ...*

**R**on and I have been best friends for over 34 years, and believe me my words today do not come easy, nor do they do justice to a man who stands as tall and as strong as any man I have known. After high school graduation, Ron served in the Army as a military policeman in Germany, and when he returned to his native Southern California area, he joined the Los Angeles Sheriff's Department on March 22, 1961.

That date began what was to become a stellar career in law enforcement that lasted almost 36 years. During his career, Ron served the Department in 21 units of assignment and promoted quickly through the ranks to captain, where he ultimately commanded six different units and thousands of personnel.

As a friend and coworker to Ron for over three decades, I thought I knew this man and his many accomplishments well, but when I recently reviewed his Department personnel jacket, I found that my knowledge of him only scratched the surface. I was astounded at the number of outstanding evaluations and the amazing number of commendations Ron had achieved in his career. Ron had commendations from several sheriffs, police chiefs, the directors of the FBI and Department of Justice, judges, legislators, the attorney general, business leaders and many, many others.

After reading his evaluations, it became abundantly clear that in every one of his 21 assignments in the Department Ron made significant innovations and improvements to the unit. It also became abundantly clear that he was respected as a leader, a motivator and a man of determination and energy to do right — and to make a positive difference ... which, clearly, he did!

I'd like to offer only a couple of examples to illustrate the kind of man and brave and courageous law enforcement officer Ron was.

Many of you may remember a very sad day for law enforcement in 1970 when two criminals were stopped by four CHP officers in the Newhall area and all four officers were brutally gunned down by the suspects. After killing the CHP officers, one of the suspects barricaded himself in a house, taking the resident hostage. Ron was the SWAT team leader who got the call to lead the entry into the house and take the suspect into custody.

For his bravery in entering this extremely dangerous situation and apprehending that suspect, Ron was commended by then-Sheriff Peter J. Pitchess and the CHP commanding officer.

There were many times in Ron's career where he displayed this same bravery and leadership ability as he played supervisory and command roles in the East Los Angeles Riots, the Isle Vista Riots in Santa Barbara and the Los Angeles Riots of 1992, to name just a few. Throughout his career and at every rank, Ron has been dedicated to training ... training to make our Department's personnel safer and more professional. His driving passion was a personal commitment to saving officers' lives by researching how and

why officers have been killed in the line of duty, and then teaching officers new procedures and techniques designed to keep them safe.

Ron developed and implemented a series of "Officer Survival Training" classes at Firestone Station in the mid-1970s, and the impact of this training was soon apparent.

Two Firestone deputies (George Arthur and Bob Waters) were brutally attacked and shot by a group of gang members one evening. Despite being shot and nearly beaten to death by their attackers, Waters and Arthur both survived the grueling 12-minute battle. When I interviewed them in the hospital that evening, both deputies told me that the **ONLY** reason they survived was the "Officer Survival Training" lessons that they had just learned from Ron Black's training course.

Ron's evaluation that year, as written by the Firestone unit commander, reads, "He has maintained an outstanding in-service training program at Firestone Station. There is no doubt that the training established by Lieutenant Black has **DIRECTLY** saved the lives of officers assigned to this station during the past year."

**"He was respected as a leader, a motivator and a man of determination and energy to do right."**

Shortly after this incident, Ron was transferred to the Academy, where he was placed in command of the Advanced Officer Training Unit, whose primary objective was to research and teach officer survival to the entire Department. I was fortunate to follow Ron to this unit and play a small part in Ron's legacy.

Ron had our unit do detailed research on every law enforcement line-of-duty death in the nation. Our mission was to find out what happened and what the officers could have done differently to prevent their deaths. Ron directed our unit to develop a library of "lessons learned," and we began to teach Department personnel Ron's "Keys to Officer Survival."

However, Ron was not satisfied with just teaching our Department, so he directed that officer survival films be created. These films re-enacted the officer-death situations, and then demonstrated how to avoid deadly situations through the use of his "Lessons Learned" training program.

It was through this vehicle that Ron's "Officer Survival Training Program" and "Lessons Learned" were spread throughout the nation as his program was replicated by law enforcement agencies across America.

There is no doubt that Ron Black is truly responsible for saving countless officers' lives across this nation.

Ron is truly worthy of the title "father of the modern officer-survival-training movement."

I mentioned that Ron commanded six different units in his career as a captain. His contributions as a captain are voluminous.

As captain of Central Jail, Ron challenged the prison gangs such as the Mexican Mafia, the Bloods and Crips, and severely impacted their ability to control the jails and the streets from jail. This effort earned him one of several contracts being made on his life by these gang leaders.

As the commander of the Organized Crime Unit, Ron led and participated in many task forces, targeting Asian and Russian organized crime and again was responsible, along with the FBI, for leading the effort to investigate and arrest the majority of the Mexican Mafia leadership. His team also led the investigations and arrests of numerous kidnapping-for-ransom suspects and the rescues of their victims, many of whom were children.

*continued on page 24*

# Letter to the Governor



## Los Angeles County Professional Peace Officers Association

188 E. ARROW HIGHWAY  
SAN DIMAS, CA 91773

[ 323 ] 261.3010

INFO@PPGA.COM

WWW.PPGA.COM

December 3, 2009

Governor Arnold Schwarzenegger  
State Capitol Building  
Sacramento, California 95814

Dear Governor Schwarzenegger,

The recent slaying of four Lakewood police officers in Washington is a grim reminder of the tragic effects of releasing dangerous criminals back into society prematurely. Although I am a strong proponent of rehabilitation of prisoners so they can acclimate back into society, I am also a strong proponent of keeping hard core criminals in prison to serve their appropriate sentences. I urge you to stop the proposed release of 20,000 to 40,000 hard-core state prisoners back into our California communities and prevent a similar incident from happening in California.

