

ALL POINTS



BULLETIN

Celebrating 76 years of serving
those who serve others

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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 2019 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.
- If you marry or enter a domestic partnership, contact the Benefits Office at (951) 653-8014 within 30 days of marriage or entering the partnership.
- If you divorce or terminate a domestic partnership, contact the Benefits Office at (951) 653-8014 within 30 days of divorce or termination.
- If you become a legal guardian, adopt a child, or become legally separated, contact the Benefits Office at (951) 653-8014 within 30 days of the event.
- To ensure coverage, please respect these deadlines. Remember that the department does not notify the Benefit Trust of these changes.
- 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

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

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

RSA Affiliations

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

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Our Condolences To The Foley Family

Losing "Windy", Corrections Bargaining Unit And Law Enforcement Bargaining Unit Progress, PSU Negotiations Update

By Bill Young
RSA President



August is here and it's just as hot as August should be. I would like to start off by saying thank you, to our Members who are out there working hard to keep our communities safe and our nightmares locked up. This includes our Probation Members; it was our honor to show you our support during Probation Week.

Due to my messages normally being written just before or at the beginning of the month, I was unable to share our condolences to the Foley Family. Rob was a caring person and a great Deputy Sheriff. Not only will his family, friends, and all of RSA will feel his loss, but the community he served will feel the loss as well. The RSA staff and Members pray for the comfort of Rob's family and friends. Rest easy Deputy Foley, your brothers and sisters will take it from here.

On another note, the Department also lost a Member in the passing of retired Bloodhound, "Windy." RSA would like to send our condolences to the Ochoa Family for the loss of their and our family K9 member.

During the month of July, the Corrections Bargaining Unit and Law

Enforcement Bargaining Unit met with the County multiple times. Currently, the talks have turned positive. This is largely due to the new Sheriff's Administration working collectively with us to change the environment from a previous combative approach with the old Administration, to now wanting to work together.

During the month of August, our Members will hear of an excellent five-year contract being approved by our brothers and sisters in San Bernardino County. This information has already been shared with the Riverside County Board of Supervisors. RSA immediately forwarded the information to the Board of Supervisors in hopes they will realize, between the SBSO contract, and the contracts the surrounding agencies are offering, that we could ultimately lose a great amount of people, as well as have an extremely hard time attracting new employees, if we do not remain competitive with our new contract. Please hope and pray with me, that the Board of Supervisors will do the right thing, and support RSA and RSO as a whole, with a fair and respectable contract, allowing us to continue with the positive morale and growth of our agency.

As for the Public Safety Unit, Probation, RSA had a Town Hall style meeting recently where we made the RSA staff available to answer any questions. The meeting was very well attended and

we hope we were able to shed light on the current situation in regards to PSU negotiations. For those of you who could not make the meeting, PSU negotiations have hit a "stand-still" as the County had fired their Chief Negotiator and failed to notify RSA. When RSA discovered that the attorney had been fired, we immediately began requesting information on his replacement.

After multiple requests, the County finally provided RSA with information for the new Chief Negotiator. Once the RSA Attorney received the information from the County, he began reaching out to the new Attorney, in an effort to set-up new dates to meet. Hopefully, with the change in the new attorney, we can start making progress with the County for a successful MOU for PSU.

RSA is also aware of our PSU Members concern over the replacement for the Chief of Probation position. RSA will share your concern with the Board of Supervisors as we meet.

Lastly, when you're out there serving the public, do so as we always do, with pride and professionalism. We realize we are currently short staffed and that a lot of our members are putting in a lot of extra hours to make up the difference. Hiring and growth is in fact currently occurring, and with a competitive new work contract, it should continue.

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



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Rest Easy K9 Windy

By Kathy Delgado
Multi-Media Manager

What defines a working dog? A working dog is not only a pet and companion to their handlers, but a working police dog is a special type of dog. A working dog will assist and even put their lives on the line to protect their human partners. K9 Windy was a working dog.

