

# All Points



# BULLETIN

Celebrating 78 years of serving those who serve others

## RSA MEMBER DOMINATES U.S. POLICE & FIRE CHAMPIONSHIPS



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Deputy Probation Officer Tyler Buffington*

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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!!

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## RSA Legal Defense Alert!!

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## 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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# Defending Against Attacks On Policing

By Bill Young  
RSA President



**H**ello everyone, I hope this message finds you well. This month I would like to start by talking about two bills – Assembly Bill 1506 and SB 2 – that are outgrowths of attacks on law enforcement and the defund the police movement, which has gained national prominence. Neither bill explicitly defunds law enforcement but instead puts in place conditions designed to sap funding for law enforcement and make deputies hesitant to do their jobs.

California Assembly Bill 1506 was legislation introduced as a police officer “use of force bill” that attacks the hard-working men and women who protect this State while everyone else enjoys their lives. The bill, which was co-authored by now appointed Attorney General Bonta, was created to prevent alleged cover-ups in police shootings of unarmed civilians, even in cases where a normal person would think the person is armed. This was claimed necessary to “maintain trust between the communities and law enforcement.” However, the bill takes away the people’s voice, who elected their local District Attorney and turned the power over to people who by court standards could not qualify as an expert in police force or tactics.

While police are the only public institution for which public support has grown from 2020 and the majority of constituents in Riverside County want more law enforcement, the small but very loud groups who want everyone to believe all police offices are bad have the ear of Sacramento politicians. These special interests along with and a few politicians want people to believe we cover for our own, even though no one dislikes a bad police officer more than a good one.

*“RSA will ensure all negotiated terms of employment are upheld regardless of the badge the investigator wears.”*

Although, this bill scares some. I am here to tell you, if you are doing the right thing for the right reason, do not worry about this bill. This bill does not change your legal authority to defend your life or the life of the public. The standards for deadly force are the same. The only thing that may change someone else may do the investigation. As I said, if you did the right thing for the right reason, nothing will change, and RSA, through our Legal Defense fund will represent you and ensure your rights as a deputy are upheld. RSA will ensure all negotiated terms of employment

are upheld regardless of the badge the investigator wears.

## DOJ'S DEFINITIONS

The following is DOJ's understanding of the terms used in this statute and is to be used as guidance for all law enforcement partners in determining whether a case falls within the ambit of AB 1506. These definitions are meant to apply only in the context of AB 1506, and these terms may have different meanings in

other contexts or in different statutes.

Effective July 1, the Department of Justice is required to investigate “incidents of an officer-involved shooting resulting in the death of an unarmed civilian.” The following is DOJ's understanding of the terms used in this statute and is to be used as guidance for all law enforcement partners in determining whether a case falls within the ambit of AB 1506. These definitions are meant to apply only in the context of AB 1506, and these terms may have different

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meanings in other contexts or in different statutes.

Notwithstanding these definitions, DOJ may elect to assume jurisdiction in cases where jurisdiction is unclear, or based on other extenuating circumstances, as determined by the Attorney General.

“Officer-involved” - A shooting is “officer-involved” if the death to the unarmed civilian is caused by a California peace officer, within the meaning of Penal Code section 830, acting under color of authority. All shootings committed by officers while on duty are officer-involved shootings. Shootings committed by officers while off-duty are considered officer-involved shootings only if the officer

force of an explosion or other form of combustion.” A “shooting” does not include incidents involving the use of electronic control devices, stun guns, BB, pellet, air, gas-powered guns, or weapons that discharge rubber bullets or beanbags.

“Unarmed Civilian” - An “unarmed civilian” is “anyone who is not in possession of a deadly weapon

“Possession” - A civilian is in “possession” if the weapon is under the civilian’s dominion and control at the time of the shooting. Possession usually requires that the weapon is available for use. Where a civilian attempts to take control of an officer’s firearm, the civilian is not in possession unless the officer loses control of

examples of objects that have been considered a deadly weapon when used in that manner: knives, box cutters, screwdrivers, bottles, chains, automobiles, rocks, razor blades, and iron bars. Replica firearms are not considered deadly weapons unless they are used in some particular manner likely to produce death or great bodily injury (e.g., as a bludgeon).

## SB 2

Assembly Bill 1506 was one of the attacks on law enforcement this legislative session, however, the most troubling attack is in Senate Bill 2. This bill is designed to take away our “Qualified Immunity” and allow anyone to sue an officer personally, even if the officer is found to be within the law and Department policy. The other major outcome of the bill would be the creation of a licensing board that will have the power to take away your POST credentials, making you not eligible to be a police officer.

Law Enforcement does not think having a licensing board is a bad idea, we support the idea. What we oppose, as the language of the bill that the licensing board would be made up of a majority of citizens that have a negative opinion of law enforcement or have had a negative contact with law enforcement. In fact, the current language of the bill allows for only two law enforcement officers and calls for no one with expertise in the use of force, and instead mandates that seven of the Board members have criminal convictions, be family members of those who have criminal convictions, or are anti-police activists or attorneys who sue law enforcement.

There are many licensing boards in California which govern many different professions. Every single one of those boards has a majority that are

*“ The current language of the bill allows for only two law enforcement officers and calls for no one with expertise in the use of force ”*

is acting under color of authority. Officers are acting under “color of authority” when they are performing an act that is made possible only because they are clothed with the authority of law, or when they are acting under pretense of law. Conversely, officers are not acting under “color of authority” when they commit private acts in furtherance of personal pursuits. Shootings by correctional officers as defined in Penal Code section 830.55 are excluded.

“Shooting” - A “shooting” is defined as the discharge of a metal projectile by a firearm. A “firearm” is a “device, designed to be used as a weapon, from which is expelled through a barrel, a projectile by the

the firearm.

