

All Points



BULLETIN

Celebrating 82 years of serving
those who serve others

THANK YOU FOR YOUR TRUST

A MESSAGE FROM RSA PRESIDENT
JOSE SANTOS



COVER PHOTO: The 2025 East End Golf Tournament. See page 22.

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

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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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Thank You For Your Trust

Restructuring Ahead

By Jose Santos
RSA President



Dear Members,
As we enter this season of gratitude, I want to take a moment to thank you for the trust you've placed in me to serve as your President. It is truly an honor to represent the men and women who serve our communities with integrity, professionalism, and courage each and every day.

This Thanksgiving reminds us of the importance of family and giving back — values that have always defined who we are as peace officers and as members of this Association. As we reflect on all we are grateful for, we also look ahead to a new chapter for the Riverside Sheriffs' Association.

In the months ahead, we will be restructuring RSA operations to increase efficiency, cut unnecessary spending, and ensure that every dollar possible is reallocated directly toward our members — where it belongs. These changes are about accountability, sustainability,

and strengthening the foundation of our organization for years to come.

Our mission remains clear: to protect, support, and advocate for the people who protect Riverside County. Together, through transparency, unity, and renewed purpose, we will continue to move this Association forward.

On behalf of the Executive Board and staff, I wish you and your families a safe, healthy, and meaningful Thanksgiving. Thank you for your continued dedication and for the sacrifices you make every day in service to others. ★



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	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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Chapter 13, Retirees, Update

Lester Harvey
Chapter 13 Director, Retirees

Greetings retirees! I pray that your health and wellness keep you mentally and physically active and fulfilled.

I was honored to attend a recent Fraternal Order of Police Foundation event, held on September 27, 2025, at the Santa Ana Police Officers Association. The CAFOP Foundation hosted a “Whiskey & Cigar Night,” benefiting the California FOP Foundation that directly supports Law Enforcement Officers and their families in times of need.

Members from our Association attended and had an opportunity to network with other public safety officers and FOP members within the southern counties of our dear state. RSA’s Legal Defense Trust (Stone Busailah, LLP), RSA Health Benefits Trust – “Union First” (Tim Regan), and RSA Workers’ Compensation & Injury Attorney (Matthew Hill) were among the platinum sponsors at this event.

United State Congressman Lou Correa of California’s 46th Congressional District, and Assemblymember Blanca Pacheco of California’s



See Photos on next page

64th District were on hand to support the foundation and the local law enforcement agencies.

I met with several Public Safety Legal Defense Trust attorneys [to include a strong representation of our own LDT attorneys] and engaged in common and contrasting views regarding our current state of legal standing and potential case laws for our active peace officers. It is always enlightening to maintain awareness of the current rulings and trends (and anomalies) and how they affect police work from a legal perspective.

All in all, it appeared to be a successful venue. Santa Ana has an impressive and remarkable association facility, customized to accommodate their membership needs. They were the perfect hosts, and their members were in full support of this first annual event. I am looking forward to future fund-raising foundation events with our FOP family. I encourage you to reach out to me if you have any questions about past, current, or future events. The work and efforts that are applied to these events are truly inspiring!

Continue to enjoy retirement after a fulfilling career of service to your community. Best wishes for happiness and health. ★

Chapter 19, PSU, Update

Charles Roberts
Chapter 19 Director, PSU

As this article is being written negotiations are ongoing. We are hopeful that a reasonable and fair contract can be reached.

In the lead up to negotiations, we learned many staff opt out of medical coverage, others continue to flex time hour for hour instead of using benefit time, still others work outside their shift without requesting overtime (work for free) all saving the county a lot of money. I mention this because it sets a bad precedent as it establishes unrealistic expectations



for our managers. It also makes negotiating more difficult because changes literally cost the county money. Please work smarter not harder.

Also, consider donating to the Sheriff’s (11-99) Relief Foundation. It is a standalone non-profit trust started by RSA to assist members in need. The foundation has been instrumental in helping members and their families through illness, tragic deaths, etc. even the smallest donation helps. It can be deducted straight from your paycheck to keep it simply/easy. Donation forms can be found in the RSA website or I can email you a copy. If you literally have no money to spare, consider donating some time as a volunteer with the RSA BBQ trailer.

Stay safe at work and home. ★



CONGRATULATIONS!

