The Official Publication of the Riverside Sheriffs' Association

II JOINTS

June, 2020

Celebrating 77 years of serving those who serve others

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All Points Bulletin is owned and published by the Riverside Sheriffs' Association (RSA) and is published monthly at 21810 Cactus Ave., Riverside, CA 92518. View it online at www.rcdsa.org.

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Schedule of 2020 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.

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- Benefit designations for life insurance are important. Please review them frequently.
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- To ensure coverage, please respect these deadlines. Remember that the department does not notify the Benefit Trust of these changes.
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- Please provide dependent substantiation documents to the Benefits Office when requested to avoid cancellation of your dependent's coverage.

RSA Legal Defense Alert!!

Always consult with an association representative/lawyer before responding to any report, letter, memo and/or questions concerning an investigation that could possibly lead to punitive action. If ordered to do so, ask to have it recorded and read the following: Non-waiver statement

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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.)

Proud To Represent The Best

By Bill Young RSA President

n all my years of law enforcement, 2020 is the craziest year and it is only half over. We started the year with rela-



tively new department leadership and a hope for constructive change. Scarcely three months into the year, and the world turned upside down with COVID 19. As of June 2, 2020, we entered day 75 of the statewide "Stay-at-Home" Order. We advised all deputies to take social distancing seriously to protect themselves, their partners, and their families while mourning the loss of fellow Deputies Terrell Young, David Werksman, and 100 other law enforcement officers nationwide to the COVID virus.

Then, just as the Sheriff stepped out front to urge the County to reopen and we were about to do so, a deadly, disturbing and unlawful use of force in Minneapolis threw the nation in turmoil. Once again, the wrongful actions of one officer sullied not only himself but in the eyes of the public, everybody else in law enforcement.

While peaceful protests continue in response, we see the evil elements in society using them as cover to commit criminal acts. This organized and ongoing mayhem puts each and every one of you in danger more directly and immediately then COVID 19.

As your President, I'd like first to say that I'm so proud to represent the best example of law enforcement out there in the men and women of the Riverside Sheriff's Department. Each of you has displayed the utmost professionalism while being exposed to some of the worst society has to offer. Our Members have upheld their Oath, treated everyone fairly and reasonably, and continued to enforce the law fairly and keep the peace in the face of loud and angry protests.

I am proud to watch Members and command staff interact with lawful and civil protesters, showing by word and action we do not support those who tarnish the badge. It hurts and disturbs me to see the unreasonable, criminal few come in and try to steal the message and put our deputies in danger. Despite the fact that our work can be stressful and exhausting, Riverside Sheriff's Deputies tend to be optimistic and grateful because we know how fortunate we are to have challenging, meaningful careers that most people only dream about. We are truly "living the dream".

In addition to finding, chasing, fighting and arresting criminals; you comfort victims and help them pick up the pieces of their often shattered lives. You accepted the responsibility of protecting life and property. And, you accepted the stress that comes with this lifestyle. You are indeed fortunate, but make no

I'm so proud to represent the best example of law enforcement out there.

I urge you to lawfully stand your ground, knowing the RSA and the Department have your back. Remember, as you work these long hours, spending time away from your families, that the true residents of our great County appreciate your sacrifice and realize that without your efforts protecting good from evil, no one would be safe. As stated in the Bible, Roman 13:4, "For government is God's servant to you for good. But if you do wrong, be afraid, because it does not carry the sword for no reason. For government is God's servant, an avenger that brings wrath on the one who does wrong."

mistake about it; you earned and deserve your good fortune. Some days however, it is not easy to express our gratitude in this stressful time.

//

On a different note, I would like to thank the Blythe Station Administration for allowing us to bring our RSA's Rollin Smokehouse & Chow Shack to the massive operation. This gave us a chance to support approximately 100 of our Members and other Department Members. The event was a success, and we enjoyed being able to give back to our Members.

As always, stay safe out there and help ensure your partners go home safe. *****

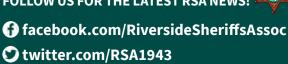


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FRIDAY SEPT. 18, 2020 (DATE TENTATIVE)

The Riverside Sheriffs' Association cordially invites you to attend the Inaugural Riverside Sheriffs' Association Golf Tournament on **Friday Sept. 18, 2020** at Temecula Creek Inn's Champion Golf Course. All proceeds will benefit the Riverside County Deputy Sheriff Relief Foundation, a 501(c)(3) organization that serves local law enforcement and the citizens of Riverside County in times of need. We hope you will join us in our mission of serving those who serve us.

