

All Points



BULLETIN

Celebrating 82 years of serving those who serve others



IN MEMORY OF K-9 HERBIE

INSIDE

Skelly Rights Restored For LEU & CDBU Members ★ A Tribute To Michael Stone Chapter 13, Retirees, Update ★ The Southwest Law Enforcement Handgun Classic Resolving A Case The "Right" Way ★ No More Threat, No More Shots No Warrant, No Exception ★ Family Protection



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

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

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

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K-9 Herbie

K-9 Herbie was a Malinois from Holland. He served the Riverside Sheriff's Office in Jan 2018 and retired in August 2021. During his tenure as a Patrol Apprehension and Detection K-9, he had fifteen apprehensions and over a hundred non-bite apprehensions or "Give-ups."

K-9 Herbie detected and seized over 100 pounds in illicit narcotics, and located a dozen firearms during evidence searches.

K-9 Herbie won the 2021 Murrieta PD K-9 Trials "Top Dog," award and took first place during this K-9 trial. K-9 Herbie retired in August 2021, where he lived the remainder of his life with his handler, Kory Murphy.

K-9 passed away in July 2025, with his handler and several K-9 family at his side. ★





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Getting started	Complete registration	100
	First login to mobile app	250
	Connect first activity device	200
	Complete a biometric screening	1,000
	Complete the health assessment	1,000
Daily	Upload steps from your activity tracker (per 1,000 steps)	10
	Do your Daily Cards (2 per day)	20
	Track your Healthy Habits (3 per day)	10
	Track sleep nightly	20
	Sleep > 7 hours in a night	50
	Complete a RethinkCare session	20
	Browse healthy recipes	10
	Complete a step in Journeys®	15
Monthly	Win the promoted Healthy Habit challenge	200
	Complete 20 Daily Cards in a month	200
	Track Healthy Habits 20 days in a month	300
	Track sleep 10 days in a month	100
Quarterly	Choose your eating type	250
	Choose your sleep profile	250
	Set your interests	100
Yearly	Set a wellbeing goal	200
	Complete the Nicotine-Free Agreement	100
	Invite a colleague to join	50



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 HEALTH
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Skelly Rights Restored For LEU & CDBU Members

By Pat Biggers
Senior Labor Representative

As many of you know, a 1975 California Supreme Court Case (*Skelly v. State Personnel Board*) established pre-disciplinary due process rights for public employees. It included the right to meet with the employer, or the employer's unbiased representative, before finalizing or implementing discipline. Because the meeting is pre-disciplinary (or pre-deprivation), it is not considered an "appeal."

Since the implementation of the most recent MOU, the Department, for reasons unknown, has been depriving our LEU and CDBU members of their right to a Skelly. More



specifically, those who chose the "net pay option" outlined in the MOU and the RSO "Reduction of Compensation" form were incorrectly told that they must waive their right to a Skelly hearing.

To the Department's credit, they have since agreed to restore Skelly rights for all our members, regardless of how they choose to serve their proposed discipline. The Department also agreed to conduct Skelly hearings for any members deprived of their right to a Skelly, even if the deadline for the hearing has passed.

If you, or someone you know was deprived of their right to a Skelly hearing, please call us at 951-653-5152 so that we can help you arrange for a Skelly hearing.



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in Loving MEMORY



A Tribute To Michael Stone

On August 8, 2025, we mourn the loss of a monumental advocate of our public safety and judicial justice system. Riverside Sheriffs' Association Honorary Member, and General Counsel for the Riverside Sheriffs' Association, and the Riverside Sheriffs' Association Legal Defense Trust, Michael P. Stone, left this earth to continue to watch over us all, as he has done passionately for many decades. As quoted by Muna Busailah (Assistant General Counsel for the Riverside Sheriffs' Association, and the Riverside Sheriffs' Association, Legal Defense Trust), "Michael was more than

a brilliant attorney—he was a pillar of the law enforcement community, a mentor, and a dear friend whose legacy will endure for generations. Michael dedicated his life to defending those who protect and serve. From the Rodney King trials to countless high-profile cases, he stood fearlessly beside officers in their darkest hours, ensuring they received the representation they deserved. His partnership with me began in 1993 during the third Rodney King trial, and together we built a practice founded on integrity, excellence, and unwavering commitment to law enforcement. Michael's brilliant legal mind, compassionate heart, and tireless advocacy changed countless lives. He didn't just practice law—he shaped it, setting precedents that continue to protect officers today. His mentorship, wisdom, and friendship have been the foundation of everything we've accomplished."

"While we mourn this tremendous loss, we celebrate a life well-lived and a legacy that will continue through every officer we defend and every case we win. Michael's spirit lives on in our work and in the countless lives he touched."

Michael P. Stone was the founder and principal partner of Stone Busailah, LLP. He also was the founder of Police Litigation Sciences, Inc. He has practiced in law enforcement representation of members, agencies, and organizations since 1979. Previously he was employed as a police officer, police supervisor, and police attorney, and has served in three municipal police departments from 1967 to 1979.

