



The Deputy

THE OFFICIAL PUBLICATION OF THE SACRAMENTO COUNTY DEPUTY SHERIFFS' ASSOCIATION

WINTER/SPRING 2020 ISSUE

MARLIN WEINBERGER: *A Career of Service*

FEATURED ARTICLES



First Responders: This Chiro's Got Your Back



Legislative Update With Retired SSO Captain Jim Cooper



DSA Resilience Class: A POST-Certified Success

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Erik Estrada

OUR MISSION



The mission of the Sacramento County Deputy Sheriffs' Association is to provide representation for our members, as necessary, in matters relating to employment, working conditions and benefits. We secure compensation for our members for the performance of their professional duties, and we work to improve conditions of employment through collective efforts in all areas of labor representation, including collective bargaining, legislative, and political activity.

We encourage activities tending to improve the morale and general welfare of our members, and foster relationships that encourage economic, professional, and social advancement.

ATTENTION MEMBERS: WHEN TO CONTACT

**Contact the
SCDSA
if you**

- Are involved in a shooting or other critical incident
- Or another officer has been injured
- Are involved in an in-custody death
- Are the **subject/witness** of an investigation
- Are being questioned and it may result in adverse action

The SCDSA representatives are available 24/7 for assistance

SACRAMENTO COUNTY DEPUTY SHERIFFS' ASSOCIATION

640 Bercut Drive, Sacramento, CA 95811



KEEP IN TOUCH WITH THE SCDSA!

Make sure you are signed up for the Member's Only section of our website, www.scdsa.org.

Want to get social with us? Make sure to follow us on **Facebook**, **Twitter**, and **Instagram**.



Email info@scdsa.org | Call (916) 441-4141

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It is the goal of our organization to publish accurate content. Please send any corrections to thedeputy@scdsa.org

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UPCOMING EVENTS: *Subject to cancellation, check with host*

TUESDAY MARCH 31, 2020 | Office closed in observance of Cesar Chavez Day

~~**SUNDAY APRIL 26, 2020** | Surviving Family Member BBQ~~ **CANCELLED**

~~**THURSDAY APRIL 30, 2020** | Local Memorial Events Begin (see page 10)~~ **CANCELLED**

~~**MAY 18-19, 2020** | National Police Week~~ **CANCELLED**

MONDAY MAY 25, 2020 | Office closed in observance of Memorial Day

TUESDAY MAY 26, 2020 | Peace Officer Day at CA State Capitol

FRIDAY JULY 3, 2020 | Office closed in observance of Independence Day

AUGUST 18-19, 2020 | 2nd Annual Member Appreciation BBQ

SATURDAY AUGUST 22, 2020 | 11th Annual Breakin' Clays for Vu

Letter from the Editor



JULIE PRAYER
Editor in Chief

The feedback we received following the Summer/Fall 2019 magazine relaunch was overwhelmingly positive, and we thank everyone who took a moment to share your thoughts with us. Your feedback fueled our creativity and drive to ensure the Winter/Spring 2020 edition was just as good, if not better.

In our last edition, we pointed our members to different avenues through which they can seek assistance for PTSD-related issues. Emotional resilience and mental toughness are assets to the modern peace officer, however it wasn't until recently that we saw this topic headlining training courses. We have been fortunate to develop a collaborative relationship with psychotherapist Jennifer Young, who specializes in treating first responders and veterans struggling with trauma and/or PTSD-related symptoms. In late 2019, we began working with Jennifer to develop a workshop for our members to help them process trauma in healthy ways, as it is experienced, to get them to retirement in the best shape possible.

Additionally, we wanted our members to be able to receive POST Continuing Professional Credit hours for this workshop. After working with Jennifer Young and her curriculum and meeting with our local POST representative, we were proud to receive POST certification for our members. We held our first session of "Cultivating Staff Resilience in First responders" on February 10th. Attendees of this class rated it very high on a subsequent survey, and we are happy to share a more in-depth review on page 23.

Speaking of our members getting to retirement in best shape possible, I spoke with Denise Currie, Sacramento County Workers' Compensation Manager. Denise was kind enough to share some statistics on injury rates of our members, the reasons

why people are getting hurt at work, and which injuries cause the most monetary loss. Not surprisingly, the #1 top loss cause was our members being injured "while arresting/pursuing a suspect". This statistic underscores the importance of perishable skills training, particularly Arrest Control Training. Not surprisingly, back injuries also accounted for a large number of claims. This statistic led me to seek an interview with Dr. Charmaine Magale, a chiropractor here in Sacramento whose patient base has a large number of first responders and veterans. Dr. Magale was enthusiastic to sit down and participate in a Q & A session I believe both our sworn and professional staff members will find educational.

In my nearly twenty years of working for the Sacramento County Sheriff's Office, I frequently heard a whole lot of gear talk. From the best boots, utility knives, firearm accessories, to apparel, our members utilize a LOT of equipment, above and beyond what their department issues to them. We wanted to provide a platform for members to share gear they've tried out and would recommend, which resulted in our new "Top Cop Gear" feature. We're starting it with three recommendations this month, but would like to see it grow. If you have an essential piece of non-department-issued equipment, we'd love to hear about it! Please email thedeputy@scdsa.org to submit your recommendation.

Thank you, and stay safe out there!



Message from the President

SERGEANT KEVIN MICKELSON
President

Welcome to the Winter/Spring 2020 edition of “The Deputy” magazine!

On November 2, 2019, we held an election for Officers and Board of Directors for the 2020-2023 term. The ballot included candidates running for Secretary, and both sworn and non-sworn Board of Directors. While the term of the President was also to be renewed, I was honored to run unopposed. We were pleased to see the election go well and to move forward conducting business with our new Board, however we were disappointed in the participation level of the membership in the election process. A mere 37.09% of the membership participated in voting. I can only speculate for the reason for the low voter turnout, this is usually a sign that an association is running smooth and things are going well. As I stated previously, this will more than likely be my last term. Having said that the number one thing on my “to do” list is setting up a succession plan and start training the future leaders of this association to take the baton and run when I retire.

On a brighter note, we DID have fantastic participation at our two-day Christmas party, held December 17th and 18th. At this party, we drew names for our first ever National Police Week Trip giveaway. The five members whose names were drawn were

to receive reimbursement for hotel and flight costs associated with attending National Week 2020 in Washington, D.C. However, as you all have heard by now, National Police Week 2020 traditional ceremonies have been cancelled. When they are rescheduled, we will continue this tradition and are excited to facilitate more of our members attending this incredible experience that honors those lost in the line of duty.

Finally, the second annual “Peace Officer Day at the Capitol” is scheduled for May 26th, 2020. This event is an opportunity for peace officers and those who support them to have an organized presence at the Capitol, complete with pre-event training, a news conference and rally, meetings with legislators, and a debriefing and networking event at the end. Having many people present at this event sends a clear message to legislators: California’s Peace Officers are taking a stand when legislation interferes with their ability to do their jobs safely. We hope many of you can be present as we demonstrate a united front and stand up for our rights. We will be sending out more information as the date comes closer, including notification if it is cancelled.

If you ever need anything, we are always just a phone call away. Stay safe!

Message from the Vice President



SERGEANT TYLER NEFF
Vice President

"A person "may have a constitutional right to talk politics,
but he has no constitutional right to be a policeman."

—Justice Oliver Wendell Holmes, 1892 Massachusetts Supreme Court.