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ast year, the RSA's general board, voted to approve the purchase of a new food trailer as a means to give back to our membership. A design was created and the production began on what is now called the RSA's Rollin' Smokehouse and Chowshack. The RSA accepted delivery of the trailer at the end of the year and it went operational at the beginning of 2020.

If you haven't already seen or tried the delicious food cooked up by RSA's Rolling Smokehouse & Chow Shack, don't worry, we have big plans and more events planned out for this trailer! The purpose of the RSA trailer is to Serve Those Who Serve. We want to be able to give back to our members as much as we can!

The Rolling Smokehouse is a great resource that has given us the opportunity to host community outreach events, charity events, fundraisers, and more! This trailer has also been a great asset to have as we have been able to provide huge support to the department by being able to feed hundreds of our members and department members.

Some of the recent events we have been able to help with include: a regional bloodhound training event, a quality of life program event for the San Jacinto Station, a community outreach event for the Vista Murrieta High School football

CONTINUED ON NEXT PAGE

FOR INQUIRIES OR REQUESTS OF THE ROLLIN' SMOKEHOUSE & CHOWSHACK PLEASE CONTACT YOUR RSA MEMBER SERVICES REP, JUVIEN GALZOTE, AT (951)653-5152 OR JUVIEN@RCDSA.ORG

CONTINUED

booster's program. We have also been able to serve our members and department members who have been out on the frontlines during the protests that have unfolded over the past few weeks.

We can't leave out the massive operation that took place in Blythe, last month. This operation was a team effort by multiple agencies, and we were lucky to have served over 100 people! We truly enjoy being able to literally, in this case, serve our members food after a hard day's work.

We have multiple events planned for the near future, including a station visit to Palm Desert and a luncheon with DA Michael Hestrin and our regional POA's.

The feedback we have received about the RSA Rolling Smokehouse has been outstanding! We are glad that our members love the trailer and the food.

We are here to serve those who serve! *****





BLYTHE BBQ: The Rollin' Smokehouse made a stop at a large search warrant service in Blythe, where the good eating was warmly received.



RSA'S ROLLIN' SMOKEHOUSE & CHOW SHACK











EXECUTIVE ORDER N-62-20

COVID-19 Work Caused Presumption

By Scott A. O'Mara Law Offices of O'Mara & Hampton

alifornia Governor Gavin Newsom issued an Executive Order N-62-20 on 05/06/2020 that if an employee develops COVID-19 illness shall have the benefit of a presumption that the illness is work caused.

The presumption can be rebutted if certain elements are not there. (1) The diagnoses of CV-19 are within 14 days of the worker performing work at the work site per employer's direction. (2) The work done at the place of employment was on or after 03/19/2020. (3) The workers location of employment was not at the worker's home. (See 1 & 2) (4) The diagnosis of CV-19 is made by a California licensed physician or surgeon; and, the diagnosis is confirmed a second time within 30 days of the first diagnosis of CV-19.

Again, the presumption can be rebutted if the various elements are not there or developed. There is another presumption if after the employer receives notice of the claim and if they do not deny same with 30 days of employers' knowledge it can be presumed the CV-19 is job-related.

There are some DISTINGUISHABLE PAYMENTS that are different from other Workers' Compensation injuries. The Order states the worker has to use their own sick leave benefits. Also, the injured

worker needs to be certified and re-certified 15 days after the diagnosis then, after, recertified every 45 days for Temporary Disability or 4850 benefits. The doctor providing the certification shall be, again, California licensed either a physician or surgeon previously designated from the employer Medical Provider List, or a doctor from employee's health plan. If the employee does not have a designated Workers' Compensation doctor or a group health plan the worker can select his/her own doctor. There are certain elements that must be established by the worker, if not the employer will have the power to deny the COVID-19 case.

The Government Code identifies a special area called "California Emergency Service Act". This Legislation was created to deal with situations such as the Corona Virus attack on our population.

Pursuant to §8566 the Governor has the power to expand appropriations for support of the California Emergency Services Act. The code also indicates consideration will be given to the plans of the Federal Government in preparing the State's Orders and Regulations. These Orders and Regulations are tools that the Executive Branch can utilize in the event of a State of Emergency, which we currently have.

There are distinguishable elements that separate a Legislative Enactment and the Executive Order.

