

# ALL POINTS



# BULLETIN

Celebrating 77 years of serving those who serve others

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## Schedule of 2021 RSA Board Meetings

General meetings are held on a monthly basis (except December and January). Regularly scheduled general meetings are on the second Wednesday of each month. The annual meeting of the association is held in January of each year. For more information, check the website at [www.rcdsa.org](http://www.rcdsa.org).

## Important Benefits Notice!!

- Benefit designations for life insurance are important. Please review them frequently.
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- If you divorce or terminate a domestic partnership, contact the Benefits Office at (951) 653-8014 within 30 days of divorce or termination.
- If you become a legal guardian, adopt a child, or become legally separated, contact the Benefits Office at (951) 653-8014 within 30 days of the event.
- To ensure coverage, please respect these deadlines. Remember that the department does not notify the Benefit Trust of these changes.
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## RSA Legal Defense Alert!!

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"I have been refused the right to have a representative of my choice. I understand that I am being ordered to make a report or answer questions and that, if I do not comply with the order, I may be disciplined for insubordination.

Therefore, I have no alternative but to abide by the order. However, by so doing, I do not waive my constitutional rights to remain silent under the 5th and 14th amendments to the United States Constitution and under the protections afforded me under state law."

## RSA Affiliations

- Southern California Alliance of Law Enforcement (SCALE)
- California Coalition of Law Enforcement Associations (CCLEA)
- Public Employee Staff Organization (PESO)
- Riverside County Peace Officers' Memorial Foundation (RCPOMF)
- California Peace Officers' Memorial Foundation (CPOMF)
- Riverside County Deputy Sheriff Relief Foundation (RCDSRF)
- Debbie Chisholm Memorial Foundation (DCMF)
- RSA Legal Defense Trust (LDT)
- Concerns of Police Survivors (C.O.P.S.)

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# A Year Of Challenges And Progress

By Bill Young  
RSA President



**H**ello everyone, as we welcome in 2021, I'm sure you are as excited as I with the fact that 2020 is gone. I look forward to 2021, hopefully we are able to move past this pandemic that has been dominating our lives for almost a year now. Despite the drastic changes in how the RSA does business which was forced on us by COVID, as an organization we had some major accomplishments in 2020 that I want to share with you and some positive news to look forward to in 2021.

Even though the RSA was shut to in person regular business most of the year, we were able to provide assistance when needed from a distance. Our Board Members and dedicated staff made it a priority to promptly respond to calls and resolve issues, and I am happy to report we were successful on that front.

We were also able to address salary and benefit issues for our bargaining units this past year. One highlight was that we were able to negotiate a fair and reasonable five-year contract for our Probation Members. In addition, we were able to make good progress on solidifying MOU's for the other bargaining units.

Another way to improve the benefits and give back to members will be undertaken in 2021. Your Board of Directors, through the Benefit Trust, will seek to establish VEBA and 401(a) account for each Member with a bi-weekly contribution on behalf of the Member made by the RSA Benefit Trust. The County has approved the program and it is the goal of RSA to start educating the Members in February. After educating the Members on the benefits of the program, a vote for

consideration will go out to the Membership to approve the program. This has been a long process as the Benefit Trust had to listen to lots of input from Members and work with the County to ensure the Members request were implemented in our program design.

In other news on the pay front, as we move into 2021, our Patrol Members will finally see the implementation of the 84-hour pay period. This was of high concern for our Members since agreeing to the Tentative Agreement in December 2019. After lots of work by the County, the bugs were worked out and our Patrol Members should finally receive the benefit of the 84-hour pay period in the very near future.

The on-going pandemic did not deter us from getting your Smokehouse & Chow Shack out to a large amount of our Members. In other plans for 2021, your Board of Directors approved the purchase of an additional support trailer, allowing RSA to stop relying on Members to volunteer their trailers when needed. This continues to allow RSA to be self-contained when providing support to our Membership.

We haven't rested on our laurels in trying to improve member service. At the direction of your Board of Directors, something that has been talked about for years will be a reality with our new office in the Desert, Rancho Mirage. After the purchase of the office, RSA staff has been working hard to get the office open and ready to serve Members, hopefully by the end of February. The opening of the second RSA Office will allow RSA to further fulfill its mission of serving RSA Members from "East to West". In addition to the new office, RSA will be adding an additional Labor Representative to help ensure the high level of service our Members deserve. Sheriff's Investigator,

Lester Harvey has been selected to fill this position.

Lester comes to RSA with 32 years of law enforcement experience. He has served the Sheriff's Department in numerous assignments, starting his career in January 1989. During his career, Lester has worked patrol as a Deputy, and was selected to work as academy staff for several years. In 2008 Lester was promoted to Investigator and was assigned to Professional Standards Bureau, where he worked until 2011. In 2011, Lester was selected to work Central Homicide Unit, CHU. After several years of dedicated service to CHU, Lester became one of the first members of the Department's newly formed Force Investigation Detail, FID. I would like to join the RSA Board of Directors and Staff in saying congratulations to Lester for being selected to this position. I'm sure Lester will be an immediate asset to an already great staff RSA has to serve our Members.

I would also like to congratulate and thank long time RSA Director Ole Williams on his retirement. Thank you Ole for your many years of dedication and service to the RSA Membership. As Ole leaves us to enjoy retirement, I'm happy to welcome Rick Blevins back to the Board of Directors. At Rick's request, I appointed him to the position of Director for RSA Chapter 3, RPDC. I would like to thank Rick for volunteering to represent our Members at RPDC and look forward to serving with him.

Lastly, if you have any ideas on how RSA can better serve our Members, please don't hesitate to reach out. Your ideas will be relayed to the Board of Directors for consideration. As always, RSA is here to serve its Members from, "East to West," by serving those who serve. As always, stay safe out there and make sure everyone goes home. ★



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# K9 Helps Bring Balance To A Retired Riverside Sheriffs' Deputy Home

By Cindy Arora

Cydney Smith lives in a working ranch in the Yucca Valley, a small town in the San Bernardino Mountains known as the “gateway” to the Joshua Tree National Park.

She and her husband Brian, a retired Riverside Sheriff Deputy, spend their long days overseeing the daily chores that come with running a small ranch.

For Cydney, ranch life is her way of life.

Even when she was diagnosed with Multiple sclerosis, at the age of 42, she didn't plan on slowing down until it was time.

That time finally arrived at the age of 56.

“Symptoms vary per person, per health issue ... but having trouble with balance is common,” Smith said. “I go to physical therapy to help with balance and strengthening and I have a gym at home to help too ... my goal is to stay out of the wheelchair as long as I can.”

As Cydney's challenges with balance continued, she began to consider ideas for getting the help she needs when her husband isn't around.

She finally found it with the introduction of an 8-month-old dog named Cutter.

“Someone asked me what I thought getting a service dog,” Smith said. “I didn't even know it was possible.”