It is our collective role as your union representatives to ensure that the rights of our members are adhered to during the course of internal investigations.

One category that maintains consistency as a catalyst for these types of investigations is endorsing or appearing to endorse content that promotes discrimination, excessive force, misogyny, or other examples of compromised character and/or integrity.

Peace Officer engagement (likes, shares, comments) with this type of content are coming under increasing scrutiny, and that scrutiny is taking on technologically sophisticated forms. One example of this is The Plain View Project database. Founded by a team of attorneys in Philadelphia, this database cross references employee rosters of specific law enforcement agencies with verified social media accounts. Offensive content engagement by these verified peace officer accounts is then captured and made searchable by city, name, rank, badge number, and keyword. This single project has resulted in countless investigations nationwide, leading to disciplinary up to and including termination of employment.

The majority of social media usage occurs on mobile devices. Employer cell phones should never be used for personal business, as you have no right to privacy on them. Conversely, personal cell phones should never be used for employer business, as you will be creating a public record on a personal device.

So how can one best balance the right to free speech versus a department's right to regulate conduct? Here are some tips from Anil S. Karia of the Public Safety Labor Group:

- Nothing you post online is truly private. Check your privacy settings. But remember nothing you post is truly private.
- Before posting, ask yourself: if my boss receives a complaint

about what I'm going to post, how will he/she react? If the answer is "not so well" or "he'll start a disciplinary investigation," is the post really worth it?

- Be careful who you "friend."
- Don't gripe or complain about your job or boss for the world to see.
- Don't post confidential work-related information.
- Don't post material that would violate discrimination, harassment, or retaliation workplace rules.
- Your First Amendment rights are very limited.
- Speak as a private citizen, not in your official status as a public safety employee.
- Your credibility can be called into question by what you've posted online.
- Posting personal information can jeopardize your and your family's safety.

It would behoove all of our members to review SSO General Order (10/16) "Social Media" to ensure they are apprised of departmental regulations. While we will represent any member who finds themselves the subject of such an investigation, we are limited in our reach to defend your right to free speech. These limitations are a result of court decisions that have held that when employee speech causes "actual harm or disruption to the mission and functions of a public employer," the employee can lose First Amendment protections, even if speaking on a matter of public concern as a private citizen.

We hope your takeaway from this is to, before engaging with content on social media, ask yourself: "Is it necessary? Is it kind? Would I want this to come up while testifying in court? How would I explain this to my supervisor?" When in doubt, keep scrolling.



Dana & Christina's Corner

By Julie Prayter, Editor



When a new member is given the opportunity to sign up for membership in the DSA, they are also given the opportunity to take advantage of signing up for long-term disability (LTD) benefits through the California Law Enforcement Association (CLEA). CLEA is a non-political, non-profit benefit association committed to offering the best benefits available to California law enforcement. For thirty-four (34) years, the CLEA LTD plan has served the California law enforcement community with comprehensive LTD benefits at the best rate. It's not too late to sign up for LTD benefits! If you are interested, please email Christina at cmatranga@scdsa.org.

DISCOUNTED MOVIE TICKETS: Discounted movie tickets are temporarily unavailable. When they become available again, we will post a notification on the *Members' Only* section of the SCDSA website. We thank you for understanding.

RESERVING THE HALL: Throughout the year, the member hall is reserved for a myriad of reasons: birthday parties, division parties, wedding receptions, and trainings, just to name a few. You name the event, and there's a good chance our members have held it here. To reserve the hall for your event, call our main line (916) 441-4141 to check on availability. A refundable security deposit of \$250 is required, in addition to a cleaning fee. If you are serving

alcohol at your event, you will be required to provide proof of liability insurance covering your event. This type of event coverage can sometimes be added on through an existing insurance policy you may already have, such as your car or homeowner's insurance. Check with your agent to see what is provided. **This insurance is not required if you are not serving alcohol.**

FREE NOTARY SERVICE: Dana and Christina are both licensed by the State of California to provide notary services, and provide this service free to our members. If you need something notarized, we recommend calling ahead to ensure they will be able to accommodate you.

We look forward to seeing you next time you're at the office!



SACRAMENTO COUNTY DEPUTY SHERIFFS' ASSOCIATION 2020 SCHOLARSHIP PROGRAM

WWW.SCDSA.ORG

- ▶ Scholarship for children of active, full time DSA members in good standing. Must be active members as of scholarship announcement date: February 20, 2020.
- ▶ Minimum scholarship amount: \$300
Maximum scholarship amount: \$1,000
Maximum number of scholarships awarded: 50
After being accepted, scholarships will be awarded in the order received.
- ▶ Applications due into DSA office by 12:00pm on Monday, April 6, 2020.

For scholarship application and details, please visit

www.scdsa.org

OPEN TO

High School Seniors graduating by June 30, 2020 that are planning on attending an accredited two year college, four year undergraduate school or trade school.

OR

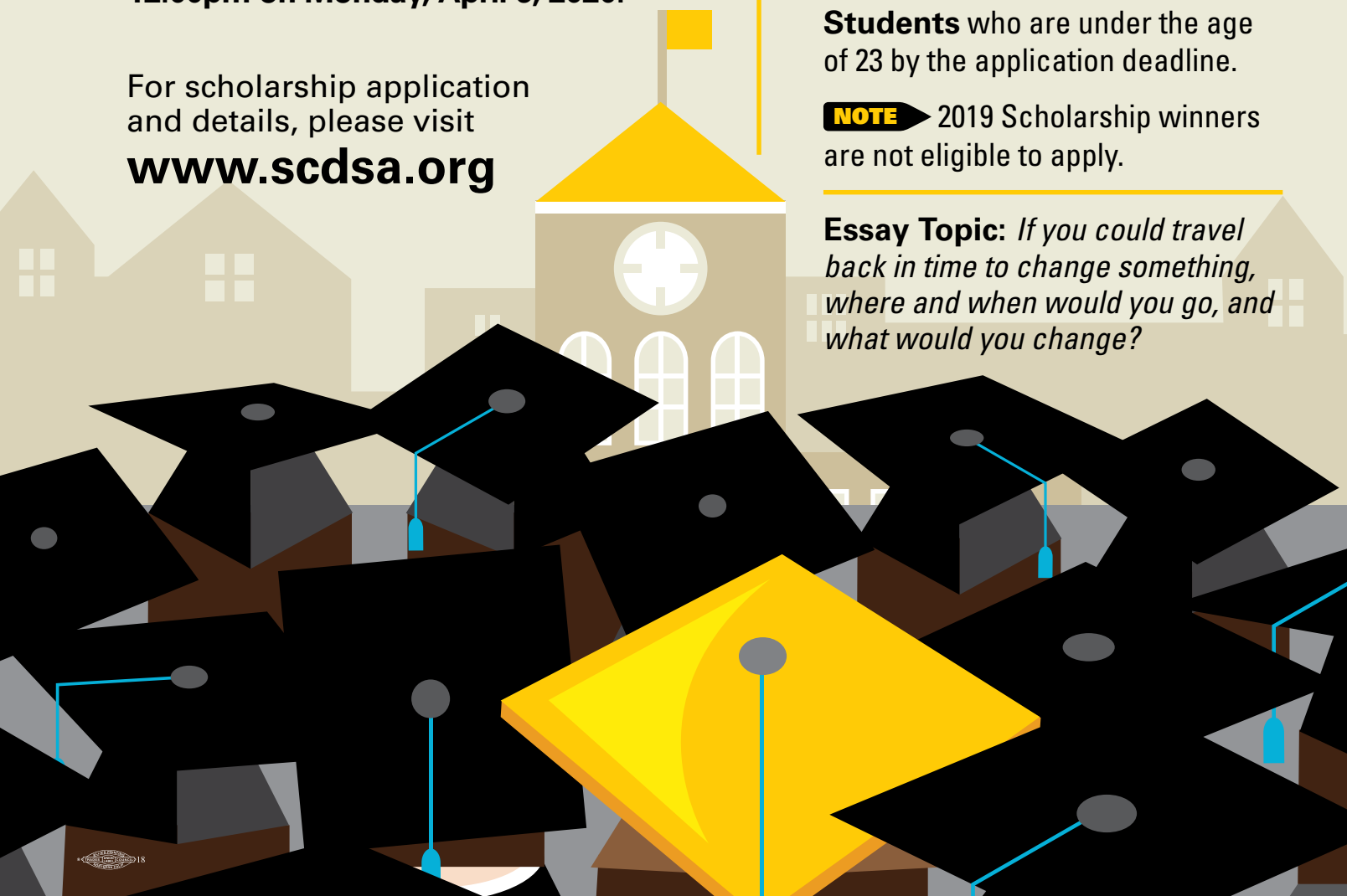
Current Undergraduate College Students who are under the age of 23 by the application deadline.