“Deadly weapon” - ‘Deadly weapon’ includes, but is not limited to, any loaded weapon from which a shot, readily capable of producing death or other serious physical injury, may be discharged, or a switchblade knife, pilum, ballistic knife, metal knuckle knife, dagger, billy, blackjack, plastic knuckles, or metal knuckles.” All firearms, and BB/pellet guns, even if unloaded or inoperable, are deadly weapons. Objects that have a legitimate non-weapon purposes are considered deadly weapons only when, based on all the circumstances, they are actually being used in a manner likely to produce death or great bodily injury. The following are

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practitioners of the profession being licensed. While this Board can only make “recommendations” to POST on the de-certification of law enforcement officers, those recommendations must be accepted by POST if there is any “reasonable evidence” to support the recommendation.

You and your family can help us let our local lawmakers know we do not support this attack on law enforcement by going to RSA's social media sites, or our web page and click on the link regarding Senate Bill 2. By completing the link, it will allow you, your family, and friends to send a letter to your local lawmaker letting them know you do not support Senate Bill 2.

Some may ask how we stop the political attacks on law enforcement. It starts right here at home with your local City Council's, School Boards, Homeowners Associations and so on. If we start getting people elected who want to do the right thing for the right reason, we can change some of this craziness.

**SB 262**

Earlier this month a paid political attack was sent via text message to an extensive distribution list by aggressive segments of the bail industry in an attempt to bully and intimidate the law enforcement community into supporting their position regarding bail reform. Unfortunately for those behind the misleading message,

that tactic doesn't work on us. The legislation, SB 262 by Senator Robert Hertzberg, was introduced at the start of this year to codify the \$0 bail scheme instituted by the judicial council during the pandemic. The law enforcement community has opposed this bill since its introduction and is still currently opposed to this bill as it is written. We will continue to work with law enforcement groups who we have aligned with on this issue in the past and our representatives in Sacramento will continue to meet with any stakeholders who wish to engage in a conversation on this legislation openly and respectfully.

**DR. CARLA THORNTON**

On January 21, 2021, the City of Moreno Valley lost a great City Councilwoman, Dr. Carla Thornton, who supported law enforcement. Dr. Thornton worked hard to ensure the residents and officers of Moreno Valley were safe. When Dr. Thornton passed away, it opened her seat up, and the City Council has decided to hold a special election in November of 2021 to fill the seat. Multiple anti-police people have shown interest in this position, and we must fight to keep them from being elected.

Fortunately for the residents of Moreno Valley, Assistant Sheriff Ed Delgado lives in District and has decided to run for the open seat. RSA fully supports Assistant Sheriff Delgado in his run, and we ask that

you and your family and friends help. If you would like to help Assistant Sheriff Delgado, please reach out to RSA, and leave your name and number. We will be creating a list of people who would like to volunteer to help get Assistant Sheriff Delgado elected.

**IMPERIAL COUNTY SHERIFF**

The Imperial County Sheriff's Office lost a young, new, deputy in a vehicle crash. Deputy Anthony Redondo lost his life last week month. Our thoughts and prayers are with the men and women of the Imperial County Sheriff's Office and with Deputy Redondo's family during this difficult time.

**SERGEANT RICK AVILA**

Lastly, I would like to welcome retired Sergeant Rick Avila to the family of employees at RSA. Rick comes to RSA after 30 years of service with the City of Corona. Rick will be taking the roll of Labor Representative and is replacing Artemese Evans who left us for a spot with the County of Riverside, Human Resources. Artemese will be greatly missed and has left big shoes for Rick to fill, however, I'm confident Rick will do a good job.

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

*// You and your family can help us let our local lawmakers know we do not support this attack on law enforcement by going to RSA's social media sites, or our web page and click on the link regarding Senate Bill 2. //*

# CLEA Update, Retiree Breakfasts, And More

**David Nelson**  
RSA Interim Executive  
Director



## CLEA INFORMATION

I wanted to update Members on their California Law Enforcement Association (CLEA) Long-Term Disability Plan. It would be nice to assume that throughout our lives, we could be healthy with no worries of catastrophic illnesses or injuries; the problem is, they do occur. When a long-term illness happens, we need to be prepared. I am writing this information for two reasons: first, when I was a young Deputy, I never thought it would happen to me, which kept me from staying updated on these important benefits. Second, I did not regularly update information on my account, such as change of address, marital status, nor my beneficiary card (which is one of the most important documents).

Statistics show that 59% of the claims are related to musculoskeletal

*“ It is important for you to keep your family and yourself informed and know what your benefits are. ”*

and connective tissue disorders, 7% are related to internal issues, 5% are related to cancer, 4% are related to heart issues, 6% are pregnancy-related, 5% are related to psychiatric, and 14 % to death. At our meetings, the CLEA Executive Board frequently reminds the Board of Directors to regularly inform members to update their information and their Beneficiary Card.

Please take a moment and log into CLEA's website [www.CLEA.org](http://www.CLEA.org) to access your account, look at your benefits and update all your information. If you are promoted, notify CLEA, and they will tell you if your benefits need to be paid differently. It is important for you to keep your family and yourself informed and know what your benefits are. Get a copy of the benefits and put them in a safe place with all your other important records. CLEA is one of the best providers with the most benefit to assist us in our time of need.

## RETIREE BREAKFAST

June 16, 2021, we held our first Retired Members' breakfast at RSA after our long struggle with the virus restrictions. It was great to see people I worked with and those people who worked alongside of us.

It was an awesome breakfast put together by RSA President Bill Young, our in-house Chef Juvien Galzote, and Deputy Coroner Eric Devore. They prepared omelets for the individual retired members making each omelet to their liking. We spent a couple of hours reminiscing about the past, talking about current events, and basically coming back together as one family. I hope to see more retirees at our next RSA Retired Breakfast. RSA will send out the information soon. Thank you, RSA Staff, and RSA President Bill Young for your support of all the RSA Members.



## RETIREE BREAKFAST

For retired members, this is our second home and a place we come to show our support for our men and women who are still doing the job we finished.