2025

RETIREMENTS

2025

NAME	CLASSIFICATION	YEARS OF SERVICE	RETIREMENT
LANCE DEFOREST	★ DEPUTY SHERIFF	21	9/3/2025
MATT BILTON	★ CORRECTIONAL DEPUTY II	17	9/3/2025
JOSE GARCIA	★ SUPV. PROBATION OFFICER	26	9/9/2025
EDUARDO RODRIGUEZ	★ PROBATION CORRECTIONS OFFICER II	18	9/17/2025
JAMES RAYLS	★ SHERIFF CAPTAIN	29	9/3/2025

\$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

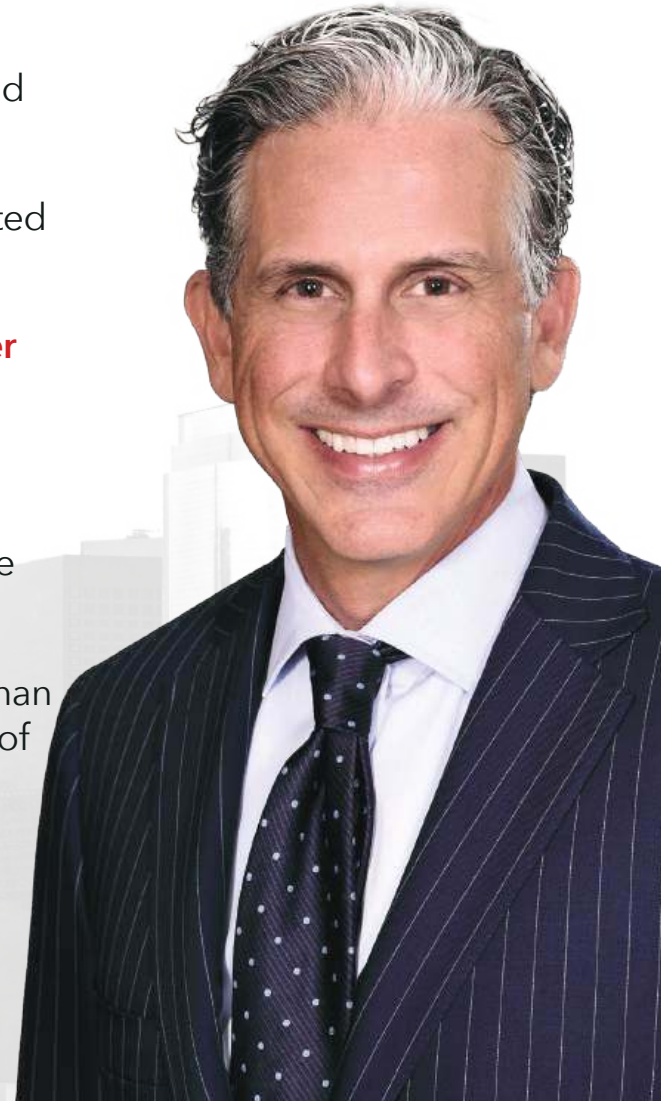
for six **LAFD firefighters** who blew the whistle on unsafe practices

\$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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HELP A HERO



Lieutenant Nathan Kaas

On Sunday, October 12, 2025, Lieutenant Nathan Kaas of the Riverside County Sheriff's Office passed away from a hunting accident in Southern Idaho. Lieutenant Kaas' career began in April of 2000 as a Deputy for the Department, with him rising to the rank of Lieutenant over the Sheriff's Emergency Response Team.

Lieutenant Kaas, 48, was a husband and father of three. His relationship, love and service to Jesus Christ, his church and community, emboldened his impact on the many walks of life he encountered. He will be remembered as a devoted husband, father, son, brother, uncle, and loyal friend.

Nathan's character as a protector and mentor embodied the Service Above Self pride of the Riverside County Sheriff's Office. His relationship, love and service to Jesus Christ strengthened his impact on the many walks of life he encountered.

Lieutenant Kaas' loved ones, the Riverside County Sheriff's Office, and the Riverside County Sheriffs' Association, thank you for your support, prayers and donations for the Kaas family.



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FRIDAY
10 OCTOBER, 2025
 DESERT WILLOW GOLF RESORT

2025 EAST END GOLF TOURNAMENT

A perfect day on the greens at Desert Willow Golf Resort!

The 2025 East End Golf Tournament brought together deputies, sponsors, and community partners for a day filled with great golf, good company, and an even greater purpose.

More than just a friendly competition, the tournament serves as a meaningful way to support the Riverside County Deputy Relief Foundation, a program dedicated to assisting deputies and their families during times of hardship. Through the generosity of our players and sponsors, this event helps ensure that when one of our own is in need, the RSA family is there to provide support.

We are deeply grateful to all of our sponsors and participants who made this year's tournament such a success. Your continued support allows us to carry forward our mission of Serving Those Who Serve.

Title Sponsors:

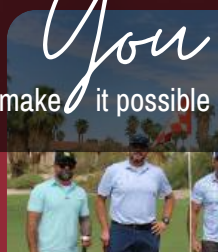


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RIVERSIDE SHERIFF'S OFFICE FAMILY FESTIVAL '25

**SATURDAY
11 OCTOBER, 2025**
LAKE SKINNER, TEMECULA CA

The Riverside Sheriffs' Association was proud to sponsor the entertainment for this year's Family Festival, featuring outstanding performances by Tyler Rich and Coffey Anderson. Both artists brought remarkable energy and talent to the stage, creating a memorable afternoon filled with music, laughter, and community spirit.

RSA extends its sincere appreciation to Tyler and Coffey for sharing their time and talent with our members and their families. Most importantly, we thank our dedicated membership for the commitment and service you demonstrate every day. This event is a celebration of you, and we hope everyone enjoyed a well-deserved day of fun and music.