OR

Current Trade School Students who are under the age of 23 by the application deadline.

NOTE 2019 Scholarship winners are not eligible to apply.

Essay Topic: *If you could travel back in time to change something, where and when would you go, and what would you change?*





LOCAL, STATE, AND NATIONAL MEMORIALS 2020

~~Local Memorial: Sacramento Police & Sheriffs' Memorial
Arden Way Thursday April 30th~~

~~Candlelight Vigil: Peace Officer Memorial,
California State Capitol West side, Sunday May 3rd~~

~~State Memorial: Peace Officer Memorial,
California State Capitol West side, Monday May 4th~~

~~National Police Week: May 10-16th Washington, D.C.~~

ALL EVENTS ARE CANCELLED

*The DSA will send out notification
if any of these events are rescheduled.*



END OF WATCH



JOSEPH MCKINNEY
August 15, 1850



CHARLES J. OGLE
March 12, 1951



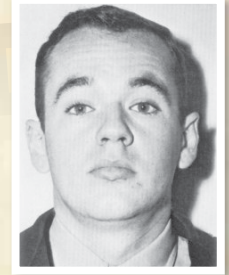
WILLIAM LITTLEJOHN
June 3, 1955



ROGER L. BAUMAN
December 12, 1961



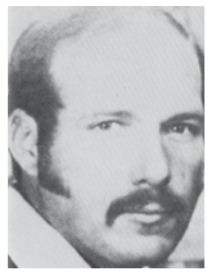
KENNETH B. ROYAL
June 7, 1968



BRUCE R. VERHOEVEN
December 4, 1973



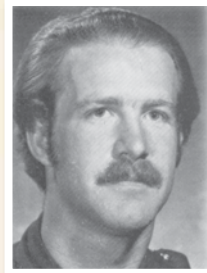
STEWART P. BAIRD
June 13, 1976



CHRISTOPHER W. BOONE
October 25, 1979



GENE N. LUTHER
April 25, 1980



DAVID E. MILLER
January 2, 1983



RICHARD DEFFNER
January 21, 1988



SANDY LARSON
December 8, 1998



KEVIN BLOUNT
July 13, 2005



JOSEPH KIEVERNAGEL
July 13, 2005



JEFFREY MITCHELL
October 27, 2006



VU D. NGUYEN
December 19, 2007



PAUL W. DEROUEN
March 29, 2008



LAWRENCE W. CANFIELD
November 12, 2008



DANNY P. OLIVER
October 24, 2014



ROBERT A. FRENCH
August 30, 2017



MARK V. STASYUK
September 17, 2018

*Remembering Those
Who Have Given Their
Lives in the Line of Duty*



MARLIN WEINBERGER:

A Career of Service

On Friday, December 20th, SCDSA staff walked General Manager, Marlin Weinberger, to his truck as he left the office for the final time.

Marlin became a Deputy Sheriff on March 5, 1973 following his graduation from the academy. The academy he attended was a joint program between the County and City of Sacramento, and was the first class to include female recruits. Following graduation, his first assignment was patrol training, which, at that time, happened exclusively on the graveyard shift.

Following his completion of the patrol training program, Marlin reported for work at the Airport Division. He recalls this assignment with a smile, and describes the Airport as, “one of my favorite assignments.”

In the early to mid 1970s, much of California was gripped by the crimes and subsequent trials of the notorious revolutionary group, the Symbionese Liberation Army (SLA). The crimes committed by the SLA included kidnapping, murder, and bank robbery, among many others, and spanned multiple counties throughout our state. Marlin was temporarily reassigned to the Court Security Division to provide additional security during SLA-related court proceedings. Following these proceedings, Marlin returned to the Airport Division.

Marlin excelled in each of his “career development” assignments, including working corrections and communications.



As publicity about SLA was no longer headline news by the late 1970's and early 1980's, Sacramento headlines were replaced by a new enemy to public safety: The East Area Rapist. Marlin was assigned to the special task force that was formed to get this violent perpetrator off the streets. He also worked surveillance trying to capture the Woolly Rapist. "We worked in uniformed detective units, we saturated the area. With all the extra resources on the street, we made a lot of arrests." When the East Area Rapist detail was disbanded, Marlin was transferred to the newly formed "Edward Watch" detail.

Around 1978, Marlin began taking an interest in labor-related issues, and began participating in "behind the scenes" union-related activities. In 1980, he ran for the position of Vice-President of the SCDSA and won. He soon became the first full-time Vice President, and spent two years in that position. He stayed on the Board of Directors for an additional twelve

years. In 1987, he promoted to the rank of Sergeant and in 2001, returned to the Association as the Business Agent. He retired from the Sheriff's Office in 2003, at which time he became the full time General Manager at the SCDSA.

Marlin has been a friend to every member of the SCDSA over the years. He has represented hundreds if not thousands of members during the course of investigations, and has a reputation for always fighting for the underdog. After realizing resources for first responders battling addiction and alcohol issues were slim to none, Marlin helped start the Wednesday night group meetings to provide support to those struggling.

We asked Marlin what advice he had for young deputies starting out in their careers, to which he replied, "Document, document, document. And don't wreck your squad car."

Marlin and his wife, lovingly known as "Mrs. Dub," will enjoy their new home closer to family near Spokane, Washington. Marlin looks forward to buying a pontoon boat (if Mrs. Dub lets him), working in his garden, greenhouse, orchard, and raising chickens. As Marlin would often say when he was done speaking with someone, "O.K., good talk!"

Heroes and Happenings



Battle of the Divisions Memorial Softball Tournament at the Mather Softball Complex on August 30, 2019



The DSA is proud to support the Annual Breakin' Clays for Vu fundraiser!



The US Honor Flag presents the Founders' Glove Award to our Rifle Team members, the only two-time recipient in the country!



The Jeff Mitchell Wiffleball Tournament was held September 22, 2019 at Elk Grove Regional Park.



The Annual DSA Christmas Party: the best place to be in December!



