

All Points



BULLETIN

Celebrating 81 years of serving those who serve others



REACHING FAIR AND REASONABLE AGREEMENTS

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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 2024 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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Reaching Fair And Reasonable Agreements

Pay Increases & Work Enhancements For Corrections
And Law Enforcement Bargaining Units

By Bill Young
RSA President



I want to take a moment to personally thank each of you for your patience and understanding during our recent negotiations with the County for both the Corrections and Law Enforcement Bargaining Units. These discussions were not without their challenges, but I am confident that we were able to secure the best possible pay increases and improvements to working conditions that the County was willing to provide.

As with all negotiations, neither side got everything they wanted, but after a great deal of hard work, we were able to reach fair and reasonable agreements that reflect the value we place on the dedication and hard work of our members. Both units will see pay increases across the board, along with enhancements to working conditions that we believe will make a real difference in your day-to-day experiences on the job.

Throughout the process, I received suggestions from a handful of members in each unit on ways to strengthen our bargaining position. Please know that these ideas were not ignored, they are truly appreciated. Moving forward, I encourage anyone who is passionate about being a part of this process to consider stepping up and running for your respective chapter director position in the next

// I encourage anyone who is passionate about being a part of this process to consider stepping up and running for your respective chapter director position in the next election cycle for your station or facility. //

election cycle for your station or facility. RSA is only as strong as those who volunteer and get involved, and your contributions make a direct impact on our ability to achieve the best outcomes for our members.

Once again, thank you for your support and trust throughout this process. Together, we continue to move forward stronger and more united.

HOLIDAY SEASON CHECK IN

As we approach the holiday season, I want to remind everyone to take a moment to check in on your partners and fellow team members. The holidays bring joy, family time, and moments of celebration, but they also tend to highlight challenges that might be harder to see during the rest of the year. For some, this time of year can bring up hidden struggles or amplified stress that can be difficult to cope with.

Please make it a priority to check in with each other, offer support, and

be a listening ear when needed. We are a team, and it's important that we show up for each other, both on the job and off. If you find yourself struggling or needing someone to talk to, please don't hesitate to reach out to me, or anyone from RSA. We are here for you and will always be ready to help however we can.

While we are thankful for what we have, let us also remain vigilant. This is a particularly dangerous time for law enforcement, and we must stay alert, both on duty and off. Be cautious out there, take the necessary steps to protect yourselves and each other.

Take care of yourselves, take care of each other, and ensure that everyone has the support they need during this season.

Stay safe out there and help ensure you and your partners go home safe. ★

*Bill Young, President
Riverside Sheriffs' Association*

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UNTIL 2:00PM

FRIDAY,
DECEMBER
20th

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\$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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\$150 MILLION

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

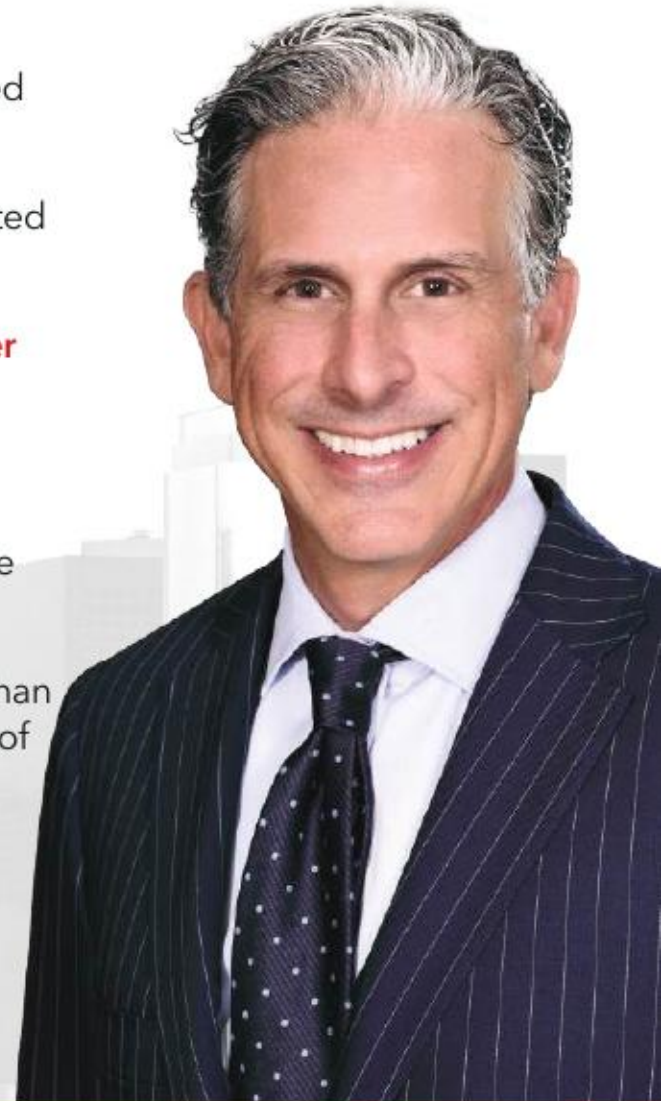
for six **LAFD firefighters** who blew the whistle on unsafe practices

\$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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in Loving MEMORY



For our family of brothers and sisters who we have lost in 2024 and years past, we pray for your eternal resting peace and ask that you keep a watchful eye over our living souls. We will always remember the guidance, laughter, and love you instilled in our hearts, thoughts, and deeds.

*Those we love remain with us, for love itself lives on,
and cherished memories never fade because a loved one's gone.
Those we love can never be more than a thought apart.
For as long there is a memory, they'll live on in our hearts.*

- Author Unknown

Retired RSA Members Lost In 2024

March 24	Mark Purkiss
March 28	Gilbert Vasquez
April 25	Chris Antoniadis
April 30	James Walsh
July 05	Brian Johnson
September 12	Guy Benoit
September 21	Steve Scully
October 21	Ralph Woodworth



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²Loan amount under the \$5,000 one-time provision can be for any use (but preference for work-related expenses such as uniforms, professional business attire, gear, equipment, etc.). Funds cannot be used for paying off existing TPCU loan or obligation.