K9 Windy lost her battle to her illness on July 25, 2019. K9 Windy served the Riverside County community for five years before retiring on July 12, 2019 due to a major medical condition. K9 Windy was a successful and effective law enforcement trailing dog. K9 Windy began her service with the Riverside County Sheriff's Department at just seven weeks old with her handler Deputy Robert Ochoa. K9 Windy helped locate numerous suspects, missing persons, and helped solve violent crimes. K9 Windy had close to fifty finds in her career as a working K9.

Our thoughts and prayers are with Deputy Ochoa and the family during this difficult time.

Rest easy K9 Windy. ★



PHOTO BY DAVE TOUSSAINT, RETIRED CAL FIRE FIREFIGHTER.

If you wish to support the Riverside County Sheriff's Department Canine Association, designed to support the canine program and retired dogs, please visit the following link: www.riversidesheriffk9team.com/donate.html

If you would like to show support by purchasing a K9 stuffed animal please visit the following link: www.rcdsa.org/about/rcdsa-news/selling-k9-stuffed-animals

Riverside County Deputy Sheriff Relief Foundation



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

We are only as strong as our membership

Please contact the RSA office for more information on how you can make a difference with your support and contribution.

Contact RSA at 951-653-5152

Basic Corrections Deputy Academy Class 85 Graduation

And Deputy James Evans Academic Achievement Award



By Kathy Delgado
Multi-Media Manager

The graduation of the Basic Corrections Deputy Academy Class 85 took place last month on July 11th at the Grove Community Church in Riverside. Thirty-eight badges were pinned on 38 hard working and dedicated individuals.

Congratulations to the 85th Basic Correctional Training Academy on your graduation. We wish you the best on your journey in your law enforcement careers.

RSA President Bill Young presented the RSA Deputy James Evans Academic Achievement Award to Correctional Deputy Cameron Cacananta. Congratulations Cameron on your outstanding academic achievement. ★



AWARD WINNER: RSA President Bill Young (left) presents Correctional Deputy Cameron Cacananta (middle) with the RSA Deputy James Evans Academic Achievement Award, with Riverside County Sheriff Chad Bianco.



EXPANDING OUR FUTURE

SF POLICE CREDIT UNION IS NOW



Important news! We are excited to announce our recent name change on July 15, 2019, as it welcomes new law enforcement departments, related agencies, their employees and families to our credit union. This new name represents the inclusion of law enforcement throughout the state of California to the credit union's field of membership. Our new name is The Police Credit Union of California—for simplicity, we will be known simply as **The Police Credit Union**.

While our new name became effective on July 15th, the credit union will continue to operate in its current structure and there is no change to the administration, staff, locations and phone number(s). See below for what *has* changed:

- ★ A new website address: www.thepolicecu.org
- ★ A new e-mail address format: name@thepolicecu.org

For a list of frequently asked questions and answers about the name change, please visit our microsite, www.BecomingThePoliceCreditUnion.com.

We are excited to welcome new members from Riverside Sheriffs' Association to The Police Credit Union! To join online, visit our website at www.thepolicecu.org.

Two Sheriff's, RSA/SEBA Members And KFROG's Heather 'Froglear' Deliver Gifts To Loma Linda Kids



Corky Bell

Executive Director, DCMF; RSO Retired Corporal



June saw The Debbie Chisholm Memorial Foundation (DCMF) make its quarterly visit to the 4800 Pediatric Cancer Unit in Loma Linda. Joining us was Riverside County Sheriff Chad Bianco with his wife Denise, San Bernardino County Sheriff John McMahon with his wife Michelle, RSO Deputy Vince Coogan, SEBA President Grant Ward, Heather "Froglear" of KFROG Radio, Amy Vasquez of St. Moore Insurance Redlands, and several community volunteers.

DCMF and the top cops of two counties distributed over \$12,000 of spirit lifting gifts to children fighting for their lives against cancer. The pictures give you a little insight into the kids and families we met. The nursing staff and child life specialists on the unit said the kids were buzzing for days about the awesome gifts they received.