On November 20, 2009, a dangerous criminal, Maurice Clemmons, walked into a coffee shop in Parkland, Washington and, without cause or provocation, brutally shot and killed four Lakewood police officers. In a moments notice, he took the lives of these officers for simply wearing the uniform of a public servant. He destroyed four families and orphaned nine children. He impacted an entire community and the pain was felt by every police officer in every department in this country. However, his actions are not the most disturbing thing about this tragic incident. What is truly aggravating are the actions of then-Governor of Arkansas, Mike Huckabee, who commuted Clemmons' sentence of 108 years and released this dangerous criminal back into society. This tragedy could have been prevented.

Governor Huckabee will be forever remembered by law enforcement as the person responsible for the deaths of these four officers. Since this incident, it has been revealed that Mr. Huckabee pardoned more prisoners than his three immediate predecessors combined. This incident is not an anomaly, nor should it come as a shock to anyone. Horrible things occur when you release bad people into society who belong behind bars. Other examples include Mr. Huckabee's release of Wayne Dumond, a convicted rapist, who killed Carol Sue Shields in the year 2000 after his premature release and Willie Horton, a convicted killer, who raped a woman and assaulted her fiancé while on release as part of a prison furlough program supported by then-Governor of Massachusetts, Michael Dukakis. These incidents are not unique and involve a single person being released prematurely. Imagine the impact of releasing 40,000 similar individuals in California.

Sgt. Mark Reminger, Officers Ronald Owens, Tina Geiswold, and Greg Richards were randomly selected to die that fateful day by a person who belonged in prison; however, responsibility also lies with that governor who lacked the foresight and understanding of the implications of releasing criminals back into society. Do not allow California to make the same mistake.

On behalf of PPGA's 8,600 law enforcement professionals and the law enforcement community in general, I urge you to fight to prevent the release of ANY California prisoners prematurely. I implore you to seek other solutions to the state's budget crisis and deal with the inefficiencies of the Department of Corrections and Rehabilitation (CDCR) without releasing prisoners. Putting these criminals on our streets places all of us in danger. Ultimately, it will cost the state more money in the long run and does not repair the problems within CDCR. Do not allow a similar incident that occurred in Washington to occur in California. We already bury far too many of our brave men and women each and every year in California.

Sincerely,

Brian Moriguchi  
President

"PROFESSIONALS REPRESENTING PROFESSIONALS"

Don't get strapped with several unnecessary bills or bills for toys just prior to retirement. Try to pay off your miscellaneous bills and toys prior to your retirement and don't buy any more toys until you adjust to retirement. Or, at least know when you are going to retire so you can calculate what your retirement pay will be. That way you can decide if that toy fits in your retirement budget.

One final suggestion (and this may not be for everybody): research the cost of living and overall living conditions in other states. It has been proven, and it is no doubt fact, that the cost of living is much less in many other states. I have spent the last seven years researching the cost of living and the overall living conditions in many other states and individual cities. Some of those cities have been rated as the best places to live in the country by sources such as *Forbes*, *Fortune* and *Money Magazine*, as well as many Internet sites. And, I have visited many cities that interest me throughout the country, some of them several times.

Although I cannot possibly list every form of tax in every city or state for the purpose of this article, here is some tax information that may be a start for you in your search to choose another state to reside in, if that is what you choose. Seven states have absolutely no state income tax. They are Alaska, Florida, Nevada, South Dakota, Texas, Washington and Wyoming. New Hampshire and Tennessee limit their income tax to only dividends and interest income. Those other states that do have state income tax, almost all of them have income tax that is much less than what is collected by California. Illinois has a flat income-tax rate of three percent. Thirty-four states have progressive income tax, which means the percentage of income tax you pay may increase based on your salary increases. Some states have a flat income-tax rate for retirees. Hawaii has the highest income-tax rate at 11 percent. Currently, federal law prohibits California from taxing your retirement pay if you reside in another state. Example: if you live in Washington, you will not pay California state income tax. You will pay no state income tax at all. If you live in Colorado, you will pay about four percent Colorado income tax. You will, of course, still pay federal income tax.

Most counties in other states also impose lower property taxes. Example: My last home purchased in Los Angeles County had a sale price and an appraised value of \$320,000, which results in a yearly tax bill of about \$4,100. That same price home purchased in Loveland or Ft. Collins, Colorado (Larimer County), or Hendersonville, Tennessee (Sumner County), would result in a yearly tax bill of about \$2,300. If you do the math, you will see that to reside in those cities in Colorado, between the difference in state income tax and property tax, you will put about an extra \$900 a month in your pocket. In Hendersonville, Tennessee, you will save about \$1,200 per month. (Based on my projected retirement pay.)

I mentioned income tax and property tax first because these are usually the two big ones. However, let me include the states with no sales tax. They are Alaska, Delaware, Montana, New Hampshire and Oregon. People who reside in southern Washington enjoy paying no income tax and they shop in Oregon, where there is no sales tax. Some cities or counties within states that have no sales tax may collect some form of local sales tax.

Alaska is very unique and almost tax-free. It is the only state in the nation that does not collect sales tax or levy any type of income tax. However, 89 municipalities within Alaska collect a general sales tax averaging 3.5 percent. Additionally, only 25 Alaskan municipalities levy a property tax. The average property tax collected for 2008 in those municipalities was only \$1,212 per residence. The state and its municipalities rely mostly on petroleum revenues for funding. (Bring a jacket!)