³Sworn law enforcement, fire and EMT who have been employed at their agency for more than 1 year are eligible for loans up to \$7,500. Maximum loan amount of \$5,000 qualifies for one-time any use provision. Loan amounts \$5,001-\$7,500, funds must be used for qualified professional use. Qualified professional use includes work equipment, uniforms, supplies, firearms, ammunition, K-9 accessories, First Responder/Law Enforcement approved education course (up to 1 year) and certification training courses such as POST required courses. NOTE: For educational and certification training use, funds must be disbursed directly to the training institution, or reimbursement to member if valid receipt provided showing payment made within preceding 60-days.



Relief Foundation & Events and Fundraising November Recap

We are looking forward to our annual Cookies with Mrs. Claus scheduled for Friday, December 6, 2024, from 6:00pm to 8:00pm. This year Cookies with Mrs. Claus will be hosted at "Whoville." We are excited to offer this as a free event to our membership as a thank you to our members and their families. This event will take place at RSA and will feature a reading of "How the Grinch Stole Christmas" by Mrs. Claus with special guest appearances by the Grinch, Cindy Lou Who, and Santa's little helpers. Additionally, each child will receive a digital photo with Mrs. Claus, and a letter from the North Pole after the event by mail. If you have yet to RSVP to this event, please contact our office at (951) 653-5152 or by email marlyn@rcdsa.org. You won't want to miss President Bill Young's special appearance as the Grinch. We look forward to seeing you and your families at Whoville!

As the end of the year comes to an end, preparation for the West End Golf Tournament begins. We will be hosting two golf tournaments in 2025, one in the West End in March and one in the East End in October. The location of the West End Golf Tournament is yet to be determined. The East End Golf Tournament will be held at the Desert Willow Golf Resort.

"You won't want to miss President Bill Young's special appearance as the Grinch."

If you have any questions regarding the Riverside County Deputy Sheriff Relief Foundation and/or would like to donate or volunteer, please feel free to reach out via phone or email. Until next month, stay safe and let's make a difference together.

Marlyn Kerbs

Events & Fundraising Manager

(e) marlyn@rcdsa.org

T (951) 653-5152 | C (951) 497-3642

Upcoming EVENTS

6
DEC

Friday 6:00pm

Cookie's with Mrs. Claus

21
MAR

Friday 8:00am

West End Golf Tournament

11
JUL

Friday 8:00am

RSA Awards Banquet

10
OCT

Friday 8:00am

East End Golf Tournament



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2024

RETIREMENTS For The Month Of

2024

OCTOBER

- ★ **Marcua Young** 15 Years Deputy Sheriff A
- ★ **Alfredo Medina** 25 Years Sheriff Sergeant

Chapter Update

November 3, 2024

Chapter 13, Retirees, Update

By Lester Harvey
Chapter 13 Director

Greetings retirees! The recent September retiree CCW / HR-218 range credential course qualifications and October Retiree Member Brunch were memorable events. We look forward to continued retiree member gatherings. There will be a retiree holiday luncheon at the RSA Rancho Mirage office on December 20, 2024. Be sure to check the RSA social media for additional information. Our next Retiree Member CCW / HR-218 credential course will be held at the Ben Clark Training Center on Tuesday, March 5, 2025 from 10:00 A.M. until 2:00 P.M. Additionally, the next Retiree Member Brunch will be hosted at the Riverside Sheriffs' Association on Wednesday, April 16, 2025, at 10:00 A.M.



For those of you who have joined national affiliation with the Fraternal Order of Police (FOP) as "California Lodge 951," do not forget to take advantage of the multitude of amenities that the FOP has to offer its 378,000 national members in more than 2,100 lodges nationwide. Here are a few examples of what the FOP can offer retirees and immediate family members;

- The Concealed Carry Coverage plan offers "unlimited legal defense for civil and criminal claims associated with the legal carrying and / or use of a concealed weapon"

- Aetna Medicare Advantage PPO plan options. Each of its four options provide comprehensive medical, prescription, hearing, and vision benefits
- Exclusive discounts on fees at the 670+ "Brookdale Senior Care Giving" communities through the 41 states. These discounts are available to members and their immediate family members
- Online health, wellness, and fitness classes to help the members stay motivated, and focus on their well-being
- Unlimited access to board-certified primary care physicians and licensed mental health therapists through the "Telemedicine and Teletherapy" Mental and Behavioral Health Benefit program
- Newsletter periodical resources for current public nation-wide safety trends and legal updates
- Preferred Home Loans and Credit Card Benefits

As the country's largest organization of law enforcement officers, the FOP serves as a valuable resource for both active and retired RSA members and their families. Annual membership can be attained through the Riverside Sheriffs' Association. Contact the RSA front office for FOP membership application and dues information. Should you have additional questions about FOP associated benefits and services contact Frank Anderson or myself.

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

Best Regards ★



Chapter 19, Public Safety Unit, Update

By Charles Roberts

Chapter 19 Director



In November, your bargaining team presented RSA with a survey proposal to determine if the members (PSU) should request and vote on full membership. Hopefully the survey will be sent to the members early next year. The bargaining team is in support of full membership and we encourage members to vote in support of it as well. The survey will include a more comprehensive list of advantages and disadvantages of full membership. Please research the matter and vote your conscience. You can also reach out to a local site rep, bargaining team member, or email / call me to discuss any concerns you might have.

The most obvious advantage is a true partnership with the RSA including voting rights. Right now our position on this board is honorary and we (members) cannot vote for any elected board personnel, bylaws, etc. nor can we serve on the Executive Board of the Association. We also have no access to their benefits trust (insurance). Note, the benefits trust has not had a rate increase in over twelve years, while our costs have gone up nearly every year. Additionally, while the assault on law enforcement has diminished some, there is still a movement to abolish the police and turn probation services over to community based organizations. We and RSA need

to fight that locally, in the state capitol, and nationally. That fight costs money and RSA needs our financial support.