He was General Counsel for the Los Angeles Police Command Officers Association (Captains, Commanders and Deputy Chiefs), for the Riverside Sheriffs' Association Legal Defense Trust, Riverside Sheriffs' Association, and a number of other Southern California police associations. Formerly General Counsel for the Los Angeles Police Protective League, he served as a panel attorney for the League. He represented law enforcement as a panel attorney for PORAC-LDF, and Association for Los Angeles Deputy Sheriffs.

Michael P. Stone was an active member of the International Association of Chiefs of Police- Legal Officers Section (IACP), the National Organization of Black Law Enforcement Executives (NOBLE), the Los Angeles Police Historical Society, the Marine Corps University Foundation (Staff and Command College), the Marine Corps Association & Foundation, and the Marines' Memorial Association.

With expertise in police use of force policy and training, he regularly instructed force trainers for agencies nationwide. He served as a faculty member of the Americans for Effective Law Enforcement (AELE) and the Labor Relations Information System (LRWAS), and lectured in national programs for government counsel and law enforcement executives and officials. He also taught at Harvard Law School in Harvard Labor Program's semi-annual "Big Fifty" leadership program on campus.

in loving **MEMORY**

Since 1976, Michael P. Stone has taught and trained thousands of police employees, supervisors, managers, executives, and government counsel in local and national programs, primarily focusing on constitutional law, civil rights, Brady law, advocacy skills, police liability, police press relations, criminal procedure, evidence, community relations, and other police litigation subjects. Throughout his career, he emphasized the importance of training as a key factor in reducing liability exposure.

As a police attorney, he managed civil liability for the Orange Police Department and represented the Department in all police litigation matters. He had over 57 years in the business of policing and “defending those who protect others.”

A POST instructor since 1976, Michael P. Stone had been training internal affairs investigators, attorneys, police managers, and employee representatives for over 35 years for the Center for Criminal Justice Research and Training at California State University, Long Beach.

He regularly represented individual, local, state, and federal officers and officials as conflict counsel for the City of Los Angeles (tort, civil rights, and employment law), and the U.S. Department of Justice, Civil Division, Torts Branch, Washington D.C. (Bivens actions, Bureau of Prisons prison litigation, DEA, ICE, V.A. physicians and surgeons, and Qui Tam litigation).

He received diplomas from the National Institute of Trial Advocacy Notre Dame Law School as an Advanced Advocate (1987), Advocacy Teacher (1989), and Master Advocate (1991). Michael P. Stone was an LAPD Specialist Volunteer, formerly a Specialist Reserve Officer.

NOTABLE HISTORIC CASES

- All “Rodney King” trials (1991-1994) – State and federal criminal trials and civil rights damages trial, following 1991 the video-taped beating of Rodney King.
- The “Rampart CRASH” corruption cases (1999-2004) – Criminal, civil, and administrative prosecutions and investigation of Rampart gang officers.
- The “Tracy Watson Cases” (1996-2003) – criminal grand jury, administrative, and civil rights cases following the video-taped beating of illegal immigrants after an 80-mile high-speed pursuit.

It is worth noting that, as General Counsel of the RSA Legal Defense Trust, Michael argued three cases before the California Supreme Court on behalf of members of the Riverside Sheriff’s Department, prevailing in each case.

The list of benchmark accolades, accomplishments, and triumphs go on and on. Michael was the epitome of a crusader on so many levels. It was an honor and privilege to have Michael as RSA’s General Counsel for the time that we did. Our association became, and continues to be a formidable and recognized legal defense force throughout the public safety sector in California. The knowledge, prowess, and professionalism we have all gained while working under Michael’s guidance and leadership will carry us through any administrative process necessary to support the membership.

You will be deeply missed, dear friend and mentor.

\$2 BILLION

in Personal Injury Results

\$300
MILLION

class action settlement
on behalf of consumers
against Epson America, Inc.

\$62
MILLION

settlement for a **wrongful death**

\$44
MILLION

on behalf of **air crash victims** at Long Beach airport in California

\$30
MILLION

on behalf of eight children and families of **sexual abuse scandal**

\$15
MILLION

settlement due to **traumatic limb loss** and **amputation**

\$10
MILLION

for a **construction worker** who suffered **on-site injuries**



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in Employment Law Results

\$13.1
MILLION

for two male **LAPD police officers** who were discriminated and retaliated against on the basis of their sex

\$10.1
MILLION

for an **LAPD Captain** who was retaliated and discriminated against

\$4.3
MILLION

for a **veteran LAPD Lieutenant Officer** who was subjected to disability discrimination and retaliation after suffering a severe back injury