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**CONGRATULATION TO  
CORRECTIONAL DEPUTY  
ACADEMY CLASSES 93 AND 94**

RSA President Bill Young and I attended the graduation of the 93rd and 94th Correctional Academies. The Academy prepared a video for families and friends, showing the strenuous and vigorous training students received from day one through the completion of their taking and passing of their tests.

Sheriff Chad Bianco addressed how to respect the position and provide the best professional service

to the communities we serve and within the Riverside County Sheriff's facilities. Sheriff Bianco reminded the graduates that the job could be taken away from them as quickly as it was given. The audience applauded the Sheriff for his address and congratulatory speech. The Sheriff pinned shiny new badges on each of the Correctional Deputies' shirts, shook hands with them and took photos with them.

The RSA has established the Deputy James B. Evans Academic Achievement Award in honor of Deputy Evans, who made the

ultimate sacrifice in the line of his law enforcement duties. The award was created for exemplary graduate students to help them continue their college education and is awarded to the applicant who receives the highest overall test scores. It was an honor to watch as RSA President Bill Young presented the award to Academy 93 graduate Correctional Deputy Adrian Sanchez in front of his entire class.

Congratulation Correctional Academies 93 and 94. May God watch over every one of you as you perform your duties to keep all of us safe. ★



RIVERSIDE COUNTY  
**PEACE OFFICERS'**

*Memorial Ceremony*

**Saturday, July 31, 2021**

**"Safe in His Arms Memorial"**

**4102 Orange Street Riverside, California**

**Memorial Run will begin promptly at 8:00 AM**

The memorial run is approximately 2 miles long. It is a moderate jog, open to all ages. Early arrival is encouraged. All participants are asked to meet in front of the "Safe in His Arms" statue.

The ceremony will begin immediately following the run.

**Memorial Ceremony - 8:30 AM**

The ceremony will include a multi-agency helicopter fly-over and fallen officer tribute.



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# Chapter 19, PSU, Update



**Charles Roberts**  
Chapter 19 Director, PSU

**A**s I write this update, we appear to have reached an agreement with the county on shift bidding, transfers, and a new transportation team for field services. Meet and confer issues continue but we seem to be making progress.

Thank you to RSA's legal team and the PSU bargaining unit for all their hard work and dedication.

Over the last ten years I have been asked many times why we are not full members of RSA; there were many reasons, some good and some not so good; but in the end it doesn't really matter because it looks like we will finally have an opportunity to vote on it in the coming weeks, or maybe months, depending on the logistics of setting it up.

I hope to send out more information explaining the pros and cons of full membership so staff can

make an informed decision. I truly believe it is in the best interest of our bargaining unit and the association, as a whole, for us to finally take this step.

With each update I ask the members to 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.

In addition to this normal request, I am providing an alternate way to donate. Many people shop and use Amazon on a regular basis; but not everyone knows they offer charitable donations with qualified purchases.

Please consider signing up and selecting Riverside County Deputy Sheriff Relief Foundation as your charitable association, Amazon will donate about 0.5% of qualified purchases. I know that doesn't seem like a lot but over time it adds up and helps many. The website is titled AmazonSmile but the website address is Smile.Amazon.com. Please consider shopping through AmazonSmile in the future.

Stay safe at home and work! ★



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– ON AND OFF DUTY.**

# RSA Member Dominates U.S. Police & Fire Championships

Deputy Probation Officer Tyler Buffington Rules The Billiards Table



DEPUTY PROBATION OFFICER TYLER BUFFINGTON

Deputy Probation Officer Tyler Buffington brought home his third consecutive gold medal from the 2021 United States Police and Fire Championships held in San Diego from June 10th-19th. Tyler struck gold after competing in the Billiards 8-Ball event after going on an undefeated run during the games.

Tyler won his first match five games to none, his second match five games to three, and his third match five games to three as well. In the medal rounds, he won the semi-final match six games to four, moving him into the finals. In the gold medal match he played a US Marshall from Wyoming, cruising to a victory, seven games to four.

Tyler also won a silver medal in the 9-Ball event. During that event he won 5-2, 5-0, and 5-2 during preliminary play. He then won the semi-final match six games to three before falling in the finals four games to seven, giving him a silver medal to complement his gold.

Tyler has been an accomplished billiards player for ten years. He learned to play while attending Cal Poly Pomona, where he would kill time playing pool in between classes. After college he joined a local billiards league and was eventually chosen to play in a national billiards league, where he still plays.

RSA was proud to sponsor Tyler during his gold medal performance at the 2021 Police and Fire Championships. Congratulations Tyler!



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# Law Part Of Effort To ‘Defund Police’

## SB2 Seeks An Indirect Route To The Defund Agenda

**Ryan Sherman**  
Director,  
Government Affairs



**S**B 2 by Sen. Steve Bradford (D-Gardena) is part

of the national effort to “defund police” largely triggered by the killing of George Floyd by Minneapolis Police Officer Derek Chauvin. SB 2 seeks to advance the “defund” agenda indirectly by significantly raising costs for local governments and greatly expanding the grounds for terminating peace officers. Less funding will be available for law enforcement as a result of the costly lawsuits due to SB 2’s elimination of state governmental (qualified) immunity. This will result in fewer officers/deputies being hired by law enforcement agencies. Moreover, SB 2 is also expected reduce the number of prospective recruits, furthering the goal of the defund the police activists.

SB 2 supporters frequently point to the murder of George Floyd as one of the reasons why this misguided bill is necessary. However, Chauvin was arrested, charged and convicted for the murder of George Floyd. His conviction demonstrated that the

*“SB 2 will be a gold mine for trial lawyers and their criminal clients.”*

criminal justice system ‘worked’ as intended and Mr. Chauvin will spend decades in prison for his crime.

Additionally, the family members of George Floyd settled their wrongful death civil lawsuit against the city of Minneapolis for around \$27 million. There was no assertion of governmental or qualified immunity by the city in an effort to avoid financial responsibility in this case. Even the existing civil justice provisions worked as expected.