In a happy chance her husband Brian saw a dog posted on a Facebook page by another member of the Riverside Sheriff's Department – it was an 8-month-old Belgian Malinois looking for a new home and a new purpose in life.

Soon enough, Cutter started his life with Cydney, but there was training to be done.

The Smith's were able to get the proper training for Cutter thanks to a



\$2,500 grant they received from the Riverside County Deputy Sheriff Relief Foundation (RCDSRF).

The RCDSRF is a non-profit charity created by the Riverside Sheriffs' Association to assist its law enforcement family members facing life-changing crises, but also supports the critical needs of the community-at-large. The Relief Foundation is funded through donations made by the community, members of the RSA and with annual fundraising events.

Cydney and Brian wrote in a request for financial assistance to help with training Cutter at Custom K9s in Wisconsin, a dog training facility with a focus on balance training. They were awarded the grant and Cutter soon began his training.

“When Cutter got here, he had no training whatsoever, he wasn't even really house broken. So, we had to start from the beginning with him,” Cydney said. “We've done basic obedience, basic commands and bracing, which is showing him how to stand next to me, so I can push on his shoulders ... we still have to work on that quite a bit.”

With the funding the Smith's received from the RCDSRF, Custom K9's will be able to offer training to Cutter for the rest of his life.

They will continue to train him and when Cydney's symptoms change, Cutter will be trained to meet those needs.

It's a comfort she hadn't known she needed, until she had it.

These days Cutter can be found right by her side, even when she's riding her horses, Cutter trots alongside them.

At nearly 70 pounds and almost a year-old, Cutter is full grown, but he still has all of the personality traits of a Belgian Malinois puppy. He is playful and silly and can't help but get distracted when he sees Cydney's grandson and hopes playtime is afoot.

But the moment Cydney puts his collar on him, it's all business for Cutter.

“He always knows when I am talking to him because he looks right at me. And once he has that collar on, he never leaves my side,” said Smith. “You can tell a service dog by how its acting. They are well behaved. When I stop, he sits. If I am standing for more than a minute, he lays down. As soon as I am ready, he waits for my command. We are doing great together.” ★



**Go to [RCDSA.org](http://RCDSA.org) to learn more about the Riverside County Deputy Sheriff Relief Foundation.**



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## Serving Those Who Serve

The Riverside County Deputy Sheriff Relief Foundation is a 501(C)(3) non-profit charity created by the Riverside Sheriffs' Association to assist law enforcement families facing life-changing crises such as sickness, injury, distress and death.

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# THEY SAY I'M JUST A WITNESS, SHOULD I GET A REP?

By Pat Biggers  
RSA Labor Rep



**M**embers often ask whether or not they should bring a rep to a “witness interview”.

Occasionally, though thankfully not often, our members are even discouraged or prevented from bringing a rep to an interview. The purpose of this article is to provide you with a review of what California and Federal law has to say about the issue, and to suggest a course of action in case this should happen to you. Remember, I am not an attorney, and the following should not be construed as legal advice.

Your right to representation during investigatory or disciplinary interviews is derived from two primary sources. The first is California Government Code 3300, better known as the Public Safety Officers Procedural Bill of Rights Act (POBRA or POBR). The second is the National Labor Relations Act, or more specifically, the case law derived from *National Labor Relations Board (NLRB) v J. Weingarten*.

In POBRA, your right to representation is addressed in §3303(i), which reads, “Whenever an interrogation focuses on matters that are likely to result in punitive action....that officer, at his or her request, shall have the right to be represented...”

*Weingarten* states, “If the employee has reasonable ground to fear that the interview will adversely affect his continued employment, or even his working conditions, he may choose to forego it unless he is afforded the safeguard of his representation.” (emphasis added)

You may have noticed that the words “Focus” and “Witness” do not appear in these sections. In fact, they do not appear anywhere in POBRA, or in *Weingarten*. That is because they are simply labels that the Department has assigned. They are

not terms that are defined in legislation or in the law. The label can be assigned to you arbitrarily or it can be assigned based on someone’s honest assessment of your involvement in the case. It can be, and often is, changed at any time.

The bottom line is that if you are attempting to decide whether you have the right to representation, forget about the label. Instead, focus on the language in POBRA and *Weingarten*. POBRA states that you have that right in matters *likely* to result in punitive action. *Weingarten* takes it a step further and states that if the *employee* (not the Department) believes the interview might adversely affect his/her employment or working conditions, then he/she has the right to representation. In my opinion, it is not difficult to reach a reasonable conclusion that most, if not all, administrative (PERS) interviews might negatively affect your employment or working conditions.

Practically speaking, what should you do if you are summoned to an administrative interview without the benefit of representation? First, make it clear that you are requesting union representation. It’s easy! Simply say that you would like a rep or an attorney during the interview. Don’t ask, “Do I need a rep?” You will likely receive the same answer that you give to suspects when they ask you if they need a lawyer. Remember, a question is not the same as a demand.

Second, find out if your attendance is mandatory. Typically, you will be ordered to participate in the interview, and as such you do not have the option to “forego” the interview without risking your job. However, in the unlikely event that it is merely a request and not an order, then you may want to consider telling them that you would like to contact RSA first, and that you will get back to them.

Third, assuming that you have confirmed it is an order, and not a request, and assuming you have been told that you do **not** have the right to representa-

tion, ask them to email you the order so that you have it in writing. If they do, be sure to reply to the email and again assert your right to union representation. If they decline, be sure to write down the name of the person with whom you spoke and provide that to your rep/attorney.

Fourth, **IMMEDIATELY CALL THE RSA-LEGAL DEFENSE TRUST!**

If you haven’t already done so, program our 24-hour number into your cell phone (951-653-0130). Our attorneys sometimes work miracles. They may be able to fix the issue before your interview begins.

Fifth, in the event they cannot fix it, and you are compelled to participate in the interview without representation, it is critical that you again assert your right to representation *on the record*. Bring a recorder and begin recording the interview at the earliest possible moment (do **not** record surreptitiously). If they won’t let you record, wait until they start recording, and then either read the RSA Non-Waiver Statement (see below), or simply state for the record that you are asserting your right to representation and the Department has refused to allow it. Doing so may prevent the Department from using your statement against you if they decide later that discipline is warranted.

Sixth, again contact RSA-LDT after the interview has concluded, or if you have already been assigned an attorney or representative, call your assigned attorney/rep to provide them with an update. ★

## RSA NON-WAIVER STATEMENT

“I have been refused the right to have a representative of my choice. I understand that I am being ordered to make a report or answer questions and that if I do not comply with the order, I may be disciplined for insubordination. Therefore, I have no alternative but to abide by the order. However, by so doing, I do not waive my constitutional rights to remain silent under the 5th and 14th amendments to the United States Constitution and under the protections afforded me under state law.”