\$3
MILLION

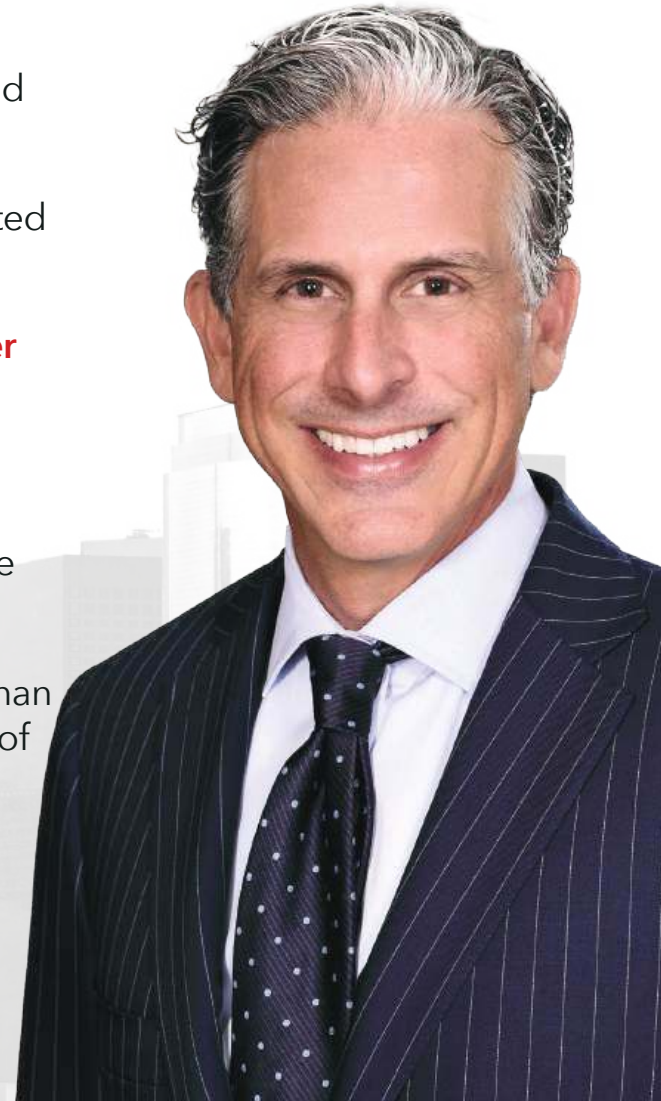
for six **LAFD firefighters** who blew the whistle on unsafe practices

\$1.5
MILLION

for a **firefighter** who endured more than three years of harassment as a result of an on-duty injury




\$1.5
MILLION

for two **firefighter recruits** who were discriminated, harassed and retaliated against



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Chapter 13, Retirees, Update

Lester Harvey

Chapter 13 Director, Retirees



Greetings retirees. I pray all is well in your retirement world. As your chapter director, I was proud to attend, and serve as your delegate for the 67th Biennial National Fraternal Order of Police (FOP) Conference Exposition in Miami Beach, Florida, August 3-7, 2025.

There were about 6,500 delegates in attendance, representing its 382,000 members nationwide. As a delegate, my responsibility was to participate and act as a representative voice with regards to the direction of public safety initiatives and legislative backing, either supported, or opposed by the FOP.

The keynote speaker was United States Deputy Attorney General Todd Blanche. He spoke to the topics of enhancing bills on crimes against peace officers, the feasibilities of additional consent decrees through the United States (currently there are 14), continuing the war on border security, as well as combating the war on Fentanyl, Methamphetamine, and Cocaine.

FOP National President Patrick Yoes gave praise to all representatives involved with the January 5, 2025 passing of the “Social Security Fairness Act” (HR 82). The successful efforts of this bill would not have been possible without the tireless drive of the FOP representatives. The movement of this bill had not progressed in 40 years. 14,000 pieces of legislative acts, letters, rallies, phone calls, bus rides, and an overall grass roots effort later, the bill was signed into law.

Not only will this act allow so many public safety officers the right and opportunity to collect

their fair and full social security benefits, but it also readjusts the benefits for widowed spouses. At present, over 3.1 million payments, totaling \$17 billion, have been sent to beneficiaries. This legislative initiative is clearly a historic passage, long overdue!

Additional speakers at the conference included: Tom Homan, Executive Associate Director for Enforcement and Removal Operations; Kristi Noem, U.S. Department of Homeland Security; and FBI Deputy Director Dan Bongino. Collectively, these leaders spoke of the importance of keeping our borders properly regulated and safeguarded. They also made strong pushes to support the S.167 - Protect and Serve Act of 2025 119th Congress, which aims to enhance protections for law enforcement officers by making it a federal crime to knowingly assault a law enforcement officer, causing serious bodily injury or attempting to do so (a minimum 10-year sentence for assaulting an officer, and life in prison for the murder or attempted murder of an officer).

Director Bongino further spoke to the commitment of fulfilling non-stop efforts of investigating violent crimes committed by gang members and associates to prosecute violent offenders and prevent further violence through the “Violent Crime Initiative.”

The message at this 5-day delegate conference was clear and simple. Get involved with your local legislative unit, support the cause by making your voice heard.

As always, if you have any questions, comments, or concerns, please reach out to Frank Anderson or I.

Continue to enjoy your well-deserved retirement.
Best Regards ★

CHAPTER UPDATES



CONGRATULATIONS!