Under current California law, a very similar outcome would have resulted if the tragic events in Minneapolis had occurred in the Golden State. Millions in taxpayer dollars have been paid out in wrongful death cases as a result of police use of force. It appears that SB 2 isn’t really about reducing the numbers or costs of these settlements and instead, it

is more focused on expanding the ability of lawyers to sue taxpayers for even more money. The “Consumer Attorneys of California” is the trade association for trial lawyers who specialize in the filing of extravagant civil lawsuits to force settlements for their clients and secure hefty contingency fees, paid for by the public.

As the bill stands today, SB 2 has two major provisions:

1. Eliminates governmental immunity (state “qualified immunity”) from peace officers and governmental entities that employ peace officers in wrongful death cases filed pursuant to California’s Bane Civil Rights Act.

The elimination of immunity is intended to provide a financial motivation to cities and counties to change how policing is conducted in their jurisdictions. According to the

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author of SB 2, Sen. Steve Bradford (D-Gardena), the bill is about getting police to no longer disproportionately stop, arrest, prosecute, incarcerate and kill minorities. Bradford believes that if cities, counties and the state are exposed to dramatically increased financial liability, their elected officials will do whatever it takes to reduce the risk of future, budget-busting, multi-million dollar civil lawsuits.

Towards that goal, SB 2 will force cities and counties to settle such cases, but expanding the ability to sue governments historically has resulted in a significant increase in what are called nuisance / frivolous lawsuits. These are cases that get filed with little to no evidence of wrong-doing, yet the government agencies are more willing to settle cases for tens or even hundreds of thousands of dollars in an effort to avoid negative publicity.

The alternative to settling such claims is for the governmental entity to mount a costly legal defense for each case, with an unknown outcome in the hands of a jury. SB 2 will be a gold mine for trial lawyers and their criminal clients. As a result, these settlements will be used as evidence that the officer must have done something wrong, even though the officer has no say in whether the government settles the nuisance or frivolous suit. Furthermore, if a settlement is reached, POST must be informed of the settlement in order to investigate for themselves if the officer should be de-certified.

2. Creates a licensing and de-certification process to make sure the most qualified officers are hired and that bad cops are more easily fired and prohibited from ever working again as a peace officer in California. This board will consist of political appointees of the Governor, Senate President and the Speaker of the Assembly.

A Peace Officer Standards Accountability Advisory Board of nine individuals will be appointed by the Governor and the legislature. Unlike

other oversight boards, the majority of this board (7 of the 9 members) will have no law enforcement experience.

- State Bar of CA has a board of 13, 7 are lawyers.
- CA Medical Board has 15 members. 8 are medical doctors.
- CA Board of Pharmacy has 13 members, 7 are pharmacists
- CA Board of Barbering/ Cosmetology has 7 members, 4 are barber/cosmetologists
- CA Board of Registered Nursing has 9 members, 5 are registered nurses
- CA Board of Chiropractic Examiners has 7 members, 5 are chiropractors
- CA Board of Psychology has 7 members, 4 are psychologists
- CA Commission on Teacher Credentialing has 19 members, ALL are educators
- Contractors State Licensing Board has 15 members, 10 from industry
- CA Board of Vocational Nursing/Psych Techs has 11 members, 5 in profession
- Dental Hygiene Board of CA has 9 members, 5 from industry
- Bureau of Automotive Repair Advisory Board has 14 members, 13 from industry
- Dental Board of CA has 15 members, 10 are dental professionals
- Occupational Therapy 7 members, 4 from industry
- Board of Optometry 11 members, 6 are industry
- Osteopathic Medical Board, 9 members, 5 practitioners
- Physical Therapy, 7 members, 4 therapists
- Physicians Assistants 10 members, 6 are medical professionals
- Podiatry Board has 7 members, 4 are podiatrists

- Respiratory Care Board has 9 members, 5 are from profession
- Bureau of Security & Investigative Advisory Board has 13 members, 7 from profession
- Bureau of Security & Investigative Disciplinary Review Cmte has 5 members, 3 from profession
- Speech Pathology Audiology Board has 9 members, 7 from industry
- Veterinary Medical Board has 8 members, 5 from profession

In these and other examples, practitioners of the profession - the ones that are actually experts in their field - constitute at least a bare majority of the oversight board.

SB 2 turns such traditional oversight on its head and mandates that 7 of the 9 members are have substantial experience as either criminals, family members of criminals or anti-police activists and attorneys who specialize in suing police departments.

This is not a board that simply makes recommendations and allows POST to exercise their discretion to determine for themselves if the officer should be de-certified.

This “advisory” board is empowered to make recommendations to POST. However, SB 2 states that the de-certification recommendations of this “advisory board” **must** be adopted by POST if there is any “reasonable evidence” to support the advisory board’s decision.

California’s law enforcement officers whole-heartedly support the establishment of an effective and fair licensing and decertification process. SB 2 does not accomplish this goal.

SB 2 is currently in the Assembly Committee on Appropriations, where it will be considered for passage after the Legislature returned from its summer break in mid-August.

