

ALL POINTS



BULLETIN

Celebrating 78 years of serving those who serve others

HAPPY HOLIDAYS FROM RSA

COOKIES WITH MRS. CLAUS: This charity event benefitted the Riverside County Deputy Sheriff Relief Foundation. See photos on page 5.

INSIDE

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- Congratulations Joseph!
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- A Father: There Will Be No Choices
- Goodbye K-9 Rico

30-Day COVID Rule For Safety Officers



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Editorial comments, advertising information or subscription requests can be sent to our office, listed above, or call us at (951) 653-5152.

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.

Important Benefits Notice!!

- Benefit designations for life insurance are important. Please review them frequently.
- Be sure to enroll a newborn with the Trust within 30 days of birth. Contact the Benefits Office at (951) 653-8014.
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- To ensure coverage, please respect these deadlines. Remember that the department does not notify the Benefit Trust of these changes.
- Please notify the Benefits Office of any changes in your address.
- 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

24-Hour Emergency LEGAL DEFENSE

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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)
- RSA Legal Defense Trust (LDT)
- Concerns of Police Survivors (C.O.P.S.)

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Defund Tide Is Turning

By Bill Young
RSA President

Hello everyone from RSA. Even though this message may not make it to print before Christmas, I want everyone to know I wish you all a Merry Christmas and a very safe and happy New Year.



DEFUNDING MOVEMENT

These last few years have been extremely hard on our profession. It makes me proud to represent the RSA Membership, knowing that every one of you continues to show up each day to protect the residents of Riverside County despite our profession being under constant attack.

I am pleased to see that the tide is changing among some elected officials across California and the Nation in the few months. Many have come to the realization that “defunding” and not supporting law enforcement leads to more crime, and now many have changed their tune and are no longer promoting foolhardy ideas regarding public safety.

Defunding or dismantling the police means different things to different people, but essentially, those who called for it asked for money to be divested from the police and instead put into the community for mental health care and job development. While these are important, we also saw some of our “leaders” call for fully dismantling law enforcement as we know it while ignoring the risk. As crime has spiked

and their friends and families have become victims, these same politicians have quickly changed their tune and are now calling for more resources to prevent and investigate crimes.

SICK TIME

As I write this message, the County and the Department are seeing an increase in people getting sick – this is not new. Every winter, when people congregate inside, they often get sick with the flu. This flu season has brought on a new variant that can result in severe results for some, and of course, COVID in its various strains is still present. Regardless of what one’s opinion is on getting vaccinated, we can all do our part to help stop the spread of any illness by maintaining good clean hygiene and not coming to work if you are sick.

I know it is hard to miss work when you are sick because the County imposed the term of sick time, not counting towards time worked for the purpose of overtime. While we have tried to return to the prior term of allowing sick time to count as time worked, the County Negotiating Team has refused to budge on this issue. We will continue our efforts to make this change, but please do your part and stay home if you are sick. Your partner’s life is more important than higher pay for overtime hours.

While I know this may sound alarmist, one of our sister agencies recently had a member contract and then die from COVID complications. The death investigation determined the Officer most likely contracted COVID while at work around another employee sick with COVID. Long story short, you get four hours each pay period for sick time, so use it if you need it.

SACRAMENTO

We have had some big wins in the legislature and some unfortunate losses.

Biggest wins:

We successfully got SB 2, officer decertification, amended so that it was decidedly more livable than when it was first introduced and many of our issues were met.

We were successful in preventing AB 937, which would have completely prohibited when California agencies can share information with immigration authorities from coming up for a vote.

We provided critical amendments to SB 16, the officer records transparency bill, which we supported.

Biggest losses:

The Governor signed AB 333, which jeopardizes the DA’s ability to use gang enhancements.

AB 481 established new requirements on how agencies fund, acquire, and use military equipment.

RELIEF FOUNDATION

Lastly, please start donating to the Relief Foundation. This can be done through your Association dues and will be used to directly help your partners, their families, and members of the community. The Relief Foundation has helped a number of our members, and it needs your donations to continue providing this assistance. As a donating member myself, I ask you to step up during this holiday and giving season and help your fellow members.