When choosing a place to relocate to after retirement, many things need to be considered, such as the cost of real estate and taxes in that particular state, county and city. All taxes need to be considered to assist you in calculating your cost of living in that area. Example: There is no state income tax in Washington; however, the property taxes are very high in Seattle and Bellevue and the surrounding King County area. Property

taxes are slightly lower in Gig Harbor, Washington, and surrounding Pierce County than they are in the Seattle area. Pierce County property taxes are slightly higher than here in Los Angeles County. A \$320,000 home purchased in Gig Harbor, Washington, would result in property taxes of about \$5,200 a year. This calculates to about \$91 a month more than Los Angeles County property taxes. But, consider the savings in paying no income tax. Florida has no state income tax, but the counties in Florida (and New York) impose some of the highest property taxes in the country. Additionally, some counties in other states can reappraise the value of your home every two or three years. This could increase or decrease the amount of property taxes you pay each year.

Contact a large, reputable insurance company in an area you are interested in and compare your current premium costs for auto and homeowner's insurance to a policy in that area. I have found auto insurance to be much cheaper in most other parts of the country. Another cost consideration could be gasoline. Almost all other states have lower gasoline prices than California. In October, I was in the Loveland/Ft. Collins, Colorado area and I found gasoline prices from \$2.19 to \$2.39 a gallon, and diesel was \$2.25. It's not that their gasoline is any cheaper, it's the gasoline taxes that are much less.

Other considerations are crime statistics, medical facilities, community services, retail goods services, dining, recreation and fitness. If you still have school-age children, or if you are raising grandchildren, research the schools and education program in the area. Also, know ahead of time what you can and cannot live with, such as extreme heat, cold, wind, snow, rain and humidity. Ask LACERA what medical and dental insurance plans are available in the area or areas you are interested in.

Much of what you need to research is available on the Internet and in magazines. There are too many websites to mention in this article. A good start would be to type on a search bar "best places to live," "lowest taxes in the USA," "tax rate by state" and "lowest crime rate in the US." A good website to research the different taxes in each state is [www.bankrate.com](http://www.bankrate.com). You can also go to any city, county or state official website. Many law enforcement agencies and cities post their crime statistics on the Internet. And, I have never been chased away by any law enforcement agency while inquiring about the living conditions and crime rate in a particular area. Several state and county DMV offices post their vehicle registration fees on their website. I also mentioned county because in some states, motor vehicle registration fees are regulated by each county in the state and not the state. It is amazing to see how incredibly low vehicle registration fees are in other parts of the country.

If you are trying to calculate your pay after retirement without the assistance of a LACERA retirement specialist, don't forget some of your costs or deductions from your payroll check will be in your pocket after retirement. There will be no more LACERA or Horizons deductions or County-sponsored life insurance premiums taken from your check. You can still remain a member of ALADS, PPOA and Sheriff's Relief if you choose to. If you choose not to, the cost of the membership dues will also be in your pocket after retirement.

So, as you can see, if you are approaching retirement, you have your homework cut out for you. Especially if you plan to relocate to another state. And I suggest you start that homework long before your last six months or one year of service. One final suggestion is to maintain some kind of physical exercise program and to stay in shape while you are still working and even after retirement. You owe it to your partners, your family and to yourself to better your odds during a physical altercation and you owe it to yourself and to your family to live a long, healthy life after retirement. We may not always be able to prevent an accident or a terminal illness, but absent that, statistics have proven that you will live a healthier and longer life if you maintain some kind of physical fitness program.

I hope this information will assist you in preparing for your retirement, regardless if you choose to remain in California or relocate to another state. And remember, it's never too soon to start planning. Until you retire and even after retirement, always be safe! PPOA

# Letters to PPOA



**STEVE COOLEY**  
LOS ANGELES COUNTY DISTRICT ATTORNEY

9400 CRIMINAL COURTS BUILDING 216 WEST TEMPLE STREET LOS ANGELES, CA 90012-5018 (213) 874-3007

October 1, 2009

POPA Inc.  
Brian Hale, Captain  
188 East Arrow Highway  
San Dimas, CA 91773

Dear Brian,

Thank you for your generous contribution to my officeholder account.

I have been proud to serve as Los Angeles County District Attorney for the past 2 terms. My commitment for my 3<sup>rd</sup> term is to have the Los Angeles County District Attorneys office continue to be a leading prosecutorial agency maximizing public safety while assuring accuracy and fairness in Los Angeles County's justice system.

Sincerely,

Steve Cooley  
Los Angeles County  
District Attorney

*P.S. Thank you for POPA's support! Say hi to the guys*

LOS ANGELES POLICE DEPARTMENT



**ANTONIO K. VILLARAIGOSA**  
Mayor

**WILLIAM J. BRATTON**  
Chief of Police

P. O. Box 20128  
Los Angeles, CA 90020  
Telephone: (213) 485-1100  
TDD: (213) 475-5279  
Rel. No. 3-3

October 8, 2009

Mr. Brian Moriguchi  
President, Board of Director  
Professional Police Officers' Charitable Foundation  
188 E. Arrow Highway  
San Dimas, California 91773

Dear President Moriguchi:

I want to thank you for your generous donation to support the September 22, 2009, multiple agency search and arrest warrants task force, stemming from the unfortunate and tragic murder of Los Angeles County Deputy Sheriff Juan Able Escalante. Your generous donation was used to purchase food and drinks for 12 Southern California law enforcement agencies totaling approximately 1300 officers who assisted the Los Angeles Police Department in serving 50 simultaneous search and arrest warrants. The hot coffee, water, juice, and snacks were ready appreciated at the 2:00 a.m. commencement of the operation in an isolated parking lot. The Professional Police Officers' Charitable Foundation's donation supported the command post throughout the early morning hours until sunrise and culmination of a successful operation.