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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RIVERSIDE SHERIFFS' ASSOCIATION

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SIGHTS: NIGHT SIGHTS
BARREL LENGTH: 4.25"



OPTIC READY

\$707.12

SS-5012-P



**CR920X
ELITE**

CALIBER: 9MM
CAPACITY: 15+1
STOCK: NIGHT SIGHTS
BARREL LENGTH: 3.41



OPTIC READY
W365XCA9BXRZPS

\$619.99



**P365
KMACRO**

CALIBER: 9MM
CAPACITY: 17+1
SIGHTS: NIGHT SIGHTS
BARREL LENGTH: 3.7"



\$1259.00



PH9119A0S-FL

**1911 DS
PRODIGY**

CALIBER: 9MM
CAPACITY: 17+1 | 20+1
SIGHTS: FIBER OPTIC NIGHT
BARREL LENGTH: 5"



OPTIC READY
CALIFORNIA
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HD P4

CALIBER: 9MM
CAPACITY: 10+1
SIGHTS: NIGHT SIGHTS
BARREL LENGTH: 4"



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Legal Defense For Armed Correctional Deputies II

By Patrick Biggers
Senior Labor Representative



Several months ago, I wrote “Legal Defense for Armed Correctional Deputies” in response to some inquiries into the coverage that RSA’s Legal Defense Trust would extend to ACDs. Since then, we have received a legal opinion from one of our labor attorneys, Elizabeth Silver, indicating that ACDs do not require a CCW because their 830.1(c) status, issued by the Sheriff, affords them legal authorization to carry a firearm off-duty.

Since my analysis partly relied on the erroneous assumption that ACDs lacked authorization to carry a firearm off duty without a valid CCW, I thought it necessary to revisit the article. Before doing so, I discussed this with the LDT Board of Trustees to ensure the article accurately represents their views on this issue. After all, they are the ones who review and vote on applications for coverage, so their opinions are far more relevant than my own.

For clarity’s sake, rather than write a second article, I thought it best to simply include the first article in its entirety with “track changes” to note any changes resulting from the legal opinion. Substantive changes to the original article are highlighted. Ms. Silver’s legal opinion is available via QR code.



SCAN FOR PDF

LEGAL DEFENSE FOR ARMED CORRECTIONAL DEPUTIES

As more Correctional Deputies transition to Armed Correctional Deputies (ACDs), RSA felt it would be beneficial to provide some information regarding the Legal Defense Trust’s (LDT) coverage limitations and recommendations for additional coverage. This article will provide you with language from LDT’s Plan Document (which can be found on RSA’s website, www.rcdsa.org), specific scenarios with coverage analysis for each scenario, and contact information for CCW “insurance” companies (although most of us refer to these plans as CCW insurance, they are really pre-paid legal plans).

While reading the scenarios and analysis, please remember three things. First, our members can and should apply to LDT for coverage if they are involved in a shooting, even if it seems unlikely that an incident would be covered. Second, the final decision on whether or not to provide coverage is made by the LDT Trustees, with

input from General Counsel and Trust Counsel. If coverage is denied, our members can apply for coverage with RSA’s Legal Review Committee (LRC). In such cases, RSA’s Executive Board hears the appeal and renders a decision. If the LRC denies coverage, members can make one final appeal to the Legal Coverage Appeals Board (LCAB), which is comprised of members from RSA’s Board of Directors. The third thing to remember is that the decisions made by these boards are usually factspecific. A change to just one part of the scenarios described below may result in a different coverage decision.

As you know, LDT provides administrative (PERS) coverage for all cases through a Skelly Hearing, as well as criminal coverage for all cases arising out of the course and scope of one’s duties. What this means for ACDs is that LDT would likely provide criminal coverage for a shooting that occurred on duty but would not likely provide criminal coverage for an off-duty shooting (because ACDs are not 24/7 peace officers). because enforcement actions are generally (but not always) outside the course and scope of their duties. However, there are scenarios that could change these generalizations. For example, an on-duty shooting that was so far out of policy that it would be considered outside course and scope, or an off-duty shooting that was somehow related to work and thus could be considered within course and scope. In the following scenarios, it is assumed that the ACD has a valid CCW it is assumed that an ACD’s 830.1(c) status gives them legal authorization to carry a firearm both on and off duty.

Please note that the following scenarios are hypothetical and merely serve as useful illustrations. I am not an attorney; nothing in this article should be construed as legal advice.

SCENARIO #1

Inmate Miller is about to begin his homicide trial. Knowing that a conviction is virtually assured, he talks his brother into helping him escape from custody. Inmate Miller tells his brother to be at the hospital the next night. His plan is to fake chest pain so that the medical staff will send him to the hospital. His brother will find him at the hospital, disable the ACD who is guarding him, and they will both flee to Mexico.

The next night, Miller is transported to the hospital, and ACD Jones is assigned to accompany him. While at the hospital, Miller's brother attacks Jones with a knife. Jones shoots Miller's brother twice in the chest, and the escape attempt fails.