The first, being a Legislative Enactment (a Bill) by the Assembly, Senate, and the signing of the Bill by the Governor. The Legislative Enactment (the Bill) can carry beyond the point of the time limit that is imposed by the State of Emergency Act. The Legislative Enactment (the Bill) removes the ability of the Governor to unilaterally terminate the increased benefits without the approval of both Legislative Branches by the passage of Legislation to terminate or cease the Bill.

The umbrella of protection through a Legislative Enactment (the Bill) can be a significant continuation of benefits.

The second is an Executive Order from the Governor allows for automatic termination of benefits if the termination of benefits is directed by the Governor. The Governor cannot, unilaterally terminate benefits that were enacted by the Assembly and Senate and previously approved by the Governor (the Bill).

Yet, there are some very significant advantages to the Executive Order. The advantage to the Executive Order N-62-20 is the immediate implementation of same. Whereas, through the Legislative process (the Bill) can be tied up in small issues, and not move forward quickly to help the economic damages that have occurred and are occurring because of the Corona Virus attack.

There are certain employees (the Protectors) who are at risk in providing health and safety for their California populous. Assembly Bill 664 also needs to go forward to protect the Protectors. AB 664 does not force the Protector to use up their own benefits (sick leave) before commencement of Labor Code 4850, 4800 and 4800.5. ★



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Selfless Community Support

espite the roller coaster of a year that 2020 has been, we like to look at the positive side of things. One positive is how much support we have received from our communities. Our Riverside County communities have stepped up and have shown us great support, and for that we are grateful.

During the month of May, Axon Enterprises so generously donated 50 gallons of hand sanitizer and 500 masks to RSA. That is a lot of hand sanitizer! And, United Material donated 1,000 N95 masks.

While Covid-19 caused many people to stay home, the men and women of the Riverside County Sheriff's Department did not, they had an essential job to do, that is to protect and serve our communities. Deputies, dispatchers, correctional





and probations officers, along with DA Investigators and all RSO personnel, still had a job to get done, one where they couldn't stay home.

But, they were not alone, all over social media we saw how businesses, residents, students and organizations came together to donate PPE supplies, resources, and food to the men and women of the Riverside County Sheriff's Department.

BOYS CHARITY LEAGUE

In particular, some young men from the Boys Charity League and their friends, showed us their selfless support by donating their time and efforts. Incoming seniors Jack Sterling and Aidan Ngo, from the Boys Charity League, felt a need to get involved and show support for the frontline workers, and they did just that. Jack and Aidan along with their friends: Niko Montaino, Caden Sanchez, Ryan Solomon, and Mykelti Komei bottled over 1,500 hand sanitizer bottles, from the 50 gallons that were donated to us, to help keep the Riverside Sheriff's Department safe.

Thank you to Jack Sterling, Aidan Ngo, Niko Montaino, Caden Sanchez, Ryan Solomon, and Mykelti Komei for your time and for serving those who serve. \Rightarrow



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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 lifechanging crises such as sickness, injury, distress and death.

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Police Policies, Procedures & Politics

Ryan Sherman Director, Government Affairs

ver the last few weeks, our nation, state and county have been reeling from the collective



outrage directed at Minneapolis police (and law enforcement generally) for the killing of African-American George Floyd. The early protests in response to the death of Mr. Floyd included widespread vandalism and looting, although such criminal acts have diminished over recent weeks.

This national unrest has resulted in a significant change of the public's perception of law enforcement and race relations. The Golden State has not been immune. Our governor, state legislators, congressional representatives and local electeds have all committed to take action to curtail various uses of force by law enforcement.

CAROTID AND CHOKE HOLDS

Despite their differences, these techniques are largely viewed by the public as interchangeable terms that seek to accomplish the same goal - the incapacitation of a suspect. The governor recently ordered P.O.S.T. to stop teaching and training these holds. Numerous sheriffs, police chiefs, city and county leaders have followed suit, suspending or prohibiting the use of the holds.

The state legislature will vote to prohibit law enforcement agencies from authorizing the usage of these holds. The stillevolving proposed state legislation does not actually ban officers from using the holds. Some critics have asserted that the bill is designed to make civil suits against departOur governor, state legislators, congressional representatives and local electeds have all committed to take action to curtail various uses of force by law enforcement.

ments much easier to win if an officer were to use the hold. Officers could also be subject to department discipline for using the unauthorized techniques.