Until then, be safe. ★

*A Riverside Sheriffs' Association*

## WINE TASTING EVENT

# SAVE THE DATE

---

Wine and good times

**August 22, 2021**

more info to come



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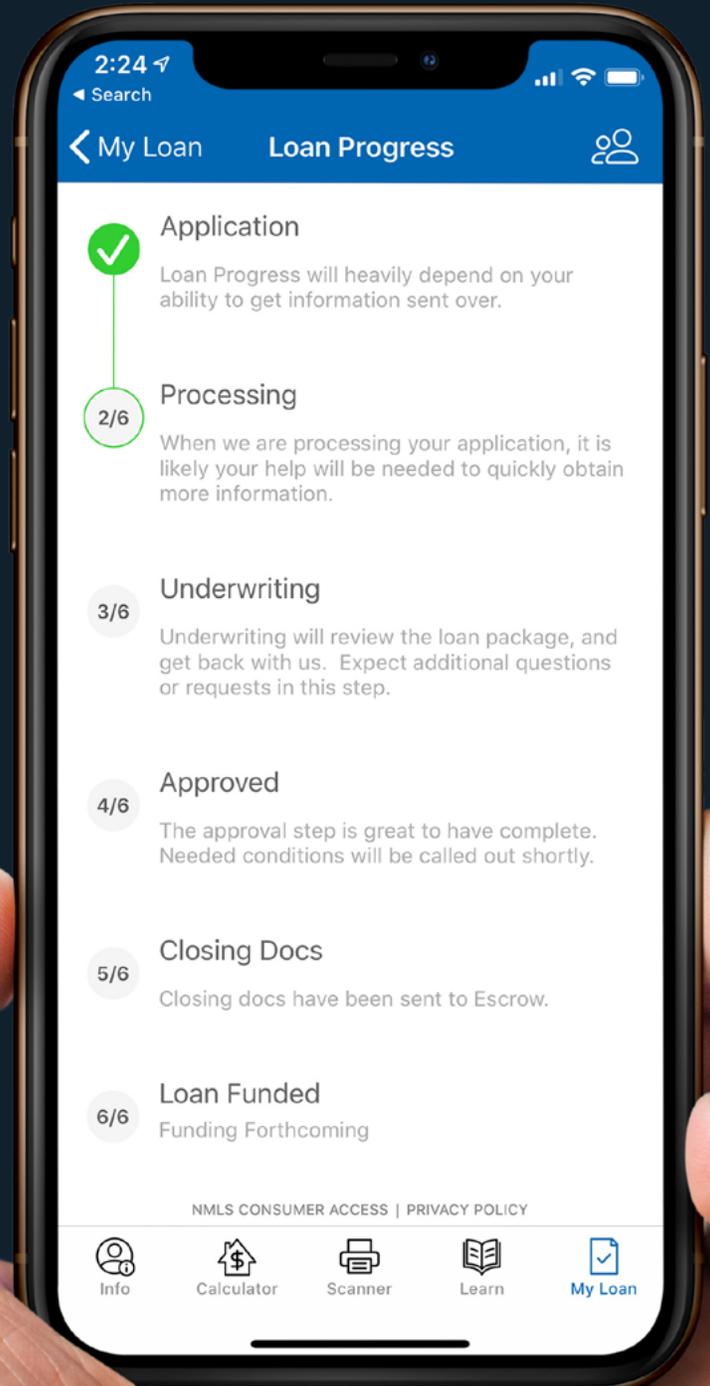


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JOANNA S., VERIFIED BORROWER TESTIMONIAL FROM JULY 2020



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Workout will be posted the day of the event

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189

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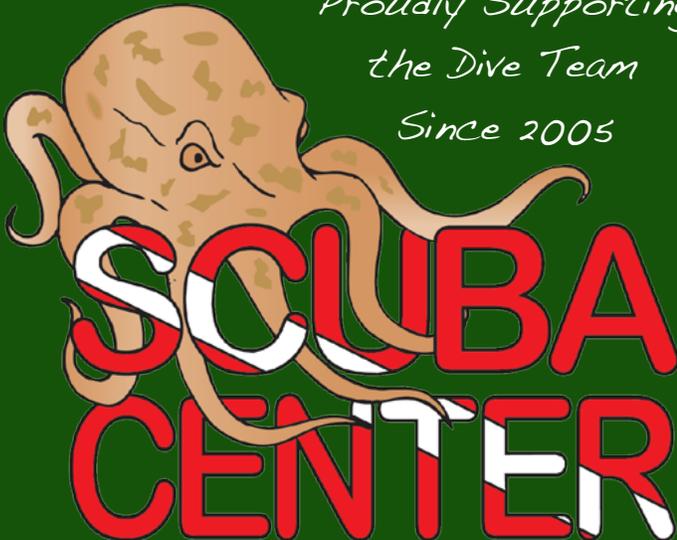
5.11+

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## RIVERSIDE SHERIFFS' ASSOCIATION

# RSA Amusement Park Tickets

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Tickets to the following: Aquarium of the Pacific, Castle Park, Knott's Berry Farm, Legoland, Magic Mountain, Movie tickets, Raging Waters, San Diego Zoo, Seaworld, Universal Studios.

*\*Prices and tickets subject to change*

# Attorney General Guidance on Investigations of 'AB1506 Incidents'

*DOJ has issued guidelines*

By Muna Busailah  
Stone Busailah, LLP

**E**ffective July 1, 2021, the California Department of Justice is required to investigate all officer involved shootings that result in the death of an “unarmed civilian” (AB1506). DOJ has issued guidelines in an effort to clarify the definitions and investigative protocols for incidents that fall within the scope of AB 1506. The below is a summary of some of the important points in the guidelines.

## DEFINITIONS

An “AB 1506 incident” is any officer involved shooting resulting in the death of an unarmed civilian caused by a California peace officer (Penal Code 830 832.19) acting under the color of authority. A “shooting” is the discharge of a metal projectile by a firearm. A “shooting” does NOT include incidents involving electronic control devices, stun guns, BB, pellet, air, gas powered guns, rubber bullets, or beanbags. A “firearm” is a device designed to be used as a weapon, from which is expelled through a barrel, a projectile by the force of an explosion

or other form of combustion”. (Penal Code 16520.)

An “unarmed civilian” is “anyone who is not in possession of a deadly weapon” (Govt Code 12525.3(a) (2).) A civilian is in “possession” if the weapon is under the civilian’s dominion and control at the time of the shooting. For example, as presently defined, in an instance where a civilian attempts to take control of an officer’s firearm, unless the officer loses control of the firearm, the civilian would be considered “unarmed”.

“Deadly weapon” includes any loaded weapon from which a shot, readily capable of producing death or other serious physical injury may be discharged, a switchblade knife, ballistic

knife, dagger, or metal knuckles. (Govt Code 12525.3(a)(1).) All firearms and bb/pellet guns, even if unloaded or inoperable, are deadly weapons.