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

Reflecting On 100 Days

An Honor To Serve Those Who Serve

By **Dave Brown**
RSA Executive Director

The holidays are always difficult when you are in a public safety family.

While others take time off to enjoy the holiday season with family and friends, public safety families often must find holiday cheer with each other because crime and emergencies don't take a holiday.



Many of you are aware that I ran for sheriff in 2018. I ran because I was tired of the way the previous administration was treating the fine men and women of RSO. I met so many incredible deputies, CD's, and DA investigators during my campaign. By the time I lost in the primary, it was clear that Chad Bianco was the right man for the job, but I still regretted that I would not have the opportunity to serve the members of RSA. That's why my new role at RSA is such a blessing to me...I get to "serve those who serve" every day!

to \$50 per month). This increase was necessary due to the rising cost of our members' outstanding legal protection brought on by an increasingly anti-law enforcement sentiment in California's legislature. The Board of Directors recognized this and acted on behalf of the members to suspend the RSA dues increase so that members could absorb the Legal Defense increase more easily.

As I continue to become familiar with my new role, I find myself increasingly impressed with the caliber and dedication of our membership. I

// I'd like to wish all of our members happy holidays and a wonderful and safe new year for you and your families. //

During my first 100 days as your Executive Director, I've discovered three things about RSA; the staff is wonderful, our board is highly functional, and the members (you) are true servants. I've interacted with RSA members my whole career. In fact, that's one of the things I enjoyed most about working law enforcement in this county for over 30 years – we all rely on each other. I remember the early days when we shared radio frequencies and literally backed each other all night.

I've worked with many governing bodies over my career; city councils, school boards, county supervisors and the like. I can honestly say that I've never worked with a group as engaged and functional as the RSA Board of Directors. Your president and elected representatives work hard to make sure your concerns are voiced and addressed.

A prime example is a recent decision to suspend the dues increase that was scheduled to take effect on December 1st. In October, the Legal Defense Trust raised its rates for the first time in over 13 years (from \$45

look forward to the new year and new opportunities to serve you so you can continue to serve our county well.

I'd like to wish all of our members happy holidays and a wonderful and safe new year for you and your families. The RSA is proud of the contributions and sacrifices you make every day to ensure the safety of the communities throughout Riverside County, and we look forward to continuing to work on your behalf in 2022 to ensure your rights and benefits are protected.

Happy holidays and until next time, stay safe! ★

Happy Holiday Savings



December Highlights

- **Lenovo:** Get up to 70% off the latest technology
- **Sam's Club:** Save 55% on a new membership
- **WSJWine:** Save \$125 on the top 12 wines +3 bonus cabs
- **Theme Park Tickets:** Save up to 55% at parks across the country



The Gift of Giving

Make this season of giving one to remember with savings on electronics, activity trackers, and gift baskets.

- **Samsung:** Save up to 30% on tech
- **Garmin:** Take 20% off smartwatches
- **1800Flowers:** Save 20% on flowers and gifts



Hosting for the Holidays

Have a happy holiday gathering with limited-time offers on food delivery, sweets, wine, and home decor.

- **Chicago Steak Company:** Enjoy savings of 15% sitewide
- **Godiva Chocolatier:** Get 15% off all products



Winter Travel

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COMPANY CODE

call RSA 951-653-5152 or go to rcdsa.org under members only -> ticket info

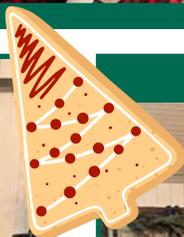
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Cookies For A Good Claus



The RSA partnered with The Craft House of Temecula on December 4 for the Christmas charity event Cookies With Mrs. Claus. Proceeds benefitted the Riverside County Deputy Sheriff Relief Foundation.





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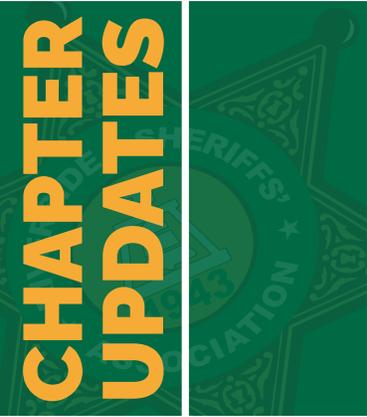
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Chapter 19, PSU, Update



Charles Roberts
Chapter 19 Director, PSU

The fall and winter are full of all sorts of celebratory days. I hope everyone is able to enjoy the festivities with family and friends.