RIGHT TO PROTEST - PEACEFULLY

The First Amendment to the Constitution of the United States of America prohibits government from limiting a citizen's right to free speech, peaceful assembly and to "petition the government for a redress of grievances." The inclusion of peaceful is a pre-condition the Constitution imposes upon protesters - one that many lawmakers and pundits fail to recognize. When it comes to public protests, the government is barred from interfering in peaceful demonstrations. However, the Constitution confers no First Amendment right to non-peaceful, violent or destructive protesters.

LESS-LETHAL OPTIONS

Some state and federal lawmakers are now proposing to limit the ability of law enforcement to protect the public by introducing legislation to ban the use of tear gas, rubber bullets and other lesslethal options. As mentioned above, these lawmakers fail to differentiate between peaceful and non-peaceful demonstrations. Current law already makes it illegal for the government to use force on peaceful protestors. Most folks don't want to see our government going after peaceful demonstrators with tear gas, flash-bangs, rubber bullets, wood blocks, batons and other less-deadly alternatives.

In pursuing such restrictions on law enforcement's uses of force, lawmakers must face an over-riding and uncomfortable question: If these and other less-lethal options are banned, only lethal options will remain. The public was shocked to learn that a senior protesting police violence was blinded after being struck by a rubber bullet. I think most would agree that losing one's sight while peacefully protesting violence is not acceptable. Less lethal options have been developed for law enforcement use in response to complaints and perceptions that deadly force was being used more often than necessary because there were no intermediate options available. Banning such options will again limit officers to just two unacceptable choices: do nothing or use deadly force.

QUALIFIED IMMUNITY

Another popular talking point and objective of the anti-cop crowd is the proposal to eliminate a legal doctrine recognized throughout our country. Qualified immunity essentially prevents officers from being held civilly liable for their official acts as long as those acts do not violate "clearly established statutory or constitutional rights." Eliminating qualified immunity would likely result in an explosion of costly nuisance lawsuits designed to enrich pro-criminal trial attorneys. Why should officers be forced to defend themselves against litigious criminal defendants in cases where no law was broken and no constitutional right violated? Critics of this approach have asserted that the true goal is to essentially "defund the police" through another means. If spurious claims were allowed to advance these claims would endlessly clog court operations while bankrupting our cities and counties.

OTHER ANTI-COP PROPOSALS

- Create statewide law enforcement prosecution unit consisting of civil and criminal rights advocates, empowering them to determine if and when charges against law enforcement officers should be filed and prosecuted
- Greatly increase the powers to law enforcement civilian review boards to include investigative powers and subpoena authority
- Expand public access to law enforcement body cam recordings

- Implement new crime akin to "aiding and abetting" and applicable only to peace officers
- Impose AB 392 use of force restrictions
- Establish a police reform/criminal justice advisory board to develop bill proposals

We will have our hands full as we work towards a united approach with our public safety brothers and sisters throughout the state, advocating to protect our members and the public.

Until next month, be safe. *****

The Riverside County Deputy Sheriff Relief Foundation



The RCDSRF is a 501(c)(3) non-profit charity created by the Riverside Sheriffs' Association to assist law enforcement families, local victims of crime and disasters, and provide youth scholarships.

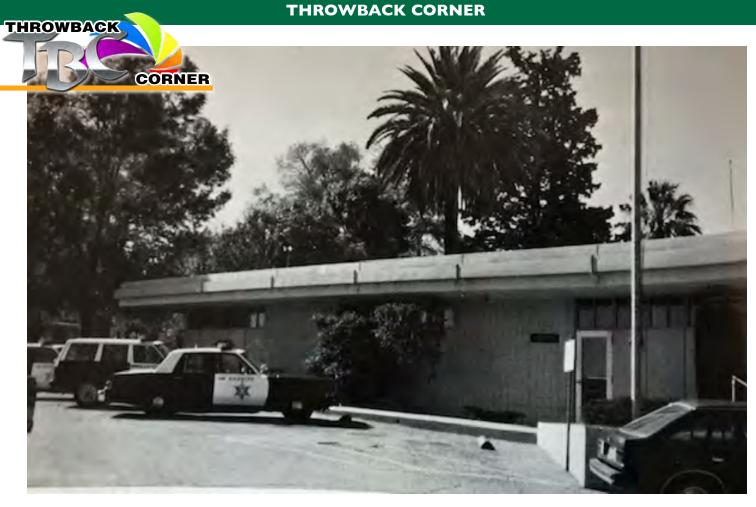
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BACK IN THE DAY: Patrol cars parked in front of the Banning station. Year unknown.