Memorial monument for Deputy Bobby French at Cabana Park

The DSA store is open! Hoodies, t-shirts, hats, oh my!



Congrats to Kellie Cereceres, wife of DSA member Nathan Cereceres, on kicking cancer!
Thanks to Blue Bunny Ice Cream for sending an assortment of celebratory goodies!

The DSA has it all....even baby goats!



The DSA enjoys being able to provide a venue to host so many educational classes for our members.



Sergeant Brandon Gayman is sworn in to the DSA Board of Directors, replacing Deputy Jeff Kennedy. Congrats on retirement, Jeff!



Staff & members attended the Annual Black & Blue Ball

Marlin still joins briefing sometimes via Facetime!



Supporting County Supervisor Candidates Rich Desmond & Sue Frost on election night

Communications Director, Julie Prayer, and Trauma Therapist, Jennifer Young, attend the first Annual Fraternal Order of Police Officer Wellness Summit in Nashville, TN.



Congrats to all of our members who have promoted!



Guns N Hoses/Pigbowl 2020



DSA staff & members attended memorial fundraisers for local fallen heroes Tara O'Sullivan, Brian Ishmael, and Natalie Corona.



Remembering Mark Stasyuk on the anniversary of his death. Media covering the story of anonymous contractors finishing Mark's yard remodel for Amy.



NAPA Racing honors fallen heroes



Members, past and present, enjoying the Summer/Fall 2019 edition of The Deputy

Deputy Eric Brown and supporters once again win the law enforcement trophy for the Walk Like MADD fundraiser.

MEMBERS WE'VE LOST TOO SOON.

Rest in Peace, brothers.



MICHAEL HINSHAW
August 25, 2019



DANIEL ROUSE
January 19, 2020



ANTHONY WRIGHT
January 24, 2020



Members attending retirement & benefits seminars



The STAR6 Golf Tournament: Always sold out, always a great time!



Thanks to the SSO Spouses' Association for spoiling our members with goodies on National Law Enforcement Appreciation Day!

Supporting District Attorney Anne Marie Schubert at a Sutter Club fundraiser

Welcome to all of our new members!



THE 711 CLUB

The 711 Club is a charitable nonprofit and nonpolitical association. The members are retired, active, former employees, and reserves of the Sacramento County Sheriffs Department (SSD). Membership is open to all sworn and non-sworn personnel.

WE ARE DEDICATED TO:

- The furtherance and continuance of the friendships that have developed over the years within the SSD.
- Facilitate contact with SSD present, former and retired members so members are not forgotten.
- Provide scholarships to students in a Criminal Justice education-training program.

WHAT THE 711 CLUB HAS TO OFFER

- Upon retirement, your first calendar year dues are waived!
- A newsletter, to keep you informed.
- Luncheon meetings are held on the second Wednesday of each month except July and August.
- In May, we plan the annual barbecue at the SSD Range.
- An annual Christmas dinner meeting is held in December.

Renew old friendships and enjoy a social get together.

To join, please visit www.711club.org

CAREER ADVICE FROM 711 CLUB MEMBERS:



Retired Captain Karlene Doupe:

"Don't let your message get lost in the delivery - how you talk to people is as important as what you say."



Retired Sergeant Barbara "Bubba" Smith

"Never quit. When things are getting you down, keep pushing through."

TOP COP GEAR



OUR MEMBERS CARRY A LOT OF GEAR. HERE ARE A FEW OF THEIR FAVORITE PIECES OF NON-DEPARTMENT-ISSUED EQUIPMENT:

Deputy Allie Murphy recommends the Maxx-Dri vest. "The body armor we wear does our skin no favors in regards to breathability. The Maxx-Dri vest does a great job with helping to regulate my core body temperature, especially in hot Sacramento summers." They come in a few different models, and are available on www.221btactical.com starting at \$69.99.



Deputy Ron Briggs reports one of his preferred pieces of equipment is his drop holster. "For someone like me with longer arms and a shorter torso, the drop holster keeps my firearm in the best possible position so I can protect myself quickly if I need to draw it. I prefer this light bearing Safariland holster. It works great with the range-issued Glock 17 and a surefire X300U light." *Make sure to always check with the Rangemaster for firearm and accessory approval.*



Motor Officer Marc Warren reports that having a TacLight attached to his Glock has come in handy many times for him. "While working dayshift, we might sometimes think we don't need to carry a flashlight. In those cases, this ensures that I have ample lighting when clearing a dark space." *Those who carry a TacLight must qualify annually during dim light qualifications. Congrats on your recent retirement, Marc!*

**Have you come across a piece of equipment that makes your job easier?
We want to hear about it! Email thedeputy@scdsa.org with a photo & short description.**

SURVIVAL AS A FIRST RESPONDER PHYSICALLY AND EMOTIONALLY

By: Gordon Smith (Retired Captain)

As I sit and think about the last 40 years, 31 years as a full time peace officer and 9 years as a retired annuitant, having been involved in multiple critical incidents, including 3 personal shootings, I consider the training I have received through the academy and during in-service training. Being involved as a member of Peer Support for the past eleven years, I have come to the realization that we in law enforcement spend a lot of time preparing our officers in areas of defensive tactics and use of force, which is vitally important to physical survival. However, being an instructor in the academy on Stress and the Career and Post Traumatic Stress, it is obvious we spend way too little time on training our officers on how to survive mentally and emotionally through 25 plus years in a career of stress.

I have personally experienced the trauma that comes with the job of being a first responder. In addition, I have seen the effects of trauma on fellow officers and dispatchers as a member of a Peer Support Team. The importance of this is that no matter how physically healthy you are during your career, if you are suffering from Post-Traumatic Stress, even before it reaches the stages of being a disorder, you are not healthy enough to completely enjoy your day to day life. This also means that you are not protecting your family from the effects this career has on you and the results from you not being emotionally stable. This in turn also threatens your physical safety and the safety of others.

This does not mean you are crazy or unable to recover. It is no different than any other injury you may have experienced. As with any other injury, you must get treatment in order to heal. This treatment may be as little as talking to someone you trust or using self-help methods to heal; or you may need to seek some professional therapy. I can attest to the usefulness of therapy in my own life. Without countless hours of therapy and counseling, my career could have very easily ended early due to Post Traumatic Stress. However, I was able to work through the traumas in my personal and professional life to come out stronger on the other end, using what I have learned to help others.

Going back to the training idea, spending countless hours on firearms training, defensive tactics and use of force, is all very important. However, without the training to survive emotionally and mentally, to be in a proper mindset to effectively use that training at the proper times, could result in tragedy. This lack of training in the emotional and mental survival area can also ruin relationships, cause a first responder to use other coping methods such as alcohol or drugs for coping, leading to possible domestic violence, drunk driving, etc. and maybe even a loss of freedom due to some of these unhealthy behaviors, or even death.

Throughout my career, we were required to qualify with our firearms and less lethal weapons at least a couple times a year. Every now and then we had some in-service update training on defensive tactics and use of force. However, there was not any training on emotional survival or Post Traumatic Stress.

In the past ten years or so, our department has been slowly presenting more information on trauma and its effects. In the Academy, we now do a block on Stress and the Career and Post Traumatic Stress. It is critical that new officers learn early the effects of being a first responder and how to work through the trauma they will experience throughout their career. What I still see lacking is any follow up training in this area. We continue to do the firearms and defensive tactics training, but there is little or no follow up trauma training after graduation from the academy.