The most obvious disadvantage, really the only con, is the increased cost of membership. Right now we pay about seven percent of the dues so that means full membership will cost about twenty five percent more. Last month I inadvertently said it was half the dues; that was a mistake; the good news is the increase in cost is negligible and should be made up in better benefits. I realize times are hard with lingering inflation, rising insurance costs, increasing costs of goods and services, etc., however, we can't just think short term. That short sightedness is what the county does; we need to plan and prepare for the future.

Under RSA's guidance, we have seen improvements and this is simply the next step in obtaining more. We must unite behind RSA and pay our fair share. In the future, if we are able to enter RSA's benefits trust, many staff will see cost savings, assuming they select reasonable medical coverage, not a Cadillac plan. That savings should more than cover the increase in dues. Some staff may be money ahead.

When the survey is released, please vote to request full membership in RSA. Don't get hung up on the short term cost, instead, look at it as a long term strategy to strengthen the Association and eventually gain more benefits. A no vote can be likened to stepping over dollars to pick up pennies.

I hope you all have/had Happy Holidays.

Stay safe at work and home. ★

We wanted to let you know about a big change – Virgin Pulse is now Personify Health. Everything you love about the programs, features, and activities will stay the same. Your account and user history are all safe and sound.

TO SMOOTHLY TRANSITION TO PERSONIFY HEALTH, HERE ARE A FEW THINGS TO KEEP IN MIND:

- ✓ New Web Address: Our new web address is coming December 9, 2024.
- ✓ Make sure you have your username and password available because you'll need to use them to sign in.
- ✓ The old web address will only redirect you until January 31, 2025.
- ✓ Update Mobile App: Keep an eye out for an update on December 16 that will transform your mobile app to Personify Health. You'll need to sign back in using your current username and password.
- ✓ Oh, and don't be surprised when the app icon changes to this: 
- ✓ New Email Addresses: Our emails will come from @personifyhealth.com and @mail.personifyhealth.com. Remember to add these addresses to your safe senders list.

Virgin Pulse is now

personify
HEALTH

GOVERNMENT AFFAIRS

Mary Arrizon

Government Affairs Manager

VOTE COUNTS & PENDING RESULTS

November 5th has finally passed, but the dust has not settled quite yet. While we can somewhat safely predict the final results of the 2024 General Election, with President Trump being elected to the White House by an overwhelming majority, quite a few local contests are too close to call. Overall voter turnout was 68.5% of the 15.3 million voters in California. In Riverside County it was at a 67% of the 1.3 million voters registered.

As I write this, there are several thousand ballots left to count. So far, the results show that RSA-endorsed candidates are leading. Although 10 of the contests are reporting close numbers, 33 of the 49 show strong results in favor of RSA-endorsed candidates. The Secretary of State has until December 13th, 2024, to officially certify the election results.

PROPS & BALLOT MEASURES

Voters chose to support Public Safety in 4 of the 5 ballot measures backed by RSA. Almost 70% of voters supported Prop 36 (Increased Sentencing for Certain Drug and Theft Crimes). It was a strong message for electeds, showing that their constituents are highly in support of funding Public Safety and safer communities.

*Wishing you & your family a
Merry Christmas & Prosperous
New Year!*

POST-ELECTION EFFORTS

In the coming months, RSA PAC will continue the work in building up the Riverside Sheriffs' Association Public Education Fund (RSAPEF), that will allow more flexibility in advocating for members and the communities they serve. We will also work to connect with our newly elected officials and our partners in the community.

As always, please feel welcome to contact me with any questions or concerns. It is a privilege to work alongside the team at RSA to support our members.

Sincerely,

Mary Arrizon

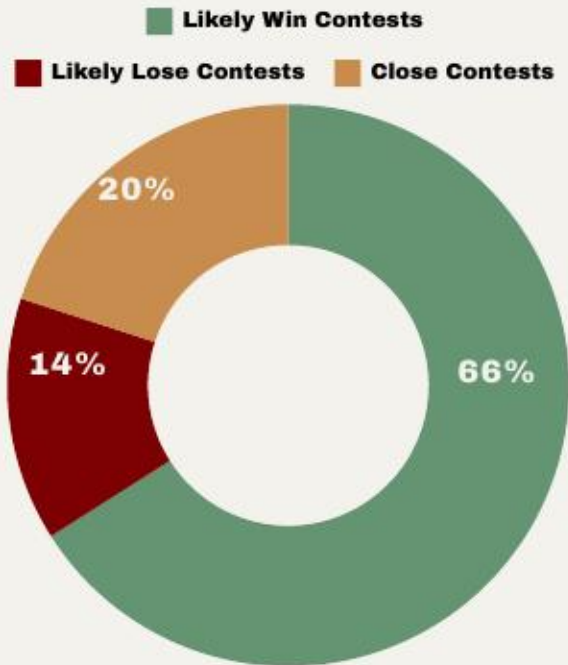
Government Affairs Manager

mary@rcdsa.org | | 951-653-5152, ext. 1212



CURRENT RESULTS

UPDATED AS OF 11/20/24



RIVERSIDE COUNTY VOTER TURNOUT



Notes from Candidates



"I wanted to express my heartfelt gratitude to you and the RSA. I am truly honored by your support, and it means so much to me as I work to represent Norco."

- Fia Sullivan, Candidate for Norco City Council

"I know that we would never have accomplished all that we've accomplished without you. And, I will never forget it. Thank you again for your friendship and I look forward to continue working with you in the future!"

-Senator Richard Roth, Candidate for County Supervisor

"Thank you very much for the support and the friendship."

-Ben Guitron, Candidate for Indio City Council

"Please let RSA know how much I appreciate their support."
- Menifee City Councilwoman, Lesa Sobek

"And I won it. Much appreciate the RSA's support."
-Dirk Voss, Candidate for Desert Hot Springs City Council

"I can't thank you enough for your support and investment in my campaign for Assembly. I look forward to staying in touch." - **Adam Perez, Candidate for Assembly District 50**

"Thank you so much for your support!" - **Ana Coriddi Meza, Candidate for Corona USD**

"Thank you. Your support has been priceless."
-Lisa Deforest, Candidate for Murietta City Council

"I can't express how much I appreciate the support."