Gifts included (3) \$500 Best Buy Gift Cards, an iPhone 10X Max with headphones, (4) iPad Air computers with headphones, \$500 Xbox Gift Card, (5) \$100 iTunes Gift Cards, PS4 Remote Controllers, DVD's, and much more.

A great big thank you to all of the RSA members for your continued support of DCMF and the many kids we help throughout the year. ★

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LUNCH TIME

Serving Those Who Serve

By **Kathy Delgado**
Multi-Media Manager



On Thursday, July 18th, RSA provided and served lunch to over 500 people! We couldn't have done it without the help of the Riverside Police Officers' Association, as they came ready with their fully equipped BBQ Wagon, where they were easily able to grill all the delicious hamburgers and hotdogs.

We proudly served the hard-working men and women of RSO. The Sheriff's Department was carrying out a marijuana eradication operation on this day and we gladly stepped in to feed the hundreds of men and women who were out braving the heat getting a job done. RSA President Bill Young and Executive Director Michael Abel along with Ch. 21 Director Juvien Galzote and RSA staff were all hands-on deck serving those who serve. ★



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We are selling K9 stuffed animals to benefit the Riverside County Sheriff's Department K9 Team. Cost per K9 stuffed animal is \$20 online and \$15 in office. All proceeds go to the K9 team. The Riverside County Sheriff's Department K9 Team is made up of twenty-eight deputies stationed across the county.

The Riverside County Sheriff's Department Canine Association is a non-profit organization who we are proud to be partnered with through the Riverside County Deputy Sheriff Relief Foundation. Through this partnership the goal is to educate and promote the use of police service dogs within the community,

perform canine demonstrations for schools and community groups, and help provide additional training and equipment for police service dogs and their handlers.

If you would like to donate to benefit the Riverside County Sheriff's Department K9 Team please purchase your K9 through our website: www.rcdsa.org. With

your online purchase we will be sending you a K9 picked at random. If you would like to choose your K9 please email kathy@rcdsa.org and we will try our best to accommodate your request, as we have a limited supply.