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DEPUTY PROBATION OFFICER  
JULIO BELTRAN



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February 20, 2021

This race will help us remember a man who dedicated his life to his family and to public service. Officer Beltran passed away on November 14, 2020 due to Covid-19 complications. He was a seven year veteran of the Riverside County Probation Department.

#rsa5k  
#run4Julio  
#walk4Julio

**Registration fee: \$30**  
**Shipping fee for shirt: \$5**

Join us for a 5k run/walk to  
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Deputy Probation Officer Beltran.  
Husband, father, and friend.



**To register go to: [www.rcdsa.org](http://www.rcdsa.org)**

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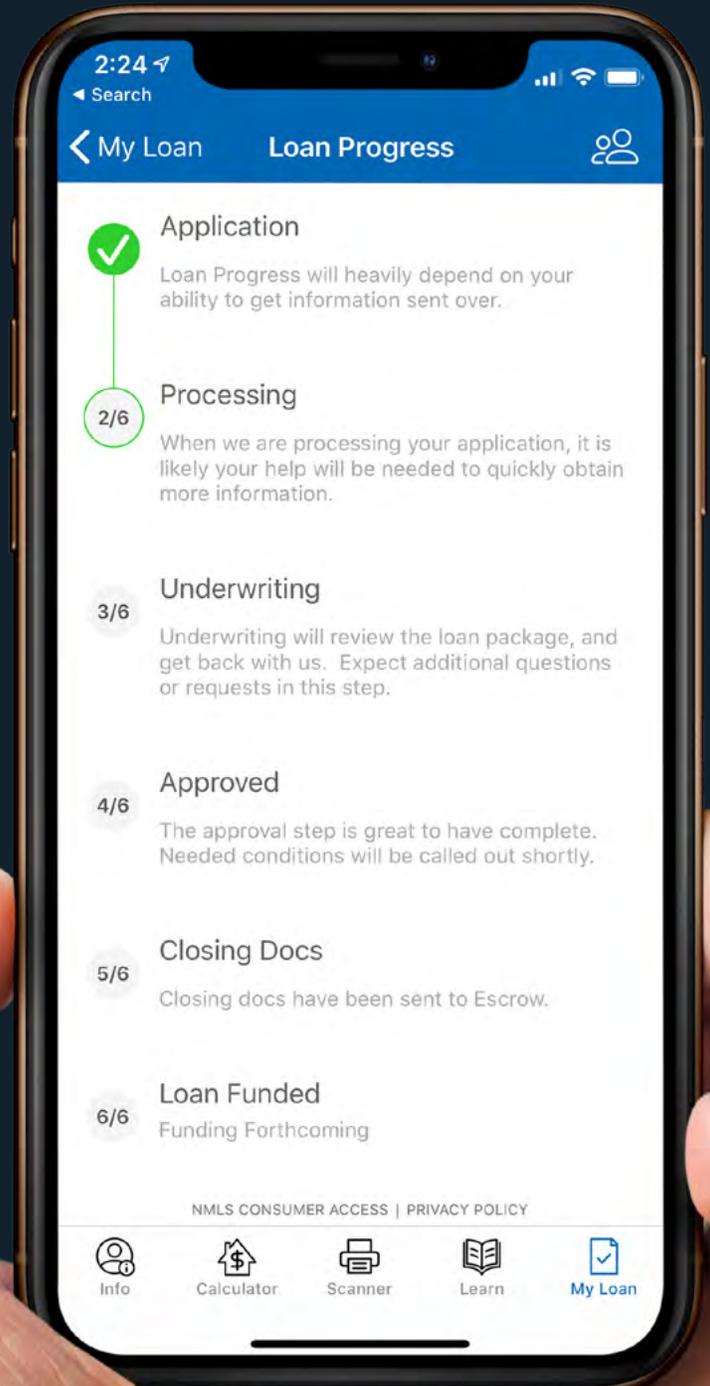


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Long COVID Is Here

# Having A COVID-19 Prevention Program Is Not An Option, It Is A Necessity

By Scott O'Mara  
Law Offices Of Scott O'Mara

Continues on  
next page

Two doctors from Johns Hopkins Hospital in Baltimore, Maryland – Dr. Robert Bollinger and Dr. Stuart Ray – have posted their medical opinions regarding a new strain of the coronavirus and its potential impact. They state that viruses do mutate over time, and there currently have been some mutations of COVID-19 which are different from what was first found in China.

One new strain of COVID was first discovered in southern England in September 2020. This same strain was then detected in Denmark, the Netherlands and other European countries, and it now has been found in the United States.

Drs. Bollinger and Ray discuss the concept that the new virus may be more contagious than the original strain of COVID-19, but at this point no scientific data supports that possibility. However, they also indicate that there has been a surge of cases where the new strain has been found, which may be suggestive of greater contagion. Fortunately, however, while the new strain of the coronavirus may spread faster from person to person, it does not appear more likely to cause severe disease or death.

We must keep in mind that these medical opinions are preliminary, and clearly will be subject to change as more information is learned. Drs. Bollinger and Ray emphasize that as more people become infected, the more likely it is that mutations will occur, and they strongly embrace the importance of mask wearing, physical distancing and thorough hand washing.



“They state that viruses do mutate over time, and there currently have been some mutations of COVID-19 which are different from what was first found in China.”

## Continued from previous page

The state of California, though, executive decrees has set forth particular plans and steps for employers to take to protect their employees. *Law 1199.com Newsletter 2020 Issue #18* contains a brief review of the COVID-19 Prevention Program established by the Department of Industrial Relations. Significantly, this program gives some direction to employers regarding what is needed for them to provide a safer work environment.

A lawsuit was filed on 12/16/20 suing Cal OSHA concerning their implementation of emergency COVID regulations. This lawsuit, which was filed in San Francisco on behalf of the National Federation of Independent Businesses and the National Retail Federation, states that employers are not being directed to deal with COVID exposures in a proper manner, and further states that the Government has ignored the money employers have spent in an attempt to minimize exposures at their work sites.

Discussions continue to take place regarding the projected economic consequences of shutting down or minimizing businesses, as reflected in the legal pleadings.

It is very clear that certain occupations have a much higher and more frequent incidence of exposure to the virus than the norm for the general population. Therefore, the presumption of industrial causation was created for those occupations. Even with such passage, however, a review of the establishment of the COVID-19 Prevention Program is a necessity.

Your agency must re-examine the exposures you have and determine what steps should be taken to minimize those exposures. Failure to do so will result in further spreading of the disease, thereby impacting the safety of the labor force, and creating a greater risk for the general public because of not having enough safety people available to fulfill their duty to protect and serve. In addition, your agency must meet with your association/union and seek information from them as to what additional steps may be taken

to prevent or minimize exposure to the coronavirus.

The Prevention Program is pretty much a program of common sense, as it minimizes contact through such protective devices as gloves, goggles and face shields; the use of hand sanitizers; and the cleaning of work areas which have been touched or visited by various individuals.