Objects that have legitimate non weapon purposes (i.e. baseball bat) are considered deadly weapons ONLY when, based on all circumstances, they are actually being used in a manner likely to produce death or great bodily injury (GBI).

Examples of objects that have been considered deadly weapons when used in a manner likely to produce death or GBI include knives, box cutters, screwdrivers, bottles, rocks, and iron bars. Replica firearms are NOT considered deadly weapons



***The California Department of Justice is***

***required to investigate all officer involved***

***shootings that result in the death of an***

***“unarmed civilian” (AB1506)***



**Continues on  
next page**

## Continued

unless used in some particular manner likely to produce death or GBI.

### THE INVESTIGATION

The investigative protocol requires immediate notification to the DOJ when the agency has an OIS resulting in the death of an unarmed civilian. In shootings where it is unclear whether the civilian was “unarmed”, DOJ still “requests” notification. Additionally, DOJ can assume jurisdiction over cases of interest “based on the extenuating circumstances, as determined by the Attorney General”.

### INTERVIEWS

The protocol suggests interviews of involved officers take place at a mutually convenient location, date, and time; shall be audio recorded and should be video recorded. The assigned Deputy Attorney General and Involved Officer’s attorney represen-

tative are permitted to monitor the interview, if not physically present.

Initial interviews of involved officers will take place before they have reviewed any audio/video recordings, unless agency policy, procedures, and/or union agreements permit viewing prior to statements.

The investigators will conduct initial interviews with the involved officers and critical witnesses in a “condensed fashion” and will conduct follow up interviews within 72 hours.

Walkthrough investigators will coordinate comprehensive scene walkthroughs. If the officer requests to be compelled to provide a scene walkthrough, the investigators will coordinate the process with the Employing Agency and the statement then cannot be used against you.

Evidence investigators will work with the Employing Agency to obtain a voluntary blood/urine sample and breath analysis for alcohol and/or drug testing. Since the DOJ

cannot compel blood, breath, or urine without probable cause and a warrant, nor can the DOJ force the Employing Agency to compel its officers to provide such evidence, it is not recommended that a sample be provided voluntarily.

### TAKEAWAY

Many of the protocols addressed herein are against best practices in the handling of OIS investigations.

Since the AB1505 investigative protocols call for consideration for the respective law enforcement agency’s policy, procedure, and/or union agreements, it is recommended that your association and employer meet to discuss the impact of the protocols on your Department’s current OIS policies.

Stay Safe and Stay Informed! ★

**MUNA BUSAILAH IS MANAGING PARTNER OF STONE BUSAILAH, LLP AND HAS BEEN REPRESENTING PUBLIC SAFETY PERSONNEL FOR 27 YEARS.**



*Many of the protocols addressed herein are against best practices in the handling of OIS investigations.*



# Amazon Smile + RCDSRF

## BENEFITING THE RIVERSIDE COUNTY DEPUTY SHERIFF RELIEF FOUNDATION

### What is Amazon Smile? How does it work?

Amazon Smile is a website operated by Amazon with the same products, prices, and shopping features as Amazon.com. The difference is that when you shop on Amazon Smile, the AmazonSmile Foundation will donate 0.05% of the purchase price of eligible products to the charitable organization of your choice.

Shop Amazon Smile and help the Relief Foundation. It is easy, just sign into AmazonSmile.com with your regular Amazon login information. Make sure to select the RCDSRF as your current supporting charity, and just like that you're shopping for a good cause.

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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.

[www.rcdsa.org](http://www.rcdsa.org) | [www.amazonsmile.com](http://www.amazonsmile.com)

# Mutual Equality

By **Scott O'Mara**

Law Offices Of Scott O'Mara

**T**he California Workers' Compensation system is designed to provide benefits to injured workers in the form of:

(1) Medical care to cure or relieve the effects of a work-related injury.

(2) Payments in the form of temporary disability benefits. (And for safety workers: Compensation for wage loss in the form of payments pursuant to Labor Code 4850 or 4800.5.)

(3) Compensation for irreversible residual harm (i.e., Permanent Impairment/Permanent Disability in the use of specified body parts) and/or a reduction in earning capacity caused by the injury, or a reduction in the capacity to compete on the open labor market.

The determination as to whether an injured worker has sustained Permanent Impairment/Permanent Disability is made after the worker has reached maximum medical improvement. Taking into account that the worker will have good days and bad days, maximum medical improvement means there is no expectation that the worker's condition will undergo a substantial change in the next year, either with or without treatment.

An injured worker's Permanent Impairment/Permanent Disability (item #3 above) has been subject to reduction by the concept of apportionment, which means that the employer has identified pre-existing impairment or non-industrial factors which contributed to the worker's injury and impairment. Sometimes

the apportionment is based on race, religion, creed, skin color, national origin, gender, marital status, sexual identity or sexual orientation.

As previously discussed in *Law1199.com Newsletter 2021 Issue #4 – "Equality, Not Discrimination"*, legislation (S.B. 788) was introduced on 2/29/21 by Senator Steven Bradford. On 7/1/21, the Assembly voted 77-0 to go forward with an amended form of Senator Bradford's bill. The amended version of S.B. 788 removes reduction of disability values by eliminating the discriminatory elements of an injured worker's race, religion, creed, color, national origin, gender, marital status, sexual identity or sexual orientation. In the past, these factors have been a tool to lower disability values.

As readers are aware, much negotiation occurs in the creation and handling of a bill. Therefore, the current amended bill will specifically prohibit the reduction of Permanent Disability payments for Permanent Impairment/Permanent Disability based upon race, religion, creed, color, national origin, gender, marital status, sexual identity or sexual orientation. Left as elements which can and will be used to reduce compensation to injured workers are age and genetic characteristics.

It should be noted that S.B. 788 further states, in Section 1:

It is the intent of the Legislature to eliminate bias and discrimination in the workers' compensation system.