Shipping in the USA only. We also have them for sale at the RSA office. ★



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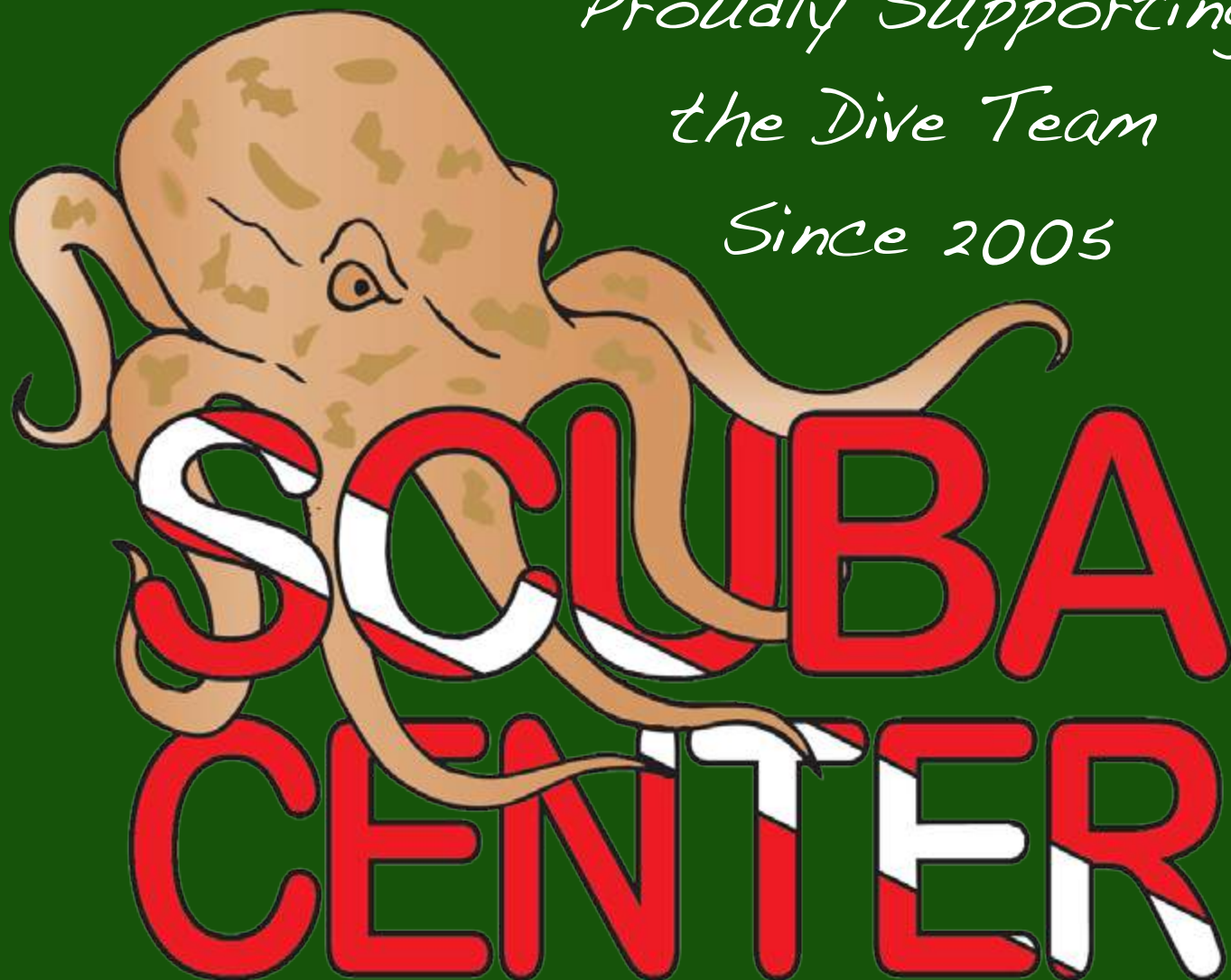
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We are proud to be partnered with The Riverside County Sheriff's Department Canine Association, a non-profit organization, through our relief foundation.

www.rcdsa.org - Riverside Sheriffs' Association

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RSA Committees Make A Difference

Did you know that at RSA we have 11 committees and one AD HOC Committee? These committees have been established to carry out the objectives of the Association, and to help carry out the policies and programs established by the Board of Directors and general membership. The committees are made up of the executive board, chapter directors, members, and general counsel. The following are the current committees:

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

AD HOC Committees:

- Trailer Committee

The committees review and discuss important issues, as well as plan for the future of RSA. Each of these committees serves a different function, and are all vital to the success of RSA. For example, the Special Events & Donations Committee gets together to discuss and review requests for donations. In the last few months donations were granted to multiple organizations including: Survivors Memorial Fund, Menifee Pony All Stars, Big Brothers Big Sisters, Relay for Life, Riverside Library, National Peace Officers Memorial, Veterans Housing Alliance, A Night for Vets, and Beaumont Youth Baseball. We truly take joy in being able to give back to the different groups in our communities. This is just one example of what the committees do and are responsible for.

If you have any questions make sure to reach out to your Chapter Director or give us a call! ★

RSA COMMITTEES

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AD HOC Committees:

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A Discussion About Law Enforcement Use Of Force

Bad News Travels Fast - And Wide

Ryan Sherman
 Director, Legislative Affairs



There is an old adage popularized by the nineteenth-century English author Charles Dickens describing a universal truth inherent in human communication. In summarizing how people are quick to share information about negative events, Dickens wrote in *The Life and Adventures of Nicholas Nickleby*, that, “Ill (bad) news travels fast.” Others have expounded upon this principle with related phrases such as “Bad news travels fast, but good news takes the scenic route,” or “Bad news travels fast and good news goes unreported.”