As Peer Support, we help our members deal with trauma after a critical incident or traumatic event. However, preparing them ahead of time and keeping them educated in order to help themselves through these events is lacking. I believe it is critical to have follow up training every couple of years. If we really care about the Health and Wellness of our officers, just as we do with their physical survival, why wouldn't we require such training? The tide is changing in the area of Health and Wellness for first responders. It is becoming more acceptable for our personnel to reach out for help when having those feelings of stress and trauma from day to day activities on the job. However, without continuous education and discussions about Post Traumatic Stress and the effects of this career, the effects of trauma continue to pile up and cumulate, also known as Cumulative Trauma.

I hope that all first responder agencies, law enforcement and fire, become much more proactive in protecting their employees from the horrible effects that can occur because of the work they do in order to serve and protect their citizens. I also hope and pray that first responders understand that they are not alone with their feelings from trauma and it is okay to seek help to keep yourself emotionally healthy. This should occur before retirement because once you retire and the wall of protection (and maybe denial) comes down, those feelings and emotions will find their way into your life and possibly diminish how you live after serving your community!! Retirement should be the time of your life to enjoy life to its fullest extent. Take the steps necessary to fulfill your dream of retirement as a physically and emotionally healthy person that deserves the retirement you have more than earned.

Take care of yourselves and be safe!!!



RESILIENCE:

THE CAPACITY TO RECOVER QUICKLY FROM DIFFICULTIES

Thanks to everyone who attended our first POST-certified training course, "Cultivating Staff Resilience in Law Enforcement."

Taught by psychotherapist, Jennifer Young, this class explored the neuroscience of trauma and provided attendees with a wellness toolkit to assist them with processing traumatic events as they occur throughout their careers. The ultimate goal? For our members to get to retirement in the best shape, mentally, physically, and spiritually, as possible. We will be scheduling another session of this class for Fall 2020. That date, once determined, will be announced on the Members' Only section of the SCDSA website. Make sure you are signed up to receive updates there.





Q: The physical demands on our members vary greatly depending on their assignment, however most of our sworn members are required to wear a gun belt packed with various pieces of equipment. Any tips for gun belt safety as it relates to back injuries?

A: What it all boils down to is the health of your back prior to putting the extra weight on via the belt. My theory is always you should be able to do everything you want to do, activity-wise, you just have to prepare your body for that activity. So if you have a weak core, or if you have pre-existing conditions like degeneration, there's going to be a perpetuation of symptoms that start to occur as a result of added weight around the waist. So if your core is not strong enough to withstand that weight, and if there's not equal weight distribution, you're going to start getting damage and increased symptoms, such as nerve pinching, disc issues, etc.

Obviously the equipment on the belt is there for functionality, which can make ergonomics difficult, however it's critical to get the weight as evenly distributed as possible. If you're calling on one side of your body to activate, to protect that weight, the other side is going to compensate, or not compensate, and there's going to be an imbalance of your musculature and the muscles are going to activate more than the other. The other side is going to kind of hang out and do nothing. So you need to try to equally distribute that weight somehow. That's difficult when you have something heavy like a firearm that needs to stay in the same place. If improper weight distribution is not addressed, the types of diagnosis we see over time are arthritis, degeneration of the joints, one side will be compressed more than the other, one SI joint might wear out more than the other side, or muscles may atrophy more than the other.

Q: Going back to what you said about a big part of what your back health is going to be like depends on what your back health was like when you started your career: what about people that are ten or twenty years into their career, how can they play catch-up?

A: A lot of the conversations I have with my clients are about how do you balance your life out? Picture a pie, and each piece of that pie contributes to overall health. You have to be able to touch on every piece to encompass all-around health. Our society is trained to engage in reactive care, not proactive care, so we tend to jump on symptoms when we feel them. Crisis motivation can be prevented by maintenance. Body care maintenance can take on different meanings to different people: it could be chiropractic care, massage, stretching, yoga, or doing other ancillary work to make sure you're staying on top of it, not just chasing pain when it comes. I think what happens a lot when you're ten, twenty years in is people think, "I'll just deal with the pain when it becomes a little more excruciating, then I'm going to be seen." There's lots of maintenance work you can do to prevent this.

Keeping your core as strong and engaged as possible is a big part of this maintenance work. Also, getting the subluxations (out of alignment vertebrae) adjusted, getting the soft tissue issues (scar tissue, knots) addressed, hydration, nutrition, stress reduction, whether it's through meditation or prayer, and getting proper sleep are all critical. As far as the core, many people think it's just abdominal work and sit-ups. Science has shown us that it's greater than that: core work is everything from your back muscles, your glutes, hamstrings, and quads. It's the whole backside and front. Paying attention to all those pieces of the pie can help those ten to twenty years into their service.

Q: Is there anything you'd recommend to our members whose positions require them to stand for extended periods of time or do extensive computer work?

A: Posture is going to be the key for those individuals. Improper posture can translate into issues for the knees, back, and all the way up to the head and shoulders. They need to have a strong foundation for their feet, which can be achieved through orthotics, lightweight footwear, and anti-fatigue mats. As far as computer work, sit/stand desks are a great option to make customized ergonomics possible and find ways to support posture throughout the day. If this type of work station is not available, try to adjust the work space as best you can to make it more suited to your ergonomic needs.

Q: Many of our members, such as our dispatchers, have fixed posts that involve monitoring multiple computer screens and wearing communication-related equipment. Do you have any advice for our members in positions like these?

A: I frequently tell people to get up and go to the water station every forty-five minutes, but that doesn't always work for someone tied to a phone. If they can, between calls, take micro-breaks. There are some fantastic micro-break apps you can download that will notify you during your shift to do various, simple exercises. These apps are great reminders all day long that prompt you to take care of yourself without taking up a chunk of your time. Working things like this into your life, things that are easy to win and hard to lose, are the best for maintaining consistency. You have to work things into your life that don't take you out of the element of your daily activities. If something is a pain in the ass, you're not going to do it. If it's inconvenient, you're not going to do it. You have to implement them into your life in a way you'll utilize them.

Q: What types of injuries do you see in your first responder clients?

A: I see a lot of injuries from altercations, and many from incidents involving bending, lifting, twisting activities. I see a lot of herniated discs in my paramedics from lifting the gurneys. You have these tiny discs between each vertebrae, and when they're not healthy and when you don't have core strength, they herniate.

Q: Any observations on back health care differences between males and females?

A: Yes, females typically have to work harder at having a strong core, just because of our physical makeup. We have more of a sway back, if we've birthed a child we may have weaker abdominal areas and/or back muscles, so we're a little more susceptible to acquiring these back injuries, especially when you throw on a gun belt. It's interesting because I find that the type of women who typically enter into this type of work, are very athletic, and have the mindset of needing to be strong because they have to compensate for the difference in strength between them & their male coworkers. I see them work a little harder in the gym, and their physiques are stronger because they know they have to compensate. While it's unfortunate they are more susceptible to these injuries, the offset is that mentally and physically they discipline themselves a little bit more which mitigates their injury rate. Females also tend to pursue regular maintenance more than male patients.

Q: Any final advice?

A: I strongly encourage younger first responders to take care of their backs early on. Get a good foundation of strength. You have one chance at it, you cannot ignore the spine. It's the only thing holding you up in the end. Your spine is housing your nervous system and your spinal cord, and it's your spinal cord and your brain that works every other organ in your body, so you have to keep it healthy.