The Force Investigations Detail (FID) conducts a criminal investigation to determine whether Jones' actions were lawful, and Miller's family files a civil lawsuit against Riverside County, naming Jones as a defendant.

ANALYSIS:

Jones discharged his weapon while on duty. His actions were clearly within the course and scope of his employment. FID would determine that Jones was acting in defense of his life, and the District Attorney would conclude that the shooting was lawful. RSO would probably not conduct a PERS unless the FID investigation indicated there were policy violations that should be addressed (such as failure to activate the BWC). LDT would send a labor rep and an attorney on the day of the incident and would continue to provide representation throughout the FID investigation (as well as a PERS investigation if necessary).

The County would defend against the civil lawsuit and indemnify ACD Jones.

SCENARIO #2

ACD Jones is off-duty and attending the premiere of *Fast & Furious 40* with his girlfriend. After the movie, as they walk through the parking lot, they see someone trying to burglarize their vehicle. Jones places the suspect at gunpoint and tells him to "freeze." The suspect ignores the command and charges at Jones with a large screwdriver raised over his head. Believing he was about to be stabbed with the screwdriver, Jones shoots the suspect twice in the chest. Since the incident occurred in the City of San Bernardino, SBPD conducts a criminal investigation, RSO conducts a PERS investigation to determine if any Department policies had been violated, and the suspect's family files a civil lawsuit against Jones.

ANALYSIS:

SBPD would determine that Jones was acting in defense of his life, and the District Attorney would conclude that the shooting was lawful. However, Jones discharged his weapon while off duty. Unlike Deputy Sheriffs, ACDs do not have peace officer powers while off duty have training and experience enforcing the law so Jones' actions would likely not be considered within the course and scope of his duties. Therefore, LDT would probably not provide legal defense for the criminal investigation. To determine whether LDT would provide criminal coverage, Trustees would have to weigh the fact that Jones was acting in defense of his life against the fact that his initial action, proactive law enforcement, was outside the normal course and scope of his duties as a correctional deputy. While discussing this with the LDT Trustees, they specifically requested that I

discourage ACDs from off-duty enforcement actions.

Since LDT provides coverage for all PERS investigations through Skelly, Jones would be provided an LDT attorney for the PERS interview. If any discipline were imposed, the same attorney would represent him during the Skelly hearing. Since representation beyond the Skelly is not guaranteed for actions taken outside the course and scope of employment, Jones would have to apply to LDT for further coverage if he elects to appeal the discipline in an arbitration hearing. Additionally, Jones would be exposed financially as a result of the civil lawsuit because neither LDT nor RSA would pay any judgment or settlement stemming from the lawsuit. Since County Counsel's legal opinion differs from ours (they do not believe an ACD's 830.1(c) status affords them the right to carry off duty), the County would not likely indemnify Jones, and his personal assets may be exposed to civil litigation.

SCENARIO #3

ACD Jones is working in the front lobby of the jail. He looks outside and sees his girlfriend's brother "Ron" approaching the public entrance to the jail lobby. Ron looks angry and demands to speak with Jones outside. Jones goes outside with Ron, who angrily demands payment for their fantasy football league. Ron tells Jones that the season ended a month ago, and he still has not paid. He threatens to post a screenshot of the final standings on social media, showing that Jones finished in last place and did not even win a single game. Terrified that all of his friends and co-workers will find out how bad he is at fantasy football, Jones panics and shoots Ron twice in the chest. FID conducts a criminal investigation, RSO conducts a PERS investigation, and the family files a civil lawsuit against Jones.



ANALYSIS:

Obviously, Jones violated state law and department policy. Even though the shooting took place while he was on duty, the incident would be considered outside course and scope. LDT would only provide coverage for the PERS through Skelly and would not provide any criminal or civil representation. Jones would be solely responsible for any judgment or settlement resulting from the civil lawsuit.

SCENARIO #4

ACD Jones is off duty but at the courthouse to marry his girlfriend (despite his issues with Ron). After parking his car, he is approached by two male subjects he recognizes from the jail. One of them shouts, "Hey Dep! Remember that time you refused to give me a sack lunch?!" The other subject removes a gun from his waistband and points it directly at Jones, who quickly draws his firearm and shoots the subject twice in the chest. FID conducts a criminal investigation, and RSO conducts a PERS investigation. The family files a civil lawsuit against Jones.

ANALYSIS:

Although Jones was off duty, he could make a compelling argument that the incident should be considered within the course and scope of his duties because the two suspects would not have engaged him if they had not recognized him from work. He was not taking enforcement action; he was simply defending himself against a threat that would not have arisen were it not for his employment.

Ultimately, the LDT trustees must decide whether the incident should be considered within course and scope. There is at least a reasonable likelihood that the trustees would agree with Jones. If so, LDT would represent him criminally and administratively through an arbitration hearing if necessary. However, LDT would not be responsible

for paying any judgment or settlement resulting from the civil lawsuit, so Jones' assets may still be exposed.