The prevalence of this discriminatory conduct has been ongoing, and the amended version of S.B. 788 is a strong step towards reducing such

The prevalence of this discriminatory conduct has been ongoing, and the amended version of S.B. 788 is a strong step towards reducing such conduct by employers, third-party administrators and claims adjusters.

conduct by employers, third-party administrators and claims adjusters.

The elements which were left in – age and genetic characteristics – arguably are going to be tools used to reduce appropriate compensation. However, the language of S.B. 788 does leave some factors which may be used to challenge age as a reduction factor.

This bill – which constitutes an awareness of the ongoing discrimination that has continued to the present date and has impacted many members of the workforce who have sustained work-related injuries and have remnants of Permanent Impairment/Permanent Disability – needs the support of both houses and the Governor. In summation, S.B. 788 is a very positive development for all California workers as it creates an opportunity for mutual equality. ★

RIVERSIDE SHERIFFS' ASSOCIATION  
WEST END CHARITY GOLF TOURNAMENT



WANT TO PLAY GOLF

**SAVE  
THE DATE**



Eagle Glen Golf Club | 7am registration

Sponsorship deadline: September 30, 2021

**October 29, 2021**

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

*Riverside Sheriffs' Association*

# DEEP SEA FISHING EVENT

Sat. July 31st

RSA is hosting a deep sea fishing all day event! From 6am-6pm out of the H & M Landing in San Diego.

**Cost: \$220 | portion of the trip is tax-deductible  
as proceeds benefit our Relief Foundation.**



**For info & registration : [lorena@rcdsa.org](mailto:lorena@rcdsa.org)**

# Employment Opportunities for Retired Law Enforcement Only:

## Barrister Professional Services, LLC –

Our Investigator(s) all hail from the ranks of Law Enforcement only; we DO NOT operate within the Criminal Defense Arena. We handle Investigation(s) for Third-Party Administrator(s) to include Workers Compensation Fraud. Our Workers Compensation Fraud Investigation(s) are submitted to the various District Attorney's Offices in five different Counties depending upon where Jurisdiction rests.

Additionally, we handle Investigation(s) for a host of top-tier Law Firms whose areas of practice include Personal Injury, Premises Liability, Wrongful Death, etc. We also search for Individual(s) who do not wish to be found and/or missing and conduct numerous Surveillances to include both Videography and Still Photography.

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).

However, these position(s) are open to anyone... If you would enjoy interviewing County Employee(s) and have a knack or talent for writing – this is the assignment for you...

Everyone can visit us on-line at: [www.barristerprosvcs.com](http://www.barristerprosvcs.com) if they wish to read a bit more.

The pay is: \$40.00 – hourly.

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The Uniform consists(s) of Black or Tan BDU's, Black Polo Shirt (which we supply along with Radio), and Black or Tan Boots. The Protection Agent(s) are armed but do not need to carry any other equipment even though some do by choice.

This position is open for all and we have Retired folks on board from a number of different Law Enforcement Agencies.

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Toll Free: (884) 792-0012

[lance.bauer@barristerprosvcs.com](mailto:lance.bauer@barristerprosvcs.com)

### Los Angeles Office

515 South Flower Street, Suite 1800

Los Angeles, CA 90071-2228

Direct: (213) 507-3045

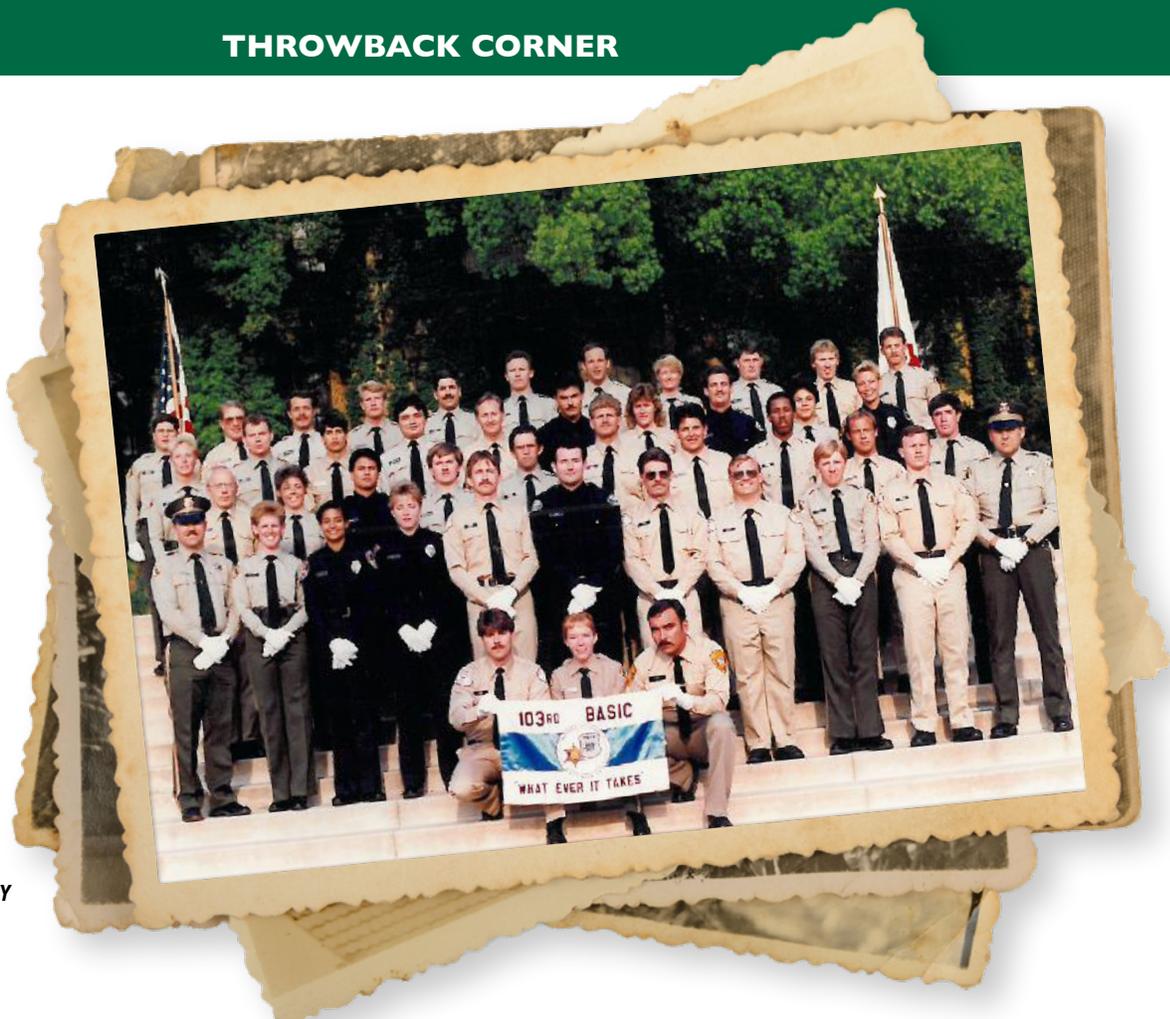
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THROWBACK  
**TBC**  
CORNER