In the spirit of the season, please consider donating to the sheriff's relief foundation; or if money is tight, volunteer to help with the BBQ trailer.

Stay safe at work and home. ★



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**RESPONDING TO OFFICERS WITH
THE RESOURCES NECESSARY TO
PROVIDE BACKUP WHEN NEEDED
– ON AND OFF DUTY.**

DENIAL: 30 DAYS OR 90 DAYS?



LOWER COSTS WITH 30 DAYS?

Scott O'Mara

The Law Offices of Scott O'Mara

The Workers' Compensation Insurance Rating Bureau (WCIRB) is a non-profit association composed of companies which provide Workers' Compensation insurance throughout California. The WCIRB, which has approximately 400 members, is not connected to the State of California, but its membership - consisting of insurance companies and third-party administrators - provides funding for the WCIRB.

The WCIRB maintains a review of costs and areas of coverage for job-related injuries. Recently, it issued a study of COVID-19 cases. The study showed that the number of COVID-19 cases which have been filed has changed over a period of time.

In the first four months of the current pandemic, more than 25,500 cases were filed state-wide. In July 2020, the number was up statewide and the infection rate was 10%. In November 2020, the infection rate had changed to 5%. A more recent finding in March 2021 indicated the infection rate had dropped further to 2% - a substantial drop from the first finding of 10%.

Also of significance is that COVID-related death claims have decreased. However, the WCIRB believes the death rate may increase for the rest of the year because of the tendency for death cases to be reported later. The information they

// The 30-day COVID rule for safety officers allows COVID-infected workers to obtain medical care at a faster rate //

are sharing would indicate that the average cost of a COVID-19 case is about 48% less than the cost of non-COVID cases.

The report indicates that many of the COVID-19 cases filed were only for medical care; they were not seeking indemnification for time lost. However, the WCIRB acknowledges that the denial rate for COVID-19 cases is three times greater than denial rates for other types of injuries.

The information provided by the WCIRB appears to be very liquid, but the changes in COVID-19 cases is factual, and the WCIRB study does not give consideration for the "Long COVID" disease process and the actuality of that occurring at a later stage.

The findings of the WCIRB hopefully are reflective of changes in work conditions made by employers so that workers are less exposed to the coronavirus. These safer work environments are a product of employers being more educated as to what they can do to minimize COVID-19 exposures in the workplace for greater protection of their workers

The WCIRB acknowledges that the presumption legislated by Senate Bill 1159 in September 2020 is for the protection of firefighters, deputy sheriffs, Highway Patrol officers, police officers, probation officers and other health workers. The standard denial time for other injuries requires employers to respond within 90 days or the injury is presumed to be job-related. However, the COVID protection for safety officers requires employers to respond within 30 days. Without that denial, the COVID condition is presumed to be job-related. (This presumption still can be rebutted by certain factual patterns and information.)

The 30-day COVID rule for safety officers allows COVID-infected workers to obtain medical care at a faster rate than the 90-day rule does for non-COVID cases. This appears to be a factor which lowers costs for COVID cases as compared with non-COVID cases. The 30-day standard should be examined for other medical conditions as well as a possible opportunity to lessen costs for those cases. ★



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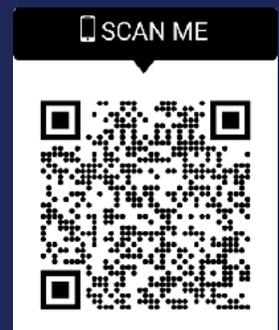
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Congratulations Joseph!

Congratulations to Correctional Deputy Joseph Castro, recipient of the RSA James B Evans academic achievement award. Class 96!



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RSA Political Action Efforts

2021 Successes & 2022 Opportunities

Ryan Sherman
Director,
Government Affairs



As 2021 draws to a close, the RSA has again solidified its position as the “must-have” endorsement for Riverside County candidates and measures that hope for electoral success at the ballot box. This was particularly true during what was normally a “non-election” odd-numbered year in which RSA earned a handful of political victories.