Should you have any questions, please contact Detective Daniel Jaska, Supervisor, Gang Homicide Unit, Homicide Special Section, Robbery-Homicide Division, at (213) 485-2155.

Very truly yours,

**WILLIAM J. BRATTON**  
Chief of Police

**KEVIN L. McCLURE**, Captain  
Commanding Officer  
Robbery-Homicide Division



October 27, 2009

LAPPOA  
Brian Moriguchi, President  
188 E. Arrow Hwy  
San Dimas, CA 91776

Dear Brian:

On behalf of the 2009 "Cruiser For The Good Life" Executive Committee, it is our privilege to thank you for your generous donation to our annual "Cruiser For The Good Life O.C. Guns & Hoses" Charity Motorcycle Ride.

Your donation provided much needed resources for the Association of Orange County Deputy Sheriffs (AOCDS) Memorial Fund and the Fallen Firefighters Relief Fund. The AOCDS Memorial Fund is a vital tool in financially assisting Orange County deputy sheriffs and their families who are injured or killed in the line of duty. The Fund also purchases rehabilitative equipment, transportation services, medical supplies and other resources to assist in the recovery of injured deputy sheriffs and police officers. It also provides 10 scholarships annually. The Fallen Fire Fighters Relief Fund was founded in 1988 to aid the families of our first two brother firefighters' lost in the line-of-duty. Over the past ten years the fund has been distributed to help lessen the hardship to firefighters' families throughout Orange County and California suffering line-of-duty deaths and other catastrophic losses.

In closing, all of us at "Cruiser For The Good Life" are sincerely grateful for your donation and support of our most worthy event. We look forward to your ongoing support at our Annual "Cruiser For The Good Life O.C. Guns & Hoses" Charity Ride which will be held September 26, 2010. Your sponsorship like our fallen heroes will never be forgotten.

With Gratitude,

Wayne J. Quist, Jr.  
President, AOCDS

*PPGA ROCKS!  
Thank You For Your  
ONGOING SUPPORT OF  
THE AOCDS!*



The AOCDS Memorial Fund is a fully recognized 501 (c) 3 non-profit organization, Federal Tax I.D. #53-0971422  
The Fallen Firefighters Relief Fund is a fully recognized 501 (c) 3 non-profit organization, Federal Tax I.D. # 33-0813314



**WEST HOLLYWOOD SHERIFF'S BOOSTER CLUB**

P.O. Box 6982 West Hollywood, CA 90069-0982  
Tel: 310-827-7777 Fax: 310-863-9134  
web@westhollywoodsheriffs.org

October 23, 2009

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- Michael Haskett, Esq., Mayor, City of West Hollywood
- Richard Haskett, Esq., Mayor, City of West Hollywood

**Professional Peace Officers Charity Foundation**  
188 East Arrow Highway  
San Dimas, CA 91773

To our friends at the Professional Peace Officers Charity Foundation:

On behalf of the West Hollywood Sheriff's Booster Club, I want to thank you for your very generous support of our 5<sup>th</sup> Annual Sunset Classic Golf Tournament. It was a scolding, but fine day for our golfers at the Robinson Ranch Golf Club.

Because of the ongoing support of people like you, especially in these tough economic times, the West Hollywood Sheriff's Booster Club is able to purchase items for the station, its personnel and volunteers that the City or County cannot afford.

My signature below certifies that without exception, no goods or services were provided to you by the West Hollywood Sheriff's Booster Club.

Your support is invaluable; thank you.

**John Kozanjan**  
President

# Letter to PPOA



*Law Enforcement  
Education  
Community*

UNITED PEACE OFFICERS AGAINST CRIME  
P.O. BOX 2084 •  
WALNUT, CALIFORNIA 91789  
(213) 300-3870 Fax(626) 965-5311

Date: September 9, 2009

From: Sergeant Tony Campbell

To: POPA

Dear: Board Members

We wanted to once again send you a photograph of our 2009 camping excursion. We were able to touch the lives of numerous children who would not have had the opportunity to join us at our 2009 UPAC Summer Camp without your support. It was the first time for all the selected kids.

Dr. Grimes from CARRY ( Coalition for At Risk Youth ) participated and once again spoke to the campers about skin and hair care, staying out of the Juvenile Justice System, staying in school, and away from gangs. It was a very tiring yet worthwhile and productive week.

Once again we wanted to say **Thank You** for assisting with our camp program.

Tony



*An Organization Created by Los Angeles County Deputy Sheriff's  
Since 1988*

# The Seven C's of Leadership

Guest Article By Chuck Stringham, Captain, LASD

*Note from PPOA President Brian Moriguchi: This article was submitted by Captain Chuck Stringham to aid others in developing leadership skills. I have known Chuck for many years and admire his strength and courage in leading by example. Though this article is his opinion on leadership, I believe it is very appropriate for all of our members and a reminder that leadership is about character, not the stripes or bars we wear or the rank we represent.*

Almost from the beginning of my career in 1982, I heard about the five C's of tactical planning: command, control, communicate, coordinate and contain. Considerable discussions were had regarding in what order to list them or if one was more important than the other. We always came to the conclusion that each of the five C's were of equal importance; however, based on the situation, we used them in many different orders.