-Eric Faulkner, Candidate for Temecula City Council

"Thanks!!! Can't thank you all enough for the remarkable support! Please share my thanks with President Young and the Board."

-Matthew Rahn, Candidate for Temecula City Council

"Please share with the union, I really appreciate the support from the beginning."

-Michelle Rodriguez, Candidate for Assembly District 50

"Thank you! I couldn't have done it without you guys."

-Eric Cundieff, Candidate for Calimesa City Council



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M4A1
CALIBER: 5.56 NATO
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FINISH: MIL-SPEC+ CERAKOTE BRN

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*Members and non-members are eligible as long as they complete required actions. Employees, Credit Union volunteers and their families are not eligible. Entries received after closing period will not be considered for giveaway. Final winner will be selected at random. Odds of winning subject to the number of entries received. Winner will be announced each quarter.

**For complete details visit www.thepolicecu.org/endofwatch. **The Police Credit Union will refund ATM surcharges up to \$3 per out-of-network ATM transaction (up to 10 per month). Checking account is required for rebates.

RIVERSIDE SHERIFFS' ASSOCIATION

COOKIES

WITH

Mrs. Claus



**PLEASE JOIN US IN WHOVILLE
DECEMBER 6TH FROM 6:00PM - 8:00PM**
21810 Cactus Ave, Riverside CA 92518

EVENT WILL INCLUDE:

- Letter to Santa
- Reading of "How the Grinch Stole Christmas" by Mrs. Claus
- Digital photo with Mrs. Claus
- Cookies & refreshments
- A return letter from the North Pole after the event
- Special appearances from
 - Cindy Lou Who
 - The Grinch



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Explore your marketplace today to find the perfect gifts for an unforgettable holiday season!

To Register visit workingadvantage.com and use Company Code **RSAPERKS1**



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Choose the best deals and offers



Find amazing exclusive offers & deals



More savings, more of what makes you happy

Featured Offers

👉 Explore these and hundreds of other offers at workingadvantage.com

Please contact RSA for the code, or log into the RSA members-only website



Holiday Sale

Get a jumpstart on the Holidays. Shop early & save big!



Apple

Exclusive employee savings on select products



Universal Orlando Resort

Save up to \$60 on tickets with Universal Epic Universe



Zeamo Wellness

Save up to 75% on gym memberships and wellness plans



Sam's Club

Save Over 60% + \$20 Travel & Entertainment Credit





Samsung Mobile

Get up to \$1,200 enhanced trade-in credit

Chef's Corner

Creamy Garlic Mashed Potatoes



 Cook Time: 30 Minutes  Prep: 10 Minutes



Serves: 4-6

Ingredients:

- 2 LBS of Potatoes
 - Russet or Yukon Gold
- 4 Cloves of Garlic
 - Peeled
- 1/2 Cup of Butter
 - (1 Stick)
- 1/2 Cup of Milk
 - Or heavy cream
- Salt & Pepper to taste
- Chives or Parsley Garnish
 - Optional

Instructions:

- Step 1: Prepare the potatoes by peeling them and cutting them into roughly equal-sized chunks. Aim for approximately 1 - 2 inches.
- Step 2: Cook Potatoes & Garlic by placing them in a large pot. Cover with cold water and add a pinch of salt. Bring to a boil over medium - high heat, then reduce to a simmer.
- Cook until the potatoes are fork - tender. Approximately 15 - 20 minutes.
- Step 3: Once the potatoes are fully cooked, drain and return them, along with the garlic, back to the pot. Mash them until they are smooth.
- Step 4: After the garlic & potatoes have been well incorporated, add the butter and milk (or cream). Stir until everything is well combined and creamy.
 - If you prefer a smoother texture you can use a hand mixer.
- Step 5: Lastly, season with salt & pepper to taste. You can also adjust the creaminess by adding more milk, cream, or sour cream.
- Step 6: Garnish your dish with chopped chives or parsley. Serve and Enjoy!



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

A MESSAGE FROM THE CHEF



Get ready to impress your guests with these rich and buttery mashed potatoes, packed with delicious garlic flavor! Perfect for any holiday gathering, this easy recipe combines just a few simple ingredients: tender potatoes, creamy butter, and aromatic garlic. To whip them up, start by boiling the potatoes and garlic until they're fork-tender, then mash everything together for that perfect creamy texture. Stir in butter and milk (or heavy cream) for a delightful richness, and season to taste. Serve these dreamy mashed potatoes alongside your holiday favorites and watch everyone come back for seconds! A sprinkle of fresh chives adds a nice touch to this crowd-pleasing dish that's sure to become a staple on your holiday table. Enjoy!

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. Email taylor@rcdsa.org.

You'll receive a special "Smokehouse" prize for your submittals.



MOTOR RODEO

SHERIFF

The Motor Rodeo is an exciting competition that highlights the skills and agility of motor deputies from various stations. Deputies face a series of challenging courses designed to test their precision and control. After competing in the Sheriff's Challenge, the top performer earns the coveted Motor Challenge Belt, which is displayed at their station until the next year's event. This annual rodeo fosters camaraderie and friendly rivalry among law enforcement teams as they celebrate the dedication and expertise of their motor deputies.