RSA’s favorable name ID and effective voter engagement programs have resulted in positive outcomes for the organization and its members.

to ensure that Eastvale voters were informed about the benefits supporting and passing Measure A.

Voters overwhelmingly approved Measure A, thereby keeping Eastvale tax dollars with the city which is now able to provide additional resources for law enforcement, firefighting, and transportation priorities.

MORENO VALLEY CITY COUNCIL, DISTRICT 2

When council member Carla Thornton died earlier this year, a special election was subsequently held to fill the vacancy. Six candidates campaigned for the seat, but only Riverside County Assistant Sheriff Ed Delgado, a first-time candidate, earned the top spot after earning the support and financial backing of

RIVERSIDE CITY COUNCIL RECALL EFFORT

In late 2020, some disgruntled Riverside city residents launched a recall effort against first-term city council member Gaby Plascencia, the successful 2019 candidate who was backed by both the Riverside Police Officers’ Association and the RSA. As the gathering of signatures by the recall proponents moved forward, the RSA issued a press release in conjunction with the RPOA to inform voters that both law enforcement groups remained steadfast in their support of council member Plascencia.

Shortly thereafter, the recall effort fizzled, failing to obtain the needed signatures to place the recall before the voters. Numerous political insiders commented that it was RSA’s

“ RSA’s favorable name ID and effective voter engagement programs have resulted in positive outcomes for the organization and its members. ”

CITY OF EASTVALE BALLOT MEASURE A

Finance measure to maintain local control of property taxes and prevent Sacramento from dictating how funds should spent. At the request of city leaders, RSA helped lead the effort

the RSA. Assistant Sheriff Delgado handily won the six-way race, was sworn into office last month by Sheriff Chad Bianco and is already preparing to seek re-election on the council in November, 2022.

public opposition to the recall effort which led many in the donor community to conclude that the recall’s success was unlikely. This in turn, dried up campaign funding which prevented the recall committee from being able to raise the money necessary to pursue Plascencia’s removal from office.



2022 ELECTIONS

It is clear that the RSA remains well positioned to help “make or break” a candidate’s political future and in 2022, we will have a litany of opportunities to help candidates who prioritize public safety and are supportive of law enforcement efforts to protect the public.

Campaigns are expected to begin in earnest next month for an April 12 special election to fill two vacancies in Moreno Valley - one on the city council and one on the school board. As the largest contract city in the county, the importance of supporting city council members and candidates who support law enforcement and public safety cannot be overstated. The RSA has a successful track record when it comes to informing voters and advocating for candidates that recognize that the number one priority of government is the safety of its citizens.

Additionally, the campaigns for the June 2022 elections will also kick into high gear in January. The June primaries are less than six months away, and will be followed by the November 2022 general election just five months later, so it’s going to be another very busy year.

Some of the Riverside County races we will be looking at next year include the offices of Sheriff, District Attorney, Board of Supervisors, Mayor, City Council, various school boards, state Senate and Assembly.

REDISTRICTING

With the drawing and implementation of new district boundary lines for the 2022, incumbent officeholders and prospective candidates will seek to connect with and persuade voters that they have never interacted with nor represented.

These boundary changes are extremely important because the new demographic statistics they create

indicate whether an incumbent will be forced to run against other incumbents or if a challenger is likely to be successful.

For example, due to new legislative redistricting lines, Riverside County Assembly members Jose Medina and Sabrina Cervantes are in the same assembly district - and to make matters worse, they are also joined in that district by Assembly member Eloise Reyes from Grand Terrace (San Bernardino County). Earlier this month, Assembly member Medina announced that he would not run for re-election, leaving the other two legislators to battle it out.

Similarly, Riverside County Supervisor Kevin Jeffries recently announced that he will not seek re-election in 2024. This district consists of the entire city of Riverside, Perris and a small portion of Jurupa Valley. Numerous politicians are already lining up to replace him and are seeking to secure endorsements and campaign contributions. As we get closer to that election, the RSA PAC will conduct candidate interviews and make endorsement recommendations to the Board of Directors in anticipation of supporting the candidate that is the most supportive of the work performed by the of the RSA membership which includes sheriff’s deputies, corrections deputies, deputy coroners and district attorney investigators.