When I went to patrol, the five C's were drilled into every tactical response that I was a part of, whether it was my handle or assist. Your reputation in the field as a peer leader and sound tactician was partly due to your ability to run and maintain a tactical situation properly using the five C's. When I became a field training officer, one of the first things I discussed with my trainees was tactical planning, which always included the five C's.

Somewhere along the way, a sixth *c* was introduced, which was "critique." At the conclusion of a tactical event, we always tried to conduct a critique/debriefing. Someone wanted to codify the practice of critiquing/debriefing so that it became a standard practice taught to everyone. Excellent idea.

An additional, seventh *c* was introduced, which was "contingency." In the backs of our minds or even on the planning board, we had a plan B, but it really makes sense to bring it to the forefront of the planning stages to ensure that plan B, C, etc. were carefully considered and alternatives were well thought out. Another excellent idea.

The seven C's of tactical planning were developed to support and guide the collective actions of officers in the field, with the goal of organizing the response and bringing tactical situations to a safe and effective conclusion.

Like the seven C's of tactical planning, I have developed the seven C's of leadership to support and guide effective decision-making and build leadership trust. The seven C's are not new concepts and shouldn't surprise any of you when you see them. What is new, I hope, is the meaning that I put behind each of the *c*'s to guide your understanding about each one.

The seven C's of leadership are **character, competence, confidence, courage, communication, caring and compassion**. I initially had a longer list of words that began with *c*. I thought deeply about each one and distilled the list down to these seven *c*'s that work together for my success as a leader.

## CHARACTER

Character is the culmination and expression of principle-centered behavior supported by values of effective living. A leader who demonstrates high character is able to influence others, build trust and show trust in others.

## COMPETENCE

Effective leaders take responsibility for their own growth and development. Competence indicates vast job knowledge and tactical expertise that inspires trust and confidence in the actions and behaviors of the leader.

## CONFIDENCE

What do people see when they see the leader coming? Do they see a person who is unsure of what to do or say, a person who can't decide the best course of action, or do they see a leader who is standing tall

and confident in the leader responsibilities and able to make not only a decision, but right decisions?

## COURAGE

Effective leaders act on their convictions and they hold people accountable for results. Courageous leaders summon the willpower to consistently do the right thing, even when it is unpopular. Leaders with courage take on the difficult tasks and shoulder the responsibility for the results, good or bad.

## COMMUNICATION

Effective leaders communicate with clarity of message and give thorough directions when assigning tasks. Any person who communicates with a hidden agenda or in vague generalizations does not demonstrate effective communication skills. Leaders need to communicate with such clarity that the person receiving the communication fully understands what's needed.

## CARING

Effective leaders value employee contributions and provide opportunities for learning. Leaders that spend the time to get to know the people that work around them and truly care for their well-being have great success in getting people to give their best ideas and highest productivity. "People don't care how much you know until they know how much you care."

— John C. Maxwell

## COMPASSION

Effective leaders feel sympathy and empathy for the condition of other human beings. Leaders that understand the reality that people can be affected by their circumstance and surroundings to the point that it might affect their performance are better positioned to help employees with solutions and solve problems.

Leadership is not as simple as seven words that begin with the letter *c*, but the seven C's as outlined can provide a foundation for any leader to move forward and be an effective influence.

Leadership is about being a living example of consistent behavior and actions that are principle-based, driven by values of effective living. Leadership is about connecting with people, building trust and offering trust in return. Leadership trust inspires confidence and strengthens the relationship between the leader and the led. Use the seven C's as a guide in developing and defining your leadership traits. PPOA



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In an effort to improve effectiveness, Ron implemented a new program called “Analytic Interviewing,” which gave detectives unique ways of interviewing to determine if suspects were truthful or lying. This training significantly improved the detectives’ ability to solve crimes and arrest suspects.

One of Ron’s evaluations as a unit commander said, “Captain Black is one of the most intelligent, dedicated, professional and effective commanders I have ever worked with ... he has thrown himself into his assignment, and is constantly evaluating, analyzing, changing and recommending change. He has been extraordinarily effective.”

I could offer many more examples of Ron’s career accomplishments, but when it’s all summed up, Ron had a stellar career and his file reflects his exceptional career performance in every assignment. He not only worked hard and accomplished much, but he is directly responsible for saving countless lives and has led every assignment with pride and integrity.

Ron was fiercely loyal to the Department, but he had the moral courage to readily challenge it when he thought something was wrong. As his employee, if you worked hard and tried to do right, he was fiercely loyal to you, and would defend you at all costs. ...

If you didn’t try to do the right thing, or demonstrated little integrity ... heaven help you ... as Ron was all over you!

Ron received the respect of others the old-fashioned way ... he earned it!

Before I close, I’d like to offer a few personal comments and observations about Ron.

Ron took me under his wing in 1975, when I was a brand-new sergeant at Firestone Station. He gave me the co-training sergeant job, along with Sergeant John Scott (John is in the audience today and is now the undersheriff for OCSD).

Ron later arranged for my transfer to the Academy unit I referred to earlier so that we could work together on “Officer Survival Training.” We worked closely together for several years, and even in the years we didn’t work at the same assignments, he has always mentored me, given me the benefit of his personal experience and guided me through the natural ups and downs of a career. I owe much of my Department success to Ron.

Over the years, he has become my best friend. There was nothing that we wouldn’t do for each other. We’ve had lots of “Adobe talks,” and shared much. I learned so much from Ron and have tried to emulate him in so many ways.

Some of the phrases you hear used about Ron, especially in the over 300 cards and e-mails received during his short illness, are “a leader,” “a mentor,” “a role model,” “a motivator,” “an innovator,” “a straight talker,” “enthusiastic,” “courageous,” and the list goes on and on. He was these to me and to hundreds of others fortunate enough to have known him.