Dr. Charmaine Magale, DC earned her Doctorate of Chiropractic (DC) at Palmer College of Chiropractic West. She has served as team doctor for the Sacramento Sirens, Nor-Cal Aids Ride cyclists, North Highlands Varsity Football Team, the Sacramento Wolverines Football Team, and has worked with Olympic athletes at the Olympic Training Center in Colorado.





THE RETIREMENT TRANSITION:

Rick's Story



In April of 1988, I began my twenty five year career in Law Enforcement. I was twenty two, finishing up my last semester at California State University at Sacramento, working part time at a law firm, and going to the Sheriff's nine month night academy. This was just the beginning of high intensity stress for the next 25 and more years.

As first responders we were taught to armor our head and heart to cope. I coped for 25 years, but eventually withholding emotion, withholding empathy, withholding love, began to surface as physical issues and ultimately led to depression and PTSD.

After I retired, I started teaching additional hot yoga classes, twelve hot yoga classes a week. Shortly thereafter, I started experiencing immune issues. I developed rashes, alopecia, brain fog, and kidney stones, which led into anxiety and depression. Exactly one year after retiring, I told my studio owner that I



needed to take some time off and “heal”. That night sitting at home with my fiancé, one of our local officers went by with lights and sirens around the corner of my house and....

“I FELL APART”

I physically felt the pain and stress of hundreds of traumatic situations manifest through my body. I couldn’t stop it. For two days, I had full body tremors with little relief. This would be the start of the “dark night of my soul”. I relived the emotions and feelings of myself and victims from calls I handled 25 years prior. I literally was feeling the emotional pain these victims were in, and even some of the suspects. This launched me into deep depression and had me thinking suicidal thoughts. I tried talk therapy and somatic therapy and they helped some. I was the guy who taught emotional wellness in the academy, and I couldn’t see any light.

I don’t believe there is a miracle cure to emotional and physical wellness, it starts much deeper. We start with our thoughts and our breath, we start changing the patterns that no longer serve us.

Slowly the fog began to lift as I remembered and had enough resolve to continue my yoga practice, my breathing practices, therapy, surfing, and hyper focused on nutrition. I knew if I wanted to feel better, I had to discover the things that worked and didn’t work in my diet and lifestyle. I had to feed myself healthy food. I realised that I had become extremely gluten and sugar intolerant. One glass of wine would wreak havoc. My hormones and biology had shifted dramatically. This was a new me and I had to now learn the best ways to support myself as I live with the affects of PTSD and traumatic brain injury.

It took some time to feel clear, and healthy, and maybe most importantly to discover “meaning” after retiring.

Here I am six years post retirement, absolutely a different being then when I retired, and I sure am glad I didn’t cut this beautiful life short. I know what makes me feel clear and healthy, and it is this:

- Watching the sunrise
- Sometimes waking up to the howler monkeys
- Being in the ocean
- Meditation
- Mantra
- Practicing yoga in all areas of my life
- Hydrating
- Cleansing
- Being of service
- Eating and juicing clean whole foods, as close to raw as possible
- Playing with our dog
- Good Sleep

And all of these I am grateful I get to do with the one that has loved and supported me through it all.

My fiancé and I have created homes in Costa Rica and Santa Cruz that are immersed in all things healing. My story is relative, just like your story. No matter where one is on their healing journey, we can feel better. We can begin to reshape old patterns of thought, we can eat cleaner, and absolutely feel better. We continue cultivating awareness of the breath, the thoughts, the heart, and practicing compassion. We all deserve to be as happy and healthy as we can be and there is no time like the present to commit to your total wellbeing. Body. Mind. Spirit. May you be happy, healthy and free of suffering.

CALIFORNIA WORKERS' COMPENSATION SYSTEM



As a Sheriff's Deputy you know firsthand the significant risk of workplace injury or illness you and your fellow peace officers face every day. According to the U.S. Bureau of Labor Statistics, police and sheriff's patrol officers suffer roughly 31,000 nonfatal injuries involving days away from work each year. As a deputy, it's not a question of if you get hurt, but rather what to expect when you get hurt. First responders who are injured on the job, and the survivors of those who lose their lives in the line of duty, have a right to benefits under Workers' Compensation law. However, accessing workers' compensation benefits is not always easy.

At Mastagni Holstedt, APC we have been supporting law enforcement for over forty years to ensure peace officers receive all the benefits to which they are legally entitled. We encourage everyone to educate themselves regarding the work comp system prior to an injury and to call upon our office when you find yourself grappling with a work injury.

■ WHEN YOU GET HURT:

To access benefits, you or your dependents must file a claim for benefits with your employer. After notification of a work injury, the employer has 90 days to accept or deny the claim. However, despite the fact that Workers' Compensation law is a "no-fault system," filing a claim does not guarantee that your employer will provide benefits. During the 90-day period after reporting the injury, your employer will review the facts to determine if they will accept or deny the claim. To be entitled to benefits, you must establish an "industrial injury" was suffered.

■ THE BURDEN:

Proving an industrial injury occurred involves offering proof to show that it is more likely than not that the harm occurred in the course and scope of employment. Then medical evidence must be presented to the court to show the nature and extent of the work injury. If these elements are proven, the injury is said to be Arising Out of Employment (AOE) & in the Course of Employment (COE) and you should be eligible to receive workers' compensation benefits.

■ WHAT BENEFITS ARE AVAILABLE?

California Workers' compensation provides medical benefits, temporary disability, permanent disability, vocational rehabilitation and death benefits. As a peace officer there are two additional benefits that are not available to non-sworn individuals asserting a work injury: presumptive industrial injury for specific diagnoses and salary continuation, as noted below.

Medical Benefits – Paid for by your employer, to help you recover from an injury or illness caused by work. This benefit includes doctor visits and other treatment services, tests, medicines, equipment, and travel costs reasonably necessary to treat your injury.

- **Presumptive Industrial Injuries** - When a police officer has a medical condition listed below, it is presumed to be a work injury. This “legal presumption” means you get the benefit of the doubt as to the cause of the injury. The presumption should allow you to receive medical treatment for that condition and disability benefits. The presumptions afforded to Safety and Law Enforcement positions are “rebuttable” by the employer; however, the presumption effectively shifts the burden of proof to the employer to establish that the injury was not work related. The current presumptions afforded to peace officers include injury to the heart, hernia, pneumonia, MRSA, meningitis, cancer, tuberculosis, post-traumatic stress disorder and injury to the low back or the “duty belt” presumption.

Temporary Disability – If your injury or condition requires you to miss more than three days of work or causes hospitalization, you should receive temporary disability benefits. Temporary Disability (TD) is payments paid to the injured party if you lose wages because your injury prevents you from doing your usual job while recovering. TD payments are generally two-thirds of one’s earnings. However, as a peace officer you would only use the TD benefit after you exhausted your salary continuation benefit under Labor Code §4850.

- **Labor Code §4850 – Salary Continuation** - As a peace officer, if you are injured and unable to work, you can receive up to one year of full salary in the form of Labor Code §4850 – Salary Continuation in lieu of TD benefits.

Permanent Disability – If your injury or condition results in some permanent impairment, you will be eligible for Permanent Disability (PD). The amount of PD award you will be paid is determined by a mathematical formula which factors in the disability as described by the doctor, your age and your occupation.