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E	Ι	U	D	Н	Y	R	W	С	Р	М	В	E	Ν
Α	S	М	Ν	Т	Е	Н	В	A	Е	М	Т	E	Y
R	С	Α	0	V	S	R	Т	R	К	J	А	R	Н
L	W	E	Y	D	Р	G	S	1	Е	I	G	С	R
Α	E	R	Z	F	В	0	W	D	0	М	Т	S	E
Н	K	С	Ν	Т	L	E	0	Р	А	1	М	N	S
E	Р	E	Н	S	М	Α	Ν	L	Т	Y	К	U	С
J	0	С	Т	F	S	E	G	1	Н	Α	R	S	S
Ι	V	I	D	R	Z	J	Q	D	М	Х	D	F	E
L	С	Q	0	Y	F	1	S	Q	А	W	Y	М	S
E	D	I	R	В	Е	N	U	J	Р	Y	Н	N	0
Р	В	W	K	L	E	0	D	Α	Ι	М	V	Y	R
Camp Ice Cream Father's Day June Bride Flag Day June Bug			de	Pearl Pool Rose			Summer Break Summer Solstice Sunscreen						

June Sudoku

3					9	8 9	2
	2	6				9	
7			1	6 2	2		
	4			2		7	3
2 8					4		1
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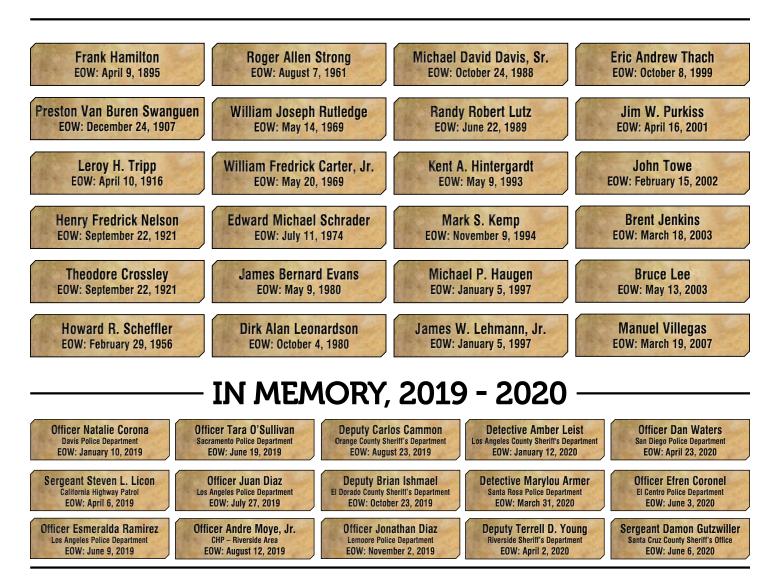
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Organization RSA Members 4,000+ President Bill Young Area Riverside County



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protect their rights to such

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.

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 is one of the largest Sheriffs Associations in California.





RSA has a dedicated staff of 16 people.



We have snacks in our office!

www.rcdsa.org

RSA COMMITTEES

We have 11 committees and one AD HOC Committee. 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 Review Committee
- Legal Defense Trust
- Legal Coverage Appeals Board
- Political Action Committee
- Benefit Trust Board
- Riverside County Deputy Sheriff Relief
 Foundation Board of Directors
- Special Events & Donations
- Award Review Board
- Collective Bargaining Committee/LEBU
- Collective Bargaining Committee/CDBU
- Collective Bargaining Committee/PSU.

AD HOC Committees:

• Trailer Committee

RIVERSIDE SHERIFFS' ASSOCIATION

www.rcdsa.org



US Congress, Senate

Kamala Harris (D) 40 B Dirksen Senate Office Building Washington DC, 20510 (202) 224-3553 Dianne Feinstein (D) 331 Hart Senate Office Building Washington DC, 20510 (202) 224-3841

US Congress, House of Representatives

36th District Raul Ruiz (D) 1319 Longworth House Office Building Washington, DC 20515 202-225-5330 41st District Mark Takano (D) 1507 Longworth House Office Building Washington, DC 20515 202-225-2305 42nd District Ken Calvert (R) 3400 Central Ave., Suite 200 Riverside, CA 92502 (951) 784-4300 50th District VACANT

31st District

Richard Roth (D)

State Capitol, Room 4032 Sacramento, CA 95814-4900

(916) 651-4031

23rd District Mike Morrell (R) 10350 Commerce Center Drive Suite A-220 Rancho Cucamonga, CA 91730 (909) 801-5040 28th District Melissa Melendez (R)