Deputy Corlew took home the Motor Challenge Belt for the Sheriff's Challenge (pictured right)
Deputy Wiz won for the fastest time
Deputy Miller won for Slowest & Cleanest Run



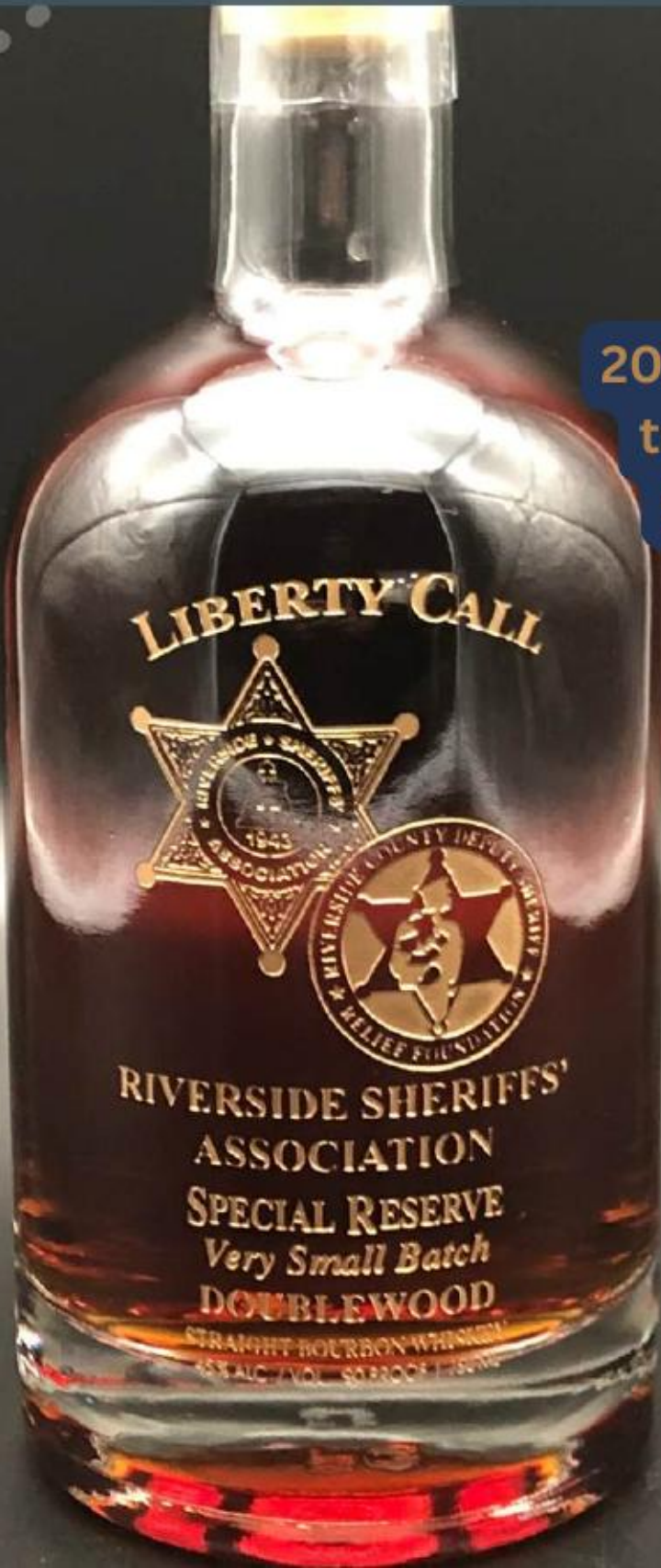
RSA

PERSONALIZED BOTTLE



GET YOUR BOTTLE

20% of the net proceeds go to support the Riverside County Deputy Sheriff Relief Foundation



RSA'S ROLLIN'SMOKEHOUSE

& Chow Shack Monthly Recap Page



11/01 - 11/30



Twin Pines Ranch

The Chow Shack started off the month at Twin Pines Ranch to serve up some BBQ to the RivCo DA Investigators during their annual range day. We got to visit the ranch and get to know the history of the grounds and what all they provide there.



Lake Matthews Station

Member appreciation feed was held at the Lake Matthews station after a brief reschedule during fire season. Thank you for your understanding and accommodation. And for all that you do everyday.



SIB and MCB Feed

We recently had the privilege of serving a special meal to the SIB and MCB teams as a small token of our appreciation for their hard work and dedication. The event featured a delightful breakfast-for-lunch spread, complete with eggs and bacon, and a sweet treat of churros for dessert. We extend our gratitude to these teams for their unwavering commitment to making a difference every day. A special thank you to K9 Chewie for joining us and adding to the spirit of the occasion!



Riverside County Probation

November was a significant month as RCP hosted its 2nd Annual Tournament and Family BBQ, a well-attended event that fostered community spirit. The day featured a range of activities, including games, face painting, and a competitive cornhole tournament. The Chow Shack catered the event, offering a delightful selection of hamburgers, hot dogs, and all the accompanying fixings.



Summary Annual Report 2023

FOR RIVERSIDE SHERIFF'S ASSOCIATION LEGAL DEFENSE TRUST



*By Darin Gray, Trust Chairman. Brett Pendleton, Trust Treasurer.
Frank Anderson, Director of Trust Operations & Finance.*

It's a fair question. When you look at your pay stub and let your eyes pass over the section entitled "After-Tax Deductions", you might notice the line item that indicates that the RSA has deducted a portion of your pay. This is the time of year that we tell you how a portion of that deduction has been used by your Association. If you have received representation by the RSA Legal Defense Trust, you are probably aware of how it (i.e. The Trust) has been of benefit to you. On the other hand, if you are like most RSA Members, you have not been a recipient of the Trust's services. This report is especially for you.

The RSA Legal Defense Trust is here for you. The LDT is considered a "prepaid group legal services plan". We hope you never need its services. If you do, we are a phone call away. We can be reached at 951.653.0130 during normal business hours or at 800.877.7317 any other time.



*To view the
entire PDF scan
the QR code.*

Honor Flights Bring Veterans To The Memorials That Honor Them

By Oscar Garcia (#1237) & Gabriel Garcia

On November 12th, 2024, Utah Honor Flight Mission #49 took off to D.C.. Among the 75 veterans selected for Mission #49 was former Marine and retired Riverside County Sheriff's Deputy Oscar Garcia.

Garcia, who moved to Utah following his retirement and 27 years of service, was one of 5 Marines selected for Mission #49. In less than 2 days, these veterans visit the memorials built to commemorate their service and sacrifice including Arlington National Cemetery and the National Monuments Mall.

While on the trip, it was common to hear stories from bootcamp to battle. Stories that covered times of war from WWII to Vietnam. On the first night, a welcome banquet was held to recognize each servicemembers military branch and war era. As the United States Marines were recognized, Garcia let out a loud and strong "Oo-Rah!"

Garcia was then recognized as being a Vietnam vet and received a special commemorative pin which his son Gabriel had the honor of pinning on him.