The recent litigation which has been filed on 12/16/20 demonstrates an attack which is related to some private employers, not public employers. However, I anticipate a denial factor is present at different levels of the Government relative to the impact of the coronavirus and the absolute need for protection, such as the Prevention Program. The paramount actions to be taken now are the implementation of the Prevention Program and the use of vaccines as they become available.

If there is no Prevention Program, a meeting must occur. If there is a Prevention Program, a review of same must occur by the union or association, and the employer should be made aware of other ideas the union or association may have.

One of the groups I have spoken with said their management did not want to incur the costs associated with the Prevention Program because, by its very nature, it will be costly. But far more expensive than the costs related to this program will be the potential costs for not using it. If employers fail to employ the Prevention Program – and then more of

their workers are impacted by COVID-19 – that will result in even greater costs related to covering workers for their time off work, the medical care they need, and, ultimately, their level of impairment. Therefore, the narrow view regarding the initial costliness of using the Prevention Program is without substance and ignores the current COVID-19 situation and what currently is developing – i.e., the new strain of the coronavirus which has already been found in the United States.

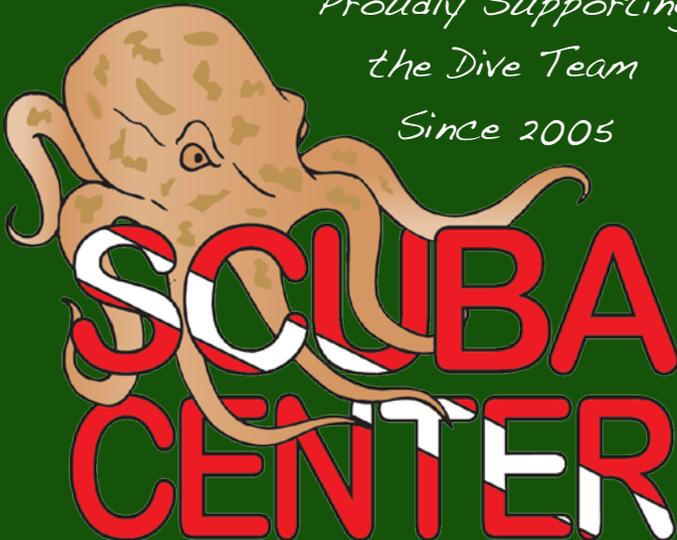
### LONG COVID IS HERE

Workers must identify subjective complaints, even if their doctor has returned them to full duty. If workers fail to identify their subjective complaints, the employer can use this lack of documentation to deny their responsibility for care related to LONG COVID. (See *Law 1199.com Newsletter 2020 Issue #14*.)

**THE BOTTOM LINE:** Management and employees must work together to create and implement the Prevention Program, and workers with COVID based on the new studies and the discovery of LONG COVID must inform their doctor of all their subjective complaints so their doctor is fully aware of any remnants of LONG COVID. Therefore, prior to meeting with their doctor, workers need to write down all their subjective complaints, even if there has been improvement, as their condition could worsen as set forth in the LONG COVID findings. ★

One of the groups I have spoken with said their management did not want to incur the costs associated with the Prevention Program because, by its very nature, it will be costly.

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*\*Prices and tickets subject to change*

# Eight Bills Preparing To Advocate For Law Enforcement

**Ryan Sherman**  
Director, Government Affairs



**A**s of early January, the state legislature is looking for a re-do for many of the bills that did not pass at the end of the 2019-2020 session last summer. These eight bills would each have a significant impact on peace officers throughout the state - and they are just the beginning of what will likely become another contentious legislative session. We have been in discussions with authors' offices and fellow law enforcement associations as we prepare to advocate in support of rank and file peace officers and we will continue to remain in close contact with the other organizations and groups that seek to improve public safety.

Until next month, be safe. ★

## **1** LESS-LETHAL AND CHEMICAL WEAPONS AB 48 GONZALEZ (D-SAN DIEGO)

This bill would prohibit the use of kinetic energy projectiles or chemical agents solely due to a violation of an imposed curfew, verbal threat, or noncompliance with a law enforcement directive. The bill would also ban the use of tear gas or similar gases by law enforcement agencies to disperse any assembly, protest, or demonstration. The bill would require that these weapons only be used to defend against a threat to life or serious bodily injury to any individual, including a peace officer. Similar to AB 66 from 2020, that died in Senate.

## **2**

## **ALLOW POLICE TO CARRY IN PUBLIC ESTABLISHMENTS (AB 216 - RAMOS, D-HIGHLAND)**

Would make it unlawful for an establishment serving the public to prohibit or otherwise restrict a peace officer from carrying a weapon on the establishment's premises that the peace officer is authorized to carry, regardless of whether the peace officer is engaged in the actual discharge of the officer's duties while carrying the weapon.

## **3**

## **RELEASE OF MORE PEACE OFFICER PERSONNEL RECORDS (SB 16 SKINNER, D-BERKELEY)**

Every incident involving use of force to make a member of the public comply with an officer, force that is unreasonable, or excessive force subject to disclosure. The bill would require records relating to sustained findings of unlawful arrests and unlawful searches to be subject to disclosure and also require the disclosure of records relating to an incident in which a sustained finding was made by any law enforcement agency or oversight agency that a peace officer or custodial officer engaged in conduct involving prejudice or discrimination on the basis of specified protected classes. The bill would require that records relating to an incident in which an officer resigned before an investigation is completed to also be subject to release.

**Continues on  
next page**

## Continued from previous page

4

### **REPORTERS' RIGHTS DURING PROTESTS (SB 98 MCGUIRE, D-HEALDSBURG)**

When peace officers close the area surrounding any emergency field command post or establish any other command post, police line, or rolling closure at a demonstration, march, protest, or rally where individuals are engaged primarily in constitutionally protected activity, a duly authorized representative of any news service must be allowed to enter these closed areas and peace officers are prohibited from intentionally assaulting, interfering with, or obstructing a duly authorized representative who is gathering, receiving, or processing information for communication to the public. The bill would also prohibit a duly authorized representative who is in a closed area from being cited for the failure to disperse, a violation of a curfew, or a violation of other, specified law. Similar to SB 629 from 2020, vetoed by the governor.

5

### **HIGHER MINIMUM AGE FOR PEACE OFFICERS (AB 89 JONES-SAWYER, LOS ANGELES)**

Increases the minimum qualifying age for a peace officer from 18 to 25 years of age. However, the bill would permit an individual under 25 years of age to qualify for employment as a peace officer if the individual has a bachelor's or advanced degree from an accredited college or university.