RETIREES

2025

RETIREMENTS

2025

NAME	CLASSIFICATION	YEARS OF SERVICE	RETIREMENT
AMORY, SOMMARIPA	★ CORRECTIONAL DEPUTY II	23	6/21/2025
BRIAN KETELHUT	★ DEPUTY SHERIFF B	18	7/9/2025
BRUCE ROGERS	🕒 SR D.A. INVESTIGATOR B-II	19	7/9/2025
JEFFREY BEAU TILLMAN	★ CORRECTIONAL DEPUTY II	29	6/25/2025
JOHN BLOOMER JR.	★ DEPUTY SHERIFF B	24	6/25/2025
LAURA VALDEZ	★ CORRECTIONAL DEPUTY II	22	6/25/2025
MARK SKOGLUND	★ DEPUTY SHERIFF	17	6/25/2025
MATTHEW VINCENT	★ CORRECTIONAL CORPORAL	25	6/30/2025
MICHAEL POWELL	★ SHERIFF SERGEANT	26	7/10/2025
RICHARD WILLIAMS	★ DEPUTY SHERIFF A	24	6/14/2025

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0212815049047

DDM4
V7 SLWM4

CALIBER: 5.56 NATO
CAPACITY: 30+1
STOCK: ADJUSTABLE
BARREL LENGTH: 14.5" P&W



\$349.99

3500

RUGER

MAX 9

CALIBER: 9MM
CAPACITY: 12+1
SIGHTS: F/O FR ADJ RR
BARREL LENGTH: 3.2"

OPTIC READY



\$449.99

13534

Smith & Wesson

M&P
SHIELD
PLUS

CALIBER: 9MM
CAPACITY: 13+1
SIGHTS: NIGHT SIGHTS
BARREL LENGTH: 3.1"



\$444.99

UX4350302AB

US MADE

LOCK

43X

CALIBER: 9MM
CAPACITY: 10+1
SIGHTS: AMERIGLO NIGHT SIGHTS

\$604.99



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RMR
TYPE 2

3.25 MOA
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SIGHT

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*The Riverside
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**2025 EAST END
GOLF TOURNAMENT**

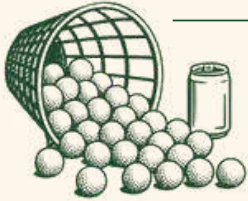


OCT
10
2025

DESERT WILLOW GOLF RESORT
38995 Desert Willow Drive
Palm Desert, CA 92260
10am Shotgun Start

REGISTRATION, BREAKFAST,
BLOODYMARY'S AND PUTT YOUR
POISON 8AM-9:45AM

FOR QUESTIONS PLEASE CONTACT
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SPONSORSHIP LEVELS

TITLE SPONSOR

\$15,000.00

Recognition & logo added to RSA Sponsors webpage. Company logo added to event registration webpage as an an Title Sponsor
Premium company signage at entrance
Tee Sign with company logo
Reserved table at banquet
Sponsorship recognition and Elite Title Sponsor award at banquet
Two (2) foursomes Breakfast, lunch on the course, and dinner at banquet for each player

Tournament swag bag for each player
Exclusive Title gift for each player
\$200 in raffle tickets for each player
Social media recognition after event
Recognition in the official publication of the Riverside Sheriffs' Association All Points Bulletin magazine as an Elite Title Sponsor, including a thank you message for your contribution and support

GOLD SPONSOR

\$12,500.00

Company logo added to event registration webpage as a Gold Sponsor
Premium company signage at entrance
Tee sign with company logo
Sponsorship recognition and Gold Sponsor award at banquet as a Title Sponsor
One (1) foursome Tournament swag bag for each player

Breakfast, lunch on the course, and dinner at banquet for each player
\$100 in raffle tickets for each player
Recognition in the official publication of the Riverside Sheriffs' Association All Points Bulletin magazine as a Gold Sponsor

SILVER SPONSOR

\$7,500.00

Company logo added to event registration webpage as a Silver
Tee sign with company logo
Sponsor One (1) foursome Tournament swag bag for each player

Breakfast, lunch on the course, and dinner at banquet for each player
\$50 in raffle tickets for each player
Recognition in the official publication of the Riverside Sheriffs' Association All Points Bulletin magazine as a Silver Sponsor

THIN BLUE LINE SPONSOR

\$3,000.00

As a Thin Blue Line Sponsor, you will sponsor 4 law enforcement officers to play on your behalf at the tournament
Breakfast, lunch on the course, and lunch at banquet for each player
Tournament swag bag for each player
Company logo on tee sign

Additional Levels

- Foursome \$1,200
- Putt Your Poison with sponsor recognition at banquet
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- Bar Sponsor with company signage at bar as bar sponsor \$2,000
- Drink Cart with company logo on cart \$3,000
- Longest Drive Sponsor with one (1) tee sign \$1,000
- Cannon Ball Sponsor with one (1) tee sign \$1,500
- Tee Sign Sponsor \$1,000



HELP A HERO



In April of this year, during a routine CT scan for an unrelated issue, doctors discovered an unexpected anomaly in the right temporal lobe of his brain. A follow-up MRI confirmed the presence of a tumor, which was suspected to be malignant. On June 5th, Geoff underwent a craniotomy to remove the tumor. Biopsy results confirmed the diagnosis: Glioblastoma Multiforme (GBM), a rare and highly aggressive form of brain cancer. Geoff has spent his career serving others—now it's our turn to serve him. Every contribution, no matter the size, helps lighten the load for the Stites family as they focus on what matters most: healing, hope, and time together.