After visiting the monuments built for the Marines, Army, Navy and Air Force, they boarded their flight home where a hero's welcome was waiting. More than 500 people



"Honor Flight was created with a simple, yet powerful, mission - honoring our nation's veterans by bringing them to Washington, D.C. to visit the memorials built in their honor. "

waited at the Provo Airport to welcome the 75 Veterans home.

After walking through several hundred people waving American Flags and signs thanking the veterans, Garcia was welcomed home by his wife Julie, daughter's Megan and Mallory, daughter in law Myrranda, and 2 month old grandson, Theo.

Honor Flight was created with a simple, yet powerful, mission – honoring our nation's veterans by bringing them to Washington, D.C. to visit the memorials built in their honor. Transporting approximately 22,500 veterans annually, the Honor Flight Network has expanded to 45 states and served nearly 300,000 veterans.

If you are a Veteran and would like to experience an Honor Flight at no cost to you, please visit www.honorflight.org for more information. ★



RIVERSIDE SHERIFFS' ASSOCIATION

MEMBER'S GUIDE

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



TOP OBJECTIVES OF RSA

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

Represent

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

Seek

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

Promote

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

Assist

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

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

FUN FACTS ABOUT RSA

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



RSA is one of the largest Sheriffs Associations in California.

RSA has a dedicated staff of 16 people.



We have snacks in our office!

www.rcdsa.org



RSA COMMITTEES

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

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

Serving Those Who Serve

RIVERSIDE SHERIFFS' ASSOCIATION

WWW.RCDSA.ORG

THE RAFFLE

RIVERSIDE COUNTY - CENTRAL HOMICIDE UNIT

November 1st - December 18th

\$1500
GIFT CERTIFICATE

METHOD
RACE WHEELS



Tickets
\$10.00 FOR 1
\$50.00 FOR 6

PROCEEDS TO BENEFIT THE CENTRAL HOMICIDE ASSOCIATION
& RIVERSIDE COUNTY DEPUTY RELIEF FOUNDATION



WINNER WILL BE ANNOUNCED 12/19/24



Giving Thanks During The Holiday Season

By Matt Hill, Esq.
RSA Chief Counsel, Wellness Unit

The holidays usually mean spending time with family and friends, looking back at the year with an eye towards the future. Whether it is gathering around a meal or putting up holiday decorations, the intention of taking a step back from work is the same.

Despite the holiday season the reality of the need for public safety members service throughout the season remains unchanged. Many will work during the holidays and miss time with family and others will have to move scheduled



gatherings to accommodate their need to work. At the core of this expense is a public safety members commitment to service and it is that same commitment that I am thankful for during this season.

Thank you. The commitment to service is a benefit to your community and the individuals and businesses that comprise it. As a part of that community, my family and I are thankful for what you do during this season to keep us safe. It is this exact reason I am committed to advocating for your rights and protecting your benefits in 2025 and beyond.

Again, THANK YOU.

Matthew D. Hill, Esq.
RSA Chief Counsel
Wellness Unit

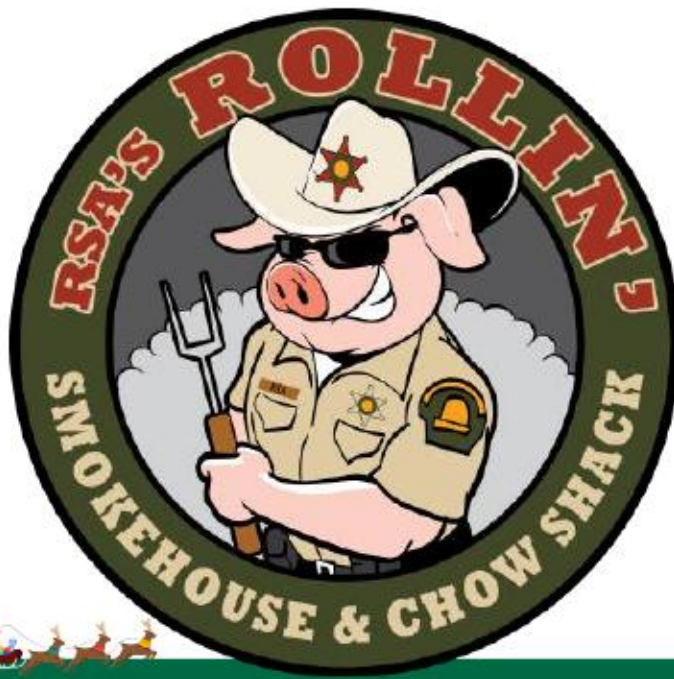
mh
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& INJURY ATTORNEY**

" FIGHTING FOR RSA MEMBERS "

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ATTORNEY.MATHILL



Calling All RSA Members, Retirees, And Friends Of The RSA Membership

The new and recently dispatched RSA Rollin' Smokehouse is looking for volunteers to help "Serve those who serve" at events to help feed our members and communities.

The Rollin' Smokehouse is dependent on volunteers as it is not staffed with paid employees. Therefore, we are creating a volunteer list for those who want to help before events for prep and during the actual events serving or cooking.

Members, spouses of members, dependents of members over 16 years of age, retirees, and friends of the membership are all welcome to help and volunteer. Culinary experience is always a plus, but not necessary as we will train you to be a culinary apprentice.

This is an excellent opportunity to give back to the membership and community and also gain valuable culinary training.