6

### **LIABILITY, DE-CERT, NO IMMUNITY FOR PEACE OFFICERS (SB 2 BRADFORD, D-GARDENA)**

Would amend the Tom Bane Civil Rights Act to provide a decertification process for peace officers. This bill will include language from SB 731 of 2020. We anticipate that the bill will subject officers to personal financial liability and remove the affirmative defense of qualified immunity. Similar to SB 731 from 2020, that died in Assembly.

7

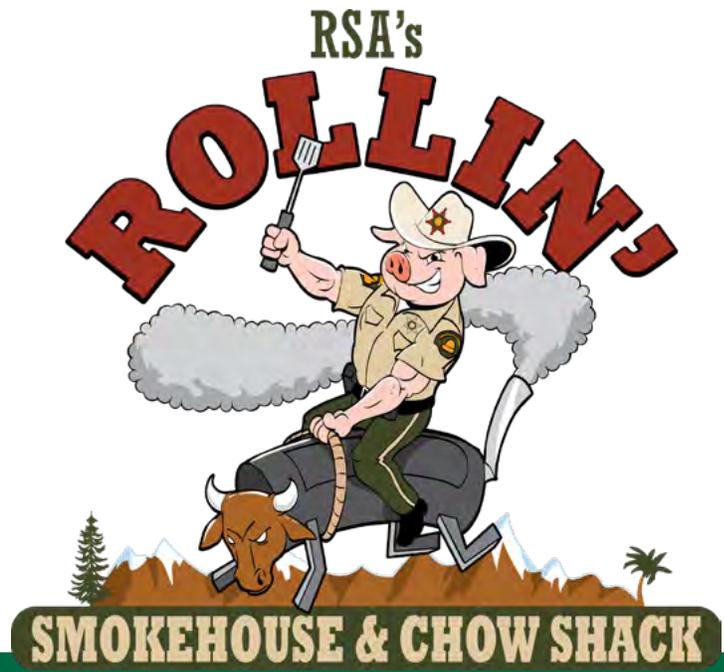
### **DE-CERTIFICATION OF PEACE OFFICERS (AB 60 SALAS, BAKERSFIELD)**

Would disqualify a person from being employed as a peace officer if that person has been convicted of, or has been adjudicated by, a military tribunal as having committed an offense that would have been a felony if committed in this state. The bill would also disqualify any person who has been certified as a peace officer by the Commission on Peace Officer Standards and Training and has had that certification revoked by the commission. Similar to AB 1299 from 2020, vetoed by governor.

8

### **USE-OF-FORCE INTERVENTION MANDATE (AB 26 HOLDEN, D-PASADENA)**

This bill would require law enforcement policies to require officers to immediately report potential excessive force, and to intercede when present and observing an officer using excessive force. Similar to AB 1022 from 2020, that died in Senate.



# Calling All RSA Members, Retirees, And Friends Of The RSA Membership

**The new and recently dispatched RSA Rollin' Smokehouse is looking for volunteers to help "Serve those who serve" at events to help feed our members and communities.**

The Rollin' Smokehouse is dependent on volunteers as it is not staffed with paid employees. Therefore, we are creating a volunteer list for those who want to help before events for prep and during the actual events serving or cooking.

Members, spouses of members, dependents of members over 16 years of age, retirees, and friends of the membership are all welcome to help and volunteer. Culinary experience is always a plus, but not necessary as we will train you to be a culinary apprentice.

This is an excellent opportunity to give back to the membership and community and also gain valuable culinary training.

**IF YOU ARE INTERESTED IN THIS OPPORTUNITY OR FOR INQUIRIES REGARDING THE  
RSA ROLLIN' SMOKEHOUSE, PLEASE CONTACT:**

**JUVIEN GALZOTE**  
RSA MEMBER SERVICES REPRESENTATIVE  
**JUVIEN@RCDSA.ORG**  
**(951) 653-5152 OFFICE • (951) 455-0446**

# CHAPTER 19 UPDATE



**Charles Roberts**  
Chapter 19 Director, PSU



The global pandemic caused by the coronavirus (COVID-19) has been hard on everyone. A few staff have lost loved ones and numerous staff have contracted the virus. Please keep them all in your prayers and wear PPE on and off duty.

I would also like to single out and recognize our Institution staff for their dedication and commitment. All our staff are potentially exposed to the Coronavirus from the

public, probationers, and even each other; but none are more at risk than our Institution staff. Youth who are positive for COVID pose an extreme risk due to their close quarters detention. They cannot close their facility nor telecommute to reduce the risk. Thank you for your service and dedication.

RSA continues to provide assistance to members in need but they have limited resources. Please consider contributing to the RSA Relief Foundation if you don't already do so. Deduction authorization forms are available on-line at the RSA website.

Your bargaining unit is still meeting on several unresolved negotiation items and we are hopeful we can reach an agreement.

Stay safe at home and work! ★



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Michael P. Stone, Esq.



Muna Busailah, Esq.



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2021

RIVERSIDE SHERIFFS' ASSOCIATION

# AWARDS BANQUET

**The Riverside Sheriffs' Association and the Riverside County Deputy Sheriff Relief Foundation are hosting an awards banquet on June 18, at the Riverside Convention Center.**

RSA/RSO members, along with members of the community, will be recognized for their outstanding service to Law Enforcement and/or the community. If you would like to nominate one of your peers or a member of the community, please contact RSA for a nomination form, or download the form from the RSA members only website. Please return the nomination form to Julie Kelley, RSA Executive Assistant, by email at [julie@rcdsa.org](mailto:julie@rcdsa.org).

**All proceeds from this event benefit the  
Riverside County Deputy Sheriff Relief Foundation.**

**SEE THE NEXT PAGE FOR AWARD CATEGORIES**



## AWARD CATEGORIES:

**1. Medal of Valor:** Awarded in recognition of public safety officers who demonstrate courage and bravery above and beyond the call of duty without regard for their personal safety.

**2. Medal of Courage Award:** Awarded to an individual who demonstrates unusual bravery and skill or resourcefulness in saving or attempting to save life at considerable risk to self.

**3. Law Enforcement Lifetime Achievement Award:** Recognizes an individual who has dedicated a substantial part of their lives to Public Safety and Law Enforcement and in the process has made a significant contribution to the Law Enforcement Profession.

**4. Outstanding Service Award:** Awarded to a member of the public safety community in recognition of actions or accomplishments, which project the highest standards of and / or positive image for the law enforcement profession.

**5. Outstanding Community Service Award:** Awarded to a member of the public in recognition of actions, which demonstrate outstanding commitment to community service, support of public safety, and/or support of the law enforcement mission.

**6. Major Incident Recognition Award:** Recognizes the risk and sacrifice made by an individual who is exposed to a significant force encounter while involved in law enforcement operations and related activities.

**7. Top Dog K9 Award:** Awarded to a K-9 Team who demonstrates extraordinary actions or accomplishments while involved in law enforcement operations and related activities, such as significant arrests, finds, rescues or stats.

**8. Director Of The Year:** Recognizes a member of the RSA Board of Director's who has served the Association in a manner above and beyond normal expectations during a particular one-year period.