Ron was certainly a strong-willed and headstrong man ... especially when he thought he was right ... and he usually was!

If Ron found a weakness in you ... he picked on it relentlessly. ... Your choices were to either improve on your own (to avoid the ridicule) ... or give up. When he sensed you were about to give up, he’d reach out, lift you up (in his own special way) and give you a helping hand.

He gave us massive goals that we often scoffed at, but somehow he motivated us to try harder, and we usually accomplished the goals he set. He knew we could accomplish things ... even when we didn’t know we could.

He saw the capacity in people, and although he sometimes had strange ways of bringing it out ... he was legendary for getting more out of each of us than we thought we could do. Ron was a true leader!

I, FOR ONE, AM A FAR BETTER PERSON FOR HAVING KNOWN RON BLACK! PPOA

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Rookie's Roost

continued from page 10

One of the charter members of the East Los Angeles Hall of Fame, if there were an East Los Angeles Hall of Fame, would be **Gustav “Big Gus” Carlton**. Gus put in many productive years at Fort Apache prior to his retirement from Court Services (Protection) in 1986.

Gus and his wife, Carol, moved to Mountain Center, California, a place he describes as a beautiful mountain community located near Lake Hemet in Gardner Valley. Now that you know where Gus lives, I have to tell you that he does not live there year-around. During the winter months, Gus and Carol head to Parker, Arizona, for sun and fun. They also make the annual trip to the McArthur Reunion for what he deems a “week of lying and denying.”

For the most part, Gus and Carol just do what they want and enjoy what they do.

**Alan Chancellor** retired in 1999 as a commander in the Detective Bureau. He and Gail now reside in Huntington Beach — at least when they are not at their desert abode in La Quinta. Al stays active with a wide variety of activities, including golf, woodworking, travel, Angels baseball, Trojans football (oh well, there’s always next season), walking the strand and volunteering on the Huntington Beach Human Rights Task Force. His travel adventures include trips to Armenia, Italy, Texas, Colorado and visits to relatives in the New York area. The one thing Alan hasn’t done is work, and that makes me proud.

Al is looking forward to his 50th class reunion at Montebello High School. Al, you may notice how old everybody looks when you hit the reunion. Don’t let it get you down, though. Gail still thinks you’re cute.

Until next time, take it easy. You deserve it! PPOA

# PPOA Membership Application

Name (last, first, middle) \_\_\_\_\_ D.O.B. \_\_\_\_\_  
 Department (former or current) \_\_\_\_\_  
 Job title/Rank (former or current) \_\_\_\_\_  
 Date entered County service \_\_\_\_\_ Date retired County service (if applicable) \_\_\_\_\_  
 County service employee number \_\_\_\_\_  
 Place of Assignment \_\_\_\_\_  
 Home address \_\_\_\_\_  
 City \_\_\_\_\_ Zip code \_\_\_\_\_  
 Hm phone \_\_\_\_\_ Wk phone \_\_\_\_\_  
 Hm e-mail \_\_\_\_\_ Wk e-mail \_\_\_\_\_

*I hereby apply for active membership in the Los Angeles County Professional Peace Officers Association. I authorize appropriate deductions from my County Payroll warrant or retirement warrant for payment of dues and other programs that I may select. I also authorize, at the discretion of the LACPPPOA Board of Directors, the use of a portion of my dues for political action. (Political contributions are not tax deductible. For more details, call the PPOA office.) I certify that, at this time, I know of no investigation of me by my Department, nor am I involved in any civil proceeding as a result of my performance as a peace officer.*

Signature \_\_\_\_\_ Date \_\_\_\_\_

**PAYROLL DEDUCTION SECTION**

Deduction agency name L.A.C.P.P.O.A. Deduction code 402 for active  
67 for retired

- **DUES** | Monthly membership dues deduction (see chart at right) \$ \_\_\_\_\_

- **PAC PLUS** | Voluntary Political Action Committee monthly deduction:  
 (circle one) \$2 / \$5 / \$10 / \$20 / other \$ \_\_\_\_\_ / decline

- **PEACE OFFICERS CHARITABLE FOUNDATION** | Voluntary PPOCF monthly deduction:  
 (circle one) \$2 / \$5 / \$10 / \$20 / other \$ \_\_\_\_\_ / decline

Employee name \_\_\_\_\_  
 Employee No. \_\_\_\_\_ Dept. No. \_\_\_\_\_

*I hereby authorize the auditor of the County of Los Angeles or his agents to deduct monthly from salary or retirement warrant earned by me in any department of the County of Los Angeles the amount shown hereon and to pay same to, if all or any portion of the deduction authorization includes insurance premiums and/or employee organization dues, I also authorize the auditor to adjust from time to time the amount of the deduction as may be required to comply with adjustments in County subsidy amounts in premiums under existing contracts with said insurance plans or to comply with dues schedules determined by said employee organizations governing body in accordance with such organizations constitution, charter, bylaws or other applicable legal requirements. This authorization cancels and replaces any previously signed by me with this deduction agency for this purpose and shall remain in effect until canceled by me by written notice. I expressly understand and agree that auditor, his agents or the County acting under this authorization shall not be liable in any manner for the failure or delay in making the deduction or payments here authorized.*