Across the state, there are dozens of districts where two or more incumbents must decide whether to run against each other or decline to seek re-election. These unusual competitions are caused by the once-a-decade work of the California Independent Citizens Redistricting Commission. When determining where to draw the new boundary lines, the Commission is prohibited from considering where incumbents or potential challengers live. The Commission oversees the drafting of new districts in our state for members of the Board of Equaliza-

tion, House of Representatives, state Senate and Assembly.

This is not usually the case with counties and cities where the elected leaders remain empowered to draw their own districts. This approach has been derided by some as “*Representatives choosing their voters,*” rather than, “*Voters choosing their representatives.*”

Still, even modest adjustments to city or county district lines can significantly impact an incumbent’s likelihood of successful re-election. This is why the redistricting process is so frequently contentious at the local level - political careers created and cratered - depending on which group of voters are moved into - or out of - a district.

INTERESTED IN RUNNING FOR OFFICE?

Next year will provide numerous opportunities for citizens with fresh ideas and diverse backgrounds to challenge the status quo and seek elective office. Additionally, 2024 will see many legislative seats open where no incumbent will be running, due to the 12-year term limits imposed by voters a little over a decade ago, offering even more possibilities for interested citizens to step up and become part of the solution to the problems that plague our communities.

Our cities, county and state are in desperate need of elected officials who will work to keep our communities safe. We strongly encourage RSA members, neighbors, friends and supporters to thoughtfully consider running for office. Please contact RSA leadership if you or someone you know is interested in seeking public office with a desire to improve public safety at the local, county or state level.

Until next month, be safe and please have a Merry Christmas and Happy New Year. ★

Deputy Depot

RIVERSIDE SHERIFFS' ASSOCIATION



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On all Bianchi items in stock, flashlight accessories and some RSA Clothing.

Go to the Deputy Depot online at RCDSA.ORG to view these items and pricing.



All proceeds benefitting the Riverside County Deputy Sheriff Relief Foundation.

A Father: There Will Be No Choices

Chaplain Harley Broviak
Chaplain



For three days ... a vigil. Fate and faith at the optimum. But then three doctors called to ask all of my family members and Jerry's family to come to the intensive care unit at 6:00 pm. About 20 people attended.

The doctors' faces were grim. It was decision time. The decision was based upon progress in 3 days of constant effort to awaken the sleeping girl in the bed connected to a multitude of machines. Their sounds were rhythmical, constant, and incessant.

They were the sounds soft and steady coming from the bed of my sleeping beauty daughter, Michelle Lorraine. Her face immobile and peaceful... too peaceful. She was always vibrant, engaged, and eager. Now a strange placidity surrounded the face of my "baby" girl. How could this be? Where was the laughing, engaging young lady, now quiet, distant, and removed from chatter and singing sentiment?

The crowd was silent, glum, and visibly anxious. We suspected only bad news for there had been no change in the physical, emotional, or spiritual usual effervescence of this beautiful child. She was a body supported by multiple tubes, pumping nutrients and oxygen to the whitened mask that showed no response for what seemed an eternity. An eternity of prayer, hope, and expectancy. Tears, based on talent, grace and love.

I shuddered as I looked at blank faces standing at the head of the miraculous engine of my "baby". They were the best trained in survivor skills so why was I so anxious? Fear for one thing, overcoming anxiety also. Hope for a scintilla of sunshine in her placid, yet still beautiful face.

After all, I was God's "faithful servant" for over 40 years. Surely, I was due some good news. The lead doctor

looked at all of us with a quiet empathy and said, "Family, for three days we have used every device and treatment known to medical science. At times we thought we saw progress and we redoubled our treatment on your precious child. Extended efforts by our teams of devoted doctors and nurses saw progress slowly slip into the background. Still, we did not stop at any time, even up to now.