The newspapers and new broadcasters recognized the benefits of this approach in their media. Anything that shocks the conscience or is violent or deadly gets the ink above the fold, or aired at the top of the hour. They even came up with their own slogan about prioritizing the placement of news stories: “If it bleeds, it leads.”

This phrase is especially relevant in today’s world of instant information. With a film studio in nearly every pocket in America, cell phone video images of law enforcement officers interacting with the public have become ubiquitous. Relatedly, more and more officer body-worn cameras (BWC) are being implemented across the country with the resulting footage frequently shared with the public.

Officer involved shootings can occur anywhere and anytime that law enforcement personnel confront a potentially deadly situation. When an OIS occurs, it can spread throughout the community, state, and nation in a matter of minutes. A casual news observer might (erroneously) conclude that all cops are racist and regularly kill minorities without any justification.

Compounding this misconception is the dearth of reporting of the millions of daily “good” acts performed by law enforcement. The myriad acts of kindness performed by officers each day are rarely given the appropriate recognition, even fewer become trending topics online. Instead, warp-speed distribution of

Continues on next page

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*Prices and tickets subject to change

Continued from previous page

information has fueled a state-wide and national conversation over the use of deadly force by law enforcement.

PUBLIC PERCEPTION

A result of the lightning-fast dissemination of OISs occurring anywhere in the country is that many in California and across our country are of the belief that police are needlessly killing members of the public - especially Latino and African-American young men. Within these communities, the long-held beliefs grow stronger with each OIS that comports with the racially-based narrative.

We strongly disagree with such an inherently race-based conclusion, because anything can be “proven” with statistics. This is most easily accomplished by focusing on some factors or traits and ignoring others. The outcomes then are not “proof” as defined in the traditional sense. Instead, such numbers and percentages have more to do with correlation than they do with causation. Mark Twain concurred when he penned, “Facts are stubborn things, but statistics are pliable.”

To be clear, dedicated, sworn, law enforcement officers do not single out people of color in an effort to use deadly force. It just doesn’t happen. Supporting this contention, the Washington Post OIS database reports that most of the OIS fatalities are Caucasians, more than African Americans and Latinos combined. But such numbers provide scant relief to a community in mourning in the aftermath of an OIS.

SB 230: ADDRESSING CONCERNS

This is one reason why California law enforcement organizations and agencies have been increasing efforts to improve the delivery of public safety services. Over the last few years, the RSA and the other major law enforcement groups in California have stepped up our advocacy at the Capitol, seeking for additional tools and training to deal with those with mental health challenges and other populations that have frequent interaction with the criminal justice system.

In the current 2019-2020 legislative session, a broad coalition of law enforcement organizations helped to craft Senate Bill 230, a measure that seeks to significantly expand the amount and type of training intended to help reduce the frequency of deadly force altercations.

OISs ON THE DECLINE

If signed by the governor, SB 230 will likely enjoy a jump-start in terms of reducing the overall occurrences of OISs. When the media and activists discuss OISs, they frequently omit an extremely significant fact: OISs have been declining.

According to the LAPD, officer involved shootings were reduced by 25% between 2017 to 2018. The department also reported that in 2018, 90% of OIS suspects were armed with a firearm or other deadly weapon.

Starting in 2015, the Washington Post developed a national database of OIS that shows the number of persons shot and killed by police. Here are the CA numbers showing the first year of the data and also the most recent full year of information collected.

NUMBER OF PERSONS SHOT AND KILLED BY LAW ENFORCEMENT IN CA	
YEAR	
2015	190 - first full year of records
2018	115 - most recent full year of records

REASON FOR HOPE

The good news is that these numbers indicate a drop of more than 60% in OIS deaths. Also promising? All parties engaged in this debate acknowledge that more must be done to help all residents feel safe and protected in our communities. This will be most effectively accomplished by all groups working together and ceasing to blame police.