Compensable Consequences – If your initial work-related injury causes other medical problems, you may be entitled to benefits for these subsequent “compensable consequences” as if they occurred at work.

Vocational Rehabilitation or Training – A supplemental job displacement benefit in the form of a voucher may be provided to help pay for retraining or skill enhancement if you are eligible to receive permanent disability benefits, your employer doesn’t offer you work, and you don’t return to work for your employer.

Death Benefits – Certain persons dependent for support or partial support on a deceased employee may be entitled to Death Benefits if the death was related to employment.

■ WHEN TO APPLY

By law, you should notify your employer after you are injured or as soon as you discover that your condition may be related to your job. Failure to file a timely claim may result in being prevented from pursuing workers’ compensation benefits. It is also best to retain legal representation as soon as possible. Your employer will have representation from the inception of your injury. Workers’ Compensation is a complex and specialized field of law. This article attempts to touch on the main points but an attorney can provide you with an explanation of the law as it affects each particular injury. If you or your loved one is dealing with a work injury and your employer is disputing your right to benefits, a workers’ compensation attorney from Mastagni Holstedt, APC can help you understand your legal options and work to obtain all the benefits you are entitled to under the law.

U.S. Bureau of Labor Statistics:

<https://www.bls.gov/iif/oshwc/cfoi/police-officers-2014.htm>



Adam Hahn is from the law firm of Mastagni Holstedt, APC. The firm specializes in labor and employment representation of peace officers.

Adam is a member of the firm’s California Workers’ Compensation team.



From Patrolling Sacramento Streets to Being an Elected Assemblyman: **RETIRED SSO CAPTAIN, JAMES "JIM" COOPER**

For those SCDSA members who don't know me, I retired in 2014 after proudly serving for over thirty (30) years. There's not a day that goes by that I don't miss my SSO family. It's what drives me to fight everyday as a state Legislator protecting our profession and the safety and security of our brothers and sisters who are currently serving, and who will serve in the future.

Since being elected to the Assembly in 2014, public safety has always been my top priority. I am one of two former peace officers who are currently serving in the Legislature, which is comprised of 120 elected State Representatives. Our lack of representation in the Legislature has given me a unique opportunity and sometimes advantage to be a stronger voice for you and for our profession. For nearly six years, I've been directly involved in crafting and driving public safety legislation in a direction that builds our profession up and protects the public. However, much of my time is dedicated to playing defense against bad bills. In some cases, I simply work to minimize the damage of bad legislation that I know will pass and that will negatively effect the public's safety, our safety, or our profession. This means negotiating with other Legislators and partnering with Law Enforcement Labor groups to lobby for sensible amendments to make a bad bill, less bad.

My strategy has never been to kill or amend every public safety bill introduced that is perceived to be bad. My strategy is to target and focus on bills that I know will be a detriment to our profession or that will jeopardize your safety, or the safety of the communities we serve. I've been directly involved



in legislative issues including statewide body-cameras, use of force, peace officers labor rights, and dozens of bills protecting local control on law enforcement issues. Most notably, as an Assembly member, I've continually fought to fix the unintended consequences and problems created by AB 109 and Propositions 47 and 57.

As a member of the California State Assembly, I can introduce 50 bills and each senator can introduce forty (40) bills in each two-year session. That's 5,600 bills per legislative session! The Legislature is currently in the second year of a two-year session. I suspect in 2020 that the legislature will introduce between 2,500 to 3,500 new legislative proposals, many of which will be centered on public safety. It is no secret that over the past five (5) years there has been aggressive movements to adversely affect our profession through legislation. I believe this year will be no different and my goal will be the same. I will continue to use my experience and expertise to move legislation in a direction that



makes sense and does not put you at any more risk, physically or financially, than you already are.

By the time this article is in print we will already know what legislation will impact public safety in 2020. I expect that there will be a move to minimize your protections provided in the Peace Officers' Bill of Right (POBR). I suspect the legislation may include extending management's time to complete internal affairs investigations or creating an additional and revocable peace officers' certification, or both. There may even be an attempt to expand public release of peace officers' records created by SB 1421.

You can expect me to continue our fight working with my elected colleagues along with President Mickelson and Association Presidents across the State to ensure any attempts at dismantling POBR are met head on.

I will continue to promote your voice by organizing our second annual Peace Officers' Day at the Capitol. Last year's inaugural event was a positive move toward the future of law enforcement having a strong and collective voice. We stacked the Capitol Halls with over two-hundred (200) peace officers from every major labor organization in the State. We organized and lobbied members to show them that, we too, can mobilize and fight to protect our interests. This year's event will be on May 26th.

Our goal is to have double the amount of participants as we did at last year's event. I encourage you and your family to please participate in this year's event if you are available.

Lastly, I've also been deeply involved in the Keep California Safe Act, 2020 (KCS). Last year, this important measure qualified for the November 2020 Ballot. The act simply corrects existing law that classifies crimes such as felony domestic violence, rape of a disabled or intoxicated person, trafficking a child for sex, drive-by-shooting, felony assault on a Peace Officer, and many other clearly violent crimes which are currently deemed "non-violent" to be considered "violent". The Keep California Safe Act will also finally fix some of the consequences of AB 109. Additionally, the measure will also help correct the unintended consequences of Proposition 47 by holding serial thieves accountable, as well as strengthening California's DNA database to solve more cold case homicides and rapes.

Regardless of what 2020 brings here at the State Capitol, I will always have our profession's best interest and the public's safety in mind. Fighting as hard as I can, every day, to make sure you are safe, trained, equipped and your financial security into retirement is always protected. I will always remember where I came from and where my home is. #ProudSSO

Make sure to follow my social media accounts to stay up to date on legislation affecting law enforcement:



@AsmJimCooper



@AsmJimCooper



@asmjimcooper



FASTEN YOUR SEATBELT

Economic downturns and turbulent investment

Markets can make people nervous. Recognize these events are normal, although undesirable, part of the economic and investment cycles. With that in mind, following are some tips for investors during unpredictable times.

DON'T PANIC. Some people may be tempted to bail out of their stock investments if markets are having a particularly rough ride. Selling solely because the stock market tumbles may be the worst thing to do.

STAY INVESTED. If you're investing for a long-term goal – such as a retirement that begins in another decade or more and could last two or three decades – you'll have plenty of time to ride out market cycles. As the table below shows, missing some of the best days in the market can significantly reduce your gains over the years. An investor who stayed fully invested over the past 15 years would have earned \$20,460 more than someone who missed the market's 10 best days.

Missing the Best Days in the Market Substantially Reduced Returns.

\$10,000 Invested in the S&P 500		
	S&P 500	
December 31, 2002-	Annualized	Growth of
December 31, 2017-	Total returns	\$10,000
All trading days	9.92%	\$41,333
Minus 10 best days	5.03%	\$20,873
Minus 20 best days	2.09%	13,629
Minus 30 best days	-0.43%	9,374

As of 12/31/2017. Source: Standard and Poor's and Kmotion Research. This example is for illustrative purposes only and is not indicative of the performance of any investment. It does not reflect the impact of taxes, management fees, or sales charges. The Standard and Poor's 500 index (S&P500) is a weighted, unmanaged index comprised of 500 stocks believed to be a broad indicator of stock price movements. Investors cannot buy or invest directly in the market indexes or averages. Past performance is not guarantee of future results.