Deputy Cosby, a 14-year veteran of the Riverside County Sheriff's Office suffered a serious medical emergency while on duty on May 28, 2025. He was immediately transported to Eisenhower Medical Center, where he remains in the Intensive Care Unit. We ask that you keep Deputy Cosby and his loved ones in your thoughts and prayers during this incredibly difficult time. RSA is working closely with the family to provide ongoing support and any needed accommodations.



"Serving Those Who Serve"

The Southwest Law Enforcement Handgun Classic



The RSO Shooting Team recently competed in the Southwest Law Enforcement Handgun Classic, a competitive shooting match tailored for law enforcement. The event, described as "well put together and challenging," featured 150 competitors.



SAVE THE DATE!

RETIREE CCW HR-218 QUALS


With lunch provided by:

SEPTEMBER 3RD, 2025

10:00AM - 2:00PM

**BEN CLARK TRAINING
CENTER SHOOTING RANGE**

Remember to **RSVP** by August 20th
to attend the Annual Retiree CCW
HR-218 Qualifications.

 **(951) 653-5152**

 **Joey@rcdsa.org**



retiree

Fall Brunch



PLEASE JOIN US

Wednesday October 29th, 2025

RSA Riverside Office


21800 Cactus Avenue

Riverside, CA 92518

Starting at **10:00am**

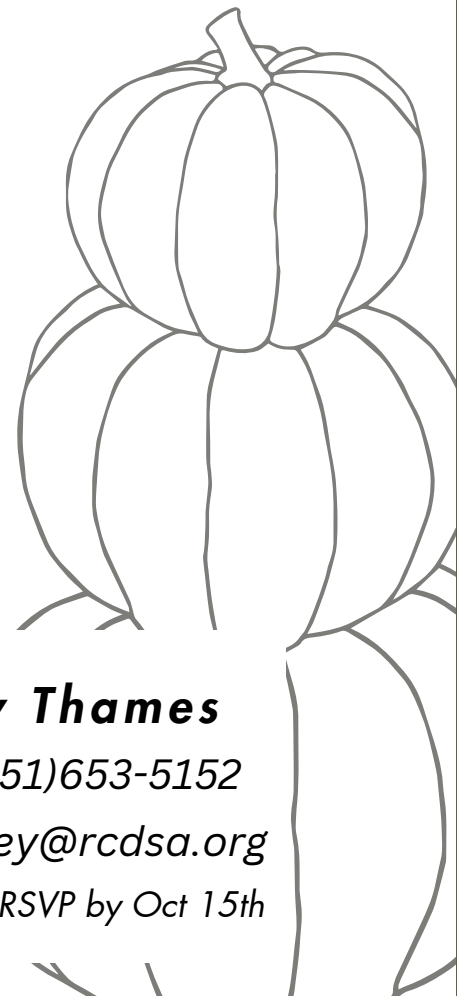
RS VP

Joey Thames

 **(951)653-5152**

 **joey@rcdsa.org**

Please RSVP by Oct 15th



PLANNING YOUR RETIREMENT SEMINAR

26
SEP

DOORS OPEN AT 8:45 AM

Anyone interested must be registered for the event by *Wednesday Sept 24th*. Lunch will be provided.

EVENT SCHEDULE:

9:00-9:15 am County of Riverside

9:15-10:00 am Union First Solutions

10:00-10:45 am Law Office of Matthew D. Hill

10:45-11:00 am BREAK

11:00-11:30am Corebridge Financial/Valic

11:30-12:00pm Nationwide

12:00-12:30 pm Lunch

12:30-2:30pm CalPERS

To register contact Joey via email at Joey@rcdsa.org or call (951) 653-5152.



Joey@rcdsa.org

RIVERSIDE SHERIFFS' ASSOCIATION

MEMBER'S GUIDE

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



TOP OBJECTIVES OF RSA

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

Represent

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

Seek

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

Promote

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

Assist

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

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

FUN FACTS ABOUT RSA

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



RSA is one of the largest Sheriffs Associations in California.

RSA has a dedicated staff of 16 people.



We have snacks in our office!

www.rcdsa.org



RSA COMMITTEES

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

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

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Calling Friends of the RSA

The RSA Rollin' Smokehouse is looking for volunteers to help "Serve Those Who Serve" at events to help feed our members and communities.

Volunteers must at least be 16 years of age. Friends of the membership are all welcome to help and volunteer. Culinary experience is always a plus, but not necessary. This is an excellent opportunity to give back to those who serve the community.



IF YOU ARE INTERESTED IN THIS OPPORTUNITY OR FOR INQUIRES REGARDING THE RSA ROLLIN' SMOKEHOUSE, PLEASE CONTACT;

MIKE HEATH

RSA MEMBER SERVICES MANAGER

MICHAEL@RCDSA.ORG

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August Word Search

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

August Sudoku

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

August
September
Summer

Vacation
School
Sun

Labor
Parade
Picnic



SEARCH & WIN!

WIN A CHALLENGE COIN from RSA by being one of the first 5 members to find all the hidden grills scattered throughout this issue of the All Points Bulletin.

Print this page, write the page numbers you found the grills in the box on the right, and email it to taylor@rcdsa.org.