**IF YOU ARE INTERESTED IN THIS OPPORTUNITY OR FOR INQUIRIES REGARDING
THE RSA ROLLIN' SMOKEHOUSE, PLEASE CONTACT:**

JUVIEN GALZOTE

MEMBER AND CULINARY SERVICE MANAGER

JUVIEN@RCDSA.ORG

(951) 653-5152 OFFICE • (951) 455-0446 CELL

RSA'S 2024 LEGISLATIVE SCORECARD

Ryan Sherman
Director, Government Affairs

HOW RIVERSIDE-AREA LEGISLATORS VOTED

	Ochoa-Bogh	Padilla	Roth	Seyarto	Cervantes	Essayli	Garcia	Jackson	Sanchez	Wallis
AB 1082	✓	—	—	✓	✗	✓	✗	✗	✓	✓
AB 1960	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓
AB 1990	—	—	—	—	✗	✗	✓	✗	✓	✓
AB 2223	—	—	✓	✓	✗	✓	✓	✓	✓	✓
AB 2365	—	—	✓	—	✗	✓	✓	✓	✓	✓
AB 2441	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓
AB 2943	✓	✓	✓	✓	✓	✗	✓	✗	✓	✓
AB 3021	—	—	—	✓	✓	✓	✗	✗	✓	✓
AB 3127	—	—	—	✓	✓	✓	✗	✗	✓	✓
ACA 8	✓	✗	✗	✓	✗	✓	✗	✗	✓	✗
SB 50	✓	✓	✓	✓	—	—	—	✗	✓	—
SB 94	✓	✗	✓	✓	—	—	—	✗	✓	—
SB 268	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓
SB 377	✓	✗	✓	✓	—	—	—	✗	—	—
SB 905	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓
SB 1414	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓
SB 1416	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓
TOTAL	12/12	8/11	12/13	15/15	7/14	12/14	7/14	5/17	16/16	13/14

✓ **SUPPORTED RSA**
Voted with RSA
Abstained on RSA-opposed bill

— **NOT INCLUDED**
no opportunity vote on bill

✗ **OPPOSED RSA**
Voted against RSA
Abstained on RSA-supported bill
Co-authored bill opposed by RSA

AB 1082	would ban booting or towing illegally-parked vehicles
AB 1960	allows sentencing enhancement for cumulative property theft
AB 1990	removes requirement in current law to cite and release persons arrested for shoplifting
AB 2223	regulates intoxicating hemp products
AB 2365	prohibits the sale of dangerous synthetic cannabinoids
AB 2441	eliminates mandated reporting when pupils attack staff or bring deadly fentanyl or heroin on campus
AB 2943	permits warrantless arrests for misdemeanor shoplifting and aggregation of thefts for felonies
AB 3021	requires "Miranda" type warnings for witnesses after an officer-involved shooting or serious injury
AB 3127	eliminates mandated reporting of domestic violence and other assaultive or abusive conduct
ACA 8	repeals requiring inmates to work while serving their sentence in prison or jail
SB 50	prohibits law enforcement from conducting safety and other traffic stops
SB 94	allows parole for some cop killers & other first-degree murderers w/special circumstances
SB 268	classifies the drugging and rape of an intoxicated person as a violent felony
SB 377	prohibits officers from being able to purchase off-roster firearms
SB 905	improves ability to secure convictions of those committing car burglaries
SB 1414	allows solicitation of a minor for sex to be charged as a felony
SB 1416	creates additional sentencing enhancements for large-scale thefts

Employment Opportunities for Retired Law Enforcement Only:

Barrister Professional Services, LLC –

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

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

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

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

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

The pay is: \$40.00 – hourly.

BPS Security, Inc. -

Great working environment, No Covid-19 Exposure, Retired Law Enforcement ONLY, no dealing with the General Public other than an occasional Transient, and one of the most beautiful places in all of San Bernardino County. (Arrowhead Springs Resort)

We patrol approximately 2000 Acres of vacant land including the Arrowhead Springs Hotel (Historical Site), which is unoccupied. We are responsible for keeping the area safe.

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

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

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

The pay is : \$20.00 - Hourly

Immediate openings for graveyard security

BARRISTER PROFESSIONAL SERVICES, LLC

Lance K. Bauer

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Cell: (909) 520-5050

Facsimile: (909) 494-5453

Toll Free: (884) 792-0012

lance.bauer@barristerprosvcs.com

Los Angeles Office

515 South Flower Street, Suite 1800

Los Angeles, CA 90071-2228

Direct: (213) 507-3045

Facsimile: (213) 532-2020



Securing Firearms In Vehicles & Homes



By Richard Pinckard

The Law Offices Of Scott A. O'Mara

It is common for the law enforcement community to band together in support of new laws which get tough on criminals. Far less frequent, however, are new criminal laws which specifically target members of the law enforcement community. Such is the case with the recent addition of Sections 25140, 25452 and 25612 to the California Penal Code.

Penal Code § 25452 states:

A peace officer and an honorably retired peace officer shall, when leaving a Handgun in an unattended vehicle, secure the handgun in the vehicle pursuant to Section 25140.

As a result of this law, any peace officers (on or off duty) and any retired officers who may ever have a reason to leave a handgun in their unattended vehicle should obtain a locking storage container which can be attached or secured to part of the vehicle. The only exception for on-duty law enforcement officers would be circumstances requiring immediate aid or action within the course of their duties. Placing a handgun in the back of a duty SUV without first placing the gun in a locked container would violate this law, even for an on-duty officer. However, locking a duty handgun in the trunk (without being in a locked container) would constitute compliance with the law for on-duty officers who drive sedans, as well as off-duty and retired officers.

At the present time, violation of this law is considered an infraction, punishable with a fine of up to \$1,000.00. In the worst-case scenario, an officer could learn that his/her stolen firearm had been used to take an innocent victim's life - a tragic loss which could easily have been prevented.

In addition to the law regarding the safe storage of firearms *in vehicles*, officers should understand that the unsafe storage of a firearm in their private residence can also expose them to criminal prosecution under the provisions of Penal Code section 25100. The focus of this penal Code provision

is keeping firearms out of the hands of children. Violations of this section are separated into three degrees. The most serious (first degree) is a felony, punishable by imprisonment for up to three years, and a \$10,000 fine. The least serious (third degree) is a misdemeanor, punishable by up to twelve months in county jail and a \$1,000 fine. The mid-range (second degree) is a wobbler and punishable as either a misdemeanor or a felony. The degree of the offense will be determined by the actual harm flowing from your unsafe storage of the firearm.