In conclusion, the hypothetical situations illustrate some crucial generalizations. Most importantly, LDT's plan document provides for criminal coverage only if a member's actions are within the course and scope of employment. Since deputy sheriffs are peace officers both on and off duty, they may be called upon to take enforcement at any time. As 24/7 peace officers, an off-duty shooting would generally be within the course and scope of their employment. However, when an ACD goes off-duty, they become a private citizen with a CCW. Therefore, an off-duty shooting would not generally be within the course and scope of their duties. As 24/7 peace officers, trained and experienced in crime prevention and the apprehension of suspected criminals, an off-duty shooting would generally be within the course and scope of their employment. However, an ACD typically does not receive the same training, and their typical duties do not include crime prevention or the apprehension of suspects. Therefore, an off-duty shooting would not generally be within the course and scope of their duties. Even if it were, neither RSA

nor LDT would help pay any civil judgments or settlement costs. For these reasons, RSA recommends CCW insurance to ensure adequate legal representation and to protect your financial assets following an off-duty shooting.

As you may be aware, LDT provides optional CCW insurance for retirees at a very low cost. However, the plan only provides the bare minimum of coverage and does not protect against civil judgments. Since, at present, it is only for retirees, RSA recommends purchasing it so you can access LDT attorneys for your case. RSA strongly urges our members to purchase additional CCW insurance, such as CCW Safe (855- 639-2297 or ccwsafe.com), Right To Bear (protectwithbear.com), or USCCA (877-677-1919 or uscca.com).

There are other plans, but whichever plan you select, be sure to choose one that protects your financial assets against both legal fees and civil judgments or settlements.

If you would like to discuss this issue in greater detail, or if this article raises other questions, please do not hesitate to call the RSA Legal Defense Trust at 951-653-5152. ★

	USCCA	US LAW SHIELD	CCW SAFE	FOP (FEDERAL ORDER OF POLICE)	RSA / LDT (RIVERSIDE SHERIFFS ASSOCIATION)
ANNUAL COST	\$399	\$658	\$399	\$117.50	RSA: \$12.00 FOP: \$30.50 DHS: \$75.00
CIVIL & CRIMINAL DEFENSE	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED	\$10,000
CIVIL LIABILITY	\$2,000,000	\$1,000,000	\$1,000,000	*NOT COVERED	*NOT COVERED
COVERAGE IN ALL 50 STATES	YES	YES	47 STATES	YES	CALIFORNIA ONLY
BAIL EXPENSES	YES	YES	ADDITIONAL COST	YES	NO
EXTRA EXPENSES	YES	YES	YES	NO	NO
LOSS OF EARNINGS	\$10,000	NO	NO	NO	NO
ALL LAWFUL ACTS OF SELF-DEFENSE	YES	YES	YES	FIREARM ONLY	FIREARM ONLY
RECORD EXPUNGEMENT	YES	YES	YES	NO	NO
EXTREME RISK PROTECTION ORDER	YES	YES	YES	NO	NO
		Primary		Excess Only	

*EXCESS OVER ALL OTHER INSURANCE: PAYS AFTER OTHER VALID INSURANCE.



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AB 1293 Needs Labor Participation

By Scott A. O'Mara

The Law Offices Of Scott A. O'Mara

The California Constitution has set forth that the worker in California who sustains a job-related injury may have entitlement to special benefits. The most significant benefit is the medical care to cure or relieve the effects of the injury as stated in the California Constitution Article 14 Section 4.

The access to this medical care is also set forth in the Labor Code and can be dependent upon a physician's report that grants, denies or limits the medical care.

For the California worker there is implementation of changes and access to medical care that occur pursuant to Senate Bill 899. This legislation was effective as of April 19, 2004, and since that time there have been numerous concerns and challenges as to the usage of this system of Senate Bill 899.

The current system can utilize a Qualified Medical Evaluator (QME) to make medical determination as to the need for the medical care and whether it will cure or relieve the effects of the



injury. The QME's are doctors that are randomly selected by the state from the panel list that they have. A panel of three doctors will be provided based upon the medical specialty and proximity to the worker's residence. The QME's are selected by either the injured workers participation or the injured workers attorney, and/or the employer and their selection process.

The QME doctor reviews medical records, evaluates the injured worker, and then within thirty days of this evaluation they are to provide a report to the injured worker, and the parties, whether that be the injured worker's attorney, and/or the defendant. This could be an insurance company, city, county, state or self insured. The worker and the other parties can dispute the findings of the QME's report. There is a process they must go through to challenge the determination as to the adequacy, or lack thereof.

The workers' compensation system can also create major challenges to obtain medical care. The workers' compensation system has challenges with the medical providers to understand the system and respond in a timely manner with depth and knowledge to justify the acceptance, denial or limitations on medical care.