If the stock market posted gains and losses every other year, imagine what you would lose by selling after a dip. Where would you put your money? A money market account might earn a steady 1.5%, but that won't even keep up with the average long-term inflation rate of 3.1%

KEEP A LONG-TERM PERSPECTIVE. It's easiest to stay the course if you focus on your major life goals and not on the market's day-to-day or month-to-month movements. Look at your quarterly statements, stay on top of major current financial events, and plan to do a thorough review of your investments-asset allocation, investment performance and progress towards your goals-once a year.

DOLLAR COST AVERAGE. One of the most effective approaches to investing is dollar cost averaging. You simply commit to investing the same dollar amount on a regular basis. When the price of share in a stock or investment portfolio rises, you'll buy fewer shares, and when the price dips, you'll buy more.¹

MAINTAIN A DIVERSIFIED PORTFOLIO. Diversification lowers your risk because historically not all parts of the market move in the same direction at the same time. Losses in one area may be balanced out by gains elsewhere.²

KNOW YOUR RISK TOLERANCE. If you find stock investments to be too risky for your taste – for example, if you can't sleep at night because you're worrying about your stocks, - maybe you should consider a safer, steadier ride.

MAKE THOUGHTFUL MOVES. If you make changes to your investments, do so in a thoughtful way, and after careful consideration. Talking with a financial advisor could be a good first move. We'd love to assist.

¹Dollar cost averaging involves continuous investment in securities regardless of fluctuation in price levels of such securities. An investor should consider their ability to continue purchasing through fluctuating price levels. Such a plan does not assume a profit and does not protect against loss in declining markets.

²There is no guarantee that a diversified portfolio will enhance overall returns or outperform a non-diversified portfolio. Diversification does not protect against market risk.

*Wherever your retirement goals take you,
we can help get you there.*

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FAMILYWEALTH
Law Group
Professional Corporation



By: Alyssa Chow, Attorney with Family Wealth Law Group, PC

PLANNING FOR MINOR CHILDREN

For parents with minor children, there are many different considerations about how to best plan for those minor children in the event of a parent's passing. Below are some important issues for parents to consider when it comes to planning for minor children:

- 1. Naming Minor Children as Direct Beneficiaries.** In California, minors cannot receive funds outright. Often, parents name their minor children as direct beneficiaries of retirement accounts or life insurance policies in an effort to ensure that their minor children are provided for in the event of the parent's death. However, if the parent dies and the minor child is designated as a beneficiary, an adult (usually the surviving parent or another family member) may be required to go to court to establish a Guardianship of the Estate for the minor child to obtain and manage the funds. A Guardian of the Estate typically must report and provide an accounting of the funds to the court until the minor child turns 18, at which point the funds are distributed outright to the child to do with as he or she pleases. One way to avoid this scenario is to create a Revocable Living Trust so that minor children do not receive funds outright, and parents can leave instructions in their Trust about how and when their minor children can receive the funds.
- 2. Nominating a Trustee.** A Trustee is someone who is responsible for managing and distributing assets that are held in a Trust for the benefit of the minor child according to the instructions provided in the Trust. A Trust is a better alternative to naming minor children as direct beneficiaries

because it allows the parent to give the Trustee specific instructions regarding distributions to or for the benefit of their minor children. Things to consider when nominating a Trustee include: whether the individual is a good money manager, whether the person is organized and good at record-keeping, and whether the person is willing and able to take on the responsibility.

- 3. Nominating a Guardian.** If a minor child does not have a surviving parent, a Guardian of the Person may need to be appointed by the court to make decisions for the minor child such as choosing where they live, choosing where they go to school, and authorizing medical and dental treatment for them. It is important for a parent to formally nominate someone in their estate planning documents because the court relies on that nomination to appoint the Guardian. Things to consider when nominating a Guardian include: whether the person shares the same values, where the person lives, and whether the person is willing and able to take on the responsibility. The positions of Guardian and Trustee are distinct yet may be performed by the same person. However, it may not always be appropriate for someone to wear both hats. Parents should nominate a Trustee and a Guardian who they think will be best suited for each individual position.

Disclaimer: This article is intended for informational purposes only. Please consult with a licensed attorney for further analysis of your specific needs.

Family Wealth Law Group, PC is a Sacramento-based law firm that practices exclusively in the area of Trusts and Estates, providing services regarding estate planning, trust administration, probate administration, conservatorships, and guardianships.



The critical mission of the STAR 6 Foundation is to act as the benevolent arm of the Sacramento County Deputy Sheriffs' Association by providing immediate and ongoing financial assistance, grievance counseling and peer support for the spouses, families and "brothers and sisters" of the fallen and injured men and women of the Sacramento County Sheriff's Department and surrounding law enforcement agencies.

From drug dealers to violent offenders; each and everyday law enforcement officers step in harms way and put their lives on the line in order to protect the citizens in which they serve. Although we have tragically lost several more deputies following the crash of STAR 6, our resolve and commitment as an organization to the community remains strong and steadfast. Please take this time to show your appreciation and commitment toward the officers in your community by pledging

your financial support to the STAR 6 Foundation. Your support and contribution is greatly needed and appreciated.

The Foundation is governed in part by board members of the Sacramento County Deputy Sheriffs' Association. The STAR 6 Foundation is a recognized by the IRS as a non-profit charitable organization under 501(c) (3) and all contributions and donations are tax deductible. (Tax ID# 20-3255899).

To donate, please visit www.star6.org.

Members can sign up for payroll deduction donations by contacting our office.

MEMBER BENEFITS

- Representation during administrative investigations
- Membership in the Fraternal Order of Police
- A free one-hour consultation with an attorney regarding non-course and scope personal matters
- A free one-hour consultation with an attorney regarding workers' compensation
- The right to vote on association leadership
- Preferred rates from supporting businesses
- Discount coupons to entertainment
- Reduced rates on all of your insurance needs
- Use of the member hall and facilities, pay only a small cleaning fee
- Optional long-term care and disability insurance
- The SCDSA will buy your badge for you upon your retirement
- Annual scholarship opportunities for members' children
- Other benefits as periodically authorized by the board:
 - Living trusts
 - Body scan international
 - Finance workshops
 - Retirement workshops
 - SCDSA backpacks and safes
- As a member of the SCDSA, you are also eligible for benefits through the STAR 6 Foundation, which include:
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 - \$1500 retired member upon death
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 - Financial support



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- **4%** Compounded cost of living increase (years 3-8)
- **\$65,000** Death Benefit

CLEA Benefits for Non-Sworn Members:

- **75%** of wage for Non-Industrial Disabilities (Year 1 with SDI integration). 70% wages thereafter
- **\$10,000** per month maximum benefit
- **30** calendar day waiting period
- **3** year benefit for Sickness, Accident & Pregnancy
- **4%** Compounded cost of living increase (years 3)
- **\$65,000** Death Benefit

Email completed Enrollment forms:
cmatranga@scdsa.org



For details on benefit and enrollment form, visit
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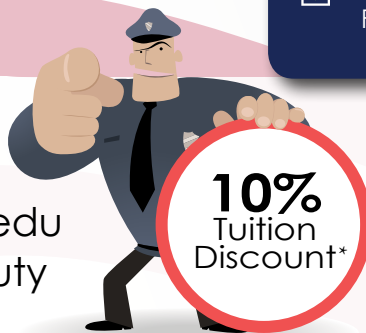
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