Winners will be mailed an RSA Challenge Coin!



Name: _____

Email: _____

Page Numbers With Grills

BIRTHS



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Chef's Corner

Southwest BBQ Sauce



Cook Time: 30 Minutes



Prep: 15 Minutes



Serves: 10+



Ingredients:

- 2 Tbsp Olive Oil
- 1 Cup Onions, finely chopped
- 1 Tbsp Minced Garlic
- 3 Tbsp Chipotle Chiles in Adobo Sauce, chopped
- ½ Cup Red Wine Vinegar
- 2 Tbsp Lime Juice
- 4 Cups Tomato Sauce
- ½ Cup Molasses
- 2 Tsp Dry Mustard
- 2 Whole Bay Leaves
- ½ Tsp Salt

Instructions:

- Step 1: Heat oil (medium-high heat) and caramelize onions (approximately 4-5 minutes)
- Step 2: Add garlic and chiles (hold back the adobo sauce), cook for an additional minute
- Step 3: Deglaze the pan with vinegar and lime juice
- Step 4: Add the adobo sauce, tomato sauce, molasses, mustard, bay leaves, and salt
- Step 5: Simmer until thick (15-20 minutes)
- Step 6: ***Optional - remove the bay leaves and hit with a stick blender to smooth out some of the more solid onion and chili sections
- Step 7: Strain into a squirt bottle. Enjoy!!!



Tag us on social media with your attempts at the recipes @rsachowshack

A MESSAGE FROM THE CHEF



This barbecue sauce incorporates the sweetness of molasses, the richness of a tomato-based sauce, and the heat of chipotle peppers, which are just dried red jalapeno peppers. It is easy to prepare and can be modified to your own liking. It has a mild heat that is good on a barbecued chicken or pork rib. It can be stored in the refrigerator for a week, but usually won't last that long when your family gets a taste of it. If your taste buds like more heat, add more chipotle. If you desire a garlic kick, like I do, add a couple crushed cloves. As with many sauces, the flavors will get better after a couple days of blending together in the fridge. Enjoy the rest of your summer and see y'all next month.

“If you desire a garlic kick, like I do, add a couple crushed cloves.”

Til next month, bon-apetit, buen provecho, buon appetito, itadakimasu, and cheers from the RSA Rollin' Smokehouse and Chowshack Team. Enjoy!!!

Also remember to submit your requests for future recipes or if you have a favorite recipe you want to share, please submit them and we'll publish them in this Chef's Corner. You'll receive a special "Smokehouse" prize for your submittals.



Workers' Compensation: Resolving A Case The "Right" Way

By Matt Hill, Esq.

RSA Chief Counsel, Wellness Unit

Reaching a formal settlement in a workers' compensation generally comes as a major relief for any injured member. A settlement usually comes after significant efforts; including, written discovery, medical examination (sometimes multiple) and discussions between opposing sides in hopes of reaching an amicable resolution for all parties involved. At this juncture, I commonly field questions from members about the "best" or "right" way to resolve their claim. Unfortunately, that question is met with a response of there being no right (or wrong) way to resolve a claim; rather, it is important to focus on entering into a settlement that is fully understood by the member. In reaching this understanding, it is important to understand the options faced at the conclusion of any claim; including what it means to have a "disability rating" within the workers' compensation system:



With an understanding of a disability rating, it's time to shift to the practical side of concluding a case. There are two core ways to resolve a workers' compensation claim: Stipulation with Request for Award (a.k.a. Stip) or Compromise and Release (a.k.a. C&R or medical buyout). An employer holds the right to offer either form of resolution.

"WHAT IS A STIPULATION WITH REQUEST FOR AWARD ("STIP")?"

A Stipulation with Request for Award means a member is resolving their case in a manner which allows the injured member to seek further medical treatment through workers' compensation *in addition* to receiving monetary compensation in accordance with their disability rating. By entering into a Stip, there is no time limit on treatment; rather, a member can seek medical care through workers' compensation for the rest of their life.

With this said, it is critical to understand that a member's ability to access future medical care is not limitless or unchecked. An employer still generally controls the physician/facility a member can seek medical care from in addition to being able to "review" proposed care and approve/deny such care should they believe it to be not supported by medical evidence (or generally accepted medical practice.)

Also, entering into a Stip settlement means a member is able to "re-open" their case within five (5) years from their date of injury. The ability to "re-open" means a member can seek additional benefits (including monetary compensation) should their injury worsen within the statutory time frame of five (5) years. The benefit of keeping a member's ability to "re-open" their case is a significant and important consideration when resolving.

Resolving a case by way of Stip is traditionally considered to be the preferred manner of settlement since access to care is not extinguished and a member is able to seek further compensation should injuries worsen; however, it is essential to understand such care and benefits still have limits.

"WHAT DOES IT MEAN TO HAVE A DISABILITY RATING IN WORKERS' COMP?"

As the result of medical discovery in a claim, an examining physician is tasked with rating a member's injury on disability scale from 0% to 100%. A disability rating is based on the physician's medical evaluation of a member including consideration of a member's subjective and objective complaints paired with any diagnostic testing (i.e. x-ray or MRI) completed. A member's disability rating has a monetary compensation amount set by law and is paid on a bi-weekly basis until the full sum is paid out. It is also important to understand that a member's disability rating has *nothing* to do with a member's work status and does not govern whether a member can ultimately return to work or must medically retire.