**9. Ten Year Service Ring:** Awarded to members of the Board of Directors who have served RSA for ten or more years in their capacity as a Director. Due to the Board's organizational structure and the Department's ability to affect a Director's tenure by way of transfer from one Chapter to another, this award shall be determined by total cumulative service as a Director.

**10. Association Member Of The Year:** Awarded to a member of the Association who demonstrates outstanding commitment to, and/or extraordinary support of the RSA membership through involvement in Association programs and/or activities during a particular year.

**11. Retiree Recognition Award:** Awarded to RSA members in good standing, who retire from their employment with the County of Riverside, with either a "service" or "disability" retirement.

**12. "Federal" Elected Official of the Year:** Awarded to an elected official of the Federal Government, who in a given year, demonstrates outstanding commitment to the furtherance of public safety and/ or the law enforcement mission, through his or her legislative efforts, and/ or involvement in community service activities.

**13. "State" Elected Official of the Year:** Awarded to an elected official of the California State Government, who in a given year, demonstrates outstanding commitment to the furtherance of public safety and/ or the law enforcement mission, through his or her legislative efforts, and/ or involvement in community service activities.

**14. "County" Elected Official of the Year:** Awarded to an elected official of the Riverside County Government, who in a given year, demonstrates outstanding commitment to the furtherance of public safety and/ or the law enforcement mission, through his or her legislative efforts, and/or involvement in community service activities.

**15. "Municipal" Elected Official of the Year:** Awarded to an elected official of a Riverside County Municipal Government, who in a given year, demonstrates outstanding commitment to the furtherance of public safety and/ or the law enforcement mission, through his or her legislative efforts, and/or involvement in community service activities.

**16. "Special District" Elected Official of the Year:** Awarded to an elected official of a Riverside County "Special District", who in a given year, demonstrates outstanding commitment to the furtherance of public safety and/ or the law enforcement mission, through his or her official duties, and/or involvement in community service activities.

THROWBACK  
**TBC**  
CORNER

Take a look back in time to spotlight our law enforcement heritage. The APB highlights an image each month.

Have a photo of your own you want to feature? Send it to Julie Kelley at [julie@rcdsa.org](mailto:julie@rcdsa.org).



ATTACHED IS A  
THROWBACK PICTURE  
FOR THE APB.  
RIVERSIDE COUNTY  
SHERIFFS AVIATION  
UNIT 1980.



Helping Those Who Serve Us  
[WWW.DIVEGUARDIANS.ORG](http://WWW.DIVEGUARDIANS.ORG)

TO APPLY FOR  
OUR PROGRAM

Go to our website, create an account the click APPLY.  
OR CALL  
833 DIVE 911



WHO WE ARE

Dive Guardians, Inc. is a 501(c)(3) organization comprised of First Responders, dive professionals, and volunteers. We use SCUBA diving, the therapeutic effects of water, and science to nurture healing and self-improvement. Our program is designed to be FREE to those who qualify.

TO DONATE

Go to our website and click the donate button.  
Just \$5 a month helps us keep our program free to our participants



January Word Search

R	S	F	I	R	E	C	R	A	C	K	E	R	S	M
E	J	E	V	W	M	A	H	B	G	L	T	S	X	W
S	Z	G	U	S	R	T	F	J	Y	M	A	U	G	T
O	R	A	N	G	B	E	K	N	U	P	R	H	M	B
L	S	P	M	I	T	P	O	L	R	B	B	F	A	M
U	T	M	E	F	K	I	U	S	O	J	E	L	E	E
T	O	A	S	T	T	R	T	V	T	Z	L	G	R	N
I	M	H	I	A	B	H	U	J	M	D	E	V	D	Y
O	E	C	N	W	G	B	P	S	R	H	C	H	A	S
N	X	R	O	I	A	R	Y	O	M	F	O	Y	E	G
C	A	L	N	U	R	F	P	T	E	D	S	T	V	N
C	O	D	G	H	N	G	K	A	G	A	P	K	A	A
E	I	N	T	R	E	T	S	O	R	J	W	N	H	L
M	S	Y	F	F	T	H	D	M	X	A	M	R	I	D
W	A	U	M	E	K	B	P	O	U	H	D	U	S	L
F	H	Z	G	H	T	Y	A	F	W	G	B	E	M	U
R	E	M	A	E	R	T	S	L	J	N	O	H	E	A
G	K	S	B	F	P	J	H	H	R	S	M	Y	F	G

- Auld Lang Syne
- Ball Drop
- Carnation
- Celebrate
- Champagne
- Confetti
- Count Down
- Firecrackers
- Garnet
- I Have A Dream (Martin Luther)
- King Jr.
- Midnight
- Resolution
- Streamer
- Toast
- Parade

January Sudoku

1								6
	5			6				4
		6	7		3	8		
		3	2		5	6		
	8			3				7
		9	4		8	3		
		5	1		4	9		
	9			5				8
8								7

CLASSIFIEDS

**FOR SALE: 1994 HONDA GOLDWING ASPENCADE** 117500 miles. AM/FM cassette. Reverse, front and rear speakers. Cruise control. Auxiliary lights. Lots of little extras. \$3000.00. Contact Bob McMurrich at 951-288-8799.

**VACATION RENTAL – MAMMOTH MOUNTAIN RETREAT!** Full condo vacation home with 2 bedrooms/loft/2 bath. Sleeps up to 10 with 5 comfy beds (1K + 2Qs). AWESOME location – walking distance to The Village & gondola. Very close to restaurants, breweries, entertainment, hiking trails, mountain bike trails, fishing lakes and bus stops. Ride gondola or buses (both free) to Canyon Ski Lodge! Fully furnished with all necessities, and includes private washer/dryer. Recently remodeled with stocked kitchen, new fireplace, new flooring, and furniture. Complex has a Jacuzzi/sauna, BBQ, and large parking lot. Passes for 2 cars. Perfect year round for skiing, hiking, fishing, and music festivals! Price varies but always discounted for active 1st responders/military. Contact owner: Liz @ (951)232-8987 or [22SanSierra@gmail.com](mailto:22SanSierra@gmail.com)  
Visit us at AirBNB: <https://www.airbnb.com/rooms/33621317?>

To place a classified ad, call (951) 686-7575

FREE to RSA Members



**The Riverside County Deputy Sheriff Relief Foundation**  
Assisting law enforcement families in their time of need.  
(951) 653-5152  
[www.rcdsa.org](http://www.rcdsa.org)

**RIVERSIDE SHERIFFS' ASSOCIATION**  
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BIRTHS



**TO ANNOUNCE A BIRTH**  
call (951) 653-5152 or email [juvien@rcdsa.org](mailto:juvien@rcdsa.org).



# In Remembrance

"Greater love hath no one than this, that they lay down their life for their friends." — JOHN 15:13