"There have been several signs that the life force in Michelle is weakening, and deterioration is setting in. Our best, at first promising, is no longer on the positive and hopeful side. We are now forced to consider that it has become a herculean effort. At first promising, but now hope has faded. Therefore, the team of us, and all

the nursing staff, have concluded once the several support machines are turned off, that Michelle will pass away. Do you have any questions?"

No one asked any questions.

"Well, therefore, beloved family, it

has come to the decision to cease our intercession and let your sweet child return to God's loving arms.

"In keeping with the hospital's policy, we will ask a family member to turn off her life support. Medical staff is denied to do this final act and so do I have a volunteer?" There was a low volume mumbling as the room cleared up in an instant. I was suddenly alone with the three doctors and the two attendant ICU nurses.

I looked shocked at them. Their eyes focused on me. For a minute or two, it was completely silent. Then a doctor said, "Doctor Broviak, are you ready?" Panic set in. I was suddenly fearstricken and looking for an escape from this task which would end my daughter's fragile existence. There was no escape! I couldn't move. They stood silently, looking at me. I wanted to run! I couldn't do that! That would kill my little princess! I was ALONE! No one was there to support me! I kept shaking my head and motioning with my hands. No words came out. They continued

// I shuddered as I looked at blank faces standing at the head of the miraculous engine of my "baby". //



to look silently. Suddenly, a moment of panic seized me! I groaned! A sound I had never made before. It was an animal sound, not human! It shook my being. I was saying "No! No! No! No! No! No! Not just me! Oh Lord! Please! Not just me, please dear God, please?"

I started to shake, visibly torn by my rejection to end my little princess' life. What would I do without her? Who and what would take her place? I loved her without any excuse. She would never laugh at my corny jokes or come up and pinch my cheeks or put her head on my shoulder looking into my eyes, "I love ya dad." "I love ya popsy!"

A nurse came to me, hugged me long and looked into the waterfall of tears. "Come, I'll help. I'll be right there. You won't be alone. I'm with you, I can help!"

I don't know what happened next. I was on autopilot, shaking, fumbling, sobbing, looking for the door. I could run! I could escape! I don't know how to do this! The nurse wiped my eyes and face with tissues, hugged me again and held my face in her hands, looking with great love into my eyes. She took my hand and we moved to the head of the bed. I bent over, hugged and kissed my beautiful little girl! Sobbing "I'm sorry baby! I'm so sorry! Please forgive me! OH GOD! WHY ME?"

I turned the machine off and sat down on the floor with my nurse kneeling next to me. I was moaning and sobbing. I don't know how long. I wasn't there. I was somewhere in oblivion! Reality disappeared! There was no light, no floor, no ceiling, no persons, just me! I was a shadow. The room was a dream! My role a nightmare! My heart beating wildly, I felt would jump out of my chest. The sounds from me were not human. I denied they even came from me.

The nurse walked me to my car. My wife and son were inside. They made the same sounds as I did. They were hugging each other. I held the steering wheel in my hands and it seemed like hours! I do not remember the drive home. I don't remember anything about the succeeding two years. I was an automation, a moving meaningless blob that went to work each day. Who were those people in my house? What did I do? Pay bills? Shop? Sleep? Have intimate moments? Where was I? Who was I? Jerry? Who is she? My son! Harley? I'm sorry, who did you say you were?

All of this happened because her surgeon gave her the wrong medicine! My world died on that day. There were no choices! ★

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We also handle Personnel and Equity Investigation(s) for the Department of Human Resources in the most populous County in the state. { 113,000 Employee(s) } Along those lines, we could use both Surveillance Investigator(s) AND those interested in performing Personnel and Equity Investigation(s). These Investigation(s) are currently being handled remotely – a great opportunity for those worked Investigation(s), Internal Affairs and/or Command Staff / Executive Staff and who handled Personnel Investigation(s) during their career(s).

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Everyone can visit us on-line at: www.barristerprosvcs.com if they wish to read a bit more.

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You must possess a Valid Guard Card and Exposed Firearm Permit from the State of California - Bureau of Security and Investigative Services (BSIS.) We can assist with obtaining the necessary credential(s), so don't let folks think that is an unsurmountable hurdle.