“WHAT IS A COMPROMISE AND RELEASE (“C&R” OR “MEDICAL BUYOUT”)?”

Entering into a Compromise and Release (C&R) means a member is choosing to completely resolve *all* issues in their case; including, access to medical care through workers' compensation. For this very reason, settling in this manner is frequently described as taking a “medical buyout.” In addition, resolving by way of C&R means a member is giving up the right to approach their employer in the future should an injury worsen. C&R settlements often include broad language which makes it clear this settlement is intended to be a final resolution of all issues (now and in the future) for a member's injury.

Unlike a Stip, a C&R provides the member with a single monetary compensation sum (within thirty (30) days of settlement) instead of bi-weekly payments. This single sum of monetary compensation takes into consideration the value of a member's disability rating and *adds* a negotiated value of what the parties believe the member's future medical needs will be. It is critical to understand that placing a value on anticipated future medical need requires careful consideration of possible medical costs and an unknown future.

A C&R will result in a larger sum of money received by a member, but that sum is the result of forgoing future medical

(and possibly monetary) benefits. In addition, a member may be barred from utilizing their own private insurance to treat a covered workers' compensation injury and a situation may arise in which a private insurer requires a member to expend a portion (or all) of the monetary compensation allocated for the injury in the C&R settlement before they will cover treatments.

“WHICH SETTLEMENT METHOD IS THE BEST?”

Unfortunately, there is not a one-size-fits-all approach for settling a workers' compensation claim and there is no clear cut “better” or “worse.” I challenge a member to think in terms of what makes the most sense for their particular situation. Access to a safety net of medical coverage through workers' compensation is extremely important; however, a member may seek to utilize a single sum of money by funding a health savings account or other investment account geared towards covering future medical expenses.

Resolving a workers' compensation claim is an extremely detailed and important area of workers' compensation law. This information is intended to provide an overview of workers' settlements. Consultation with a workers' compensation professional before resolving any matter is recommended. Learning about rights and benefits are critical in maintaining your current (and future) wellness. ★



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NO MORE THREAT NO MORE SHOTS

Estate of Daniel Hernandez et. al. v. City of Los Angeles

No. 21-55994, 2025 WL 1553910
(9th Cir. 2025)

AUGUST 2025

A recent federal case, *Estate of Daniel Hernandez et al. v. City of Los Angeles*, drives home a critical point for law enforcement – the use of deadly force must be continuously reassessed, even in the heat of the moment.

The Incident: On April 22, 2020, LAPD officers responded to a multi-vehicle crash. Upon arrival, they were informed that the suspect was armed with a knife and was threatening to harm himself. The suspect emerged from a black truck, holding a box cutter, and advanced towards officers, ignoring repeated commands to stop and drop the weapon.

One officer fired six shots in three separate bursts over 6.2 seconds, with the final two shots fired after the suspect had already fallen to the ground. The sixth and final shot proved fatal.

The Court's Ruling: The District Court granted summary judgment in favor of the officer ruling that even if the deadly force was excessive, the officer was entitled to qualified immunity.

The Plaintiff appealed the district court's ruling and argued that the use of deadly force against an incapacitated, non-threatening suspect is unreasonable.

The Ninth Circuit held that Plaintiff's proposition was too broad. Upon review of the facts and evidence, the Court concluded that even after the first volley of shots, Hernandez continuously moved in a way that gave the objective appearance of trying to get up – while never letting go of the weapon. Further, the officer's repeated instructions for Hernandez to drop the knife confirmed that she continued to believe that he was armed.

Ultimately the Court held that even if the officer's final shots were unreasonable, "this is not an obvious situation in which every reasonable officer would have understood that the law forbade firing additional shots at the already wounded Hernandez as he plainly appeared to continue to try to get up." (emphasis in original).

Thus, the Ninth Circuit concluded that the officer was entitled to qualified immunity and upheld the district court's decision.

Takeaway: Deadly force is not just a decision in the moment – it is a decision that must be reassessed every moment. Before, during, and after the use of deadly use, officers must always reassess the situation to determine if the threat has been neutralized.

Once a suspect is down and no longer appears dangerous officers must pause, reassess, and avoid continued force unless a new threat surfaces. Failing to do so may not only violate department policy, it could also cost you legal protections and possibly lead to personal liability.

Stay Safe and Informed!



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AUGUST 2025

NO WARRANT NO EXCEPTION

Court Blocks Evidence from Navy Cell Phone Search

*United States of America v.
Joshua Lee Ray*

*(United States v. Ray, No. 24-4024,
2025 WL 1599241 (4th Cir. 2025))*

A recent non-binding appellate court decision in *United States of America v. Joshua Lee Ray* delivers a clear warning to law enforcement: you cannot search a phone just because you have it.