Putting your gun on top of the refrigerator or in the cupboard behind the marshmallows, or in the nightstand drawer is no longer acceptable if you have kids or grandkids, or any of their friends in your home. You will be in violation of Penal Code section 25100 if you keep a firearm within any premises under your control, and you know or reasonably should know that a child is likely to gain access to the firearm without the permission of the child's parent or legal guardian (including yourself if it is your child), or that a person prohibited from possessing a firearm or deadly weapon pursuant to state or federal law is likely to gain access to the firearm. If the child accesses your firearm and causes death or serious injury to themselves or another, you can be prosecuted for the felony.

If the child accesses your firearm and causes minor injury, or simply carries it to a public place, or commits a 417 with the firearm, the wobbler penalties apply. Even if the child *never* accesses the firearm, but *could have*, the misdemeanor penalties apply. There is no distinction between handguns and long guns; and, there is no exemption for peace officers.

Keep in mind, even if a city or county prosecutor declines to file a criminal complaint against you for a violation of Penal Code section 25100, your agency can (and likely will) initiate an administrative investigation and administrative discipline for failing to conform to the laws of the State of California.

Gun safes can be expensive; however, spending less than 100 dollars for a DOJ approved lockbox, and/or trigger lock, and/or cable may be a very wise investment, and a small price to pay to avert a potential catastrophe. ★



As a result of this law, any peace officers (on or off duty) and any retired officers who may ever have a reason to leave a handgun in their unattended vehicle should obtain a locking storage container which can be attached or secured to part of the vehicle.



THROWBACK



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.

OLD ST. NICK: From the January, 1993 edition of the APB, Santa (Ret. Correctional Deputy George Jorgensen) visits the RSA.



Photo by Mac

Old St. Nick Visits RSA

(Please see story on page 9)

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Subscriber



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FN Unlimited



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FN Unlimited

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- Free Apple Smartwatch (NEW)
- \$250 Port In Credit (NEW)

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\$250 Port-in Credit (New)

- FirstNet Subscriber Paid customers can receive a \$250 Port-in Credit when porting from another carrier and activating a new line on an unlimited voice plan and smartphone purchase on Installment. The device must be activated with an eligible FirstNet plan.

Free Apple Watch SE (New)

- FirstNet Subscriber Paid customers can receive a free Apple Watch SE with new activation on Installment (SP). All existing Apple Watch models will be eligible, with a max credit amount of \$329.99. The device must be activated with an eligible FirstNet plan.



Scan this QR code to sign up on your personal device for the nation's only network dedicated for First Responders, or contact:

Manny Hernandez
FirstNet Subscriber Paid Consultant
619.646.7152 or mh729x@att.com

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November Word Search

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

- | | | | |
|-------------|-----------|-----------|----------------|
| Carols | (Holly) | Snowman | Year End |
| Cranberries | Noel | Travel | Yule Log |
| Mistletoe | Shopping | Turquoise | Twinkle Lights |
| Narcissus | Snowflake | Wreath | |

November Sudoku

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

SEARCH & WIN!

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

Print this page, write the page numbers you found the cars on 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 Where Santa Can Be Found

BIRTHS



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

CLASSIFIEDS



To place a classified ad, call (951) 653-5152
FREE to RSA Members



In Remembrance

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

NOVEMBER REMEMBRANCES



Mark S. Kemp
EOW: November 9, 1994



Julio Beltran
EOW: November 14, 2020

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	Deputy 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	

IN MEMORY 2024

Deputy Alfredo Flores Los Angeles County Sheriff's Department EOW: April 20, 2024	Officer Jordan Wingate Oakland Police Department EOW: April 20, 2024	Officer Matthew Bowen Vacaville Police Department EOW: July 11, 2024	Officer Austin Machitar San Diego Police Department EOW: August 26, 2024
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Riverside County Peace Officer Memorial Foundation: www.rcpomf.org

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Riverside, CA 92501
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To access the news & information center members are required to log on and register by clicking on the "RSA Members Only" link then follow the instructions. Once registered members will also be able to update their own on-line profiles at anytime (email addresses, user name & password, etc). Members are urged to keep their information current at all times to avoid missing important updates from the Association.

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Ch. 8: Hemet / San Jacinto / Aviation



VACANT
Ch. 9: Blythe Station



Alejandro Barragan
Ch. 10: Indio Jail



Gustavo Castaneda
Ch. 11: Palm Desert/ SIB East



Kevin Sequin
Ch. 12: Moreno Valley



Lester Harvey
Ch. 13: Retirees



Wesley Martinelli
Ch. 14: Southwest



Oliver Sison
Ch. 15: Perris



Allison Doubleday
Ch. 16: Coroner



Antonio Leon
Ch. 17: LSCF



Joseph Jimenez
Ch. 18: CBDC



Charles Roberts
Ch. 19: PSU



Timothy Garfin
Ch. 20: Thermal



VACANT
Ch. 21: Central Court



Jason Franks
Ch. 22: SEB



Parker Morris
Ch. 23: Welfare Fraud Inv.



Nick Padilla
Ch. 24: Lake Matthews

RSA Staff And Support



Yvonne Acosta
Director of Operations



Juvien Galzote
Member and Culinary Service Manager



Julie Kelley
Administrative Assistant II



Connie Collins
Administrative Assistant II



Sandra Tjosaas-Moore
Administrative Assistant II



Vickie Arreola
Administrative Assistant I



Maryann Barbaro
Administrative Assistant I



Cassidy Anderson
Office Assistant I



Madison Crile
Office Assistant I



Heidi Clark
Office Assistant



Joey Thames
Office Assistant



Patrick Biggers
Senior Labor Representative



Lester Harvey
Labor Representative I



Tony Johnson
Labor Representative I



Wally Clear
Labor Representative I



Dave Drexler
Wellness Representative II



Frank Anderson
LDT Chief Of Ops. & Finance Dir.



Mike Stone
RSA/LDT General Counsel



Muna Busailah
RSA/LDT General Counsel



Matthew D. Hill
Chief Counsel/ Workers' Compensation



Marlyn Kerbs
Events & Fundraising Manager



Lauren Drifill
Benefits Manager



Kelly Buell
Finance Manager



Mary Arrizon
Government Affairs Manager



Taylor Bogstad
Multimedia Manager



Robert Peebles
Chaplain