## JANUARY REMEMBRANCES



**Michael P. Haugen**  
EOW: January 5, 1997



**James W. Lehmann, Jr.**  
EOW: January 5, 1997

<b>Frank Hamilton</b> EOW: April 9, 1895	<b>William Joseph Rutledge</b> EOW: May 14, 1969	<b>Kent A. Hintergardt</b> EOW: May 9, 1993	<b>Brent Jenkins</b> EOW: March 18, 2003
<b>Preston Van Buren Swanguen</b> EOW: December 24, 1907	<b>William Fredrick Carter, Jr.</b> EOW: May 20, 1969	<b>Mark S. Kemp</b> EOW: November 9, 1994	<b>Bruce Lee</b> EOW: May 13, 2003
<b>Leroy H. Tripp</b> EOW: April 10, 1916	<b>Edward Michael Schrader</b> EOW: July 11, 1974	<b>Michael P. Haugen</b> EOW: January 5, 1997	<b>Manuel Villegas</b> EOW: March 19, 2007
<b>Henry Fredrick Nelson</b> EOW: September 22, 1921	<b>James Bernard Evans</b> EOW: May 9, 1980	<b>James W. Lehmann, Jr.</b> EOW: January 5, 1997	<b>Terrell D. Young</b> EOW: April 2, 2020
<b>Theodore Crossley</b> EOW: September 22, 1921	<b>Dirk Alan Leonardson</b> EOW: October 4, 1980	<b>Eric Andrew Thach</b> EOW: October 8, 1999	<b>Harry Cohen</b> EOW: October 18, 2020
<b>Howard R. Scheffler</b> EOW: February 29, 1956	<b>Michael David Davis, Sr.</b> EOW: October 24, 1988	<b>Jim W. Purkiss</b> EOW: April 16, 2001	<b>Julio Beltran</b> EOW: November 14, 2020
<b>Roger Allen Strong</b> EOW: August 7, 1961	<b>Randy Robert Lutz</b> EOW: June 22, 1989	<b>John Towe</b> EOW: February 15, 2002	

## IN MEMORY 2020-2021

<b>Detective Amber Leist</b> Los Angeles County Sheriff's Department EOW: January 12, 2020	<b>Officer Efren Coronel</b> El Centro Police Department EOW: June 3, 2020	<b>Officer Jsse Alfredo</b> California Department of Corrections EOW: July 11, 2020	<b>Deputy Oscar W. Rocha</b> Alameda County Sheriff's Office EOW: July 23, 2020	<b>Detective Jose Mora</b> Fresno County Sheriff's Department EOW: September 7, 2020
<b>Detective Marylou Armer</b> Santa Rosa Police Department EOW: March 31, 2020	<b>Sergeant Damon Gutzwiller</b> Santa Cruz County Sheriff's Department EOW: June 6, 2020	<b>Officer Dirmas "Joe" Kates</b> California Department of Corrections EOW: July 11, 2020	<b>Sergeant Gilbert Polanco</b> California Department of Corrections EOW: August 9, 2020	<b>Officer Andy Ornelas</b> California Highway Patrol - Antelope Valley EOW: Dec. 2, 2020
<b>Officer Dan Waters</b> San Diego Police Department EOW: April 23, 2020	<b>Officer Richard Bianchi</b> California Department of Corrections EOW: June 25, 2020	<b>Investigator Donald K. Sumner</b> Patton Police Department EOW: July 14, 2020	<b>Sergeant Virgil Thomas</b> Richmond Police Department EOW: August 20, 2020	<b>Deputy Adam Gibson</b> Sacramento County Sheriff's Department EOW: Jan. 18, 2021

California Peace Officers' Memorial: [www.camemorial.org](http://www.camemorial.org) • National Law Enforcement Memorial: [www.nleomf.com](http://www.nleomf.com)  
Riverside County Peace Officer Memorial Foundation: [www.rcpomf.org](http://www.rcpomf.org)



# Online Doctors? There' an app for that!

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Or you can download the free mobile app.

Easy, fast, online doctor visits. All from the comfort of your own coputer or mobile device.

Talk to a doctor today, tonight, anytime - 365 days a year. No appointment necessary and you can see a doctor who can answer questions, make a diagnosis, and even prescribe basic medications when needed. See website for details.

Anyone can use it! If you are an active Anthem member you will be charged your office visit copay; if you are not an Athem member, the cost is \$40.



# Rewards 2021

The more you do, the more you earn.

It's easy to earn rewards by making healthy decisions. The more you make, the more you'll earn. Here's how to progress through the levels each quarter.



Do  
Healthy  
Things



Earn  
Points



Celebrate  
Success

## What you can earn each quarter:



	Level 1	Level 2	Level 3	Level 4	Total
<b>Rewards</b>	\$50	\$15	\$50	\$30	\$145
<b>Points</b>	500	4,000	8,000	15,000	15,000

Not a member yet?  
Don't miss out on all the fun! Get the mobile app  
or go to [join.virginpulse.com/RSAWellness](http://join.virginpulse.com/RSAWellness).



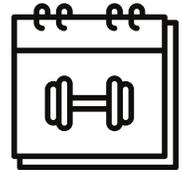


## Wellness Program + New Incentives

The total annual incentives available have increased from **\$200 per year to \$580!**



Not a member yet? Don't miss out on all the fun! Get started today by going to [join.virginpulse.com/RSAWellness](https://join.virginpulse.com/RSAWellness).



*The Benefit Trust provides members with a state of the art wellness program.*



**We know what Law Enforcement Officers Need.**

Automobile & Motorcycle Accidents  
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If you have been injured on the job or in a vehicular accident, you may have more rights than you are aware of.

Call the **Law Offices of Scott O'Mara** to make sure you receive the quality representation that you deserve. We have assisted law enforcement in matters pertaining to personal injury, Workers' Compensation, and retirement for 30 years.

Making a false or fraudulent workers' compensation claim is a felony subject to up to 5 years in prison or a fine of up to \$50,000 double the value of fraud, whichever is greater, or by both imprisonment and fine.

**1-800-LAW-1199**  
**www.LAW1199.com**

# RIVERSIDE SHERIFFS' ASSOCIATION

MEMBER'S GUIDE

Organization **RSA**  
Members **4,000+**  
President **Bill Young**  
Area **Riverside County**



## RSA COMMITTEES

### TOP OBJECTIVES OF RSA

The Riverside Sheriffs' Association is the Exclusive Employee Organization representing our members employed by the Riverside County Sheriff's Department. The Riverside County Sheriff's Department is one of the largest Sheriff's Departments in California.

#### Represent

To not only represent its members but to advance the social, economic, educational and general welfare of its members. We are committed to fighting for all RSA members.

#### Seek

To seek legislation necessary or conducive and play an active role in the political arena in furtherance of the interests of the membership.