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Los Angeles, CA 90071-2228

Direct: (213) 507-3045

Facsimile: (213) 532-2020



Goodbye K-9 Rico

K-9 Rico passed away earlier this month, with his family and friends by his side. "K-9 Rico was 5 years old and had been in service for over four years. K-9 Rico was a wonderful dog and did outstanding work for the citizens of Riverside County. K-9 Rico assisted in locating numerous wanted persons, he was assigned to SWAT, where he assisted on high-risk missions, and he was gun trained, finding a lot of guns discarded by wanted persons during foot or vehicle pursuits, so they weren't found by someone in the public." (Message and photos from the Riverside Sheriff K9 Team Instagram.)

We send our love and condolences to his handler and handler's family.





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

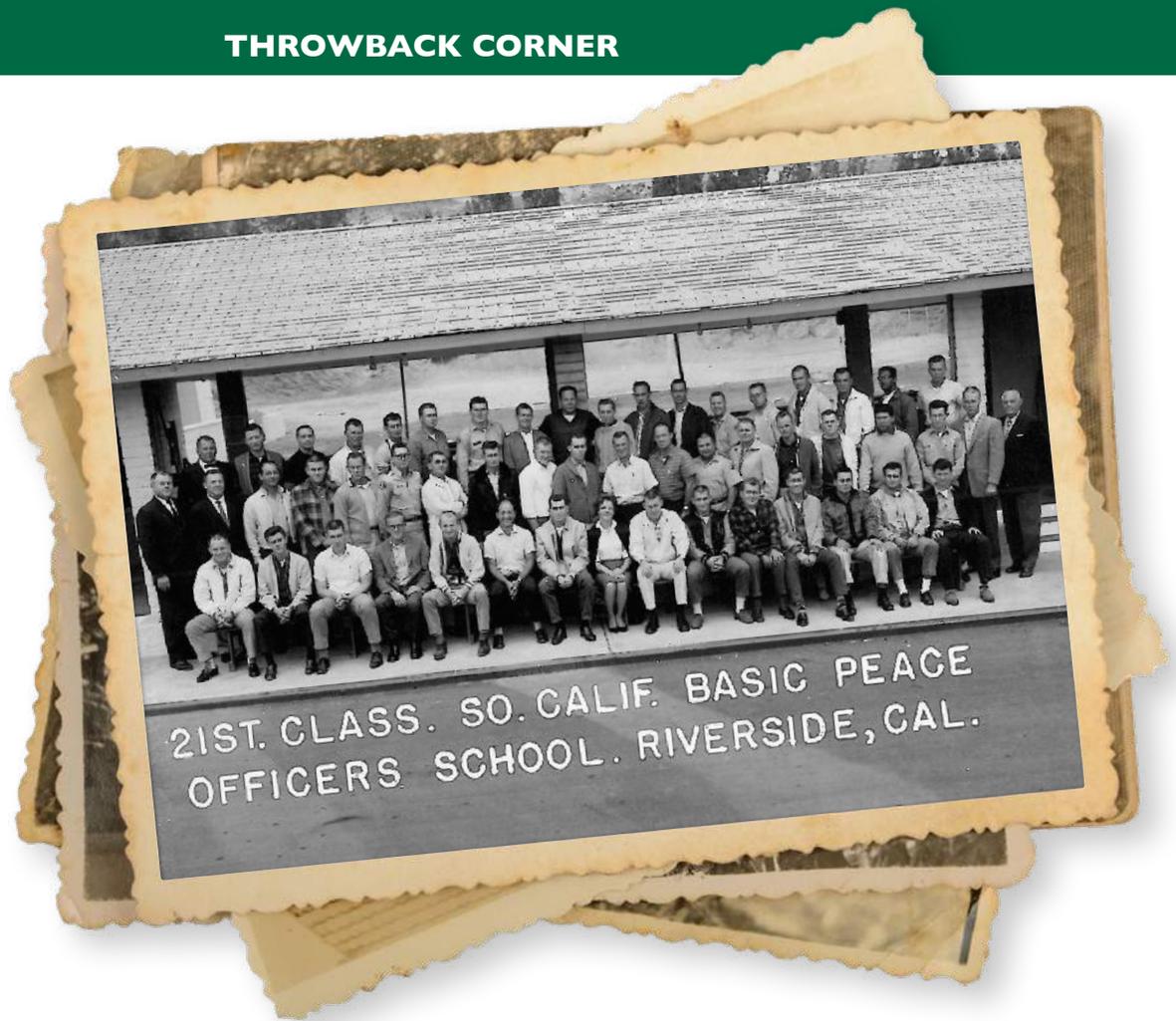
JUVIEN@RCDSA.ORG

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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.