// *For the California worker there is implementation of changes and access to medical care that occur pursuant to Senate Bill 899. This legislation was effective as of April 19, 2004, and since that time there have been numerous concerns and challenges as to the usage of this system of Senate Bill 899.*



The California Legislation has placed the direction and control of the workers' compensation system on the Administrator Director of the Division of Workers' Compensation. The Administrator Director of the Division of Workers' Compensation has established, and is currently establishing, rules and regulations that do not go through the legislative vetting process. These rules and regulations are directed as to what care is granted or what care is denied, and the methodology of determination for same.

On October 3, 2025, Governor Newsom approved Assembly Bill 1293. This mandates that the Administrator Director of the Division of Workers' Compensation will develop a template for the QME's report (i.e., the template to be utilized by the QME). This legislation of having a format for the QME's is such that if the reports do not meet the parameters set forth by the Administrator Director of the Division of Workers' Compensation, it may be subject to challenge and overturn any determination made by the QME. Again, it is noted that the QME is not the treater, but a doctor who has examined the medical reports and examine the patient and the patient's perspective as to their subjective complaints.

The Template that will be mandated pursuant to Labor Code §4062.4 is one that needs to be closely reviewed. It should be noted that Assembly Bill 1293 has been reviewed by the legislative counsel. The review of AB 1293 SHOWS SUPPORTERS, it does not list any opposition. The supporters are entities such as Acclamation Insurance Management Services, Allied Managed Care, California Association Self Insured groups, California Joint Powers Authorities, California Attraction and Park Association, California Chamber of Commerce, California Collation of Workers' Compensation, California Joint Powers Insurance Authority, Food Producers, California Restaurant Association, California State Association Counties, Rural County Representatives of California, Rural County Representatives of California Self Insured Schools, and Creator of Coachella Valley in Urban Counties of California.

This is a strong indicator that the employer groups are recognizing that Administrator Director of the Division of Workers' Compensation participation will be a strong factor in the control of medical care to lower costs.

The labor groups must view and monitor the California workers' compensation medical care access, and

participate and provide information to the Administrator Director of the Division of Workers' Compensation to ensure that any and all changes that are made relative to the determination of medical care and other factors that may evolve such as time lost from work, the ability to return to work, inability to return to work, and need for medical care to cure or relieve the effects of the injury are equitable and not slanted to deny or limit medical care. It is important that the Administrator Director of the Division of Workers' Compensation is comporting with the law that if the injured worker has a job related injury, that they are entitled to medical care to cure or relieve the effects of the injury and balance this finding with the containment and control that employers, insurance companies and self insurers seek to impose to minimize the cost of medical care. Therefore, labor committees, labor associations and unions must present information to the Administrator Director of the Division of Workers' Compensation as to the need for medical care to cure or relieve the effects of the injuries and ensure that the systems utilized are fair, equitable and protect the injured worker. ★

// This is a strong indicator that the employer groups are recognizing that Administrator Director of the Division of Workers' Compensation participation will be a strong factor in the control of medical care to lower costs. //



RSA 2025 Legislative Scorecard



Ryan Sherman
Legislative Consultant/Advocate

The bills selected for the 2025 scorecard were voted on by both houses of the legislature. Each bill faced significant opposition. One bill failed final passage, two were vetoed and the rest were signed into law by Governor Newsom.

Overall, 2025 was a pretty good year for public safety and law enforcement interests. Even the six major opposition bills listed in the scorecard were all significantly watered down and amended. While we are grateful for the narrowing amendments, we remained opposed to them all because they still infringed on officers' ability to effectively perform their duties.

As always, please reach out to us with any questions or suggestions as we get ready for 2026. Until next month, be safe.

	AB 379	AB 400	AB 572	AB 847	AB 1178	AB 1231	SB 274	SB 627	SB 805	%	
RSA Position	Y	Y	N	N	Y	N	N	N	N	100%	9/9
Cervantes	Y	Y	Y	Y	Y	Y	Y	Y	Y	33%	3/9
Ochoa- Bogh	Y	Y	N	N	Y	N	N	N	N	100%	9/9
Padilla	Y	Y	Y	Y	Y	Y	Y	Y	Y	33%	3/9
Seyarto	Y	Y	N	N	Y	N	N	N	N	100%	9/9
Castillo	Y	Y	N	N	Y	N	N	N	N	100%	9/9
Gonzalez	Y	Y	N	N	Y	N	N	N	N	100%	9/9
Jackson	Y	NV	Y	Y	N	Y	Y	Y	Y	11%	1/9
Johnson	n/a	Y	N	N	Y	N	N	N	N	100%	8/8
Sanchez	Y	Y	N	N	Y	N	N	N	N	100%	9/9
Wallis	Y	Y	N	N	Y	N	N	N	NV	100%	9/9

SCORECARD BILLS

- AB 379 (Schultz) Creates felony for purchase of 16 or 17 yr old for sex
- AB 400 (Pacheco) Establishes minimum state standards for law enforcement canines
- AB 572 (Kalra) *Miranda* for witnesses related to a suspect injured/killed by a peace officer
- AB 847 (Sharp-Collins) Permits oversight boards to access peace officer personnel records
- AB 1178 (Pacheco) Improved protections for undercover/other peace officer personnel records
- AB 1231 (Elhawary) Establishes pretrial diversion for felonies
- SB 274 (Cervantes) More restrictions and a 60-day retention limit on ALPR data
- SB 627 (Wiener) Local peace officers (with exceptions) can't wear masks
- SB 805 (Perez) Non-uniformed officers (with exceptions) must display badge/nameplate