In October 2022, the Naval Criminal Investigation Service (NCIS) obtained a military warrant to seize, but not search, the cell phone of Joshua Lee Ray, a US Navy communications engineer, after allegations of child sexual abuse surfaced. Despite the warrant's explicit limitations, NCIS investigators conducted a full search of the phone and uncovered child sexual abuse material.

Ray moved to suppress the evidence, arguing the search violated the Fourth Amendment. The district court agreed and threw out the evidence. The Government appealed, arguing the search was justified under the “good faith” exception—which allows evidence to be admitted when officers reasonably rely on a flawed warrant.

The appellate court wasn’t persuaded. It emphasized that the **good faith exception doesn’t apply when officers go beyond the scope of a valid and clearly worded warrant**. In this case, the warrant was not ambiguous or flawed – it simply did not authorize a search.

The court ruled NCIS’s actions were unreasonable and upheld the suppression of the evidence that the government obtained from the search of the defendant’s cell phone.

Take Away:

This decision reinforces a critical Fourth Amendment boundary: law enforcement must stay within the limits of the warrant they are given – or risk losing the evidence altogether.

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Family Protection

State Senator Tom Umberg introduced Senate Bill 447 on 02/18/2025. This legislation is to amend Labor Code §4856 which provides for the surviving spouse and dependents of a deceased officer who was killed in the performance of his/her duties and dies as a result of this external violence or physical force.

Scott O'Mara

Law Offices Of Scott A. O'Mara

The surviving spouse and children have entitlements to receive particular benefits that are addressed, such as health benefits provided to the survivors prior to the death. The health benefits for the children are terminated when the dependent child reaches the age of twenty-one.

Legislation changes Labor Code §4856 allowing the coverage to continue until the child reaches the age of twenty-six.

The continuum of exposures that safety members have in their work situation is there to protect the citizens and residents of California.

This special requirement that is met by the firefighters and peace officers are a necessity for our society to continue to function.

We, the citizens of California, need to protect the groups of people that provide to us the protection we receive.

Extending from the age of twenty-one to twenty-six for the children is

a reasonable benefit that California citizens need to provide to protect the family members of firefighters and police officers.

The idea is that this umbrella of protection extends to the family unit of the decedent and provides additional benefits that are made necessary by the death of the safety member. ★

" Extending from the age of twenty-one to twenty-six for the children is a reasonable benefit that California citizens need to provide to protect the family members of firefighters and police officers."



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.



SWAT vehicle demonstration at the Oct. 3, 2005, Sheriff's Picnic.



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In Remembrance

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

AUGUST REMEMBRANCES



Roger Allen Strong
EOW: August 7, 1961

Frank Hamilton EOW: April 9, 1895	William Fredrick Carter, Jr. EOW: May 20, 1969	Michael P. Haugen EOW: January 5, 1997	Terrell D. Young EOW: April 2, 2020
Preston Van Buren Swanguen EOW: December 24, 1907	Edward Michael Schrader EOW: July 11, 1974	James W. Lehmann, Jr. EOW: January 5, 1997	Harry Cohen EOW: October 18, 2020
Leroy H. Tripp EOW: April 10, 1916	James Bernard Evans EOW: May 9, 1980	Eric Andrew Thach EOW: October 8, 1999	Julio Beltran EOW: November 14, 2020
Henry Fredrick Nelson EOW: September 22, 1921	Dirk Alan Leonardson EOW: October 4, 1980	Jim W. Purkiss EOW: April 16, 2001	Steve Taylor EOW: February 24, 2022
Theodore Crossley EOW: September 22, 1921	Michael David Davis, Sr. EOW: October 24, 1988	John Towe EOW: February 15, 2002	Isaiah Cordero EOW: December 29, 2022
Howard R. Scheffler EOW: February 29, 1956	Randy Robert Lutz EOW: June 22, 1989	Brent Jenkins EOW: March 18, 2003	Darnell Calhoun EOW: January 13, 2023
Roger Allen Strong EOW: August 7, 1961	Kent A. Hintergardt EOW: May 9, 1993	Bruce Lee EOW: May 13, 2003	Brett Harris EOW: May 13, 2023
William Joseph Rutledge EOW: May 14, 1969	Mark S. Kemp EOW: November 9, 1994	Manuel Villegas EOW: March 19, 2007	Timothy Corlew EOW: January 8, 2025

IN MEMORY 2025

Deputy Timothy Corlew Riverside County Sheriff's Department EOW: January 8, 2025	Officer Osmar Rodarte Marysville Police Department EOW: March 26, 2025	Sergeant Shiou L. Deng Los Angeles Police Department EOW: June 23, 2025	Detective William Osborn Los Angeles County Sheriff's Department EOW: July 18, 2025
Deputy Hector Cuevas San Bernardino County Sheriff's Department EOW: March 17, 2025	Officer Samuel Riveros Baldwin Park Police Department EOW: May 31, 2025	Parole Agent Joshua Byrd CA Dept. Of Corrections And Rehabilitation EOW: July 17, 2025	Detective Victor Lemus Los Angeles County Sheriff's Department EOW: July 18, 2025
Detective Joshua Kelley-Eklund Los Angeles County Sheriff's Department EOW: July 18, 2025			

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

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

Member Service REFERRALS

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The RSA does not endorse or support any particular business listed in this section

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