This hope, however, comes with a caveat: more training and techniques are great, but if unbalanced or violent persons continue to access deadly weapons, an armed law enforcement response will continue to remain necessary.

Until next month.
Be Safe. ★

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The New American's Creed



By Harley Broviak
Chaplain



I am an American! I believe in the U.S.A. As one Nation under God. A government of the people, by the people, for the people. Whose just powers are derived from the consent of the governed and are enacted by chosen leaders representing the will of the people. They pass legislation by citizens in Congress, not by Presidential fiat! We are a democracy in a republic endowed with absolute unalienable rights to

govern ourselves by due process. This sovereign nation is composed of many sovereign states that have developed into a perfect union of all citizens of whom there is no division or separation.

This is established upon eternal basic principles of freedom. So that equality can survive, that justice is utmost and shall prevail, and humanity shall be regarded as the highest condition of citizenship.

We believe in these enduring concepts to be perpetuated because America's true patriots sacrificed their lives and expended their fortunes in a future for generations endless, to come. They must not be abridged or die. Therefore, I believe it is my duty

to my country to love and protect it; to support and uphold it's Constitution; to honor and obey it's laws; to respect and honor it's flag; and to defend it with my life against all enemies, foreign or domestic! Nor shall I turn away when overwhelming numbers of irrational zealots try to destroy the rights of the multitudes because of abusive or stolen powers. This is my sacred vow and I pledge this in my blood for our Country! For we are Americans!

*Remember God loves you and so do I.
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Carve-Out And Fall-Out

By Scott O'Mara
Law Offices of Scott O'Mara

The Workers' Compensation laws are supposed to ensure fair and just treatment for California workers who incur injuries in the course of their employment, providing medical care to cure and relieve the effects of the injuries for the full life span of the injured worker.

In 1993, Labor Code § 3201.5 created the Alternate Dispute Resolution (ADR) system (aka, CARVE-OUT, "CO"), to either supplement or replace rules in the Workers' Compensation (WC) system. The methodology is the usage of an Ombudsman, Mediation, and/or ADR/CO trial. The marketing of this system is that it will expedite the medical care because it limits WCAB involvement.

The ADR/CO specifically limits the involvement of workers' attorneys. The ADR/CO procedure has set forth a protocol requiring the Ombudsman to resolve issues at the first level.

Failure to resolve those issues goes to the second level, Mediation process. If Mediation is unfavorable, the worker may commence attorney representation at the third level, an ADR/CO trial.

The employer has sophisticated Claims Adjusters, Ombudsman, Mediators, and Arbitrators all paid for by the employer. Use of these individuals is a risk for the worker and benefit to the

employer. The worker does not have a sophisticated source of information at first, since attorneys cannot be utilized during stages 1-2, and are only permitted during the trial level. This is a favorable set up for the employer. Preparation of the worker is necessary before the Ombudsman, Mediation, and/or ADR/CO trial level.

doctor's questions need to be answered in a comprehensive manner, as opposed to only what the worker feels on a bad day. The worker that does not understand all the elements of a WC case is at a high risk of not providing complete and Substantial Evidence.

Involvement of the attorney at the onset of the case is necessary to develop

“ Attorneys aid workers to obtain the care to which they are entitled. However, the Ombudsman and Mediation process severely limits the involvement of a worker's attorney. ”

When the trial is not favorable, the next step is the WCAB. Substantial Evidence is the determinative factor for a sustainable decision. Substantial Evidence is developed based upon many factors. The relevant information is provided by the worker to the medical evaluators, treating doctors, QME or the AME. This information is then compared to what the medical records reflect.

The worker usually does not understand the significance of their subjective complaints or how to articulate those. A

Substantial Evidence, so that the worker can provide a complete picture of the exposure that has happened at work, the residual impairments, and need for medical care.