- [Chapter 82]
- [Vetoed by Gov]
- [Chapter 697]
- [Chapter 383]
- [Chapter 635]
- [Failed passage]
- [Vetoed by Gov]
- [Chapter 125]
- [Chapter 126]

OTHER SUPPORTED BILLS ENACTED IN 2025 (UNANIMOUS SUPPORT)

AB 352 (Pacheco) Criminal threat to judge, legislators, constitutional officers aggravating factor	[Chapter 554]
AB 366 (Petrie-Norris) Existing DUI ignition interlock program extended to 1/1/2033	[Chapter 689]
AB 468 (Gabriel) Sentence enhancements for looting in emergency areas	[Chapter 533]
AB 535 (Schiavo) Expands acts that may be charged as threatening a witness	[Chapter 373]
AB 992 (Irwin) Updates peace officer education/certification requirements	[Chapter 175]
AB 1085 (Stefani) Bans making, using or selling devices that obstruct or alter license plates	[Chapter 179]
SB 701 (Wahab) Prohibition and penalties for using signal jammers	[Chapter 458]
SB 734 (Caballero) Due process protections for peace officers in discrimination claims ensured	[Chapter 784]
SB 487 (Grayson) Workers' comp improvements for peace officers	[Chapter 763]
SB 459 (Grayson) Group peer support confidentiality for peace officers	[Chapter 456]
SB 19 (Rubio) Wobbler to threaten death, GBI at school, hospital, house of worship	[Chapter 594]
SB 848 (Perez) Expands school mandated reporting, training, statewide employee offenders tracked	[Chapter 460]
SB 571 (Archuleta) Enhancements for impersonating first responders in evacuation areas	[Chapter 545]
SB 221 (Ochoa-Bogh) Stalking credible threat to include pets, support animals, horses, etc	[Chapter 576]



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Chef's Corner

Green Bean Casserole



Cook Time: 45 Minutes



Prep: 10 Minutes



Serves: 6 - 8



Ingredients:

- 1Lb Fresh Green Beans
- 3 Tbsp, Unsalted Butter
- 8 Oz Cremini Mushrooms, can substitute White Mushrooms
- ½ Tsp Salt
- ¼ Tsp Pepper
- 3 Minced Garlic Cloves
- 2 Tbsp Flour
- 1 Cup Broth, Vegetable or Chicken
- 1 Cup Heavy Cream
- 2 Cups Fried Onions
- ¼ Cup Panko Bread Crumbs
- ¼ Cup Finely Grated Parmesan Cheese

Instructions:

- Step 1: Prep the oven and pan: Preheat oven to 375°F and grease a 9x13-inch dish.
- Step 2: Blanch the green beans: Boil green beans in salted water for 3–4 min, then cool in ice water. Drain and pat dry.
- Step 3: Make sauce: Melt 2 Tbsp butter in a skillet. Add mushrooms, salt, and pepper; cook 5 min. Stir in garlic for 2 more min. Mix in flour, then broth; simmer 2–3 min. Add cream and cook until thick (5–10 min).
 - Shortcut: Use canned cream of mushroom soup or sauce instead.
- Step 4: Combine: Add green beans and 1 cup fried onions to sauce. Stir and transfer to the dish.
- Step 5: Toast topping: Melt remaining 1 Tbsp butter in a skillet. Toast panko for 3–4 min; season lightly.
- Step 6: Bake: Top with remaining onions, toasted panko, and Parmesan. Bake 20 min, uncovered, until bubbly.
- Step 7: Serve and enjoy!



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

October Word Search

R	C	W	I	D	J	W	L	W	S	N	A	U	S	Z
K	T	K	F	G	M	H	T	J	H	E	P	D	X	U
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Halloween
Thanksgiving
Fall

Pumpkin
Pie
Veterans

Freedom
Honor
Environment

October Sudoku

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



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

Winners will be mailed an RSA Challenge Coin!



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Page Numbers With Turkeys

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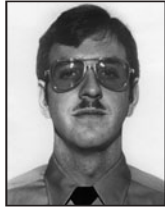
Manny Hernandez
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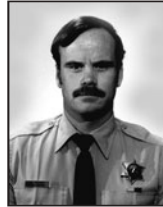
In Remembrance

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

OCTOBER REMEMBRANCES



Dirk Alan Leonardson
EOW: October 4, 1980



Michael David Davis, Sr.
EOW: October 24, 1988



Eric Andrew Thach
EOW: October 8, 1999



Harry Cohen
EOW: October 18, 2020

Frank Hamilton EOW: April 9, 1985	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 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
Deputy Hector Cuevas San Bernardino County Sheriff's Department EOW: March 17, 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	Detective Joshua Kelley-Eklund Los Angeles County Sheriff's Department EOW: July 18, 2025
Officer Osmar Rodarte Marysville Police Department EOW: March 26, 2025			Officer Lauren Craven La Mesa Police Department EOW: October 20, 2025