Signature \_\_\_\_\_ Date \_\_\_\_\_

<b>PPOA Monthly Dues</b>	
as of 7/1/09 (based on 1% of top step salary)	
<b>Unit 612 (Sheriff, D.A.)</b>	
Sergeant & Above	\$79.71
Supv. Inv. D.A. & Above	\$79.71
<b>Unit 614 (Coroner/Sheriff)</b>	
Criminalist	\$60.62
Criminalist Lab Tech.	\$40.76
Forensic ID Spec. I	\$57.42
Forensic ID Spec. II	\$69.43
Senior Criminalist	\$79.71
<b>Unit 621 (Sheriff)</b>	
Civilian Investigator	\$58.57
Court Services Spec.	\$37.89
Crime Analyst	\$57.14
Custody Assistant	\$46.34
Law Enforcement Tech.	\$41.98
Public Response Dispatcher I	\$41.88
Public Response Dispatcher II	\$49.28
Public Resp. Dispatcher Specialist	\$53.33
Security Assistant	\$22.08
Security Officer	\$35.04
Supv. Public Resp. Dispatcher	\$54.93
<b>Unit 631 (County Police/Coroner)</b>	
Officer Trainee	\$40.17
Officer	\$46.79
Coroner Investigator Trainee	\$55.20
Coroner Investigator	\$61.52
<b>Unit 632 (County Police/Coroner)</b>	
Captain	\$72.93
Lieutenant	\$58.71
Sergeant	\$52.16
Supv. Coroner's Investigator I	\$66.74
Supv. Coroner's Investigator II	\$72.93
<b>Other</b>	
Service Members	\$10.00
Retired prior to 1/1/80	\$2.50
Retired after 1/1/80	\$10.00

To join more than 8,500 PPOA members, fill out the application above and mail it to:  
**PPOA — 188 E. Arrow Highway, San Dimas, CA 91773 • For more info, call PPOA at (800) 747-PPOA.**

# Discounted Ticket Prices

Venue	PPOA Member Price		Regular Price	
	Adult	Child	Adult	Child
Adventure City (Anaheim)	9.75	9.75	13.95	13.95
Disneyland/Calif. Adventure	65.00	56.50	72.00	62.00
Disney/Calif. Adv. 1-day Hopper	70.00	61.50	97.00	87.00
Huntington Library (San Marino)	12.00		15.00+	
Knott's Berry Farm	26.00	20.50	52.99	23.99
Knott's Soak City	21.50	19.50	29.99	19.99
Long Beach Aquarium	18.00	10.50	23.95	11.95
Legoland (2-Day Pass)	45.00	45.00	65.00	55.00
Legoland/Aquarium Hopper (2-day)	54.00	54.00	75.00	65.00
Los Angeles Zoo	9.50	6.25	12.00	9.00
Magic Mountain	26.00	15.00	59.99	29.99
Medieval Times	42.25	30.75	53.95	36.95
Pirates Dinner Adventure	42.50	32.00	57.83	38.65
Sea World	52.00	46.00	65.00	55.00
Universal Studios	54.00	54.00	69.00	59.00
Universal Studios Annual Pass	68.00	68.00	84.00	84.00

## Movie Theater

AMC Theatres	6.25	6.25	varies	varies
AMC Unrestricted	7.75	7.75	varies	varies
Harkins Theatre (Chino Hills)	6.25	6.25	10.00	6.50
Harkins Theatre/Ultimate	7.75		10.00	6.50
Krikorian Theatres	6.75	6.75	varies	varies
Pacific Theatres	6.25	6.25	varies	varies
Regal (Edwards, UA) Theatre	6.75	6.75	varies	varies
Regal Unrestricted	7.75	7.75	varies	varies

## Entertainment Book

Entertainment Books range: \$25-35

**Questions? Contact PPOA: (323) 261-3010. Prices subject to change. Call office for confirmation. Offers restricted to PPOA members only. Limit of 10 tickets per venue (6 for Universal). All sales are final. No exchanges or refunds.**



# PPOA Classified

## LAKWOOD HOUSE FOR RENT

2 bedroom, 1 bath house w/ 2-car detached garage & huge yard. Hardwood floors, fridge, stove, washer/dryer hookups. Near shopping centers & freeway close. \$1,575 month. Contact Frank (562) 318-4246

## 2003 CHAPARRAL

Open bow boat model 220SSI w/ swim platform walk-thru 24 ft. long. 90 hrs only Volvo engine. 100 hr. service completed w/ stainless steel trailer tires. Asking 25K o.b.o. Looks brand new. Call (626) 893-4039

## 2004 HARLEY DAVIDSON

Road King, Fireman Edition. 10K mileage, lots of chrome. In great condition. Asking 14K or best offer. (626) 893-4039

## MONTEBELLO BACK HOUSE FOR RENT

700SE, single family home good for 2. Close to schools & freeway. New wood floor, dual pane windows & appliances. Near Costco. \$900 monthly. Call Matt (626) 625-7301

## CARIBBEAN CONDO RENTAL

Grand Cayman BWI -- 2 bdrm/2bath - sleeps 6 - Oceanfront condo w/ private beach. Duty-free shopping, diving, tours. See pics at vrbo.com #140657. Call (818) 845-7799

## 2002 CHEVY SUBURBAN 1500 LS

Pewter exterior, cloth interior, seats 9, rear air, 79K miles. Asking \$9,000. Call 562-425-4277

## ARROWBEAR CABIN RENTAL

Cozy 3 bdrm/2 bth. Just 3 miles from Snow Valley Ski Resort and 10 miles from Big Bear Lake. Sleeps 8, fully equipped kitchen, huge family room. Call for details: (909) 829-2724. Leave message.