The ADR/CO fails to provide checks and balances to ensure that the worker understands the two types of job-related injuries, i.e., specific injury and cumulative trauma (CT) injury, and the accompanying mechanisms of each injury. The specific injury is one that the worker can

Continues on next page

Continued from previous page

easily define, (e.g., being struck by a car, falling down a stairway, etc.), and then identify the body parts that are injured. The cumulative trauma injury requires more information regarding repetitive work activities and exposures, and their continued impact on the injured body part or system.

An ancillary problem that occurs is the compensable consequence. If a worker injures their right knee and has limited walking because of the injured right leg, and then develops symptomology in another body part (e.g., the left knee) as they compensate for the injury, the worker is usually unaware that this new injury is also work-related. Another example of compensable consequences covered by WC are the side effects of medications taken to treat an injury, which can cause conditions like GERD or IBS.

Attorneys aid workers to obtain the care to which they are entitled. However, the Ombudsman and Mediation process

severely limits the involvement of a worker's attorney.

Pursuant to a WCAB decision, the Applicant may seek legal advice from attorneys at the Ombudsman stage, however, attorneys may not appear for the employee at the Ombudsman or Mediation stage of the procedures. They may only appear at the ADR/CO trial level.

Per the *Burton Enterprises v. WCAB* decision, the ADR/CO process cannot be forced upon dependents for death benefits.

Per the *Chamberlain v. Irwin Industries* decision, the worker is not bound by ("FALL-OUT") of the ADR/CO process if he is not a member of the Union that agreed to the ADR/CO.

The impartiality of the WCAB is preferred because the judges are paid by the State, not the employer.

Typically, the ADR/CO agreements will compel the parties to agree to an AME/QME, and MPN prior to attorney involvement. The success of a case is based upon the foundation of Substantial Evidence - the information provided by the worker to doctors. When the worker brings the

attorney into the ADR/CO too late, the attorney is limited in their ability to comprehensively develop all mechanisms of injury, restrictions and treatment, and protect the worker regards to their retirement rights or continued employment.

ADR/CO may indeed speed up the process, benefitting the employer because there are more opportunities to deny care/treatment based on lack of Substantial Evidence. At the appellate level, the worker will be challenged to present Substantial Evidence to overturn ADR/CO because that was not developed earlier on in the case.

The FALL-OUT factor of ADR/CO could encourage workers not to become members or stay as a member of an Association/Union, because if they do not have a membership on the date of the injury, they are not forced into ADR/CO. As the limitations on Substantial Evidence favors the employer. The ADR/CO is a powerful tool for the employer to control and limit benefits. ★

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EOW: August 7, 1961

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

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Officer Natalie Corona Davis Police Department EOW: January 10, 2019	Sergeant Steven L. Licon California Highway Patrol EOW: April 6, 2019	Officer Esmeralda Ramirez Los Angeles Police Department EOW: June 9, 2019
Officer Tara O'Sullivan Sacramento Police Department EOW: June 19, 2019	Officer Juan Diaz Los Angeles Police Department EOW: July 27, 2019	

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Back to School
Barbeque
Camping
Gladiolus
Lemonade

Rio Olympics
NFL Preseason
Peridot
PGA Championship
Pool Party

Snow Cone
Summer End
Team USA
US Open

August Sudoku

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

BIRTHS

Rosanne Villarreal and Steven Villarreal, II welcomed Steven Charles Villarreal III (7 lbs., 1 oz., 20 in.) into the world on July 1, 2019.



Steven Charles Villarreal III

TO ANNOUNCE A BIRTH
call (951) 653-5152
or email kathy@rcdsa.org.

CLASSIFIEDS

FOR SALE 1997 Dodge Van V 6 with 168,000 miles. White with blue interior that is not torn/ripped with blue carpet. The van is set up for a handicap individual, where the ramp/lift is all in working order. Electrical was recently checked out and all is in working condition. Asking \$3,000. Call Maxine 951-685-0310 and leave a message.

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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 Kathy Delgado by email: kathy@rcdsa.org
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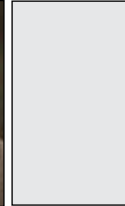
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