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Riverside County Peace Officer Memorial Foundation: www.rcpomf.org

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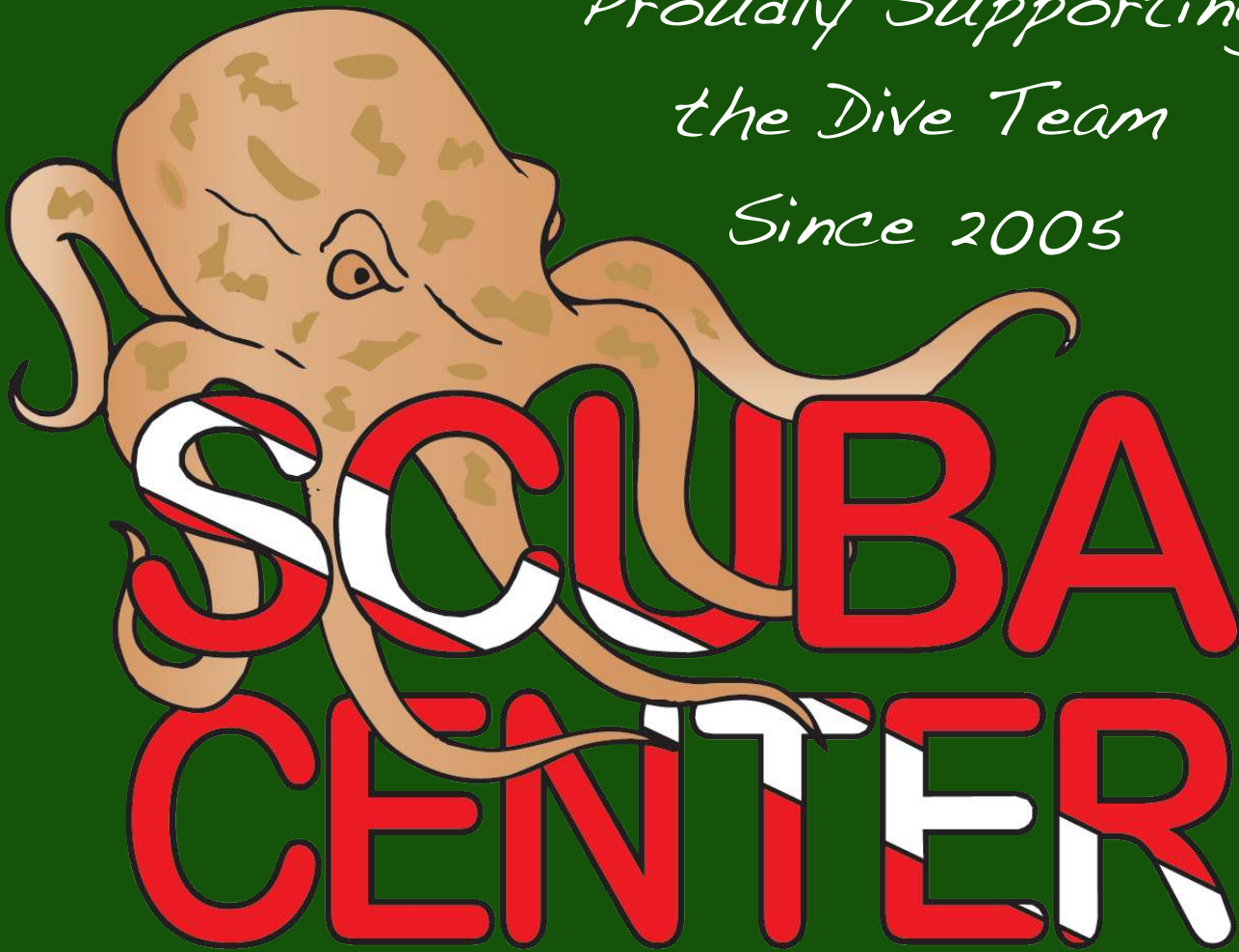
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Parker Morris
Ch. 23: Welfare Fraud Inv.



John Juarez
Ch. 24: Lake Matthews

RSA Staff And Support



Yvonne Acosta
Director of Operations



VACANT
Member Services Coordinator



Julie Kelley
Administrative Assistant II



Connie Collins
Administrative Assistant II



Sandra Tjosaas-Moore
Administrative Assistant II



Maryann Barbaro
Administrative Assistant I



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Office Assistant I



Heidi Clark
Office Assistant



Joey Thames
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Alicia Lopez
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Danielle Griffiths
Receptionist



Patrick Biggers
Senior Labor Representative



Lester Harvey
Labor Representative I



Wally Clear
Labor Representative I



Dave Drexler
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LDT Chief Of Ops. & Finance Dir.



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RSA/LDT General Counsel



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Matthew D. Hill
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Lauren Drifill
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Taylor Bogstad
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