Helping Those Who Serve Us
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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.

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RIVERSIDE SHERIFFS' ASSOCIATION

MEMBER'S GUIDE

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



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.

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

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 Committee

Serving Those Who Serve

RIVERSIDE SHERIFFS' ASSOCIATION

WWW.RCDSA.ORG

December Word Search

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

Mistletoe
Eggnog
Family
Gift Exchange
Sales
Wrapping Paper

Snow Flurries
Yule Log
Menorah
Festival (of Lights)
Poinsettia
Narcissus

Turquoise
Peace (on Earth)
Goodwill
Forgiveness

December Sudoku

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

CLASSIFIEDS



To place a classified ad, call (951) 686-7575
FREE to RSA Members

BIRTHS



TO ANNOUNCE A BIRTH
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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
Rewards	\$50	\$15	\$50	\$30	\$145
Points	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.





In Remembrance

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

DECEMBER REMEMBRANCES



Preston Van Buren Swanguen
EOW: December 24, 1907

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

IN MEMORY 2021

Lieutenant John Reynolds Garden Grove Police Department EOW: January 17, 2021	Deputy Adam Gibson Sacramento County Sheriff's Department EOW: Jan. 18, 2021	Officer David Sisto San Diego Police Department EOW: February 2, 2021	Deputy Thomas J. Albanese Los Angeles County Sheriff's Department EOW: February 25, 2021
Officer Jose Anzora Los Angeles Police Department EOW: March 3, 2021	Detective Luca Benedetti San Luis Obispo Police Department EOW: May 10, 2021	Officer Jimmy Inn Stockton Police Department EOW: May 11, 2021	Sergeant Dominic Vaca San Bernardino County Sheriff's Department EOW: May 31, 2021
Detective Jamie Huntley-Park San Diego Police Department EOW: June 4, 2021	Detective Ryan Park San Diego Police Department EOW: June 4, 2021	Deputy Anthony Redondo Imperial County Sheriff's Department EOW: June 26, 2021	Deputy Philip Campas Kern County Sheriff's Department EOW: July 25, 2021
Officer Harminder Grewal Galt Police Department EOW: August 26, 2021	Officer Toamalama Scanlan Fresno County Sheriff's Department EOW: August 26, 2021		

California Peace Officers' Memorial: www.camemorial.org • National Law Enforcement Memorial: www.nleomf.com
Riverside County Peace Officer Memorial Foundation: www.rcpomf.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.

Member Service REFERRALS

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

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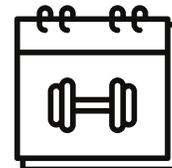
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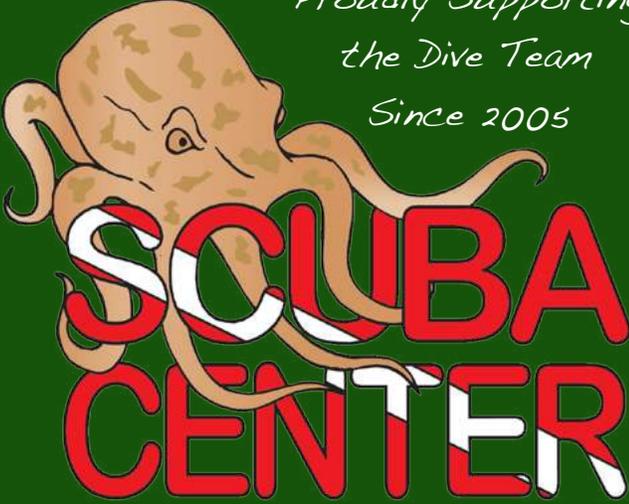
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