California Senate

California Assembly

42nd District Chad Mayes (R)

Capitol Office: P.O. Box 942849, Room 4098, Sacramento, CA 94249-0042 (916) 319-2042 56th District Eduardo Garcia (D) Capitol Office: P.O. Box 942849, Room 4140, Sacramento, CA 94249-0056 (916) 319-2056

60th District Sabrina Cervantes (D) P.O. Box 942849, Room 5164, Sacramento, CA 94249-0060 (916) 319-2060

61st District Jose Medina (D) PO. Box 942849, Room 2141, Sacramento, CA 94249-0061 (916) 319-2061 67th District VACANT 71st District Randy Voepel (R) P.O. Box 942849, Room 4009, Sacramento, CA 94249-0071

(916) 319-2071

75th District Marie Waldron (R) P.O. Box 942849, Room 3104, Sacramento, CA 94249-0075 (916) 319-2075

District 1: Kevin Jefferies County Administrative Center 4080 Lemon St.-5th floor Riverside, CA 92501 (951) 955-1010

District 2: Karen Spiegel County Administrative Center 4080 Lemon St.-5th floor Riverside, CA 92501 (951) 955-1020 District 3: Chuck Washington County Administrative Center 4080 Lemon St.-5th floor Riverside, CA 92501 (951) 955-1030

Riverside County Supervisors

District 4: V. Manuel Perez County Administrative Center 4080 Lemon Street - 5th Floor Riverside, California 92501 (951) 955-1040

District 5: Jeff Hewitt County Administrative Center 4080 Lemon St.-5th floor Riverside, CA 92501 (951) 955-1050

The Riverside Sheriffs' Association has deployed an integrated "members only" online news & information center to improve our ability to keep our members informed on important issues.

RSA MEMBER ALERTS

The news & information center at rcdsa.org is where members will go to view exclusive content, including negotiations and other confidential information from RSA.

To access the news & information center members are required to log on and register by clicking on the "RSA Members Only" link then following the instructions. Once registered members will also be able to update their own on-line profiles at anytime (email addresses, user name & password, etc). Members are urged to keep their information current at all times to avoid missing important updates from the Association.

For Technical assistance please contact Juvien Galzote by email: juvien@rcdsa.org Monday – Friday 8am – 5pm or by calling (951) 653-5152 (800) 655-4772.

RSA BOARD AND STAFF

Executive Board





Bill Young President



Ian Anderson Vice President



Mike Hyland Treasurer

Michael Abel Alicia Lopez Secretary **Executive Director**





Ch. 1: DA

Ron Furtado Nick Padilla

Ole Williams Ch. 2: Ch. 3: RPDC Jurupa Station



Martineau Rafael Belgarde Casillas Ch. 5: Cabazon/ Ch. 4: SIB West/CSW/ SEB BCTC



Pierre Robert Palmer Thomas Ch. 6: Desert Ch. 7: Ct. Services Lake Elsinore



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

NO PHOTO AVAILABLE

David Chavarria Ch. 10:

Indio Jail



Jose Santos Ch. 11: Palm Desert/ Moreno Valley SIB East

Ron White Ch. 12:

David Nelson Ch. 13: Retirees



Wortman Ch. 15: Perris



Eric Devore Ch. 16: Coroner

RSA Staff And Support



Jordan Ch. 17: LSCF



Elias Laow Ch. 18: CBDC

Ch. 21: Central





Randall Dave Flannery Ch. 14: Southwest







Roxanne

Villareal

Ch. 9:

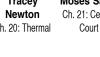
Blythe Station

Moses Salas

Charles Roberts Ch. 19: PSU









Yvonne Acosta Office Administrator



Lesley Garcia Administrative Book Keeper II Assistant II



Vickie Arreola Office Assistant I

Celena Kimsey Office Assistant I





Connie Collins Adminstrative Assistant II



Dominique Guy

Janelle Regan Benefit Trust Office Manager



Jeff Byrd Senior Labor Representative



Artemese Evans Biggers Labor Labor Representative I Representative I



Juvien Galzote Member

Services

Representative



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Sandra **Tiosaas-**Moore Administrative

Assistant II



Maryann

Barbaro

Office

Assistant I

Debbie Haar Mike Stone Special Events RSA/LDT Director General Counsel



Muna Busailah RSA/LDT General Counsel



Office Assistant I



Harley Broviak Chaplain





Finance Director