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](mailto:julie@rcdsa.org).



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





# 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**

July Word Search

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J	A	E	M	B	Y	V	H	E	Y	E	D	X	O	O
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- |              |                   |              |
|--------------|-------------------|--------------|
| Summer Break | Sand              | Patriot      |
| Independence | Family Vacation   | Picnic       |
| Watermelon   | Ruby              | Revolution   |
| Heat Wave    | Fireworks         | Liberty Bell |
| Beach Trip   | Stars (&) Stripes |              |

July Sudoku

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

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



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



# In Remembrance

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

## JULY REMEMBRANCES



**Edward Michael Schrader**  
EOW: July 11, 1974

<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 2021

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



# RIVERSIDE COUNTY SHERIFF'S DEPARTMENT K9 TEAM SALE



**\$15 each - RSA office**

**We are proud to be partnered with The Riverside County Sheriff's Department Canine Association, a non-profit organization, through our relief foundation.**

**[www.rcdsa.org](http://www.rcdsa.org) - Riverside Sheriffs' Association**



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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
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<b>Points</b>	500	4,000	8,000	15,000	15,000

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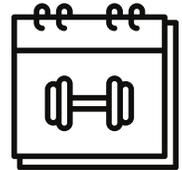


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Custom screen printing. Complete artwork and graphic design services. Direct to garment.  
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Embroidery and shirt screen printing service.  
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Mark Swartz, (951) 653-9157  
upinstitches@att.net

## TAX SERVICES

**Zippy Tax Service**

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73567, 29 Palms, CA 92277  
zippyincometax.com  
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lester@zippytaxservice.com  
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We offer full service planning and day of coordination. (25% Law enforcement discount)  
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sarahpayanweddings.com  
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US Congress, Senate

Alex Padilla (D)
B03 Russell 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
Darrell Issa (R)
2300 Rayburn House
Office Building
Washington, DC 20515
(202) 225-5672

California Senate

23rd District
Rosilicie Ochoa Bogh (R)
State Capitol, Room 3056
Sacramento, CA 95814-4900
(916) 651-4023

28th District
Melissa Melendez (R)
State Capitol, Room 4082
Sacramento, CA 95814-4900
(916) 651-4028

31st District
Richard Roth (D)
State Capitol, Room 4032
Sacramento, CA 95814-4900
(916) 651-4031

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)
P.O. Box 942849,
Room 2141,
Sacramento, CA
94249-0061
(916) 319-2061

67th District
Kelly Seyarto
P.O. Box 942849,
Room 5164,
Sacramento, CA
94249-0067
(916) 319-2067

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

Riverside County Supervisors

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

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



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**Ian Anderson**  
Vice President



**Mike Hyland**  
Treasurer



**Alicia Lopez**  
Secretary



**David Nelson**  
Interim Executive  
Director

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Ch. 3: RPDC



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SIB West/CSW/  
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**VACANT**  
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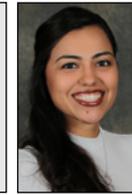
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Lopez**  
Ch. 6: Desert Ct.  
Services



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Ch. 7:  
Lake Elsinore



**Jon Curtis**  
Ch. 8: Hemet  
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Barragan**  
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Ch. 21: Central  
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## RSA Staff And Support



**Yvonne  
Acosta**  
Office  
Administrator



**Julie Kelley**  
Administrative  
Assistant II



**Connie  
Collins**  
Administrative  
Assistant II



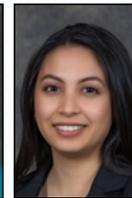
**Sandra  
Tjosaas-  
Moore**  
Administrative  
Assistant II



**Vickie  
Arreola**  
Administrative  
Assistant I



**Maryann  
Barbaro**  
Office  
Assistant I



**Meagan  
Fouse**  
Office  
Assistant I



**Emily Kotyuk**  
Office  
Assistant I



PHOTO  
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AVAILABLE

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Chitwood**  
Office  
Assistant I



**Lesley Garcia**  
Book Keeper II



**Celena  
Kimsey**  
Book Keeper I



**Jeff Byrd**  
Senior Labor  
Representative



**Patrick  
Biggers**  
Senior Labor  
Representative



**Lester Harvey**  
Labor  
Representative I



**Juvien  
Galzote**  
Member Services  
Representative



**Lorena  
Pizano**  
Events Director



**Janelle Regan**  
Benefit Trust  
Office Manager



**Frank  
Anderson**  
LDT Chief Of  
Ops. & Finance  
Director



**Mike Stone**  
RSA/LDT General  
Counsel



**Muna  
Busailah**  
RSA/LDT General  
Counsel



**Harley  
Broviak**  
Chaplain