#### Promote

To promote the professional interest of the members and protect their rights to such economic, educational and other benefits and services as may be desirable.

#### Assist

To provide aid through the Riverside County Deputy Sheriff Relief Foundation to members and their families facing life changing crises.

The Riverside Sheriffs' Association began as the Riverside County Sheriff's Training Center Corporation in 1943, but since then has evolved into a labor organization that represents members, individually or collectively, in all matters relating to their employer-employee relations, including but not limited to grievances, labor disputes, hours, wages, and to other terms and conditions of employment as prescribed by law.

RSA currently counts with 12 committees. These committees have been established to carry out the objectives of the Association, and to help carry out the policies and programs established by the Board of Directors and general membership.

- Legal Coverage Appeals Board
- Legal Review Committee
- Legal Defense Trust
- Political Action Committee
- Benefit Trust Board
- Riverside County Deputy Sheriff Relief Foundation
- Special Events & Donations
- Award Review Board
- Collective Bargaining Committee/LEBU
- Collective Bargaining Committee/CDBU
- Collective Bargaining Committee/PSU
- Trailer Committe

### FUN FACTS ABOUT RSA

We have been able to provide donations to over 50 organizations and/or special events this year up to date.



RSA has a dedicated staff of 16 people.

RSA is one of the largest Sheriffs Associations in California.



We have snacks in our office!

[www.rcdsa.org](http://www.rcdsa.org)

*Serving Those Who Serve*

**RIVERSIDE SHERIFFS' ASSOCIATION**

[WWW.RCDSA.ORG](http://WWW.RCDSA.ORG)

The RSA offers a referral service for members to offer their skills for hire. Have a business on the side, or a talent you would like to market?

To include your business, contact the RSA at (951) 653-5152 and ask for Julie or email [julie@rcdsa.org](mailto:julie@rcdsa.org).

# Member Service REFERRALS

The RSA does not endorse or support any particular business listed on this page.

## ANIMALS

### On A Wing And A Prayer

We offer a wide variety of hand fed/raised companion birds including but not limited to cockatiels, lovebirds, parrotlets, linolated parakeets, american parakeets, & english budgies. We also offer some cages and supplies.  
Menifee  
(951) 928-0307  
[www.OnAWingAnAPrayer.com](http://www.OnAWingAnAPrayer.com)

### Tender Paws Mobile Pet Services

Grooming \* Walking \* Pet Sitting  
(909)-654-7PET  
(909)-654-7738

## AUTOMOTIVE

### Primo's Automotive & Tires

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Riverside, CA 92506  
(951)786-3725

## CANDLES AND ACCESSORIES

### Gold Canyon Candle, Indio

Candles, accessories, personal care products, individual orders and parties.  
(760) 899-4021

### Gold Canyon Candle Demonstrator, Desert Area

Scented candles, skin care, eco-friendly cleaners. Individual, party or online orders.  
(760) 409-6514  
[www.mygc.com/solstice/](http://www.mygc.com/solstice/)  
[InspireHope94@gmail.com](mailto:InspireHope94@gmail.com)

### Scentsy

Independent consultant  
Something for everyone, scented product for your house, car, laundry and you!  
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951-634-4179  
[chadmisti@msn.com](mailto:chadmisti@msn.com)

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Kylleen Wallace-Coogan, Independent Consultant  
(760) 987-5133  
[kylleen@gmail.com](mailto:kylleen@gmail.com)  
[kylleen.scensty.us](http://kylleen.scensty.us)

## CEMETERY HEADSTONES

### Cemetery Headstones and Religious Articles

Hablamos Español  
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[cemeteryheadstones@yahoo.com](mailto:cemeteryheadstones@yahoo.com)  
com

## CLEANING SERVICES

### Regina's Cleaning Services

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## CLOTHING AND ACCESSORIES

### The Ever After Boutique

What I offer in my shop:  
Personalized Hand Stamped Jewelry, Couture Headbands, Barefoot Sandals, Tutu Dress & More  
I'm offering a special discount to all RSO Members: 25% OFF entire purchase WITH COUPON CODE: DEPW25  
[TheEverAfterBoutique.Etsy.com](http://TheEverAfterBoutique.Etsy.com)  
[Facebook.com/theeverafterbaby](https://www.facebook.com/theeverafterbaby)

### LuLaRoe - Adrienne De La Torre

LuLaRoe is a fashion brand that specializes in women's skirts, dresses and leggings! Interested in earning free clothes? Host an in-home or on-line Pop-Up Boutique!  
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[lularoeadrienedelatorre@gmail.com](mailto:lularoeadrienedelatorre@gmail.com)  
909-260-5611

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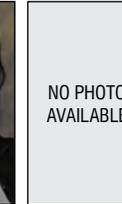
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Ch. 7:  
Lake Elsinore



**Chad Marlatt**  
Ch. 8: Hemet  
/ San Jacinto /  
Aviation



**Roxanne Villareal**  
Ch. 9:  
Blythe Station



**Alejandro Barragan**  
Ch. 10:  
Indio Jail



**Jose Santos**  
Ch. 11:  
Palm Desert/  
SIB East



**Ron White**  
Ch. 12:  
Moreno Valley



**David Nelson**  
Ch. 13: Retirees



**Dave Flannery**  
Ch. 14:  
Southwest



**Randall Wortman**  
Ch. 15:  
Perris



**Eric Devore**  
Ch. 16: Coroner



**Sharla Jordan**  
Ch. 17: LSCF



**Elias Laow**  
Ch. 18: CBDC



**Charles Roberts**  
Ch. 19: PSU



**Tracey Newton**  
Ch. 20: Thermal



**Moses Salas**  
Ch. 21: Central  
Court

## RSA Staff And Support



**Yvonne Acosta**  
Office Administrator



**Julie Kelley**  
Administrative  
Assistant II



**Lesley Garcia**  
Book Keeper II



**Vickie Arreola**  
Administrative  
Assistant I



**Celena Kimsey**  
Book Keeper I



**Maryann Barbaro**  
Office  
Assistant I



**Connie Collins**  
Administrative  
Assistant II



**Dominique Guy**  
Office Assistant I



**Janelle Regan**  
Benefit Trust Office  
Manager



**Jeff Byrd**  
Senior Labor  
Representative



**Artemese Evans**  
Labor  
Representative I



**Patrick Biggers**  
Labor  
Representative I



**Juvien Galzote**  
Member  
Services  
Representative



**Sandra Tjosaas-Moore**  
Administrative  
Assistant II



**Lorena Pizano**  
Events Director



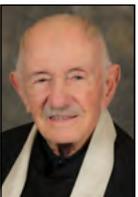
**Mike Stone**  
RSA/LDT  
General Counsel



**Muna Busailah**  
RSA/LDT  
General Counsel



**Frank Anderson**  
LDT Chief Of  
Operations &  
Finance Director



**Harley Broviak**  
Chaplain