## 1965 FORD GALAXIE 500 FOR SALE

White in color, Rally wheels, runs great, 390 Engine, Excellent condition Price: \$5,400 Call Matt at (562) 619-2000

## MOLOKAI CONDO

Hawaii travel bargain! Beautiful 1 BR (sleeps 4), ocean view condo. Full kitchen. Rates start at \$95 nightly and \$600 weekly. Wavecrest Resort unit #C-313. Call (800) 600-4158 Ask for Eme.

## 2008 H-D STREET GLIDE

Hi-gloss black w/3300 mi, service contract, ext warranty, cruise, ABS,CD, MP3-ready, back rest. Active duty recall. \$16,799 firm. Call (909) 260-7331

## 2002 H/D ROAD KING

Silver w/ ghost flames, under 5,000 miles, hard/soft bags, too many extras to list. Lots of chrome, must see! \$14,500. Call John (626) 966-2072

## EAST LONG BEACH DUPLEX FOR RENT

2 bedroom, 1 bath, fully remodeled in nice, quiet neighborhood. Upgraded cabinets, granite counters, stove/oven, laundry hook-up. Gardener & water included. Near shopping, beach and freeway access. Call (562) 941-6936

## PALM DESERT VACATION RENTAL

4 bed/2 bath with pool and jacuzzi near golf casinos and shopping call Judy at (626) 484-4157 or e mail [desertgolfrental@yahoo.com](mailto:desertgolfrental@yahoo.com)

## 1995 BOUNDER RV

35 ft. model. 35 UW Ford. Cream/teal interior. New tires & batteries. 18,000 miles. Co-pilot passed. \$17K. Call CC Wright (951) 845-2446 (leave message).

## 2005 HARLEY DAVIDSON

HD Dyna Super Glide, 980 miles. 1455CC. Custom/pampered. \$13,950. Call Ricky (310) 650-5595 or (909) 528-3472

## 2007 THUNDER MOUNTAIN MOTORCYCLE

555 miles. Custom/pampered. Call Ricky (310) 650-5595 or (909) 528-3472

## 2007 H/D ROAD GLIDE

Cobalt Blue, 300 miles w/ alarm, Harmon Khardon stereo, Matching Shoei Helmets, better than new! 6 speed, too much to list. Back won't allow riding. Delivery available, Retired LASD Sgt., Paul (360) 730-2425 -- \$16,500

## ANAHEIM CONDO FOR RENT

Platinum Triangle area of Anaheim. Stadium Lofts condo. One month free rent. New appliances, gym, pool, clubhouse, restaurants and more. \$1395 month. Contact Terri McAlister (714) 528-6160

## WANTED S&W MODEL 15

If you would like to sell your old, county-issued S&W model 15 to a good home, please call Judi Possnack (LASD Sgt. ret.) at (714) 527-1241

## LAUGHLIN VACATION RENTAL

3 bedroom, 2 bath house built in 2006. 1 mile from water, casinos & stores. Sleeps 12+, fully furnished, avail. for long term rental. Call Jarrod (909) 238-5557. [lasobadboy@earthlink.net](mailto:lasobadboy@earthlink.net)

## LAKE ARROWHEAD VACATION RENTAL

Furnished, 1 bdrm/1 bath, fireplace, walking distance to lake. Nightly, weekly, monthly rates. Call (760) 777-2328

## 2006 FUN FINDER TRAVEL TRAILER

Ultra light, 19', sleeps 4, full bathroom/kitchen, awning, AC/heater, am/fm/cd. Great shape! \$12,000. Call (661) 538-1277

## CATHEDRAL CITY CONDO RENTAL

Desert Princess, 1 bdrm/2 bath, clubhouse, golf, tennis, restaurants, cable. Nightly, weekly, monthly rates. Call (760) 777-2328

## '06 ACURA RSX TYPE-S

Jade green metallic 6-speed manual transmission. 55k miles, clean title, no accidents, power windows/doors, serious buyers only. \$16,000. Call Bao (323) 351-8563 (leave message)

## HORSE TRAILER FOR SALE

2007 EXISS horse trailer, 3 hrs slant w/living quarters.. 6ft short wall lvg qrts. rear tack, heating/air/tv/propane. (661) 713-9546, 23k, exclnt condition

*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 e-mail to [gtorres@ppoa.com](mailto:gtorres@ppoa.com).*

*New submissions are added on first come-first served basis, each issue. Please send within first week of each month to insure timely inclusion. No work numbers may be used in ads. Submissions must be in writing, not over the phone. Ads run for 3 months.*



**P.O.P.A., Inc.**  
 188 E. Arrow Highway  
 San Dimas, CA 91773

CHANGE SERVICE REQUESTED

## LEWIS, MARENSTEIN, WICKE, SHERWIN & LEE, LLP

OVER 36 YEARS OF SERVICE TO SAFETY PERSONNEL AND THEIR FAMILIES



Our firm of 15 attorneys and over 50 support staff are dedicated to professional, personal service.

<p><b>WORKERS COMPENSATION</b> State Bar Certified Specialist</p>	<p><b>DISABILITY RETIREMENT FOR SAFETY MEMBERS</b></p>	<p><b>PERSONAL INJURY</b></p>
<p>We have successfully represented over 35,000 safety members. <u><i>Our representation continues long after your case is concluded since your right to lifetime medical care may always be challenged.</i></u></p>	<p>We have a pension department of 3 attorneys who specialize in this area and have successfully obtained disability pensions for <u><i>thousands</i></u> of safety personnel under PERS, County 1937 Retirement Act and other county and city systems.</p>	<p>Our personal injury department has successfully litigated or tried over 5000 claims for automobile injuries, products liability, medical malpractice and other negligence areas.</p>

**(818) 703-6000**

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